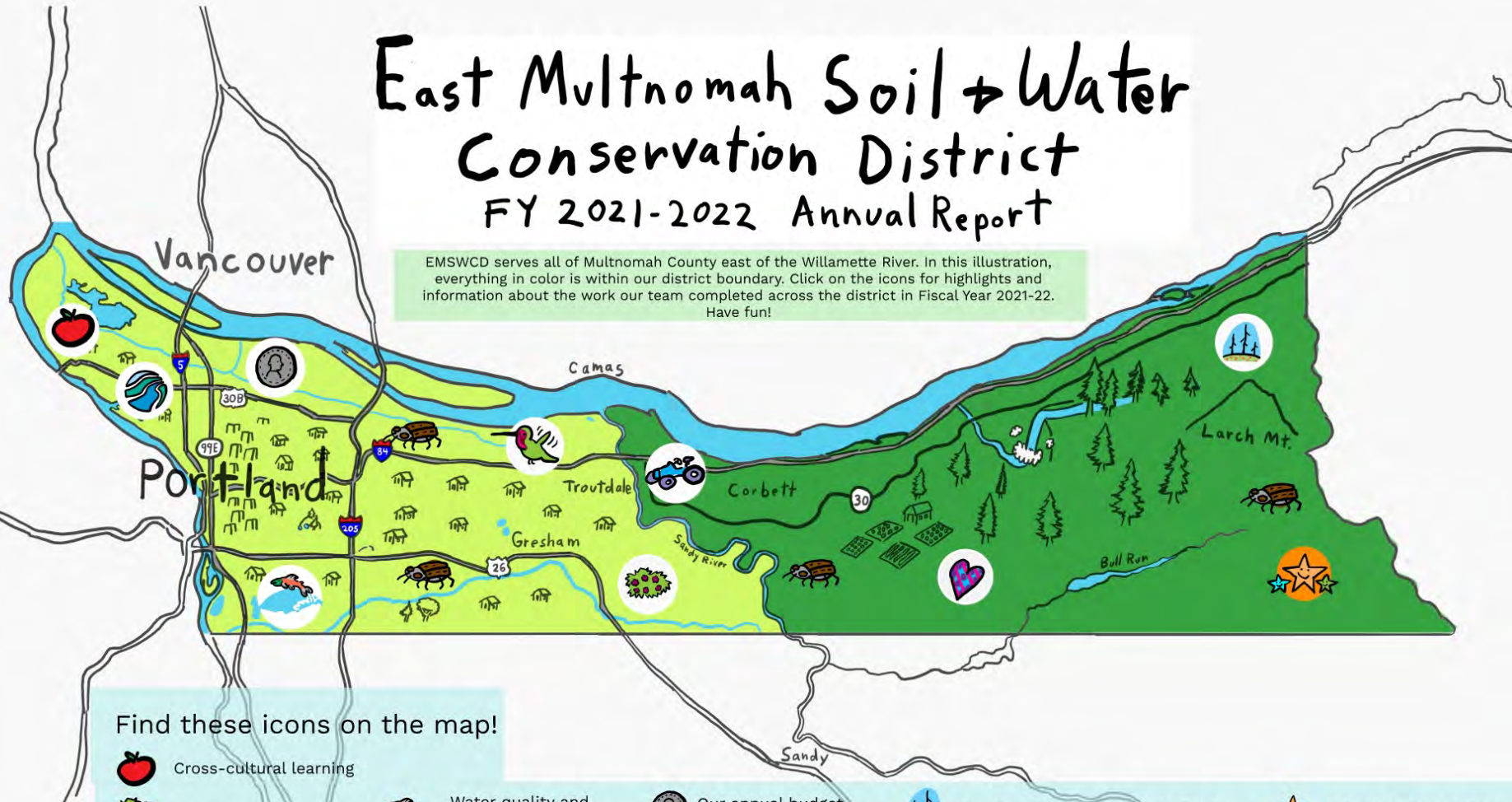


East Multnomah Soil + Water Conservation District FY 2021-2022 Annual Report

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Find these icons on the map!



Cross-cultural learning



Support for new farmers



Improving farm practices



Water quality and habitat



Conservation at home



Our annual budget



Improving organizational culture



Boosting resilience at Eagle Creek



Tribute to a land protector



Partners & Contractors



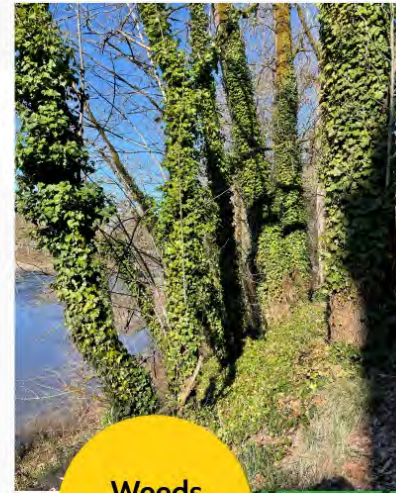
Facts and Figures

Giving Forest Health a Boost After the Eagle Creek Fire 🌲

It has been five years since nearly 50,000 acres of the Columbia River Gorge National Scenic Area burned. Many of us remember those dark days as the air filled with smoke and ash fell from the sky. Many were left wondering, what would happen to some of their favorite hiking spots? Would the forest recover? Would it ever look the same?

How is the forest doing now? In 2017, the decision was made NOT to replant the area but let the forest grow back on its own. While this fire was devastating and avoidable, naturally occurring fires can be a necessary part of a native plant's lifecycle and contribute to a healthy forest. Fire removes low-growing underbrush, cleans the forest floor of debris, opens it up to sunlight, and nourishes the soil, allowing established trees to grow stronger and healthier.

But what else thrives during big disturbance events like fires? Invasive plants. Eagle Creek's land managers, the US Forest Service and Oregon Parks and Recreation Department, asked EMSWCD to lead the response and coordinate efforts to control invasive weeds in this delicate ecosystem. Our team is giving the new growth of native species a chance to survive without being outcompeted. Five years later, crucial habitat in this special place is once again thriving.



Weeds Program



Photo Album



Year in numbers: This year, our work in the Eagle Creek Scenic area, combined with the rest of the work we do to manage natural areas throughout the boundaries of our district, kept 16 high priority invasive species under control.

WORK IN THE BURNZONE



About our Weeds Program

Our Weeds Program protects the ecosystems of beloved natural areas in and around the Gorge from being overtaken by invasive weeds. Working with private landowners, government agencies, and nonprofits, we catch some of the most aggressive plants before they have a chance to spread catastrophically. This strategy is called “early detection, rapid response,” or EDRR, and is used by conservation districts across the US.

Learn more about our Weeds Program:
<https://emswcd.org/on-your-land/weeds/>

High Priority (EDRR) weeds:

- Garlic Mustard
- False Brome
- Knotweed
- English Ivy
- Clematis
- Shining Geranium
- Skeleton Weed
- Giant Hogweed
- Purple Loosestrife
- Impatiens bi-color
- Yellow Archangel
- Tree of Heaven
- Wild Chervil





April 2018



April 2018



April 2018



EMSWCD staff July 2018

Eagle Creek Burn Area



Weeds dominating the landscape



Summer 2021



Summer 2021



April 2018

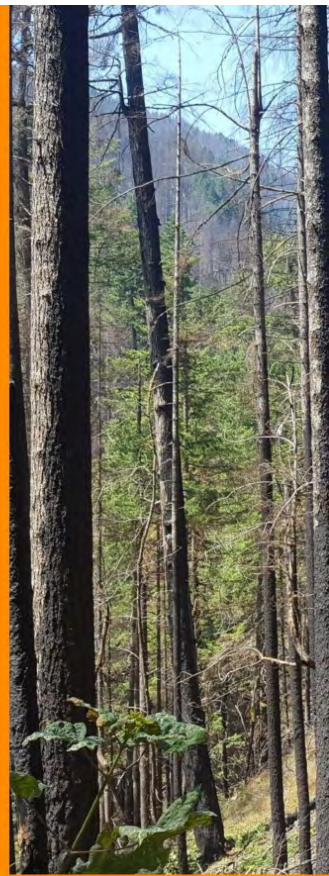


April 2018





April 2018



EMSV



EMSWCD staff July 2018



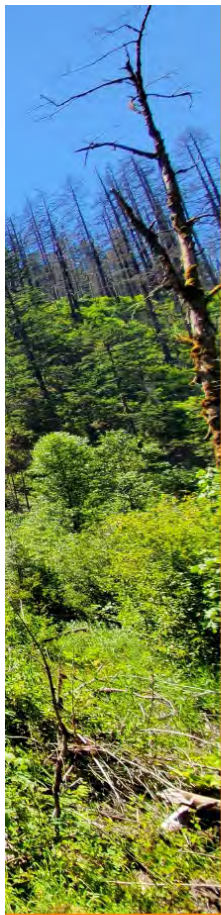
Weeds dominating the
landscape





e

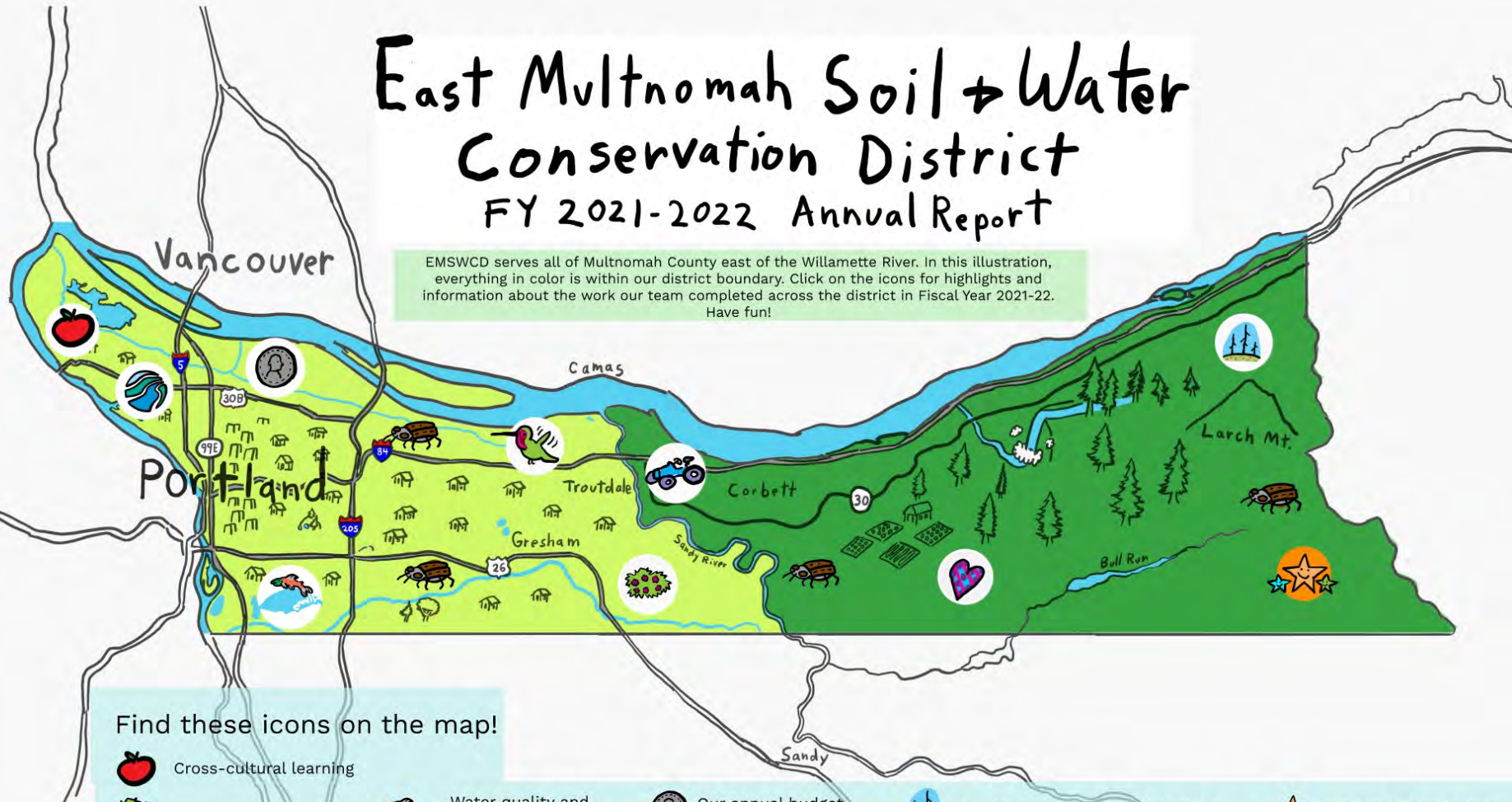
Summer 2021



Summer 2021

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Facts and Figures

Dianna Pope

Dianna Pope, one of our long-loved and retired board members, passed away this year. Dianna began her service on EMSWCD's Board as an Associate Director in 1982. Elected as a full Director in 1984, Dianna was re-elected every four years through 2010. After 32 years of service to EMSWCD, Dianna stepped down in December 2014 from her Board Director position but continued to serve as a Director Emeritus. During her 32-year tenure at EMSWCD, Dianna served as Board Chair, Treasurer, and Secretary and served on our committees.

