



*Providing Natural
Resource Leadership*

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Goal 1. Operate the district with sound fiscal and personnel management processes, provide local leadership in conservation, and receive public input into programs (Approx. 22% staff time allocated to this goal).

1. **Establish district direction** through development and implementation of annual and long-range work plans.
2. **Receive public input** into district activities and conduct meetings according to public meeting law.
3. **Prepare annual budget**, maintain sound accounting practices, and implement an annual financial audit.
4. **Ensure the employment** of professional level staff by maintaining personnel management practices and measures.
5. **Provide facilities and equipment** needed by staff to implement the long-range and annual work plan.
6. **Maintain good relationships** with other agencies and other partners. Administer Yamhill Basin Council.
7. **Introduce** climate change programs and concepts and carbon crediting to landowners.

Goal 2. Provide conservation planning, technical and financial assistance to landowners needed to implement the Oregon Plan for Salmon and Watersheds. (60% of staff time allocated to this goal).

1. **Utilize existing agency programs** (USDA, ODFW, etc.) to implement conservation practices and complete projects.
2. **Provide** non-program conservation technical assistance and services to landowners.
3. **Seek the resources** needed to provide conservation planning and project implementation.
4. **Fulfill role** as Noxious Weed Inspectors for Yamhill County.
5. **Influence land use** in the county through land use reviews, establishment of easements, and developing positions on issues.
6. **Implement the Agricultural Water Quality Plan** in the Yamhill Basin Watershed.

Goal 3. Provide conservation education and information to citizens and public representatives (18% of staff time).

1. **Inform** the general public through displays at public events, newspaper articles, newsletters, radio, the internet, and local channel TV.
2. **Prepare and maintain Miller Woods and Chegwyn Farms** as a venue to teach about natural resources.
3. **Educate** school aged citizens through the Woodland Tour and other events.
4. **Contact** elected officials regarding conservation issues through one-on-one meetings, tours, and by working to meet their needs.
5. **Teach** landowners through workshops and by providing educational materials.
6. **Provide outreach** to community groups throughout the district via presentations and direct mailing.
7. **Maintain** a library of conservation related technical information for staff and public use.

	Workload in Days					Hourly	NRCS	NRCS	SWCD		Total
	TS	JR	MC	MV	ALF						
GOAL #2: PROVIDE CONSERVATION ASSISTANCE TO LANDOWNERS AND OTHERS NEEDED TO IMPLEMENT THE OREGON PLAN FOR SALMON AND WATERSHEDS.											
Objective 1: Utilize and develop existing programs.											Total
Participate in Local and Basin USDA Working Groups.	2		1	2	2		6	6	1	6	26
Work with landowners to determine USDA program need.			5	12	8		15	25		2	67
Provide technical assistance for EQIP Program.			20	30			60	95		50	255
Assist with the implementation and review of existing 49 CREP plans.			2	2	14		6	5		10	39
Utilize Fish and Wildlife funds for oak savanah sites	1		12	4					0	2	19
Continue building working relationship with Grand Rhonde Tribe.	1		1		1		3	6	1		13
Use NFWF & ODA funds to fund implementation of riparian program.	1				90						91
Complete work on Landowner Incentives Program grant for upland prairie/oak savanah (6 sites)	2		12	2							16
Provide technical and program support for CSP landowners.							15	34		10	59
Wetland Reserve Program: encourage signups - sign several people up for WRP	2		3	1			10	4			20
Complete follow-up monitoring reports for past grants.	4		2	2	1						9
Complete contribution work associated with USDA programs			3	3	2		2				10
Complete floating island wetland work	4		3	5							12
Complete Nutrient Trading Tool contract and field work.	2		3	3							8
Unanticipated work related to USDA Programs	1		14	5	3		21	21	1	4	70
											0
Objective #1 Sub-total	20	0	81	71	121	0	138	196	3	84	714
Objective 2. Provide non-program related technical assistance and services.	TS	JR	MC	MV	ALF	Hrly.	DC	SC	Board	Others	Total
Work with landowners to determine need for assistance and refer to other agencies.	2	2	5	10	2		10	5	5	4	45
Provide site evaluation and info. at one-on-one site visits.	2		12	12	12		5	5			48
Provide assistance to 30 landowners restoring riparian & wetland areas.	2		3	4	5		1	1			16
Provide forest management information and technical assistance to 25 landowners.			6	4	1			5			16
Handle walk in and phone requests for service and information from 1500 landowners.	5	5	8	8	5		6	5		5	47
Implement native plant distribution program to sell 60,000 plants, reach 500+ landowners	12		6	6	5	6		X		75	110
Expand use of volunteers for district activities.	3	2	2	2	2	4					15
Record keeping, monthly and quarterly reporting for SWCD & Agencies.	3	7	5	6	4		4	5			34
Continue oak savanah WHIP projects at Cooke and Miller sites	1		3				1	1	1	24	31
Complete OWEB Sm. Grant work, Dopp Creek, Cherry Hill, Paine	4		8	6							18
Complete Brey Riparian project	1				4						5
Baker Creek Fish project implementation	2				8						10
Un-anticipated work involving non-program services and assistance.	2		12	4	2		4	4	4	5	37
Objective #2: Subtotal	39	16	70	62	50	10	31	31	10	113	432
Obj. #3 Seek Funding Sources to provide for staff and project implementation.	TS	JR	MC	MV	ALF	Hrly.	DC	SC	Board	Others	
Develop and manage 4 funding proposals for landowner projects during the year.	6			1	1			1			9
Administer existing grants supporting technical staff, ODA, OWEB.	2	1		2	2						7
Research new funding sources, edit applications.	3		1	1							5
Un-anticipated work involving funding sources and issues.	5	2	3	3	1		2				16
Objective #3: Subtotal	16	3	4	7	4	0	2	1	0	0	37

