

Tuesday, October 11, 2022
 6:00-7:30 PM Board Meeting
 Zoom Video Conference: <https://zoom.us/join>
 Phone: 1-669-900-6833
 Meeting ID: 844 6825 0202
 Passcode: 640956



BOARD OF DIRECTORS MEETING AGENDA

Goal	Item	Lead	Time	ACTION
	Call to Order, Introductions, Public Comments, Announcements, Additions to Agenda	<i>Johnson</i>	6:00	
	CONSENT AGENDA	<i>Johnson</i>	6:02	ACTION
5	Approve draft Minutes from September 12th Board Meeting			
5	Approve Financials (8/31/22)			
	REGULAR AGENDA			
2, 3	Summary of 2022 Native Bulb and Seed Sale (20 minutes)	<i>Ahr</i>	6:03	
5	Quarterly Check-in on strategic direction progress (20 minutes)	<i>All staff</i>	6:23	
1, 4	Adopt Resolution No. 2022-2023-03 to add \$96,646 from OWEB grant (# TBD) for Mitchell Oak Woodland Restoration (5 minutes)	<i>Directors/ Schmitz</i>	6:43	ACTION
5	Review/discuss OACD's Report on Director Eligibility Survey; comments to Crosson for Nov OACD meeting	<i>Directors/ Crosson</i>	6:48	ACTION?
2-5	Annual Meeting 2023 – discuss whether to hold in person or virtual, date/time, location, presentation idea, and whether to hold Board meeting afterwards? (7 min)	<i>Directors/ Crosson</i>	6:58	ACTION
1-5	Questions from Board about BSWCD staff activities and NRCS staff report (15 minutes)	<i>Directors/ BSWCD & NRCS Staff</i>	7:05	
1-5	Other Board business?		7:20	
	Meeting Adjourned	<i>Johnson</i>	7:30	

Strategic Direction Goals 2022-2027

Goal #1: Ensure that the soil, water, and ecosystems of Benton County, including diverse habitats on wild, working, and urban lands, are protected, restored, and resilient.

Goal #2: Deliver engaging education and outreach opportunities that inspire residents throughout Benton County to protect and restore soil, water, and habitat.

Goal #3: Develop clear, consistent communications so people throughout Benton County can easily participate in Benton SWCD services and take action to steward our resources.

Goal #4: Enhance our strategic partnerships and revenue to increase Benton SWCD's impact.

Goal #5: Implement operations that support highly effective programs and services.

BSWCD Board and Outreach Events (subject to change)

Date/Time	Event	Location
November 8, 6 pm	BSWCD Monthly Board Meeting	TBD
October 25, 9 am – 1 pm	Willamette Riverkeeper Trash Clean-up sponsored locally by Benton SWCD	Crystal Lake Boat Ramp to Michael's Landing. This is an "on water" event.
October 17- November 17	Salmon Watch	Alsea
October 31- November 2	Annual OACD Conference	Newport
November 15, 9 - 11 am	NRCS Local Work Group Meeting	Willamette Grange, 27555 Greenberry Rd

Check our website calendar regularly for additional items that are still being finalized:
<https://bentonswcd.org/activities/calendar/>

Monday, September 12, 2022; 6:00-7:30 PM

Phone: 1-669-900-6833

Meeting ID: 844 6825 0202

Passcode: 640956



BOARD OF DIRECTORS MEETING MINUTES

In Attendance

Board Members Present: Nate Johnson, Bob Morris, Jerry Paul, Henry Storch, Eliza Mason, Faye Yoshihara (Emeritus)

Board Members Absent: Kerry Hastings, Graham Trask

Associate Directors Present: Marcella Henkels, Rana Foster, David Barron

Staff Present: Michael Ahr, Teresa Matteson, Donna Schmitz, (Holly Crosson absent), Sara Roberts

Others Present: Deb Merchant (minutes), Amy Kaiser (NRCS), Aubrey Cloud

Call to Order

[Johnson] 6:03 pm

Introductions, Public Comments, Announcements, Additions/Changes to Agenda

Additions to agenda: Sunbow Farm hosting 50th year celebration 23rd/24th September as open house and dinner presentation at Marys River Grange (nominal fee). Nate will email notice with all details.

CONSENT AGENDA

- **Approve draft minutes from July 11, 2022 Board Meeting:** Discussion: none
- **Approve Financials for 6/30/22 and 7/31/22:** Discussion: none
- **Approve Resolution #FY2022-2023-02:** Discussion: none
- **Adopt Heat Illness Prevention Policy:** Discussion: none
- **Adopt Wildfire Smoke Policy:** Discussion: none

MOTION: Approve Consent Agenda: Nick Johnson/Eliza Mason (vote 5/5);

REGULAR AGENDA

- Michael informed board about Holly's absence (she returns October) and staff coverage.

Introduce Sara Roberts, Communications and Community Engagement Coordinator

- Strong background in environmental education
- Sara noted that in her first few months, she is prioritizing her work on Salmon Watch and also helping quite a bit with the native bulb and seed sale.

Round of all director introductions.

Approve Resolution #FY2022-2023-01: Extend Workers' Compensation Insurance to Volunteers

Discussion: Michael provided background describing how interns assist the District. Additional insurance coverage while in the field would protect volunteer risks regardless of personal/academic affiliation (i.e., OSU grad student). Legal counsel reviewed and supports additional coverage.

Is this one of those things where x number of volunteers are covered? Yes, need to identify approximately how many individuals, projects and responsibilities.

Does this tie into any mission/vision/values process? Yes, it provides greater opportunity for anyone to volunteer and/or intern.

Are there benchmarks associated with mission/vision/values? Can we identify correlation between this endeavor and providing insurance coverage? Seems so, yes.

Does the extended coverage include events such as Native Plant Sales? Yes, but we would need to document number of hours and people (many) against one intern for the year.

MOTION: Approve Consent Agenda: Bob Morris/Eliza Mason (vote 5/5)

Year-end Financial Review FY2021-2022

August typically provides year-end reports – please see the August packet (page 13) for which there was no Board meeting. Taxes levied a bit higher than budgeted and higher than prior year. Fee-for-Service revenue and Native Plant Sales revenue higher than anticipated, along with project-specific grants. Graphs illustrate both revenue and expenses for general operations and projects. Some grant funding shifted from last year to this fiscal year. A good majority of project funds are used to hire contractors.

Questions: Nate; given some reliance on tax revenue, how did, for example, home values in 2008 impact District revenue? Revenue growth slowed, but didn't stop or reduce. Benton County takes samples of assessments (not all homes) and applies an average rate to tax revenue. Southtown enhancements will benefit all districts receiving Benton Cty. Revenue.

Native Bulb Sale Update

Volunteers are needed –Michael will email link to Board and meeting attendees with online sign-up form. No pre-orders; onsite only during the festival. Late September 2022 online ordering is planned for February 2023 plant pick-up at Benton Cty. Fairgrounds.

Benton County Floodplain Permit and Activities

Donna Schmitz: FEMA has new permit requirements that impact development permit applications. Permits are now designed to reduce flood hazard risk and improve communications, and update the public. Benton Cty. Is one of only seven Oregon counties to receive reduced FEMA insurance premiums. Floodplain permit information, services and resources are available at Benton County, Community Development. Plan ahead, expect time and expenses to impact District restoration projects.

All documents referenced in these minutes are a part of the official record and can be distributed upon request.

Aubrey: information gathered at CONNECT Conference may prove meaningful to District projects taking place in certain zones. Benton Cty. Has no natural resource staff person to navigate project issues. Good opportunity for community input to inform project solutions.

October Meeting Date

Next regular date is a Holiday.

MOTION: shift next meeting to Tuesday, October 11, 2022, 6pm – 7:30pm. Nate Johnson/Bob Morris (vote 5/5)

Staff Reports

Michael reviewed Ludwigia, Yellow Floating Heart identification and partnerships to treat (pulls, chemical) and monitor. Teresa, Aubrey, and Henry reviewed various blackberry listed in staff reports. Sara reviewed watershed council grant opportunity posted. Amy reviewed EQIP funding opportunities. BSWCD logos as exposure.

Other Board Business

None

Meeting Adjourned

[Johnson] 7:37 pm

Benton SWCD Board Meeting

October 11, 2022

Financial Report

Period ending August 31, 2022

The closing balance in our Oregon LGIP account was \$761,763.41 dividend paid was \$1,019.02. The Fiscal YTD dividend paid was \$1,821.56. Our average monthly balance has been \$760,633.48 with a monthly distribution yield of 1.58%. The previous months balance was \$759,630.08. We received a payment of \$1,114.31 in tax revenue from the Benton County Finance Department.

Both Citizen Bank accounts were reconciled and all checks were accounted for. The total balance of the two accounts was \$111,335.90.

The previous months balance was \$716.88. Charges to the Credit Card account were \$1,286.61. These were verified and reconciled.

The Stripe account was reconciled. The starting balance was \$ 0.00. The net balance change from activity was \$ 4.00 less fees of \$-0.42. Total payouts were \$-3.58, leaving and ending balance of \$-4.00.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Jerry Paul", is positioned above the typed name.

Jerry Paul, Treasurer

Benton Soil & Water Conservation District
Balance Sheet
 As of August 31, 2022

	Aug 31, 22	Aug 31, 21	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
10100 · Citizens Bank	93,227.35	124,437.87	-31,210.52
10150 · Citizens Bank #2	4,956.69	13,934.83	-8,978.14
10200 · LGIP	762,549.62	722,520.26	40,029.36
10300 · Stripe	-4.00	548.50	-552.50
10800 · Petty Cash	24.00	24.00	0.00
Total Checking/Savings	860,753.66	861,465.46	-711.80
Accounts Receivable			
11000 · Accounts Receivable	0.00	19,192.76	-19,192.76
11400 · Grants Receivable	71,139.58	54,692.13	16,447.45
Total Accounts Receivable	71,139.58	73,884.89	-2,745.31
Other Current Assets			
100-1050 CashDue to/frm Bld Fnd	-103,200.00	-103,200.00	0.00
100-1500 Due to/from Proj Fund	-102,910.93	-102,910.93	0.00
200-1080 CashDue to/frm Gen Fnd	102,910.93	102,910.93	0.00
400-1505 Due to/from BR Fund	103,200.00	103,200.00	0.00
13000 · Prepaid expenses-Audit	3,722.54	5,083.33	-1,360.79
Total Other Current Assets	3,722.54	5,083.33	-1,360.79
Total Current Assets	935,615.78	940,433.68	-4,817.90
Other Assets			
18400 · Property Tax Receivable-Audit	10,110.00	10,110.00	0.00
Total Other Assets	10,110.00	10,110.00	0.00
TOTAL ASSETS	945,725.78	950,543.68	-4,817.90
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
20000 · General Accounts Payable	6,980.45	1,186.62	5,793.83
20100 · Project Accts Payable	16,059.55	32,156.04	-16,096.49
Total Accounts Payable	23,040.00	33,342.66	-10,302.66
Credit Cards			
22000 · CITIZENS BANK MASTER CARD			
22200 · Holly's CC - 2995	744.81	247.46	497.35
22300 · Donna's CC - 3001	28.77	0.00	28.77
22400 · Teresa's CC - 3019	32.15	222.21	-190.06
22500 · Heath's CC - 3027	0.00	54.21	-54.21
22520 · Linda's CC - 5980	445.67	533.26	-87.59
22530 · Michael's CC - 3266	732.63	849.00	-116.37
Total 22000 · CITIZENS BANK MASTER CARD	1,984.03	1,906.14	77.89
Total Credit Cards	1,984.03	1,906.14	77.89
Other Current Liabilities			
24000 · PAYROLL LIABILITIES			

Benton Soil & Water Conservation District
Balance Sheet
 As of August 31, 2022

	Aug 31, 22	Aug 31, 21	\$ Change
24010 · 941 Account	8,820.76	7,067.12	1,753.64
24020 · Oregon Withholding	2,161.00	1,839.00	322.00
24030 · OR-WBF SUTA	504.23	611.57	-107.34
Total 24000 · PAYROLL LIABILITIES	11,485.99	9,517.69	1,968.30
25800 · Deferred Revenue Grants-Audit	93,829.82	153,707.24	-59,877.42
25810 · Deferred Revenue Donations	246.72	8,000.00	-7,753.28
25850 · Deferred Revenue - NPS Presales	0.00	21,040.79	-21,040.79
Total Other Current Liabilities	105,562.53	192,265.72	-86,703.19
Total Current Liabilities	130,586.56	227,514.52	-96,927.96
Long Term Liabilities			
27050 · Deferred Revenue Taxes -Audit	8,261.09	8,261.09	0.00
Total Long Term Liabilities	8,261.09	8,261.09	0.00
Total Liabilities	138,847.65	235,775.61	-96,927.96
Equity			
31100 · Building Reserve Fund Balance	108,200.00	103,200.00	5,000.00
31200 · Project Fund Balance	10,210.00	10,210.11	-0.11
32000 · General Fund Balance	736,413.75	666,461.80	69,951.95
Net Income	-47,945.62	-65,103.84	17,158.22
Total Equity	806,878.13	714,768.07	92,110.06
TOTAL LIABILITIES & EQUITY	945,725.78	950,543.68	-4,817.90

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09/27/22

Accrual Basis

Benton Soil & Water Conservation District
Citizens Bank Check Register
As of August 31, 2022

Type	Date	Num	Name	Memo	Debit	Credit	Balance
10100 - Citizens Bank							148,440.60
Deposit	08/09/2022			Deposit	7,519.93		155,960.53
Deposit	08/16/2022			Deposit	4,877.05		160,837.58
Liability Check	08/30/2022		QuickBooks Payroll Service	Created by Payroll S...		26,173.31	134,664.27
Deposit	08/31/2022			Deposit	305.00		134,969.27
Deposit	08/31/2022			Interest	6.12		134,975.39
Paycheck	08/31/2022	DD	Ahr, Michael S	Direct Deposit	0.00		134,975.39
Paycheck	08/31/2022	DD	Crosson, Holly A	Direct Deposit	0.00		134,975.39
Paycheck	08/31/2022	DD	Lovett, Linda K	Direct Deposit	0.00		134,975.39
Paycheck	08/31/2022	DD	Matteson, Teresa L	Direct Deposit	0.00		134,975.39
Paycheck	08/31/2022	DD	Roberts, Sara	Direct Deposit	0.00		134,975.39
Paycheck	08/31/2022	DD	Schmitz, Donna J	Direct Deposit	0.00		134,975.39
Liability Check	08/05/2022	EFT	United States Treasury	93-1077051		6,786.82	128,188.57
Liability Check	08/05/2022	EFT	Oregon Dept of Revenue	0292193-0		1,713.00	126,475.57
Liability Check	08/01/2022	EFT	Oregon Dept of Revenue	0292193-0		77.99	126,397.58
Bill Pmt -Check	08/10/2022	EFT	2 - Xerox Financial Services			156.17	126,241.41
Bill Pmt -Check	08/29/2022	EFT	1Auto - Verizon	autopay due on 25th ...		75.77	126,165.64
Bill Pmt -Check	08/18/2022	EFT	1Auto - Comcast	8778 10 601 2891048		109.85	126,055.79
Check	08/17/2022	EFT	Card Service Center - Master...			716.88	125,338.91
Liability Check	08/02/2022	7958	SDIS	03-0018433 CIR# 71...		4,758.25	120,580.66
Liability Check	08/02/2022	7959	VALIC	Group #67994		3,165.98	117,414.68
Bill Pmt -Check	08/02/2022	7960	MidValley Newspapers	CIR# 7147		225.84	117,188.84
Bill Pmt -Check	08/09/2022	7961	Edge Analytical	CIR# 7146		347.00	116,841.84
Bill Pmt -Check	08/09/2022	7962	Marys River Watershed Coun...	CIR# 7145		5,259.75	111,582.09
Bill Pmt -Check	08/09/2022	7963	Jenny Brausch Business Solu...	CIR# 7149		1,417.26	110,164.83
Bill Pmt -Check	08/16/2022	7964	Banner Non-Profits, LLC	CIR # 7152 & 7153		717.50	109,447.33
Bill Pmt -Check	08/16/2022	7965	Oregon Department of Agricul...	CIR# 7154		5.00	109,442.33
Check	08/24/2022	7966	Wild Habitat Contracting LLC	VOID:	0.00		109,442.33
Bill Pmt -Check	08/24/2022	7967	Wild Habitat Contracting LLC	CIR# 7144		4,434.05	105,008.28
Bill Pmt -Check	08/24/2022	7968	Confederated Tribes of Gran...	CIR# 7157		280.00	104,728.28
Bill Pmt -Check	08/24/2022	7969	Crystal Lake Storage	CIR# 7155		157.00	104,571.28
Bill Pmt -Check	08/24/2022	7970	Mater Investment Company	CIR# 7156:		2,002.25	102,569.03
Bill Pmt -Check	08/24/2022	7971	Abide Web Design	CIR# 7158		1,219.00	101,350.03
Liability Check	08/30/2022	7972	SDIS	03-0018433 CIR# 71...		3,815.54	97,534.49
Liability Check	08/30/2022	7973	VALIC	Group #67994		3,837.86	93,696.63
Bill Pmt -Check	08/30/2022	7974	Staff- Michael Ahr - V	CIR# 7161		1.25	93,695.38
Bill Pmt -Check	08/30/2022	7975	Staples	CIR# 7162		84.28	93,611.10
Bill Pmt -Check	08/30/2022	7976	Edge Analytical	CIR# 7150		278.00	93,333.10

