



OREGON
WATERSHED
ENHANCEMENT BOARD

Virtual Board Meeting
February, 2024



Oregon Watershed Enhancement Board
Meeting Agenda
February 20, 2024, 2:30 pm – 3:30 pm

The public is welcome to listen to the virtual meeting through the following methods:

- **YouTube Streaming/Recording:** https://www.youtube.com/channel/UC0dl-TOWlt4Sp--i1KEa_OA. Please note that there may be a slight delay when streaming the meeting content.
- **Zoom:** passcode: 119451
<https://us02web.zoom.us/j/88051914186?pwd=NVJlVWFkOjV2dG9wQnBYekpyQi8wUT09>
- **Phone:** Dial 1 669 900 6833, ID number: 880 5191 4186 and passcode: 119451

The board materials are available at: <https://www.oregon.gov/oweb/about-us/Pages/board/2024-Feb.aspx>

Public comment

OWEB welcomes written or verbal public comment on any agenda item that is not marked with an asterisk.

All written comments can be submitted on our website at <https://www.oregon.gov/oweb/about-us/Pages/public-comment.aspx>. The deadline for submitting written comments is **4:00 pm Friday, February 16, 2024**.

Written comments will be provided to the board before the meeting.

Verbal comments are limited to three minutes and will be heard during the public comment period at the beginning of the meeting. Anyone interested in providing comments will be asked during this time to alert organizers of their interest by using the raise-hand function on Zoom.

If special physical, language, or other accommodations are needed for this meeting, please contact [Nicole Bettinardi](#) as soon as possible, at least 48 hours before the meeting.

Tuesday February 20, 2024

Business Meeting – 2:30 pm

A. Public Comment (2:30 pm)

This time is reserved for the board to hear general public comments and review the written public comment submitted for the meeting. *Information item.*

B. Board Input on Search for OWEB’s new Executive Director (2:45 pm)

The Governor’s Senior Natural Resources Policy Advisor Geoff Huntington will seek board input on the desired attributes for OWEB’s new Executive Director. Following this meeting the Governor will begin the recruitment process for the new director. *Information Item.*

Meeting Rules and Procedures

Meeting Procedures

Generally, agenda items will be taken in the order shown. However, in certain circumstances, the board may elect to take an item out of order. To accommodate the scheduling needs of interested parties and the public, the board may also designate a specific time at which an item will be heard. Any such times are indicated on the agenda.

Oregon's Public Meetings Law requires disclosure that board members may meet for meals when OWEB meetings convene.

Voting Rules

The OWEB Board has 18 members. Of these, 11 are voting members and 7 are ex-officio. For purposes of conducting business, OWEB's voting requirements are divided into 2 categories – general business and action on grant awards.

General Business

A general business quorum is **6 voting members**. General business requires a majority of **all** voting members to pass a resolution (not just those present), so general business resolutions require affirmative votes of **at least 6 voting members**. Typical resolutions include adopting, amending, or appealing a rule, providing staff direction, etc. These resolutions cannot include a funding decision.

Action on Grant Awards

Per ORS 541.360(4), special requirements apply when OWEB considers action on grant awards. This includes a special **quorum of at least 8 voting members** present to act on grant awards, and affirmative votes of at least six voting members. In addition, regardless of the number of members present, **if 3 or more voting members** object to an award of funds, the proposal will be rejected.

Executive Session

The board may also convene in a confidential executive session where, by law, only press members and OWEB staff may attend. Others will be asked to leave the room during these discussions, which usually deal with current or potential litigation. Before convening such a session, the presiding board member will make a public announcement and explain necessary procedures.

More Information

If you have any questions about this agenda or the Board's procedures, please call Nicole Bettinardi, OWEB Board Liaison, at 503-428-1804 or send an e-mail to Nicole.BETTINARDI@OWEB.oregon.gov. If special physical, language, or other accommodations are needed for this meeting, please advise Nicole Bettinardi as soon as possible, and at least 48 hours before the meeting.

Oregon Watershed Enhancement Board Membership

Voting Members

Barbara Boyer, *Board Co-Chair, Board of Agriculture*
Bruce Buckmaster, *Public*
Elizabeth Agpaoa, *Board of Forestry*
Gary Marshall, *Public*
Mark Webb, *Environmental Quality Commission*
Jamie McLeod-Skinner, *Public*
Kelly Coates, *Public (Tribal Representative)*
Lindsay McClary, *Public*
Liza Jane McAlister, *Board Co-Chair, Public*
Mark Labhart, *Fish and Wildlife Commission*
Meg Reeves, *Water Resources Commission*