Dianna's service with EMSWCD began long before we had a tax base, so in the early years she, along with other Board Directors and Associate Directors, took on most of the day-to-day work of EMSWCD. Her time with us focused on working with local people to achieve consensus on natural resource issues, serving as a "bridge" between people with different – often opposing – points of view. Dianna's leadership supported and helped realize many monumental achievements, including the establishment of three local watershed councils, urban conservation programming, and our tax base.

In 2014, a 14.5-acre streamside forest at Headwaters Farm was designated The Dianna Pope Natural Area in recognition of Dianna's 32 years of service on the EMSWCD Board.



From EMSWCD

Dianna was extremely dedicated to EMSWCD, and her tireless work over the years was crucial. She believed that engaging people about soil and water is the best way to conserve and protect it.

– Julie DiLeone, Rural Lands Program Supervisor

Being a nurse, she understood the importance of a healthy environment and its relationship to human health. She was an avid supporter of our urban work and recognized the uniqueness we represented in comparison with other SWCD in the West (in that we sit right in the middle of a major metropolitan area).

– Kathy Shearin, Urban Lands Program Supervisor

I first met Dianna at an East County farm tour event in 2011 where I brought a couple of baby goats over to Dancing Roots Farm. Diana showed up and started chatting with me and asked me if I would ever consider running for a position on the Board of Directors at EMSWCD; just over a year later, I was sworn in as an Associate Director. In 2014 she opted not to run for reelection, opening the door for me to run for the seat she had held for so many years, and I am forever grateful to her for helping cultivate my passion for public service. Her dedication to the district will always be an inspiration to me.

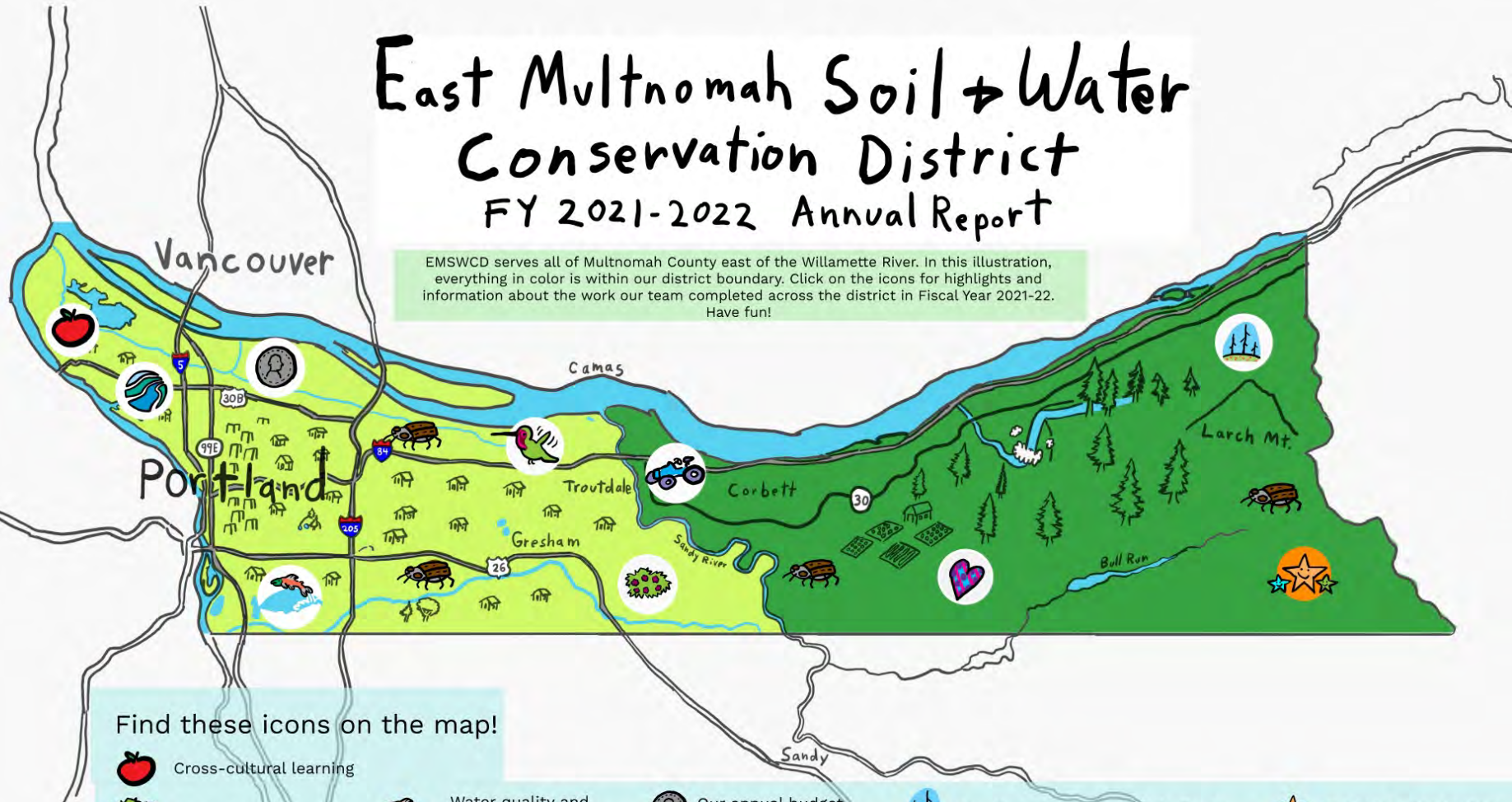
– Mike Guebert, Director, EMSWCD Zone 3

Dianna in big part inspired me to join the EMSWCD Board to carry on her work. All organizations have members who stand out in their contributions, and Dianna did that in her gentle and determined way. She was great.

– Joe Rossi, Director, EMSWCD Zone 1

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Tribute to a land protector



Partners & Contractors



Facts and Figures

Supporting Local Farms and Farmers

Berny Farm is a historic 50-acre farm near Corbett, Oregon that recently changed hands. While earlier owners used the land to graze cattle, the new owner is converting the pasture to vegetable farms. This can be a delicate process because different land uses impact soil and water health differently.

We are partnering with the new owner of Berny Farm on several projects to protect water quality and improve wildlife habitat, while increasing the production and efficiency of their land. Some of the newly converted farmland is also being leased by new farmers, meeting another one of our goals by lowering barriers to starting a farm in East Multnomah County.

EMSWCD partners with farmers all over the district to assist with farm planning and the funding and development of projects that address soil and water concerns.

Year in Numbers:

This year, we provided 15 rural land managers with planning, advice, and project support.



Shawn Linehan
Photography

Wild Roots, Fawn Lily, & Mora Mora find a home!

Farmland is increasingly expensive in Multnomah County, which makes it tough for new farmers to find affordable land to grow food for our nearby cities.

Brian and Mary of Wild Roots Farm graduated from EMSWCD's Headwaters Incubator Program (HIP) in 2019 and needed land to continue their business.

HIP is designed to help new farmers develop their farm businesses. While at HIP, Brian and Mary were able to rent affordable farmland and equipment, connect with other growers, build a customer base, and turn their dream into a thriving business. After four years at HIP, Brian and Mary began looking for nearby farmland of their own. They ultimately landed at Berny Farm, just miles from Headwaters Farm, home base of the HIP program. There they grow vegetables for farmers markets, restaurants, and their CSA (Community Supported Agriculture). In 2021 Wild Roots brought fellow HIP graduate Lindsay, of Fawn Lily Farm, with them to their new location. They will soon be joined by Catherine, of Mora Mora Farm, when she graduates from the HIP program in the winter of 2022.

As land prices continue to rise, we appreciate when HIP graduates are able to work together to stay local and continue growing both their businesses and fresh, healthy food for our communities.

Learn more about HIP: <https://emswcd.org/farm-incubator/>



Shawn Linehan Photography

Year in Numbers: HIP supported and provided affordable land for 17 active farm businesses this year. Three farmers graduated from the program in the Winter of 2021.

Partnering with Farmers to Prevent Erosion

One of the things we worry about as a soil and water conservation district is erosion. When soil runs off fields and roads into waterways, not only are we permanently losing valuable topsoil, but soil suspended in water can clog fish gills. Additionally, as soil particles flow off farm fields, they attach to chemicals such as fertilizers and pesticides and carry them into the stream, adding toxins to the water. The transition of the fields on Berny Farm from cattle grazing and hay production to vegetable production has resulted in a significant increase in equipment traffic on the dirt roads, causing increased soil run off into nearby streams.

This year the owner of Berny Farm reached out to us for help addressing these water quality issues. Together we created a project that stopped soil runoff by replacing dirt roads with gravel ones and slowed the flow of water through the property. The project received funding from our Cooperative Landowner Incentive Program (CLIP).

For private landowners, CLIP supplies 75% of the cost of installing approved conservation practices. Through our partnership with Berny Farm, water quality and habitat has improved for everyone, people and animals alike.

Learn more about Erosion and request a site visit: <https://emswcd.org/on-your-land/erosion-solutions/>



Year in Numbers: The gravel road replaced 22,500 square feet of dirt that will no longer erode into nearby waterways.



Before



After

StreamCare Restores Forest Along Bonnie Brook

The Sandy River often gets too warm in the summer for the salmon and wildlife that call it home. Because of that, the Sandy and the smaller streams that flow into it are a high priority for reforestation.

In February of 2021, EMSWCD's StreamCare program planted 1930 trees and shrubs along Bonnie Brook as it flows through Berny Farm on its way to the Sandy River. As these new plants grow, they will cast shade on the stream, lowering water temperatures for salmon and improving wildlife habitat.

Unfortunately, in the summer of 2021, the heat dome killed many of the young plants, and had to be replanted the following year with 950 more plants. As drought and record-breaking temperatures increase with climate change, we will likely see more plant death on restoration sites such as these. EMSWCD continues to explore ways to make our landscapes more resilient to extreme weather events.

Learn More about our StreamCare Program: <https://emswcd.org/on-your-land/streamcare/>

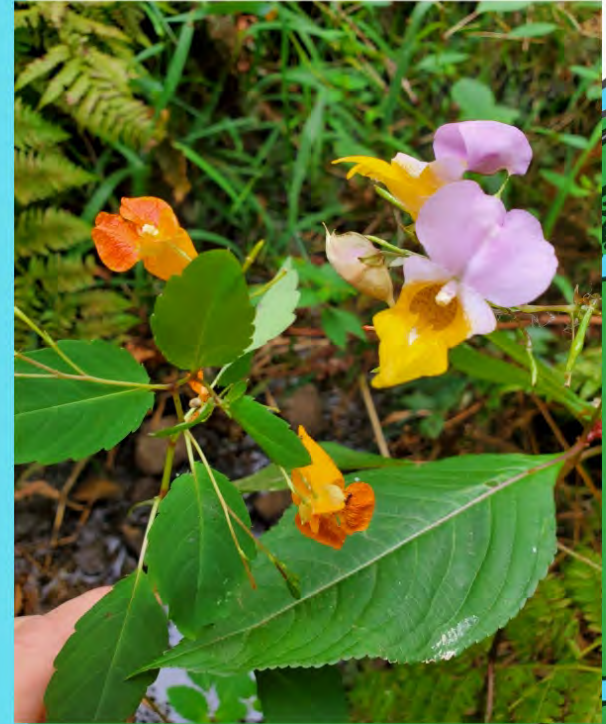


Year in Numbers: This year alone the StreamCare program planted 18,650 native trees and shrubs along streams on nine properties.

Weeds - Impatiens bicolor

During property surveys a high priority weed, impatiens bicolor, was discovered along the stream. The EMSWCD weeds team assessed the risk and determined to pursue eradication. This is a very uncommon but highly aggressive weed so finding it and treating it early was key to keep it from spreading to neighboring properties.