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09/27/22

Accrual Basis

Benton Soil & Water Conservation District

Citizens Bank Check Register

As of August 31, 2022

<u>Type</u>	<u>Date</u>	<u>Num</u>	<u>Name</u>	<u>Memo</u>	<u>Debit</u>	<u>Credit</u>	<u>Balance</u>
Bill Pmt -Check	08/30/2022	7977	Staff- Michael Ahr - V	CIR# 7161		105.75	93,227.35
Total 10100 · Citizens Bank					12,708.10	67,921.35	93,227.35
TOTAL					12,708.10	67,921.35	93,227.35

Benton Soil & Water Conservation District
Profit & Loss by Class
 July through August 2022

	General Fund	Project Fund	TOTAL
Ordinary Income/Expense			
Income			
43300 · Grant/Project Administration	0.00	29,354.82	29,354.82
44535 · Taxes Levied	1,892.78	0.00	1,892.78
44540 · ODA Operations	26,372.00	0.00	26,372.00
44545 · ODA Tech, LMA & Scope of Work	15,383.63	0.00	15,383.63
45000 · Interest Income	1,843.07	0.00	1,843.07
48000 · TRANSFERS IN	1,677.93	0.00	1,677.93
Total Income	<u>47,169.41</u>	<u>29,354.82</u>	<u>76,524.23</u>
Gross Profit	47,169.41	29,354.82	76,524.23
Expense			
60000 · MATERIALS & SERVICES	24,983.76	0.00	24,983.76
66000 · PAYROLL EXPENSES	69,268.61	6,162.20	75,430.81
68000 · PROJECTS-SVC-SUPP-MATERIALS	0.00	22,377.35	22,377.35
69400 · TRANSFERS OUT	0.00	1,677.93	1,677.93
Total Expense	<u>94,252.37</u>	<u>30,217.48</u>	<u>124,469.85</u>
Net Ordinary Income	<u>-47,082.96</u>	<u>-862.66</u>	<u>-47,945.62</u>
Net Income	<u>-47,082.96</u>	<u>-862.66</u>	<u>-47,945.62</u>

Benton Soil & Water Conservation District
Profit & Loss by Class
 July through August 2022

	General Fund	Project Fund	TOTAL
Ordinary Income/Expense			
Income			
43300 · Grant/Project Administration	0.00	29,354.82	29,354.82
44535 · Taxes Levied	1,892.78	0.00	1,892.78
44540 · ODA Operations	26,372.00	0.00	26,372.00
44545 · ODA Tech, LMA & Scope of Work	15,383.63	0.00	15,383.63
45000 · Interest Income	1,843.07	0.00	1,843.07
48000 · TRANSFERS IN			
48400 · Transfer Admin from Project Fd	1,677.93	0.00	1,677.93
Total 48000 · TRANSFERS IN	<u>1,677.93</u>	<u>0.00</u>	<u>1,677.93</u>
Total Income	<u>47,169.41</u>	<u>29,354.82</u>	<u>76,524.23</u>
Gross Profit	47,169.41	29,354.82	76,524.23
Expense			
60000 · MATERIALS & SERVICES			
61300 · CONFERENCES AND TRAINING			
61330 · Registration	659.81	0.00	659.81
Total 61300 · CONFERENCES AND TRAINING	<u>659.81</u>	<u>0.00</u>	<u>659.81</u>
61500 · COMMUNITY CONSERVATION PROGRAMS			
61530 · Invasives Program	500.00	0.00	500.00
61540 · Native Plant Sale	1,683.15	0.00	1,683.15
61570 · Soil Quality Program	182.64	0.00	182.64
Total 61500 · COMMUNITY CONSERVATION PROGRAM	<u>2,365.79</u>	<u>0.00</u>	<u>2,365.79</u>
62100 · CONTRACTED AND PROF SERVICES			
62115 · Audit	2,800.00	0.00	2,800.00
62120 · Computer Support	529.00	0.00	529.00
62130 · PROFESSIONAL SERVICES			
62150 · Accounting	3,253.59	0.00	3,253.59
62170 · Web Design, Logo - Marketing	1,507.75	0.00	1,507.75
Total 62130 · PROFESSIONAL SERVICES	<u>4,761.34</u>	<u>0.00</u>	<u>4,761.34</u>
62180 · Consultation/Contracts - NPP	568.75	0.00	568.75
62190 · Misc Contracted Services	148.75	0.00	148.75
Total 62100 · CONTRACTED AND PROF SERVICES	<u>8,807.84</u>	<u>0.00</u>	<u>8,807.84</u>
62300 · Dues/Subscriptions/Fees	2,765.93	0.00	2,765.93
62800 · OFFICE OCCUPANCY			
62820 · Rent & Parking	6,477.75	0.00	6,477.75
62830 · Utilities	720.90	0.00	720.90
Total 62800 · OFFICE OCCUPANCY	<u>7,198.65</u>	<u>0.00</u>	<u>7,198.65</u>
65000 · SUPPLIES AND MATERIALS			
65010 · COPIER AND SUPPLIES			
65014 · Lease	353.99	0.00	353.99
Total 65010 · COPIER AND SUPPLIES	<u>353.99</u>	<u>0.00</u>	<u>353.99</u>
65030 · Office Supplies	325.48	0.00	325.48
65040 · Postage	4.00	0.00	4.00

Benton Soil & Water Conservation District
Profit & Loss by Class
 July through August 2022

	General Fund	Project Fund	TOTAL
Total 65000 · SUPPLIES AND MATERIALS	683.47	0.00	683.47
65110 · PRODUCTION COSTS			
65112 · Advertising and Website	225.84	0.00	225.84
Total 65110 · PRODUCTION COSTS	225.84	0.00	225.84
65120 · Insurance & Fidelity Bond	2,100.32	0.00	2,100.32
65320 · Mileage/travel related expenses	82.51	0.00	82.51
65400 · Meetings & Events	93.60	0.00	93.60
Total 60000 · MATERIALS & SERVICES	24,983.76	0.00	24,983.76
66000 · PAYROLL EXPENSES			
66200 · Wages	54,440.19	4,770.59	59,210.78
66410 · Health, Dental & Life Insurance	6,813.58	770.18	7,583.76
66420 · Retirement	3,475.99	213.00	3,688.99
66500 · Payroll Taxes			
66510 · FICA Employer	4,158.49	364.33	4,522.82
66520 · SUTA	340.80	42.84	383.64
66530 · OR-WBF	14.31	1.26	15.57
Total 66500 · Payroll Taxes	4,513.60	408.43	4,922.03
66800 · Fees	25.25	0.00	25.25
Total 66000 · PAYROLL EXPENSES	69,268.61	6,162.20	75,430.81
68000 · PROJECTS-SVC-SUPP-MATERIALS			
68010 · Project Contracted Services	0.00	20,769.10	20,769.10
68020 · Project Mileage & Travel	0.00	108.25	108.25
68040 · Project Supplies & Materials	0.00	1,500.00	1,500.00
Total 68000 · PROJECTS-SVC-SUPP-MATERIALS	0.00	22,377.35	22,377.35
69400 · TRANSFERS OUT			
69440 · Trf PF to General Fund	0.00	1,677.93	1,677.93
Total 69400 · TRANSFERS OUT	0.00	1,677.93	1,677.93
Total Expense	94,252.37	30,217.48	124,469.85
Net Ordinary Income	-47,082.96	-862.66	-47,945.62
Net Income	-47,082.96	-862.66	-47,945.62

Benton Soil & Water Conservation District
Profit & Loss YTD Comparison
 July through August 2022

	Jul - Aug 22	Jul - Aug 21	\$ Change
Ordinary Income/Expense			
Income			
43300 · Grant/Project Administration	29,354.82	42,449.44	-13,094.62
44535 · Taxes Levied	1,892.78	2,878.13	-985.35
44540 · ODA Operations	26,372.00	0.00	26,372.00
44545 · ODA Tech, LMA & Scope of Work	15,383.63	15,832.76	-449.13
45000 · Interest Income	1,843.07	721.21	1,121.86
46430 · MISCELLANEOUS			
46432 · Contributions	0.00	174.00	-174.00
Total 46430 · MISCELLANEOUS	0.00	174.00	-174.00
48000 · TRANSFERS IN			
48400 · Transfer Admin from Project Fd	1,677.93	3,449.83	-1,771.90
Total 48000 · TRANSFERS IN	1,677.93	3,449.83	-1,771.90
Total Income	76,524.23	65,505.37	11,018.86
Gross Profit	76,524.23	65,505.37	11,018.86
Expense			
60000 · MATERIALS & SERVICES			
61300 · CONFERENCES AND TRAINING			
61330 · Registration	659.81	828.00	-168.19
Total 61300 · CONFERENCES AND TRAINING	659.81	828.00	-168.19
61500 · COMMUNITY CONSERVATION PROGRAMS			
61510 · Conservation Education (Youth)	0.00	333.00	-333.00
61530 · Invasives Program	500.00	250.00	250.00
61540 · Native Plant Sale	1,683.15	776.36	906.79
61570 · Soil Quality Program	182.64	222.21	-39.57
Total 61500 · COMMUNITY CONSERVATION PROGRAMS	2,365.79	1,581.57	784.22
62100 · CONTRACTED AND PROF SERVICES			
62115 · Audit	2,800.00	0.00	2,800.00
62120 · Computer Support	529.00	88.20	440.80
62130 · PROFESSIONAL SERVICES			
62150 · Accounting	3,253.59	4,953.21	-1,699.62
62170 · Web Design, Logo - Marketing	1,507.75	1,219.00	288.75
Total 62130 · PROFESSIONAL SERVICES	4,761.34	6,172.21	-1,410.87
62180 · Consultation/Contracts - NPP	568.75	0.00	568.75
62190 · Misc Contracted Services	148.75	0.00	148.75
Total 62100 · CONTRACTED AND PROF SERVICES	8,807.84	6,260.41	2,547.43
62300 · Dues/Subscriptions/Fees	2,765.93	2,387.71	378.22
62800 · OFFICE OCCUPANCY			
62820 · Rent & Parking	6,477.75	4,447.50	2,030.25
62830 · Utilities	720.90	983.66	-262.76
Total 62800 · OFFICE OCCUPANCY	7,198.65	5,431.16	1,767.49
65000 · SUPPLIES AND MATERIALS			
65010 · COPIER AND SUPPLIES			
65014 · Lease	353.99	437.28	-83.29

Benton Soil & Water Conservation District
Profit & Loss YTD Comparison
 July through August 2022

	Jul - Aug 22	Jul - Aug 21	\$ Change
Total 65010 · COPIER AND SUPPLIES	353.99	437.28	-83.29
65030 · Office Supplies	325.48	897.46	-571.98
65040 · Postage	4.00	0.00	4.00
Total 65000 · SUPPLIES AND MATERIALS	683.47	1,334.74	-651.27
65110 · PRODUCTION COSTS			
65112 · Advertising and Website	225.84	0.00	225.84
Total 65110 · PRODUCTION COSTS	225.84	0.00	225.84
65120 · Insurance & Fidelity Bond	2,100.32	1,576.50	523.82
65320 · Mileage/travel related expenses	82.51	70.00	12.51
65400 · Meetings & Events	93.60	50.00	43.60
Total 60000 · MATERIALS & SERVICES	24,983.76	19,520.09	5,463.67
66000 · PAYROLL EXPENSES			
66200 · Wages	59,210.78	56,184.00	3,026.78
66410 · Health, Dental & Life Insurance	7,583.76	9,950.51	-2,366.75
66420 · Retirement	3,688.99	2,653.26	1,035.73
66500 · Payroll Taxes			
66510 · FICA Employer	4,522.82	4,147.86	374.96
66520 · SUTA	383.64	517.16	-133.52
66530 · OR-WBF	15.57	19.48	-3.91
Total 66500 · Payroll Taxes	4,922.03	4,684.50	237.53
66800 · Fees	25.25	27.00	-1.75
Total 66000 · PAYROLL EXPENSES	75,430.81	73,499.27	1,931.54
68000 · PROJECTS-SVC-SUPP-MATERIALS			
68010 · Project Contracted Services	20,769.10	33,284.18	-12,515.08
68020 · Project Mileage & Travel	108.25	105.84	2.41
68040 · Project Supplies & Materials	1,500.00	750.00	750.00
Total 68000 · PROJECTS-SVC-SUPP-MATERIALS	22,377.35	34,140.02	-11,762.67
69400 · TRANSFERS OUT			
69440 · Trf PF to General Fund	1,677.93	3,449.83	-1,771.90
Total 69400 · TRANSFERS OUT	1,677.93	3,449.83	-1,771.90
Total Expense	124,469.85	130,609.21	-6,139.36
Net Ordinary Income	-47,945.62	-65,103.84	17,158.22
Net Income	-47,945.62	-65,103.84	17,158.22

Benton Soil & Water Conservation District
P&L Budget vs. Actual GENERAL FUND
 July through August 2022

	Jul - Aug 22	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
43000 · Beginning Balance	0.00	697,346.00	-697,346.00	0.0%
44530 · Benton County Public Works	0.00	5,000.00	-5,000.00	0.0%
44535 · Taxes Levied	1,892.78	490,000.00	-488,107.22	0.39%
44540 · ODA Operations	26,372.00	26,372.00	0.00	100.0%
44545 · ODA Tech, LMA & Scope of Work	15,383.63	61,535.00	-46,151.37	25.0%
45000 · Interest Income	1,843.07	3,000.00	-1,156.93	61.44%
46430 · MISCELLANEOUS	0.00	2,000.00	-2,000.00	0.0%
47400 · Native Plant Sale Income	0.00	10,000.00	-10,000.00	0.0%
48000 · TRANSFERS IN				
48400 · Transfer Admin from Project Fd	1,677.93	31,424.00	-29,746.07	5.34%
Total 48000 · TRANSFERS IN	1,677.93	31,424.00	-29,746.07	5.34%
Total Income	47,169.41	1,326,677.00	-1,279,507.59	3.56%
Gross Profit	47,169.41	1,326,677.00	-1,279,507.59	3.56%
Expense				
60000 · MATERIALS & SERVICES				
61300 · CONFERENCES AND TRAINING				
61330 · Registration	659.81			
61300 · CONFERENCES AND TRAINI	0.00	6,000.00	-6,000.00	0.0%
Total 61300 · CONFERENCES AND TRAI	659.81	6,000.00	-5,340.19	11.0%
61500 · COMMUNITY CONSERVATION PROGRAMS				
61510 · Conservation Education (Yo	0.00	7,700.00	-7,700.00	0.0%
61520 · Conservation Incentive Prog	0.00	3,333.00	-3,333.00	0.0%
61530 · Invasives Program	500.00	3,333.00	-2,833.00	15.0%
61540 · Native Plant Sale	1,683.15	20,000.00	-18,316.85	8.42%
61570 · Soil Quality Program	182.64	3,334.00	-3,151.36	5.48%
Total 61500 · COMMUNITY CONSERVAT	2,365.79	37,700.00	-35,334.21	6.28%
62100 · CONTRACTED AND PROF SERVICES				
62115 · Audit	2,800.00	6,000.00	-3,200.00	46.67%
62120 · Computer Support	529.00	4,000.00	-3,471.00	13.23%
62130 · PROFESSIONAL SERVICES				
62150 · Accounting	3,253.59			
62160 · Facilitation	0.00	7,000.00	-7,000.00	0.0%
62170 · Web Design, Logo - Mark	1,507.75			
62130 · PROFESSIONAL SERVIC	0.00	33,000.00	-33,000.00	0.0%
Total 62130 · PROFESSIONAL SERV	4,761.34	40,000.00	-35,238.66	11.9%
62180 · Consultation/Contracts - NPI	568.75	10,000.00	-9,431.25	5.69%
62190 · Misc Contracted Services	148.75			
Total 62100 · CONTRACTED AND PROF	8,807.84	60,000.00	-51,192.16	14.68%
62300 · Dues/Subscriptions/Fees	2,765.93	11,000.00	-8,234.07	25.15%
62800 · OFFICE OCCUPANCY				
62810 · Alarm & Janitorial Services	0.00	500.00	-500.00	0.0%

Benton Soil & Water Conservation District
P&L Budget vs. Actual GENERAL FUND
 July through August 2022

