

ANNUAL REPORT

2019



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Cover photo by Parker Jefferson

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Message from the Co-Chairs

The year 2019 marked a year of firsts that no one ever wanted to see:

- The Cowichan River became dependent upon “life support” for three weeks this summer, with electric pumps drawing down water in Cowichan Lake to keep the river flowing.
- Farmers in the Koksilah watershed were legally restricted from irrigating forage crops for the first time due to critically low water flows, under the authority of BC’s new Water Sustainability Act.
- Governments across Canada, including here in Cowichan Region, declared a state of emergency in recognition of the dire need for action on climate change.

Times like these test the resilience and effectiveness of organizations to pursue their mandates under stress. Occasionally they also open doors as the need for that mandate becomes more apparent to others.

As you will read in the pages that follow, the Cowichan Watershed Board is working hard to leverage those opportunities collaboratively, in partnership, for the long-term health of the Cowichan and Koksilah watersheds.

We look forward to what we will achieve together in the decade to come.



With respect,

Your Cowichan Watershed Board Co-chairs,

A handwritten signature in blue ink, appearing to read 'W Seymour'.

Chief William Seymour
Cowichan Tribes First Nation

A handwritten signature in blue ink, appearing to read 'Aaron Stone'.

Chair Aaron Stone
Cowichan Valley Regional District

TOP 10

Achievements of 2019



- 1 Weir funding:** Working in partnership, CVRD, Cowichan Tribes, Catalyst, and the CWB secured a funding contribution from the Federal and Provincial governments of over \$4million to conduct engineering and impact studies into replacing the weir at Cowichan Lake. The CWB played an important role in building the political support to make this an attractive project, and the largest contribution announced to date in the BC Salmon Restoration and Innovation Fund.
- 2 Fish Protection from Koksilah Low Flows:** From August to September, the BC Government implemented section 88 of the Water Sustainability Act (WSA), issuing a Fish Protection Order to curtail forage crop irrigation to protect Koksilah fish from critically low flows. The measure impacted farmers, and is not sustainable in the long term, but was deemed necessary this summer until better solutions can be implemented. CWB played a role in bringing the low flow levels to the attention of the BC Government, and in supporting transparent, science-based, whole of watershed approaches.
- 3 Co-governed Water Sustainability Plan initiated for Koksilah:** CWB actively supported Cowichan Tribes and the Province to develop a collaborative plan for scoping a long-term, whole of watershed solution to the Koksilah water supply problems under the WSA.
- 4 Weir Ready!** CWB partnered with the Cowichan Lake and River Stewardship Society to improve awareness and address sources of confusion regarding the proposed replacement of the weir, particularly for lakeshore property owners at Cowichan Lake. Our new WeirReady.ca website and associated public engagement activities and materials helped build understanding and support for the weir replacement during the first year that Cowichan River flows needed to be maintained using electric pumps.
- 5 Nicola Nations Peer Learning Exchanges:** CWB provided organizational support for two events that brought elected chiefs from the Nicola Nations and Cowichan Tribes together with government and academic advisors to explore questions and share approaches to indigenous watershed governance. Two day workshops were hosted in both Cowichan and Nicola Nation territories.
- 6 BC Watershed Security Fund:** The CWB Co-Chairs have worked to support this provincial initiative to secure annual BC budget allotments to fund indigenous co-lead entities like the Watershed Board for their role in water management and protection.
- 7 Local Government officially seeks CWB expertise on decision:** The Cowichan Watershed Board received our first 'referral' from a local government seeking our guidance and opinion on potential water and watershed impacts of a land use decision under consideration.
- 8 Target Review** – The Cowichan Watershed Board has initiated a review of its 7 inspirational targets. These were endorsed by the board in 2011 as mechanisms for implementing the Cowichan Basin Water Management Plan and led to the formation of "Target Working Groups" to coordinate community watershed sustainability efforts. This review will result in ensuring the relevance and effectiveness of our targets moving forward.
- 9 Completed 5 year Water Conservation Challenge** (see report)
- 10 Improved Reporting:** Following up on requests arising from the 2017-2018 Watershed co-Governance Conversation workshops, CWB developed new annual reporting practices. This Five Year Business Plan and an Annual Report are now published and presented to the CVRD and Cowichan Tribes councils every March to enhance the understanding and engagement of the councils in the work of the CWB.

Year in Review

On the cusp of the Cowichan Watershed Board (CWB)'s tenth anniversary, 2019 was perhaps the hardest on record for watershed health, with both the Cowichan and Koksilah Rivers hitting record lows in August. Yet it was also one of the most successful in terms of progress on the critical goals we must achieve to improve things for the future.

