



Board of Directors Meeting Agenda

East Multnomah Soil and Water Conservation District

Thursday, January 16, 2025, 6:00 – 8:30 PM

To be held at EMSWCD Office (5211 N Williams Ave. Portland, OR 97217) or

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

or call in: United States (toll free): +1 (571) 317-3116 Access Code: 578-282-301

AGENDA

Item #	Time	Board Meeting Agenda Item	Purpose	Presenter	Packet
1	6:00 20 min	Welcome and meeting called to order. Oath of Office for Newly Elected Directors: • Laura Masterson • Ramona Denies • Mary Columbo Board Officer & Committee Assignments	Information/ Decision	Zimmer-Stucky	N/A
2	6:20 5 min	• Introductions • Review/revise agenda • Review previous action items • Approve December 2024 Board & Annual Meeting Minutes	Information/ Decision	Zimmer-Stucky	a) 12/2/2024 Board & Annual Meeting Minutes Previous Action Items
3	6:25 10 min	Time reserved for public comment and introductions ¹	Information	Public	N/A
FINANCE AND OPERATIONS					
4	6:35 5 min	Monthly Financial Report: November 2024	Information	Mitten	a) November 2024 Financial Report
DISTRICT BUSINESS					
5	6:40 5 min	Something to Celebrate	Information	Beamer	a) Instagram: lightscamerarefraction
6	6:45 20 min	Board Member Onboarding Module 1: What We Do and Why We Do It	Information	Beamer	N/A

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



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7	7:05 20 min	Quarter 2 Reports	Information	Leadership Team	a) Q2 Report b) Incoming HWF Business Incubator Farmers
8	7:25 10 min	2025 PIC Grants Applicants Update	Information	Kent	a) 2025 PIC Grants Applicants
9	7:35 10 min	Equity-Focused Strategic Opportunity Grant Pilot Program Review	Information	Kent	a) EFSOG Review Memo
10	7:45 10 min	Contract Approvals above ED Authority: a. 2025 Soil Restoration at Headwaters Farm b. 3 Rural Lands Contracts	Information/ Decision	Beamer	a) HWF & Rural Lands Contracts Memo
11	7:55 10 min	Legislative Platform	Information/ Decision	Beamer	a) Legislative Platform Memo
12	8:05 10 min	Board Scheduling: • OGEC Training • 2025 Board & Committee Meetings	Discussion	Beamer	a) FY 24-25 Meetings Schedule
BOARD BUSINESS					
13	8:15 10 min	Board Discussion	Information/ Discussion	Zimmer-Stucky	N/A
CLOSING ITEMS					
14	8:25 5 min	• Announcements and reminders • Action items • Adjourn meeting	Information	Zimmer-Stucky	N/A



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EMSWCD Board Members, Committees and Meeting Dates

EMSWCD Board			EMSWCD Committees		
Members	Positions	Officers	Budget	Land Legacy	Personnel
Joe Rossi	Director - Zone 1		X	X	
Laura Masterson	Director - Zone 2	Secretary	X	X	X
Mike Guebert	Director - Zone 3	Vice Chair	X	X	X
Jim Carlson	Director - At-Large 1	Treasurer	X	X	X
Jasmine Zimmer-Stucky	Director - At-Large 2	Chair	X	X	X
Upcoming Schedule		Board	Budget	Land Legacy Committee	Personnel Committee
FY24-25	2024	July	1	22	15
		August	5		
		September	4	23	
		October	7		21
		November	4	25	
		December	2		
	2025	January	6	27	20
		February	3		
		March	3	24	
		April	7		21
		May	5	26	
		June	2		

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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.



12/2/2024

***East Multnomah Soil and Water Conservation District
FY 23-24 Annual **FINAL** Meeting Minutes***

Monday, December 2, 2024

6:05pm- Call to Order

Zimmer-Stucky called to order the FY 23-24 Annual Meeting at 6:05pm on Monday, December 2, 2024, at the EMSWCD Office.

6:05pm- Introductions, Review/revise agenda, Review previous action items.

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

Board of Directors: Jasmine Zimmer-Stucky (At-Large 2 Director, Chair), Mike Guebert (Zone 3 Director, Vice-Chair), Laura Masterson (Zone 2 Director, Secretary) (6:10pm), Jim Carlson (At-Large 1 Director, Treasurer), Joe Rossi (Zone 1 Director)

Staff: Kelley Beamer (Executive Director), Dan Mitten (Chief of Finance & Operations), Heather Nelson Kent (Community Outreach & Engagement Program Supervisor), Julie DiLeone (Rural Lands Program Supervisor), Kathy Shearin (Urban Lands Supervisor), Matt Shipkey (Land Legacy Program Manager), Alex Woolery (IT and Analytic Specialist), Monica McAllister (Community Connections Liaison), Katie Meckes (Senior Outreach and Engagement Coordinator), Chelsea White-Brainard (Senior Outreach and Engagement Coordinator), Jon Wagner (Senior Rural Conservationist), Sasha Schwenk (Operations Administrative Assistant), Rowan Steele (Headwaters Farm Program Manager), Asianna Fernandez (Executive Assistant)

Guests: Craig Flynn (public), Gerald Kempenich (public), Mary Colombo (public), Larry Bailey (public), Evan Gregare (public), Gabrielle Rossi (public), Genevieve Rossi (public), Tom Estes (farmer), Joseph Kunsevi (public), Al Garre (farmer), Jason Skipton (ED of Growing Gardens)

Changes to the agenda: N/A

6:06pm- Recognition Awards

Employee of the Year

Beamer announced Matt Shipkey as the Employee of the Year and presented him with a commemorative plaque and certificate of appreciation. With the award, he also received two extra days of vacation and attendance at a national conference of his choice.

DiLeone shared quotes and reasons why Shipkey was awarded Employee of the Year.

Laura Masterson arrived at 6:10pm.

Service Awards/ Milestone Anniversaries

- Monica McAllister for 5 years of service.

Shearin shared some nice words about McAllister's time, so far, at the District.

- Joe Rossi – Board Member for one four-year term of service.
- Jim Carlson – Board Member for one four-year term of service.

Zimmer-Stucky shared some nice words about Rossi and Carlson's time at the District.

6:18pm – FY 23-24 Annual Report Presentation and Approval

Fernandez presented the FY 2023-2024 Annual Report via Prezi.



Motion: Carlson moved to approve the FY 2023-2024 Annual Report, Masterson 2nd. Motion passes unanimously (5-0).

6:32pm- FY 23-24 Audit Presentation and Approval

Mitten presented the FY23-24 Audit to the Board for review and approval. The full audit report was included in the Annual Meeting packet and Mitten provided a summary of the report highlights. These included:

- EMSWCD is in complete compliance with all aspects and provisions of the laws and regulations, with no material issues or problems, and EMSWCD has demonstrated good fiscal controls and processes within the organization.
- Funds held in contingency were not utilized in FY 23-24.
- All programs' expenditures are within appropriations for the fiscal year.
- Mitten described the underspent amounts in FY23-24:
 - The USDA Grant that was applied and budgeted for did not get awarded to EMSWCD, so we were unable to expend any of the money appropriated for that grant. That amounted to about \$137,000 of unspent expenditures associated with that grant.
 - Otherwise, the underspend was mostly reflected in contracted services, payroll, contracted attorneys, for a total of \$938,000 unspent in those categories.
 - Rural Lands: \$171,000 underspent, mostly related to the USDA Grant, contracted services, and payroll
 - Urban Lands: \$179,000 underspent, mostly related to contracted services.
 - Contingency: \$359,000 not spent as no unforeseen circumstances arose during the FY.
 - As noted previously, the "where" underspent has been identified. In FY24-25, staff will be focusing on determining the "why" programs went underspent and report back to the Board.
- Revenue totals: \$6.9million for FY 23-24, an increase of just over \$1million from FY 22-23. This is mostly related to property tax revenue exceeding our budgetary expectation and interest income.
- Total Expenditures were \$5.9million, a decrease of about \$261,000 from FY 22-23. An overall decrease in spending of the General Fund.
- Due to increased revenue and decreased expenditure, our net position increased by over \$1million from FY 22-23.
 - We have very little liabilities and are debt free.
- Our total net position is \$19.2million.
- Capital assets fluctuate by year, and during FY 23-24, it was mostly due to office building improvements, Headwaters Farm capital improvements, and the disposition of the Gordon Creek property.
- All of the interest in our accounts get split up into the General fund, Grants fund, and Land Conservation fund.
 - The Grants Fund received \$112,000.
 - The Land Conservation Fund is allocated about 65% of all interest received and 25% goes towards the General Fund. This totaled about \$550,000 overall.

Motion: Guebert moved to approve the FY 2023-2024 Audit Report, Carlson 2nd. Motion passes unanimously (5-0).

Announcements and Action Items: N/A

Zimmer-Stucky adjourned the Annual meeting at 6:39pm.



12/2/2024

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

Monday, December 2, 2024

7:00pm- Call to Order

Zimmer-Stucky called to order the regular meeting of the EMSWCD Board of Directors at 7:00pm on Monday, December 2, 2024, at the EMSWCD Office.

7:00pm- Introductions, Review/revise agenda, Review previous action items.

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

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

Staff: Kelley Beamer (Executive Director), Dan Mitten (Chief of Finance & Operations), Heather Nelson Kent (Community Outreach & Engagement Program Supervisor), Julie DiLeone (Rural Lands Program Supervisor), Kathy Shearin (Urban Lands Supervisor), Chelsea White-Brainard (Senior Outreach and Engagement Coordinator), Monica McAllister (Community Connections Liaison), Asianna Fernandez (Executive Assistant)

Guests: Ramona DeNies (virtual), Jason Skipton (ED of Growing Gardens), Madison Tucker (Headwaters Farm Business Incubator farmer), Aron Kerr (Headwaters Farm Business Incubator farmer), Craig Flynn (public), Gerald Kempenich (public), Mary Colombo (public), Larry Bailey (public), Evan Gregare (public), Gabrielle Rossi (public), Genevieve Rossi (public), Tom Estes (farmer), Joseph Kunsevi (public), Al Garre (farmer)

Changes to the agenda:

- Addition of Policy Proposal
- Addition of Response to Rossi's questions from the December 4th Board meeting.
- Switch Item 6 and 7.

Previous action items: N/A

7:05pm- Approval of minutes

MOTION: Guebert moved to approve the November 4th Board Meeting Minutes, Carlson 2nd. Motion passed unanimously (4-0, Rossi abstained).

7:06 pm - Time reserved for public comment: N/A

Skipton, Growing Gardens Executive Director – The organization has spent 30 years looking at conservation, land stewardship, and community building through agriculture. As a PIC Grants recipient, he wanted to share his appreciation for the District's partnership and to share about Growing Garden's year in review. Growing Gardens has three main programs. One is their Youth Grow program, where they work with 11 elementary schools and one high school in getting kids outside in a tactile learning environment, and embedding math and science into agriculture. The students participate in tasting, growing, and learning about food grown in their schools in East Portland. Last year, they helped grow 35 pounds of food that went back into school kitchens for the students to enjoy. Another program is their home gardens program. This is education about home gardening, as well as connection to conservation and growing their own food. They also help invest about \$100,000 of USDA funding to local farms to buy CSA boxes that get delivered every week. About 300 a week. They also helped grow and distribute 15,000 plant starts to home garden families. Lastly, Growing Gardens works in 14 correctional facilities across Oregon doing 12 months of horticulture education and hands-on production, getting people outside and providing job training and skill development while incarcerated. On average, they grow about 300,000



pounds of produce in Oregon Correctional facilities, that then go back into those facilities' kitchens. Through Temecula Community College, they started a Greenhouse Management course, since most facilities have greenhouses, and they're doing a decentralized community greenhouse project, building five smaller greenhouses throughout East Portland, and connecting those to the community for people to grow food as the climate is changing around us.

Fernandez to send the Board a copy of the Growing Gardens impact report.

Tucker, co-owner of Walking Whale Flower Farm, finishing their first season at Headwaters Farm. Speaking in direct response to what she saw unfold at the December Board meeting around the soil health initiative at HIP. She knows the Board and staff care about setting new farmers up for success, so she wanted to share her experience with Jen Aron over the past year. In college, she studied agroecology and soil science under remarkable academics and recalled her professors talking about how this science was new and dynamic. A lot of what was being studied could not be replicated accurately in a laboratory setting, and because soil environments are so variable, results could differ greatly depending on the local microbiome. Practical applications of these theories could be risky, as results weren't guaranteed, but every application would be informative, and in the face of rapidly declining soil fertility, change would be necessary. When they started Walking Whale Flower Farm, they were excited to meet with Aron because they knew the soil reputation at Headwaters, and knew they were facing an uphill battle. She was thrilled to hear Aron reflecting back some of the things she had learned in school, including nerding out about aggregation, and to see that she had practical recommendations for how to apply those ideas to their farm. She felt excited to have the space and support to experiment with new ideas and try things that were untraditional. Nothing about how they're approaching farming is traditional. Farming in the face of climate change without generational wealth or inherited land is all but impossible, and it will take an entirely new paradigm of understanding what it means to be a farmer to stay afloat. She did not take everything Aron told them as gospel truth, and there were things she recommended that they decided against, but overall, she found her advice to be pragmatic, scientifically grounded, and aligned with their core principles. This season, they found great success at Headwaters in terms of soil health. Their weed pressure stayed down, they had excellent yields with very little fertilizer application, and aside from Sluggo, they did not have to use a single pesticide. She attributes that largely to luck and to the fact that they were on such a small plot and could dedicate a ludicrous amount of time to tending to the soil. She also attributed that to Aron, who was there every single week with them to touch the soil, take samples, examine plants, answer questions, and offer advice. There were times in the season Aron was just there to offer her a hug, or to hear her complain. She interacted with Aron more than any other person involved with HIP. Her enthusiasm is palpable, and her care for the farmers is undeniable. Outside of running a farm, Tucker also works for a local farming nonprofit, and their programming touches many of the small-scale farmers in the area at some point in their career. She was recently attending a work event and Aron's name was brought up. Faces lit up, and it felt like half the people in the room had a positive story to share about a way in which she helped them at some point in their farming journey. She has done more in her capacity as a farmer, a mentor, an educator, a friend, and an advocate to help new and beginning farmers than almost any other farmer she knows in the area. Tucker hopes that the District continues to contract Aron to help future farmers at HIP. The program, from a farmer's perspective, has only seen benefits from her inclusion.