Non-voting Members

Aaron Curtis, *U.S. Bureau of Land Management*
Chris Allen, *U.S. Fish and Wildlife Service*
Amy Hendershot, *U.S. Natural Resources Conservation Service*
Dan Brown, *U.S. Environmental Protection Agency*
Dan Shively, *U.S Forest Service*
Eric Murray, *National Marine Fisheries Service*
Stephen Brandt, *Oregon State University Extension Service*

Contact Information

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OWEB Acting Executive Director – Stephanie Page

Stephanie.PAGE@OWEB.oregon.gov

OWEB Board Liaison and Executive Assistant– Nicole Bettinardi

Nicole.BETTINARDI@OWEB.oregon.gov

2024 Board Meeting Schedule

April 22-24 – Baker City
July 23-24 – Springfield
Oct 22-23 – Coos Bay, OR

For online access to staff reports and other OWEB publications, visit our website:

www.oregon.gov/OWEB.



OREGON
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Agenda Item A

Public Comment

Board Meeting February 20, 2024

From: oregon-gov-web-services@egov.com
To: [BETTINARDI Nicole * OWEB](#)
Cc: [REPPLINGER Linda * OWEB](#)
Subject: Public Comment
Date: Monday, February 19, 2024 5:17:16 PM

Some people who received this message don't often get email from oregon-gov-web-services@egov.com. [Learn why this is important](#)

First and Last Name	Amanda Martino
Phone Number	2486350946
Email Address	marti@bmlt.org
I wish to provide (select one):	both written and verbal comment
If you are providing VERBAL comment, how do you plan to attend the meeting (select one):	virtually
I want to provide comment at (select one):	OWEB Board meeting (please include agenda item you wish to comment on below)
Agenda Topic / Item Letter	New Director Search
Type Comment Here (comments may also be uploaded below):	

Uploaded Files:

- [OWEB ED Recruitment - COLT Testimony.pdf](#)

Submission ID: 1da39dd3-806e-4a5c-a2de-2e76fb6cc4be

Record ID:



COALITION OF OREGON LAND TRUSTS

2540 NE MLK JR BLVD, PORTLAND, OR 97212 • 503-719-4732 • OREGONLANDTRUSTS.ORG

February 16th, 2024

Oregon Watershed Enhancement Board
775 Summer Street NE
Salem, OR 97301

Governor's Office of Natural Resources
900 Court Street, Suite 254
Salem, OR 97301

Members of the Board and Governor's Office of Natural Resources

On behalf of the Coalition of Oregon Land Trusts (COLT), thank you for the opportunity to provide public comments on the recruitment of OWEB's new Executive Director. COLT is a nonprofit membership organization that serves and strengthens the land trust community in Oregon by building connections and advancing policies that help protect our natural world.

We represent 31 member organizations including land trusts, soil and water conservation districts, and conservation organizations working to protect clean water, fish, and wildlife habitat across the state. Together, our members have worked to conserve over 290,000 acres of land.

We have a long partnership with OWEB, and our members are direct recipients of many of OWEB's grant opportunities, including the land acquisition grants, Focused Investment Partnerships (FIPs), restoration, Oregon Agricultural Heritage Program (OAHP), and others. In addition, COLT is funded through the Oregon Conservation Partnership (OrCP) by OWEB to provide additional capacity, technical assistance, and community building for land trusts, soil and water conservation districts, and watershed councils across the state.



24 MEMBER ORGANIZATIONS: Blue Mountain Land Trust • Center for Natural Lands Management • Columbia Land Trust
Deschutes Land Trust • Ducks Unlimited • Forest Park Conservancy • Friends of the Columbia Gorge Land Trust
Greenbelt Land Trust • Klamath Lake Land Trust • Lower Nehalem Community Trust • McKenzie River Trust
North Coast Land Conservancy • Northwest Rangeland Trust • Oregon Agricultural Trust • Oregon Desert Land Trust
Pacific Forest Trust • Southern Oregon Land Conservancy • The Conservation Fund • The Nature Conservancy in Oregon
The Trust for Public Land • The Wetlands Conservancy • Willowa Land Trust • Western Rivers Conservancy • Wild Rivers Land Trust
8 ASSOCIATE MEMBER ORGANIZATIONS: Black Oregon Land Trust • Cerro Gordo Land Conservancy • Clackamas Soil & Water
Conservation District • East Multnomah Soil & Water Conservation District • Helvetia Community Association
Tualatin Soil & Water Conservation District • View the Future • Yamhill Soil & Water Conservation District

OWEB is at a critical juncture. The agency is in the middle of a strategic plan refresh and beginning the search for an Executive Director. COLT is in strong support for the recruitment of a new Executive Director with a deep-rooted commitment to conservation and visionary leadership that is both forward-thinking and dedicated to bold action.

OWEB's Strategic Plan Refresh will set the north star for OWEB's work for the next five years, and help guide the agency in delivering their mission to "protect and restore healthy watersheds and natural habitats that support thriving communities and strong economies." OWEB provides one of the only sources of state funding for acquisition and restoration projects, and is an essential partner for delivering high-impact conservation on the ground.

With OWEB's funding and partnership, our members help to deliver conservation outcomes that are rooted in local community and regional conservation goals. Through both the recruitment of the new ED and the strategic plan, we hope the agency can approach this next phase with bold and innovative actions that acknowledge the scale of the challenges Oregon is facing.

We thank you for your time, and we look forward to being a part of the recruitment process as it moves forward.

Thank you,

A handwritten signature in black ink, appearing to read "A. Martino". The signature is fluid and cursive, with a large initial "A" and a long, sweeping underline.

Amanda Martino
Executive Director
Blue Mountain Land Trust





OREGON
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Agenda Item B

Staff Report

Board Meeting February 20, 2024



Oregon

Tina Kotek, Governor



OREGON
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775 Summer Street NE, Suite 360
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(503) 986-0178

MEMORANDUM

TO: Oregon Watershed Enhancement Board
FROM: Geoff Huntington, Governor's Senior Natural Resources Policy Advisor
Courtney Shaff, Monitoring and Reporting Manager
SUBJECT: Agenda Item B – Board Input on Search for OWEB's new Executive Director
[February 20, 2024, Special Board Meeting](#)

I. Introduction

The Governor will soon begin the recruitment process for the new OWEB Executive Director. Geoff Huntington, the Governor's Senior Natural Resources Policy Advisor, would like the board's input on desired attributes for the new director. This agenda item is a board work session to gather input from the board.

II. Background

Since December 1, 2023, OWEB has been without a permanent Executive Director. Input gathered from OWEB staff and the board will inform the recruitment process. Monitoring and Reporting Manager Courtney Shaff is serving as the agency internal point of contact for the Governor's Office on the recruitment.

III. Status

The OWEB Executive Team and staff have developed a draft list of desired attributes as a starting point for the board and the Governor's Senior Natural Resources Policy Advisor to discuss (see Attachment A).

The Governor's office plans to use this input during the recruitment process for the permanent Executive Director, set to begin as early as March 2024 with the aim of selecting a candidate by early summer 2024.

IV. Recommendation

This is an information item only.

V. Attachments

A. 2024 OWEB Input on Executive Director

OWEB Staff Input on Desired Attributes for the 2024 Executive Director Recruitment

Recommended attributes:

- Strong commitment to OWEB's mission and understanding of Measure 66 and 76, the Oregon Plan for Salmon and Watersheds, and local partners including watershed councils, soil and water conservation districts and land trusts.
- Passionate about conservation and restoration in Oregon.
- Extensive leadership experience, including the ability to navigate the complexities related to large-board management.
- Extensive leadership experience in managing and unifying an executive team, including strong decision-making, conflict-resolution, and coaching/mentoring skills.
- Steady leader who will restore agency culture and guide the work of the agency in alignment with its mission. OWEB has weathered significant change over the last few years in terms of programs, staff, and leadership. These changes have impacted the framework, function, and morale of the agency. At this point in time, OWEB needs stability in leadership and a director who is interested in the position as a long-term career goal.
- Strong understanding of natural resources management, watershed restoration/protection, and watershed ecology.
- Experience with complex natural resources issues.
- Demonstrated leadership developing and implementing innovative policy solutions to complex natural resource challenges.
- Strong understanding of grantmaking, grant management, and financial accountability is desirable but not essential.
- Knowledgeable of tribal partners and government to government relationships.
- Strong communication skills including the ability to effectively communicate with executive team, staff, and partners through listening, learning, and acting as part of a team.
- Experience and ability to communicate with legislators to succinctly convey what OWEB does and advocate for what OWEB needs to fulfill its mission.

Management Approach

- Highly collaborative and problem-solving oriented.
- Understands and promotes the benefits of continuous improvement.
- Understands the importance of team building and honoring/respecting all members of the team.
- Authentic, transparent, and inclusive.
- Leads from the heart with understanding, compassion, and respect for others.
- Encourages interaction between executive team and staff. Strives to meaningfully connect with staff as experienced professionals.
- Demonstrates a willingness to listen, learn, and adapt to feedback from staff and partners. Seeks staff input, especially related to context and implications of decisions before they are made.
- Makes fair and equitable decisions and clearly communicates those decisions to the board and staff.
- Expresses a desire to and a joy of being involved in the day-to-day work of a small agency and not solely focused on budget and high-level policy.