

# ANNUAL REPORT

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2018

## COWICHAN WATERSHED BOARD

4335 Riverside Road

Duncan, BC, V9L 6M8

[info@cowichanwatershedboard.ca](mailto:info@cowichanwatershedboard.ca)

[www.cowichanwatershedboard.ca](http://www.cowichanwatershedboard.ca)



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## Message from the Co-Chairs

(to do)

## Purpose and Core Principles

The purpose of the CWB is to serve as a formal entity to improve collaborative management and decision-making to protect and enhance the health of the whole of the Cowichan and Koksilah watersheds (collectively referred to as the Cowichan Watershed). This includes helping to guide the implementation of the Cowichan Basin Water Management Plan (the Plan) and the associated Targets (the Targets) adopted by the CWB.

The CWB is committed to these Core Principles:

- *Partnership*: The Board is built on a collaborative partnership among Cowichan Tribes and the CVRD (the partners) and seeks to engage and bridge the interests of governments, regulatory agencies, local water stakeholders and citizens.
- *Representation*: The Board members are appointed to serve the best interests of Cowichan Basin citizens and the region as a whole in a manner that is consistent with federal and provincial interests that support sound watershed management. Members selected are, to the greatest extent possible, local community leaders and/or known water management champions-related experts.
- *Watershed Emphasis*: The CWB's priorities and activities are guided by a vision for the watershed as a whole that is based on ecological sustainability and "whole of watershed" thinking. "
- *Transparency*: To the greatest extent possible, the actions and decisions of the CWB will be transparent and open.
- *Nutsamatkwsyaay'ustthqa'*: We come together as a whole to work together to be stronger as partners for the watershed. This is an ancient Cowichan Tribes principle. Orientation in the application of the principle will be provided by the Co-Chairs. ("Nutsamat")

## Year in Review

In 2018 the Cowichan Watershed Board was able to make significant progress in several key areas of focus, leveraging resources and support from many watershed partners. By utilizing a “whole of watershed” approach, in recognition that *Mukw’ stem ‘o’ slhilukw’tul* – (everything is inter-connected), - achievements in specific elements of the 2018 workplan work cumulatively to contribute to overall water sustainability and watershed health in the Cowichan Valley.

The following summary of activities, progress made, and challenges experienced is arranged by key areas of focus and CWB “Targets”, the major strategic elements of our delivery model.

### Water Supply

- i) We want to ensure that Cowichan and Koksilah River summer flows are at levels that support the needs of people and fish.

| Activities | Cowichan  |
|------------|---|
|            | <ul style="list-style-type: none"> <li>• Cowichan Water Use Planning Process               <ul style="list-style-type: none"> <li>○ Participation in WUP steering committee with key partners: CVRD, Cowichan Tribes, Catalyst Paper</li> <li>○ Participation in WUP Aquatic/Riparian Technical Steering Group with fisheries professionals from agencies, Cowichan Tribes and NGO’s</li> <li>○ Participation in WUP Public Advisory Group including preparing and delivering presentations; guidance/advice to process facilitation consultant; bilateral meetings with PAG members to work through issues; planning and participation in public meetings.</li> </ul> </li> <li>• Representation of CWB interests in Ad Hoc water management calls with Catalyst paper (license holder), FLNRORD (regulator), Cowichan Tribes and others.</li> <li>• Bilateral conversations with lake front property owners regarding increased storage in Cowichan Lake</li> <li>• Bilateral meetings with Cowichan Tribes, Catalyst and agency representatives during summer low flow negotiation processes</li> <li>• Organization and implementing meetings with MP and MLA regarding support for initiative to increase water storage in Cowichan Lake</li> <li>• Meetings with FLNRORD and MOE ministers regarding increased water storage in Cowichan Lake including preparation of briefing packages/presentations.</li> <li>• Meeting with DFO Minister regarding funding for increased water storage in Cowichan Lake.</li> </ul> |