Kerr, co-owner of Walking Whale Flower Farm. He is giving a statement of support for Jen Aron and her incredible work at Headwaters. Aron has been an invaluable asset and support to their farm this year. They had weekly check-ins with Aron all season, where they would work through problems they were facing and get reassurance when they were second-guessing themselves. In terms of direct support and contact, she's been the most valuable resource to them in the Headwaters program, and she was always incredibly knowledgeable about any subject they brought up with her, related to soil health or not. On the topic of Aron's work rehabilitating the soil at Headwaters, the opportunity to work closely with her in the Soil Ambassadors Program was one of the reasons they applied to Headwaters. Their interest in soil science and its importance in creating a sustainable food system is part of the reason that they're farmers. He's connected with many young farmers in the area and Aron is a farmer in this community with a great



reputation. Those who know of her work or have visited her farm are excited about what she's doing, and those who don't know about her work probably would be. He doesn't claim to represent or know what the exact type of farming that the District wants to see at Headwaters is, but he does know that young farmers are passionate and serious about fixing our food system, mitigating and reversing the effects of climate change and topsoil depletion, and finding ways to farm that are less extractive. He believes that Headwaters is exactly the type of place where we should be trying to address these issues. In the farming industry as it exists today, it is too much of a burden for many farmers to incorporate new ideas and practices while staying afloat. So as long as we have a public program here that is government funded, he believes our community is done a service by creating a space to try new things that are backed up by science. All of this has to be balanced with the fact that this is a business incubator, and creating a successful business comes first. That's a balancing act they've run into plenty of times already and again, he doesn't see it as a reason why they shouldn't be trying to rehabilitate the soil at Headwaters. Finally, as Aron has pointed out, this is a complex system that is actually objectively more complex than they are currently capable of fully understanding—and it is a system that has been thrown out of balance over decades. If you believe in what we're trying to do you're just going to have patience and a scientific approach, which is that things don't always go as you plan and you have to recalibrate sometimes. They strongly believe in it and Aron is the best.

Joe Rossi (Aron is very knowledgeable on soil science issues, but he thinks we're missing the ball at Headwaters in this way. He doesn't judge how people farm, he judges by performance, and when he sees farms performing, he wants to learn how they're doing so at a high standard, and when they're not performing, he wants to learn why too. He's spent a significant amount of time at Headwaters. To summarize our efficiency at Headwaters, we're seeing a slow increase in performance, but we've had a steady decline for seven years. This is based on our own soil practices and that's evidenced by our neighboring farm, Mainstem, an amazing vibrant ball and burlap farm, with more recent history than our acquisition of our asset. Then with Scot Ekstrom's nursery farm, it has great soil with a lot of biomass. Quoting Professor AM Techley, in their highly read publication from 1909, "we're missing the ball on deep plowing and turning the soil." Rossi's issue now is that he suggested a trial earlier in the season, but for some reason, that didn't happen. Continuing the quote, "deep plowing brings up stores of inert plant food, enlarges the moisture reservoir, deepens seed bed, gives more root room and more internal for the soil." You create a moisture bank, and you turn the bad stuff, from the top, down, and the stuff from the bottom comes up. Plowing looks like you're flipping it upside down, but you're actually flipping it sideways. So, you're taking two sections, flipping them sideways, and turning all the biomass, bad insects, etc. under and turning the biomass to create natural compost into the soil. "Deep plowing for subsoil users to break up impervious hard band and favors the absorption of moisture." It allows moisture to go deeper into the roots and allows for deeper root growth. We're not doing that at Headwaters and Aron is not proposing that, which is discouraging to hear. "Proper and timely plowing is most effective in practical means of preparing a suitable seed bed for nearly all farm crops." We're not doing this step. "The best way to build up our native exhaustive soils is to plow well, add hummus, work up physical conditions suitable for best growth of plants. So dead plants, insects, animals, leaves and other organic matters decompose, they break down into the chemical elements that leave behind rich brown dark substances. Substances, hummus and its full nutrients are necessary for plants." The analogy of stirring paint that he used in the last meeting, where you can't leave a paint can in the garage for five years, not stir it, and then expect it to paint well in your house, is like what we're doing right now. We're not mixing the paint can and he wishes there was a little bit more science involved in Headwaters, or at least a trial like the one that he proposed.

7:21 pm- Monthly Financial Reports:

Mitten Both September and October financial reports look great and in-line with budget and expectations.

September: Total Assets and Liabilities, the Balance Sheet has increased by 3.91% since last year at this time, meaning it's a healthy Balance Sheet. Overall, Assets were at \$18.1 million, a 3.91% increase from the year before. Profit and Loss budget performance is on track. Interest accrued through September was \$163,000, reflecting the increased interest rates, that are now decreasing. The Local Government



Investment Pool and Treasury interest rate is beginning to decrease. This was predicted for the FY 24-25 budget. Line 9040, Purchase of Real Property, shows the Hawk Haven transaction for \$453,000. P&L by class shows that none are close to 25% spend rate for the same percentage of fiscal year past.

October: Some of the Balance Sheet lines have changed; Property Tax Receivables, some of the Fixed Assets, Building accumulated, and Depreciations were changed. These changes are made as part of adjusting journal entries and part of the audit process. Overall, the Balance Sheet is 3.3% higher than the prior October, which is still in line. Profit and Loss Budget Performance shows typical ebbs and flows of expenses. We received \$212,000 in Interest, which is 125% of our appropriations, but as interest rates go down, this number will decrease over months. In line 9030, Improvements on Property, \$22,000 was for painting and carpet for the office building. The Profit and Loss by Class shows that all programs are within spend velocities.

7:12pm- Leadership Team Updates

Beamer shared her Executive Director Updates:

- Attended a two-day conference, Our Willamette Waters, convening all the watershed groups from the headwaters of the Willamette to the Columbia River in our district, for the first time again in a while. It was great to get a refresher on high level science about the Willamette river, and see the steps different agencies, nonprofits, and tribes are taking to support the watershed. The takeaway is that the River is getting warmer, especially lower our region, the number of invasive fish species is increasing, and the number of natives fish species is decreasing. The groups plan to convene again and think about collective action, with a new structure.
- Delivered testimony to Portland City Council, responding to the city's tree code amendment for sunseting the higher fee for removing urban trees in the urban area. The council unanimously voted to remove the sunset.
 - **Zimmer-Stucky** heard great things about Beamer's testimony from members of the public. It was a new space to see the District represented in, and they thanked her for her testimony. Thanked her and staff for this engagement.
- The Leadership Team is working with 3C's Strategies to operationalize and prioritize the programmatic goals from the District FY 24-25 Workplan.
- With DiLeone moving on after over 20 years at the District, we're sad to see someone with such long tenure leave and we're now thinking about planning for the position and how to support the Rural Lands team in the meantime.
- Developing onboarding modules for new Board Members, so they're prepared to make decisions and hit the ground running.

Mitten shared his Finance & Operations Team Updates:

- FY 23-24 Audit Report finished.
- Paint and Carpet at the office – thanked the F&O staff for orchestrating that with zero pain points. This is the end of the renovation project. There will be an arts project to decorate the office, but that's a separate effort.

Shearin shared her Urban Lands Team Updates:

- Mount Hood Community College dam removal: we've received funding from the Resources Legacy Fund (\$47,000 for project manager) and requested another \$200,000 for phase 2. The project manager is also working on getting funding for the design phase. We also applied for the Private Forest Accord grant for \$200,000 to plan for final design and construction should begin in September.
- Participated in the NAYA Kenema campus uplift project, and now that they have a new executive director, the project is kickstarting again to create more of a culturally responsive outdoor space and uplift the ecosystem services of that location (near the Columbia Slough Watershed Council's office and the Slough.)



- Kickstarting the District's Spring workshops, and thinking about doing other kinds of workshops, workshops in different languages, and more hands-on workshops.

DiLeone shared her Rural Lands Team Updates:

- They received seven applications for the Headwaters Farm Business Incubator, which are being reviewed this week.
- All recently mentioned cost share projects (CLIP) have been completed: two drip irrigation projects at nurseries, and two rainwater harvesting tank and drip installations at vegetable farms that irrigate from municipal water.
- Completed the sale of the Division Ave. farm to a Headwaters graduate.

Guebert gave his sincere appreciation for DiLeone's years of service to the District and all the work she's done. Her legacy will be felt here for many years to come.

Masterson gave her appreciation for DiLeone, and her work. She's touched the whole district, beyond just the Rural Lands. Thank you for everything you've done for so long. There are big shoes to fill.

Kent shared her Communications, Outreach, & Education Team and Grants Updates:

- The website redesign is moving along, we got great feedback from our designers, and now we're diving into content development.

Grants

- Held an online info session for the Partners In Conservation (PIC) Grants process. All 2024 PIC Grant agreements are signed and in process.
- Awarded one Special Projects and Community Events (SPACE) grant to the Portland Harbor Community Coalition.

7:45pm- Board of Directors Discussion

Zimmer-Stucky attended a memorial service for Bob Sallinger. Hearing people talk about his work, his legacy, and all of his connections to so many communities was very powerful. Thanked staff for the social media and website post.

Rossi proposed a policy, endorsed by Multnomah County Farm Bureau. It shifts the District's focus from being competitors, to our land purchasers for ag land, to facilitators. It would add capacity to the group and execute more farmland saving in our district. He would rather have discussed this during the November LLC meeting, and apologizes for pushing this on the Board now, but he's been asking for this debate, and the Board did not approve engaging Farm Bureau, Oregon Association of Nurseries (OAN), and anyone else in this conversation, so he's introducing the topic now. As farmland declines due to housing and economic forces, our historic farmers are squeezed for ag land just like our aspiring farmers need ag land. What we don't have in our District is any focus on that element. The exciting part about DiLeone leaving is that we could probably actually have somebody that connects all of the ag community, adding a viewpoint to the group that we don't have now. The District thinks it does, but it really doesn't. The ag community complains about that to him. We now have the chance to invite our farmers' input into who is hired. He would have asked for a vote for this. His sole intention is to execute more soil and water health and acquire land for agriculture.

Rossi The second topic is based on the list of 20 questions that was a result of Jen Aron's soil health presentation. Some of his questions are directed at Aron, some are general questions for the Board Members to reflect on, and one question is for Mitten regarding numbers. There are some numbers quoted that he's not sure are accurate. Some are questions are to Beamer, about her thoughts as the Executive Director. To be an effective manager and director of the organization, he likes to dig into what we're doing and asking questions allows him to come to meetings informed, to make decisions and include his fellow directors in the debate. He feels like he has less of a voice than he would as a member of the public. He's really excited about Mary Colombo serving in his new position, she comes with a viewpoint. He wants his questions to be part of the record and doesn't understand why it took so long to answer them. Other directors can ask questions and get answers or trials, but when he asks Beamer a



question, it becomes a big debate. He feels like he's being treated differently, and he comes with an alternate, minority, viewpoint that the Board should consider.

Rossi passed out 4 documents.

Masterson None of us direct Beamer, the Board as a whole has to agree to direct Beamer, who will then direct staff. She feels like the Board has talked a lot about some of the issues he's bringing up. If the group can't come to consensus, or votes in a specific way, then it's her understanding that we then move on from the topic, but it feels like he keeps raising the same issues. She thinks this Board has a lot of agreement about ways to move forward, and a lot of great programs for farmers. We're never going to agree on everything.

Rossi stated he is not asking to be agreed with, and he's not directing Beamer. He's asking questions to be an informed director, which are not directing. Beamer can then direct the questions to staff who raised the issue. Zimmer-Stucky seems to think he has to have a debate with the other directors to get his questions answered. These questions shouldn't have to be raised to the Board level. As a Board member, he should have access to basic information. He feels that he's had four years of patience, but it's been a waste of his time. Asked for the Board to get back to the questions by the next meeting.

Masterson stated she doesn't have 20 questions for Beamer. I'm sorry you feel frustrated. She'd like to have a continued conversation with the Farm Bureau, OAN, and our East County farmers. Rossi didn't get a yes to most of his questions, which she feels is part of the challenge here. She's happy to look at these questions today, but she's not going to respond to them all right now. We are a governmental organization, and some things take time.

Carlson has similar concerns to Rossi. When he toured HWF for the first time, he saw a lot more productivity than what he's seen in the last couple of years. For the money we're spending out there, this should be a showcase. If he had the same budget to run his farm, it would be so clean, you could eat out of the dirt. We need to take a hard look at these questions. In one of the previous meetings, there were fingers being pointed at the previous ball and burlap (b&b) farmers, who he's known and been friends with for 40 years, and he knows how they farmed the land. Whatever happened in the past is in the past, we need to figure out how we're going to move forward, to improve it. His mother's gardening club toured the farm with Steele, and they were appalled at what they saw.

Rossi It is the worst farm operation he's ever seen. We have no business teaching anybody how to farm if we can't for \$800,000. There's a lack of economic product out there this year. Last year, weeds were up to his waist and all the plots were abandoned by mid-September. There's no activity out there. One farmer was harvesting potatoes, which weren't marketable, but it was salvage harvesting. It's three times the cost of an OSU education.

Masterson We agreed to a plan as a Board, and we're on a new trajectory out there.

