

OSWEGO LAKE WATERSHED COUNCIL

MEETING MINUTES

Friday, March 12, 2021

The *vision* of the Oswego Lake Watershed Council is a healthy properly functioning watershed. This vision is of streams, wetlands, riparian forests, upland forests/trees, Oswego Lake, and other natural resources working together as a sustainable ecological system that supports good water quality, productive habitat for native plant and animal communities, and enhanced quality of life.

The *mission* of the Oswego Lake Watershed Council is to foster stewardship, education, participation, and financial support for the purpose of the conservation, restoration, enhancement, and maintenance of watershed functions that achieve and sustain a healthy watershed.

1. Welcome and Introductions: (Online attendance) Stephanie Wagner, Larry Zurcher, Dwight Sangrey, Mike Buck, Mary Ratcliff, Jim Fisher, Barbara Fisher, Tom Bland, Thomas Benson, Denny Barnes, Mark Rosenkranz, Tom Berridge, Mary Ratcliff; with Jack Halsey, Watershed Coordinator.

2. Operations

- **Minutes: Resolved: Minutes for February 12, 2021 were unanimously approved.**
- **Finance Report:** Tom Bland reported the PPE loan applied for by Stephanie was accepted. This approval affords around \$13K for our bank account which now totals: \$29,251.51. Tom does have an uncleared check for Champoeg Nursery for \$555. With Kat's resignation, Dwight inquired about how we stay in fulfillment of this "loan." Stephanie said that the position will need be replaced as soon as possible since the funding is in part to help pay salaries during this virus time. We do have twenty-four weeks to show we have not reduced staffing.
- **Board Hours Tracking: Members encouraged to turn in hours.**

3. Staff Reports

Watershed Coordinator--Jack

Kat resignation: Jack reiterated Kat's resignation decision provided to the Board over email. In her annual job performance review, Jack noted Kat's expressed feeling of disconnection and lack of fulfillment. The process has helped provide him with suggestions for improvement for this position, and he is setting this up. Jack specifically mentioned her connection with the Board was problematic. Working remotely exacerbated it. Members talked about the need for concrete deliverables and whether having a Board liaison might help connectivity and offer a sense of advocacy. Two-thirds of Board members offered evaluative feedback. Others felt they did not have enough information or contact to offer an evaluation. A common critical theme on job performance concerned the need for better communication among the people in each of the three targeted areas of this job's responsibility. Lastly, Jack said that Kat was concerned about the "organizational culture" not meshing with her needs. Jack mentioned the difficulty of paid staffers fitting into an all volunteer structure. Stephanie mentioned how much she has learned from this experience and how we can all better support the position going forward.

Recommendations included having a six-month review period rather than extending it for a full year. Board conversation continued regarding possibly new ways of seeing this position in light of our strategic mission and possible funding cuts in grants. In light of the recent winter ice storm, members started targeting or unfolding how to address more obvious needs and intentionality for lost trees--and how to do this based on informed data. In conclusion of this agenda item, Stephanie assured she would expedite Kat's replacement.

Transitioning of outreach projects: Jack gave a report on planned April OLWC activities and how he has

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ensured their ongoing leadership and functionality.

Project updates: Jack focused on **Westlake** serving as a metaphor regarding ice storm on ash trees. Jack only found one or two oaks damaged compared with the less resilient ash.

New OWEB grant for Twin Fir Project: Jack reported a \$14-15,000 two year grant received for this project along Springbrook Creek.

4. Committee Reports

- **Stewardship Committee Report--Tom Berridge:** Tom appointed a small group to finish up SP work goals. Some stewards, usually not in attendance, are coming on this March 25th meeting date.
- **Education and Outreach Committee--Stephanie:** The newsletter is being concluded; Kat awaits a needed link from the City for Arbor Month activities. The kickoff is happening on Earth Day. On the following Saturday, “undies” will be distributed for soil testing and evaluation. Two trainings on the iTree survey are also calendared along with a “Tree Hero” campaign centered on freeing trees from ivy. Morgan Holen will have a handout in *HelloLO* April issue. At LOSN on April 8th, Kristin Ohlson will be the featured speaker on regenerative soil practices.
- **Equity Action Team:** No meeting happened in February. Some actions are planned: REI gave a grant to Forest Park Conservancy and Trailkeepers of Oregon for training in various backgrounds on activities. The challenge noted is how to engage people. Mike mentioned that the City had reached out for various programs at the new Iron Mountain Park and said he was working with Jan Wirtz at Parks regarding offering presentations by a number of knowledgeable community members.
- **Wells Site Update--Fishers:** Jim and Barbara highlighted the ongoing continuity of this watershed project along Hallinan Creek. Barbara mentioned how fitting it would be to have some signage on the pathway south of George Rogers Park. The Fishers delved into the early homesteading history of this area. The massive loss of trees by both wind and ice storms has left queries regarding what amount of downed vegetation to leave and what to remove from sensitive lands. Mention of the Douglas fir bark beetle concerns some in the Oregon Department of Forestry according to a member.

5. Old Business

- **Strategic Planning:** Jack is ready to put on the finishing touches. Mike recommended that we should have actions listed for “recruitment and training” under the first goal. He will draft something for review. All the major work has been accomplished; Jack will do the last formatting and will bring it to the April meeting for Board assessment and approval.

6. New Business

- **Annual Report task list:** Jack is working on this and says our goal is the end of March. In light of Kat’s resignation and his absorbing more responsibilities, he may have to shift this back. Jack screen-shared and showed aspects of the planned report where Stephanie will write the feature article. He will include metrics, maps and photos of stewardship work. The Education and Outreach Committee will help support this.

7. Public Comments and Announcements: None noted

8. Meeting Adjourns 9:30am

Next Meeting: April 9, 2021 8:00am-9:30am