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|            | <p><b>Koksilah</b></p> <ul style="list-style-type: none"> <li>• Organization, presentation and participation in Koksilah watershed public meeting addressing low flow/sustainability issues</li> <li>• Organize and co-host Cowichan Watershed Board Koksilah Agricultural Outreach meeting focused on irrigation efficiency to address low flow water extraction</li> <li>• Support to FLNRORD staff in implementing Critical Flows strategy in Koksilah watershed (pilot for province of BC)</li> </ul>   |
| Progress   | <p><b>Cowichan</b></p> <ul style="list-style-type: none"> <li>• Completion and endorsement by Cowichan Tribes, all levels of government, industry, stakeholders and residents of Cowichan Water Use Plan calling for a two phased approach to increase lake storage by 70cms</li> <li>• Increased understanding by lake front property owners (and other local residents) of effects of increasing storage capacity in Cowichan Lake</li> <li>• 2018 drought management strategy avoiding catastrophic losses to fish stocks in Cowichan River</li> <li>• Strong support from MP and MLA regarding Sr. Government support in addressing licensing and funding issues associated with increased water storage</li> <li>• Expression of support from FLNRORD and MOE ministers for assistance in obtaining conservation storage license</li> <li>• Expression of interest from DFO Minister regarding federal funding for weir construction.</li> </ul> <p><b>Koksilah</b></p> <ul style="list-style-type: none"> <li>• Establishment of first “critical flow level” as defined by Water Sustainability Act in BC (for Koksilah River)</li> <li>• Establishment of dialogue with Koksilah farming community around importance of environmental flows and working together to ensure sustainable flows – and a sustainable agricultural community</li> <li>• Voluntary reduction in water extraction by agricultural community during extreme summer low flow periods</li> </ul> |
| Challenges | <p><b>Cowichan</b></p> <ul style="list-style-type: none"> <li>• Difficult to identify license holder for conservation license required to allow for additional storage to ensure environmental flows in Cowichan River. Identification of license holder essential to procurement funding to begin project</li> <li>• An estimated 15 million dollars will need to be raised to allow for weir construction. Approximately 10% of this – 1.5 million will be needed to carry out necessary engineering feasibility and design work</li> <li>• A relatively small number of lake front property owners remain strongly opposed to increasing lake storage. Better tools to demonstrate effects on individual properties are needed.</li> </ul>   |

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|  | <p><b>Koksilah</b></p> <ul style="list-style-type: none"> <li>• Flow gauging data on Koksilah is suspect by agricultural community. Accuracy of data must be confirmed</li> <li>• Resources for irrigation efficiency upgrades are expensive and cost prohibitive for farmers</li> <li>• Relationship building still needs to be done between agricultural community and those concerned with maintaining e-flows in Koksilah River.</li> <li>• The amount of FLNRORD staff time dedicated to this initiative is likely not sustainable over the long term.</li> </ul> |
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ii) We want healthy fish populations in the watershed.

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| Activities | <ul style="list-style-type: none"> <li>• See activities outlined in section a) I – “Healthy Flows”. Actions to secure suitable spring/summer/fall environmental flows will greatly benefit fish populations in the Cowichan.</li> <li>• WUP Aquatic/Riparian Technical Steering Group including fisheries professionals from agencies, Cowichan Tribes and NGO’s, dedicated significant time and resources to developing specific salmonid focused performance measures for variable flows in Cowichan River.</li> <li>• Juvenile steelhead density surveys carried out to ascertain steelhead productivity as per CWB Fish Health Target</li> <li>• First Adult swim survey in Koksilah River in over 20 years reveals dozens of Chinook salmon. First Chinook salmon positively identified in Koksilah River for years.</li> </ul> |
| Progress   | <ul style="list-style-type: none"> <li>• Building on work done in 2017 by CWB fish flows working group, WUP ARTSG developed additional science-based rationale and performance measures for increased flows in Cowichan – relating directly to salmonid success</li> <li>• Triple pass electro-shocking steelhead density survey reveals target steelhead juvenile density – CWB Fish Target indicator met.</li> <li>• Establishment of presence of Chinook salmon in Koksilah River</li> </ul>  |
| Challenges | <ul style="list-style-type: none"> <li>• Spring/Summer low flows still threaten salmon populations in Cowichan River</li> <li>• Lack of data regarding Cowichan Summer Run Chinook salmon</li> <li>• No Resources to implement ongoing salmon stock assessment program for Koksilah River</li> <li>• Desire to establish salmon indicator (other than steelhead) to support CWB Fisheries target.</li> </ul>   |

iii) We want Cowichan watershed residents to use water wisely.

