North Fork John Day Watershed Council Strategic Action Plan

2022-2032

NORTH FORK
JOHN DAY
WATERSHED COUNCIL

Contents

Introduction

This strategic action plan was created by the Staff of the North Fork John Day Watershed Council to guide the activities and priorities of the council for the next decade. Input from staff, community members, local business owners, and local agricultural landowners was considered in the composition of this plan. The purpose of this plan is not to set the council's priorities in stone, but instead to serve as a guiding document as it works to steward the natural resources of the North and Middle Fork John Day Watersheds over the next 10 years. Towards that end this plan is intended to be revisited, reviewed, and revised on a regular basis and should be considered a living document.

Operating Area Overview

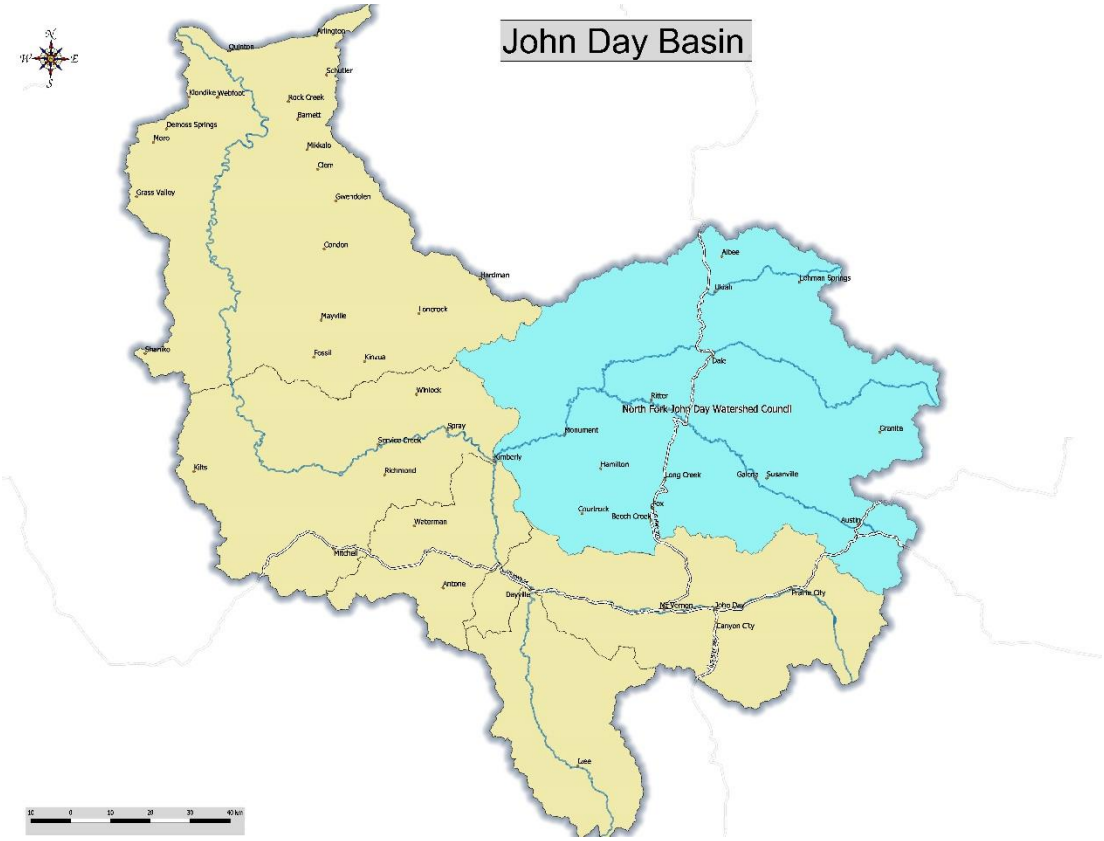

Figure 1: North Fork John Day Watershed Council Operating Area within the John Day Basin

The North Fork John Day Watershed Council's operating area includes the North and Middle Fork John Day Watersheds.

The entire John Day River Basin is 8,100 square miles, making it the fourth largest basin in the state. Water travels approximately 284 miles from the headwaters to the confluence at the Columbia River making John Day of the longest dam-free rivers in the nation. The climate of the area is continental with 9 to 40 inches of precipitation per year across the elevational gradient.