Rossi No you're not, you're not on the right trajectory. They could very easily do a trial plot to prove they're on the right trajectory, but they're not doing that. He proposed to have a trial plot based on historic industry. We have an amazing opportunity there, with historical knowledge of farming that we can apply to new science. It's an amazing opportunity to bring all of our ag community together, but you're farming like a person in Lake Oswego would think of farming, farming out of the book. It's not fair, it doesn't give trust to our farm community. There's a lot of farmers who tour the operation and they're here, he was surprised to have so many people attend this meeting because it's a difficult meeting to come to. Thanked the public attendees.

Masterson thinks we're hearing some different perspectives here.

Rossi proposed that the District hire an independent evaluator from Headwaters Farm, because Jen Aron comes from our program, which he didn't know. She's teaching pseudoscience farming, and the District could hire somebody to prove she's right. He knows some of the things she does are right, but we don't know. He sees a lack of performance at the farm. The slide she showed regarding Nitrogen deficiency and some of the things she's saying is great, but you have to get the root zone down deep because the water has to go deep, and when you don't break it up and the roots are shallow, you don't have success, which is what he's seeing at HWF. The plants' inability to bring in Nitrogen is because of the micronutrients and



mismanagement of the soil. Having an independent evaluator would help to commend the good job you're doing or improve it. He feels for these farmers because they spend a lot of time out there.

Masterson corrected that Jen Aron worked at OSU, and worked for OSU Extension, she did not have anything to do with the Headwaters Farm. Some of the Headwaters Farm Business Incubator farmers have been very successful. She believes Rossi is painting a picture here and there is a different perspective. Thanked Rossi for bringing a different perspective to the table. She has also farmed for almost 30 years and has a different perspective. We have some challenges at Headwaters Farm that the Board is committed to improving.

Beamer mentioned the story from the Annual Report that showed all of the 24 successful farms who have graduated out of the program and are now feeding our local community, are successful, and are still operating all around the district.

Rossi replied that they're conflating farmers in our programs who are successful on other plots, but not ours. It's a distorted way to look at it.

Motion: Rossi moved to have the District hire an independent evaluator. Carlson 2nd. Motion amended after discussion.

Discussion:

Carlson Like Rossi said, Aron brought some things to the table and if we do this, it shows that what we're doing is the right way, then we just have a second opinion that proves it's the right way. If we get another opinion that shows we need to divert and do something different to make this better, then why wouldn't we want that opinion?

Masterson is not opposed to this idea, but she feels it deserves further discussion before being voted on tonight. She needs more information about who to hire and the criteria we're evaluating on, before voting on it.

Rossi didn't ask for specifics, just for an agreement to do it and the next Board can decide how it's executed.

Zimmer-Stucky This Board has been very clear that the weed pressure at the HWF is unacceptable. The changes we've made to the recently adopted Strategic Plan helped us turn the page. The changes that the Board approved in the November 2023 Board meeting, in regard to the Headwaters Weed Management Plan, helped us change direction. But change happens one farming season at a time. We are two years into executing the Strategic Plan, and only one year into the HWF Weed Management Plan. It's too early to say that these plans are not working, or that we need to go a different direction. These plans need a few growing seasons to take effect. We have debated this as a Board substantially and we are all in agreement that we want to see HWF as a beacon of what a business incubator looks like. As a business incubator program, some farms will fail and not everyone is going to cut it, like any other business incubator program would have. The reality is that any fails are not going to simply live in someone's business folder on someone's laptop like a regular tech business, it's going to exist in weeds and failed crops. It's going to be very visible. That's what a business incubator program is. We've made specific steps in our Strategic Plan and Weed Management Plan to achieve a higher standard, and it just requires a few years to put those plans in motion.

Carlson From his own experience, he had issues with certain plots of lands too, and needed to remediate that, and it didn't take him two to three years to fix. They did it in one season and were back to farming that piece of land the next year.

Rossi It does not take two or three years.

Zimmer-Stucky Both Rossi and Carlson were on this Board when those two strategic plans were approved.

Rossi That was last year, he's asking for something this year. It's the perfect time to do it since we're not farming yet. We can have an interview with Aron's ideas, what we're doing, take a look at the soil, and have a recommendation before the growing season starts in March. Yes, he approved it, he was patient, assessed it, allowed the Board to do what they wanted, and he knew it was going to fail, but he let the work be done. However, what he saw this year was managed weeds, but productive plots to be economically viable for someone to go and replicate elsewhere. He's not judging farmers who do not like it or dropping out, he's proposing to look at how we manage the soil for our farmers. It's a judgment of us. He'll fund it if that's what it takes, as long as it's an independent person.



Rossi rescinded his motion and reintroduced it.

Motion: Rossi moved to have an independent evaluation based on our soil health and methods to increase our soil health for the benefit of our farmers that we're serving. Carlson 2nd. There was additional discussion before the vote.

Discussion:

Masterson is happy to agree to this in concept, but she's voting no because it deserves more remorse.

Guebert Rossi's characterization of this as pseudoscience is pretty insulting to those of us who actually pay attention to modern science. There's been a revolution in soil health science in the last two decades and he's quoting some researcher from 1909. It's insulting to those of us who are practicing biological principles of soil health, and this is not pseudoscience.

Rossi Have an independent evaluator judge it that way. Merging established farming, good practices, and successful people with new science is what we should be doing. We shouldn't be closed-minded.

Motion voted and failed (2 in favor: Rossi and Carlson; 3 opposed: Guebert, Masterson, Zimmer-Stucky)

Carlson left at 8:12pm.

8:12 pm- 2025 PIC Grants Review Committee

Kent The Partners In Conservation (PIC) Grants review committee is a committee of the Board, they're working on the Board's behalf, and it's made up of outside participants. They make recommendations for Board approval. There are six new committee members, and the remaining eight have been on the committee before. Ramona Denice, the District's new Board member, has agreed to join the Board as well.

Zimmer-Stucky Do you feel that this group of participants represents the spectrum of the program's different goals? How did you find the new members?

Kent There is a lot of expertise in a few key areas and a range of expertise in the sustainable agriculture and natural resources backgrounds, including grant makers from other SWCDs and similar funding spaces this year. To find the new members, she asked people through networking. Last year one of the scientists from METRO's science and nature team that was part of the cohort asked one of her colleagues to participate this year. Kent also put out a call for volunteers on the Oregon Food Systems Network, got 15 applicants just from that, and three of the committee members are from that network. Gathering 14 members was the goal. Last year, she needed three groups of at least four people to ensure we were able to keep our time commitment reasonable and decided to continue that again this year.

Beamer and Kent reviewed the recommended committee and it's amazing how wide the experience of the members is, ranging from the philanthropy/grantor world to soil and water technicians.

MOTION: Guebert moved to approve the PIC Review Committee as presented, Masterson 2nd. Motion passed unanimously (4-0, Carlson absent).

--- pm- Equity-Focused Strategic Opportunity Grant Pilot Program Review – postponed to January Board meeting.

8:17pm- Announcements, Action Items, and Adjournment

Guebert is giving a talk at Portland State University on Thursday at 4pm about the power of regenerative agriculture as it sequesters carbon in the soil.

Rossi shared his appreciation for his time on the Board and wishes it could've been more effective. The agricultural community would like to continue to engage with Beamer on the topic of the Land Legacy program. He's excited about the new Rural Lands Supervisor role and would like to be a part of the process as a citizen, so he hopes the Board considers an open process to include an actual rural lands



viewpoint and farmer viewpoint. They've been insulated from that in his tenure, and he believes the farm community feels that way too.

Beamer thanked Larry Bailey and Denise Tucker for their time speaking to her on behalf of the Farm Bureau. The voices of our East County grower community if one of the District's pillars. They are the stewards of the resource that we all care about, putting their blood, sweat, and tears into that work, into the soil, and into the waters that our mission directs us to steward. We can't do our work unless we are showing up, building trust, and hearing each other out. We're not always going to agree, but maintaining and building trust, showing up, and hearing each other is how we move forward with stewarding those resources. Diversity in viewpoints is how we grow. Our district map shows the most culturally diverse part of Oregon. A lot of the passion in this room comes from a shared interest and care for protecting our agricultural land and creating forever farms. As a non-farmer, she knows that once you start talking about farming, there's not likely going to be two of the same viewpoints in the room. There's a lot of diversity and we are trying to find that area where we agree to uphold our mission is important.

Rossi complimented Beamer on her ability to facilitate conversations.

Masterson is serving on the Oregon Ag Heritage Program (OAHP) committee, and they approved a forever farms easement program for farms all over the state, with a \$4 million grant. It will have a big impact across the state, and they're hoping it gets approved by OWEB.

Rossi appreciates the work Masterson does and her passion for this.

Masterson thanked Rossi for his service on the Board.

Action Items:

- **Fernandez** to send the Board a copy of the Growing Gardens impact report.

Zimmer-Stucky adjourned the meeting at 8:23pm.

EMSWCD
Balance Sheet Prev Year Comparison
As of November 30, 2024

	Nov 30, 24	Nov 30, 23	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
1000 · Beneficial checking	104,457.11	187,989.02	-83,531.91	-44.43%
1010 · LGIP savings acct #1	12,639,465.77	14,271,848.92	-1,632,383.15	-11.44%
Total Checking/Savings	12,743,922.88	14,459,837.94	-1,715,915.06	-11.87%
Accounts Receivable				
1200 · Accounts Receivable				
1201 · Employees Receivable	923.70	0.00	923.70	100.0%
1205 · Property Taxes Receivable	177,612.00	148,323.46	29,288.54	19.75%
1200 · Accounts Receivable - Other	12,125.10	2,969.26	9,155.84	308.35%
Total 1200 · Accounts Receivable	190,660.80	151,292.72	39,368.08	26.02%
Total Accounts Receivable	190,660.80	151,292.72	39,368.08	26.02%
Other Current Assets				
1300 · Prepaid Expense	8,567.34	552.59	8,014.75	1,450.4%
1499 · Undeposited Funds	0.00	337.50	-337.50	-100.0%
Total Other Current Assets	8,567.34	890.09	7,677.25	862.53%
Total Current Assets	12,943,151.02	14,612,020.75	-1,668,869.73	-11.42%
Fixed Assets				
1500 · Fixed Assets				
1501 · Fixed Assets Cost	569,846.83	377,614.09	192,232.74	50.91%
1502 · Accumulated Depreciation	-343,556.82	-309,669.71	-33,887.11	-10.94%
Total 1500 · Fixed Assets	226,290.01	67,944.38	158,345.63	233.05%
1600 · Building				
1601 · Building Cost	494,516.42	494,516.42	0.00	0.0%
1602 · Accum Depreciation Building	-274,424.83	-257,940.95	-16,483.88	-6.39%
1605 · Building/Capital Improvements	1,475,766.22	1,347,992.66	127,773.56	9.48%
1606 · Accum Depreciation Improvements	-422,844.15	-375,729.42	-47,114.73	-12.54%
Total 1600 · Building	1,273,013.66	1,208,838.71	64,174.95	5.31%
1700 · Land	4,815,951.48	5,176,712.47	-360,760.99	-6.97%
Total Fixed Assets	6,315,255.15	6,453,495.56	-138,240.41	-2.14%
TOTAL ASSETS	19,258,406.17	21,065,516.31	-1,807,110.14	-8.58%

EMSWCD
Balance Sheet Prev Year Comparison
As of November 30, 2024

	Nov 30, 24	Nov 30, 23	\$ Change	% Change
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 · Accounts Payable	108,069.68	120,749.83	-12,680.15	-10.5%
Total Accounts Payable	108,069.68	120,749.83	-12,680.15	-10.5%
Credit Cards				
2050 · Beneficial Credit Cards				
2066 · Visa - KB - 9408	718.11	0.00	718.11	100.0%
2052 · VISA - JD - 0960	1,695.63	488.56	1,207.07	247.07%
2053 · VISA - KS - 0994	205.51	2,139.40	-1,933.89	-90.39%
2054 · Visa - RS - 2818	4,257.82	67.17	4,190.65	6,238.87%
2058 · Visa - SW - 1901	1,277.24	2,679.13	-1,401.89	-52.33%
2061 · Visa - NH - 4046	0.00	804.10	-804.10	-100.0%
2062 · Visa - SS - 8195	1,891.05	2,251.59	-360.54	-16.01%
2063 · Visa - CA - 5240	55.31	383.23	-327.92	-85.57%
2064 · Visa - JW - 5687	0.00	57.19	-57.19	-100.0%
2065 · Visa - HK - 6313	600.43	0.00	600.43	100.0%
Total 2050 · Beneficial Credit Cards	10,701.10	8,870.37	1,830.73	20.64%
Total Credit Cards	10,701.10	8,870.37	1,830.73	20.64%
Other Current Liabilities				
2105 · FSA Liabilities	152.20	-83.33	235.53	282.65%
2400 · Security Deposits Returnable	0.00	2,700.00	-2,700.00	-100.0%
2100 · Payroll Liabilities	851.67	43.10	808.57	1,876.03%
2150 · Accrued Compensated Absences	156,224.57	148,190.94	8,033.63	5.42%
Total Other Current Liabilities	157,228.44	150,850.71	6,377.73	4.23%
Total Current Liabilities	275,999.22	280,470.91	-4,471.69	-1.59%
Total Liabilities	275,999.22	280,470.91	-4,471.69	-1.59%
Equity				
3900 · Retained Earnings-Unrestricted	12,045,145.12	11,397,263.24	647,881.88	5.69%
3950 · Board Designated Restrictions				
3951 · Land Conservation Fund	6,606,533.81	6,289,316.81	317,217.00	5.04%
3952 · Projects & Cost Share	593,606.32	518,811.32	74,795.00	14.42%
Total 3950 · Board Designated Restrictions	7,200,140.13	6,808,128.13	392,012.00	5.76%
Net Income	-262,878.30	2,579,654.03	-2,842,532.33	-110.19%
Total Equity	18,982,406.95	20,785,045.40	-1,802,638.45	-8.67%
TOTAL LIABILITIES & EQUITY	19,258,406.17	21,065,516.31	-1,807,110.14	-8.58%