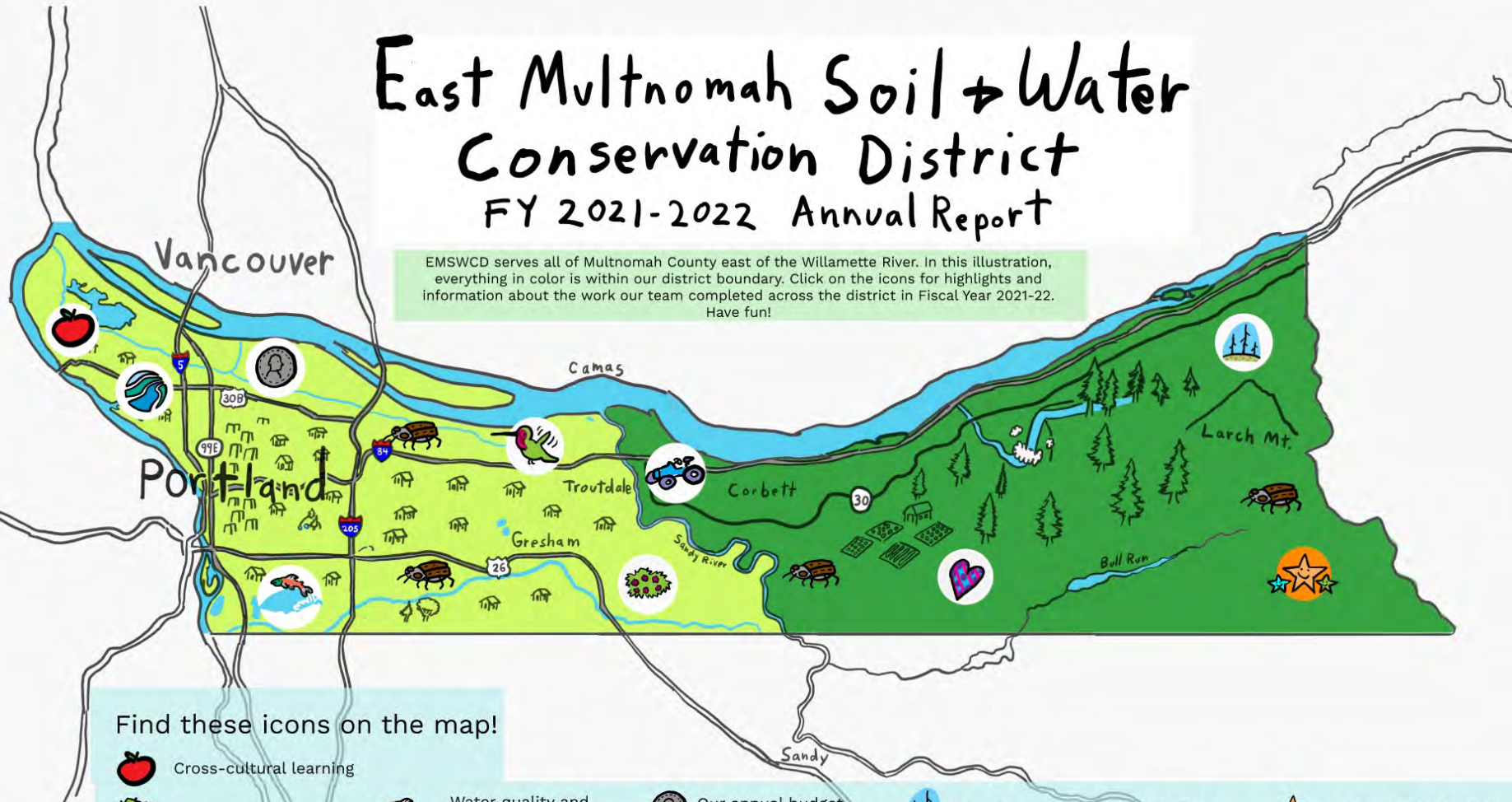
Learn more about our Weeds Program:
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impatiens capensis and bicolor

East Multnomah Soil + Water Conservation District FY 2021-2022 Annual Report

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Find these icons on the map!



Cross-cultural learning



Support for new farmers



Improving farm practices



Water quality and habitat



Conservation at home



Our annual budget



Improving organizational culture



Boosting resilience at Eagle Creek



Tribute to a land protector



Partners & Contractors



Facts and Figures

Thimbleberry Farm Partnership 🍄

The Thimbleberry Collaborative Farm is a small farm with a big dream: to supply local communities with healthy, affordable food; to deliver accessible educational programs that connect people to their food; and to provide a space for folks to gather, share meals, learn, and build community around food. But in order to realize their vision, this youth-focused farming organization needed somewhere to farm temporarily while they looked for a permanent home. We had just the place. Headwaters Farm, home of our Headwaters Incubator Program (HIP), had space available.

In June 2021, Thimbleberry Collaborative Farm signed a lease with EMSWCD for half an acre at Headwaters. The agreement is designed to support the work – and accelerate the impact – of this new nonprofit organization as they seek a long-term home. Thimbleberry Farm's first year and first harvest allowed them to donate more than 1100 pounds of produce to food pantries in East Multnomah County. They were also able to teach school groups about farming and conservation, adapting materials to the ages and needs of the participants.

Programming

Helping us
meet our
Mission



Thimbleberry Collaborative Farm's mission aligns with our priorities

At EMSWCD we see our role as a partner, collaborator, and supporter. Of course, we can't meet our mission and goals all by ourselves. Luckily, there are fantastic organizations like Thimbleberry Farm doing similar but unique work, and together we are working towards a future where everyone has access to affordable, healthy food.

By supporting partners with funding, technical assistance, and even access to land, we can leverage our resources to fulfill their ambitious and important missions, all while furthering our own.

Check out for more information: <https://thimbleberrycollaborativefarm.org/>



Thimbleberry's Programs

1. Events

- family friendly
- inclusive (low-cost or free)

2. Workshops

- sustainable farming
- medicinal plant uses
- food preservation

3. School field trips

4. Food production and donation



Thimbleberry serves:

- Students
 - Gresham-Barlow School District – this year
 - Reynolds School District – next year
- Community members
- Families
- Folks facing food insecurity
- Future gardeners/farmers

WORKSHOP

All About Herbs



**RISE UP
REMEDIES**

&

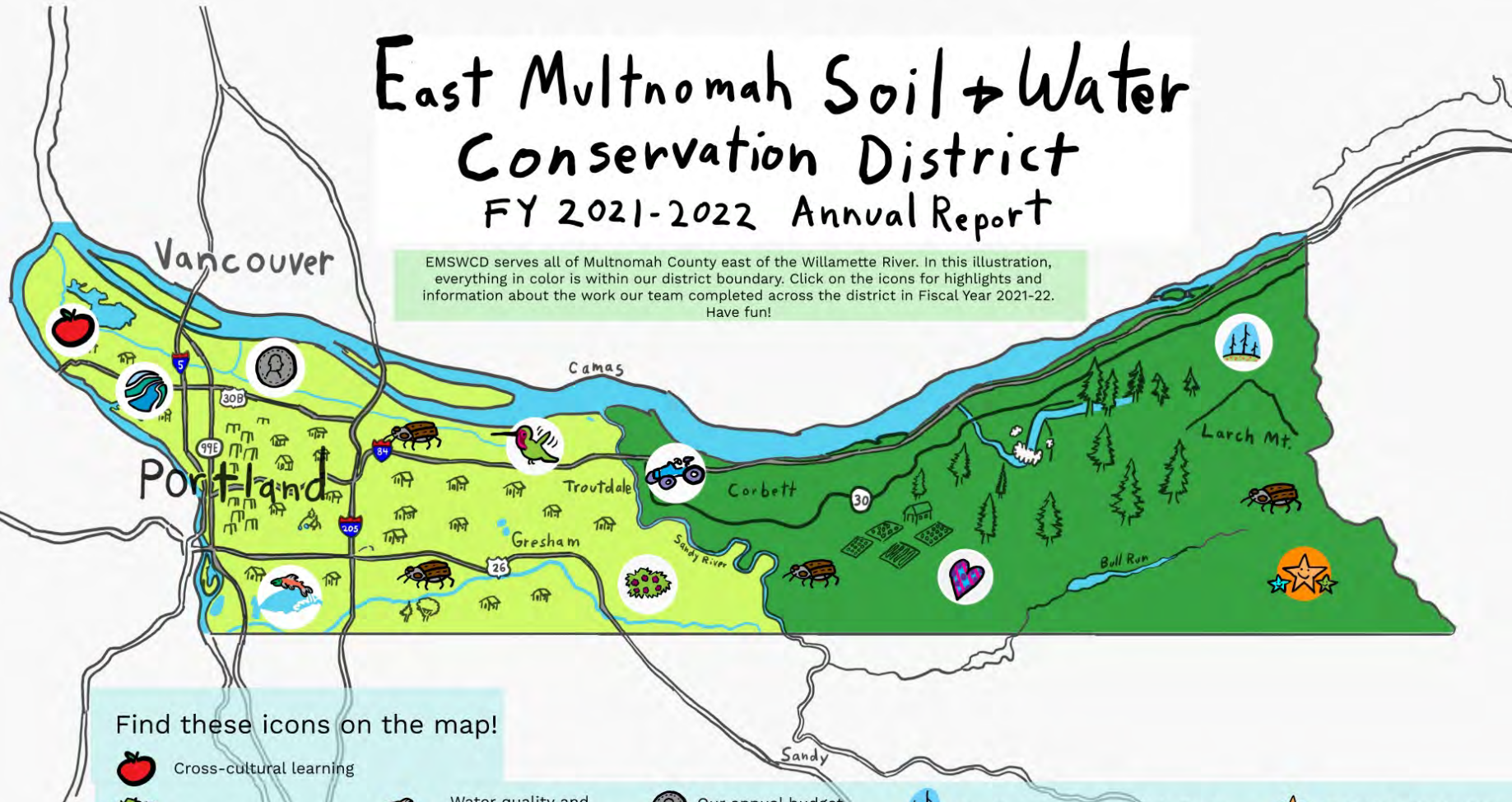


FRI 9/9, 10AM-12PM



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Facts and Figures

Workshops for the Community

Many of us are faced with the dilemma of wanting a beautiful garden, but not wanting to spend a lot of time, water, and money planting and maintaining it. You want to go out into your yard and see butterflies enjoying nectar from your flowers, salamanders hiding out in the underbrush, and birds flitting about in the trees. But you're not sure how to change up your outdoor space to make it beneficial to the plants and animals that live in our part of Oregon. And how do you do it without breaking the bank with watering and fertilizer costs?

EMSWCD works with partners and contractors to provide high-quality free educational programming to help folks change their yard and make a larger impact in our community. Our workshops help residents make their yards and gardens more water-wise, resilient to climate change, and beneficial to local wildlife – like birds, bugs and bees.

Year in numbers: This year about 850 people attended our live online sessions with additional people watching recordings of the webinars.

Program
Reach

*INVITING WILDLIFE
TO YOUR
OUTDOOR SPACE*

Before &
After a
Workshop

**CLIMATE
RESILIENCE**

At Home, In Your Yard, and Beyond



Raingarden Installation

Before and after from a workshop participant

"My family has spent HOURS together watching all of the bugs, bees, birds, etc. When we just had grass, we spent very little time "enjoying" our space, and it was a LOT of work and very expensive to keep the grass green and in good condition."



Initial planting



Sheet mulching around the
raingarden



After

Workshop Attendance this Year

106 participants – 1-hour virtual presentations
(Spring 2022 only)

49 participants – 2 or 4-hour online/live
workshops (Fall 2021 through Spring)

850 attended live sessions; additional reach
through webinar recordings

Feedback from past participants and surveys of topics that interest community members led to new workshop topics for Fall 2022 including: Climate Resilience: In Your Yard and Beyond, Outdoor Water Conservation, and Landscaping for Wildlife.

Check our website for more information on how to sign up.

<https://emswcd.org/workshops-and-events/upcoming-workshops/>

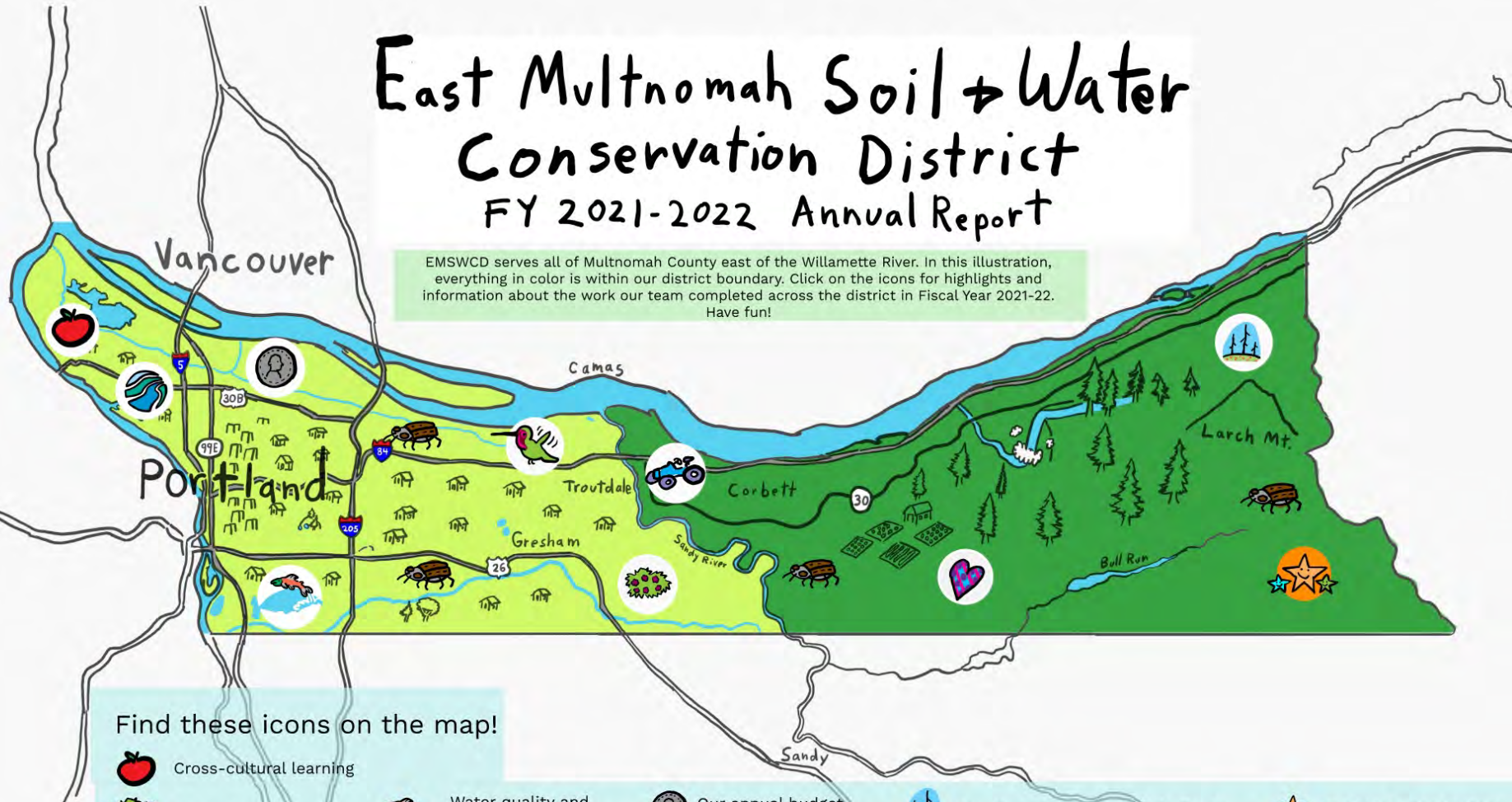
Workshop Topics

- Landscaping with Edibles
- Beneficial Insects
- Urban Weeds
- Naturescaping
- Native Plants
- Rain Gardens
- Pollinators



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Facts and Figures

Johnson Creek Restoration

Johnson Creek flows through the heart of Gresham and Southeast Portland. As these cities grew, development took its toll on the once thriving creek. Pollution runoff from roads, loss of streamside forests, and soil erosion are just some of the issues facing the fish and wildlife that remain.