The North Fork sub-basin is an area of 1,800 square miles and its headwaters flow over 100 miles to the main-stem confluence at Kimberly. Elevations vary from 1,830 to 8,300 feet.

The Middle Fork sub-basin is a tributary of the North Fork, and it drains 806 square miles, flowing 75 miles from the headwaters to the mouth above Monument. It Ranges in elevation from 2,200 feet at its mouth 8,100 feet at the ridgetops.

The North Fork discharges about 60% of the entire John Day basin flows. The average annual discharge, measured at Monument since 1925 is 904,000 acre-feet. The Middle Fork produces roughly 25% of the North Fork flows. Its average annual flow, measured at Ritter is 168,464 AF and an estimate at the mouth is 268,000.

The land in the North Fork is 73 percent forested, 24 percent open, 2 percent cropland and 1 percent in other uses. Ninety-five percent of the land is grazed. Forty percent of the cropland is irrigated. There are 122,000 acres of wilderness, 27.8 miles of Wild and Scenic River, 53 miles of State Scenic River, 29,285 acres in the USFS Greenhorn Mountains Scenic Area, and a 12,800-acre Wildlife Management area.

Public land constitutes 65% of the basin, the state owns 15,000 acres and the remainder is private holdings. The population of the sub-basin amounts to less than 700 people, such that the land to human ratio in the basin is 2,400 acres: 1 person.

The North Fork sub-basin produces the highest quality water (chemically, physically, and biologically) in the John Day Basin according to the 1986 John Day River Basin Report.

Adaptive Management Philosophy

The North Fork John Day Watershed Council is committed to an adaptive management approach to land stewardship and watershed restoration. NFJDWC defines adaptive management as actively seeking and integrating lessons learned, monitoring data, and partner organizations' restoration action results for the purpose of landscape scale ecological benefits beyond the reach of individual projects. Large and complex ecosystems, like those that make up the North and Middle Fork John Day Watersheds, are dynamic in space and time. Adaptive Management will be especially critical looking into the future as we are confronted with the uncertain impacts of climate change on our watershed.

In the spirit of adapted management, this plan should be considered a living document which can be updated and amended as lessons are learned. The NFJDWC will seek to incorporate adaptive management into its operations by using past outcomes to inform future actions. Restoration efforts will outlive discrete projects to see that intended outcomes are being achieved. Feedback and monitoring findings from partners will inform ongoing efforts. The changing needs of fish and wildlife habitat as well as local agricultural producers will also inform ongoing efforts to support a healthy watershed and community from ridgetop to ridgetop for years to come.

Diversity, Equity, and Inclusion

Commitment to Diversity, Equity, and Inclusion

The North Fork John Day Watershed Council is committed to diversity, equity, and inclusion in our organization, in our operations, and in the way that we interact and work with partners and members of the community.

Recognition

The operating area of the North Fork John Day Watershed Council encompasses lands which have traditionally been lived on, stewarded by, and supported the lifeways of the peoples that now make up the Confederated Tribes of the Umatilla Indian Reservation (CTUIR) and the Confederated Tribes of the Warm Springs (CTWS). These include the Cayuse, Umatilla, and Walla Walla who now make up the CTUIR as well as the Paiutes, the Wascoes, and the Warm Springs who now make up CTWS. Prior to colonization, the lifeways of these peoples revolved around yearly cycles of hunting and fishing which depended on stewardship and respect of first foods and the natural resources that supported them. Today, CTUIR and CTWS provide leadership in the stewardship of these resources to maintain the relationships of their peoples with the lands to which they traditionally belong. The NFJDWC recognizes the long relationship of these peoples to the land on which we operate, make our livelihoods, and find joy and meaning as well as their role in shaping and continuing to steward the ecosystems and organisms that make this place so special. We are proud to work alongside CTUIR on their First Foods Initiative and CTWS on the John Day River Watershed Restoration Plan to restore and preserve millennia's old ways of life.

Climate Change Adaptation

For the purposes of this strategic action plan, climate change adaptation is defined as a set of planned adjustments to procedures and management practices in response to anticipated climate change (Swanston et al. 2012). NFJDWC worked to identify anticipated climate change impacts as well as associated vulnerabilities in order to edit objectives and create strategies in response. Climate considerations in this document should serve as a starting point for incorporating climate adaptation into projects and day-to-day operations.