EMSWCD
Profit & Loss Budget Performance
July through November 2024

	Jul - Nov 24	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
Income					
4000 · Income					
4100 · EMSWCD prop'ty tax	1,774,096.92	3,853,972.00	-2,079,875.08	46.03%	6,279,272.00
4400 · Event Income					
4420 · Native Plant Sale	0.00	0.00	0.00	0.0%	50,000.00
Total 4400 · Event Income	0.00	0.00	0.00	0.0%	50,000.00
4500 · Interest	260,744.28	212,500.00	48,244.28	122.7%	510,000.00
4600 · Grants					
4610 · Federal	0.00	95,000.00	-95,000.00	0.0%	120,000.00
4620 · State	24,148.50	48,296.00	-24,147.50	50.0%	96,594.00
4660 · Other	0.00	25,000.00	-25,000.00	0.0%	25,000.00
Total 4600 · Grants	24,148.50	168,296.00	-144,147.50	14.35%	241,594.00
4700 · Sale of Real Property	346,059.77				
4800 · Rental Income	11,268.70	13,242.00	-1,973.30	85.1%	26,472.00
4900 · Misc Income					
4910 · Refunds/Rebates/Reimbsmr	18,095.07	23,235.00	-5,139.93	77.88%	34,785.00
Total 4900 · Misc Income	18,095.07	23,235.00	-5,139.93	77.88%	34,785.00
Total 4000 · Income	2,434,413.24	4,271,245.00	-1,836,831.76	57.0%	7,142,123.00
Total Income	2,434,413.24	4,271,245.00	-1,836,831.76	57.0%	7,142,123.00
Gross Profit	2,434,413.24	4,271,245.00	-1,836,831.76	57.0%	7,142,123.00
Expense					
5000 · Payroll Expenses					
5100 · Salaries & Wages	904,445.40	965,153.00	-60,707.60	93.71%	2,322,100.00
5200 · Payroll Taxes	82,210.76	94,712.00	-12,501.24	86.8%	228,000.00
5300 · Wkrs Comp Insurance	11,814.91	27,050.00	-15,235.09	43.68%	27,050.00
5400 · Emp Benefits	214,088.68	249,150.00	-35,061.32	85.93%	596,180.00
Total 5000 · Payroll Expenses	1,212,559.75	1,336,065.00	-123,505.25	90.76%	3,173,330.00
6000 · Professional Services					
6005 · Contracted Bkkpr/Acctant	10,000.00	10,000.00	0.00	100.0%	24,000.00
6010 · Contracted Audit Services	0.00	4,600.00	-4,600.00	0.0%	8,500.00
6020 · Contracted Attorney	5,781.00	82,500.00	-76,719.00	7.01%	185,000.00
6050 · Contracted Services	316,381.21	658,869.00	-342,487.79	48.02%	1,601,245.00
6065 · Contracted IT Support	11,885.00	10,750.00	1,135.00	110.56%	25,800.00
Total 6000 · Professional Services	344,047.21	766,719.00	-422,671.79	44.87%	1,844,545.00
6100 · Admin					
6110 · Audit Filing Fee	0.00	0.00	0.00	0.0%	300.00
6120 · Bank Charges	903.87	575.00	328.87	157.2%	3,075.00
6130 · Bulk Mail Permit Renewal	0.00	350.00	-350.00	0.0%	350.00
6135 · Legal Notice	1,017.74	2,894.00	-1,876.26	35.17%	4,700.00
6140 · Payroll Svcs	445.00	750.00	-305.00	59.33%	750.00
6150 · Licenses & Fees	7,924.51	5,766.00	2,158.51	137.44%	13,090.00
6160 · Taxes	2,875.22	8,400.00	-5,524.78	34.23%	8,400.00
Total 6100 · Admin	13,166.34	18,735.00	-5,568.66	70.28%	30,665.00
7100 · Occupancy					
7110 · Utilities	6,574.78	9,728.00	-3,153.22	67.59%	23,700.00
7120 · Telecommunications	13,747.67	12,818.00	929.67	107.25%	30,752.00
7130 · Repairs/Maintenance	16,250.16	20,397.00	-4,146.84	79.67%	44,750.00
Total 7100 · Occupancy	36,572.61	42,943.00	-6,370.39	85.17%	99,202.00
7500 · Insurance					
7505 · General Liability Insurance	0.00	0.00	0.00	0.0%	17,000.00

EMSWCD
Profit & Loss Budget Performance
July through November 2024

	Jul - Nov 24	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
7510 · Property Insurance	0.00	0.00	0.00	0.0%	8,000.00
7515 · D & O Anti Crime	0.00	0.00	0.00	0.0%	550.00
7540 · Vehicle insurance	0.00	0.00	0.00	0.0%	2,750.00
Total 7500 · Insurance	0.00	0.00	0.00	0.0%	28,300.00
8100 · Office Expenses					
8110 · Office Supplies	2,906.50	5,050.00	-2,143.50	57.55%	11,250.00
8115 · Postage, Delivery	235.80	1,975.00	-1,739.20	11.94%	11,370.00
8120 · Printing, Copying	1,336.60	13,769.00	-12,432.40	9.71%	23,300.00
8130 · Furnishings & Equipment	9,193.03	14,350.00	-5,156.97	64.06%	19,050.00
Total 8100 · Office Expenses	13,671.93	35,144.00	-21,472.07	38.9%	64,970.00
8200 · Production					
8210 · Advertising	8,041.87	6,225.00	1,816.87	129.19%	12,990.00
8230 · Signage, Banners, Displays	200.00	6,844.00	-6,644.00	2.92%	14,100.00
8250 · Public Relations Promo & Events	3,773.47	26,838.00	-23,064.53	14.06%	51,000.00
Total 8200 · Production	12,015.34	39,907.00	-27,891.66	30.11%	78,090.00
8500 · Programs & Projects					
8505 · Dues	16,750.00	10,530.00	6,220.00	159.07%	21,125.00
8506 · Subscriptions	22,969.10	29,869.00	-6,899.90	76.9%	72,082.00
8510 · Contracts w/ Partners/Landowners	65,717.38	125,000.00	-59,282.62	52.57%	300,000.00
8520 · Grants to Others	424,764.01	1,164,500.00	-739,735.99	36.48%	2,287,000.00
8530 · Program Supplies	27,396.43	37,784.00	-10,387.57	72.51%	81,180.00
8540 · Plants & Materials	2,726.87	60,000.00	-57,273.13	4.55%	75,000.00
8560 · Space Rental	470.15	3,650.00	-3,179.85	12.88%	5,150.00
8570 · Equip Rental	0.00	4,256.00	-4,256.00	0.0%	17,920.00
8580 · Vehicles Rent/Lease	0.00	500.00	-500.00	0.0%	1,000.00
Total 8500 · Programs & Projects	560,793.94	1,436,089.00	-875,295.06	39.05%	2,860,457.00
8600 · Training					
8610 · Training/Development Staff	3,954.83	13,500.00	-9,545.17	29.3%	28,800.00
8620 · Training/Development Board	0.00	2,088.00	-2,088.00	0.0%	5,000.00
Total 8600 · Training	3,954.83	15,588.00	-11,633.17	25.37%	33,800.00
8700 · Travel					
8730 · Out of Town Travel- Staff	2,828.98	5,347.00	-2,518.02	52.91%	16,230.00
8740 · Out of Town Travel - Board	0.00	1,669.00	-1,669.00	0.0%	4,000.00
8750 · Local Mlg, Pkg, Bus - Staff	1,887.91	4,560.00	-2,672.09	41.4%	10,550.00
8760 · Local Mlg, Pkg, Bus - Board	0.00	750.00	-750.00	0.0%	1,000.00
Total 8700 · Travel	4,716.89	12,326.00	-7,609.11	38.27%	31,780.00
8800 · Volunteers & Staff					
8810 · Volunteer & Staff Recog	6,303.43	10,244.00	-3,940.57	61.53%	27,400.00
8820 · Vol & Staff Refreshments	4,159.95	6,775.00	-2,615.05	61.4%	17,860.00
Total 8800 · Volunteers & Staff	10,463.38	17,019.00	-6,555.62	61.48%	45,260.00
8900 · Misc Expenses	0.00	500.00	-500.00	0.0%	500.00
9000 · Capital Outlay					
9010 · Office/Field Equipment	0.00	0.00	0.00	0.0%	20,000.00
9030 · Improvements On Real Property	32,114.32	175,000.00	-142,885.68	18.35%	411,000.00
9040 · Purchase of Real Property	453,215.00	3,417,382.00	-2,964,167.00	13.26%	8,201,707.00
Total 9000 · Capital Outlay	485,329.32	3,592,382.00	-3,107,052.68	13.51%	8,632,707.00
Total Expense	2,697,291.54	7,313,417.00	-4,616,125.46	36.88%	16,923,606.00
Net Ordinary Income	-262,878.30	-3,042,172.00	2,779,293.70	8.64%	-9,781,483.00
Net Income	-262,878.30	-3,042,172.00	2,779,293.70	8.64%	-9,781,483.00

EMSWCD
Profit & Loss by Class
July through November 2024

		General Fund					Special Funds		TOTAL
		Finance & Operations	Rural Lands	Urban Lands	Community Outreach & Engagement	HIP	Grants Fund	Land Conservation Fund	
Ordinary Income/Expense									
Income									
	4000 · Income	1,852,218.31	16,904.00	0.00	0.00	11,268.70	39,359.51	514,662.72	2,434,413.24
	Total Income	1,852,218.31	16,904.00	0.00	0.00	11,268.70	39,359.51	514,662.72	2,434,413.24
Gross Profit		1,852,218.31	16,904.00	0.00	0.00	11,268.70	39,359.51	514,662.72	2,434,413.24
Expense									
	5000 · Payroll Expenses	346,787.23	350,797.95	180,261.05	207,575.35	127,138.17	0.00	0.00	1,212,559.75
	6000 · Professional Services	46,242.64	234,552.93	14,125.00	0.00	49,126.64	0.00	0.00	344,047.21
	6100 · Admin	5,124.89	4,727.68	2,038.32	62.61	1,212.84	0.00	0.00	13,166.34
	7100 · Occupancy	15,533.56	3,920.53	1,213.86	1,695.23	14,209.43	0.00	0.00	36,572.61
	8100 · Office Expenses	7,357.66	1,812.74	2,797.87	916.07	787.59	0.00	0.00	13,671.93
	8200 · Production	2,574.28	1,635.26	0.00	663.97	7,141.83	0.00	0.00	12,015.34
	8500 · Programs & Projects	22,497.76	9,555.64	5,254.93	11,570.45	23,933.77	487,981.39	0.00	560,793.94
	8600 · Training	2,349.78	161.00	319.05	900.00	225.00	0.00	0.00	3,954.83
	8700 · Travel	1,781.43	1,217.21	109.88	165.55	1,442.82	0.00	0.00	4,716.89
	8800 · Volunteers & Staff	7,737.85	996.03	0.00	38.05	1,691.45	0.00	0.00	10,463.38
	9000 · Capital Outlay	32,114.32	0.00	0.00	0.00	0.00	0.00	453,215.00	485,329.32
	Total Expense	490,101.40	609,376.97	206,119.96	223,587.28	226,909.54	487,981.39	453,215.00	2,697,291.54
Net Ordinary Income		1,362,116.91	-592,472.97	-206,119.96	-223,587.28	-215,640.84	-448,621.88	61,447.72	-262,878.30
Net Income		1,362,116.91	-592,472.97	-206,119.96	-223,587.28	-215,640.84	-448,621.88	61,447.72	-262,878.30
Annual Appropriation by Program		\$1,524,760	\$1,983,747	\$949,300	\$674,595	\$912,497	\$2,202,000	\$8,651,707	
Percent of Fiscal Year Passed		42%	42%	42%	42%	42%	42%	42%	
Percentage of Appropriation Spent		32%	31%	22%	33%	25%	22%	5%	
Year-To-Date Appropriation by Program (as of 11/30)		\$648,385	\$930,675	\$387,143	\$284,808	\$293,024			
Year-To-Date Percentage of Appropriation Spent (as of 11/30)		76%	65%	53%	79%	77%			



East Multnomah Soil & Water Conservation District Quarter 2 Work Plan Report October 2024 – December 2024

Executive Director Summary:

With the adoption of our FY24-25 Annual Work plan in July, we want to establish regular opportunities to share progress, key benchmarks of success and potential challenges in reaching District goals. This Quarter 2 report is a high-level snapshot to share what has happened as of end of December 2024 and to set the stage for what is ahead.

The format of our Quarterly report includes our annual program goals and associated outcomes, all led by EMSWCD's overarching strategic priorities: **soil and water health, climate action and equity**. In addition to the program updates below, I would like to celebrate and lift up the following successes from the past quarter:

1. Increased visibility for our District and Headwaters Farm Incubator Program through earned media stories:
 - ***It's not easy to become a farmer. This Oregon farm incubator seeks to change that*** - OPB (10/25) <https://www.opb.org/article/2024/10/28/its-not-easy-to-become-a-farmer-this-oregon-farm-incubator-seeks-to-change-that/>
 - ***Headwaters Farm incubator taking applications for 2025*** - Capital Press (10/19) https://www.capitalpress.com/ag_sectors/organic/headwaters-farm-incubator-taking-applications-for-2025/article_80f0ebee-8d94-11ef-886a-5319920a52f8.html
 - ***Program in Gresham helps next-generation farmers plan for the future*** - KGW TV (10/10) <https://www.kgw.com/article/news/local/headwaters-farm-gresham-farmers-future/283-14024dd3-3699-48ac-a1bf-f75d4ac7f676>
 - ***A Program that helps Oregon farmers grow their businesses is looking for its next cohort – Oregon Public Broadcast*** (9/26) <https://www.opb.org/article/2024/09/26/headwaters-farm-incubator-farming-farmers-agriculture-portland-land/>
 - ***Troutdale 14-acre farmland saved through ongoing easement program*** Gresham Outlook | (12/17) https://www.theoutlookonline.com/business/troutdale-14-acre-farmland-saved-through-ongoing-easement-program/article_0b15806e-bbe9-11ef-ae18-0304291402da.html
2. Completed a "Buy-Protect-Sell" project that provided land access for next-generation farmers on a Forever Farm.
3. Received a robust and diverse pool of applications for our Partners In Conservation (PIC) grant program, demonstrating a deep community knowledge about our district's programming among many culturally specific organizations.
4. Our Fall Urban Lands workshops had a total of 86 attendees.

