



February 22, 2023

Draft UCSRB Board of Directors Mtg. Summary

Strategic Planning

Douglas County Transportation and Land Services Building

9:00 am to 4:00 pm

Welcome and Introductions

Chair Shannon Adams welcomed everyone to the meeting at 9:00 am and participants introduced themselves. Chair Adams reviewed the agenda for today's meeting and Amanda Ward noted that Joyce Garrett the facilitator is sick and would be listening in but not participating in today's strategic planning.

1. Facilitated Planning Discussion

The UCSRB does not currently have a vision statement. The focus of a vision statement is to state the current and future objectives of an organization; it must align with its mission, strategic planning, culture, and core values. Amanda Ward and Joyce Garret drafted 6 possible versions of a vision statement for the UCSRB review and comment on. Six versions submitted to the Board for consideration:

- We envision vibrant, resilient, functioning ecosystems where communities are connected and engaged in the health of their watersheds.
- We envision thriving salmon populations, engaged communities, functioning ecosystems and healthy watersheds.
- We envision vibrant, resilient, thriving ecosystems where stakeholders are connected and engaged in the health of their watersheds.
- UCSRB is a respected regional leader providing science-based guidance and recommendations that contribute to successful collaborative partnerships, increasing salmon populations, healthy watersheds and actively engaged communities.
- UCSRB is a respected regional leader providing science-based guidance and recommendations to successful collaborative partnerships and local communities, supporting active engagement to rebuild salmon populations and healthy watersheds.
- UCSRB is a respected leader providing science-based guidance and recommendations that support active regional engagement to rebuild salmon populations and healthy watersheds by successful collaborative partnerships and involved local communities.

Board Comments

- Do we want to include science-based in vision statement
 - ✓ Science-based guidance for developing policy which helps inform decisions that are not arbitrary.
- The goal is to delist these species and avoid constraints. Abundant, resilient (restore and maintain) populations of native fish and other at-risk species.
- To support partners and voluntary actions that facilitate the implementation of the Recovery Plan to achieve viable populations of salmon. It is not a top down or unilateral approach. Communities have a voice to guide recovery.

Amanda shared the current mission statement:

- To restore viable and sustainable populations of salmon, steelhead and other at-risk species through collaborative, economically sensitive efforts, combined resources, and wise resource management of the Upper Columbia region.

A mission statement should be a single sentence that describes a company's fundamental purpose by explaining why the business exists.

Board Comments

- Culture is not considered in the current mission statement.
- Was there an attempt to define the economically sensitive effort?
- Adding "balance" to the mission statement as we do not want to take away someone's livelihood
 - ✓ Balance is implicit in some of the mission statement language
- The alternative of doing nothing does not work. People's needs won't be met if these efforts don't happen. Take control of our destiny at a regional level. Collaborative conservation.
 - ✓ Collaborative conservation – is a lot of work, requires difficult conversations, slow work to durable solutions.
- The UCSRB's mandate/focus is habitat projects.
- How to establish trust? Voluntary collaborative path to get to abundance. Compromises to where things work.

Partner Comments

- Identify state, federal, and funding (advocating and supporting) obstacles to partners on the ground. They work with the communities and individuals to get work on the ground. The existing Mission statement hints at UCSRB's goal to be collaborative, which is good - but I don't think the Mission currently captures the way the Board accomplishes this thru advocating for, assisting, or supporting local sponsor actions to restore the target populations - as opposed to doing it unilaterally.
- The UCSRB supports the implementation of our Salmon Recovery plan by providing policy and funding for collaborative, voluntary and community-based, actions.
- Restore viable and sustainable populations of salmon, steelhead, and other at-risk species through wise resource management of the Upper Columbia region and collaborative efforts that recognize the cultural and economic values of local communities. culture is about way of life.

Follow up & Recommendations:

- Time stamp 9:39 for Chuck's comment for mission statement.

2. Review of the Draft Strategic Plan

Amanda gave an overview of the draft strategic plan by walking through each of the 7 priorities and goals and objectives for each priority.