Climate Change in the North and Middle Fork John Day

Regionally, average winter precipitation is predicted to increase, but annual variability in precipitation is also expected to increase leading to the potential for especially dry and especially flashy years. Declining summer flows, increased annual minimum temperatures, and significantly hotter and dryer summers are also predicted (US Global Change Research Program 4th National Climate Assessment, 2018). Increasing temperatures in the Pacific Northwest are resulting in increased winter precipitation falling as rainfall and decreases winter snowpack (Climate Change Vulnerability and Adaptation in the Blue Mountains, USDA, 2017). What all these impacts essentially mean is lower water going into the summer as well as higher ambient temperatures resulting in greater water stress broadly. This is very likely to result in both water quantity limitations as well as increased water temperatures. This will result in higher stress for anadromous fish as well as greater water limitations for ranching operations broadly within our basin.

Impacts to Resources

The John Day Basin is a snowmelt-dominant basin, meaning the majority of its precipitation and therefore the water budget comes from snowpack and associated groundwater recharge. By mid-century in the Pacific Northwest increasing winter temperatures will result in snowmelt dominant basins being pushed to mixed-snow-and-rain basins (Climate Change Vulnerability and Adaptation in the Blue Mountains, USDA, 2017). While this may not have an impact on overall precipitation, the amount of usable water both in terms of habitat and agricultural production may be significantly reduced.

Steelhead trout (*Oncorhynchus mykiss*) will face threats from rising temperatures and changes to flow regimes across the pacific northwest, and active intervention in the form of habitat and floodplain restoration along with habitat protection will be necessary to ameliorate these impacts (Wade et al. 2013). Chinook Salmon (*Oncorhynchus tshawytscha*) will face similar threats from warming temperatures with the most severe impacts occurring in the marine life stage. However, improvements to freshwater habitat, particularly those benefiting flow and headwater habitat, can have a positive impact on carryover effects from freshwater life stages (Crozier et al. 2021). Left unchecked, climate change impacts to water temperature and flows are likely to lead to declines in native fish populations in the John Day Basin.

Under a warming climate warm dry sagebrush steppe and native grasslands east of the Cascades are predicted to decline and rangeland wildfire is predicted to increase significantly (Creutzburg et al. 2014). Cold upland forests (subalpine forests characterized by spruce, fir, and higher elevation pines) in the Blue Mountains may be significantly reduced in range to nearly eliminated by century's end under warming climate regimes. Such a reduction could potentially have major implications for both upland habitat as well as snowpack/water storage. Additionally, wet and dry upland forests are likely to see a significant increase in wildfire due to climate change as well as changes in management and fire regimes (Climate Change Vulnerability and Adaptation in the Blue Mountains, USDA, 2017). Forest management interventions may be necessary to maintain the resilience of important ecosystem services.

Within the North Fork John Day Watershed Council's operating area, where cattle ranching is the predominant form of agriculture, the impacts to producers are varied and somewhat uncertain. The above stated impacts will have implications for agricultural operators in the form of water and forage limitations. It is possible that warming temperatures may benefit some forage grass species but shifts in the timing of precipitation may affect carrying capacities on a year-to-year basis. Additionally, greater competition for less water may become an issue going into the future. Risks to assets as well as livestock may increase with increased disturbance, particularly wildfire.

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Climate Change Vulnerability

NFJDWC staff worked to use information about predicted changes in climate and their associated impacts to resources to identify vulnerabilities of the specific resource types in our operating area. Staff then used these and other potential risks to identify vulnerabilities to our ability to achieve specific objectives. The results of that exercise are listed along with each objective. The vulnerabilities to each resource type which were identified are as follows:

Forests • Increased fire risk – high fuel loading, increased temperatures, fire weather, drought • Risks to biodiversity – Juniper encroachment, lack of water, increased disturbance and development. • Insect and disease risk – Drought stress • Increased overland flow from Juniper encroachment • Altered natural water storage capacity • Reduction of natural propagation due to drought, flashy systems • Reduced water availability to wildlife, habitat limitations • Habitat fragmentation – Development	**Rangeland** • Forage availability – increased temps, decreased precipitation, increased fire risk. • Reduced carrying capacity – ungulates • Juniper encroachment • Invasive species – stress to natives, increased disturbance • Upland shrub establishment – ungulates • Ungulates – ticks, disease
Aquatics • Altered precipitation timing, altered hydrology – landslides, sedimentation • Increased disturbance – sedimentation • Increased summer water temperature • Decreased summer water availability • Increased smallmouth bass distribution • Increased flooding events • Changing flow regimes • Flooding events – scouring and velocity impact passage. • Poorly designed, malfunctioning infrastructure (think culverts) • Resource scarcity – increased competition for increasingly limited water resources • Declining freshwater mussels – water quality and infiltration mitigation • Native biodiversity – resilience • Riparian decline – trophic impacts (aquatic insects) • Degraded floodplains – can't handle flood events, don't store water as well, poor mitigation of stream temps, reduced spawning habitat	**Fish and Wildlife** • Reduced water availability to wildlife, habitat limitations • Habitat fragmentation – Development • Invasive species – stress to natives, increased disturbance • Upland shrub establishment – ungulates • Ungulates – ticks, disease • Increased summer water temperature • Poorly designed, malfunctioning infrastructure (think culverts) • Resource scarcity – increased competition for increasingly limited water resources • Declining freshwater mussels – water quality and infiltration mitigation • Riparian decline – trophic impacts (aquatic insects) • Degraded floodplains – can't handle flood events, don't store water as well, poor mitigation of stream temps, reduced spawning habitat.

Mission

Mission Statement

The North Fork John Day Watershed Council's mission is to restore and protect the natural resources that make up the North and Middle Fork John Day Watersheds.

Method

The Council represents broad interests, as well as diverse land use and ownership, and encourages collaboration between the people who live, work, and recreate here to plan and implement ridgetop to ridgetop restoration projects that are based on the best available science, promote native plant and wildlife species, respect culturally significant resources, and support our local rural communities.

Goals, Objectives, & Strategies

For the Watershed

Goal: The ecosystems encompassed within the North and Middle Fork John Day Watersheds are functional and resilient supporting multiple sustainable uses and a full suite of ecosystem services.

Goal: Ecosystem services are sustained through the protection and enhancement of water quality and quantity, native vegetation, and native aquatic and terrestrial species.

Goal: Ecosystems on a combination of private working lands and public lands serve to support a range of livelihoods and recreation activities that are accessible to members of the local community.

Goal: A sustainable multi-use landscape comprised of private working lands and public lands to support a range of livelihoods, stewardship, and recreation activities.

Objective	Measure of Success	Timeline
Improve water quality and quantity in the North and Middle Fork John Day Watersheds	-Reduce maximum daily summer stream temperature (°C) at the mouth of Desolation Creek by at least 5% by 2040. -Reduce maximum daily summer stream temperature (°C) at the Camp Creek temperature logger on the Middle Fork by at least 5% by 2040 – Increasing trend in summer instream flow by 2025.	20 years, evaluate progress annually

Strategies:

- Treat juniper incursion prioritizing areas of the highest possible watershed benefit (north slopes, large cuts, etc.)

- Conduct riparian plantings
- Upgrade or remove failing watershed infrastructure (culverts, bridges, etc.)
- Protect healthy and recovering riparian areas from overutilization
- Develop springs where appropriate
- Protect and/or restore aspen stands and wet meadows
- Treat water pollutant and sedimentation sources
- Facilitate improved grazing management
- Connect agricultural operators to resources to improve irrigation efficiency

Vulnerabilities:

- Juniper encroachment
- Wildfire effects
- Altered natural water storage capacity in Forests
- Altered precip timing
- Altered flow regimes
- Higher temperatures impacting quantity and quality
- Drought/scarcity
- Simplified channels and disconnected floodplains
- Increased flood events
- Disturbance – Sedimentation

Objective	Measure of Success	Timeline
Support sustainable productive land uses	-Increased habitat features within productive lands -Decrease ecological footprint of productive and extractive land uses	Ongoing with measurable progress in 5 years

Strategies:

- Facilitate fencing to improve grazing management and protect critical watershed resources (riparian, wetland, wet meadows, aspen)
- Create and implement stewardship plans
- Establish and protect important, native upland shrubs
- Support education and implementation of best management practices (BMP's)
- Connect landowners to conservation incentives (CREP, CRP. Salmon-Safe, Land Trusts, etc.)
- Facilitate improved grazing practices
- Connect landowners to resources