[Weir Ready!](#) We are excited to finally be making progress on increasing water supply in Cowichan Lake. Last year saw significant funding awarded from the BC Salmon Restoration and Innovation Fund to enable the engineering and impact studies needed to move forward with rebuilding the weir at Lake Cowichan. The Board recognizes the support of all levels of government, particularly our MP and MLAs, and government staff within the BC Ministry of Forests, Lands and Natural Resource Operations and Rural Development, BC Ministry of Environment, and Fisheries and Oceans Canada. Stewardship organizations like Cowichan Lake and River Stewardship Society, BC Conservation Foundation, the Cowichan Stewardship Roundtable and others have also been invaluable contributors to this progress.

[Progress for Koksilah:](#) We are very encouraged by the BC Government's recent engagement with Cowichan Tribes to explore the potential for a Water Sustainability Planning process for the Koksilah. This could help to provide a way to address systemic and worsening critical flow events in the watershed, evidenced by the full restriction of crop irrigation for three weeks last summer. It is also shepherding in a new way of doing planning in BC, with First Nations and the BC Government working as equal partners in leading the project.

[Mukw' stem 'o' shihlukw'tul \(everything is inter-connected\):](#) The Board began working on the larger issue of "whole of watershed" planning, in both the Cowichan and Koksilah watersheds, including forest hydrology workshops in 2018, and ongoing field trips and conversations in 2019. The Board submitted input to the Private Forest Management Review in that regard. Through a ten-year review of the Board's "Targets" currently underway, new avenues to improve overall watershed health and associated community well-being are emerging.

[Strengthening Partnerships:](#) We also invested significant time to solidify our watershed co-governance model. We appreciate the ongoing support of the POLIS Project for Ecological Governance and the BC Freshwater Legacy Initiative in this work. The Board helped to facilitate two multi-day Learning Exchanges between Cowichan Tribes and the five Nicola Valley Nations. These provided opportunities to build relationships and explore strategies for building the local watershed governance capacity of First Nations and their partners.

[Pursuing Sustainable Funding for all Watersheds:](#) Finally, we joined other watershed organizations in presenting to the [BC Select Standing Committee on Finance and Government Services](#) to request sustainable funding for the valuable work of local co-governance entities. We are now supporting a call for the establishment of a [Watershed Security Fund for BC](#). Here in Cowichan Region, we supported the CVRD to develop their Drinking Water and Watershed Protection Service.

While this was a year of significant success and progress as an organization, the clear evidence is that the Cowichan and Koksilah watersheds face urgent challenges. Local ecosystems are in peril, and the health of our communities is intertwined with that vulnerability. The Cowichan Watershed Board looks forward to continuing to play a leadership role in taking a 'whole of watershed approach' to address these challenges in the spirit of partnership and reconciliation that defines our organization.

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.
- *Nutsamat kws yaay'us tth qa'*: 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")



(Cowichan River, April 2019) Cowichan Tribes Chief and Council welcomed the Chiefs of five Nicola Valley First Nations for a two-day Watershed Co-Governance Learning Exchange. The elected leaders were joined by watershed co-governance staff from both regions, senior provincial government staff, and water policy advisors.

Progress on Priorities

The following is a summary of progress made on the Board’s priorities for 2019 (shown below) and goals as outlined in our 5-year Business Plan.

2019 Cowichan Watershed Board PRIORITIES

	<p>“Just Add Water.”</p> <p>Rebuild Cowichan Lake weir to maintain adequate Environmental flows year round</p>	<ul style="list-style-type: none">• Support and facilitate all partners and stakeholders to prioritize and contribute towards: a) identifying a license holder and securing a water license, b) completing engineering and impact studies, c) rebuilding the weir.• Facilitate government relations in support of this project, working closely with local MLAS and MP.• Maintain public support and understanding of the regional and provincial benefits of this project, and the risks of not doing it.
	<p>Support Targets.</p> <p>Facilitate collaborative work towards identified targets. Implement legal tools to protect targets where possible.</p>	<ul style="list-style-type: none">• Support functioning Technical Advisory Committee and Working Groups to pursue identified watershed targets.• Conduct Target Review and update targets as needed.• Create work plans for each Target and coordinate with CVRD Watershed service work plan and Cowichan Tribes priorities.• Write a State of Environment Report building on the Target Review.• Work with the BC Government to create a legally binding Water Sustainability Plan for Cowichan and Koksilah Watershed.
	<p>Build Partnerships.</p> <p>Support indigenous co-leadership, cross jurisdictional collaboration, and public engagement.</p>	<ul style="list-style-type: none">• Honour and promote the principal of Nutsamat kws yaay’us tth qa’ and respect for indigenous authority in the watersheds.• Actively involve the best knowledge and resources available to support the Cowichan and Koksilah watersheds, guided by the targets.• Engage local communities in understanding their watershed ecosystems, and inspiring sustainability through positive, participation-oriented public outreach projects.• