



**Clackamas River Basin Council Board/Staff Retreat
January 18, 2018 Minutes**

Persons Attending: Quorum Confirmed, 18 of 23 present

Dave Albrecht	YES	Dave Kleinke	YES	Kelly Warren
Todd Bartlett	YES	Bill Lenon	YES	
Ron Blake	YES	Nick Loos	YES	
John Borden	YES	Earlean Marsh	YES	
Bryon Boyce	YES	Bill Monroe	YES	
Ris Bradshaw	YES	Jim Rice		
Aaron Caldwell	YES	Guy Rodrigue		Liaisons: Jack Williamson
Doug DeHart	YES	Gail Shaloum	YES	Bruce Zoellick Gwen Collier Yes
Gary Guttridge		Tim Shibahara	YES	
Lowell Hanna	YES	Ivars Steinblums	YES	Guests: Alexis Millett with NAO
Michael Karnosh		Jackie Tommas	YES	Staff: Suzi Cloutier, Christine Johnson, Cheryl McGinnis, Jennifer Sampson, Charlie Ylijoki

Meeting began: 2:00pm

AGENDA

1. Welcome & Introductions
2. Group Agreements
3. Warm-Up Activity: CRBC Mission Successes! Celebrating 2017 & Beyond
4. CRBC Vision for the Future & Niche for Success
5. Happy Hour/Dinner
7. Board Business
8. Board Roles & Responsibilities Training & Discussion
9. The Four+ A's Activity
10. Closing Affirmations & Next Steps

1. Welcome & Introductions

A.Millett welcomed Board members and guests. Quorum confirmed.

2. Retreat Agenda

A.Millett led board and staff members through various exercises designed to determine what direction CRBC should go in the future. [See transcribed notes from table exercises attached and included in the February Council meeting materials.]

3. Board Business

Staff left the retreat at 5:30pm. *J.Tommas moved to accept the minutes for December; R.Blake seconded. Motion carried by consensus. D.Albrecht moved to accept the financial statements for November; J.Tommas seconded. Motion carried by consensus.*

Council Retreat adjourned at 8:30pm.

**Clackamas River Basin Council (CRBC)
Board-Staff Retreat Notes
January 18, 2018**

CRBC Mission: We foster partnerships for clean water and to improve fish and wildlife habitat and the quality of life for those who live, work and recreate in the watershed.

Group Agreements:

Group Agreements are a set of behaviors that support a culture you want to cultivate and practice.

Culture we seek to embody:

- Respect
- Congeniality
- Energy
- Consensus
- Productive
- Focused
- Willing to listen
- Approachable
- Engaged
- Serious
- Prepared
- Fun
- Enjoyable
- Curiosity
- Expertise
- Outreaching

Agreements:

- Ask clarifying questions
- Get to the point
- Not speaking when others are
- Accept and assess opposing views
- Not dwelling on topics
- Listening – active – affirm what you’ve heard before speaking
- Showing up to meetings
- Keep mission in focus
- Each individual participate
- Bring forward your opinion
- Practice patience
- Invite those to speak who haven’t
- Offer “little things” to each other (help, affirmation)
- Seek and be open to new ideas
- See that everyone brings value
- Allow space to hear from everyone without evaluating – make sure recorded objectively
- Affirm back what you heard
- Acknowledge input
- Allow input from all
- “Move forward, Move backward” (think first/space for someone who needs to think first)
- Be open and transparent

Talents & Treasures

Themes:

- Tech expertise, relevant to water and fundraising
- Knock on doors, network, mobilize
- Legal

- Land use and forestry
- Nonprofit management
- Connection and use of river
- Specific skills: building, art
- Focus, project management, determination
- Financial
- Hope and mission connection

Visioning Exercise:

WHO?

- | | | |
|--|---|-------------------------|
| • Virgil – local homeless | • Birds | • Birds |
| • Organic famers | • All kinds of wildlife | • Fishers |
| • Recreators – hiking, boating, fishing | • Families recreating | • Rafters |
| • NO drunk idiots | • Invertebrates | • Swimmers |
| • Family units | • People on the upper rive | • Fish |
| • Responsible land-owners | • Pond turtle | • Bears |
| • Tourist with money | • Salmon | • Eagles |
| • Drift boats | • People | • Osprey |
| • River otters | • Fish | • Deer |
| • Large fish runs | • Wildlife (deer, beaver, etc) | • Developed communities |
| • Osprey | • Respectful users (no drunk litterers) | • Hunters |
| • Abundant wild salmon, dead and live, jumping | • Dense number of users in and around water | • Hikers |
| • Martin on a rock | | • Photographers |
| | | • Water drinkers |

WHAT?

- | | | |
|-------------------------------|--------------------------------------|---|
| • Lots of fish – native | • Bio sales and green infrastructure | • More pines – because of climate change |
| • Less herbicides | • Less crime | • Respectful behavior of recreators |
| • Fewer invasives | • Clean roadsides | • Clean gravel with redds |
| • More resource protection | • Gravel water quality and quantity | • No trash |
| • Healthy riparian areas | • Rural nature maintenance | • No development |
| • Green forest and understory | • Blue sky | • Healthy farm land – control runoff |
| • Wood in the river | • View of Mt hood | • Good looking riparian areas (no bare earth, numerous native vegetation and complex) |
| • Elk, wolves | • Healthy native trees | |
| • More public access | • Healthy forest | |
| • More water | • Clean river | |
| • No riprap | | |
| • More meandering | | |

- Little road/industrial noise
- Sustainable timber harvest/management
- Responsible development and water use
- Bears and eagles feeding
- Mature forest
- Sitting along river
- Lack of artificial fish barrier

ADJECTIVES:

- Natural
- Peaceful
- Sustainable
- Green
- Like-minded but diverse
- Thriving
- Rich
- Water
- Abundant
- Quiet
- Wind through trees
- Shaded
- Cool water
- River sounds – bubbling, rippling, soft applause
- Bird noises
- Clean
- Healthy
- Low density development
- Good water smell
- Clean air
- Lush
- Dense
- Respectful
- Clear
- No littering
- Supporting the natural environment
- Happy
- Tranquil
- Shady
- Cold water

Themes/Observations/Reflections:

- Balance between usage and preservation
- Increased river health and biology
- More fish
- People and use – not where they live
- River cleaner and cooler
- Sustainable buildings, farming, infrastructure
- Buffers
- Continued protection
- Wild and scenic
- People using recreationally
- 1 of 2 federally recognized places as “pristine”

CRBC’s unique role, niche, value...?

- Political engagement (elected officials, planners, political mobilization)
- Outreach (informing the public about what is happening)
- Networking (with ALL partners)
- Education (don’t “sell” but advise)
- Continued restoration success
- Raising awareness
- Trusted resource
- Non-regulatory – cultural and social bridging
- Making connections
- Improve awareness/passion
- Help money to river basin
- Facilitator/organizer
- Expediter/collaborator
- Bring partners together

- Land owner advocates
- Information share/outreach
- Advocate proper government support/action
- Actively protect/restore to fill gaps (that government doesn't do)
- Assessments – water quality, etc
- Project management – restoration, on-ground, coordinate actions that build greater response, ID groups that can contribute and engage
- Influence land use responses
- Hold entities responsible
- Educate community directly and by example (project examples)
- PR outreach
- Engaging community
- Recommendations on land use planning (forestry, ag, urban/suburban development)
- Bring awareness to problems
- Pushing the ideal vision
- Forming partnerships
- Coordinate and implement
- Advocacy
- Education
- Advising
- Identify watershed concerns
- Promotion of the watershed

Board Roles & Responsibilities Reflection

Group 1

1. **What do you like about current structure?**
Have good organization with staff, executive committee, etc. No micro-management
2. **Needs further clarity/refinement?**
Individuals may need clarity – but we should not expect too much of them – we have staff
3. **Meeting structure recommendations:**
Board flexibility on time – dates – of meetings

Group 2

1. **What do you like about current structure?**
 - EC critical review of financials – could be a finance committee
 - Presentations at council meetings
2. **Needs further clarity/refinement?**
 - CPA and authenticity
 - EC Serve to review detail of financials. FWD to council for approval. Use graphic for full board (dashboard) with current expenditure, available \$ to x yrs out
 - Focus council meetings on activities toward mission.
 - Tighter connection with board and council activities
3. **Meeting structure recommendations:**
 - 1x month shorter in length
 - Keep presentations to relevant topics for impact on mission to aid/inform decision making
 - Use board to be engaged in mission.
 - Tie board discussion on mission – for board to take part in what's happening.

Group 3

1. **What do you like about current structure?**
2. **Needs further clarity/refinement?**
 - Attendance and quorum need further attending or action for non-attendance after 4 missed meetings
 - Is there a place for non-voting members (eg long time timber companies, tribal, etc)
 - We agree that tribal involvement *may* need review
3. **Meeting structure recommendations:**
 - What if council met every 2 month and more was delegated to the EC committee?

Group 4

1. **What do you like about current structure?**
 - Clarity around staff and officers, full board and excom
2. **Needs further clarity/refinement?**
 - Excom and full council
 - Charter – how do you explain to new members?
3. **Meeting structure recommendations:**
 - Decision making
 - Execution of agenda
 - Org structure to effectively carry out mission

Group 5

1. **What do you like about current structure?**
2. **Needs further clarity/refinement?**
 - Fundraising not identified in roles and responsibilities
3. **Meeting structure recommendations:**
 - Committees every other month (financial, fundraising, project controls, strategy)
 - Board meeting every other month
 - Exec board every month
 - Only have presentations on applicable topics
 - Shorter presentations (not to entertain)
 - 2 min report out (timed) for each stakeholder groups
 - Want to know what staff needs from board
 - Step back step forward (ie participation norms)
 - Work controls, risk, status, etc – budget schedule (spent \$1m)

Four 'As' of Board Involvement

*indicates top priority shared with full group

Askers (Ivars, Lowell)

- Go after large gifts (corporate)*
- Fundraising training*
- Contact other groups who have been successful*

Ambassadors (Bryon, Earlean, Todd, Gail)

- Connect with other orgs in network (CPOs, neighborhood corporations, environmental orgs, other agencies, political groups)*
- Organize/do presentation to network groups*
- Refine message for specific groups*
- Report back and forth
- Communicate and raise awareness
- Facilitate grant funding, info
- Make connections between funds and landowners
- More cross pollination with other groups – opportunities for collaboration, partnerships
- How to get in front of more groups more frequently
- Gathering place for statistics, info
- Educate people about where their runoff flows
- Get out the word about success of fish runs and our habitat improvement work
- Recruit volunteers for CRBC activities
- Tell about projects and programs
- Talk to river users esp. stash bags – may lead to more members, actions, donations?
- ID big corporations that we can outreach to for support and \$ partnerships
- Appeal to anyone who invests in watershed / benefits from it

Advisors (Gwen, Riz, Nick L., John B., Bill, Doug, Aaron, Tims)

- Utilize tech skills to support various activities*
- Ensure alignment with mission*
- Taskforce/subcommittee to move to action*
- Historical uses of river (context)
- Speak up about relevant issues
- Project sponsor – review payments, RFPs, Work scopes

Advocates

- Be aware and engaged with issues*
- Involved in community activities*
- Influential people in mission*
- Letters on issues
- Phone calls
- Outreach
- Down the river cleanup
- Stash the trash
- Saturday volunteers work parities
- Land use proposals
- Letter to city of Sandy
- Awareness of issues facing the river – for a clean river