To bring the habitats back to health, EMSWCD has been working with private landowners and Johnson Creek Watershed Council to remove invasive species and restore a healthy and diverse forest along the creek. Eight years into our partnership, we are increasing habitat, cleaning runoff, providing more food for wildlife, and cooling the creek by replanting these streamside forests. EMSWCD is proud to be part of a community of local nonprofits, volunteers, and government agencies that have worked together to bring Johnson Creek back to health over the past 20 years.

The area we are working in is close to several other active restoration projects in the watershed, including Leach Botanical Gardens, Brookside Wetlands, and the Cedar Crossing bridge. Every successful project in this area enhances the value and effectiveness of the others nearby. These projects not only benefit fish and wildlife but also directly benefit the people who visit natural areas along Johnson Creek to relax, recreate and enjoy seeing wildlife.



Important
Features

Find 10 Differences.



-Tom Jagner 2016-

Year in Numbers:

This year our cost share program funded the planting of 2650 plants along Johnson Creek.



Threats to
the Creek

Why we care about Johnson Creek

Johnson Creek is one of the last free-flowing streams in EMSWCD's urban area and provides important habitat for coho, Chinook salmon, and steelhead to migrate and spawn.

The creek runs through miles of forest filled with large trees and a diverse understory, keeping the water relatively cool, clean, and shaded from the summer sun.

Fallen trees create pools of cool water for fish to rest and hide from predators.

Areas along the creek provide seasonal flood storage and protect private property.

Black-tailed deer, coyotes, great horned owls, wood ducks, red-legged frogs, fresh-water mussels, trout, and many other species live here year-round.

Learn more about Stream and Rivers:

<https://emswcd.org/on-your-land/streams-and-rivers/>



Threats to the Creek

Water quality in Johnson Creek is the greatest threat to wildlife. The water is too warm and dirty for fish and other critters to thrive.

Without healthy trees and shrubs along the creek, runoff is muddier and contains more pollutants, reducing water quality.

Areas lacking shade also receive more sunlight which warms the water, making it hard for salmon to survive.

Non-native plants can be aggressive, crowding out important native understory plants that wildlife depends on for survival.

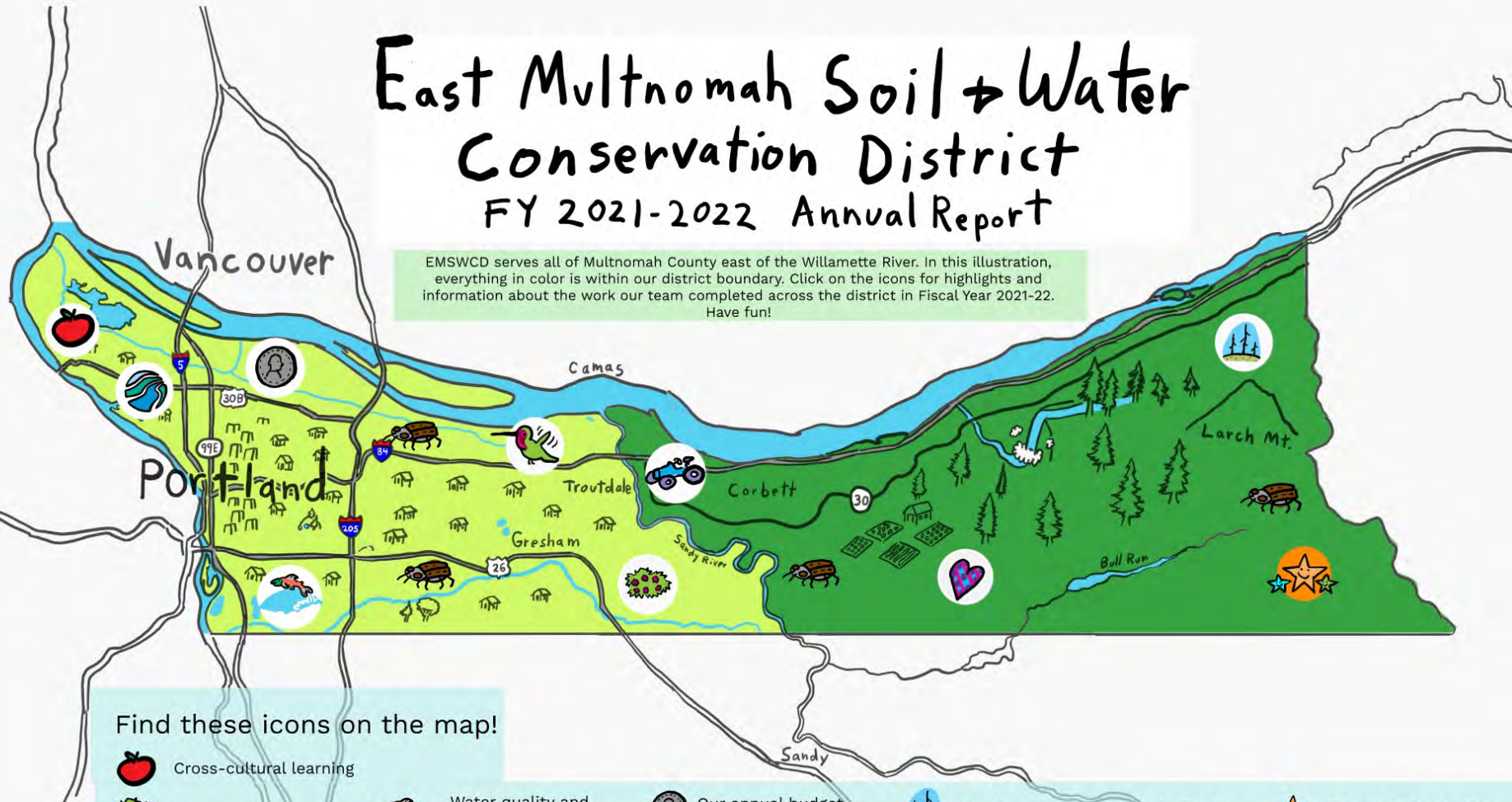
Aggressive invasive species including English laurel, English holly, Himalayan blackberry, Japanese knotweed, garlic mustard, and lesser celandine, tend to steal space from important native plants.

English ivy, another aggressive non-native plant, can kill mature trees, contributing to more soil erosion along stream banks.



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Facts and Figures

Your dollars

In 2004, voters approved a tax base for EMSWCD of \$0.10 per \$1,000 of assessed value of property in Multnomah County, east of the Willamette River. This is paid directly by landowners, but indirectly by renters and businesses. In Fiscal Year 21-22, we received \$5.4 million in property tax revenue.

The District's overall budget consists of General Funds for programmatic work and contingency, as well as two Special Funds for grants, land easement, and acquisitions.



Total EMSWCD Budget FY 21-22:
\$16.1M

Property Tax Revenue received:
\$5.4M

Expenditures by Program FY 21-22

Finance & Operations: \$1,016,153

Rural Lands: \$1,044,580

Urban Lands: \$667,008

Conservation Legacy: \$491,235

Headwaters Farm: \$412,133

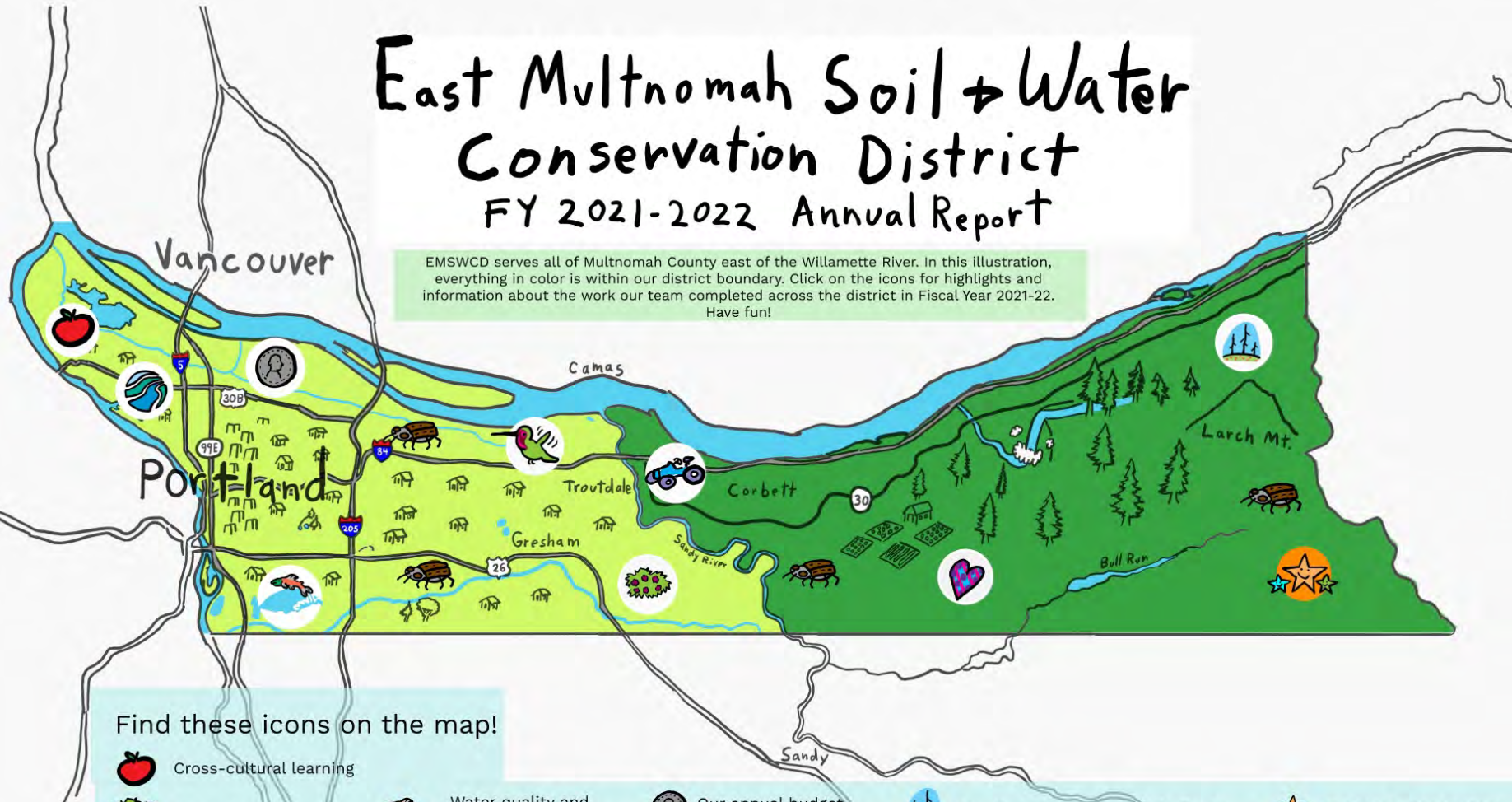
Land Capital & Grant Funds Budget FY 21-22

Land Conservation Fund: \$6.9M

Grants Fund: \$1.5M

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Facts and Figures

Strengthening our Organization at the Roots

At EMSWCD, we are small but mighty. How do we do what we do so well with so few? Think of us as a native plant, flourishing, growing, and strong. As the seasons go by, we grow stronger. The Finance & Operations Team at EMSWCD is like the root system of that plant. While not visible above ground, without this support, the plant won't thrive. A variety of day-to-day operations and finance functions help to keep our lights on and the wheels turning.

Every year we strengthen the roots of the organization by preparing and monitoring our budget, providing IT support and website updates, maintaining our 117-year-old historic building in North Portland, supporting our Board of Directors and their committee work, answering the phone, and engaging with the public. There were some noteworthy highlights this year that not only kept the organization running, but improved the conditions for our small but mighty team.



Hiring Process

EMSWCD has always tried to use fair practices when hiring, and that requires regularly applying an equity lens to our hiring and onboarding processes. This year EMSWCD contracted with Pacific HR to develop a more equitable hiring process in partnership with our internal Equity Team. This improved how we conduct our recruitment efforts from applicant review to interviews, and everything in between. Our new system aims to eliminate bias from the hiring process and result in rich, equitable, and meaningful hires.