	Jul - Aug 22	Budget	\$ Over Budget	% of Budget
62820 · Rent & Parking	6,477.75	28,000.00	-21,522.25	23.14%
62830 · Utilities	720.90	4,000.00	-3,279.10	18.02%
Total 62800 · OFFICE OCCUPANCY	7,198.65	32,500.00	-25,301.35	22.15%
65000 · SUPPLIES AND MATERIALS				
65010 · COPIER AND SUPPLIES				
65014 · Lease	353.99	3,000.00	-2,646.01	11.8%
Total 65010 · COPIER AND SUPPLIES	353.99	3,000.00	-2,646.01	11.8%
65020 · Equipment	0.00	5,000.00	-5,000.00	0.0%
65030 · Office Supplies	325.48	2,500.00	-2,174.52	13.02%
65040 · Postage	4.00	500.00	-496.00	0.8%
65050 · Software/Computer Access	0.00	4,000.00	-4,000.00	0.0%
Total 65000 · SUPPLIES AND MATERIALS	683.47	15,000.00	-14,316.53	4.56%
65110 · PRODUCTION COSTS				
65112 · Advertising and Website	225.84	1,500.00	-1,274.16	15.06%
65114 · Merchandise	0.00	500.00	-500.00	0.0%
65116 · Newsletters	0.00	2,000.00	-2,000.00	0.0%
65118 · Publications	0.00	1,000.00	-1,000.00	0.0%
Total 65110 · PRODUCTION COSTS	225.84	5,000.00	-4,774.16	4.52%
65120 · Insurance & Fidelity Bond	2,100.32	6,000.00	-3,899.68	35.01%
65160 · Miscellaneous	0.00	200.00	-200.00	0.0%
65320 · Mileage/travel related expenses	82.51	3,000.00	-2,917.49	2.75%
65400 · Meetings & Events	93.60	2,100.00	-2,006.40	4.46%
Total 60000 · MATERIALS & SERVICES	24,983.76	178,500.00	-153,516.24	14.0%
66000 · PAYROLL EXPENSES				
66200 · Wages	54,440.19	373,671.00	-319,230.81	14.57%
66410 · Health, Dental & Life Insurance	6,813.58	59,155.00	-52,341.42	11.52%
66420 · Retirement	3,475.99	24,280.00	-20,804.01	14.32%
66500 · Payroll Taxes				
66510 · FICA Employer	4,158.49			
66520 · SUTA	340.80			
66530 · OR-WBF	14.31			
66500 · Payroll Taxes - Other	0.00	32,308.00	-32,308.00	0.0%
Total 66500 · Payroll Taxes	4,513.60	32,308.00	-27,794.40	13.97%
66800 · Fees	25.25	300.00	-274.75	8.42%
Total 66000 · PAYROLL EXPENSES	69,268.61	489,714.00	-420,445.39	14.15%
69100 · Capital Outlay	0.00	5,000.00	-5,000.00	0.0%
69200 · Contingency	0.00	84,973.00	-84,973.00	0.0%
69400 · TRANSFERS OUT				
69410 · Trf GF to Building Reserve Fd	0.00	5,000.00	-5,000.00	0.0%
Total 69400 · TRANSFERS OUT	0.00	5,000.00	-5,000.00	0.0%
69600 · Reserved for Future Expenditure	0.00	233,959.00	-233,959.00	0.0%
69800 · Unappropriated Fund Balance	0.00	329,531.00	-329,531.00	0.0%
Total Expense	94,252.37	1,326,677.00	-1,232,424.63	7.1%

Benton Soil & Water Conservation District
P&L Budget vs. Actual GENERAL FUND
July through August 2022

Net Ordinary Income
Net Income

Jul - Aug 22	Budget	\$ Over Budget	% of Budget
-47,082.96	0.00	-47,082.96	100.0%
-47,082.96	0.00	-47,082.96	100.0%

Benton Soil & Water Conservation District
P&L Budget vs. Actual PROJECT FUND
 July through August 2022

	Jul - Aug 22	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
43300 · Grant/Project Administration	29,354.82	330,192.00	-300,837.18	8.89%
Total Income	29,354.82	330,192.00	-300,837.18	8.89%
Gross Profit	29,354.82	330,192.00	-300,837.18	8.89%
Expense				
66000 · PAYROLL EXPENSES				
66200 · Wages	4,770.59	31,220.00	-26,449.41	15.28%
66410 · Health, Dental & Life Insurance	770.18	8,723.00	-7,952.82	8.83%
66420 · Retirement	213.00	1,837.00	-1,624.00	11.6%
66500 · Payroll Taxes				
66510 · FICA Employer	364.33	0.00	364.33	100.0%
66520 · SUTA	42.84	0.00	42.84	100.0%
66530 · OR-WBF	1.26	0.00	1.26	100.0%
66500 · Payroll Taxes - Other	0.00	4,132.00	-4,132.00	0.0%
Total 66500 · Payroll Taxes	408.43	4,132.00	-3,723.57	9.89%
Total 66000 · PAYROLL EXPENSES	6,162.20	45,912.00	-39,749.80	13.42%
68000 · PROJECTS-SVC-SUPP-MATERIALS				
68010 · Project Contracted Services	20,769.10	0.00	20,769.10	100.0%
68020 · Project Mileage & Travel	108.25	0.00	108.25	100.0%
68040 · Project Supplies & Materials	1,500.00	0.00	1,500.00	100.0%
68000 · PROJECTS-SVC-SUPP-MATERIALS	0.00	252,856.00	-252,856.00	0.0%
Total 68000 · PROJECTS-SVC-SUPP-MATERIALS	22,377.35	252,856.00	-230,478.65	8.85%
69400 · TRANSFERS OUT				
69440 · Trf PF to General Fund	1,677.93	31,424.00	-29,746.07	5.34%
Total 69400 · TRANSFERS OUT	1,677.93	31,424.00	-29,746.07	5.34%
Total Expense	30,217.48	330,192.00	-299,974.52	9.15%
Net Ordinary Income	-862.66	0.00	-862.66	100.0%
Net Income	-862.66	0.00	-862.66	100.0%

August 2022 Qtrly All Grant Projects Financial Report

Project Name	Grant #	Funding Agency	Start Date	End Date	Status	Final Report Due Date	Fund Amount	(INCOME) Received to	Earned Income to	(EXPENSES) Spent to	Unearned Funds	Remaining balance to	Grant Manager	Grant Report Dates	How grant funds are received	Admin Expected	Admin Earned	Admin Remaining
Ludwigia Management Alternatives	19100538	MMT	12/1/2019	12/31/2022	Open	2/15/2023	27,742	27,742	7,696	7,696	20,046	0	MA	Interim Report: 1/1/2021 & 1/1/2022. Final Report 2/15/2023	100% of funds at beginning of grant	2,522	700	1,822
State of the River Synthesis	20010715	MMT	2/1/2020	6/30/2023	Open	8/15/2023	80,000	80,000	77,487	77,487	2,513	0	MA	Interim 2/1/2021 & Final 8/15/2023	100% of funds at beginning of grant	12,000	10,159	1,841
Willamette Mainstem Restoration Opportunities and Strategies for Engagement	20100515	MMT	11/1/2020	4/30/2023	Open	6/30/2023	70,164	70,164	14,588	14,588	55,576	0	MA	5/15/21 & 6/30/23	100% of funds at beginning of grant	6,379	1,326	5,053
Purge the Spurge! EDRR and Community Outreach	2020-33-011	ODA-OSWB	2/28/2020	9/30/2021	Open	11/29/2021	8,808	7,870	7,870	7,870	0	938	MA		*50% of funds received at start of grant *25% of funds are received after interim grant report submitted and approved by ODA *final funds are received after final grant report submitted and approved by ODA	801	715	86
Purge the Spurge Outreach	2022-35-014	ODA-OSWB	2/24/2022	4/30/2023	Open	6/30/2023	9,971	4,986	4,659	4,659	327	4,986	MA	9/30/22, 6/30/23	*50% of funds received at start of grant *25% of funds are received after interim grant report submitted and approved by ODA *final funds are received after final grant report submitted and approved by ODA	907	424	483
WRAWM 8	2022-35-015	ODA-OSWB	2/24/2022	4/30/2023	Open	6/30/2023	28,430	14,215	4,622	4,622	9,593	14,215	MA	9/30/22, 6/30/23	*50% of funds received at start of grant *25% of funds are received after interim grant report submitted and approved by ODA *final funds are received after final grant report submitted and approved by ODA	2,585	420	2,165
Willamette Weed Control and Landowner Engagement	ODA 4364-GR	ODA	4/27/2022	6/30/2023	Open	6/30/2023	15,000	7,500	1,725	1,725	5,775	7,500	MA	1/30/23, 6/30/23	*50% of funds received at start of grant *25% of funds are received after interim grant report submitted and approved by ODA *final funds are received after final grant report submitted and approved by ODA	1,364	157	1,207
Fackrell Soil & Water Imp	09-20-002	OWEB	12/5/2020	10/16/2022	Open	12/16/2022	10,123	2,370	2,370	2,370	0	7,753	DS	12/16/2022, 10/16/2024	no funds received at start of grant; funds received by reimbursement of invoices/receipts submitted by BWCD two times total; OWEB holds last 10% of funds until they receive and approve of Final Report.	1,012	215	797
Carson Riparian Buffer Access Control	09-20-003	OWEB	3/18/2021	1/26/2023	Open	3/26/2023	14,889	13,400	13,400	13,400	0	1,489	DS	3/26/2023, 3/26/2025	no funds received at start of grant; funds received by reimbursement of invoices/receipts submitted by BSWCD two times total (including final); OWEB holds last 10% of funds until they receive and approve of Final Report at end of grant.	1,353	1,218	135
100 Acre Wood Habitat Project - Plant Establishment	217-3002-14131	OWEB	10/25/2016	6/30/2022	Open	8/30/2022	25,278	20,944	20,944	20,944	0	4,334	DS	Project completion only	When expenses >\$250 occur; invoices and financial tracking spreadsheet submitted	2,298	1,901	397

August 2022 Qtrly All Grant Projects Financial Report

Project Name	Grant #	Funding Agency	Start Date	End Date	Status	Final Report Due Date	Fund Amount	(INCOME) Received to	Earned Income to	(EXPENSES) Spent to	Unearned Funds	Remaining balance to	Grant Manager	Grant Report Dates	How grant funds are received	Admin Expected	Admin Earned	Admin Remaining
OWEB SIA grant	218-8010-16782	OWEB	3/4/2019	12/22/2023	Open	12/22/2023	125,000	64,547	64,862	64,862	-314	60,453	DS	Multiple dates (6/17/2019, 12/16/2019, 6/14/2020, 12/14/2020, 6/14/2021, 12/13/2021, 6/13/2022, 12/13/2020)		11,364	5,861	5,503
UMC SIA Station 2 Match		Donation			Open		8,000	8,000	7,753	7,753	247	0	TM		Donation from George Ice	0	0	0
2019 Supplemental Data Collection for WFIP Effectiveness Monitoring (Phase 3)	218-8390-17212	OWEB	2/4/2020	12/31/2022	Open	12/31/2022	100,000	84,735	84,735	84,735	0	15,265	MA	Interim Report: 12/31/2020 & Final Report: 2/28/2022	When expenses >\$250 occur; invoices and financial tracking spreadsheet submitted	9,091	7,703	1,388
Building soil-minded relationships for resilient crop and pasture systems	219-9001-19457	OWEB	8/3/2021	6/15/2023	Open	6/15/2023	45,967	19,215	19,764	19,764	-548	26,752	TM	Reports are submitted with Request for release of Funds; Final report due within 60 days of 6/15/2023 with final Request for release of Funds.	Fund requests (OWEB website/manage your grant/payments & budget. Request for Release of Funds form). Submit expense tracking spreadsheet for all OWEB expenses and approval of receipts or invoices for amounts \$250 or more (excluding admin). Final 10% payment after completion report approval.	4,179	1,747	2,432
J2E RTR Project	220-3033-17504	OWEB	4/22/2020	6/30/2025	Open	6/30/2025	239,915	74,747	74,747	74,747	0	165,168	DS	6/30/2028 and 6/30/2030		23,084	6,793	16,291
Willamette FIP Effectiveness Monitoring Program Phase 4: Data Collection 2020-2021 and Reporting	220-8201-17233	OWEB	1/1/2020	12/31/2022	Open	2/28/2023	119,988	113,300	113,300	113,300	0	6,688	MA	Interim Report: 6/30/2021 & Final Report: 2/28/2023	When expenses >\$250 occur; invoices and financial tracking spreadsheet submitted	10,908	10,300	608
Conducting Vegetation Surveys to Augment the Prairie Soils for Sustainable Restoration Project	F18AP00393	DOI-USFWS	7/15/2018	12/31/2018	Closed	3/30/2019	7,754	7,754		7,754	0	0	TM	3/30/2019	Draw down from ASAP	705	705	0
Regenerative Landscape Project		Donation			Open		2,980	2,980	2,980	2,980	0	0	TM			0	0	0
Horse Island for Clean Water	220-022-002	OWEB	3/30/2022	3/30/2024	Open	3/30/2024	12,100	10,890	10,890	10,890	0	1,210	DS	3/30/2024, 3/30/2026	no funds received at start of grant; funds received by reimbursement of invoices/receipts submitted by BSWCD two times total (including final); OWEB holds last 10% of funds until they receive and approve of Final Report at end of grant.			0
Total							952,109	635,360				316,750					50,344	40,208

FY23 Budget Resolution

Resolution No. FY2022-2023-03

BE IT RESOLVED that the Board of Directors of the Benton Soil and Water Conservation District (BSWCD) hereby approves the addition of \$96,646.00 to the Benton SWCD FY23 Budget as follows:

Project Fund

Add \$96,646.00 in Resources to the Project Fund from OWEB (grant # TBD) for the Mitchell Oak Woodland and Restoration Project

Add \$96,646.00 in Requirements to the Project Fund as follows:

Contracted Services	\$43,200
Materials/Supplies	\$44,660
Transfer to General Fund (Fiscal Admin)	\$8,786

General Fund

Add \$8,786 in Resources

Transfer from Project fund (Grant Administration) \$8,786

Add \$8,786 in Requirements to the General Fund as follows:

Materials and Services

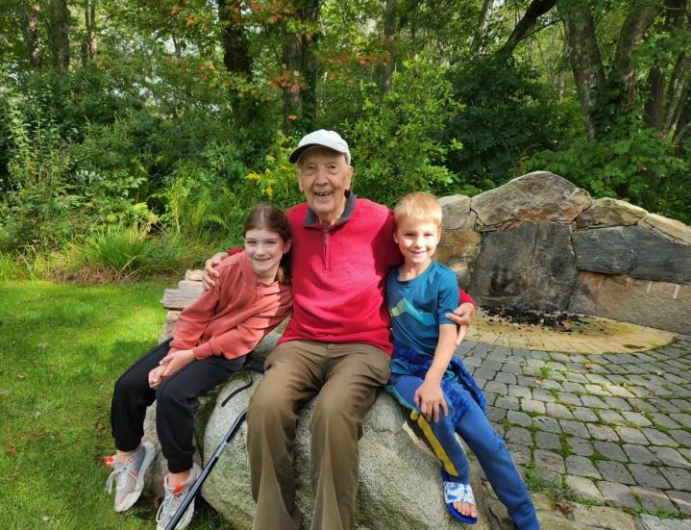
Dues, Fees, and Subscriptions	\$2,000
Office Occupancy	\$500
Insurance and Fidelity Bond	\$1,000
Conferences and Training	\$2,000
Contracted and Professional Services	\$3,000
Supplies and Materials	\$286

SIGNED THIS 11th day of October, 2022

Benton Soil and Water Conservation District
Entity Name

Benton SWCD Board of Directors
Governing Body

Kerry Hastings, BSWCD Board Secretary



Date: October 4, 2022
To: Benton SWCD Directors
From: Michael Ahr
Re: Staff Report for September 2022



In parentheses, note the District workplan goal and task that each item relates to. For example, (1.6) would mean that the item related to task 6 under Goal 1 in the work plan.

Conservation Program Manager and Acting Executive Director

- Led preparations for September Board Meeting by preparing explanations of a Board Resolution, finalizing agenda, assembling board packets, and sharing meeting invite with attendees (5.3)
- Shared approved minutes with County Commissioners, Agency professionals, and others after the Board Meeting. Shared Resolutions with Director Hastings for signature. (5.3)
- Approved Check Issuance Requests (CIRs), Credit Card Receipt forms (CCRs), credit card statements, staff timesheets, check register, etc. Prepared CIRs for several invoices and mailed checks. (5.14, 5.6, 5.7)
- Met with partners about a potential Oak focused Regional Conservation Partnership Program (RCP), which would bring funding to landowners who are interested in enhancing this habitat on their property. (1.4, 4.1, 4.8)
- Facilitated 1 staff meeting and 1 Planner meeting focusing on progress of Strategic Direction implementation and check ins on the SIA work as well as Oak RCP (1.10)
- CONNECT Conference attending sessions on supervision, river restoration, and others (5.21)

Native Plant Program *(All of this section applies to Goal 2, Task 1)*

- Served as staff coordinator to Deb Merchant in planning and implementation of the Native Bulb and Seed Sale
- Assisted with bagging of bulbs and seed to prep for sale
- Multiple trips to Citizens Bank to acquire "starting cash" for cash boxes and to deposit cash and checks after the sale
- Reconciled cash boxes after completion of the sale with help from Deb
- Assisted with setup of the sale at Fall Festival including trips to our storage unit for supplies and dropoff, and worked about 13-14 hours at the sale
- Spent time ordering plants and assisting with plant inventory spreadsheets for February NPS

Willamette Mainstem Cooperative

- Canoed to Wapato Cove, Dragonfly Cove, and Collins Bay with Beth Myers-Shenai, Troy Abercrombie (both of ODA), Richard Dickinson, and Vanessa Heilmann (Willamette Riverkeeper) to familiarize ODA with these sites and have some Ludwigia control conversations. (1.4, 1.9, 4.1)
- Site visit to Harkens Lake restoration project with Jed Kaul, Long Tom Watershed Council (LTWC). Intended outcome: Learn more about the landowner motivation to embark on the project. This informs work we're doing on a Meyer Memorial Trust grant (1.9)

- 2 meetings related to Willamette Focused Investment Partnership (WFIP): 1) Quarterly check in with Rose Wallick USGS on grant project progress, 2) Monitoring meeting with external partners related to overall project monitoring (1.9)
- Met with Long Tom Watershed Council about a workshop we'll facilitate at the Within our Reach Conference on 10/7-8 in Eugene. Also prepared for another presentation that I'll help with related to aquatic invasive work on the Willamette River (3.2, 3.6)

Invasive Species Program

- Pulled oblong spurge at Unitarian Fellowship (1.8)
- Submitted interim reports for 2 Oregon State Weed Board Grants (1.8, 1.9)
- Attended Institute for Applied Ecology event (Invasive Species Cookoff). BSWCD was a sponsor and had an information table. Sara Robert very helpful on this! (3.2)
- Visited landowner on Stewart Slough about Ludwigia control (1.3)



Clockwise from top left: 1) Large root of oblong spurge, 2) full bag of oblong spurge pulled at Unitarian Fellowship, 3) Invasive Species Cookoff event with Sara Roberts as a food judge, 4) ODA and WRK staff on the river to discuss aquatic invasive weeds.