|            |  |
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| Activities | <ul style="list-style-type: none"> <li>• Water Conservation Challenge – Year 5 of a 5-year challenge between water purveyors in Cowichan Valley to see who can document most significant per capita domestic water use reductions</li> <li>• “Save the Rain” Campaign. Directed outreach campaign aimed at promoting rainwater storage. Mechanisms include a series of feature articles in local press, outreach booth at public events, etc.</li> <li>• “Hip to save a Drip” Campaign. Directed outreach campaign aimed at ensuring leak free garden hoses to highlight the importance of water conservation in the valley. Mechanisms include video production, outreach at public events and community gatherings throughout the summer.</li> <li>• “Cowichan Valley Hosers” 2 outreach specialists retained to deliver water conservation message through humorous “Bob and Doug Mackenzie” characterization. Active at community events throughout the summer.</li> </ul> |
|------------|--|

| Progress   | Residential Water Use in Litres per person per day (LPD) |      |      |      |      |      | Average % Change* |           |
|--|--|------|------|------|------|------|-------------------|-----------|
|  | Water Supplier   | 2013 | 2014 | 2015 | 2016 | 2017 | 2018              | 2013-2018 |
|  | North Cowichan   | 296  | 283  | 265  | 245  | 283  | 318               | -5.7%     |
|  | Mill Bay   | 249  | 265  | 227  | 243  | 240  | 252               | -1.6%     |
|  | Cow Bay  | 307  | 240  | 213  | 211  | 223  | 232               | -22.8%    |
|  | CVRD   | 415  | 410  | 370  | 387  |      | 376               | -6.9%     |
|  | Ladysmith  | 231  | 235  | 213  | 220  | 189  | 233               | -5.9%     |
|  | Average  | 300  | 287  | 258  | 261  | 187  | 282               | -8.6%     |
| <p><b>Capture the Rain (2017-18)</b></p> <p>Workshops were held with 495 high school students to teach them how to calculate the rainwater harvesting potential of their own home or school.</p> <p>Two public workshops on rainwater harvesting techniques for home gardeners were offered by a representative from Rainwater Canada.</p> <p>CWB also produced a series of five profiles on landowners in the Cowichan region who are increasing their storage of water which ran in The Cowichan Valley Citizen and two articles for the Cowichan Valley Voice.</p> <p><b>Know your Flow/Watershed Ed (Oct-Dec 2018)</b></p> <p>In the Fall of 2018, Ed set a new goal of visiting every grade 2 or 3 class in the watershed if the teachers would make the time. In total, 314 elementary students were led through a one-hour session to identify their home water source. Materials were developed in consultation with local water purveyors that enabled educators to share some basic information about any water source in the area, depending on where students lived. After learning about their water sources, the elementary students received a certificate and encouragement to take it home to teach their families about their home water source.</p> <p><b>Million Litre Challenge March 2018</b></p> <p>During Water Week in March 2018, the Million Litre Challenge aimed to have 100 residents commit to test their hoses for leaks and fix them. Information tables were set up at local businesses and events, where 78 people donned a hose washer “necklace” and gave their commitment to check their hoses. 54 more people made verbal commitments to fix hose leaks in other ways. With an estimated 28,800</p> |  |      |      |      |      |      |                   |           |



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|            | <p>litres of water saved by changing the washer of a leaky hose, a potential of 3.8 million litres of water was saved if all 132 washers were used to fix hose leaks. Some local businesses also pitched in with discounts and incentives.</p> <p><b>Cowichan Hosers 2017-2018</b></p> <p>Leaky garden hoses waste water all summer when it is most scarce. By inserting a fresh hose washer and making connections tight, residents were conscripted to save 4 million litres of water. After distributing hose washers, each on a string necklace, at public events, the Hosers collectively received 264 verbal confirmations during follow-up phone calls with people who said they had used the washers to fix leaks, leading to an estimated savings of 7.6 million litres of water.</p> |
| Challenges | <ul style="list-style-type: none"> <li>Gas tax funding for CWB water conservation was re-directed after launching Water Challenge leaving the program unfunded; time-consuming and sometimes unsuccessful efforts required to get annual water use data from all water purveyors as agreed by their councils; difficulty comparing water use between different water supply areas due to different tracking and billing methods.</li> </ul>  |

