

| Work Plan for 07/01/2013 - 06/30/2015 | |
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| Date Adopted | 9/12/2013 |
| Watershed Limiting Factor(s) | Habitat Access - Impaired access to habitat; Hydrograph / Water quantity Altered hydrology; Knowledge Gaps - Lack of Information; Physical Habitat - Altered quality of physical habitat; Water Quality - Altered physical, chemical or biological water characteristics |
| Watershed Source Document(s) | Watershed Assessments: 1999 Mill Creek; 1999 Willamina Creek; 2000 Lower South Yamhill River-Deer Creek; 2000 North Yamhill River; 2001 Lower Yamhill River; 2001 Chehalem Creek; 2001 Salt Creek; 2002 Upper South Yamhill River |
| Organizational Limiting Factor(s) | Board Capacity; Board Skills; Lack of Knowledge; Staff capacity; Staff Skills; Training |
| Organizational Source Document(s) | 2011 Greater Yamhill Watershed Council By-Laws; 2012 Greater Yamhill Watershed Council Fiscal Management Policy; |
| Watershed Action Plan(s) | 2013 Greater Yamhill Watershed Council Watershed Restoration Action Plan; 2013 Yamhill Culvert Prioritization and Fish Passage Action Plan |

| Project Category: Restoration | | | |
|-------------------------------|---|------------------------|-------------------------|
| Project Title | Implement OWEB Small Grants | OWEB Grant # | 11-12-011; 11-12-012 |
| Responsible Parties | Coordinator/Executive Director | Priority | Low |
| Project Description | The Council has secured funding for two (2) riparian enhancement projects through the OWEB Small Grant program. One of the projects is a partnership with the McMinnville-based Shadowood Homeowners Association to control invasive weeds along a fork of the Cozine Creek and to replant with native riparian vegetation. The other project is working with a private landowner along Muddy Creek to control an infestation of reed canarygrass and to replant with native riparian and wetland vegetation. The Council plans to complete implementation of these projects by spring of 2015. Both projects will serve as valuable demonstrations for the Council's community and partner outreach activities. Several organizations are very interested to see the results of the reed canarygrass control project and would likely work in collaboration with the Council for future reed canarygrass control projects if the results are successful. | In Council Action Plan | Yes |
| Key Partners | Shadowood HOA, Cascadia Landscaping, Riedman Family, Yamhill SWCD | | |
| Limiting Factor(s) | Physical Habitat - Altered quality of physical habitat, Water Quality - Altered physical, chemical or biological water characteristics | | |
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| Original Date | | % Complete | 60% - Implementa tion in progress |
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| Challenges | The Council does not anticipate significant challenges in implementing these projects. Both landowners have committed the resources necessary to implement and maintain their projects. | | |
| Opportunities | These projects may lead to future projects, both projects will be used as demonstration projects for the Council's outreach efforts to increase visibility in the community and engage new members. | | |
| Planned Deliverables | a. Successful implementation of two (2) riparian enhancement projects funded through the OWEB Small Grant program. | | |