Four new staff members were hired and onboarded (100% virtually!) using this new process this year.

Welcome!

Asianna Fernandez

Tiffany Mancillas

Heather Nelson Kent

Sasha Schwenk



Employee Handbook

EMSWCD's Executive Director and Chief of Finance & Operations worked closely with human resources consultant Pacific HR on updating the Employee Handbook to comply with current law and reflect our District's values. Our process included review and feedback by staff and our internal Equity Team. We then engaged our attorneys to review and evaluate it. As it neared the finish line, the Employee Handbook was presented to the Personnel Committee of our Board and subsequently approved by the full Board.

Highlights:

Anti Harassment & Anti Discrimination Policy

Updated to align with state requirements for written policies

Grievance Policy

New policy providing employees guidance for raising a complaint

Standard of Conduct

Created to align with current best practices Outlines consequences for serious infractions

Introduction

About This Handbook

This handbook is intended as a general guide to East Multnomah Soil & Water Conservation District (hereafter referred to as "EMSWCD" or "the District") policies and procedures and is designed to answer questions you may have. If you do not understand a policy, please contact the Executive Director for clarification. This handbook is not a contract of employment, nor is it intended to create a contract of employment. Only the Executive Director has the authority to enter into a contract of employment on the District's behalf. EMSWCD reserves the right to interpret, modify, rescind, amend, or supplement any or all benefits, policies and procedures outlined in the handbook at any time, with or without notice, as appropriate.

Our Mission

We help people care for land and water.

Our Vision

Our lands and waters are healthy and sustain farms, forests, wildlife, and communities.

EMSWCD Equity Statement

At EMSWCD we understand that conservation and social justice are interconnected, and that we have much to learn about the history and implications of this relationship. We cannot authentically and effectively advance our mission of helping people care for land and water without also caring for people. Everyone deserves a healthy environment and should have a voice in shaping what that means for their community. At EMSWCD, we know it is our responsibility to make the organization and our work more equitable. By investing in efforts that foster diversity, equity, inclusion, and justice, we endeavor to create more effective and enduring conservation benefits for all.

Public Servants

As government employees, EMSWCD employees have certain responsibilities that private sector employees do not have and are subject to additional policies and restrictions. Philosophically, the basis for these additional responsibilities is that EMSWCD employees are here to do the public's work on behalf of the public. EMSWCD employees have a responsibility to make a good faith effort to be fair, transparent, and unbiased in all workplace activities. The policies describe the specific expectations for personal conduct while working for EMSWCD.

General Expectations

EMSWCD expects all employees to know and comply with laws and policies relevant to their work. Employees are expected to perform their work in a manner that supports EMSWCD's mission and to comply with appropriate supervision and direction. Employees are expected to resolve conflicts in a professional and constructive manner, employing the Agreements (listed in the Appendix section of this Handbook) that guide our work with each other and our constituents.

When performing EMSWCD work, all employees are expected to communicate and behave in a way that reflects well on EMSWCD.

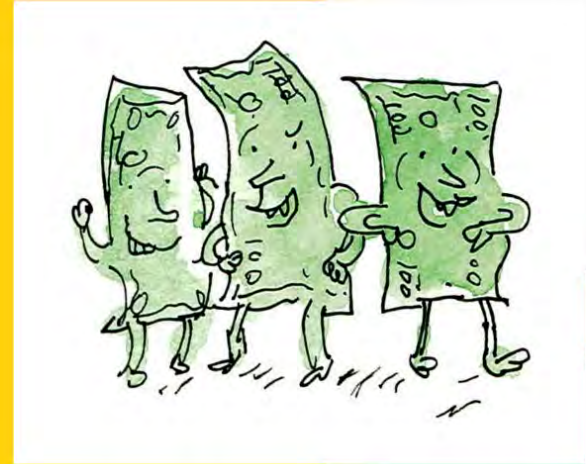
EMSWCD Wage Analysis

How do we keep our talented staff? We pay them fairly, equitably, and in accordance with the Oregon Equal Pay Act. This year EMSWCD hired Compensation Connections to conduct a wage analysis to ensure we are not just meeting the bare minimum but using compensation best practices for all current and future EMSWCD staff.

Our analysis also allowed us to look more holistically at the skills and backgrounds of our staff and how we measured up against others doing similar work in the region. It's important that we deepen our engagement with the community and a staff that reflects the communities we serve will help us do that. So we also updated our policy to compensate staff that speak languages other than English.

Based on this new market data and analysis, we changed our classification system, updated salary ranges to align with the new classification categories, and made recommendations for wage adjustments to the Board of Directors. The Board approved those adjustments, and they were built into the Fiscal Year 2022-2023 budget.

Sixteen of our 23 staff members were recommended for and recieved a wage adjustment.



The EMSWCD Board of Directors approved increasing the maximum annual Cost of Living Index (COLI) from 2.95% to 5.0% based on the previous 12-month CPI average published in July of each year.

EMSWCD Staff 2021-2022



Heather
Nelson Kent



Katie
Meckes



Nick
Pfeil



Rowan
Steele



Alex
Woolery



Dan
Mittch



Matt
Shipkey



Chelsea
White-Brainard



Scot
Wood



Sasha
Schwenk



Asianna
Fernandez



Julie
DiLeone



Jeremy
Baker



Lucas
Nipp



Nancy
Hamilton



Monica
McAllister



Tiffany
Mancillas



Kathy
Shearin



Whitney
Bailey



Jon
Wagner



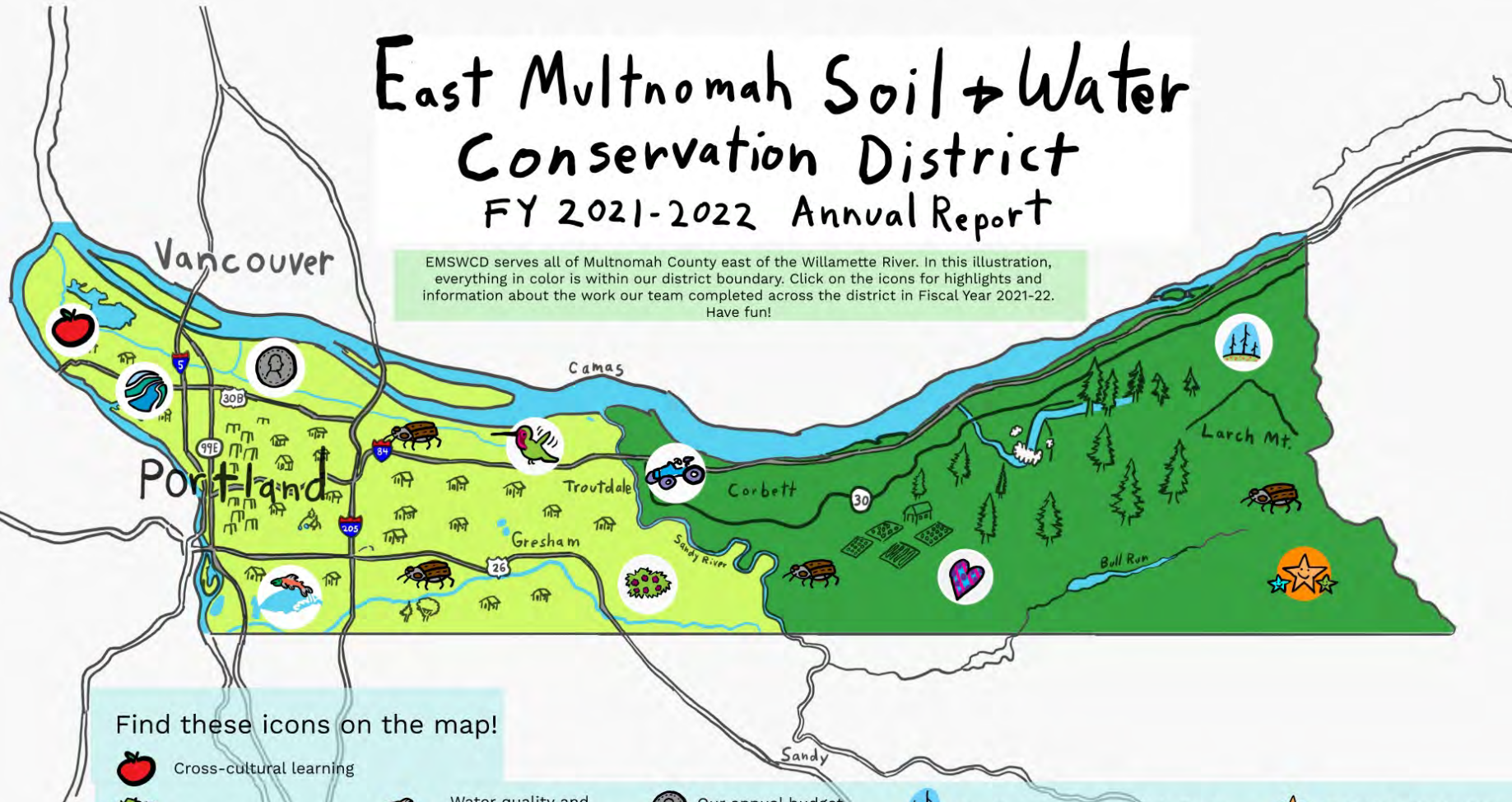
Chris
Aldassy

Check out
what each
staff member
does to keep
EMSWCD
running!

→ <https://emswcd.org/about/staff/>

East Multnomah Soil & Water Conservation District FY 2021-2022 Annual Report

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Find these icons on the map!



Cross-cultural learning



Support for new farmers



Improving farm practices



Water quality and habitat



Conservation at home



Our annual budget



Improving organizational culture



Boosting resilience at Eagle Creek



Tribute to a land protector



Partners & Contractors



Facts and Figures

Voz Workers Stewardship Project 🍎

Because they have evolved with our climate, native plants require less water and fertilizer than imported plants. They also provide first-rate habitat for our native wildlife. That is why we encourage folks to landscape their yards using native plants instead of ones from other regions. Unfortunately, there are not a lot of landscaping professionals that specialize in gardening with native plants. Additionally, there is a lack of green jobs training for non-English speaking workers. Enter: Voz Workers Rights Education Project.

Voz is a worker-led organization that empowers diverse day laborers and immigrants to improve their working conditions and protect civil rights through leadership development, organizing, education and economic opportunity. These day laborers, primarily low-income Latinx immigrant workers, face disproportionate impacts of climate change. They experience barriers accessing the benefits of green spaces and the green economy.

Together with partners from Portland's Indigenous community and Multnomah County's master gardeners' program, this year Voz workers increased their knowledge of plant names and uses, plant identification, gardening techniques and more. The participants are better prepared for gardening, landscaping, yard maintenance and other on-the-ground environmental work. Voz workers are paid an hourly wage to attend the twice-monthly training which rotates to various locations such as June Key Delta in North Portland, Nadaka Nature Park in Gresham, and Cully Park's Native Gathering Garden in Northeast Portland. Training and materials are in both English and Spanish, lowering a common barrier to accessing green workforce education.

Learn more about Voz at <https://portlandvoz.org/>

Sharing
knowledge;
increasing
skills



Lessons

- plant names and uses (in English and Spanish)
- plant identification
- gardening techniques
- cultural exchange
- much more...