Donna Schmitz
Resource Conservationist

SOW Task	Goals	Sept 1, 2022 to September 30, 2022
Landowner Engagement	2	<p>Native bulb sale: Assisted in bagging bulbs. Picked up bulbs and seeds at Grand Ronde nursery. Helped out with the BSWCD sale of bulbs and seeds at Corvallis Fall Harvest Festival</p> <p>Researching Ethnobotany (Indigenous uses) of the native plants for our NPS website information.</p>
Landowners TA	1	<p>TA: Ag water quality compliance (2) (manure, riparian and cattle access to creek-referred to ODA), DEQ about complaint visit and follow up, groundwater allocation, native plants (3), invasives (2),</p> <p>Site visit: Kings Valley for riparian restoration, invasives control along Vincent Creek.</p> <ul style="list-style-type: none"> * <i>J2E River to Ridge Diversity Project</i>: request for funds for bulb deposit, confirming native plant order with Bonneville Env. Foundation Collaborative Grow. * <i>100 Acre Wood Habitat Project</i>: contract developed and timeline established for final vegetation management prior to grant ending on October 30, 2022. * <i>Mitchell Oak and Savanna Restoration Project</i>: ranking 2nd and 4 recommended for funding. Will hear about funding end of October. Contacted partners about timeline this fall for various tasks and funding through grant. Prepared resolution for the board meeting. * <i>Watenpaugh Riparian</i>: confirming work that has been done so far. Mowed the prairie site 3 times and three herbicide treatments. Landowner did a botanical inventory. Preparing for tree/shrub planting this winter. * <i>Upper Muddy Creek Strategic Implementation Area</i>: Coordinating with Teresa and Michael on monitoring strategies for e. coli and budget. Contacted landowners about Living on the Land series presented by OSU Small Farms. Working with lab to receive quarterly statements. Contacted Local Monitoring Team for recommendations of replacement members. Worked with Teresa to answer the auditors' questions about the monitoring instruments. * <i>Horse Island for Clean Water</i>: Site visit to check on progress of grant. Benton County approved Floodplain Activities. Request for funds. * <i>Fackrell Water and Soil Improvement Small Grant</i>: working with landowner on receipts and tasks completed to close out grant on October 16th. * <i>Carson Riparian Buffer Access Control Small Grant</i>: checking status of grant activities for closeout in January, 2023.

		<ul style="list-style-type: none"> * <i>Upper Muddy Creek Strategic Implementation Grant:</i> Discussions about monitoring equipment needed. Contacted OSU Small Farms about partnering in a future webinar on well water and septic systems. We discussed a loan program for landowners to help to repair/replace failed septic systems offered through Craft3 which is (a nonprofit lender – a community development financial institution (CDFI) – that uses capital to build resilience, lessen the racial wealth gap, and expand economic opportunity for all. We deliver capital where it’s needed most, making loans and providing advice to businesses, nonprofits, tribes, and individuals – especially those denied access to traditional financing.” This program offers loans for many types of projects https://www.craft3.org/About/Mission
Partnerships	4	<ul style="list-style-type: none"> * Oregon Department of Agriculture: Meeting with Water Quality Specialist to discuss upcoming AWQ Management Area Plan Local Advisory Committee meeting in November. Compiling BSWCD accomplishment for the last two years. We need recommendations for LAC members from the community. Contact me for more information. * Connect with Greenbelt Land Trust about possible help with funding Luckiamute Meadows restoration projects. GBLT not ready yet. * Webinar: Rural Development Value Added Producer Grant for Agroforestry projects offered through the USDA National Agroforestry Center. * NRCS meeting to discuss upcoming Local Working Group meeting * Reviewed OWEB Small Grant submitted by Long Tom WC. * Connected with Long Tom WC regarding the Monroe Drinking Water program and NWQI funding.
Non-ag Upland and urban land management & restoration	1&4	Discussion with Michael about NRCS Regional Conservation Partners Program funds for oak restoration in Benton County. Shared with Michael the 2015 RCPP application I submitted for oak restoration in Benton, Linn and Lane counties. Researched new RCPP funding opportunities and guidelines. Researched OWEB Focused Investment Program funding guidelines for oak habitats.
SOW/Capacity grant, training, organizational	5	<ul style="list-style-type: none"> * Created Budget Amendment for ODA/OWEB for the new capacity funding. * Board meeting: prepared and presented Benton County Activities in the Floodplain Permit and how it affects our projects. * Attended Staff Meetings * Attended planner meetings * Attended Board meeting

Upper Muddy Creek Water Quality Monitoring (1.7, 1.2)



Through the dry summer months, we have performed weekly depth checks to be sure the sondes are underwater. Three have been pulled due to low water or malfunction.

Station two on Hammer Creek (above) has a telemetry device that has required troubleshooting for excessive battery use. One out of four sondes remains deployed at the upstream station on Upper Muddy Creek.

While the sondes are out of the water, we will perform maintenance and evaluate instrument status. Sediment films will be removed and rusty bolts and nuts replaced with rustproof alternatives. We will add conduit to the 50 ft telemetry cable that has been damaged.

We borrowed a dissolved oxygen probe that is not the quality of instrument needed for this work. Donna and Michael are

working to use ODA funding to purchase a dissolved oxygen meter that will give the high quality data needed for this work.

With the MRWC, we visit the sites in pairs. One person goes into the water to inspect the sondes and to audit the continuous data with handheld meters. The second team member, Jazmin Garcia-Lawson (above), stands on the bank, records audit data, downloads continuous data via Bluetooth to cell phone, and insures that the field paperwork is completed correctly.



Continuous data is collected every 15 minutes. Imagine the volume of information since June that will be submitted to Oregon DEQ.

DATE	ACTIVITY
8/22	UMC SIA depth check
9/1	Oregon Watershed Enhancement Board - grant webinar
9/2	Henkels Conservation Plan signed
9/6	UMC SIA depth check
9/6 - 9/8	CONNECT
9/9	Dept of Environmental Quality (DEQ) online data submission
9/12	Advantage Computing - VPN update
9/12	BSWCD/NRCS collaboration meeting
9/13	Native Bulb and Seed Sale - seed bagging
9/16	Fairfield Farm - soil samples to A&L Western Lab
9/16	UMC SIA pull VuLink device due to excess battery use
9/19	Soil Health (SH015 & 016) sample collection and classification
9/20	Dept of Environmental Quality (DEQ) data
9/20	NRCS Local Work Group meeting agenda meeting
9/20	Willamette Valley Regenerative Landscape Coalition meeting

SOIL HEALTH UPDATES (1.1, 1.2, 1.4, 4.1, 4.2, 4.3)



OWEB TA Soil Health Grant

Starting in August, tall fescue fields are harvested, some baled, some irrigated.

The TA Soil Health team worked with farmer, Brian Woodcock (above left), who irrigated two tall fescue fields after harvest and baling. We visited the fields when the irrigated soil moisture

made it easier for us to pull soil samples and performed soil classifications.

It is advantageous when landowner is present for soil classification. Andy Gallagher, Red Hill Soils, gives the farmer a unique underground perspective and explains soil features that indicate important processes, such as drainage.

BSWCD Soil Health Program

Thank you, BSWCD, for the Community Conservation Program which provides funding for me to help Benton County landowners with needs that do not align with grant priorities. For example, NRCS requests that the TA soil health grant focus on crop fields (orchard, grass seed, row crop).

For years, pasture owners have expressed interest in soil health. This month I collected a soil sample at Fairfield Farm, that is in the Southern WV Groundwater Management Area. Being a pasture, the work does not qualify for funds through the OWEB TA soil health grant. I shipped the soil to the landowner's accredited lab of choice.

NRCS is working on EQIP Conservation Incentive Contracts for pasture management. That means that there may be NRCS pasture improvement funds in the future.



Synchronicity! While working at Fairfield Farm, I met new OSU student, Adam Thomas (above), who will become my fall intern for the OWEB TA grant soil health work!

One good turn deserves another.



Benton Soil and Water CONSERVATION DISTRICT

September 2022 Monthly Report for October 2022 Board Packet
Sara Roberts, Communications and Community Engagement Coordinator

ORIENTATION/ONBOARDING

- Received training on CCR/CIR submission process.
- Reviewed Employee Handbook.
- Ongoing exploration of all the shared files.

BSWCD WEBSITE

- Populated this year's Native Bulb and Seed Sale page with info and pictures for each of the products we sold this year.
- Created a new landing page for the WVRLC Regenerative Garden, which now links to the sign's QR code.
- Edited and posted Blog article by Erik Swartzendruber.
- Updated and streamlined information on the Board Director Elections page.
- Continuing to fix broken links and missing information as I find it. Please let me know if you ever come across anything that needs addressing.

FALL NATIVE BULB & SEED SALE

- Designed and printed large posters with images of each product to display on booth.
- Created several social media posts promoting the sale across Facebook, Twitter, and Instagram - see attached for a few samples
- Created package labels with species and planting information.
- Assisted staff and board members with packaging bulbs and seeds.
- Created a customer reference sheet with sun and soil preferences for each bulb/seed.
- Worked with Michael and Deb to organize and prepare for the sale.
- Worked at the booth all day on Saturday. I enjoyed speaking with our volunteers and a ton of native plant enthusiasts!

LINN-BENTON SALMON WATCH

- Organized and led a training for new Salmon Watch volunteers at Bald Hill Farmhouse on 9/17 - with Kristen Daly from Calapooia Watershed Council. We had 5 participants with a lot of really interesting background experiences, who will hopefully be leading some stations this year.
- Conducted an audit and clean-up of program materials in the storage unit.
- Cleaned up and updated the LBSW website at www.lbsw.org.
- Sent personal emails to all 2021 volunteers to introduce myself and ask for their participation this year.
- Revised teacher information documents to reflect 2022 details.
- Led a training for high school students who will serve as volunteers at Kings Valley Charter School.

OTHER: Gathered notes and created a thank-you poster for Cliff & Gay Hall to display at their Luckiamute Meadows Celebration. Handed this off to Jane Tappen - see attached

Envision your land with native plants.

Are you looking for low maintenance, water-saving plants?



Would you like to attract birds and butterflies to your property?

Do you want to beautify your home with colorful, long-lasting foliage and flowers?



The BSWCD Native Bulb & Seed Sale can help!

40+ varieties of lilies, tulips, alliums, grasses, annuals, and more - all adapted to the unique soils and weather in the Willamette Valley.

Pollinator-friendly seed mixes

VISIT our on-line catalog to view photos, read plant descriptions, and create your shopping list.

SEPTEMBER 24-25, 2022
AT THE CORVALLIS FALL FESTIVAL

Central Park
650 NW Monroe Ave.
10am-6pm (Sat)/5pm (Sun)



www.BentonSWCD.org/programs/plant-sale

Plant now, enjoy next Spring!

BSWCD NATIVE BULB & SEED SALE

Corvallis Fall Festival
September 24-25
Central Park

Benton Soil and Water CONSERVATION DISTRICT

WHY CHOOSE NATIVE PLANTS?

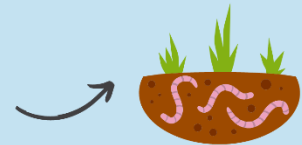


support wildlife

native plants provide shelter and food for everything from bugs to bears, and are essential for the survival of many threatened species

help soil

native plants have deep root systems that prevent erosion, capture nutrients, and support important soil microbes



adapted to survive

native plants are adapted to local soils and climate, which can challenge non-native plants

low maintenance

native plants need less water, don't need to be fertilized, and are resistant to pests and disease



Choose wisely.
Choose natives!



Benton Soil and Water CONSERVATION DISTRICT

Did you know?

Native plants attract endangered species!

Monarch Butterfly (ENDANGERED)
feeding on Showy Milkweed
(Willamette Valley native)



Thank you

Dear Cliff and Gay,

Thank you for your passion and commitment to conservation. Your incredible energy has transformed Luckiamute Meadows into a treasure and a model to motivate the rest of us as we whack our way through the weeds on the long journey toward habitat restoration.

I can't imagine a better steward than KVCT and hope you will be able to simply enjoy what you've created and resist the temptation to pull every weed you see. I know old habits die hard! Kevin and I will be forever grateful for your support and cheerful daffodils while I was in the hospital.

And finally, Cliff, an enormous THANK YOU for your long service to BSWCD. I could not follow in your footsteps, but I take some pride in ensuring Cliff's Notes are an ongoing part of the District's budget review. Wishing you all the best! **-Faye Yoshihara**

Since we met in 2000, a tremendous amount of hard work went into fulfilling your vision for Luckiamute Meadows. You have indeed helped to provide the "best use of the land" and have made Luckiamute Meadows "a corner of the world a better place for current and future generations of humans and wildlife in Benton County." Mission accomplished. Thank you!! **-Donna Schmitz**

Thank you for your dedication and commitment to conservation! **-Eliza Mason**

*from all of us at
Benton Soil & Water
Conservation District*

Thank you, Cliff and Gay! Because you stand behind your conservation ethics with all your heart and might. Because you manage a place for wild things. Because you understand the value in kids' real-life experiences. Because you give freely.

Thank you for the impact your conservation actions have – not only for wildlife – but also for the youth of Benton County!

Thanks for the service! Thank you for your unwavering support for Benton SWCD over the last 20 years! You are both generous beyond measure. I am deeply appreciative of all your efforts to make our little spot on this earth more resilient, healthy, and beautiful for all. **-Holly Crosson**

Thank you Cliff and Gay. I look forward to meeting you soon, and I've heard great stories of your hard work for conservation. I'm thrilled to hear about your partnership with KVCT. I can't wait to visit the site! **-Michael Ahr**

You both know that I sincerely appreciate how you support conservation in Benton County. Please accept yet another huge THANKS!!! from the bottom of my heart. **-Teresa Matteson**

Thank you for stewarding and sharing such a beautiful piece of land for generations of Oregonians to explore, learn from, and fall in love with nature!
-Sara Roberts



**BENTON
SOIL AND WATER
CONSERVATION
DISTRICT**





Natural Resources Conservation Service

District Conservationist Monthly Report – Benton & Linn Counties
October 2022

Announcements:

- Happy New Year! The federal fiscal year begins October 1st.
- Lexi Gardner has accepted a position in Waterville, Washington beginning October 23rd. This soil conservationist position will not be backfilled.
- NRCS is always accepting applications for all programs
 - Environmental Quality Incentive Program (EQIP)
 - **Application Deadline November 18th, 2022**
 - Conservation Incentive Contract (CIC)
 - **Application Deadline November 18th, 2022**
 - Conservation Stewardship Program (CSP)
 - TBD – Spring 2023
 - Agricultural Conservation Easement Program (ACEP)
 - Ag Land Easement (ALE) – TBD
 - Wetland Reserve Easements (WRE) – TBD
 - Regional Conservation Partnership Program (RCPP)
 - **Nutrient Management Grants Deadline October 31, 2022**
 - Conservation Innovation Grants (CIG)
 - TBD
- What's available in **Benton** County?
 - https://www.nrcs.usda.gov/wps/portal/nrcs/detail/or/programs/?cid=nrcs142p2_044055
- What's available in **Linn** County?
 - https://www.nrcs.usda.gov/wps/portal/nrcs/detail/or/programs/?cid=nrcs142p2_044058
- Signup for <https://www.farmers.gov/sign-in>: Farmers.gov account allows you to access self-service features and information that are available through a secure login. With an account, you can use features such as the ability to apply for select programs online, process transactions, and manage your USDA records.
- Would you like to be added to my Benton/Linn list serv for USDA announcements using **GovDelivery**? If so, send me an email amy.kaiser@usda.gov. You'll receive my monthly District Conservationist Report with program deadlines and the latest opportunities available.

Oregon Soil and Water Conservation District (SWCD)

Director Criteria Survey Results

October 15, 2020

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- D. LETTER FROM EAST MULTNOMAH SWCD AND WEST MULTNOMAH SWCD

BACKGROUND

SWCD directors are elected in accordance Oregon Revised Statutes (ORS) 568.560. The requirements are summarized as follows:

- Boards consists of either 5 or 7 directors. Districts may choose to change their number of directors through a process implemented by the Oregon Department of Agriculture.
- All directors must be registered voters and reside within the district's boundaries.
- There are multiple pathways for being elected to a board seat:
 - Zone directors must be involved in active management of 10 or more acres of land in the zone that they are representing.
 - Zone directors without active management of 10 or more acres can qualify by residing in the zone and having served as an associate director or director for one year or more and having a conservation plan that is approved by the district board.
 - Each Board must have two at-large directors (i.e. no requirement for active management of property).