| Project Category: Restoration | | | |
|-------------------------------|--|------------------------|--|
| Project Title | Maintain and Monitor Completed Restoration Projects | OWEB Grant # | 207-086; 11-10-003; 209-3011; 11-10-013 |
| Responsible Parties | Coordinator/Executive Director | Priority | Medium |
| Project Description | <p>The Council has four OWEB-funded restoration projects that are currently in the maintenance and monitoring phase: Deer Creek County Park Wet Prairie Restoration; Wolf Tree Creek Riparian Restoration; Gooseneck Creek Confluence Restoration; and Harvey Creek Fish Passage Restoration. Maintenance and monitoring of the Deer Creek project is currently being facilitated through a collaborative effort involving the Institute for Applied Ecology, US Fish and Wildlife Service, Yamhill County Parks, and the Council. The Coordinator will continue to participate in partner meetings and to provide applicable support as identified by the project partners. The IAE has led the project management/planning, but this responsibility will likely transfer to the Council in 2014, when the IAE's funding for this project is set to end.</p> <p>Maintenance and monitoring of the Wolf Tree Creek project is currently being facilitated by a Board member/adjacent landowner. The Board member will work with the project landowner to structure a maintenance schedule and provide support required to fulfill the maintenance schedule.</p> <p>Maintenance and monitoring of the Gooseneck Creek project is currently being facilitated by the Council, the landowner, project engineers, and technical advisors. The in-stream weirs installed in the main channel are experience erosion and undercutting. The most downstream weir has been eroded and deposited downstream. The Council plans to secure additional funding to place additional boulders along the weir installed at the entrance with the restored side-channel in an effort to mitigate further erosion of the weirs downstream.</p> <p>Maintenance and monitoring of the Harvey Creek project is currently being facilitated by the Coordinator and the City of Dundee. The Coordinator will work with the City to coordinate community events to control invasive weeds and maintain the native riparian plantings.</p> | In Council Action Plan | Yes |
| Key Partners | Institute for Applied Ecology, USFWS, Yamhill County Parks, Private landowners, City of Dundee | | |
| Limiting Factor(s) | Hydrograph / Water quantity Altered hydrology, Physical Habitat - Altered quality of physical habitat, Water Quality - Altered physical, chemical or biological water characteristics | | |
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| Original Date | | % Complete | 95% - Maintenance/Monitoring/Education |
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| Challenges | a) Landowner commitments and resources for maintenance/monitoring obligations are lacking b) Securing additional maintenance funding is difficult c) Limited staff time and Board capacity | | |
| Opportunities | If properly maintained/monitored, these sites will serve as demonstration projects for the Council to engage the new members in watershed restoration projects and Council activities | | |
| Planned Deliverables | a. Deer Creek: Participate in partner meetings and provide applicable support as identified by the project partners b. Wolf Tree Creek: Develop and implement maintenance/monitoring schedule. Submit OWEB two-year status report by 9/20/2014. c. Gooseneck Creek: Monitor quarterly. Seek funding for supplies/labor to bolster weir stability. Submit OWEB monitoring report #2 by 4/20/2014. d. Harvey Creek: Monitor quarterly. Coordinate maintenance of plantings with City of Dundee | | |

| Project Category: Restoration | | | |
|-------------------------------|---|------------------------|--------------------------|
| Project Title | Yamhill Fish Passage | OWEB Grant # | |
| Responsible Parties | Coordinator/Executive Director | Priority | High |
| Project Description | Earlier this year, the Council completed a culvert prioritization and action plan for three sub-basins of the Yamhill River Watershed identified as top-priorities for fish passage restoration: Mill Creek, North Yamhill River, and Willamina Creek. The Council has formed a technical advisory committee (TAC) to facilitate implementation of the fish passage action plan. The Council has convened/facilitated two TAC meetings in 2013 to identify fish passage restoration projects to pursue for the 2013 – 2014 FY. Working in partnership with the TAC, the Council will improve the pace and effectiveness of fish passage restoration in the Yamhill River Watershed. The TAC's current implementation strategy identifies Mill Creek as the top priority, followed by the North Yamhill River, then Willamina Creek. The TAC will continuously review its implementation strategy and culvert priorities. For example, the Council plans to secure funding to conduct Rapid Bio-Assessments of the three sub-basins addressed in the fish passage action plan. As these RBA's are completed, the fish passage TAC will incorporate the RBA data into its implementation strategy and culvert priorities. | In Council Action Plan | Yes |
| Key Partners | ODFW, US BLM, Private Landowners, Counties, SWCD's, Private Timber, Grand Ronde Tribes | | |
| Limiting Factor(s) | Staff capacity, Board Capacity, Lack of Knowledge, Board Skills, Staff Skills, Training, Habitat Access - Impaired access to habitat, Hydrograph / Water quantity Altered hydrology, Physical Habitat - Altered quality of physical habitat, Water Quality - Altered physical, chemical or biological water characteristics, Knowledge Gaps - Lack of Information | | |
| Original Date | | % Complete | Ongoing council activity |
| Challenges | a. Study database and prioritization limitations, errors, etc require thorough review b. Difficulty securing funding c. Difficulty recruiting landowners d. Staff/Board lack experience with the processes involved in securing project funding and implementing restoration projects | | |