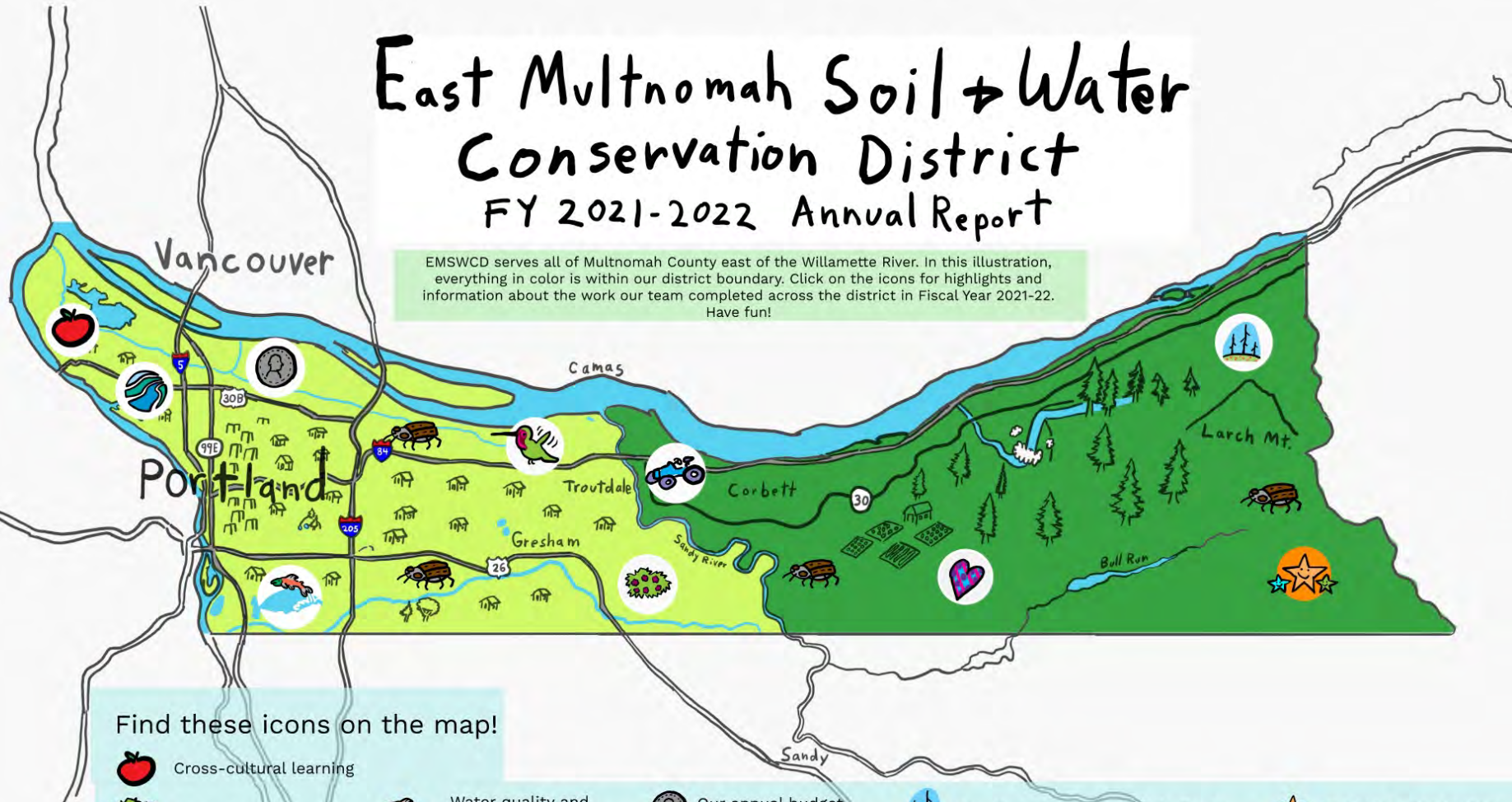
Work Sites

- MLK Jr. Work Center
- Bioswales near MLK Jr. Work Center
- June Key Delta food garden and naturescape
- Native gathering garden (Cully Park)



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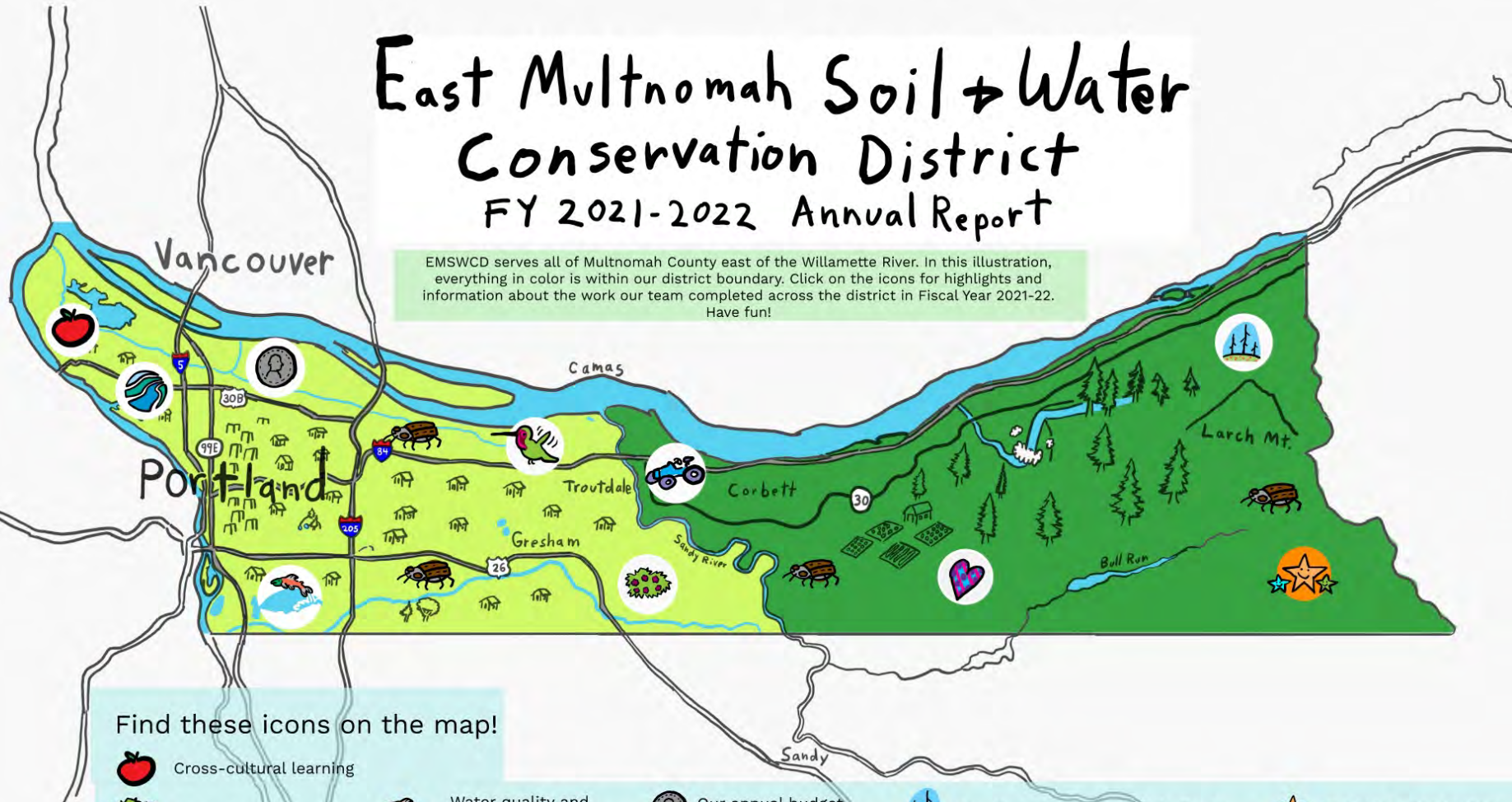
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Facts and Figures

Grants

Funds awarded to nonprofits, government agencies, and private landowners to complete projects that align with our conservation goals.

**PIC
Grants**

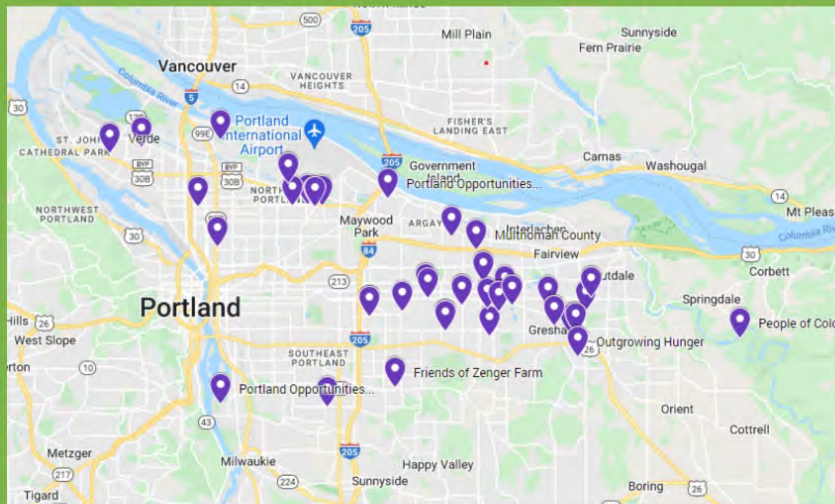
**SPACE
Grants**

**CLIP
Cost Share**

PIC: Partners in Conservation Grants

Awards local nonprofits with grants of up to \$100,000 for conservation projects.

This year we had a total of **29 PIC Grant applications**. Fourteen were approved; five of those were first-time applicants. We awarded applicants a total of **\$700,000** this year.



Find important PIC Grant dates and application information here:
<https://emswcd.org/grants-and-cost-share/apply-for-organizations-pic/>

SPACE: Special Projects and Community Events Grants

Awards local nonprofits with grants of up to \$2,000
for small projects or events

This year we had a total of **38 SPACE Grants submitted**, 32 of those which were approved. Four were declined, and two submissions were incomplete. About half of these grants focused on community gardens, sustainable agriculture, and garden education. The other half focused on naturescaping, urban forestry, water quality education, and environmental justice.

Apply for a SPACE Grant here:

<https://emswcd.org/grants-and-cost-share/apply/space/>



CLIP: Cooperative Landowner Incentive Program Grant

Supplies private landowners with 75% of the cost of completing projects that fix natural resource issues on their land



Three CLIP projects were funded this year.

One funded the repair of a farm road and installation of a grassed waterway to reduce erosion and the potential for sediment to leave the farm. Cost share of **\$58,250** was provided towards the total cost of \$77,740, and construction was completed before the end of the fiscal year.

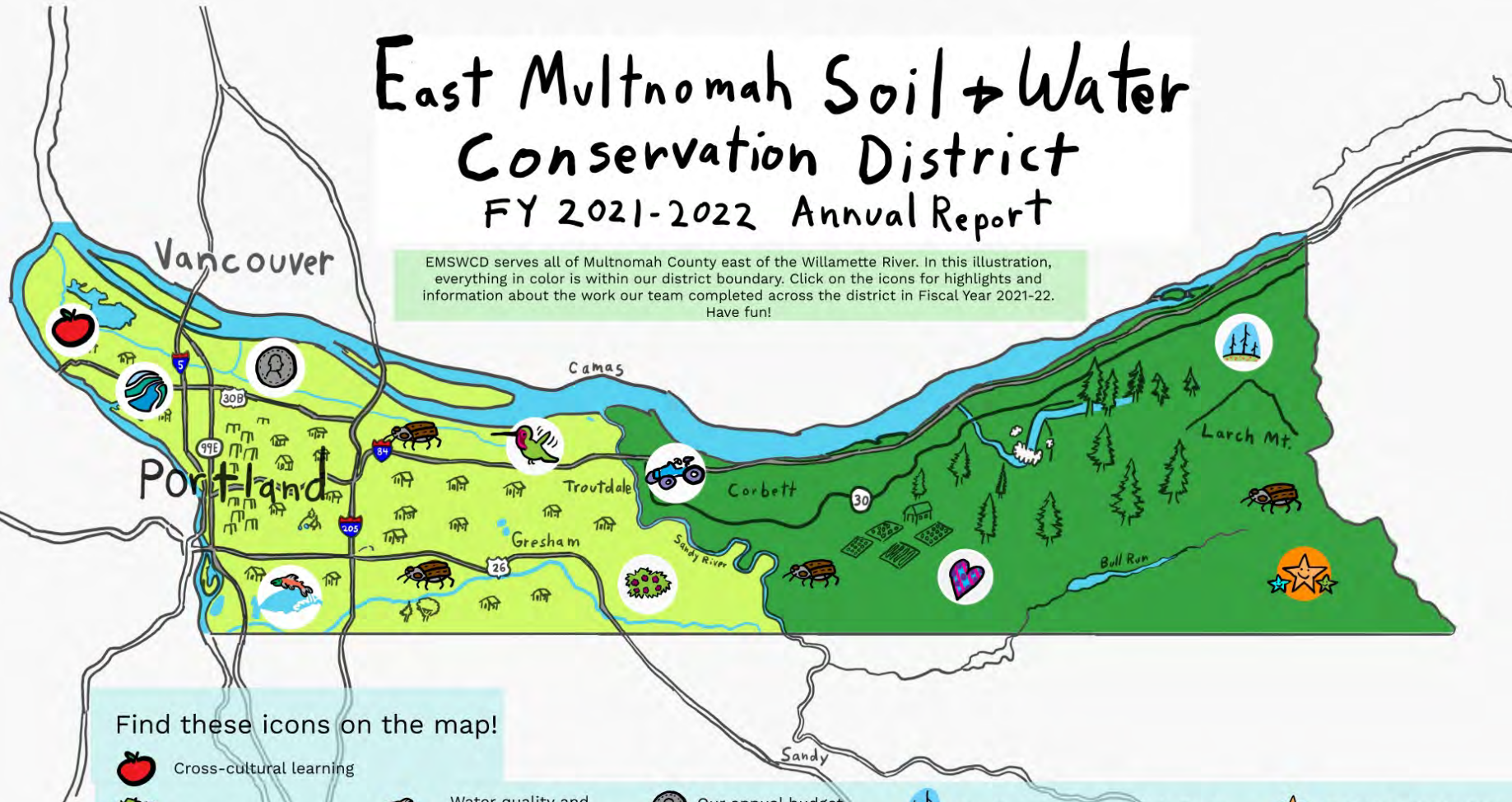
The second and third projects were on neighboring properties to control invasive weeds and re-plant an area along a small creek that feeds into Johnson Creek. They each were awarded **\$4,874** in cost share, with the first phase focusing on invasive weed control. Plantings will occur during fiscal year 22-23.

Are you eligible for a CLIP Grant?

<https://emswcd.org/grants-and-cost-share/apply/for-private-landowners/>

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Facts and Figures

Urban and Built Environment

Human-dominated spaces that include both the built and natural environment.



Educational
Workshops



Technical
Advice



Community
Planting
Partnership

Working with community partners to plant native trees and shrubs

Our Plant Sale has long been a great way for East Multnomah community members to get affordable, low-maintenance native plants for their spaces. With the switch to remote work and being extra cautious for COVID-19, Plant Sale has been cancelled two years in a row. This year, instead of cancelling the event entirely, we partnered with **eight groups** who were hosting planting events to plant more than **4000 native trees and shrubs**.