EMSWCD Equity Action Plan

EMSWCD is working to advance the four overarching equity goals listed below.

- **Goal 1: Meaningfully and authentically engage Black, Indigenous, and People of Color (BIPOC), and other marginalized groups.**
- **Goal 2: Recruit, train, retain, and support a diverse staff and Board.**
- **Goal 3: Provide equitable programs and services.**
- **Goal 4: Allocate resources in a way that advances racial equity.**

Key Activities and Deliverables for Equity Team

Completed:

- Trained two new staff members about the history of EMSWCD's Equity journey
- Creation of a land loss and racial discrimination timeline that connects directly to our district. This was shared with the staff and can be used as a tool for onboarding new staff and board.
- Equity moments have been consistently reintroduced into monthly Staff Meetings with topics for the quarter including a reflection on the staff Lower Albina guided walk led by Oregon Black Pioneers, and a timeline review of the history of dispossession and discrimination.

Underway:

- Creating onboarding Modules to support incoming and current board members in establishing a shared language and a baseline understanding of equity to align with organizational goals
- Small Equity Group discussion meetings will begin the new year by reading essays from Audre Lorde as an approach to understanding sexism.

Urban Lands

High-Level Goals for Urban Lands Program:

Goal 1: Promote conservation practices that protect and improve soil and water quality, water conservation, and wildlife habitat.

Goal 2: Address climate impacts and reduce the heat island effect.

Goal 3: Provide education and assistance to partners, local residents, and landowners.

Goal 4: Expand impact through partnerships by leveraging financial support and resources.

This year, NEW 2024-2025 areas of focus from Strategic Plan include:

- **Improve fish passage:** as part of the MHCC Campus Clean Water Retrofit, will begin the design phase of the Kelly Creek dam removal project on the MHCC campus.
- **Support new technologies:** support water quality monitoring of Harmful Algal Blooms (HABs) in the Willamette River.
- **Reduce tire pollution runoff into our waterways:** participate in a new working group (6PPD-q Working Group) dedicated to finding solutions to tire pollution runoff into our local waterways.

Technical and Financial Assistance

Completed: Responded to 24 Technical Assistance requests in Q2, including questions about tree of heaven control, knotweed control, rain garden installation, stormwater facility construction and maintenance, and more.

Underway:

- 1 Cost Share/CLIP project to restore riparian and upland forested habitat along Hogan Creek in Gresham is ongoing

- 2 potential CLIPs to restore riparian habitat in Portland and Troutdale are in the exploratory/development phase

Regional Coalitions and Partnerships

Underway/Ongoing: UL staff helped to co-create and launch a **BIPOC (Black Indigenous, and People of Color) Affinity Group** for SWCDs, Watershed Councils, and Land Trusts with Center for Equity and Inclusion. Dates for retreat and monthly facilitated meetings with CEI are set. Outreach for initiative successfully recruited a core cohort though we continue to keep the roster open until we meet our cap of 30 individuals.

Underway/ongoing: Oregon Land Justice Project (OLJP) partnership - UL staff assisting in co-creation of Learning Journey for EMSWCD Staff in partnership with Land Care Collective and Oregon Land Justice Project. Attended Annual Retreat for Oregon Land Justice Project (OLJP) Council in the Dalles, 2024 Oregon Indigenous Land Conservation Summit at Tryon Creek, Salmon Homecoming Event at Oxbow Park, and monthly OLJP council meetings and working group for the Indigenous Land Relationship Fund.

Large-Scale Partnership Projects and Demonstration projects

Underway: MHCC dam removal project – the partnership applied for ~ \$250,000 a-Pacific Forest Accords grant through the Oregon Department of Fish and Wildlife (ODFW) to help fund dam removal technical studies and 30-60% design.

Underway: Native American Youth and Family Center (NAYA) Canemah Partnership – Attended the reconvened group that will help guide the implementation of the NAYA Campus Master Plan.

Outreach and Education

Completed: Hosted 8 **workshops** and 86 people attended this Fall

Underway: Working on scheduling **spring workshops**

Rural Lands

High-Level Goals for Rural Lands Program:

Goal 1: Work with farmers to plan and implement practices that protect soil health, water quality, and water quantity.

Goal 2: Increase stream shading to protect water temperature and improve riparian habitat in priority watersheds.

Goal 3: Understand water quality and trends over time in priority watersheds.

Goal 4: Reduce the impacts of ecosystem altering weeds species on natural habitats in the rural part of the district, focusing on protecting high value native forest and riparian areas.

Goal 5: Provide a farm business incubator to support viable new farm businesses.

Goal 6: Use working farmland easements to protect agricultural land from conversion and improve affordability.

This year, NEW 2024-2025 areas of focus:

- Community meetings with farmers: we will expand on the Eat and Greet by adding an annual fall gathering to hear needs, share resources, and create relationships.
- Plant trees on the upland restoration pilot site. Determine feasibility of taking on additional sites, including priority areas, budget and capacity needs.
- Identify ways to protect trees planted on upland sites from future logging.
- Implement the weed management plan for un-leased areas at Headwaters Farm.

- Use the farm worker assessment to determine the feasibility of recruiting applications to the Headwaters Farm Business Incubator program from this community.

Technical and Financial Assistance

Completed:

- Cost share project – conversion to drip irrigation on 33 acres of nursery crops (one landowner, 3 farm locations).
- Hosted a Fall “Eat and Greet” event at the Corbett Grange that convened 18 landowners to discuss conservation needs and interests and to share out resources offered by EMSWCD.

Underway: Drafting CLIP applications for rainwater harvesting and another irrigation conversion to drip.

StreamCare

Underway: Weed control at all 41 planted sites to reduce competition and cutting blackberries and ivy control at some sites.

Water Quality Monitoring

Change in plans: No longer collecting monthly samples due to lack of capacity. Will continue to deploy temperature loggers in streams each spring that will be removed each fall.

Weed Control

Completed: Fall knotweed control, fall garlic mustard and clematis control

Underway: Eagle Creek fire burned area weed control, upland gorge restoration site preparation for planting in February, winter weeds surveys

Headwaters Farm Business Incubator Program

Completed:

- Recapped soil health and restoration activities that took place and compiled initial data analysis on progress.
- Selected new farmers for the 2025 growing season. ** See bios in additional packet item.*
- Updated the Farmer’s Manual for 2025.
- Conducted outreach to recruit farm applicants through earned media with Oregon Public Broadcasting, KGW, and Growing for Market Podcast, among other outlets.

Underway: Exploring irrigation water expansion options at Headwaters Farm.



Land Legacy Program

Completed: Two “Buy-Protect-Sell” farm projects closed, providing access to beginning farmers and ensuring the permanent protection, farmer ownership and affordability of those farms.

Underway: Two working farmland easement transactions under contract and proceeding to closing. Several other farm protection projects are under development. Planning farm access workshop series for beginning farmers in winter 2025.

Community Outreach and Engagement

Our Communication Plan includes these High-Level Goals:

Goal 1: Raise awareness for and drive participation in our programs

Goal 2: Reach audiences that would benefit from engaging with but do not currently have a relationship with us

Goal 3: Build a consistent narrative about our mission and offerings across programs

Goal 4: Advance engagement metrics in support of programmatic goals across the District.

This year, NEW 2024-2025 areas of focus:

- Development and launch of a new website
- New accessibility standards developed for events, online and print publications, presentation materials and other outreach and engagement activities
- New art installations at the Williams Ave. Headquarters
- A proactive social media strategy using tools and analytics to refine our engagement.

Planning and Coordination; Standards and Practices

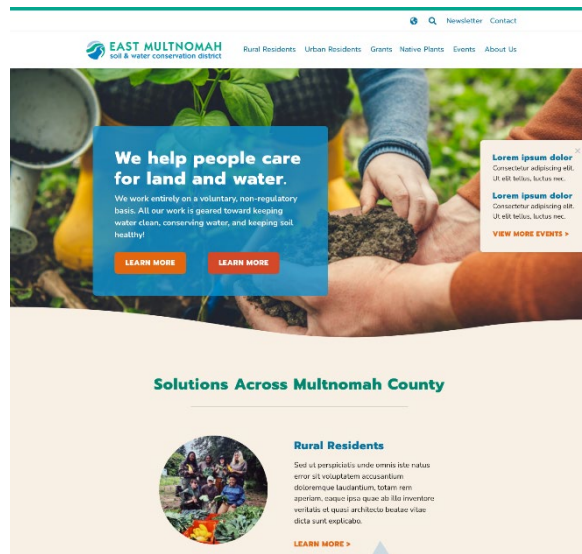
Completed: Editorial Style guide completed, sharing with staff at January 2025 meeting.

Underway: Website editorial standards and maintenance plan.

Program Area Outreach and Engagement Support

Completed: Farmland Protection Program Communications and Outreach Plan; Headwaters recruitment outreach. Annual Report production, promotions and outreach.

Underway: Native Plant Sale promotions; promotion of recent “Forever Farm” transactions and new succession planning resources; development of Communications and Outreach Plan for Urban Land’s program workshops.



Systems and Infrastructure

Completed: Finalized new website design, updated branding (color and font) guidelines; SEO audit, top level navigation and page organization planning. CRM partner data set, planning, user guide development.

Underway: Website pages content development, logo updates.

Equity and Access

Completed: Completed new organization-wide demographic data collection guidelines for all external surveys.

Underway: NA this quarter.

Community Grants

- All 26 of the **2024 Partners In Conservation (PIC) Grants** awarded have fully signed Grant Funding Agreements.

- Launched **2025 PIC grant** cycle October 17, 2024. Applications closed Dec. 17, 2024. Received 47 applications and \$2.4M+ in funding requests. See Board packet for more details.
- **2025 Special Partner Agreements (SPA)** mid-year reports submitted by Johnson Creek Watershed Council and Columbia Slough Watershed Council. Staff reviewed and approved.
- **New Small Projects and Community Events (SPACE) grants** – only one grant was awarded this quarter (we often do not receive many requests at this time of year).
 1. Portland Harbor Community Coalition – Careers That Impact Climate Change.

Finance and Operations

This year, NEW 2024-2025 areas of focus:

- **Resource Evaluation & Development:** F&O will complete a holistic 360 evaluation of EMSWCD's budget and human resource allocations by analyzing current processes and setup and identifying potential opportunities. This can include identifying new (financial or human) resource avenues and programmatic work efforts with existing and potential resource needs.
- **Policy Development:** F&O will commit to the development of both an outward-facing Legislative Policy development process and team; as well as an internally focused team to define goal setting and desired outcomes and achievements related to conservation and environmental policy study and engagement.
- **Leverage Technologies:** F&O will focus on the utilization of current or emerging technologies to further EMSWCD's analytics, outreach, and outcomes. These can be measured through the quantifiable demonstrated benefit of the CRM and new website through benchmarks and analytics.

Budget and Financial Management

Completed: FY 23-24 Financial Audit and presented audit report at the Annual Meeting in December.

Completed Three-Year Financial Budget versus Actuals (BvAs) Analysis by Program.

Underway: Presentation of Three-Year BvA Analysis at upcoming Board Meeting. Beginning preparations for FY25-26 Budget. Annual review of Fiscal Policy.

Board and Committee Management

Completed: Module One of Board Member Orientation to be presented at January Board Meeting.

Created new profiles, emails, and calendars for new Board Members. Offboarded outgoing Board Member emails and profiles as of 12/31/2024.

Underway: Coordinating and scheduling required Oregon Government Ethics Commission (OGEC) training for Board Members on Public Meeting Law, Grievances, Executive Sessions, as well as Government Ethics modules. Updating Board Policy Handbook to include new statutes (ORS 192.700, 192.705, & 192.660) on Public Meeting Law, Grievances, and Executive Session updates.

Human Resources/Personnel Coordination & Recordkeeping

Completed: Onboarded new Urban Lands Education and Outreach Coordinator position and offboarded Rural Lands Program Supervisor position.

Underway: Assist in the hiring process of the new Rural Lands Program Supervisor position as it develops.

Information Technology Management

Completed: Conducted IT support to troubleshoot and ensure properly functioning technologies. IT tickets for contracted IT support at 13 for the 2nd Quarter (average is 25-27 tickets/quarter).

Underway: Developing file management and document storage protocols for all staff to be consistent, efficient, effective, and aligned with public record retention laws.

Information Technology and Analytics

Completed: Performed EMSWCD software tools training, usage, and how they are integrated for all staff based on survey results and feedback.

Underway: Continued participation in the website redesign project team. Continued integration of the CRM system with Outlook and Zoom event management integrations. Added and oriented new staff onto the system and continued development of the User Manual.

Office Administration

Completed: Answered 11 public email requests and 17 voice mail messages. The average is currently eight and six respectively.



Incoming 2025 Headwaters Farm Business Incubator Farmers

This year we received seven quality applications for the Headwaters Farm Business Incubator. Out of that process we are thrilled to be welcoming David Oberstein (Silly Goose Farm) and Randy Long (Cohesion Farm) to Headwaters!

David comes with vast experience working in a host of managerial roles on local mixed vegetable farms. He is also an owner/operator of La Merenda Farm where he and a partner have run a bean CSA for the last four years. David also brings years of Market Manager and food service experience to his new farm, giving him insights into and connections within the local food-buying community. David is excited to begin his mixed-vegetable farm where he'll focus initially on farmers markets while shifting slowly towards CSA. He still plans to grow heirloom beans and incorporate cut salad greens as a niche. Silly Goose Farm will start 2025 on a half-acre (with more land available, if needed). The goal for the farm is to have three acres in production by the fifth year at Headwaters.