Board Comments

- Priority 1 – who has not been included, how do we ensure barriers to implementation is communicated back to the Board?
 - ✓ Goal 1- Objective 1 - Activity 8 (Increase communications and opportunities for building bridges between the biological prioritization process and community needs/interests.)
 - Who would do this? Do we want to include this?
 - Need to gain trust when looking at large watersheds, get community buy in
 - ✓ Objective 2 – Who are we currently working with and who would we like to include?

- Identify current partners, partners we sometimes work with, partners we don't work with (FS and PUD's)
- ✓ Goal 2-Objective 1: Strengthen strategies that improve external communication.
 - What isn't working?
 - What is the role of UCSRB?
 - What are our expectations?
 - What is possible?
 - Identify opportunities that are new.
 - What are things we want to do different?

Staff Comments

- Regional sponsors are doing well. What opportunities are not being addressed by sponsors? How do we move the needle?
 - ✓ Support projects on the ground
 - ✓ Address out of basin barriers
 - ✓ Engage with larger coordinated efforts in the Columbia Basin and federal level.
- 2 priorities: recovery while keeping economic and cultural/social values

Follow up & Recommendations:

- Suggestion to add partner implementation challenges to future Board meeting.

3. Facilitated Planning Discussion

A review of the findings of the Ruckelshaus evaluation was discussed and a missed opportunity for integration and coordination as we didn't have an advisory group review the report and provide feedback and purpose of the Board.

Board Comments

- Are the draft priorities too broad in terms of what we are trying to do? Should they be more focused by having 2-3 priorities and then an operational plan? Coordinating and advocacy.
- What are the priorities of the Board?
- Priorities of the Board are: Coordinating and advocacy
- What are the science projects we need to start doing?
- What do our partners need?
- What is the Board's relationship with the RTT based on our Bylaws?

Partner Comments

- Not getting help with regulatory issues which cause delays and increase project costs.
- It would be wonderful if UCSRB could help lean on/advocate for permit streamlining. This is not unique to UC, it's statewide and larger, but UCSRB adding their voices to streamlining would be helpful.
- Like to see the Board focus on barriers to implementation. Identify and prioritize barriers and then decide what UCSRB is willing to tackle.
- The Tributary Committee is sitting on \$12million that can only benefit fish if it's distributed and not sitting in the bank. Is the Board willing to lean on Chelan PUD to change Tributary Committee policies?

Follow-up

- Listening session with sponsors with a well thought out survey. Utilize Watershed Action Team surveys. Then create habitat priorities.
- Look into other funding opportunities for strategic planning (BEF and Community Foundation).
- Amanda to work on how to move forward with these conversations. Would the Board be willing to have another listening session with Hatchery, Hydro, and Harvest? To expand work beyond Habitat.
- Can the UCSRB offer information to help with operational plans for Hatcheries?
 - ✓ Brock can provide more information to the Board on the process for operation plans and process and how the program works.
- Hydro System Actions:
 - ✓ Advocate in large scale management – aviation predation for out-migrating smolt
 - ✓ Bill in the work to pay for failing dams and/or removal
- Hatchery System Actions:
 - ✓ Advocacy to support DFW opportunities for change
 - ✓ Improve survival
 - ✓ Ask PUD's to put money into infrastructure
- Amanda and Joyce to work on Mission/Vision statement, listening sessions with partners, revisit the strategic plan, work on operation plan.

4. Wrap-Up and Adjourn Meeting

Chair Adams thanked everyone for attending the UCSRB meeting and adjourned at 3:35 pm. The next scheduled Board meeting will be February 23, 2023.

Board Members Present:

Chair, Yakama Nation: Shannon Adams; **Vice-Chair, Douglas County:** Marc Straub; **Okanogan County:** Andy Hover; **Chelan County:** Shon Smith; **Colville Confederated Tribes:** Chuck Brushwood

Staff Present:

Amanda Ward, Tracy Bowerman, Ryan Niemeyer, Nicole Jordan, Elaine Sivey, Dave Hecker, Alicia Meier

Others Present:

BOR: Steve Kolk; **Cascade Fisheries:** Jason Lundgren; **Chelan County:** Mike Kaputa; **MSRF:** Chris Johnson; **Representative Newhouse Staff:** Rachel McClure; **WDFW:** Brock Hoenes, **Facilitator:** Joyce Garrett