Vulnerabilities:

- Resource scarcity – water, forage
- Insect and disease
- Reduced carrying capacity
- Wildfire
- Floodplain/riparian degradation
- Habitat fragmentation/ development
- Increased summer temperatures
- Invasive species

Objective	Measure of Success	Timeline
Increase sustainable recreation opportunities in the basin	Number of recreation opportunities increased in terms of activities or access points	10 years

Strategies:

- Support recreation-focused conservation orgs
- Provide useful information to recreators about watershed topics
- Facilitate education and awareness of sustainable recreation and watershed issues

Vulnerabilities:

- Resource scarcity – Water
- Poorly designed and malfunctioning infrastructure
- Reduced carrying capacity – Hunting, wildlife viewing
- Habitat fragmentation – Hunting, wildlife viewing
- Wildfire
- Increased flood events and altered flow regimes
- Various risks to fish/wildlife populations
- Overuse – Resources "Loved to death"

Objective	Measure of Success	Timeline
Increase floodplain and side channel connectivity, and increase instream habitat to support healthy riparian habitat and presence of native terrestrial and aquatic species	-increased acreage and linear stream miles of connected floodplain -Increased riparian vegetation in floodplains	5 years

Strategies:

- Remove lateral barriers (rail grades, berms, dikes)
- Perform instream habitat improvements and/or install beaver dam analogues
- Excavate and/or reconnect side and secondary channels
- Remove longitudinal passage barriers
- Improve channel fill
- Perform riparian plantings
- Facilitate passive restoration of riparian areas and floodplain
- Decommission roads where appropriate

Vulnerabilities:

- Habitat fragmentation – Major highways on former floodplain
- Altered precip timing and flow regimes
- Increased disturbance
- Increased flooding events
- Poorly designed and malfunctioning infrastructure
- Riparian decline
- Invasive species

Objective	Measure of Success	Timeline
Improve habitat conditions for deer and elk in priority areas based on Atlas prioritization	-Number of acres improved based on: -Forage -Cover -Corridors	8 years

Strategies:

- Facilitate improved fencing and grazing management practices targeting improvements in obstacles to migration corridors
- Develop springs and other upland water
- Establish upland shrubs important to deer and elk
- Reseed/replant following disturbance or removal of invasives
- Manage migration corridors
- Manage invasive species
- Perform forest management in support of target wildlife habitat

Vulnerabilities:

- Resource scarcity – Water, forage
- Reduced carrying capacity
- Habitat fragmentation
- Upland shrub establishment decline
- Ticks and disease

Objective	Measure of Success	Timeline
Support native habitat for a diversity of aquatic and terrestrial species	-increased habitat types positively by our work -increased habitat features basin wide	10 years

Strategies:

- Plant and produce native plant species with an emphasis on diversity
- Plant/produce plant species for native pollinators
- Facilitate awareness off a variety of species' habitats and limiting factors
- Support Oregon Conservation Strategy Habitats

Vulnerabilities:

- Wildfire
- Habitat fragmentation, simplification
- Insect and diseases
- Altered flow regimes, groundwater storage
- Climate associated threats to biodiversity
- Resource scarcity – Water, food, habitat
- Increased temperatures
- Altered precipitation timing
- Invasive species
- Riparian decline
- Degraded floodplains
- Increased summer water temperatures

Objective	Measure of Success	Timeline
Increase and protect landscape features that contribute to natural water storage capacity to improve drought resilience	-number of aspen meadows, wet meadows, riparian floodplain, wetlands, springs improved, protected or maintained -acres of juniper treated	5 years

Strategies:

- Protect aspen, wet meadows, and riparian areas
- Propagate aspen and wet meadow species
- Avoid cover type conversion of wet meadows and aspen stands Prioritize treatment of conifer encroachment around water storage features
- Protect beavers and facilitate projects that benefit beaver habitat
- Manage invasive species.