## Water Quality

i) We want clean water in our watershed.

|            |   |
|------------|---|
| Activities | <ul style="list-style-type: none"> <li>Implementation of “5 in 30” sampling regime in upper watershed (Lake and Tributaries) main stem Cowichan River and “lower lake” tributaries (Somenos and Quamichan) for E. coli, Phosphorus and turbidity sampled as per MOE template in over 50 sites 5 times during summer low water and 5 times during fall flows)</li> <li>Reporting out results of 2017 lower Cowichan, Koksilah and Cowichan Bay tributaries sampling program to community at several events (CSRT, CWB, Koksilah agricultural meeting, CLRSS, etc.)</li> <li>Preliminary partners meetings and research regarding possible detrimental effects of UVF (ultra violet filters) found in sunscreen products on water quality.</li> </ul>   |
| Progress   | <ul style="list-style-type: none"> <li>Reporting on 2017 Lower River/Koksilah/Cowichan Bay WQ sampling reveals significant reductions in E. coli from 2012 sampling results. Indicates that interventions taken to reduce human and bovine E. coli source inputs are being effective</li> <li>Ability to resource extensive upper watershed sampling program as a 5 year follow up to 2013 program</li> <li>Preliminary results from 2018 program indicate generally as good or better results as 2013</li> <li>Very strong partnerships established through delivery of WQ sampling programming. Partners include Cowichan Community Land Trust, Cowichan Lake and River Stewardship Society and Somenos Marsh Wildlife Society.</li> <li>Very engaged and knowledgeable community regarding water quality concerns</li> </ul> |
| Challenges | <ul style="list-style-type: none"> <li>Phosphorus exceed standards in many upper watershed and lower lakes samples</li> <li>Turbidity exceeds standards in majority of upper watershed samples in fall sampling series</li> </ul>   |

ii) We want to be able to eat shellfish from Cowichan Bay.

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| Activities | <ul style="list-style-type: none"> <li>• Installation of buoys to demarcate “Vessel Operators Restriction Regulation” area in order to protect eelgrass habitats in Cowichan Bay</li> <li>• Production of draft information brochure regarding VORR and sensitive eelgrass habitats</li> <li>• Extensive Bio-engineering data collection in Cowichan Bay to enable a more fulsome understanding of the effects of sedimentation on sensitive eelgrass habitats and to inform causeway breach project scheduled for 2019</li> <li>• Clam garden creation proposal was drafted; training/collaboration opportunity realized with clam garden experts</li> <li>• Oyster survey carried out in Cowichan Bay</li> </ul> |
| Progress   | <ul style="list-style-type: none"> <li>• VORR area clearly demarcated</li> <li>• Modelling, feasibility and design work completed to enable 2<sup>nd</sup> causeway breach to provide more tidal exchange and improve inshore marine habitats</li> <li>• Brochure enables marine enforcement agencies (RCMP, DFO, Cowichan Tribes Guardians) to engage in compliance monitoring of VORR</li> </ul>   |
| Challenges | <ul style="list-style-type: none"> <li>• Feasibility work indicates planned modifications to first causeway breach not practical</li> <li>• Planned Clam Garden project, although still in CWB workplan, requires more planning work than initially thought</li> <li>• Zoning decision in Cowichan Bay creates divisions in community over potential detrimental effects to habitat</li> </ul>   |

### *Impacts to Habitats and Ecosystems*

i) Riparian Habitats – We want to protect and enjoy the benefits of healthy stream, lakefront, and estuary habitats.