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| <p>Opportunities</p> | <p>a. Lead to voluntary fish passage restoration projects b. Staff and Board building skills/experience in technical and social aspects of fish passage projects and stakeholder collaborations c. TAC builds much needed credibility for the Council among both former and new Council partners, engages non-GYWC Board members in the Council's activities, provides an opportunity for non-GYWC Board members to provide stakeholder input and guidance d. Engage potential new members</p> | | |
| <p>Planned Deliverables</p> | <p>a. Convene and facilitate meetings of the fish passage TAC (at least 2 TAC meetings per year) b. Conduct field-surveys and additional data collection as determined by the TAC c. Update and maintain the fish passage database and provide annual updates in the form of an electronic report d. Recruit landowners to participate in voluntary restoration of priority fish passage barriers e. Seek funding for voluntary restoration of priority fish passage culverts(at least 2 proposal submittals per year)</p> | | |

| Project Category: Community Engagement(Outreach and Education) | | | |
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| Project Title | Council Website Development | OWEB Grant # | |
| Responsible Parties | Coordinator/Executive Director | Priority | Low |
| Project Description | The Council has identified that online media can be powerful tool for communicating information to community members. The Council contracted a web designer in 2011/2012 to build a framework for a Council website, including creation of Facebook and YouTube accounts. Starting with the website, the Council plans to populate and maintain these online resources to engage the broader community in the Council's activities. As the council's capacity increases, additional work will be geared toward populating the YouTube account with self-produced short videos about the Council's projects and updating the Facebook account. | In Council Action Plan | No |
| Key Partners | Watershed Councils with well-developed/maintained websites | | |
| Limiting Factor(s) | Staff capacity, Board Capacity, Lack of Knowledge, Board Skills, Staff Skills, Training, Habitat Access - Impaired access to habitat, Hydrograph / Water quantity Altered hydrology, Physical Habitat - Altered quality of physical habitat, Water Quality - Altered physical, chemical or biological water characteristics, Knowledge Gaps - Lack of Information | | |
| Original Date | | % Complete | Ongoing council activity |
| Challenges | Website content writing is a difficult skill to develop. The Council will research language of other watershed council webpages to develop applicable, concise, and impactful language for the Council's website. | | |
| Opportunities | Effective online media resources will provide additional visibility for the Council and lead to engaging new members in the Council's activities and watershed health. | | |
| Planned Deliverables | a. A populated and maintained website designed to effectively engage the general public in the Council's activities | | |

| Project Category: Community Engagement(Outreach and Education) | | | |
|--|---|------------------------|--------------------------|
| Project Title | Existing Community Events | OWEB Grant # | |
| Responsible Parties | Board Member | Priority | Low |
| Project Description | As identified in the Council's 2013 Action Plan and 2013 Council Self-Evaluation, outreach to and communication with the general public is a key element to the Council's success. Since 2012, the Council has dedicated significant resources to participating in strategic local community events to gain exposure for the Council. The Council will continue to participate in these efforts with a strategic emphasis on participating in events that yield the greatest benefit for the least cost. As the Council develops a strategy for building capacity, the Council will incorporate priority actions into its community event outreach program. | In Council Action Plan | Yes |
| Key Partners | Incorporated Cities, Non-profits, local businesses | | |
| Limiting Factor(s) | Staff capacity, Board Capacity, Lack of Knowledge, Board Skills, Staff Skills, Training, Habitat Access - Impaired access to habitat, Hydrograph / Water quantity Altered hydrology, Physical Habitat - Altered quality of physical habitat, Water Quality - Altered physical, chemical or biological water characteristics, Knowledge Gaps - Lack of Information | | |
| Original Date | | % Complete | Ongoing council activity |
| Challenges | The greatest challenge to accomplishing this task will be the current limited capacity of the Council's Board and staff. | | |
| Opportunities | Engaging community members through existing local events will increase the Council's visibility in the community, identify opportunities for collaborative projects, and engage new members. | | |
| Planned Deliverables | a. Participate in at least seven (7) existing community events. | | |

| Project Category: Community Engagement(Outreach and Education) | | | |
|--|--|------------------------|--------|
| Project Title | GYWC-Sponsored Community Events | OWEB Grant # | |
| Responsible Parties | Board Member | Priority | Medium |
| Project Description | <p>As identified in the Council’s 2013 Action Plan and 2013 Council Self-Evaluation, outreach to and communication with the broader community is a key element to the Council’s success. However, the Council has identified two unique opportunities to work collaboratively with other organizations to co-sponsor community events.</p> <p>The GYWC has begun developing a relationship with the Evergreen Museum, which operates a non-profit waterpark / water museum. The Council plans to work with the Museum to host co-sponsored watershed education events. The Council also plans to produce a series of themed outreach and educational materials, which would be displayed in an area of the Museum dedicated to the Council and rotated out routinely.</p> <p>The GYWC has also begun developing a partnership with the Oregon Department of Fish and Wildlife, which has expressed great interest in providing training to community members on conducting coho and winter steelhead spawning surveys. These ODFW-led spawning survey training events have been an effective outreach tool for other watershed councils and the data collected by community members is valuable for the Council’s watershed programs. The Council hopes to coordinate these ODFW spawning surveys in partnership with other local organizations such as the Evergreen Museum and the Association for Northwest Steelheaders.</p> <p>In addition to these new outreach ventures, the Council plans to continue co-sponsoring community cleanup events in partnership with SOLVE. These events focus on hands-on activities such as invasive weed control, removal of trash from streams, native riparian plantings, and placing storm-drain markers. The City of McMinnville has sponsored many of the Council’s recent SOLVE events. The City of Lafayette has expressed interest in sponsoring storm-drain marking SOLVE events, as well.</p> | In Council Action Plan | Yes |
| Key Partners | Evergreen Museum, Association of NW Steelheaders, ODFW, Linfield College, George Fox University | | |
| Limiting Factor(s) | Staff capacity, Board Capacity, Lack of Knowledge, Board Skills, Staff Skills, Training, Habitat Access - Impaired access to habitat, Hydrograph / Water quantity Altered hydrology, Physical Habitat - Altered quality of physical habitat, Water Quality - Altered physical, chemical or biological water characteristics, Knowledge Gaps - Lack of Information | | |

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| Original Date | | % Complete | 5-30% - Conceptual/ Planning/ Submitting Grant application |
| Challenges | The greatest challenge to accomplishing this task will be the current limited capacity of the Council's Board and staff. | | |
| Opportunities | Working in partnership with other organizations to sponsor local community events will increase the Council's visibility in the community, engage new members, and lead to potential projects. | | |
| Planned Deliverables | <p>a. Co-sponsor at least two (2) watershed outreach events with Evergreen Museum</p> <p>b. Develop a suite of outreach and educational materials that can be displayed in the Evergreen Museum and at other Council outreach activities.</p> <p>c. Co-sponsor at least two (2) spawning survey training events with ODFW and other interested partners</p> <p>d. Co-sponsor at least four (4) community cleanup events with SOLVE</p> | | |

| Project Category: Community Engagement(Outreach and Education) | | | |
|--|---|------------------------|--------|
| Project Title | Partner & Peer Outreach | OWEB Grant # | |
| Responsible Parties | Board Member | Priority | Medium |
| Project Description | <p>As identified in the Council’s 2013 Action Plan and 2013 Council Self-Evaluation, outreach to and communication with potential partner organizations is a key element to the Council’s success. Since 2012, the Council has dedicated significant resources to building bridges with new partners and mending fences with former partners. The Council will continue to conduct broad partner outreach efforts with a strategic emphasis on building relationships with specific organizations that the Council has identified would yield the most effective results. A further focus of the partner outreach program is to engage with partners who are not currently represented on the Council’s Board or participating in the Council’s technical advisory committees.</p> <p>By building new partnerships and strengthening current ones, the Council will augment its capacity to fulfill the actions and goals of the 2013 Action Plan. As the Council develops a strategy for capacity building, the priority actions identified will be reflected in the Council’s partner outreach program activities.</p> <p>In general, the Council’s partner outreach efforts focus on the following types of organizations: city, county, state and federal governments; Oregon watershed councils; academic institutions; conservation districts; local conservation , environmental groups and non-profit corporations.</p> <p>Partner outreach activities include attending routine and annual meetings, distributing and/or presenting on annual Council reports, coordinating and facilitating the Council’s technical advisory committees, and engaging in collaborative planning and project efforts.</p> <p>As the Council’s capacity expands, partner outreach efforts will expand to include organizations related to growers and agriculture including: irrigation districts, farm bureau, nurseries, and vineyards. These outreach efforts will support the Council’s Salmon-Safe and Pesticide Stewardship Partnership programs.</p> | In Council Action Plan | Yes |
| Key Partners | Incorporated Cities, SWCD's, Counties, Conservation Non-profits, Private Timber, School Districts | | |