Vulnerabilities:

- Wildfire
- Juniper encroachment and increased overland flows
- Drought
- Fragmentation
- Riparian decline
- Degraded floodplains
- Aspen decline
- Changing flow regimes, precipitation timing

Objective	Measure of Success	Timeline
Increase fire and drought resilience on forested uplands	Decreased acreage in high and extreme fire danger categories Increased wetlands/water storage features.	5 years

Strategies:

- Maintain healthy forest types through active management
- Beaver management and beaver dam analogues
- Facilitate cross-boundary management
- Treat juniper where practical and appropriate
- Facilitate installation of firefighting infrastructure where it can be realized as a secondary benefit (e.g. cisterns for upland water)
- Outreach to landowners about defensible space and ignition sources
- Manage invasive species
- Follow fire safety guidelines for vehicles operating in the field during times of high fire danger For the Council

Vulnerabilities:

- Wildfires
- Juniper encroachment
- Invasive species
- Altered precipitation timing
- Insects and diseases
- Drought
- Increased summer temperatures
- Legacy of fire suppression

For the Council

Goal: The North Fork John Day Watershed Council is known and trusted in the community.

Goal: Retention of professional and productive employees is supported by competitive compensation and benefits and a safe, inclusive, and comfortable workplace.

Goal: The North Fork John Day Watershed Council is a trusted facilitator with diverse expertise, acting as a bridge for knowledge and resources for landowners and other organizations.

Goal: The longevity of the organization and its operations are guaranteed through financial resilience, consistent staffing, continuity of programs, and a functional board of directors.

Objective	Measure of Success	Timeline
Increase awareness of the council's identity, mission and programs	-Number of positive engagements	5 years

Strategies:

- Attend/present at community events
- Increase media presence
- Put on community engagement events
- Support voluntarism by staff and participation with other organizations
- Create outreach materials
- Maintain social media presence
- Support and increase non-project interactions

Objective	Measure of Success	Timeline
Demonstrate the watershed council's restoration progress and value for the community	-Improved perception of watershed council and its actions	2 years to progress

Strategies:

- Facilitate project tours for local stakeholders
- Post on social media about projects
- Conduct media interviews about projects, reach out to local media where appropriate
- Increase and support non-transactional interactions with local stakeholders
- Demonstrate our economic impact where feasible

Vulnerabilities:

- Our best efforts could still be insufficient in the face of climate change; the outcomes of demonstration projects may not be what we hope for

Objective	Measure of Success	Timeline
Support a work life balance with increased morale through pay and benefits	-increased employee retention and satisfaction	Annual improvement 5 years

Strategies:

- Provide fixed/predictable salary increases for staff
- Maintain competitive benefits including health care coverage with mental health care
- Provide flexible PTO and sick leave that supports employees preferential use and personal needs
- Facilitate and accommodate remote work needs

Objective	Measure of Success	Timeline
Maintain or increase partnership with agencies and landowners	-Active engagement is maintained or increased in terms of number of active partners with emphasis on multi-tiered agency-landowner relationships	5 years

Strategies:

- Participate in partner events
- Facilitate partnerships between agencies and landowners to take the administrative burden off of landowners
- Continue participation in The John Day Basin Partnership and other working groups
- Seek out opportunities to generate awareness of NFJDWC's ability to assist and facilitate partnership and cooperation

Vulnerabilities:

- Changes in agency priorities
- Resource scarcity – competition with basic needs for partnering landowners

Objective	Measure of Success	Timeline
Maintain a diverse set of skills, interests and experiences across staff	Maintain or increase diversity of skillsets, interests, backgrounds	ongoing

Strategies:

- Create opportunities for employees for professional development, training, and continued education
- Target hiring to complementary expertise areas
- Allow employees to pursue fundable projects that are important to them

Objective	Measure of Success	Timeline
Increased local representation of the council	Number of meetings attended by staff in a representative capacity	1 year

Strategies:

- Encourage board membership for staff at other orgs
- Actively participate in partner events and meetings
- Actively participate in advisory committees, working groups, county court meetings, city council meetings and other local events

Objective	Measure of Success	Timeline
Maintain or increase funding from diverse sources to support both project and non-project operations	Budget maintained or increased Non-project services are supported	2 years

Strategies:

- Use tools and resources designed to track and find potential funding sources (e.g. Instrumentl)
- Seek and incorporate feedback for non-funded proposals
- Seek unrestricted/capacity funding to support programs/program development
- Maintain relationships with funders outside of active Requests for Proposals
- Define, develop and track programmatic/non-project activities

Vulnerabilities:

- Loss of anadromy and associated funds
- Resource scarcity – competition with basic needs
- Grants changing to increasingly emphasize community involvement/volunteer participation