|            |  |
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| Activities | <ul style="list-style-type: none"> <li>• Mapping of riparian habitat/identification of restoration opportunities on Lower Cowichan River</li> <li>• Outreach to riparian property owners on Lake and upper river regarding riparian stewardship including recruiting opportunities for riparian restoration</li> <li>• Implementation of riparian restoration projects including planting, wattling, monitoring and over summer watering throughout Cowichan and Koksilah watersheds by a variety of partners including Cowichan Tribes, British Columbia Conservation Foundation and Cowichan Lake and River Stewardship Society</li> </ul> |
| Progress   | <ul style="list-style-type: none"> <li>• Over xxx M square riparian habitat restored</li> <li>• Public more informed and engaged in riparian stewardship activities.</li> </ul>  |
| Challenges | <ul style="list-style-type: none"> <li>• Difficulty in recruiting resources for riparian land purchase opportunities such as Shaw Creek</li> <li>• Invasive vegetation threats (e.g. Knotweed) to riparian habitats in Cowichan/Koksilah Watersheds</li> </ul>   |

ii) We want Cowichan watershed residents to increasingly know and value their watershed.

|            |  |
|------------|--|
| Activities | <ul style="list-style-type: none"> <li>• See outreach activities associated with Water Conservation as outlined in section a) iii</li> <li>• ‘Know your Flow’ – water outreach program is designed to teach grade 2/3 students in the Cowichan watershed where their home water source is and why it is</li> </ul> |
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|            | <p>important to protect it.</p> <ul style="list-style-type: none"> <li>• Speaker Series – in partnership with VIU. CWB presents monthly informative lectures open to general public on water/watershed topics of interest.</li> <li>• CWB monthly meetings are open to the public and well attended.</li> <li>• CWB staff and directors are regular contributors to local media outlets</li> </ul> |
| Progress   | <ul style="list-style-type: none"> <li>• 2/3 of ballots cast in watershed service referendum supported creation of a CVRD water/shed protection service. Residents are well enough informed regarding water/shed pressures to support a tax increase to begin to address them</li> </ul>   |
| Challenges | <ul style="list-style-type: none"> <li>• CWB needs to be more effective in breaking down silos and encouraging collaboration between watershed educators in the school system.</li> </ul>  |

## Organizational Health

- i) We want strong partnerships that enable collaborative watershed governance and better local influence over decisions that affect our watershed.

|            |  |
|------------|--|
| Activities | <ul style="list-style-type: none"> <li>• Hosting final 2 “Watershed Governance Conversations” workshops to explore relationships between foundational partners and strategies for increasing CWB effectiveness. Participation from CWB members and Staff, Cowichan Tribes, CVRD and advisors.</li> <li>• Meeting with FLNRORD/MOE Ministers to promote CWB as Water Sustainability Act Pilot project</li> </ul>  |
| Progress   | <ul style="list-style-type: none"> <li>• Creation of new Governance Manual with robust recognition statement and text in Hul’q’umi’num. Strengthened foundational partnership to enable exploring increased effectiveness strategies</li> <li>• Publish “Pathways and Partnerships” report outlining a renewed commitment to foundational Cowichan Tribes/CVRD partnership and to working together towards water/shed sustainability and increased influence and effectiveness of the CWB</li> </ul> |
| Challenges | <ul style="list-style-type: none"> <li>• Reluctance in Province of BC to engage in Water Sustainability Act pilot project with CWB to test development of new water sustainability tools available in WSA framework.</li> </ul>  |

- ii) We need systems in place to ensure sufficient and stable financial resources to support this work.

|            |   |
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| Activities | <ul style="list-style-type: none"> <li>• Work with Sustainable Funding for Watershed Governance Initiative towards identifying and realizing sustainable funding strategies for both CWB and Cowichan Tribes</li> <li>• Engage in peer to peer conversations with other similar organizations to explore sustainable funding strategies (Nechako, Coquitlam)</li> <li>• Actively engage and support CVRD water/shed protection service referendum as successful outcome could result in sustainable funding mechanisms for CWB</li> </ul> |
| Progress   | <ul style="list-style-type: none"> <li>• CVRD water/shed protection service creation referendum passes with 2:1 vote margin</li> <li>• Approx. 70K “core” funding and 200K grant monies obtained in 2018.</li> </ul>  |
| Challenges | <ul style="list-style-type: none"> <li>• True core funding still uncertain. Despite CVRD referendum win, no commitment to CWB funding as of end of 2018.</li> </ul>   |

## iii) Communications- Build Organizational Profile and Community Engagement

|            |   |
|------------|---|
| Activities | <ul style="list-style-type: none"> <li>• CWB website and face book page active and updated</li> <li>• New promotional material created highlighting the CWB targets and the progress being made to meet them.</li> <li>• CWB representatives presented to interested organizations in several cities including Fredericton, Winnipeg, Peace River and Victoria.</li> <li>• CWB TAC and Target Working Groups actively engage over 75 individuals including representatives from First Nations, all levels of government, industry and ENGO's (See section 4)</li> <li>• CWB members and staff submit regular content to local media outlets (print and radio)</li> <li>• Active Outreach program as referenced in section c) ii</li> <li>• Open and well attending Cowichan Watershed Board meetings include avenue for community engagement</li> </ul> |
| Progress   | CWB has achieved and maintained a high profile provincially and nationally as an innovative local water/shed governance model effectively advancing whole-of-watershed health while demonstrating a commitment to moving down the path of reconciliation.   |
| Challenges | <ul style="list-style-type: none"> <li>• Maintenance/updating of on-line presence time-consuming and costly</li> <li>• Current staffing levels inadequate to support TAC and 5 working groups</li> </ul>  |

## Financial summary

(Please see 2018 Financial Statement for further detail, including grant restricted funds.)

| Jan 1- Dec 31 2018                        |                           | Budget        | Actual        |
|---|---------------------------|---------------|---------------|
| <b>Core Operations</b>                    | Revenue                   | \$75,300      | \$72,985      |
|   | Prior Year Surplus        | 38,627        | 38,627        |
|   | Expenses +GST             | (104,300)     | (58,724)      |
|   | Excess (shortfall)        | 9,627         | 52,888        |
| <b>REFBC Projects</b>                     | Revenue                   | 60,000        | 60,000        |
|   | Expenses                  | (56,900)      | (51,283)      |
|   | Excess (shortfall)        | 3,100         | 8,717         |
| <b>EcoAction Projects</b>                 | Revenue                   | 24,810        | 20,795        |
|   | Expenses                  | (16,060)      | (27,941)      |
|   | Excess (shortfall)        | 8,750         | (7,146)       |
| <b>Governance Projects -Legacy +SFWGI</b> | Revenue                   | 81,150        | 70,494        |
|   | Expenses                  | (81,900)      | (47,130)      |
|   | Excess (shortfall)        | (750.00)      | 23,364        |
|   | <b>Total Revenue</b>      | 241,260       | 224,274       |
|   | <b>Prior Year Surplus</b> | 38,627        | 38,627        |
|   | <b>Total Expenses</b>     | (259,160)     | (185,078)     |
|   | <b>Total Net</b>          | <b>20,727</b> | <b>77,823</b> |

## Directors and Committee Members

### 2018 COWICHAN WATERSHED BOARD MEMBERS

|  |                          |
|--|--------------------------|
| Cowichan Tribes Chief William (Chip) Seymour | Cowichan Tribes Co Chair |
| CVRD Chair Jon Lefebure                      | CVRD Co Chair            |
| Councillor Debra Toporowski                  | Cowichan Tribes          |
| Councillor Darin George                      | Cowichan Tribes          |
| Director Ian Morrison                        | CVRD                     |
| Director Klaus Kuhn                          | CVRD                     |
| Dr. Laura Brown                              | Federal Govt. Appointee  |
| Dr. David Froese                             | Provincial Govt. Nominee |
| David Slade                                  | Provincial Govt. Nominee |
| Honourable David Anderson                    | Member at Large          |
| Director Lori Iannidinardo                   | Member at Large          |
| Mayor Ross Forest                            | Member at Large          |
| Tim Kulchyski                                | Member at Large          |