House Bill (HB) 2958 was introduced in the 2019 legislative session by Representative Nosse on behalf of an east Portland constituent. The bill would have required director position qualifications to be limited to voting registration and residing in district boundaries in counties with a population of 50,000 or more, removing the requirements to actively manage land. Oregon Association of Conservation Districts (OACD) and Soil and Water Conservation Commission (SWCC) Chair Barbara Boyer met with the Representative and encouraged him to send the issue to a work group administered by the SWCC rather than taking legislative action. He and the legislative committee ultimately agreed to allow the SWCC to head a work group to further evaluate director eligibility criteria.

The Director Eligibility Work Group was formed and met five times in April and May 2020. The work group included members of the SWCC, OACD, Oregon Department of Agriculture (ODA), district representatives, the citizen who initiated the legislation with the Representative, and Representative Nosse. The committee was facilitated by a professional facilitator. The committee vetted a wide range of issues and options but did not make recommendations on whether or not to change the existing criteria statutorily. The work group discussed whether legislation was needed or if some corrections could be formulated in rulemaking. The desire to have diverse representation on Boards was also an important topic of discussion. The work group developed a white paper to summarize their discussion and the matter was referred back to the SWCC for continuing deliberation. Representative Nosse participated in the work group

discussions and was willing to refrain from introducing legislation in the 2021 session to allow the SWCC time to continue deliberations.

PURPOSE AND INTENT OF THE SURVEY

The survey was created to gather input from SWCD board members as they are the existing policy makers for the SWCDs. The results of the survey are intended to inform the SWCC and OACD in deliberations and actions related to potential revisions to eligibility criteria. It is recognized that the survey participants are one interest group, and the results are not intended to capture the opinions and perspectives of other interest groups and the general public.

The survey could have been distributed through ODA in their role of support to the SWCC. However, out of convenience and expedience it was distributed through OACD.

SURVEY INSTRUCTIONS

The survey consisted of 16 statements and participants were asked to rate their agreement with the statements on a scale of 1 to 5 as follows:

- 1 = strongly disagree
- 2 = disagree
- 3 = neutral
- 4 = agree
- 5 = strongly agree

It was requested that the survey be placed on SWCD board agendas to stimulate thoughtful discussion and an exchange of viewpoints. Then each board member (excluding associate and emeritus directors) was instructed to complete the survey individually to reflect their own personal opinions.

The survey instructions included the following example on how to fill out the form.

Statement: Thanksgiving is the best holiday of the year.

An individual Board member's response might look like the following:

Stronger Agreement >>>>>

Score	1	2	3	4	5
Opinion				X	

If 5 board members responded and there was one who assigned "2," two who assigned "3," and two who assigned "4." The compiled results for the SWCD would be recorded as follows:

Stronger Agreement >>>>>

Score	1	2	3	4	5
Opinion		1	2	2	

SURVEY RESPONSES

Thirty-one (31) SWCDs completed the survey and 14 did not submit for an overall response rate of 69%.

SWCDs consist of either five or seven board members. In many cases, not all board members completed the survey, and in these cases the compiled sheets included less “scores” than the number of sitting board members. One district submitted its results with only two sets of scores, but most had at least a quorum of scores.

It is unclear whether the four SWCDs from Baker County and the two SWCDs from Lake County submitted results in accordance with the instructions to present the individual opinions of each Board member. Instead it appears that they submitted block scores, i.e. every score on every question was exactly the same. The data from the Baker County and Lake County SWCDs is important data, but it appears to be a different type of data that can skew the analysis of the remaining data. A more detailed discussion on the rationale for presenting the data is provided in Appendix C.

RESULTS AND DISCUSSION

This section presents the results of the survey along with discussion of the results and possible conclusions. The complete set of scores from all districts is presented in Appendix A. Many districts included written comments with their submittals which provide important insights. The full set of comments is provided in Appendix B. Additionally the two SWCDs from Multnomah submitted a stand-alone letter which is provided in Appendix D.

The data base used to analyze the results was set up to be able to sort the data by east of cascades / west of cascades and districts with and without a tax base. In general, these divisions did not exhibit large variations in the results, but there are some cases where the differences might be considered notable.

The results clearly demonstrate that there are a wide range of opinions. Having a wide range of opinions on a single SWCD board is normal. Twenty-five (25) districts submitted scores from individual directors. Umpqua SWCD only had 2 directors submitting scores making them an outlier. With the remaining 24 districts and a total of 16 statements there are 384 sets of scores. Of those 384 sets of scores, there were only 16 cases where all board members scored a question exactly the same.

The data is presented in two ways. First, the raw scores from all surveys are tabulated. These include individual scores and the block scores from Baker and Lake counties. Second, average scores are presented as averages of county averages. The rationale for this approach is provided in Appendix C.

Results and Discussion for Statement 1

Statement 1 SWCD Board member eligibility should be open to all registered voters in the district and there should be no other requirements such as being actively involved in land management.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	102	18	6	17	11

Average of County Averages 1.80

This first statement in the survey gets directly at a fundamental question of whether there should be requirements for directors other than being a registered voter and residing within the District. The results indicate that there is predominantly disagreement with the statement.

However, as indicated in some of the comments attached to the surveys and the letter from the two districts from Multnomah County there are some individuals with strong agreements with the statement. The highest average scores for individual districts are as follows:

- East Multnomah 4.75
- Benton 3.33
- Polk 3.33
- Wasco 3.17
- West Multnomah 3.00

It is notable that West Multnomah weighed in strongly in their letter, but the scores of their individual board members are split.

There was a difference in scores based on whether districts had tax bases and whether they were east or west of the cascades as follows.

- Tax Based Average Score 2.37
- Non-Tax Based Average Score 1.48

- East Average Score 1.52

- West Average Score 2.02

Results and Discussion for Statement 2

Statement 2: SWCD board members should have qualifications that demonstrate knowledge about the business of SWCDs.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	31	15	39	39	31

Average of County Averages 3.45

The results show an average score of 3.45. While this demonstrates that most directors feel that knowledge about SWCDs is important, the scores were likely drawn to the middle range out of not knowing how to interpret this statement. Part of the confusion was surrounding the meaning of “business of the SWCDs.” This term was intended to be broad and include all the things that need to get done by the district to implement natural resources conservation including how to get the work done in the field, how to provide education on natural resources conservation, how to run the office, and how get funding. In some cases, “business of SWCDs” was narrowly interpreted to mean “running the office.” It was even interpreted that “business of SWCDs” meant “history of SWCDs.” Furthermore, there was confusion on whether this knowledge would be needed at the time of appointment or whether it could be acquired after appointment.

Possibly, the most significant example of confusion was from the four districts in Baker County which submitted as a block with 20 scores with a value of 1. In reviewing the remaining results from Baker it appears that a value of 3 or 4 would have been more consistent with the rest of their results.

Given the confusion, it is probably best to avoid drawing significant conclusions from the results for this statement.

Results and Discussion for Statements 3 Through 6

Statements 3 through 6 all address different types of criteria to be eligible to be and SWCD director. As such, they are addressed together. It is important to note that high scores on statements 3 through 6 are dependent on the assumption that one believes that there should be eligibility criteria beyond registering to vote and living in the boundaries of the district.

Statement 3: Active management in 10 or more acres of land is a good criterion for a pathway to becoming a director.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	17	13	16	45	64

Average of County Averages 3.73

Currently the primary criteria for being eligible to be a zone director is active management of 10 acres or more of land. There was general agreement that this is a good criterion. However, there are a significant number of individuals who disagree. The district most in disagreement was East Multnomah with an average score of 1.25. There were some differences based on tax base and east versus west as follows:

- Tax Based Average Score 3.10
- Non-Tax Based Average Score 4.09

- East Average Score 4.08
- West Average Score 3.46

Statement 4: Professional education and experience in a field related to the business of SWCDs, such as natural resources conservation, public agency management, or education / outreach would make a good criterion for a pathway to becoming a director.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	35	21	23	54	22

Average of County Averages 3.17

Statement 4 address the possibility of new eligibility criteria based on professional education and experience in natural resources conservation, public agency management, or education / outreach as possible pathways. The average score for this statement was 3.17 which reflects slight overall agreement. It is apparent from comments that some individuals could support some but not all of the cited types of expertise. This viewpoint could have driven responses toward neutral. There were several districts whose average scores were very low as follows:

- West Multnomah 1.14
- Umpqua 1.50

- East Multnomah 1.75

Statement 5: Prior experience serving as an associate director or director is a good criterion for a pathway to becoming a director.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	8	17	29	73	28

Average of County Averages 3.57

Statement 5 regarding past experience as a director received overall agreement.

Statement 6: Having a conservation plan that is approved by the district is a good criterion for a pathway to becoming a director.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	35	21	42	49	7

Average of County Averages 2.78

The score for statement 6, pertaining to having a management plan reflects a slight tendency towards opposition.

Results and Discussion for Statement 7

Statement 7: It is important to have some at-large director positions on each board.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	4	2	9	35	105

Average of County Averages 4.43

At large positions are not subject to requirements to actively manage land or other qualifications except being a registered voter and residing within the district. The scores demonstrate that there is strong support for having some at large positions.

Results and Discussion for Statement 8

Statement 8: If actively managing land is retained as a criterion for being a director further definition of the types of land and management responsibilities should be developed.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	10	12	39	54	40

Average Score of All Districts 3.54

The existing requirement to actively manage 10 acres or more of land is absent any guidance on the type of land or the type of activities that are conducted on the land. Statement 8 was presented to see if there is interest in further refining what it means to actively manage land. The results indicate that there is support.

Results and Discussion for Statement 9

Statement 9: In an urban environment any requirement to actively manage land should have a reduced number of acres (less than 10).

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	21	23	52	32	27

Average of County Averages 3.06

This statement was included in the survey to see if there was interest in reducing the number of acres of actively managed land in urban areas recognizing that large lots are much less common in urban areas. The indicates an overall attitude near neutral. With this question it may be important to pay attention to the scores of districts that are in or near the larger urban areas of the state.

Average scores from such districts are as follows:

- East Multnomah 5.00
- West Multnomah 3.29
- Tualatin 2.57
- Clackamas 3.71
- Yamhill 3.57
- Polk 4.00
- Marion 1.75

- Benton 4.33
- Upper Willamette 4.57
- Jackson 3.20

Tax-based districts had an average score of 3.47 which is higher than the average of all districts. This might indicate that tax-based districts are more sensitive to urban conditions given that some of their revenue may be derived from urban areas.

Results and Discussion for Statement 10

Statement 10: It is important to have zone requirements for directors to make sure that board representation covers various parts of the district's service area.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	3	6	7	54	85

Average of County Averages 4.33

Clearly there is strong support for maintaining zones for representation within individual districts.

Results and Discussion for Statement 11

Statement 11: In districts with large urban populations it is important to have some directors representing urban areas.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	11	22	44	40	38

Average of County Averages 3.46

The average score indicates moderate overall support for making sure that in urban areas some directors represent the urban areas.

SWCDs have long tradition of focusing on agriculture and it is possible that this tradition leads to perspectives that representing urban areas is less important. Therefore, it may be important to pay attention to the scores of districts that are in or near the larger urban areas of the state. Average scores from such districts are as follows:

- East Multnomah 5.00
- West Multnomah 4.14
- Tualatin 3.57
- Clackamas 4.57
- Yamhill 3.71
- Polk 3.67
- Marion 3.50
- Benton 4.33
- Upper Willamette 4.43
- Jackson 3.20

It is noteworthy that tax-based districts had an average score of 3.89 which is significantly higher than the average of all districts. This might indicate that tax-based districts are more sensitive to urban conditions given that some of their revenue may be derived from urban areas and they are more involved in urban issues.

In summary, it appears that overall there is moderate support for making sure that there is urban representation in districts with large populations. And the support gets stronger as districts have closer connections with urban populations.

Results and Discussion for Statement 12

Statement 12: Board members should have term limits, and boards should have the ability to waive term limits in the event that there are no others interested in filling a position.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	42	17	29	39	28

Average Score of County Averages 3.15

There is a wide range of opinions on term limits. While the average is near neutral there are numerous scores of 1 and 5 indicating strong opinions on both sides.

There was some difficulty interpreting this question due to the phrase “and boards should have the ability to waive term limits in the event that there are no others interested in filling a position” because it appeared that the statement blended two issues, i.e. term limits and boards being able to waive term limits.

The statement was worded this way because many boards have difficulty finding new board members when there are vacancies. If there were term limits alone

many boards might find themselves caught short. To prevent this there needs to be a mechanism to fill seats when there does not appear to be a replacement for someone who has termed out. Without this mechanism, term limits might be very impractical for many districts, so the statement included this extra mechanism so that supporting term limits is actually feasible for all.

Results and Discussion for Statement 13 Through 15

Statements 13 through 15 all address diversity equity and inclusion (DEI) criteria and are discussed together.

Statement 13: Diversity, equity and inclusion criterion for boards should be set in State statute.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	54	25	34	25	17

Average Score of County Averages 2.60

The responses to Statement 13 indicate moderate overall opposition to setting diversity equity and inclusion (DEI) criteria in state statute. There were no district average scores of 4 or higher except for the two Lake County districts which submitted block scores of 5.

Statement 14: Diversity, equity, and inclusion in board membership could benefit from statewide guidance, but individual boards should decide what is best for themselves.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	6	12	24	57	56

Average Score of County Averages 3.77

The responses to Statement 14 which focuses on setting state guidelines, rather than criteria in state statute, exhibited overall agreement. Fifteen (15) districts had average scores of 4 or higher.

Statement 15: Our SWCD has a deliberate and effective program that promotes diversity, equity and inclusion on our board.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	6	15	48	38	47

Average of County Averages 3.53

Statement 15 required the survey participants to provide a self-assessment of their current DEI programs. The overall average score indicates that many feel that they have good programs. There were some notable differences based on tax base and east versus west as follows:

- Tax Based Average Score 3.12
- Non-Tax Based Average Score 3.76

- East Average Score 3.99
- West Average Score 3.17

It is speculated that there may be a wide range of views on what it means to have a deliberate and effective DEI program. One possibility is that when directors scored this question, they had in mind the Natural Resources Conservation Service (NRCS) Civil Rights Responsibilities for Partners Program. Under this program NRCS has a checklist of subjects that must be reviewed with partners that participate in United States Department of Agriculture programs. Examples of topics in the program are nondiscrimination and anti-harassment policies and outreach to underserved or under-resourced communities.

Results and Discussion for Statement 16

Statement 16: Efforts to modify the criteria for director eligibility should be pursued.

Stronger Agreement >>>>>

Rating	1	2	3	4	5
Number of Scores	44	28	38	25	14

Average Score of County Averages 2.57

Overall there is moderate opposition to modifying the criteria for director eligibility. However, the following districts had average scores of 4 or higher demonstrating strong interest to proceed with changes:

- East Multnomah 5.00
- Jackson 4.00
- Umpqua 4.00

Given the letter from West Multnomah provided in Appendix D strongly advocating for change, it is noteworthy that the average score for this district was 3.71.

SUMMARY OF MAJOR FINDINGS

There is wide range of opinions on the topics in the survey This variation is typical within individual boards and between boards. The implication is that it may be very difficult to address director eligibility issues without significant opposition to any solution.

On average, there is a strong desire to have requirements for being an SWCD director beyond being a registered voter and residing within the district. However, there are some very strong opposite opinions particularly in Multnomah County.

The various criteria for director eligibility are associated with a wide range of opinions with overall results as follows:

Criteria	Overall Result
Actively managing 10 acres of more of land	Support
Past experience as a director	Support
Having a conservation plan	Slight opposition
Professional experience (new)	Slight support

There is strong support for maintaining at least some at large positions on each board.

There is support for refining what it means to actively manage land.

Overall opinions are near neutral for reducing the number of acres associated with actively managing land in urban areas. However, support is greater with districts that are more closely associated with urban areas.

There is moderate support for making sure that there is urban representation in districts with large populations. The support gets stronger as districts have closer connections with urban populations.

There is strong support for maintaining zones for representation within individual districts.

There is a wide range of opinions on term limits with strong opinions on both sides.

There is moderate opposition to including diversity equity and inclusion criteria for Boards in state statute, but there is support for having state guidance.

Overall there is moderate opposition to pursuing changes to the director eligibility criteria. However, some districts feel strongly that changes need to be pursued.

APPENDIX A

DETAILED SURVEY RESULTS

Statement 1: SWCD Board Member Eligibility should be open to all registered voters in the district and there should be no other requirements such as being actively involved in land management.

Statement 2: SWCD board members should have qualifications that demonstrate knowledge about the business of SWCDs.