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| Limiting Factor(s) | Staff capacity, Board Capacity, Lack of Knowledge, Board Skills, Staff Skills, Training, Habitat Access - Impaired access to habitat, Hydrograph / Water quantity Altered hydrology, Physical Habitat - Altered quality of physical habitat, Water Quality - Altered physical, chemical or biological water characteristics, Knowledge Gaps - Lack of Information | | |
| Original Date | | % Complete | Ongoing council activity |
| Challenges | The greatest challenge to accomplishing this task will be the current limited capacity of the Council's Board and staff. Another significant challenge to building these partnerships is to mending fences with former partners and establish credibility with new partners. | | |
| Opportunities | Engaging partner organizations will increase the Council's visibility in the community, identify opportunities for collaborative projects, engage new members, and provide the Council with a more holistic understanding of the activities and issues occurring in the Council's service area. | | |
| Planned Deliverables | a. Engage in broad outreach with at least fifteen (15) non-GYWC-affiliated partner organizations b. Engage in strategic planning and project efforts with at least two(2) non-GYWC-affiliated partner organizations | | |

| Project Category: Planning/Monitoring/Assessment | | | |
|--|--|------------------------|----------|
| Project Title | Landowner Recruitment Planning | OWEB Grant # | |
| Responsible Parties | Board Member | Priority | Emerging |
| Project Description | <p>The Council has three priority landowner recruitment opportunities that have yet to be fully developed. Before taking action on these landowner recruitment opportunities, the Council plans to dedicate resources to develop strategies for these projects in collaboration with interested partners.</p> <p>Portland-based non-profit, Salmon Safe, has engaged in discussions with the Council starting in 2012. Salmon Safe offers a series of peer-reviewed certification programs linking land management practices with the protection of agricultural and urban watersheds. Salmon Safe is heavily involved in the Council's service area and is interested to partner with the Council to develop and implement landowner recruitment strategies focused on expanding the quantity/type of Salmon Safe certifications in the watershed. The Council will continue discussions with Salmon Safe to refine the partnership strategy, identify key funding sources, and submit grant proposals for landowner recruitment.</p> <p>The DEQ has been sampled pesticides in the Yamhill area for several years, however, the Council has not made a concerted effort to develop a landowner outreach and recruitment program focused on the PSP. The Council plans to coordinate a technical advisory committee (TAC) to develop an action plan for maintaining and expanding the current Yamhill PSP, including conducting outreach to landowners along Cozine Creek and Palmer Creek. Potential TAC members include: Salmon Safe, Yamhill SWCD, DEQ, private landowners along Cozine and Palmer Creeks, City of McMinnville, and the Palmer Creek irrigation district.</p> <p>The 3rd opportunity is to conduct outreach to landowners along lower Hess Creek, which has been funded by Portland General Electric. The Council started some initial outreach efforts in 2009/2010, but has not developed a strategy for this outreach project. The Council will develop an action plan in collaboration with: Salmon Safe, City of Newberg, and Chehalem Parks and Recreation District.</p> | In Council Action Plan | Yes |
| Key Partners | Salmon Safe, YSWCD, DEQ, Palmer Crk. Irrigation District, City of Newberg, Yamhill County | | |

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| Limiting Factor(s) | Staff capacity, Board Capacity, Lack of Knowledge, Board Skills, Staff Skills, Training, Habitat Access - Impaired access to habitat, Hydrograph / Water quantity Altered hydrology, Physical Habitat - Altered quality of physical habitat, Water Quality - Altered physical, chemical or biological water characteristics, Knowledge Gaps - Lack of Information | | |
| Original Date | | % Complete | 5-30% - Conceptual/ Planning/ Submitting Grant application |
| Challenges | <p>These planning efforts pose a significant challenge for the Council and will stretch the Council's limited staff/Board capacities. The Council will need to develop its capacity before pursuing any of these planning projects.</p> <p>These are complex projects with a variety of landowners and partners and it is difficult to secure funding.</p> | | |
| Opportunities | <p>These planning efforts will provide the Council direction necessary to implement three very unique and important landowner recruitment projects in collaboration with a variety of partner organizations. Implementation of the plans will lead to future projects, increased visibility within the community, and engagement of new members.</p> <p>These are high-level, place-based projects that can bring the Council toward the next level of organizational productivity and efficacy.</p> | | |
| Planned Deliverables | <p>a. Continue to develop a partnership strategy with Salmon Safe. If applicable, submit a landowner recruitment grant proposal in partnership with Salmon Safe</p> <p>b. Explore forming a PSP TAC to develop a strategy for landowner outreach/recruitment</p> <p>c. Develop a collaborative action plan for landowner recruitment along lower Hess Creek</p> | | |