Randy began farming as a young adult on his uncle's 700-acre farm where he led crews and oversaw annual and perennial crop production. After four years in that role, he shifted his focus to orchard crops and received a degree in greenhouse management before working for UC Davis Cooperative Extension. Nowadays you can find Randy teaching plant biology at Lewis and Clark College, conducting GlobalGAP assessments during his summer break, as well as launching a small vegetable starts enterprise from home. Randy is excited to grow staple vegetables at Headwaters Farm to sell through Headwaters' Beginning Farmer Booth at the PSU Farmers Market. Cohesion Farm will also begin this season on a half-acre with room to scale up, as needed. The tentative plan is to reach five-acres in production by their final year in the farm business incubator.

In addition to being skilled, experienced growers, both Randy and David are passionate about soil health and plan to work with Jen as members of the Headwaters Soil Ambassador Program. We are excited to support them in this new chapter of their farming journey!

2025 Partners in Conservation Grant Application Projects and Descriptions (All Applications)

Grant Number	Organization Name	Project Title	Short Description	Amount Requested
PIC-25-001	1000 Friends of Oregon	Land Use Leadership Initiative 2025	This grant will support the 2025 Land Use Leadership Initiative (LULI) in the Portland Metro region. LULI broadens and diversifies support for and participation in land use decisions that shape our cities, our natural working lands, and our community resilience. LULI focuses on a specific geographic area and brings together 20-25 community leaders for 9 sessions over 5 months to gain technical knowledge about land use decisions, learn about the most pressing land conservation and development issues in their community, and equip participants with resources and relationships to leverage as they engage in land use issues that matter to them. A major goal of the program is to build power among a diverse, grassroots network of advocates who continue working together after the cohort has ended.	\$20,320
PIC-25-002	Adventist Health Portland	Adventist Health Portland Community Garden	Adventist Community Garden partners with Outgrowing Hunger to provide a 40,000-square-foot garden located in outer Southeast Portland serving low-income families who are primarily Nepali and African refugees. The project will expand the garden, increase visibility, and make upgrades that support long-term sustainability.	\$30,000
PIC-25-003	Black Oregon Land Trust	Sacred Waters, Restoring Riparian Habitat	This project focuses on restoring and conserving riparian areas on Bolt's 10-acre property, with future connectivity to an adjacent 19+ acres feeding into Gordon Creek and the Sandy River watershed. The project will restore riparian habitats through native plantings, erosion control, and invasive species removal. It will improve water quality by addressing past contamination, removing waste, and enhancing natural water	\$68,528

			filtration processes. It will also build ecological connectivity to support fish, wildlife, and biodiversity. The community is engaged through accessible trails, environmental education, and hands-on restoration activities that empower marginalized communities as stewards of land and water.	
PIC-25-004	City of Wood Village	Wood Village Community Garden	Over the last few years, there has been renewed community interest in creating a community garden. The City Council and Parks Commission both approved creating a new community garden located behind the Wood Village City Hall and Civic Center. The new garden will begin with 12 raised beds with opportunities for growth based on community interest. The City is exploring community garden management options through external organizations equipped with the expertise and staff to do so with the hope of building a culturally responsive community garden with opportunities for not only growing food but also for building community connections.	\$12,000
PIC-25-005	Columbia Land Trust	Reducing Barriers and Engaging Under-resourced Communities in East Multnomah County	Backyard Habitat Certification Program has a multi-pronged approach to engaging community members in regreening landscapes where they live and gather, such as partnering with culturally specific groups on ongoing, long-term projects. With partner Verde, the program will enroll and install free raingardens or naturescapes for low-income households in North, Northeast, and East Portland neighborhoods. Site visits, site-based guidance, and ongoing support are provided for people stewarding the land where they live and gather, prioritizing low-income, BIPOC, immigrant, and disability community members. The program will also provide enhanced support to equity-focused community sites for their on-the-ground restoration efforts. Engagement with community liaisons will help incorporate feedback and determine needs and future ideas for new projects.	\$50,000

PIC-25-006	Columbia Riverkeeper	Columbia River Education and Monitoring Project	The grant will fund projects in two of Columbia Riverkeeper's program areas: Stopping Pollution (environmental justice at the Bradford Island and surrounding waters Superfund site) and Engaging Communities (job training and water quality monitoring). Together, Columbia Riverkeeper will work with Yakama Nation to engage diverse communities fishing near Bradford Island and surrounding waters; monitor harmful algal blooms and E. coli at nine popular beaches (sharing results in English and Spanish) and offer job-skills training to paid interns. The two projects tap into their experience working with Tribal Nations, public engagement, toxic pollution, applying DEI practices in recruitment, hiring and training, and water sampling.	\$70,000
PIC-25-007	Confluence Environmental Center	Environmental Justice and Green Job Training for Confluence Program Members	Confluence Environmental Center (CEC) will support diverse employment and leadership in the field of green jobs through our Leadership Development Program (LDP). There are not only barriers to entering the workforce in an environmental career. Even after hiring, a lack of professional training or contacts to navigate upward mobility can prevent professionals with diverse backgrounds from staying or moving into leadership positions. This leadership program will help develop networking opportunities for 18 AmeriCorps members with trainers and CEC alumni with varied lived experiences members over 11 months. The program provides deep discussions around racial, social, and environmental justice and individual skill development opportunities.	\$58,706
PIC-25-008	Division Midway Alliance	Growing Together: DMA Community Garden Project at Mill Park	The Growing Together: Community Garden Project at Mill Park, led by Division Midway Alliance (DMA) in partnership with Portland Parks and Recreation, will create a vibrant and sustainable community garden in East Portland to foster food security, cultural preservation, and community connection. Serving East Portland's immigrant and refugee communities, this	\$63,524

			project will provide access to gardening plots, culturally appropriate crops, and workshops on sustainable gardening practices. The project will promote equitable access to outdoor education for BIPOC immigrant and refugee communities, fostering hands-on learning. By addressing disparities in environmental health and access, the project will empower historically marginalized communities and cultivate a sense of belonging.	
PIC-25-009	Ecology in Classrooms and Outdoors	Aves Compartidas: Engaging Latinx Students in Habitat Conservation	The Aves Compartidas program engages approximately 270 students from two dual-language schools: Lent and Alder Elementary. Building on our proven success, we will refine lessons using new insights and reintroduce off-site field experiences to local natural areas in partnership with local organizations, providing students with real-world experience in ecology and restoration. In addition, we will integrate engagement opportunities with environmental professionals such as arborists, hydrologists, and biologists, enriching learning and inspiring students to envision future green careers. By refining lessons and forging stronger partnerships, this program enhances student learning and stewardship while strengthening ECO's capacity to implement large-scale restoration projects in the future.	\$34,012
PIC-25-010	Ecotrust	Green Workforce Academy: Building Environmental Justice in Portland's Green Sector	This funding will support the Green Workforce Academy, a 5-week paid training program designed to increase Native and Black participation in green industry jobs in Portland. Offered two to three times a year, each session engages up to 12 Black, Indigenous, or other participants of color in 120+ hours of learning experiences in the classroom and in the field. Class days focus on culturally specific environmental education developed and taught by educators who are Black and/or Native. The classroom sessions are paired with hands-on experience	\$70,000

			with green industry partners. This combination of classroom and fieldwork provides a comprehensive view not only of green job pathways but also connects students with potential employers, internships, and continuing education opportunities.	
PIC-25-011	El Programa Hispano Catolico	Cultivating Roots: A Community Food and Garden Education Initiative	El Programa Hispano Catolico's Youth Gardening Workshop series expands its Food Justice Program to empower Latine youth in the Portland Metro Area, with a strong focus on East Multnomah County. Addressing food insecurity through culturally specific education, the initiative teaches sustainable gardening practices, such as growing food in apartments, through bi-weekly workshops and monthly sessions at Thimbleberry Farm. Youth learn gardening, canning, and food preservation while reconnecting with traditional foodways. This complements EPHC's work providing nutritious food to nearly 25,000 individuals to date through pantries and markets, fostering resilience, promoting health, and advancing equitable food access rooted in racial equity and social justice.	\$69,977
PIC-25-012	ELSO Inc.	ELSO Inc: Tappin' Roots Program Expansion	Created in 2019, Tappin' Roots is a collaborative internship program that provides 15 Black and Brown high school youth in Oregon with paid work experience, mentoring from Black and Brown experts, and a 7-part Symposium series and training week to build leadership skills, job connections, and hands-on experience with STEAMED concepts. Tappin' Roots exit interviews in 2023 revealed that more than 85% of participants developed an increased desire to pursue STEM majors and/or career paths because of participating in this program. A grant from EMSWCD will allow ELSO to expand our current program partnerships, improve our Culmination event, and provide additional resources to better engage our interns in outdoor education.	\$63,633

PIC-25-013	Friends of Trees	Friends of Trees Bridging the Gap Apprenticeship Pilot Project	This project bridges the gap between existing paid internship programs - with Friends of Trees, Connecting Canopies/Blueprint, and Portland Opportunities Industrialization Center - and full-time green sector jobs. Our programs currently offer hands-on learning in urban forestry and natural area restoration for BIPOC and minority youth/adults. While we've seen success and increased interest, a gap remains in paid opportunities dedicated to building the administrative and logistical skills necessary for many green sector jobs. This pilot apprenticeship program will offer at least two participants 6-8 months of part-time employment with FOT, as they gain key skills for full-time green sector jobs. It's a critical next step to achieve our workforce development program goals.	\$69,690
PIC-25-014	Friends of Zenger Farm	School and Community programs, Farm internship program	Zenger Farm seeks to increase the number of diverse farmers by training the next generation of local food producers and by providing accessible educational programming for youth and families to build pathways for future BIPOC, women, and non-binary farmers in the Portland Metropolitan area. Across programs, our curriculum will provide a comprehensive, culturally responsive, climate action-focused learning environment for four (4) beginning farmers apprentices, six (6) farm interns, 600 David Douglas School District 5th graders, and 1,200 folks participating in our family programming.	\$70,000
PIC-25-015	Green Lents	Maintaining and Cultivating Resilience in Lents and Outer Southeast Portland	The funding will enable Green Lents to bring on a Program/Volunteer Coordinator staff member who will sustain operations and engagement of two long-time programs that promote pollinator habitats, urban agriculture, and community resilience focused on the Malden Court Community Orchard and the Green Lents Community Tool Library. With a staff person, we will be able to provide more educational events, more community listening, and better volunteer support.	\$20,000

PIC-25-016	Human Access Project	Ross Island Lagoon Juvenile Salmon Survey	A harmful cyanobacteria bloom (HCB) in Ross Island Lagoon (Lagoon) on the Willamette River in Portland threatens environmental and human health. In addition to resolving the HCB, a key argument for installing a flushing channel is increased access to the shallow water habitat of the Lagoon for juvenile salmon. This grant would provide funding for a fish study to determine the current use by juveniles of the Lagoon. It is a key data point regulators are seeking to move this critical project forward. Since 2017, HAP has partnered with Oregon State University to identify a feasible and effective solution for suppressing HCB. Constructing a flushing channel has emerged as the most promising and sustainable solution. Work is underway on the 30% design of a flushing channel, anticipated to be completed in May 2026.	\$39,000
PIC-25-017	Indigenous Peoples Power Project, Inc.	IP3 Landback Project	The Farm at Coyote Crossing is a 4.7-acre farmland property in the heart of Chinook Territory, so-called Portland, OR, and is the culmination of years of activism and advocacy work by Indigenous Peoples Power Project, our Board of Directors, Staff, and Network of Indigenous Trainers and Organizers. Purchased in January of 2024 as the first stage of the IP3 Landback Project, we took possession of the property in February of 2024 and are working towards a return to Traditional Ecological Knowledge and Indigenous land practices to support our mission of providing nonviolent direct-action training, campaign support, and community organizing tools to support Indigenous communities taking action in defense of our homelands.	\$70,000
PIC-25-018	Kindness Farm	Kindness Farm: Environmental Stewardship and Education for Youth,	This program works to address health and wellness disparities in youth, adults, and seniors from underrepresented communities by providing: ongoing, experiential environmental education of regenerative, holistic practices (including understanding of the interconnectedness between our actions, the environment's	\$49,500

		Immigrants and Refugees, and Underserved Communities	health, and our health); access to a safe, inclusive natural space for communal gathering and for this learning to take place; access to the experience of growing food; and access to the tools needed to build food security and sovereignty. Through partnerships with schools and various immigrant and refugee groups, and experiential community learning days, we work with our community to build an equitable and resilient foundation that will serve all of us for years to come.	
PIC-25-019	Leach Garden Friends/Leach Botanical Garden	The Back 5 Habitat Enhancement Project	The Back 5 Community Habitat Enhancement Project is a collaborative project to restore a 5-acre portion of Leach adjacent to our main 12-acre campus. The Back 5 was acquired in 1999 as an educational/community science site. Planning began in 2017 and 2018, with active restoration and monitoring efforts beginning in 2019, partnering with organizations primarily serving underserved and BIPOC youth. With the first two acres opening to the public in Spring 2025, Leach seeks funding to support the ongoing development of Back 5 programming for participating organizations, youth, and the public.	\$50,050
PIC-25-020	Learning Gardens Laboratory	Learning Gardens Lab	This grant will support reinvigorating the Learning Gardens Lab (LGL) and its long-standing garden education programs for K5 and middle school students, fostering ecological literacy, food security, and climate resilience. This multifaceted program integrates experiential, holistic gardening and Next Generation Science Standards-based science education through after-school sessions, field trips for PPS students in the EMSWCD area, and student-led projects. By re-establishing this program, we will engage youth in ecological systems while building a sustainable and inclusive food system for the Portland community. The garden not only contributes to the development of sustainable food systems and closed-loop agricultural	\$70,000

			processes but also serves as an ecologically rich community site.	
PIC-25-021	Lloyd EcoDistrict	Lloyd's Urban Greening Initiative	Our Urban Greening Initiative will transform the Lloyd neighborhood by knitting various green projects into a cohesive, community-led sustainability model. We will convert underused spaces like apartment balconies, bike path infrastructure, and commercial planters into vibrant gardens and pollinator habitats based on a neighborhood-specific greening guide developed from local data. This project enhances pollinator habitat and nutrition and serves as a living lab for urban ecology, educating residents and commercial landscapers and promoting environmental stewardship. While it starts the work toward cooling our neighborhood, its primary aim is to create measurable improvements in Lloyd's biodiversity and develop a replicable playbook for data-driven, community-powered, holistic green spaces.	\$65,110
PIC-25-022	Lower Columbia Estuary Partnership	Mirror Lake Comprehensive Floodplain Reconnection Project	Rooster Rock State Park's floodplains provide 20% of accessible floodplain habitat in the lower Columbia Gorge and support spawning populations of coho salmon and lamprey. Chinook, coho, and steelhead from the interior Columbia River basin utilize the park's off-channel rearing during outmigration to the ocean. The park's habitat conditions are degraded by historic land uses, invasive species, and the construction of Interstate 84. The project team will use grant funding to develop the 30% design and engineering plans necessary to initiate permitting that would reconnect Latourell Creek to its floodplain, restore the park's boat basin to wetland/riparian habitat, remove an abandoned culvert, install large woody habitat structures, and plant native species. Project partners include OPRD, ODOT, BPA, and OWEB.	\$69,968