	1	2	3	4	5	Avg	1	2	3	4	5	Avg
Districts Scoring as Individuals												
Benton	2	0	0	2	2	3.33	0	2	1	1	2	3.50
Clackamas	5	1	0	1	0	1.57	0	1	3	1	2	3.57
Clatsop	6	0	0	0	1	1.57	1	1	2	2	1	3.14
Coos	4	0	0	0	0	1.00	0	0	0	3	1	4.25
Crook	2	1	0	0	0	1.33	0	0	1	1	1	4.00
Curry	2	0	0	0	1	2.33	0	0	2	1	0	3.33
East Multnomah	0	0	0	1	3	4.75	3	1	0	0	0	1.25
Harney	2	1	0	0	0	1.33	0	0	2	1	0	3.33
Hood River	0	3	1	0	0	2.25	0	2	2	0	0	2.50
Illinois Valley	4	1	0	2	0	2.00	0	1	1	5	0	3.57
Jackson	3	1	0	1	0	1.80	0	0	2	2	1	3.80
Klamath	3	1	0	0	0	1.25	0	0	3	2	0	3.40
Malheur	4	0	0	0	0	1.00	0	0	0	1	3	4.75
Marion	3	0	0	1	0	1.75	1	2	0	1	0	2.25
Polk	0	1	0	2	0	3.33	1	0	0	0	2	3.67
Siuslaw	4	0	0	1	0	1.60	0	0	5	0	0	3.00
Tualatin	6	1	0	0	0	1.14	0	1	2	3	1	3.57
Umatilla	3	1	0	0	0	1.25	0	0	1	0	3	4.50
Umpqua	2	0	0	0	0	1.00	0	0	0	1	1	4.50
Union	4	0	0	0	0	1.00	0	0	2	2	0	3.50
Upper Willamette	2	2	1	1	1	2.57	1	1	1	3	1	3.29
Wasco	0	2	1	3	0	3.17	0	2	1	3	0	3.17
West Multnomah	3	0	1	0	3	3.00	4	1	0	1	1	2.14
Wheeler	3	1	2	1	0	2.14	0	0	4	3	0	3.43
Yamhill	5	1	0	1	0	1.57	0	0	4	2	1	3.57
Number of Scores	72	18	6	17	11	2.01	11	15	39	39	21	3.35
Districts Scoring as Blocks												
Baker	7	0	0	0	0	1.00	7	0	0	0	0	1.00
Burnt River	4	0	0	0	0	1.00	4	0	0	0	0	1.00
Eagle Valley	5	0	0	0	0	1.00	5	0	0	0	0	1.00
Keating	4	0	0	0	0	1.00	4	0	0	0	0	1.00
Fortt Rk / Silver Lk	5	0	0	0	0	1.00	0	0	0	0	5	5.00
Lakeview	5	0	0	0	0	1.00	0	0	0	0	5	5.00

Statement 3: Active management in 10 or more acres of land is a good criterion for a pathway to becoming a director.

Statement 4: Professional education and experience in a field related to the business of SWCDs, such as natural resources conservation, public agency management, or education / outreach would make a good criterion for a pathway to becoming a director.

	1	2	3	4	5	Avg	1	2	3	4	5	Avg
Districts Scoring as Individuals												
Benton	1	2	2	1	0	2.50	0	0	1	2	3	4.33
Clackamas	1	0	1	3	2	3.71	0	0	3	4	0	3.57
Clatsop	1	1	1	2	2	3.43	0	2	1	3	1	3.43
Coos	0	0	0	4	0	4.00	0	0	0	4	0	4.00
Crook	0	0	0	1	2	4.67	0	1	0	2	0	3.33
Curry	0	0	0	2	1	4.33	0	1	2	0	0	2.67
East Multnomah	3	1	0	0	0	1.25	2	1	1	0	0	1.75
Harney	0	0	1	1	1	4.00	0	1	0	2	0	3.33
Hood River	0	0	3	1	0	3.25	0	0	2	2	0	3.50
Illinois Valley	0	1	0	4	2	4.00	0	0	3	3	1	3.71
Jackson	0	2	1	1	1	3.20	0	1	1	2	1	3.60
Klamath	0	0	0	3	2	4.40	1	1	1	1	1	3.00
Malheur	1	0	0	0	3	4.00	0	0	1	2	1	4.00
Marion	2	0	0	0	2	3.00	2	1	0	0	1	2.25
Polk	0	2	0	1	0	2.67	0	1	0	2	0	3.33
Siuslaw	0	0	0	1	4	4.80	0	0	0	5	0	4.00
Tualatin	0	0	1	3	3	4.29	0	2	1	4	0	3.29
Umatilla	1	0	1	1	1	3.25	2	1	0	1	0	2.00
Umpqua	0	0	0	1	1	4.50	1	1	0	0	0	1.50
Union	0	0	1	3	0	3.75	0	2	1	1	0	2.75
Upper Willamette	2	0	1	3	1	3.14	1	1	0	3	2	3.57
Wasco	1	2	1	1	1	2.83	0	2	0	3	1	3.50
West Multnomah	4	0	1	0	2	2.43	6	1	0	0	0	1.14
Wheeler	0	1	0	4	2	4.00	0	1	2	4	0	3.43
Yamhill	0	1	1	4	1	3.71	0	0	3	4	0	3.57
Number of Scores	17	13	16	45	34	3.53	15	21	23	54	12	3.22
Districts Scoring as Blocks												
Baker	0	0	0	0	7	5.00	7	0	0	0	0	1.00
Burnt River	0	0	0	0	4	5.00	4	0	0	0	0	1.00
Eagle Valley	0	0	0	0	5	5.00	5	0	0	0	0	1.00
Keating	0	0	0	0	4	5.00	4	0	0	0	0	1.00
Fortt Rk / Silver Lk	0	0	0	0	5	5.00	0	0	0	0	5	5.00
Lakeview	0	0	0	0	5	5.00	0	0	0	0	5	5.00

Statement 5: Prior experience serving as an associate director or director is a good criterion for a pathway to becoming a director.

Statement 6: Having a conservation plan that is approved by the district is a good criterion for a pathway to becoming a director.

	1	2	3	4	5	Avg	1	2	3	4	5	Avg
Districts Scoring as Individuals												
Benton	0	0	0	3	3	4.50	1	0	1	3	1	3.50
Clackamas	0	0	1	5	1	4.00	1	1	2	2	1	3.14
Clatsop	0	3	2	1	1	3.00	2	1	3	1	0	2.43
Coos	0	1	0	3	0	3.50	1	0	0	2	1	3.50
Crook	0	0	2	1	0	3.33	0	0	1	1	1	4.00
Curry	0	0	0	2	1	4.33	0	0	2	1	0	3.33
East Multnomah	2	1	1	0	0	1.75	3	1	0	0	0	1.25
Harney	0	0	0	3	0	4.00	2	0	1	0	0	1.67
Hood River	0	0	0	4	0	4.00	0	1	2	1	0	3.00
Illinois Valley	0	1	0	6	0	3.71	0	1	4	1	1	3.29
Jackson	0	1	1	2	1	3.60	1	0	2	2	0	3.00
Klamath	0	2	1	1	1	3.20	0	2	3	0	0	2.60
Malheur	0	0	0	2	2	4.50	0	0	2	1	0	3.33
Marion	1	0	2	0	1	3.00	4	0	0	0	0	1.00
Polk	0	1	1	1	0	3.00	1	1	1	0	0	2.00
Siuslaw	0	0	0	3	2	4.40	0	1	3	1	0	3.00
Tualatin	1	0	0	4	2	3.86	1	1	2	3	0	3.00
Umatilla	0	0	0	1	3	4.75	2	0	2	0	0	2.00
Umpqua	2	0	0	0	0	1.00	0	0	1	1	0	3.50
Union	0	1	1	0	2	3.75	0	1	1	2	0	3.25
Upper Willamette	1	1	0	1	4	3.86	0	2	1	3	1	3.43
Wasco	0	1	2	2	1	3.50	1	1	3	1	0	2.67
West Multnomah	1	1	1	2	2	3.43	3	2	1	1	0	2.00
Wheeler	0	2	3	2	0	3.00	0	5	2	0	0	2.29
Yamhill	0	1	1	4	1	3.71	2	0	2	2	1	3.00
Number of Scores	8	17	19	53	28	3.61	25	21	42	29	7	2.77
Districts Scoring as Blocks												
Baker	0	0	0	7	0	4.00	0	0	0	7	0	4.00
Burnt River	0	0	0	4	0	4.00	0	0	0	4	0	4.00
Eagle Valley	0	0	0	5	0	4.00	0	0	0	5	0	4.00
Keating	0	0	0	4	0	4.00	0	0	0	4	0	4.00
Fortt Rk / Silver Lk	0	0	5	0	0	3.00	5	0	0	0	0	1.00
Lakeview	0	0	5	0	0	3.00	5	0	0	0	0	1.00

Statement 7: It is important to have some at-large director positions on each board.

Statement 8: If actively managing land is retained as a criterion for being a director further definition of the types of land and management responsibilities should be developed.

	1	2	3	4	5	Avg	1	2	3	4	5	Avg
Districts Scoring as Individuals												
Benton	0	0	0	3	3	4.50	0	2	0	3	1	3.50
Clackamas	0	0	0	0	7	5.00	0	0	4	2	1	3.57
Clatsop	1	0	1	2	3	3.86	2	1	2	2	0	2.57
Coos	0	0	1	1	2	4.25	0	0	2	2	0	3.50
Crook	0	0	0	2	1	4.33	0	0	1	2	0	3.67
Curry	0	0	0	1	2	4.67	0	0	0	2	1	4.33
East Multnomah	0	0	1	0	3	4.50	1	1	2	0	0	2.25
Harney	0	1	1	0	1	3.33	0	0	0	3	0	4.00
Hood River	0	0	0	0	4	5.00	0	0	2	2	0	3.50
Illinois Valley	0	0	0	4	3	4.43	0	2	2	3	0	3.14
Jackson	0	0	0	3	2	4.40	0	0	2	2	1	3.80
Klamath	0	0	1	1	3	4.40	2	0	2	1	0	2.40
Malheur	0	0	0	1	3	4.75	0	0	1	2	1	4.00
Marion	1	0	1	0	2	3.50	1	1	2	0	0	2.25
Polk	0	0	1	0	2	4.33	0	1	0	2	0	3.33
Siuslaw	0	0	0	1	4	4.80	0	0	1	3	1	4.00
Tualatin	0	0	0	3	4	4.57	0	0	1	5	1	4.00
Umatilla	0	0	0	1	3	4.75	3	0	0	1	0	1.75
Umpqua	0	0	0	0	2	5.00	0	0	0	0	2	5.00
Union	1	0	0	1	2	3.75	0	0	1	2	1	4.00
Upper Willamette	0	0	1	2	4	4.43	0	3	2	1	1	3.00
Wasco	0	0	0	2	4	4.67	1	1	1	2	1	3.17
West Multnomah	1	0	0	1	5	4.29	0	0	1	0	6	4.71
Wheeler	0	0	1	3	3	4.29	0	0	6	1	0	3.14
Yamhill	0	1	0	3	3	4.14	0	0	4	1	2	3.71
Number of Scores	4	2	9	35	75	4.40	10	12	39	44	20	3.42
Districts Scoring as Blocks												
Baker	0	0	0	0	7	5.00	0	0	0	0	7	5.00
Burnt River	0	0	0	0	4	5.00	0	0	0	0	4	5.00
Eagle Valley	0	0	0	0	5	5.00	0	0	0	0	5	5.00
Keating	0	0	0	0	4	5.00	0	0	0	0	4	5.00
Fortt Rk / Silver Lk	0	0	0	0	5	5.00	0	0	0	5	0	4.00
Lakeview	0	0	0	0	5	5.00	0	0	0	5	0	4.00

Statement 9: In an urban environment any requirement to actively manage land should have a reduced number of acres (less than 10).

Statement 10: It is important to have zone requirements for directors to make sure that board representation covers various parts of the district's service area.

	1	2	3	4	5	Avg	1	2	3	4	5	Avg
Districts Scoring as Individuals												
Benton	0	0	1	2	3	4.33	0	2	1	3	0	3.17
Clackamas	0	1	1	4	1	3.71	0	0	0	2	5	4.71
Clatsop	2	0	3	2	0	2.71	1	0	0	4	2	3.86
Coos	0	2	1	0	1	3.00	0	0	0	2	2	4.50
Crook	2	0	1	0	0	1.67	0	0	0	1	2	4.67
Curry	1	0	1	1	0	2.67	0	0	0	1	2	4.67
East Multnomah	0	0	0	0	4	5.00	0	0	1	3	0	3.75
Harney	1	0	1	0	1	3.00	0	0	1	0	2	4.33
Hood River	0	0	0	3	1	4.25	0	0	0	2	2	4.50
Illinois Valley	2	1	1	2	1	2.86	0	0	0	5	2	4.29
Jackson	0	1	2	2	0	3.20	0	2	0	0	3	3.80
Klamath	1	1	2	1	0	2.60	0	0	1	3	1	4.00
Malheur	1	1	2	0	0	2.25	0	0	0	0	4	5.00
Marion	3	0	0	1	0	1.75	2	0	0	1	1	2.75
Polk	0	1	0	0	2	4.00	0	0	1	1	1	4.00
Siuslaw	1	0	3	0	1	3.00	0	0	0	1	4	4.80
Tualatin	2	2	0	3	0	2.57	0	0	0	2	5	4.71
Umatilla	0	1	1	1	1	3.50	0	0	0	0	4	5.00
Umpqua	1	0	0	1	0	2.50	0	0	0	0	2	5.00
Union	1	1	2	0	0	2.25	0	0	1	1	2	4.25
Upper Willamette	0	0	1	1	5	4.57	0	2	0	3	2	3.71
Wasco	0	0	1	3	2	4.17	0	0	0	2	4	4.67
West Multnomah	3	0	0	0	4	3.29	0	0	0	0	7	5.00
Wheeler	0	1	5	1	0	3.00	0	0	0	5	2	4.29
Yamhill	0	0	3	4	0	3.57	0	0	1	2	4	4.43
Number of Scores	21	13	32	32	27	3.25	3	6	7	44	65	4.30
Districts Scoring as Blocks												
Baker	0	0	7	0	0	3.00	0	0	0	0	7	5.00
Burnt River	0	0	4	0	0	3.00	0	0	0	0	4	5.00
Eagle Valley	0	0	5	0	0	3.00	0	0	0	0	5	5.00
Keating	0	0	4	0	0	3.00	0	0	0	0	4	5.00
Fortt Rk / Silver Lk	0	5	0	0	0	2.00	0	0	0	5	0	4.00
Lakeview	0	5	0	0	0	2.00	0	0	0	5	0	4.00

Statement 11: In districts with large urban populations it is important to have some directors representing urban areas.

Statement 12: Board members should have term limits, and boards should have the ability to waive term limits in the event that there are no others interested in filling a position.

	1	2	3	4	5	Avg	1	2	3	4	5	Avg
Districts Scoring as Individuals												
Benton	0	0	2	0	4	4.33	0	0	0	5	1	4.17
Clackamas	0	0	0	3	4	4.57	2	1	3	1	0	2.43
Clatsop	2	2	0	2	1	2.71	1	1	2	3	0	3.00
Coos	1	0	1	1	1	3.25	0	1	3	0	0	2.75
Crook	1	1	1	0	0	2.00	1	0	2	0	0	2.33
Curry	0	0	1	2	0	3.67	0	0	2	0	1	3.67
East Multnomah	0	0	0	0	4	5.00	0	1	0	1	2	4.00
Harney	1	0	1	1	0	2.67	0	1	0	1	1	3.67
Hood River	0	0	2	2	0	3.50	0	0	3	1	0	3.25
Illinois Valley	0	1	1	4	1	3.71	0	2	1	2	2	3.57
Jackson	0	0	4	1	0	3.20	1	1	0	2	1	3.20
Klamath	0	0	2	2	1	3.80	1	1	1	2	0	2.80
Malheur	1	1	0	0	2	3.25	1	0	0	3	0	3.25
Marion	0	1	1	1	1	3.50	1	1	2	0	0	2.25
Polk	0	1	0	1	1	3.67	0	0	0	2	1	4.33
Siuslaw	0	1	0	4	0	3.60	4	0	0	1	0	1.60
Tualatin	0	2	1	2	2	3.57	2	1	2	2	0	2.57
Umatilla	3	0	0	0	1	2.00	2	1	0	1	0	2.00
Umpqua	0	0	0	0	2	5.00	0	0	0	0	2	5.00
Union	1	0	1	0	2	3.50	1	0	3	0	0	2.50
Upper Willamette	0	1	0	1	5	4.43	1	1	0	2	3	3.71
Wasco	0	0	1	4	1	4.00	0	2	1	2	1	3.33
West Multnomah	0	1	1	1	4	4.14	2	0	2	2	1	3.00
Wheeler	0	0	4	3	0	3.43	1	1	1	2	2	3.43
Yamhill	1	0	0	5	1	3.71	1	1	1	4	0	3.14
Number of Scores	11	12	24	40	38	3.66	22	17	29	39	18	3.11
Districts Scoring as Blocks												
Baker	0	0	7	0	0	3.00	7	0	0	0	0	1.00
Burnt River	0	0	4	0	0	3.00	4	0	0	0	0	1.00
Eagle Valley	0	0	5	0	0	3.00	5	0	0	0	0	1.00
Keating	0	0	4	0	0	3.00	4	0	0	0	0	1.00
Fortt Rk / Silver Lk	0	5	0	0	0	2.00	0	0	0	0	5	5.00
Lakeview	0	5	0	0	0	2.00	0	0	0	0	5	5.00

Statement 13: Diversity, equity and inclusion criterion for boards should be set in State statute.

Statement 14: Diversity, equity, and inclusion in board membership could benefit from statewide guidance, but individual boards should decide what is best for themselves.