Objective	Measure of Success	Timeline
Increase fiscal competency and best management practices	Number of trained employees	2 years

Strategies:

- Build a template library for contracts and agreements
- Perform a biennial review of fiscal policies with the Board of Directors
- Create streamlined, unified, accessible fiscal practices that are transparent, respectable, and rigorous
- Perform mini audits outside of regular audit schedule

Objective	Measure of Success	Timeline
Recruit and retain active and involved board members	Active participation by members of the board Board membership maintained or increased	2 years

Strategies:

- Recruit based on our own bylaws
- Seek out greater and wider expertise among board members
- Project and program tours to increase exposure of board to council activities

For The Community

Goal: The North Fork John Day Watershed Council does its part to support a clean and safe town with a strong, adaptable, and locally based economy.

Goal: Mutual respect between the council and community members supports strategic and cooperative restoration that benefits both ecology and people.

Goal: The North Fork John Day Watershed Council sets an example for environmental sustainability in its facilities and operations.

Goal: The North Fork John Day Watershed Council helps to foster a sense of community and pride that make our operating area a great place to live.

Goal: The North Fork John Day Watershed Council is an active part of a local community and economy that are adaptable to environmental change and increased resource scarcity.

Goal: Water is valued as important resource and utilized in ways that promote ecological function while also being available for human use.

Objective	Measure of Success	Timeline
Maintain or increase partnership with local businesses	Active partnership maintained with multiple local businesses	ongoing

Strategies:

- Utilize local vendors and services when possible
- Continue seeking opportunities to assist local businesses with sustainability and renewable energy goals

Vulnerabilities:

- Economic volatility
- Priorities of businesses outside of our control

Objective	Measure of Success	Timeline
Increase access to nature within the Town of Long Creek	Increased accessible greenspace	10-20 years

Strategies:

- Develop a plan for a public trail in Long Creek
- Plant native plants on City of Long Creek property
- Utilize native plant program to increase native plants on city property
- Develop a demonstration garden on the watershed council property

Vulnerabilities:

- Wildfire
- Resource scarcity – Town priorities

Objective	Measure of Success	Timeline
Improve and maintain aesthetic value of council facilities and property	Council office and facilities look well maintained	2 years

Strategies:

- Maintain council assets and property to avoid deterioration where possible
- Develop a demonstration garden on the watershed council property
- Develop a plan for upgrades to watershed council property

Vulnerabilities:

- Extreme weather conditions
- Rising material costs

Objective	Measure of Success	Timeline
Contribute to cleanliness and beautification of Long Creek and surrounding communities	Number of cleanup events and community improvement activities engaged in formally or informally	2 years

Strategies:

- Participate in the garbage haul
- Set the standard in town for aesthetics by maintaining clean grounds at the council
- Engage in community improvement events

Vulnerabilities:

- Resource Scarcity – Town priorities

Objective	Measure of Success	Timeline
Increase opportunities for community education of ecological and watershed restoration concepts	Number of events, programs, or available assistance	5 years

Strategies:

- Implement the Native Plants Program
- Participate in, and help facilitate community events (Free Fishing Day, NR Fair, Etc.)
- Host an annual meeting to provide information about council activities and available resources
- Host experts and other agencies at council event

Objective	Measure of Success	Timeline
Increased sustainability of property and operations	Decreased non-renewable resource usage	10 years, progress every 2 years

Strategies:

- Upgrade council appliances and assets for greater energy efficiency
- Consider efficiency in vehicle purchases – Most efficient feasible
- Reduce waste and resource usage where feasible
- Explore renewable energy options regularly as technology improves

Vulnerabilities:

- Rising material costs

Objective	Measure of Success	Timeline
Host consistent, enjoyable community engagement events	Number of events Attendance	1 year

Strategies:

- Continue to host and improve on the annual Harvest Party
- Continued involvement in Free Fishing Day, the Natural Resources Fair, and other engagement opportunities

Objectives	Measure of Success	Timeline
Increase awareness of programs for regional resource scarcity	Number of programs	3 years

Strategies:

- Connect landowners and other council constituents with climate information and assistance programs
- Utilize the Stewardship Planning Framework to make connections between resource concerns and assistance programs
- Maintain staff awareness of climate conditions and assistance program