Thanks to our partners for working with us to meet our planting goals:

Nadaka Nature Park (with City of Gresham & Voz)
Native Gathering Garden (with Voz)
Gresham Butte Neighbors
Clear Creek Middle School (with City of Gresham)
Friends of Trees
Mt Hood Community College
Columbia Slough Watershed Council
Johnson Creek Watershed Council

Providing one-on-one advice and planning support for urban land managers doing conservation

Staff responded to a total of **155 requests** for technical assistance and conducted **27 site visits** in the urban area of our district this year. Common topics include invasive species removal, using native plants for various conditions and purposes, stormwater management, and planning for rainwater harvesting.



Providing the public with free education to help them create low maintenance, wildlife friendly landscapes.

This year EMSWCD held **47 workshops** which were attended by **850 members of the public**. Topics included Beneficial Insects, Naturescaping Basics, Urban Weeds, Creating an Edible Landscape, Rain Gardens 101, Attracting Pollinators to the Urban Garden, and Native Plants.

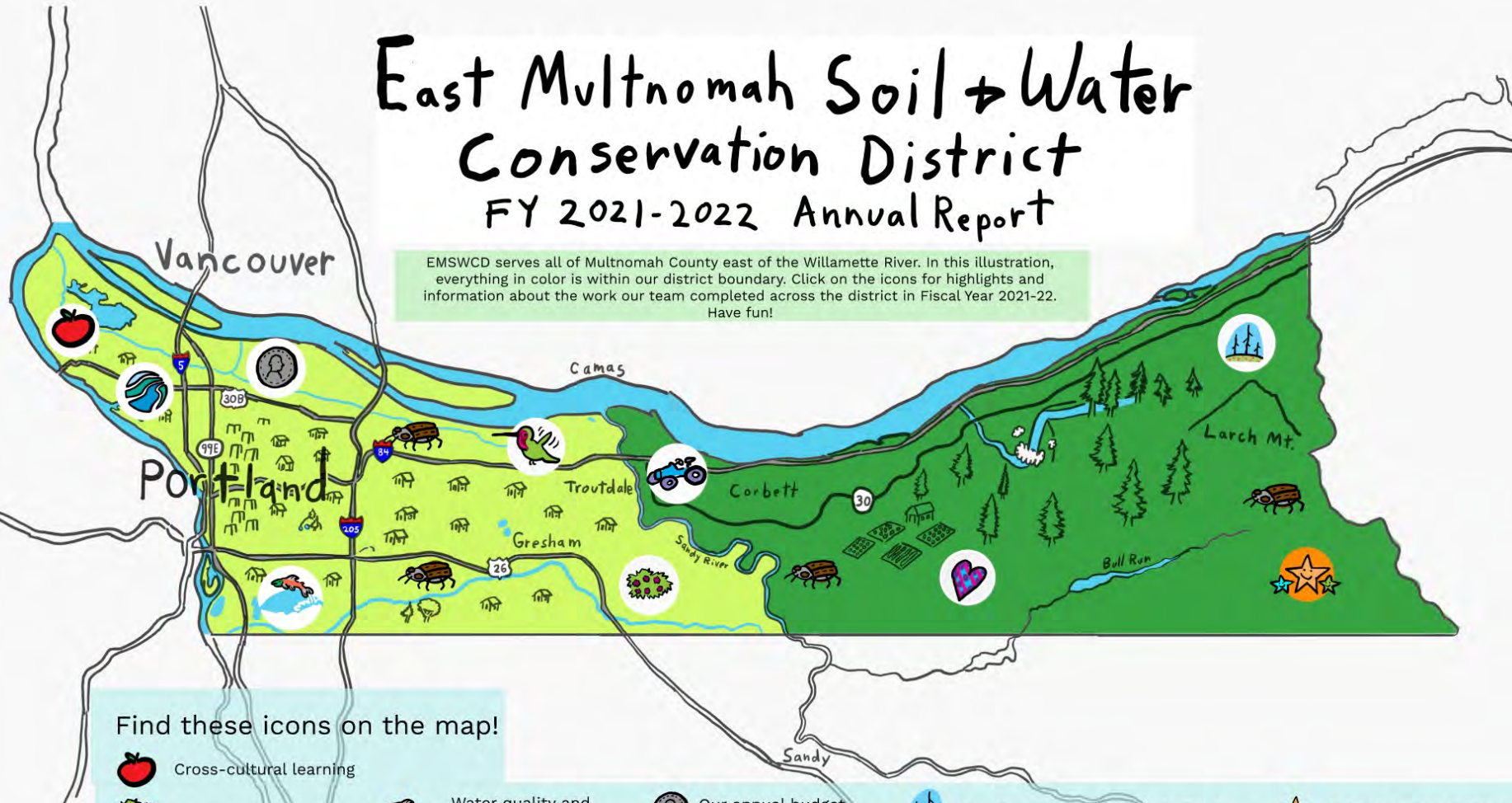
It is important to have fresh information for the public and provide high-quality free educational programming to help folks change their yard and make a larger impact in our community. We added new workshop topics starting in Fall 2022 on Climate Resilience, Inviting Wildlife to your Outdoor Space, and Outdoor Water Conservation!



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Natural Spaces

Areas of land and water managed for healthy fish and wildlife habitat.

StreamCare

Water
Quality

Weeds
Program

Natural Land
Conservation

Provide eligible landowners with free weed control and tree planting along the stream

This year the StreamCare program planted **18,650 native trees and shrubs** along streams on nine properties.

Since the program began in 2008, we have planted **553,568 plants** on **220 streamside properties**.



Targets high priority weeds for removal from private property and natural lands

Last year we kept **16 high priority invasive species** under control throughout the boundaries of our district. We worked on **363 different sites** over **156 acres**. Of these properties, 161 were privately owned, 123 were publicly owned, and 79 sites were along public roads.

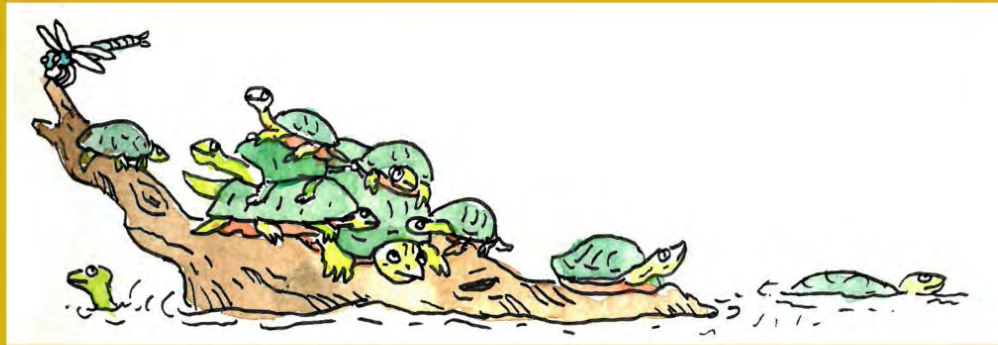


High Priority weeds:

- Garlic Mustard
- False Brome
- Knotweed
- Ivy
- Clematis
- Shining Geranium
- Skeleton Weed
- Giant Hogweed
- Purple Loosestrife
- Impatiens bi-color
- Yellow Archangel
- Tree of Heaven
- Wild Chervil

Conserving land for wildlife habitat and access to nature

This year our Land Legacy Program funded the protection of **8 acres** in the Grant Butte area (formerly the Shaull Property) in partnership with Metro and City of Gresham.



Testing the water quality of our streams

We sample **four sites** in Beaver Creek and **five sites** in Johnson Creek. We collect samples and tested them for turbidity, total suspended solids, nitrates, total phosphorus, and E. coli.

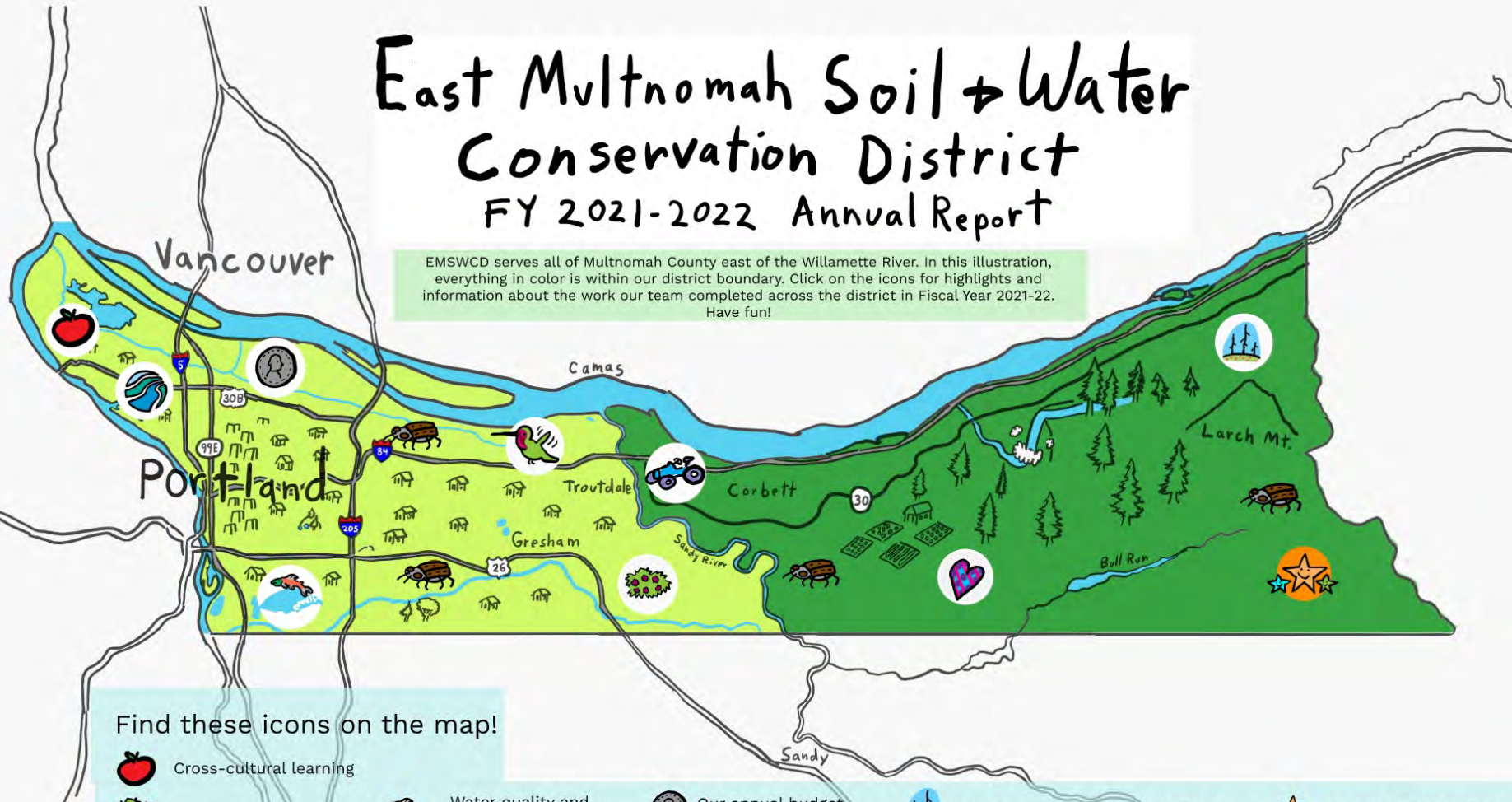
We placed **11 temperatures sensors** in **six different watersheds**.

By testing the water quality of our streams, we can gauge the effectiveness of our work and figure out where our efforts are most needed.



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Facts and Figures

Agriculture and Working Lands

Lands utilized for farming and grazing.



Headwaters
Farm



Technical
Advice and
Planning



Farmland
Conservation

Headwaters Farm

This year, EMSWCD's Headwaters Farm:

- Improved on-farm soil health and water quality with cover-cropping, adding farm-made compost, erosion control, reducing tillage.
- Developed farm systems and infrastructure supporting multiple producers by adding a new germination chamber, cultivation equipment, salad spinners and root wash station.

This year, EMSWCD's Headwaters Incubator Program:

- Increased farmers and constituents' knowledge of conservation practices through field trips, workshops, equipment demonstrations and an event with Oregon Agricultural Trust.
- Built community and improved inclusivity by hosting a beginning farmer social, creating community and conflict resolution agreements, reducing financial barriers to workshops and providing outside training.

Three farms graduated from the Headwaters Incubator Program (HIP) in 2021. Congratulations!