	1	2	3	4	5	Avg	1	2	3	4	5	Avg
Districts Scoring as Individuals												
Benton	1	2	1	2	0	2.67	0	0	1	3	2	4.17
Clackamas	1	4	0	2	0	2.43	0	1	0	4	2	4.00
Clatsop	1	2	3	1	0	2.57	1	2	2	2	0	2.71
Coos	0	2	0	0	2	3.50	0	0	1	2	1	4.00
Crook	1	1	1	0	0	2.00	1	0	1	1	0	2.67
Curry	2	0	0	0	1	2.33	0	0	0	1	2	4.67
East Multnomah	1	1	0	1	1	3.00	0	1	3	0	0	2.75
Harney	1	1	1	0	0	2.00	0	0	0	2	1	4.33
Hood River	0	0	3	1	0	3.25	0	0	0	4	0	4.00
Illinois Valley	1	1	2	3	0	3.00	0	2	0	5	0	3.43
Jackson	0	1	2	2	0	3.20	0	0	2	3	0	3.60
Klamath	2	0	2	1	0	2.40	0	1	1	2	1	3.60
Malheur	1	1	0	2	0	2.75	0	1	0	2	1	3.75
Marion	1	3	0	0	0	1.75	0	0	2	1	1	3.75
Polk	0	0	2	1	0	3.33	0	2	1	0	0	2.33
Siuslaw	0	1	3	0	1	3.20	0	1	0	4	0	3.60
Tualatin	3	0	3	1	0	2.29	0	0	1	3	3	4.29
Umatilla	3	0	1	0	0	1.50	2	0	0	1	1	2.75
Umpqua	0	0	2	0	0	3.00	0	0	2	0	0	3.00
Union	3	0	0	0	1	2.00	0	0	1	3	0	3.75
Upper Willamette	1	1	2	3	0	3.00	0	1	1	4	1	3.71
Wasco	3	0	1	2	0	2.33	0	0	1	1	4	4.50
West Multnomah	7	0	0	0	0	1.00	1	0	3	1	2	3.43
Wheeler	1	1	4	1	0	2.71	0	0	1	3	3	4.29
Yamhill	0	3	1	2	1	3.14	1	0	0	5	1	3.71
Number of Scores	34	25	34	25	7	2.57	6	12	24	57	26	3.68
Districts Scoring as Blocks												
Baker	7	0	0	0	0	1.00	0	0	0	0	7	5.00
Burnt River	4	0	0	0	0	1.00	0	0	0	0	4	5.00
Eagle Valley	5	0	0	0	0	1.00	0	0	0	0	5	5.00
Keating	4	0	0	0	0	1.00	0	0	0	0	4	5.00
Fortt Rk / Silver Lk	0	0	0	0	5	5.00	0	0	0	0	5	5.00
Lakeview	0	0	0	0	5	5.00	0	0	0	0	5	5.00

Statement 15: Our SWCD has a deliberate and effective program that promotes diversity, equity and inclusion on our board. Statement 16: Efforts to modify the criteria for director eligibility should be pursued.

	1	2	3	4	5	Avg	1	2	3	4	5	Avg
Districts Scoring as Individuals												
Benton	0	0	1	5	0	3.83	0	0	0	0	0	0.00
Clackamas	0	4	2	1	0	2.57	1	2	2	1	1	2.86
Clatsop	0	1	3	2	1	3.43	1	1	2	2	1	3.14
Coos	1	0	3	0	0	2.50	1	1	1	0	1	2.75
Crook	0	0	1	1	1	4.00	2	0	1	0	0	1.67
Curry	0	0	0	1	2	4.67	1	0	1	1	0	2.67
East Multnomah	1	0	3	0	0	2.50	0	0	0	0	4	5.00
Harney	0	0	1	1	1	4.00	1	1	1	0	0	2.00
Hood River	0	1	3	0	0	2.75	0	0	3	1	0	3.25
Illinois Valley	0	1	2	3	0	3.33	2	2	2	1	0	2.29
Jackson	1	1	0	3	0	3.00	0	0	1	3	1	4.00
Klamath	0	0	3	2	0	3.40	2	0	3	0	0	2.20
Malheur	0	0	0	2	2	4.50	3	1	0	0	0	1.25
Marion	0	1	1	2	0	3.25	2	0	0	2	0	2.50
Polk	2	0	1	0	0	1.67	0	2	0	1	0	2.67
Siuslaw	0	1	3	1	0	3.00	0	1	4	0	0	2.80
Tualatin	0	0	3	3	1	3.71	2	0	4	1	0	2.57
Umatilla	0	0	1	1	2	4.25	2	0	0	1	1	2.75
Umpqua	0	0	2	0	0	3.00	0	0	0	2	0	4.00
Union	0	0	3	0	1	3.50	1	1	1	1	0	2.50
Upper Willamette	1	2	3	0	1	2.71	1	1	2	2	1	3.14
Wasco	0	0	2	2	2	4.00	0	2	1	2	1	3.33
West Multnomah	0	0	2	4	1	3.86	1	0	2	1	3	3.71
Wheeler	0	0	2	3	2	4.00	0	1	5	1	0	3.00
Yamhill	0	3	3	1	0	2.71	1	2	2	2	0	2.71
Number of Scores	6	15	48	38	17	3.36	24	18	38	25	14	2.89
Districts Scoring as Blocks												
Baker	0	0	0	0	7	5.00	7	0	0	0	0	1.00
Burnt River	0	0	0	0	4	5.00	4	0	0	0	0	1.00
Eagle Valley	0	0	0	0	5	5.00	5	0	0	0	0	1.00
Keating	0	0	0	0	4	5.00	4	0	0	0	0	1.00
Fortt Rk / Silver Lk	0	0	0	0	5	5.00	0	5	0	0	0	2.00
Lakeview	0	0	0	0	5	5.00	0	5	0	0	0	2.00

APPENDIX B

WRITTEN COMMENTS SUBMITTED WITH THE SURVEY

Districts were encouraged to submit additional comments with their surveys. In most cases it is unknown whether the comments are from individuals or consensus comments from an entire Board. Where this distinction is known it is noted. Otherwise the reader is left to put this distinction in context.

Baker County Districts, Eagle Valley, Baker Valley, Burnt River, and Keating (Presented as unanimous opinion of all Board members)

Re term limits: The loss of institutional knowledge would be of great loss!
Absolutely no!

Benton

Current zones are very restrictive. Find other ways to ensure urban and rural representation and mix of perspectives. Critically important to have hands on working land managers.

Clackamas

There should be more requirements than just being a registered voter. Because districts have 2 at-large seats and the ability to have others without 10 acres of land ownership by alternative procedures (serving for a year as an associate with a conservation plan with minimal requirements) there are plenty of opportunities for people who really have an interest to run for a board position. Where there are no requirements (such as the at-large seat) people have run without particular interest in the district's work, but to have a steppingstone to a higher office. Counties cannot be treated as urban or rural. There are large counties that are both so the requirements for representation for both parts of the county need to be taken into consideration. It would be no more effective for a totally urban board than it would be for a totally rural board. The system we have now maintains a balance.

Clatsop

This survey is in response to: "House Bill (HB) 2958 was introduced in the 2019 legislative session by Representative Nosse on behalf of an east Portland

constituent. The bill would have required director position qualifications to be limited to voting registration and residing in district boundaries in counties with a population of 50,000 or more, removing the requirements to actively manage land.

If adopted this would radically change the role of SWCDs. While eligibility for board membership should always be open to review and change, residency and an appreciation of soil and water conservation is not adequate for Board membership. In today's demographic, economic and political environment there are many organizations for the person with a soil and water interest and appreciation, to engage with. Having SWCD Boards directly involved and accountable by owning or managing open landscapes is vital to our history, economy and environmental management. It is okay to loosen requirements and expand urban resident involvement but active land ownership and/or management must remain a mainstay for SWCD.

A further problem with HB 2958 relates to the portion that would exclude Board membership in district boundaries within a county having less than 50,000 population. This would exclude many if not most current Board members and bias Board membership to urban areas.

Land ownership or active management responsibility should not be a requirement to be a Director because land use practices directly or indirectly affect all residents (voters) living within a District. Voters in a District should be free to select anyone ≥ 18 y old living in the District to be a Director based on qualifications and background information provided by candidates, other voters, and public information sources.

Coos

SWCD's were started to help agriculture.

The at-large positions appear to address any perceived need for changing land ownership requirements. Other than possibly clarifying some issues through rule, making changes to the present system seem unnecessary.

Curry

It seems that if the person responsible for creation of HB2958 (Rachelle Dixon) was uninterested enough to participate in less than the whole workgroup meeting (see page 1 and 2 of the white paper) that perhaps it is not worth pursuing. I think part of the reason that at least our SWCD works well is because of having a board comprised of farmers/ranchers that have real world lifelong experience with our own land, streams, conservation plans and practices.

East Multnomah

Re Statement 3 (10 acre criterion): This has absolutely no bearing on whether an individual is qualified to oversee a government agency. In fact, the requirement limits access to government services to those with a significant monetary incentive to avoid accountability for bad land management practices.

Re Statement 4 (professional education and experience criterion): Theoretically this would make a good candidate, but the taxpayers funding the program and suffering from the impacts of poor land management should decide who represents their interests.

Re Statement 5 (prior experience as a director criterion): Associate Directors are appointed. Limiting access to someone with connections to get appointed results in a closed network making decisions about the expenditure of public funds. This is ripe for group think and factional governance.

Re Statement 8 (further definition of managing land): Is ODA trying to make it harder for people to get involved in democratic governance? Is it realistic for to create more hurdles to figuring out if you can represent your community?

Re statement 9 (reduce 10 acres in urban areas): This is insulting to urban taxpayers. Property ownership or management is not a prerequisite for knowing or caring about clean water and clean air. Many renters only have access to small community garden plots. Is their only access to growing their own food less important than a wealthy person's hobby farm?

Re statement 10 (need for zones): In general, this makes sense, but the current zone boundaries are not drawn equitably (not proportionate to number of constituents).

Re statement 11 (need to represent urban areas): It's astonishing that this is even a question. If you want to fund a program with urban tax dollars you should probably give those tax payers a voice in how the money is spent. I believe we had a revolution about taxation without representations. This question gets an F for basic American values.

Re statement 12 (term limits): I generally oppose term limits, but SWCDs are particularly insular. The property ownership/management requirement effectively closes off competition for zone position, exacerbating the insular nature of governance. Abolishing the ownership/management requirement may be enough alone to open up governance and make SWCDs more relevant to constituents. Term limits may help.

Re statement 13 (diversity criteria in statute): I don't see how the state can mandate equitable composition of Boards, but the State can mandate that Districts undergo equity audits and should be subject to defunding if they are not addressing historic racial disparities.

Re statement 14 (diversity guidance): Huh?

Re statement 15 (having a solid diversity program): We have a deliberate program, but we do not have means of measuring effectiveness.

Re statement 16 (pursuing changes): Open up SWCDs to democracy.

Like most other elected bodies in Oregon, there should be no eligibility requirements that automatically rule out most of the population. Property management or a college degree do not necessarily mean someone has the skills necessary to be a director, nor does lack of those things preclude someone from having that ability. Any effort to restrict who can serve is anti-equity and harkens back to the concept of a poll tax. As with other elected officials, it's up to the voters to decide if an individual is appropriately qualified.

Landownership as a qualification is very problematic. It reinforces the tradition of giving land to white people (and barriers to land ownership to immigrants, communities of color, indigenous communities), by ensuring that those same people have the power to guide state and federal resources for land and water. Clarifying the definition of land ownership does not help at all. I do not recommend creating additional qualifications, but if you do, they should be done very carefully to avoid reinforcing other unequal privileges.

These are elected positions and voters can decide what makes a good candidate, it does not need to be set in qualifications. There are only three very simple qualifications to be the President of the United States, and I have a hard time seeing why should

The survey statements were unclear and at times extremely difficult to answer. For example, it appeared that the survey author(s) used the word 'criterion' as a synonym for 'requirement.' For some of these, I wasn't sure if you were talking about an actual legal eligibility requirement or a "nice to have," maybe something that voters might consider important. Also, many statements actually included more than one statement; so it was not possible to answer both statements separately. I do not feel confident that my survey responses represent my opinion due to these difficulties in understanding the statements.

The White Paper is grossly out of step with American values and is not supported by any evidence to support its claims.

The predominant view of the workgroup was that land ownership should remain one path to SWCD Director eligibility, as it demonstrates knowledge and interest in soil and water issues.

What evidence is there that supports this conclusion? This appears to be a conclusory statement not supported by any actual evidence. A landowner may have knowledge of soil and water issues, but absolutely no interest in protecting soil and water. In fact, many landowners have demonstrated interest against measures that would ensure soil and water are conserved. This unsupported assumption may actually lead to less qualified candidates to oversee the expenditure of public funds. At best the claim is not self-evidently true. At worst it retrenches antiquated views about the superiority of the property owning class.

At a fundamental level, all human beings rely on air, soil, and water for their survival. We literally all have skin in the game when it comes to conserving these resources. A landowner may have more knowledge of how to manage the land, but may actually have a stronger economic incentive to avoid paying for conservation work. In fact, it is in the landowners interest to have someone else cover that cost whenever possible. Viewing the historic and current context of our land use and taxing system, this is actually how the system works. Polluters are generally not required to pay. In Multnomah County the vast majority of funding comes from urban taxpayers. Renters, though their rent, pay significantly, yet are limited to benefits trickling down stream.

Completely missing from the analysis are the people most affected by conservation issues. There is abundant research documenting the groups of people most likely to be adversely affected by pollution. For example, minority groups are far more likely to live near sources of air pollution. Native American groups are more likely to eat more servings of fish per week than clean water standards anticipate. As a result, they are more likely to be poisoned by the food they eat. Should only people that eat fish be allowed to be on SWCD boards?

The white paper completely ignores the overtly racist history of land management in the United State. Some basic history is critical to any discussion of land management and any conception of the importance of land ownership for qualifying to oversee a government agency.

1. The United States systematically removed Native Americans from prime farmland and made that land available at below market value for white farmers. In Oregon this was exacerbated by the first European American colonizers to arrive via the Oregon Trail. A significant number of the first colonizers brought racist values, which were acted upon. The volunteer Oregon militia from the Willamette Valley committed atrocities during the Yakama War. For example, murdering, scalping, and decapitating Walla Walla Chief Yellow Bird, who was an advocate for peace. Local papers openly advocated for genocide during this time. Those colonists also

- adopted Oregon's Constitution, which explicitly barred black people from settling in the state. These overtly racist actions and laws have shaped Oregon's entire history.
2. European Americans engaged in slavery to drive the land-based economy for hundreds of years. After abolition the formerly enslaved were forced into share-cropping, prison work camps, or out of agriculture entirely. Despite working the land and in many cases having expertise, government policies denied ownership and growth opportunities to the formerly enslaved and their descendants.
 3. In the 20th Century federal, state, and private real estate and banking practices overtly discriminated against minorities and excluded African American families from acquiring land. Any discussion of land ownership must be informed by at least a basic understanding of this history and current implications. For example, the Federal practice of redlining identified the credit worthiness of neighborhoods based on the presence of any black families. One black family could downgrade a neighborhood and result in a loss of investment. Real estate practices actively encouraged white flight and devalued neighborhoods with black families. Federal highways were constructed through historical black neighborhoods so white suburbanites could commute from segregated white suburbs. Banking programs denied home loans to black applicants in those white suburbs. Similarly, USDA systematically discriminated against black and Native American farmers for most of the 20th Century. That appalling practice resulted in one of the largest class action lawsuit settlements in U.S. history. The harm of these practices has not yet been remedied. SWCDs and the property ownership bias are standing on the shoulders of this racist history.
 4. During World War II Japanese Americans were interned and their land was stolen. Many Japanese American farms were lost.
 5. The taxing system, while not overtly racist compared to the above-referenced practices, has disparate racist outcomes. In the last thirty years multiple property tax measures have been passed that limit the government's authority to raise taxes. The combined effects create a phenomenon called tax compression which places tax burdens on gentrifying neighborhoods. The end result is financially well-established neighborhoods pay comparatively less in property taxes than lower income neighborhoods. The neighborhoods more at risk from gentrification are more likely to pay a more disproportionate tax. Meanwhile, agricultural and forest land is given tax exemptions to protect the natural resource land uses. The net result is that government programming servicing rural landowners is more likely to be funded by urban taxpayers. Moreover, those tax funds are more likely to come from lower income/gentrifying neighborhoods. Those same neighborhoods are more likely to suffer the adverse impacts of poor land management (urban heat island, air pollution, lack of access to nature).

6. The federal highway system was primarily located through minority communities to avoid having the adverse impacts of the highway system impact white neighborhoods. This system also incentivized white flight from cities to majority white suburbs. This demographic movement was strongly reinforced by redlining and discriminatory lending practices. The end result is that historically black neighborhoods are more likely to be located near major transportation corridors and be adversely impacted by the resulting air pollution.
7. Historically redlined neighborhoods (i.e., minority neighborhoods) are more likely to have less tree cover and suffer from higher temperatures. This is known as the urban heat island effect.

Taken together, this history very clearly demonstrates that in the United States and in Oregon there has been extensive systematic racism that favored land ownership and prosperity for white families while denying or even revoking those opportunities to minority groups. Any discussion of land ownership must begin within this context.

The white paper does not even begin to address the depth of the problem. Instead it appears to be defending a demonstrably racist status quo. The explicit intent is not likely racist, but one cannot look at the history and ongoing suffering and ignore reality. The best way to make the system more equitable and actually provide meaningful benefits to SWCD constituents is open up the Boards to real democracy.

In short, no taxation without representation. SWCDs and ODA should be able to see the wisdom in this basic American concept.