PIC-25-023	Native American Youth and Family Center	Wapas Nah Nee Shaku (NAYA food sovereignty garden)	Wapas Nah Nee Shaku provides urban Native people a place to gather on land, deepening relationships to place by growing healthy traditional foods, traditional medicines, and land-based healing through ceremony. This grant will resource a Native Food Sovereignty Internship to equip aspiring Native farmers and land stewards with Indigenous Traditional Ecological Cultural literacy and farming skills. Interns will maintain three project areas: the First Foods, Medicine, and Organic Market gardens. Interns will receive training from experienced farmers, culture bearers, and green workforce staff. This experience will build the interns' skills in ecological food production, soil health, Indigenous Traditional Ecological and Cultural Knowledge, medicine tending, seed saving, and career pathways.	\$69,808
PIC-25-024	Northwest Center for Alternatives to Pesticides	Water Stewards for the Latinx Landscaper Network	NCAP's Latinx Landscaper Network continues to grow. Its main objective: empower Latinx landscapers to adopt sustainable landscaping practices, enhance their professional skills, and build stronger connections within the industry. The program emphasizes pesticide reduction, pollution prevention, and habitat-friendly landscaping while addressing barriers such as language access, culturally appropriate resources, and networking barriers with the rest of the industry. In addition to this, we are incorporating climate crisis awareness language into our curriculum.	\$70,000
PIC-25-025	Northwest Youth Corps	NYC Inclusive Youth Stewardship Project	NYC Inclusive Youth Stewardship Project will engage 48 Portland teens and eight leaders, from diverse backgrounds during the summers of 2025 and 2026. Crews will carry out habitat restoration and conservation on nine acres of plants installed by Friends of Trees in East Portland neighborhoods; eradicate invasive species; install deer fencing; sheet mulch; help harvest and plant at the 2.5-acre Kindness Farm; and complete noxious weed removal and other activities on four acres at the Dharma	\$68,398

			Rain Zen Center. NYC is also exploring how crews can collaborate with Depave on a small project. After each workday, the crews earn academic credit through environmental education to understand that they play a role in protecting wild plant and animal species and their habitats.	
PIC-25-026	Nutrition Garden Rx (fiscal sponsor - YWCA of Greater Portland)	Optimizing Ecosystem Vitality	We are building a culturally relevant, ecologically aligned, and vibrantly healthy food system and learning lab to improve human-nature interconnectedness, awareness, curiosity, and balance. Our hub is at the CareOregon Boys and Girls Club at Rockwood. We engage and inspire youth and young adults to explore fresh, local, nutritious, food systems that help prevent costly, chronic health conditions and support environmental/human health. Via food topics, we explore the “12 Aspects of Well-Being” interconnected with human and environmental health, model sustainable lifestyles for optimal wellness aligning with other types of restoration and conservation efforts, share and implement these solutions with and for the community, and highlight and create bridges into climate just, "green" professional pathways.	\$69,999
PIC-25-027	Oregon State University (fiscal sponsor Oregon State University Foundation)	Portland Urban Coyote Project and Coyote-Palooza	Human population growth and increased development over the last century have increased the proximity and risks of conflict between humans and wildlife in the Pacific Northwest. Community outreach and education programs provide opportunities for evidence-based education and highlight the important role of community members in the proactive reduction of human-wildlife conflict. With the support of the EMSWCD, we propose to build on the community science efforts of the Portland Urban Coyote Project and human-wildlife coexistence in the Greater Portland Metro Area. We will summarize community observations and perceptions of coyotes, support ongoing education efforts, and create stable, long-term outreach	\$29,886

			programs to engage community members as stewards for human-wildlife coexistence.	
PIC-25-028	Our Village Garden	Building Food Resilience Through Community Garden and Growing Projects	This grant will support the impact and reach of Our Village Garden's Growing Projects, including the Seeds of Harmony Community Garden, Fruits of Diversity Community Orchard, and the Neighbor-to-Neighbor Veggie Share Box initiative. These programs build community resilience and provide access to green spaces and fresh, healthy, and culturally relevant food. This year's priorities of capacity building, enhancing growing spaces, and promoting culturally diverse practices are efforts that amplify growing projects and community organizing initiatives in Oregon's largest affordable housing neighborhood, New Columbia.	\$50,000
PIC-25-029	Outgrowing Hunger	Hand-Scale Farmer Mentoring and Support	This project will continue to increase sustainable agriculture skills and help achieve business viability for a cohort of 35-40 immigrant and refugee farming entrepreneurs. These growers come from Southeast Asia, Africa, Eastern Europe, and Central America bringing widely varying sophistication and practice, but all aspire to make their livelihoods through mixed-veg and small animal farming in the outskirts and forgotten corners of the Portland Metro Area. Grant funding will provide dedicated staff time for in-language mentoring, skill-building workshops, and on-farm demonstrations of techniques that increase soil health, build biodiversity, and reduce irrigation and fertilizer use while supporting an abundant harvest.	\$25,000
PIC-25-030	Peace Village, Inc.	Climate Justice and Community Resilience in School Gardens	In collaboration with Portland Public Schools, the Portland Placemaking Coalition will revitalize school gardens and native plantings to build climate resilience at three partner schools: Beach Elementary, Ockley Green M.S., and Franklin H.S. These enhancements will improve soil quality, sequester carbon, reduce stormwater runoff, and create pathways for climate	\$55,000

			justice on campus. Given the history of abandoned school garden projects, we recognize the need to establish a culture of stewardship that reduces the burden on teachers and staff and engages the broader network of parents and community members. This culture of stewardship will re-instill a sense of belonging to place, and the garden will become a hub for art, culture, and community, centered around growing and sharing food.	
PIC-25-031	Play Grow Learn (fiscal sponsor Outgrowing Hunger)	Agricultural Mentoring Program 2025	Play Grow Learn is continuing previous environmental education, workforce development, and conservation-oriented agricultural and nature programming throughout east Multnomah County through paid youth stewardship, conservation, and restoration internships at Nadaka Park; organizing and hosting partner-led environmental and ag internships; operation of a farmers market, and outreach and engagement of low-income and communities of color to develop more self-sufficiency through agricultural skill building.	\$70,000
PIC-25-032	Portland All Nations Canoe Family	Restoring Rocks and Habitat	We propose to research and educate others about the historical and environmental connections between Johnson Creek and the Columbia Gorge. Portions of Johnson Creek are still constrained by a wall built in the 1930s by the Works Progress Administration. Per the City of Portland's Bureau of Environmental Services, much of the material used to build this wall was sourced from the Columbia River Gorge during excavations to prepare for building the Dalles Canal and Dam. To create a plan for the restoration of Salmon habitat, we will research the WPA archives; learn from BES about their success in removing the wall elsewhere; implement geological testing on the origin of the stones; study the use of low-impact machines alongside ITECK practices and BIPOC community engagement via education.	\$70,000

PIC-25-033	Portland Food Forest Initiative	Hughes Community Food Forest	This project will convert Hughes Memorial Church's 8000 sq ft lawn and neglected garden into a community food forest and native pollinator habitat. Stewarded by community members trained by PFFI, this site will function as an environmental educational site for Head Start students who are in school at the church as well as community members of all ages. Hughes is one of the oldest Black churches in Portland and many of its congregants have been displaced by gentrification. Beyond improving soil health, carbon sequestration, stormwater infiltration, native habitat, and food security, this project will revitalize the church's historic community and provide important opportunities for community members to get hands-on experience and technical training in regenerative urban agriculture.	\$37,944
PIC-25-034	Portland Fruit Tree Project	Continued Commitment to Community Orchards	This support will allow deep investment in several community and school orchards that serve to educate, engage, and provide food for neighborhoods impacted by these spaces. By engaging volunteers, the community, educators, and other interested parties, we will spread knowledge of orchard care as well as awareness about these resources. Our work will increase the health, harvestability, and fruit yield of the trees in our urban orchard through pruning, pest and disease management, harvesting, soil improvements, and - of course - community education and involvement. In addition to being impactful, this project will be a source of community joy and connection.	\$35,275
PIC-25-035	Portland Opportunities Industrialization Center, Inc.	Natural Resource Pathways: The Green Team Program	The POIC+RAHS Green Team is an environmental leadership program that works with a team of high school students on outdoor environmental projects throughout the summer. The program places youth in charge of projects including tree pruning, maintenance, surveying, and mapping tree health and mortality. It also supports student interest in pursuing living-	\$40,000

			wage careers in the natural resources sector. The Green Team supports and offers guidance to low-income students and students of color to help them play an active role in their community's environmental health. This grant will support the Green Team over the summers of 2025 and 2026, expanding capacity by hiring a staff position to lead the program in place of the current volunteer position.	
PIC-25-036	Rhythm Seed Farm	McDaniel High School Garden Activation	In collaboration with McDaniel HS, Rhythm Seed Farm will help support the activation and development of an underutilized garden space and greenhouse on campus. Working alongside the Sustainable Agriculture CTE program, we will help to identify solutions and implement regenerative land-tending techniques to produce more abundant yields of food, medicine, and flowers. We will also support a summer student leadership program to support the garden through the summer months. These enhancements will improve soil quality, sequester carbon, reduce stormwater runoff, and create pathways for student climate justice on campus.	\$29,997
PIC-25-037	Rocky Butte Farmers Market	GROW with Rocky Butte Farmers Market	Our program uplifts small farmers and home gardeners, fostering a resilient, sustainable community through education, support, and accessible opportunities for growers of all levels. We help urban and local farms increase their stability and production, revitalize a community garden as a learning space for backyard growers, and provide tools to help them expand into urban farming. Additionally, we engage kids in hands-on learning to inspire the next generation of growers. This program enhances food security, supports local agriculture, and strengthens community resilience and environmental stewardship.	\$46,355
PIC-25-038	Serendipity Center, Inc.	Growing Minds Garden and	This grant would support Serendipity's Growing Minds Garden and Wellness Program, which provides learning and exposure to gardening, agriculture, and nutrition for young people who are	\$40,000

		Wellness Program	living with disability and trauma. The Growing Minds Garden (GMG) is located on a half-acre of land owned by the school. Vegetables are grown, harvested, processed, and enjoyed by students, staff, volunteers, and the wider community through local food pantries. Serendipity's Wellness Program includes the garden in our school meals and experiential nutrition programs. Students participate in preparing school meals that are primarily made from scratch, including a daily salad bar that incorporates fresh, organically grown produce from the school garden and small, local farms.	
PIC-25-039	Thimbleberry Collaborative Farm	Farm Education Programs	Thimbleberry Collaborative Farm prioritizes BIPOC and lower-income communities in East Multnomah County. A grant will help us expand education efforts to reach more people and deepen learning. From June 2025 through May 2026, TCF programs will introduce more East County learners to: small-scale urban gardening with regenerative methods; cooking with seasonal produce; environmental stewardship; and climate mitigation and resilience strategies. TCF will expand its K-12 offerings to reach 550+ local youth with gamified, hands-on, experiential learning during field trips and classroom visits. We will also grow our co-hosted workshop program for adults and families to engage 200+ residents. For both programs, we are focused on encouraging recurring participation to support a progressing curriculum that builds on past lessons.	\$50,000
PIC-25-040	Tucker Maxon School	Everyone Gardens!	Tucker Maxon School is seeking funds to hire a new part-time gardening teacher to resuscitate the garden program. The school had an organic gardening program as part of our science curriculum before COVID. Each class had their own raised garden bed in our back schoolyard amongst the resident goats. In 2018, a greenhouse was added, where students learned to propagate plants from seeds. Unfortunately, the garden program	\$5,050

			took a back seat during the pandemic. Focusing on our garden will allow students to learn the growing cycle, organic gardening, the satisfaction of growing your food, the role of pollinators, as well how to best manage stormwater onsite, as part of our science curriculum.	
PIC-25-041	Urban Gleaners	Farm Harvest Program Expansion	Grant funding will expand our Farm Harvest Program's capacity for two years to harvest and distribute high-quality, culturally relevant produce that might otherwise be lost due to market-driven aesthetic requirements for crops, high labor costs, or unexpected climate events. With more seasonal positions and a greater purchasing budget, we will increase access to local produce for historically underrepresented communities in Multnomah and Washington Counties while also investing in farms whose growing practices align with our climate goals. By forging strategic cultural partnerships and collaborations with sustainable farms, we also address the expected seasonal hunger gap (Jan. through March), ensuring access to high-quality, culturally relevant food year-round for our community.	\$70,000
PIC-25-042	Verde	Verde's Bilingual Urban Habitat Program	This grant will support Verde's Urban Habitat Program, where we work alongside residents, youth, and young-adult interns to plan, install, and maintain nativescapes and rain gardens for low-income and/or BIPOC households in Portland. By creating green spaces, we enhance environmental sustainability and provide valuable workforce development opportunities for the next generation. Over the next two years, we will install 26 new nativescapes and rain gardens in North, Northeast, and outer East Portland. The new installations will create sustainable green spaces that capture rainwater and foster local biodiversity. Youth and young-adult interns will gain valuable skills in landscaping, environmental stewardship, and sustainable practices, helping to build future leaders in green industries.	\$70,000