	TS	JR	MC	MV	ALF	Hrly.	DC	SC	Board	Others	
Objective 4. Fulfill role as Noxious Weed Inspectors.											
Host Weed Committee Meeting & update noxious weed list.	1	1	1	1		1			1	1	7
Encourage biological control agents to be released in Yamhill County.	1		1	4							6
Respond to weed complaints, encourage control, provide tech. assistance.	2	1	3	2			3				11
Write and submit 3 articles on weed control for news releases and/or newsletter.	2		2								4
Conduct knotweed control activities during August.	1		1	4							6
Complete Spurge Laurel control project landowner followup.	2		6	1							9
Un-anticipated work involving noxious weed control.	1		4	3	1						9
Obj. #4 Weed Control Subtotal	10	2	18	15	1	1	3	0	1	1	52
Obj. #5 Influence land use in the county through land use reviews and easements.	TS	JR	MC	MV	ALF	Hrly.	DC	SC	Board	Others	
Review & comment on land use planning proposals and activities.	10	1							4		15
Continue working with Yamhill Conservation Partnership	4										4
Work with landowners interested in conservation easements	5	1	2	1						2	11
Monitor existing easement properties Gunderman, Hutchison, Friedman, Chegwyn	4			1			1				6
Unanticipated work related to easements	2		1	2							5
Objective #5 Land use Sub-total	25	2	3	4	0	0	1	0	4	2	41
Objective 6. Implement Ag Water Quality Management Plan in watershed.											
Provide quarterly reports for Oregon Dept. of Agriculture that track efforts.	2		1	5	3						11
Follow-up on all relevant landowner natural resource concerns (i.e. complaints).	2		2	5	1						10
Administer LMA funds and track LMA progress, submit project summaries	1		1	4	1						7
Coordinate perennial rye-grass erosion working group				2					1		3
Continue to seek solutions for large vineyard development - erosion & runoff problems			2	2				1	2		7
Un-anticipated work involving ag water quality plan.	2		2	2	1						7
Objective #6 Ag Water Quality Sub-total	7	0	8	20	6	0	0	1	3	0	45
GOAL #2 Totals	117	23	184	179	182	11	175	229	21	200	1321
<i>ACTION ITEM</i>											
GOAL #3. PROVIDE CONSERVATION EDUCATION AND INFORMATION:	TS	JR	MC	MV	ALF	Hrly.	DC	SC	Board	Others	Total
Obj. #1. Inform the general public through public displays, news articles, internet, etc.											
Host the SWCD annual meeting and reach over 100 residents with event.	2	4	1	1	1	2			5	1	17
Develop and publish newsletter 3 times per year to over 4000 residents.	3	12	2	2	2		1			2	24
Select Conservation Cooperator of year & honor at annual meeting.	1	1					1		2		5
Provide media w/ news releases, site visits, & background information for articles.	2	3		1	1		2	1		1	11
Continue to develop and maintain SWCD website - reach over 10,000 new hits/yr	1	16		2	1						20
Host a booth at McMinnville Farmers Market 1X/month x 5 months	1	2	2	3	1	1			3	3	16
											0
Obj. #2. Prepare and Maintain Miller Woods and Chegwyn Farms for educational activities.											
Complete Strategic Plan for Chegwyn Farms	4		3	3	1						11
Provide oversight to Chegwyn and Miller Woods property management.	8		6	1		20				25	60
Develop conceptual plans for Miller Woods Pavilion, rest-room, nursery improvements, etc.	2		4						5	30	41
Provide service learning opportunities at Miller Woods & Chegwyn Farms	5	2	2	2		20				30	61
Unanticipated work at Miller Woods	4	4	8						5	15	36
Obj. #3. Educate school aged citizens.											
Conduct Woodland Tour outdoor school for over 600 5th graders.	1	4	1	1		1		1	1	4	14