Harney (Comments of an individual board member)

SWCDs function is to assist with natural resources conservation which involves landowners. Board members should own or manage land affected by the conservation measures. Urban populations and non-landowners have voices on conservation through other agencies and coalitions.

Hood River

10 acre size requirement could instead be % of average size of farm in district

Ownership of <10 acres in areas with very high land prices, or if it is <10 acres, you can demonstrate your management activities <10 ac on “high value farmland”

Clarify the requirements to reflect county diversity on state level

#14 – make districts explain how they did or did not follow guidance

Illinois Valley

To the best of my knowledge and without careful consideration my answers may fluctuate one point either way.

I think residence within a district should be a requirement for Board director. A person should be able to manage land within a district as a substitution for being a resident or registered voter.

Malheur

Leave things as they are!

Tualatin (compiled comments of individual Board members)

DEI representation on the board is up to the electorate. The board should not place barriers or stipulations on who can run for elected office. It should not be a process to fill a quota of x numbers of y. Or 1 a, 2 b, 2 c's, 1 d, and 1 e.

Representation by zones to retain geographical diversity is a must.

Greatest fear which is entirely possible: having all directors from a small area of the county, particularly all from a single city.

If any requirements, maybe by land use: 1 forester or small woodland owner, 2 farmers/ranchers, 2 urban representatives, 2 at-large.

Re Statement 4: natural resource conservation experience, yes, public agency management experience, it depends, education outreach experience, it depends.

Re Statement 5; for the prior experience serving as an associate director must have a letter of recommendation from the previous SWCD.

Re Statements 1 + 2: SWCD Board Member eligibility should absolutely require experience in land management activities. You can learn about the politics and the policy, but boots on the ground experience is necessary to understand and make decisions on SWCD actions and is not something you can learn from simply reading.

Re Statements 3 + 4: Active management of 10+ acres of land is a good criterion for a pathway to becoming a director. However, a list of alternatives to that should be created as well. This list should include very specific educational and experience requirements that would equate to or exceed the knowledge that comes with that acquired from active land management. For example, simply owning 10 acres of rural property could make you eligible to be on the board. However, it does

not lend to how well that land is being managed and if the owner is a good candidate for director. This also applies to citizens who might have served as management of other public agencies. Simply understanding the way that government agencies conduct business is not enough for them to be a good candidate for serving as a director of a SWCD. Significant natural resource management experience needs to accompany every alternative.

Re Statement 5: Prior experience serving as an associate director or director is a good criterion for a pathway to becoming director but must be verified by a letter of recommendation from the previous SWCD.

Re Statement 9: Urban environments should have the same land management requirements or alternative requirements as rural areas. While the SWCDs serve both rural and urban environments, it is extremely important to have a thorough understanding of land management practices district-wide and on large scales as the majority of opportunity to conserve the natural world lies in the rural areas of our districts.

Re Statement 12: Board members should NOT have term limits. As a current board member, I can say from experience that every time I engage in a meeting or other duty associated with my position, I gain knowledge and insight. That knowledge compiles over time and allows me better to serve the needs of our community. Some of the most knowledgeable and valuable members of the board are those who have served on it for over 10 years and have years of experience and knowledge. To limit their term would be a loss to the SWCDs and a loss to current and future directors, as well as disrespectful of the time voluntarily served by those directors. The directors that have been in their position the longest are often the ones who have been integral to the long-term success of their SWCD. Term limits would limit the development of natural resource managers in those positions, it could create inconsistency in management of the SWCD by the boards' decisions, and it could potentially damage the reputation of the SWCDs. Landowners are traditionally very wary of outsiders and the long-term development of relationships by between board members and their constituents is often integral to their success. This leads to the major concern of creating confusion and distrust amongst the community. By implementing term limits, it pulls the director positions into more of a political light allowing those positions to be taken advantage of.

I worry that by relaxing the requirements to participate as a director that there will be dilution in the quality of work and the progress being made in each SWCD. My concern is that by implementing term limits and changing the requirements to allow for a more vague definition of land management experience is that the positions of directors will be

used by people for their own personal agendas, whether it be to start their political career or otherwise. These director positions are unpaid. There are no dictatorships on the SWCD boards due to strict adherence to bylaws set by the state. This in turn means that the people who currently serve on those boards do so because they believe in the cause and giving back to their community, not to serve their own needs. Relaxing requirements for director eligibility and placing limits on terms served would lead to power plays, political agendas, and potential corruption instead of doing the work at hand. The current requirements have helped to uphold the integrity of the SWCDs, as well as ensure that they are receiving quality guidance and therefore doing quality work.

Upper Willamette

I feel land ownership requirements could be lowered to five acres. There should be adjustments for urban areas. I'm not sure how that should look.

Only modification would be to possibly lower acreage for 5 rather than 10 acres.

Everything should be done to make eligibility more accessible. Due away with all requirements that limit access to becoming a Director.

With the dynamics of our growing population and the expansion of urban areas, it is appropriate to change the requirement for Directors. However, Boards should continue to have agricultural landowners involved in their activities and at least three Directors on each Board should be from an agricultural background.

Wasco

Hard to make rules that work for everyone.

West Multnomah

Our Board found the survey statements to be unclear and at times extremely difficult to answer. It appeared that the survey author(s) used the word "criterion" as a synonym for "requirement." As we currently understand state statute "requires" that zone candidates own or manage 10 or more acres. Therefore, we read the statements with the word "criterion" to mean that the survey author(s) indicated "requirement." Also, many statements actually included more than one statement as written, it was not possible to answer both statements separately. WMSWCD Board members agreed that certain statements (for example #4) spoke to what we believe are desirable attributes for a board member, however, we were not in agreement that these should be requirements for director eligibility.

APPENDIX C

RATIONAL FOR DATA ANALYSIS

There are many possible ways to analyze the data, and it is important to pick a methodology that is fair to all survey participants and presents the information with a balanced view.

Two key considerations are as follows:

1. Some districts chose to submit “block scores” instead of individual scores per the survey instructions.
2. Counties with multiple SWCDs in the county have more directors available to complete surveys possibly giving them more influence on the overall results depending on how the data is analyzed.

INDIVIDUAL SCORING VERSUS BLOCK SCORING

The instructions to the survey read:

The survey should be placed on the SWCD board agenda for discussion. It is recommended that the survey be discussed as a group to facilitate thoughtful deliberations. Then each board member (excluding associate and emeritus directors) should complete the survey individually and the individual results should be compiled. This is done to provide information on the average views of each board along with the range of views by the different members.

The results from the survey clearly demonstrate that it is normal for there to be a wide variety of opinions on the same board. Twenty-five (25) districts submitted scores of individual directors. However, Umpqua only had 2 directors submitting scores making them an outlier for purposes of this analysis. With the remaining 24 districts and a total of 16 statements there are 384 sets of scores. Of those 384 sets of scores, there were only 16 cases where all board members scored a question exactly the same. Therefore, there is a 4.2% chance (or 1 in 24 odds) that any board will have 100% agreement on any single statement. The chance of any board agreeing 100% on all 16 questions is extremely unlikely if the board members scored their individual opinions.

The four districts from Baker County submitted identical scores from every board member on every statement. The same happened for the two districts from Lake County. In these cases, it is speculated that these “block” scores are not truly individually scores but the predominant viewpoints of the board as a whole.

It remains unknown at this time how the block scores were developed and whether some board members “ceded” their opinions to the overall trend of the group. This could happen implicitly or explicitly in either consensus style decision making or using votes to determine the block score. For example, on a given statement assume that 4 board members thought it should be scored “1,” one member felt “2” was right and one member felt “3” was right. In this case the average score of the independent opinions would be 1.5. However, if the Board treated this as a “vote” the score of 1 would be used as the block score. When this happens scores of the minority opinions on the board are diminished.

Therefore, it is problematic to mix data of individual scores with data from block scores because the block scores can have a stronger influence on the combined data set.

However, the block data is important and must be considered in analyzing the results.

COUNTIES WITH MULTIPLE DISTRICTS

There are seven counties that have two or more SWCDs as follows:

County	SWCDs (Bold indicates completed surveys)
Baker	Baker, Keating, Eagle Valley, Burnt River
Douglas	Umpqua, Douglas
Grant	Grant, Morrow
Josephine	Illinois Valley, Two Rivers
Lake	Lakeview, Fort Rock / Silverlake
Lane	Upper Wilamette, Siuslaw
Multnomah	East Multnomah, West Multnomah

To illustrate the potential effect on the data, consider that Baker County has a total of 22 board positions. In comparison, some counties like Crook, only have 5 board positions. This means that Baker County can potentially influence the results 4.4 times more than Crook County.

The fact that Lake County and Baker County have multiple districts in their county and they decided to submit block scores potentially gives them much influence depending on how the data is analyzed.

APPROACH TO DATA ANALYSIS

To address the above concerns, the data is presented in the following two ways:

Scores are presented as total numbers of from all districts regardless of whether they were submitted as individual scores or block scores. In doing

this, it must be recognized that two different types of data are intermixed and counties with multiple districts have a larger effect on the numbers.

Average scores are presented as “averages of county averages.” Basically, where there are multiple districts in a county, the scores from the multiple districts are combined and an average score from the county is calculated. These are then averaged with average scores from the other counties. This methodology largely mitigates the concerns from having larger numbers of directors from some counties. However, the concerns from block voting are still present.

To illustrate the effects discussed above, consider statement 3 regarding opinions on active management of 10 or more acres of land.

If all scores (block and individual scores from all districts) are averaged the result is 3.81.

If block scores are excluded and only individual scores are averaged the result is a value of 3.53.

If results are presented as average of county averages the result is 3.73.

APPENDIX D

LETTER FROM EAST MULTNOMAH SWCD AND WEST MULTNOMAH SWCD



To the Oregon Department of Agricultural (ODA) and the Soil and Water Conservation Commission (SWCC),

SUBJECT: Eligibility criteria for SWCD directors

The East Multnomah Soil & Water Conservation District (EMSWCD) and West Multnomah Soil & Water Conservation District (WMSWCD) Boards of Directors appreciate the opportunity to participate in the recent survey to inform your deliberations related to potential revisions to eligibility criteria for SWCD zone directors.

In addition to the individual opinions expressed in the survey responses, we would like to express deep concern over the nature of this process. A central tenant of equity work is to involve those most affected in defining problems and solutions. By surveying only sitting SWCD board members, this process is essentially polling those who have most benefitted from the current policies and reinforcing the exclusion of those who have not. We urge you to consider the statement attached here, from our partners at the North East Coalition of Neighbors (NECN) and Voz, and to seek guidance and leadership from them and other BIPOC-led organizations engaged in this work. NECN and Voz are rooted in some of the communities most frequently excluded by the land ownership requirements. These are our trusted partners. Their expertise, experience, and connection to community is valuable. We encourage you to listen closely to their words and conduct additional investigation through an equitable engagement process.

Furthermore, the EMSWCD and WMSWCD Directors believe that all criteria related to land ownership and management should be removed as eligibility requirements for the zoned positions due to the points below:

- The idea that only landowners and managers have the expertise to fulfill the duties of this role is flawed, particularly for an elected office. All human beings depend on soil and water for their survival and therefore all people have a fundamental reason to be interested in how natural resources are cared for. Many who do not own land and do not have access to land are that much more passionate and knowledgeable about conservation, and about access to local food and farm business opportunities. If these are democratically elected seats, let them be so. Voters should be the ones to decide who is best qualified to represent their interests, just as they do for our state and federal legislature and the President of the United States, all of which have less restrictive eligibility requirements than SWCD board seats.
- The idea that only landowners should have the right to serve on the board of directors is flawed. All SWCDs are supported by public funds, and yet the majority of property taxpayers have severely limited avenues for participating in how those dollars are spent. This is particularly pronounced for those Districts with a tax base.

emswcd.org

Page 1 of 2

wmswcd.org

- Land ownership in Oregon today is the product of a racist system and centuries of racist policies that reduced or removed access to land for people of color. Any discussion related to land ownership must begin within the context of that unfortunate and unjust history. The beginning of Oregon's statehood is marred by the removal and killing of Native Americans and a constitutional amendment prohibiting African Americans from residing in the state or owning land. Following that, the internment of Japanese Americans, redlining, and racist lending and banking practices further barred people of color from land ownership. The racial homogeneity of our boards reflects this history. Defending the land ownership requirement for zone directors today is not likely an intentionally racist act, but it reinforces and perpetuates the damage done by those policies.
- The path to board membership through the associate board member positions is a start, but similarly flawed. Sitting board members that vote to approve associate directors are unlikely to represent the diversity of the district for the reasons described above. Needing the attention and approval of sitting board members in order to become an associate board member is another way in which the current system reinforces the patterns of power and privilege associated with land ownership and access in Oregon.

Thank you for investigating this problematic policy, and for the opportunity to provide comment. We hope you also seek input and leadership in this process going forward from the BIPOC organizations that can better represent communities of color and define an equitable solution set.

Sincerely,



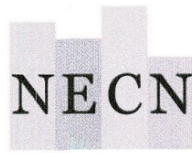
Carrie Sanneman
Board of Directors, Chair
East Multnomah SWCD



Terri Preeg Riggsby
Board of Directors, Chair
West Multnomah SWCD

Enclosures:
Statement by NECN
Statement by Voz

Cc:
Oregon Association of Conservation Districts



NORTHEAST COALITION
OF NEIGHBORHOODS

TO: East Multnomah Soil and Water Conservation District
Oregon Department of Agriculture
FROM: Northeast Coalition of Neighborhoods

August 19, 2020

RE: Requirements to Serve on the EMSWCD Board

On behalf of the Board of Directors for the Northeast Coalition of Neighborhoods (NECN), we are writing to express our support for those historically excluded (Indigenous, Black and other people of color) from board service and land ownership, to have access to board membership with the East Multnomah Soil and Water Conservation District (EMSWCD).

As community collaborators in our district, EMSWCD and NECN have worked together in multiple ways to serve our community, by using our site as a naturoscaping workshop location, supporting PR efforts and sharing best practices to increase DEI in granting. NECN highly values this relationship, as our neighbor and partner in supporting livable communities.

We request that the board of EMSWCD and the Oregon Dept. of Agriculture consider the historical inequities that are embedded in our state, that have prevented people of color from accessing and owning land. In addition to the barriers, there is the fact that less than 150 years ago, Indigenous communities of this area were forcefully removed from their traditional homelands, and yet many treaties made with those Tribal communities, have still yet to be fully honored and restored.

NECN requests that the language that only those who own or manage 10 acres of land be removed from the board membership requirements. The continued inclusion of these types of qualifications perpetuates the inequities that have resulted from hundreds of years of exclusion, removal, and oppression of BIPOC communities when it comes to land access. These prerequisites are particularly unfair when you consider that EMSWCD's funding comes from property taxes. A renters' payment covers the landowners property taxes and helps that land owner build generational wealth. Those opportunities to build wealth are what makes land ownership possible. Those same opportunities have not existed the same for those who are Indigenous or Black, as well as other people of color, refugees and immigrants.

Lastly, as a neighbor organization, with a geographically represented board, we take pride in the fact that our (coalition / associations) boards include renters and those who work for community based organizations that serve our district. Some of our neighborhood associations have member participation from those who are houseless within their own neighborhoods. When the community can come together, with multiple strengths, experiences and outlooks, our efforts are stronger and further reaching. Our collective work has more meaning and the issues we strive to work together on, are more tangible. We advocate for this type of inclusion as it will strengthen our collective work in creating livable communities. We believe that it will also strengthen EMSWCD as an organizational leader, by clearly making space within their board for communities negatively impacted from this institutional exclusion. In order to have a board that is representative of this geography, we must remove this barrier to board service. We look forward to this change and future opportunities to work together.

www.necoalition.org

Alameda • Boise • Eliot • Humboldt • Irvington • King • Sabin • Sullivan's Gulch • Vernon • Woodlawn
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MLK Jr. Worker Center
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503-234-2043

www.portlandvoz.org

August 20, 2020

To: East Multnomah Soil and Water Conservation District
Oregon Department of Agriculture
From: Voz Workers' Rights Education Project
Re: Requirements to Serve on the EMSWCD Board

Voz Workers' Rights Project (Voz) greatly values and appreciates the support we have received from EMSWCD and we look forward to our partnership for years to come.

Additionally, I am writing to express Voz's support for those historically excluded (Indigenous, Black and Latinx communities) from board service and land ownership, to have access to board membership with the East Multnomah Soil and Water Conservation District (EMSWCD).

We ask that the board of EMSWCD and the Oregon Department of Agriculture consider the historical inequities that have prevented people of color from accessing and owning land. In addition to the barriers, there is the fact that less than 150 years ago, Indigenous communities of this area were forcefully removed from their traditional homelands, and yet many treaties made with those tribal communities, have still yet to be fully honored and restored.

Voz asks that the language that only those who own or manage 10 acres of land be removed from the board membership requirements. Doing so will bring greater diversity and representation to your board so that communities that face historic barriers to land ownership such as Black, Indigenous, Latinx, immigrant, and refugee communities can have access to being board members.

Thank you for your consideration and we look forward to hearing about a beneficial outcome on this for all communities.

Sincerely,

A handwritten signature in blue ink, appearing to read "Osmani R. Alcaraz-Ochoa", is written over a horizontal line.

Osmani R. Alcaraz-Ochoa (he/him/they/el)
Executive Director
Voz Workers' Rights Education Project
osmani@portlandvoz.org
C: 505-615-9898 | O: 503-233-6787