| Project Category: Planning/Monitoring/Assessment | | | |
|--|--|------------------------|--|
| Project Title | Yamhill Rapid Bioassessments for Fish Distributions | OWEB Grant # | |
| Responsible Parties | Coordinator/Executive Director | Priority | High |
| Project Description | As identified in the 2013 Action Plan, three sub-basins of the Yamhill River are identified as high priorities for fish passage restoration: Mill Creek, North Yamhill River, and Willamina Creek. These three sub-basins are also identified in the 2013 Action Plan as priorities for conducting rapid bioassessments of fish distributions (RBA), including listed Upper Willamette River winter steelhead. Limited information on fish distributions exist for these sub-basins, although some work has been conducted by ODFW and the BLM. Research, monitoring and evaluations are needed to assess the status of listed species and their habitat and provide information needed to refine restoration strategies and priorities. Working in collaboration with a variety of public/private stakeholders, the Council plans to secure funding to conduct RBA's of these three sub-basins, beginning with the North Yamhill River, then Willamina Creek, and Mill Creek. The RBA's would be conducted by an experienced survey company, such as Bio-Surveys LLC, which has worked with other Watershed Council's to conduct RBA's in recent years. These grants would also involve Council-led outreach components to secure permissions from private landowners for surveyors to access properties and community events to share the results of the surveys. The Council anticipates a relatively high success rate of securing landowner permissions based on the success rates garnered during the development of the recent culvert prioritization and fish passage action plan. | In Council Action Plan | Yes |
| Key Partners | Association of NW Steelheaders, Bio-Surveys LLC, ODFW, US BLM, SWCD's, Counties, Private landowners | | |
| Limiting Factor(s) | Knowledge Gaps - Lack of Information | | |
| Original Date | | % Complete | 5-30% - Conceptual/ Planning/ Submitting Grant application |
| Challenges | a. Difficulty securing permissions to private lands b. Staff/Board lack significant experience with these monitoring projects | | |

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| <p>Opportunities</p> | <p>a. Valuable data on distributions of fish, which will allow the Council to refine restoration strategies/priorities, identify future projects, and track changes over time. b. Staff, Board, and contracted surveyors will engage landowners and community members who may be interested in voluntary restoration projects or becoming involved with the Council. c. Staff and Board will gain technical experience in the development and implementation of basin-scale monitoring grant proposals</p> | | |
| <p>Planned Deliverables</p> | <p>a. Work in consultation with other Watershed Council's and recommended contractors who have conducted RBA's to develop monitoring grant proposals - starting with the North Yamhill River basin. b. Recruit landowners to participate in the RBA program</p> | | |

| Project Category: Organizational Development | | | |
|--|--|------------------------|--------------------------|
| Project Title | Board and Committee Meetings | OWEB Grant # | |
| Responsible Parties | Board Member | Priority | High |
| Project Description | <p>A key strategy for sustaining and augmenting the Council's current organizational health is for the Council to conduct routine, effective meetings of the Board and a variety of committees. The Board and committees provide essential support for the Council's organizational health, watershed programs, and planning efforts.</p> <p>The Council Board has arranged to meet between six and eight times a year to provide Board members with opportunities to engage in Council related activities, and strategic planning efforts. Board members are also integral participants and leaders of committees. On an annual basis, the Council Board will conduct vital reviews of the organization's health, including self-evaluations, bylaws, policies and procedures, staff evaluations, work plans, and budgets.</p> <p>The Council currently maintains two committees: a fiscal committee and a fish passage technical advisory committee (TAC). To support the Council's capacity to implement the goals and actions of the Council's 2013 Action Plan, the Council plans to add at least two committees, including a Capacity Building Committee, and an Action Plan Implementation TAC. When the Council's capacity allows, two additional committees may be formed, including a Salmon-Safe TAC, and a Pesticide Stewardship Partnership (PSP) TAC. The Council's coordinator will provide assistance and support for all of the committees, but the goal is for specific Board members to serve as facilitators/chairs of the committees.</p> | In Council Action Plan | Yes |
| Key Partners | ODFW, Polk/Yamhill SWCD's, Weyerhaeuser, Hampton, other Watershed Councils | | |
| Limiting Factor(s) | Staff capacity, Board Capacity, Lack of Knowledge, Board Skills, Staff Skills, Training, Habitat Access - Impaired access to habitat, Hydrograph / Water quantity Altered hydrology, Physical Habitat - Altered quality of physical habitat, Water Quality - Altered physical, chemical or biological water characteristics, Knowledge Gaps - Lack of Information | | |
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| Original Date | | % Complete | Ongoing council activity |