PIC-25-043	VetREST	Victory Garden Nursery Betterment Project	VetREST is seeking support in launching a Victory Garden Nursery Betterment Project at the Bybee Lakes Hope Center. The project will create infrastructure to support a new nursery initiative that supplies plants to support local green infrastructure projects, such as bioswales and native habitat restorations, pollinator gardens, and crop production, with a particular focus on under-served veterans and priority populations. The initiative includes a large, dual-use greenhouse for both plant production as well as a gathering and educational space. The project combines ecological restoration with economic development by employing and training individuals, facilitating community events, and propagating and growing plants while promoting green jobs and climate resilience.	\$62,700
PIC-25-044	Voz Workers' Rights Education Project	Semillas de Justicia: Building Green Skills for the Future	This grant will expand Voz's sustainable agriculture and environmental education efforts to build economic resilience and environmental justice for day laborers and domestic workers. Through culturally grounded training, Voz members gain hands-on skills in sustainable gardening, irrigation systems, soil health, and climate resilience practices. Partnering with local organizations, we will establish community-centered workshops and workforce pathways that connect members to green job opportunities, while restoring cultural practices related to land stewardship. This project addresses the racial wealth gap and environmental disparities experienced by immigrant and BIPOC communities, empowering members to access livable wages and career pathways in natural resources and conservation fields.	\$70,000
PIC-25-045	Willamette Riverkeeper	Portland Harbor Superfund Habitat	The Portland Harbor Superfund Habitat Outreach Project will engage communities and landowners to support future habitat restoration in the Superfund area. This project will create a strategic outreach plan and educational materials, and initiate	\$26,744

		Outreach Program	conversations with property owners to build awareness and identify resources for future conservation efforts, such as access to nurseries and contractors. By incorporating community input and expertise, the project will provide valuable feedback to enhance the EPA's digital habitat mapping initiative and guide restoration planning. This collaborative effort aims to empower stakeholders and lay the groundwork for long-term ecological improvements in the Portland Harbor area.	
PIC-25-046	Wisdom of the Elders	Wisdom Workforce Development: Traditional Ecological Knowledge Environmental Internship	Wisdom Workforce Development's paid internship provides education and job skill training for the environmental and conservation sector. The curriculum focuses on Indigenous Traditional Ecological Knowledge. Field classes are held for 12 weeks. Wisdom provides hands-on experience with Portland Metro-area partner organizations, cultural practitioners, and environmental scientists. Field classes take place at various locations while Wednesday classroom days are held at Wisdom's office. Topics include Traditional Ecological Knowledge, Science, Technology, Engineering, Arts and Math (STEAM) concepts as well as Indigenous cultural arts, plant identification, uses, habitat restoration and conservation, biocultural restoration, and environmental career pathways.	\$70,000
PIC-25-047	World Salmon Council	Salmon Watch	The World Salmon Council offers Salmon Watch programming to underserved youth in greater Portland, providing hands-on science education about local salmon populations and ecosystems. Through the story of salmon, participants gain a deeper appreciation for this culturally significant species and the ecosystems that support them. Salmon Watch includes field trips, service-learning projects, classroom visits, an online curriculum, and outreach events at no cost to students. On field trips, students observe the spawning salmon lifecycle and learn about their critical role in ecosystems. Four interactive learning	\$20,000

			stations, now featuring invasive species content, provide hands-on activities in salmon biology, macroinvertebrates, water quality, and riparian ecosystems.	
Total				\$2,436,174



Equity Focused Strategic Opportunity Grants
East Multnomah Soil and Water Conservation District

11/21/2024

Nov. 21, 2024

To: EMSWCD Board of Directors

RE: Equity-Focused Strategic Opportunity Grants – Pilot Program Review

From: Heather Nelson Kent, Community Outreach and Engagement, Grant Program Manager

Executive Summary

Staff reviewed the Equity-Focused Strategic Opportunity Grants pilot program against the purpose established by the Board. **Staff recommends sunsetting this program and not providing additional funding for this grant program in the FY 25-26 budget year.**

Background

Starting in FY 21-22, the Board of Directors dedicated funding (\$50,00 to \$75,000 annually) in the district's adopted budget for a new Equity-Focused Strategic Opportunity grant program. Staff proposed this new program to the board due to compelling, mission-aligned requests it was **unable to fund via other existing EMSWCD grant programs.**

The purpose established by the Board (February 2023) for these grants included:

- Support organizations that are helping to advance EMSWCD's strategic goals by **addressing economic and environmental disparities** in areas such as access to land, access to nature, environmental education, or environmental health, and **where barriers to current funding programs exist.**
- **Pathway for staff-identified** projects and partnerships within various program areas.
- Projects and/or projects from emerging organizations that our existing grant funding programs would likely not prioritize due to the **startup nature** of these projects and potentially **higher levels of risk.**

Status of Awarded Grants

- FY 23-24: Vive NW: For the Big Float. \$50K - **awarded as a two-year grant, paused on first year**
- FY 23-24: Urban League: revitalize community garden in North Portland: \$25K - **underway**
- FY 22-23: BOLT: Paying down Craft 3 land acquisition loan \$50K - **completed**
- FY 22-23: iUrban Teen- provide STEM-focused education \$26K - **completed**



Equity Focused Strategic Opportunity Grants
East Multnomah Soil and Water Conservation District

11/21/2024

Total grant awards from three funding cycles (FY 22-23, 23-24, 24-25): \$200K budgeted, \$126,768 awarded, \$101K expended.

Program Evaluation

The program was established as a pilot and Staff committed to annually review the opportunity for process improvements and make a recommendation to the Board after 2-3 years or after a meaningful number of projects have been funded and completed.

Program evaluation of the pilot would consider:

- **Are grant awards advancing EMSWCD's strategic priorities?**
- **Is the program catalyzing innovative approaches and/or new initiatives?**
- **How well is the new program breaking down barriers to EMSWCD funding?**
- **Is the program leveraging other funds or support from other partners?**

In reviewing these evaluation criteria, this grant program is not meeting expectations for program outcomes.

- Not getting money out as hoped – only about half the funds have been spent out of this fund.
- Not effectively building a project pipeline – each year it's difficult to identify projects
- Not catalyzing innovative approaches and/or new initiatives – new projects not easily identified and developed
- Most projects could be funded by existing grant programs

We gained additional insights as we vetted this decision with staff and the Equity Team. One of these was that a separate staff-directed pool of funding for community grants could create inequities and a lack of community transparency with unintended negative consequences in promoting partnerships. This process made clear the staff's strong commitment to fund equity-focused work, and that we are achieving many of our Equity goals through our Partners in Conservation grant program.

Staff Recommendation: Sunset EFSOG in FY 25-26 and reprogram funding to other grant programs. Should a promising mission-aligned project emerge that would not qualify for grant funding under our current programs, what potential is there to bring projects directly to the Board?



Approval of Executive Director authority to execute Headwaters Farm and Rural Lands contracts above ED spending authority of \$50,000.

Proposal: ED seeks Board of Director approval to allow the Executive Director to sign and execute agreements on the following two contracts that exceed Executive Director spending limit.

Contract #1- Jen Arons, Headwaters Farm Consultant for Soil Health and Restoration

Jen Aron of Blue Raven Farm provides contracted guidance on agricultural soil restoration at Headwaters Farm. For incubator farmers, this comes as bi-weekly Farm Consults or weekly meetings for those growers participating in the Headwaters Soil Ambassador Program. Jen also works with incubator farmers on their nutrient management plans, weed management plans, integrated pest management plans, irrigation strategies, and offers guidance on improved cropping and farm efficiency. Jen would be providing five workshops in 2025 covering a range of soil health topics. They workshops are geared toward incubator farmers but are made available to the broader beginning farmer community. For staff, Jen monitors the physical, chemical, and biological conditions of the soil in plots not leased to incubator farmers and helps shape management strategies. The four pillars of this wide-scale farmland restoration project include cover cropping, nutrient balancing, inoculating seeds and soil with beneficial organisms, and optimizing tillage. Jen has also developed and maintains Johnson Su and vermiculture compost systems at Headwaters that serve to proliferate the beneficial soil biology that is getting reintroduced into the land. The proposed 2025 contract is not to exceed \$75,970.

This proposal did not go out to bid as the services are highly specialized and the skillset and expertise is not readily available in the Oregon market.

Contract #2 - Mosaic

For this procurement, EMSWCD is entering into Cooperative Procurement under Metro's contracted provisions that currently exist. This allows us to use the same terms and pricing that was established in the public procurement. Metro's procurement began January 1, 2025, and ends December 30, 2027. This spans 3 of our fiscal years, which resulted in a "do not exceed" amount of \$500,000. EMSWCD uses this contractor to prepare, plant, and maintain project site work for both StreamCare and upland restoration work as well as species specific control through our weeds projects.

Contract #3 - JLM LLC

Pursuant to ORS 279A and the public contract code, EMSWCD participates in an Intergovernmental Cooperative Purchasing program by which EMSWCD has the ability to purchase the goods and services under the terms and conditions of contracts awarded by another agency's public procurement process. Clean Water Services issued a Request for Proposals to establish contracts for natural area vegetation and management services.

This allows us to use the same terms and pricing that was established in the public procurement. Clean Water Services procurement originally began July 1, 2023, and runs through June 30, 2026. This spans the remainder of the current fiscal year as well as all of the next fiscal year. Staff estimate not spending more than \$300,000 with this contractor during this time period. EMSWCD uses this contractor to prepare, plant, and maintain project site work for both StreamCare and upland restoration work as well as species specific control for our weeds projects.



Contract #4 - Ash Creek Forest Management, LLC

Pursuant to ORS 279A and the public contract code, EMSWCD participates in an Intergovernmental Cooperative Purchasing program by which EMSWCD has the ability to purchase the goods and services under the terms and conditions of contracts awarded by another agency's public procurement process. Clean Water Services issued a Request for Proposals to establish contracts for natural area vegetation and management services.

This allows us to use the same terms and pricing that was established in the public procurement. Clean Water Services procurement originally began September 1, 2023, and runs through June 30, 2026. This spans the remainder of the current fiscal year as well as all of the next fiscal year. Staff estimate not spending more than \$300,000 with this contractor during this time period. EMSWCD uses this contractor to prepare, plant, and maintain project site work for both.



EMSWCD 2025 Policy Platform

East Multnomah Soil and Water Conservation District

1/9/2025

EMSWCD 2025 Policy Platform

The mission of EMSWCD is to help people care for land and water. By engaging in regional and statewide policy issues, the District can use its collective voice as staff, board and the community of East Multnomah County, to advance programs and funding that align with our strategic goals of soil and water health, climate action and equity.

As we approach the 2025 Legislative Session (which begins January 21), staff will continue to participate in community discussions that monitor policy developments, threats and opportunities for regional conservation and agricultural organizations. This includes the Advocacy Committee of the Oregon Association of Conservation Districts (OACD), Intertwine Alliance and staying in communication with local partners. During the 2025 Legislative Session staff will continue to bring recommendations before the board for policy positions that align with our mission, work and strategic goals.

For January's meeting, we ask the board to consider approving EMSWCD support of the following bill and authorizing the Executive Director and CFO to represent the Board's position with elected officials and through public testimony.

Domestic well exclusion bill

Addresses ORS 537.545 that currently prohibits the granting of ground water use for commercial garden/ag operation of ½ acre or under. Current law allows irrigation for lawns and noncommercial gardens not exceeding one-half acre. This change would allow people growing food in small lots to irrigate (5k gallons per day limit). - Initiated by Friends of Family Farmers and supported by OACD.

Already Board Approved:

- Funding for the Oregon Agricultural Heritage Program to support the protection of working farms and ranches in Oregon. \$17.3 M- SUPPORT (\$2M in Governor's Budget)
- Bilingual Pesticide Safety Education and Training Legislation. Fiscal ask is \$770k to support two staff at Oregon State University. Increase support for Spanish-language pesticide education. (Legislative Concept 3679) SUPPORT



2025 Board and Committee Meetings

East Multnomah Soil and Water Conservation District

January 2025	• 16th - Board Meeting (6-9) • 20th – Personnel Committee Meeting (5-6:30) (MLK jr day) • 27th – Land Legacy Committee Meeting (4-6)
February	• 3rd – Board Meeting (6-9)
March	• 3rd - Budget Meeting (4-6) unapproved • 3rd - Board Meeting (6-9) • 24th – LLC Meeting (4-6)
April	• 7th – Budget Meeting (4-6) unapproved • 7th – Board Meeting (6-9) • 21st - PC Meeting (day after Easter)
May	• 5th – Budget Meeting (4-6) unapproved • 5th – Board Meeting (6-9) • 26th – LLC Meeting (Memorial day)
June 2025	• 2nd - Board Meeting (6-9)
July	• 7th - Board Meeting (6-9) • 21st – PC Meeting (5-6:30) • 28th – LLC Meeting (4-6)
August	• 4th - (NO AUG BOARD MEETING?)
September	• 1st – Board Meeting (6-9) (Labor Day) • 22nd – LLC Meeting (4-6)
October	• 6th - Board Meeting (6-9) • 20th - PC Meeting (5-6:30)
November	• 3rd - Board Meeting (6-9) • 24th – LLC Meeting (4-6)
December 2025	• 1st – Annual Meeting (6-7) unapproved • 1st - Board Meeting (7-9)