- Fawn Lili Farm (5 years at HIP, now farming in Corbett)
- Little Sun Farm (3 years, farming in Fort Collins, CO)
- Heart and Spade Farm (3 years, farming in Baltimore)

17 Active Farm Businesses; 21 Farmers in FY 21-22

Farms with 4 years at HIP

- Lacewing Farm
- Mora Mora Farm
- Rise Up Remedies
- Storybook Farm

Farms with 3 years at HIP

- Farm Punk Salad
- Heart and Spade Farm
- Lil Starts Farm

Farms with 2 years at HIP

- African Garden Farm
- Broden Family Farm
- Good Rain Farm
- Love Letter Farm

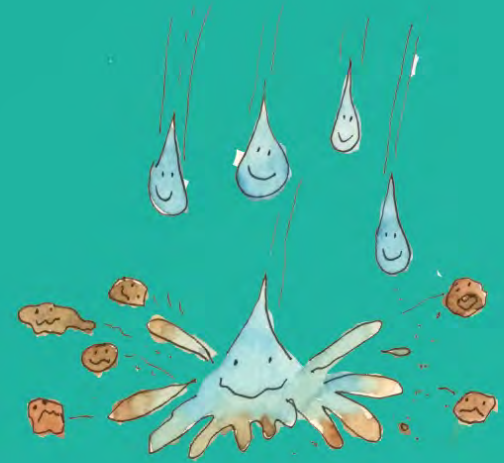
First year HIP Farm

- 1855 Plants
- Another Spring Farm
- Lomita Farm
- Root Medicine Farm



Providing one-on-one advice and planning support for farmers and rural land managers doing conservation on the land

Staff completed a total of **38 site visits** for technical assistance, for **15 landowners and managers**. Some of the common resource concerns that we discussed included erosion control, grazing management, weed control (on farms), composting manure, dry farming, crop rotation, irrigation systems, irrigation water management, and soil moisture monitoring.



Helping ensure that high quality farmland is available for current and future farmers

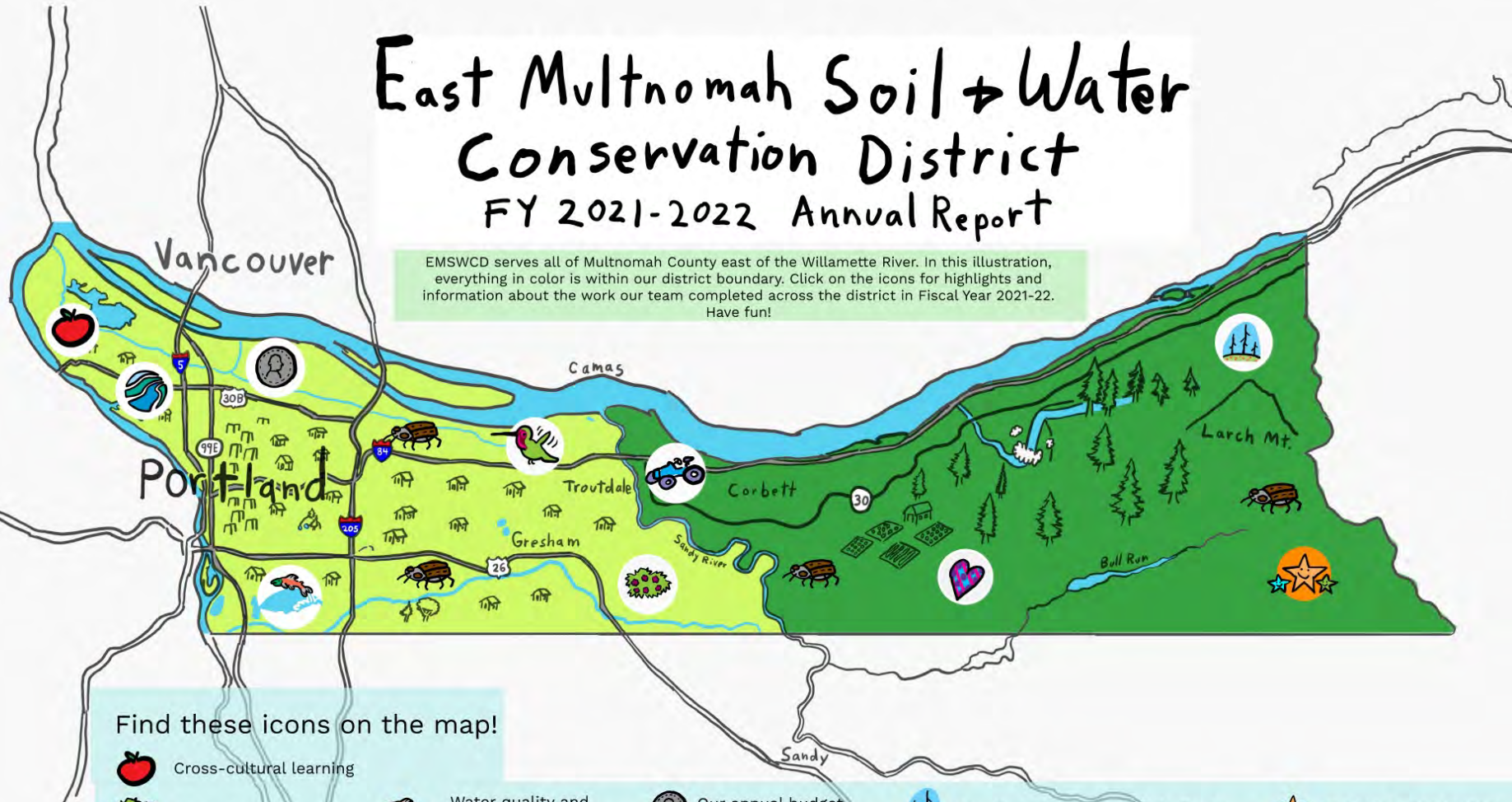
This year the Land Legacy Program:

- Provided **affordable farm access** through an innovative purchase and sale agreement at Mainstem Farm (first of its kind in Oregon).
- The Land Legacy Program's **Farm Access Equity Advisory Group** presented their recommendations for Gordon Creek Farm property to the EMSWCD Board.
- Secured a commitment from Metro to collaborate on working farmland projects.



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Tribute to a land protector



Partners & Contractors



Facts and Figures

We're a small team, so we couldn't do it without our partners and contractors! ☆☆☆

Each program area has their own list of partners and contractors they work with to get the job done! We'd never try to take all the credit in being good stewards of the land.

Thank You to each and every helping hand!

Land
Legacy
Program

Equity
Team

Headwaters
Farm

Urban
Lands

Finance &
Operations

Rural
Lands

Land Legacy Program

Contractors

- Capacity Building Partnerships, LLC
- Emma Browne Photography
- Garcia Landscaping HD
- Intelekia Law Group, LLC
- Michelle E Smith, Atty. at Law
- OTAK, Inc.
- Pacific Hydro-Geology, Inc.

Partners

Farm Access Equity Advisory Group
Members:

- Aaron Vargas
- Duane Lane
- Geoffrey Van
- Malcolm Hoover
- Megan Horst
- Mick Rose
- Rob Cato

Finance & Operations

Contractors

- Catalysis
- Compensation Connections, LLC
- Forest Landscape, Inc
- IRCO
- New Theory Consulting
- Pacific HR
- Phoenix Habitats
- PKS International
- Rich Winkel, Dougall Conradie, LLC
- TeamLogic, IT
- The Bookkeeping Collaborative, LLC

Partners

- Special Districts Association of Oregon/
Special Districts Insurance Services
(SDAO/SDIS)
- Tax Supervising & Conservation
Commission (TSCC)

Equity Team

- **Contractors**

- Alvey Seeyouma & Matt McLeon
- Coalition of Communities of Color
- Community Engagement Liaison Services
- Oregon Land Justice Project
- Ping Khaw
- Veronica Bañuelos Consulting LLC
- YWCA Greater Portland (The Y)

Headwaters Farm

Contractors

- Tanya Murry (Oregon Tilth)
- Geoffrey Van (Rogue Farm Corps)

Partners

Thimbleberry Collaborative Farm

Rural Lands

Partner groups we are members of

- 4-County Cooperative Weed Management Area
- Beaver Creek Conservation Partnership
- Columbia Gorge Cooperative Weed Management Area
- Johnson Creek Inter-jurisdictional Committee
- Oregon Watershed Enhancement Board's Lower Willamette East Small Grants Committee
- Sandy Basin Vegetation Restoration Coalition
- Sandy River Basin Partners

Partners

- Clackamas SWCD
- Johnson Creek Watershed Council
- Multnomah County
- Oregon Department of Agriculture
- USDA Natural Resource Conservation Service
- US Forest Service Columbia River Gorge National Scenic Area

Contractors

- Brooks Tree Farm
- JLM LLC
- Champoeg Nursery
- HR Engineering
- Mosaic Ecology LLC
- Scholls Valley Native Nursery

Urban Lands

Contractors

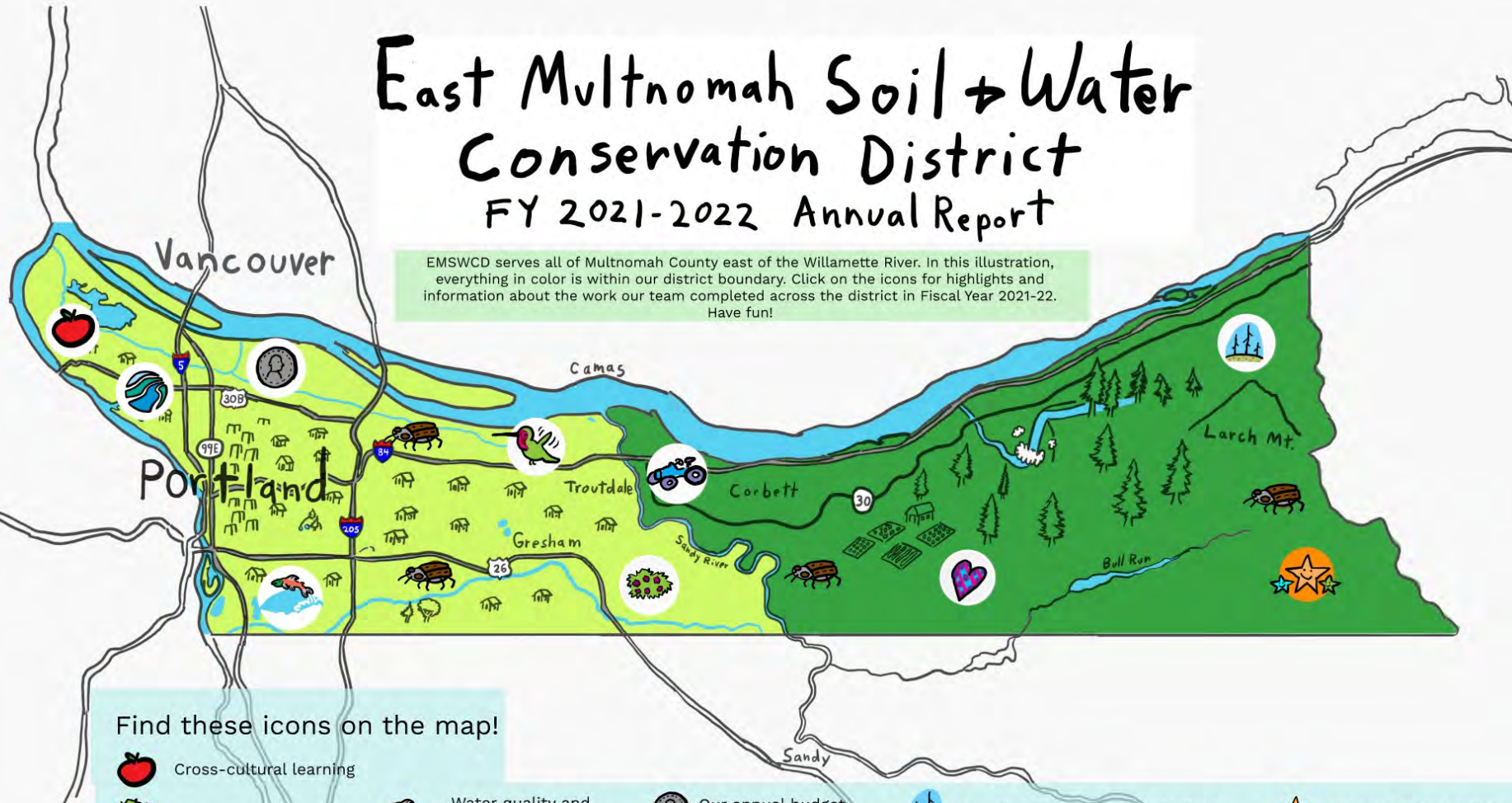
- CASM Environmental, LCC (Celeste Searles-Mazzacano)
- Design With Nature (Lora Price)
- Kahoots Design LLC (Jaime English)
- Mt. Hood Community College (MHCC)
- Plan-It Earth Design (Amy Whitworth)
- Radish Gardens (Lydia Cox)
- Sandy River Watershed Council (SRWC)
- Wild Rose Consulting Services LLC (Jacob Rose)

Partners

- City of Gresham
- City of Troutdale
- Clean Rivers Coalition
- Columbia Slough Watershed Council
- Friends of Nadaka
- Friends of Trees
- Gresham Butte Neighborhood Association
- Johnson Creek Watershed Council
- June Key Delta House
- Mt Hood Community College
- Metro
- Multnomah County
- Nadaka Park
- Native Gathering Garden
- North East Coalition of Neighbors (NECN)
- Oregon Department of Fish and Wildlife (ODFW)
- Oregon Department of Environmental Quality (DEQ)
- Oregon State University (OSU)
- OSU Master Gardeners
- Outgrowing Hunger
- People Places Things
- Sandy River Watershed Council
- Voz
- West Multnomah Soil And Water Conservation District (WMSWCD)

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