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| Challenges | The Council has struggled to maintain effective organizational health for many years. The Council has made progress in addressing these capacity issues since 2012 and the Council plans to intensify these efforts in the coming two years. The greatest challenge to accomplishing these tasks will be the current limited capacity of the Council's Board and staff. | | |
| Opportunities | <p>The Board and non-technical committee meetings will provide opportunities for the Council Board members to review and discuss the Council's on-going activities, its organizational health, identify and discuss new Council activities, and share relevant information relating to partner organization activities.</p> <p>The TAC meetings provide opportunities for the Council to develop future projects, engage partners and new members, and establish credibility and visibility among community members</p> | | |
| Planned Deliverables | <p>a. 6 - 8 meetings of the Board each year, including annual reviews of the Council's organizational health</p> <p>b. Routine meetings of current committees – fiscal and fish passage TAC</p> <p>c. Formation of at least two priority committees – a capacity building committee and an Action Plan Implementation committee.</p> <p>d. Explore formation of two additional committees – a Salmon Safe TAC and a Pesticide Stewardship Partnership TAC</p> | | |

| Project Category: Organizational Development | | | |
|--|--|------------------------|--|
| Project Title | Capacity Building Strategy and Action Plan | OWEB Grant # | |
| Responsible Parties | Board Member | Priority | High |
| Project Description | As identified in the Council's 2013 Action Plan and 2013 Council Self-Evaluation, organizational health is a key limiting factor for the Council. The Council has struggled since the early to mid 2000's to effectively build and maintain capacity. This lack of organizational health has been a critical detriment, stymieing the Council's ability to mature into a high-performing organization that provides natural resource leadership to the Greater Yamhill community. The Council currently lacks the capacities necessary to increase and sustain its effectiveness. High priority capacity concerns for the Council are to recruit a working Board, build a healthy volunteer base, effectively communicate with the outside community, provide training opportunities to staff and Board members, and expand its funding sources. With new leadership and staff joining the Council in 2012, the Council has begun to take action on these capacity issues. In order to maintain and augment the current upward trajectory, the Council is committed to a strategic and concerted effort to address its capacity limitations. To accomplish this goal, staff and Board members will work in consultation with other watershed councils and non-profit technical advisors to identify successful strategies and actions to build capacity. This may result in recommendations to hire a contracted facilitator to help the Council achieve its goals. The Council Board and staff will ensure that the resulting strategy and action plan will specifically focus on identifying and addressing needs in terms of successfully implementing the actions and goals of the 2013 Action Plan. Following completion of the capacity building strategy and action plan, Council Board and Staff will work in tandem to implement the priority actions identified. | In Council Action Plan | Yes |
| Key Partners | Umatilla Watershed Council, Coos Bay Watershed Council, Gilliam - East John Day Watershed Council, | | |
| Limiting Factor(s) | Staff capacity, Board Capacity, Lack of Knowledge, Board Skills, Staff Skills, Training | | |
| Original Date | | % Complete | 5-30% - Conceptual/ Planning/ Submitting Grant application |

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| Challenges | There will be a significant learning curve for this project as it will be the Council's first concerted capacity building effort in many years and potentially the first time that the Council will have reached out to others for this type of technical assistance. The greatest challenge to accomplishing this task will be the current limited capacity of the Council's Board and staff. | | |
| Opportunities | Developing this strategy and action plan is an essential first step to bring the Council to the next level of operational, programmatic, financial, and organizational maturity, in order to more effectively and efficiently fulfill its mission. By consulting with other Watershed Council's and non-profit technical advisors, the Council will be able to develop a sound capacity building strategy based on real-world experience rather than theory or conjecture. | | |
| Planned Deliverables | <p>a. Develop a capacity building strategy and action plan designed to address the Council's needs in terms of successfully implementing the 2013 Action Plan.</p> <p>b. Begin implementing high priority actions identified</p> | | |