### 2018 CWB TECHNICAL ADVISORY COMMITTEE MEMBERS

|                     |   |
|---------------------|---|
| Cheri Ayers         | Cowichan Tribes Fisheries Consultant, Co-chair      |
| Tom Rutherford      | CWB Executive Director, Co-chair                    |
| Brian Houle         | Environmental manager, Crofton Paper Excellence     |
| Kevin Pellett       | Stock Assessment Biologist, Fisheries and Oceans    |
| Kate Miller         | Environmental Services Manager, CVRD                |
| Christine Rikley    | Cowichan Area Supervisor, BC Parks                  |
| Molly Hudson        | Biologist, Mosaic Forest Management                 |
| Shaun Chadburn      | Environmental Services, District of North Cowichan  |
| Christine Brophy    | Coordinator Cowichan Shoreline Stewardship Program  |
| Jaro Szczot         | Sr. Aquatic Ecologist, FNRORD                       |
| Jennifer Sibbald    | Biologist, British Columbia Conservation Foundation |
| Christy Wilson      | Education Coordinator, Fisheries and Oceans         |
| Kim Lagimodiere     | Biologist, Cowichan Tribes                          |
| Genevieve Singleton | Co-chair, Cowichan Stewardship Roundtable           |
| Jill Thompson       | Program Coordinator, Cowichan Watershed Board       |
| Ken Traynor         | President, Cowichan Lake & River Stewardship Soc.   |

## 2018 CWB TARGET WORKING GROUP MEMBERS

| <b>Fish and Flows</b> | <b>Watershed Connections</b> | <b>Water Quality and Estuarine Health</b> | <b>Riparian Health</b> | <b>Water Conservation (Water Challenge)</b> |
|-----------------------|------------------------------|---|------------------------|---|
| Ross Forrest          | Christy Wilson               | Tim Kulchyski                             | Heather Pritchard      | Shaun Chadburn                              |
| Cheri Ayers           | Genevieve                    | Deb Epps                                  | Dave Polster           | Todd Etherington                            |
| Tim Kulchyski         | Singleton                    | Lori Ianidinnardo                         | Christine Rikley       | Brian Dennison                              |
| Mike McCulloch        | Jane Kilthei                 | Kate Miller                               | James Craig            | Kevin Goldfuss                              |
| James Craig           | Shari Willmott               | Rodger Hunter                             | Leroy Van Weiren       | Ryan Bouma                                  |
| Jaro Szcot            | Michelle Staples             | Graham Gidden                             | Jean Atkinson          | Donna Michiel                               |
| Parker Jefferson      | Elizabeth Bailey             | Willi Jansen                              | Diana Gunderson        | Kim Sharyk                                  |
| Kevin Pellet          | Parker Jefferson             | Kai Rietzel                               | Christine Brophy       | Donna Meyland                               |
| Kate Miller           | Jill Thompson                | Geoff Strong                              | Dave Lindsay           | Caroline Stillinger                         |
| Kevin Pellett         | Bob Crandall                 | Jim Cosh                                  | Chris Steeger          | Nagi Rizk                                   |
| Brian Houle           | Kim Lagimodiere              | Elizabeth Bailey                          | Kai Rietzel            | Emmet McCusker                              |
| Molly Hudson          | Lori Iannidinardo            | Dave Preikshot                            | David Slade            |   |
| Willi Jansen          | Judy Stafford                | Ray Demarchi                              | Parker Jefferson       |   |
| Joe Saysell           | Craig Laurids                |   | Ian Morrison           |   |
| Chris Morely          | Roseanna Jackson             |   | Tim Kulchyski          |   |
| Kenzie Cuthbert       | Melissa                      |   | Sean Wong              |   |
| Craig Wightman        | Nottingham                   |   | Chris Morely           |   |
| Eric Marshall         | Pamela Williams              |   | Dave Preikshot         |   |
| Ray Demarchi          | Alicia Taylor                |   | Chelsea Toth           |   |
| Bob Crandall          | Stephanie Cottell            |   | Don Hare               |   |
|                       | Paul Fletcher                |   | Genevieve              |   |
|                       | Cathy O'Donnell              |   | Singleton              |   |
|                       | Jill Herd                    |   |                        |   |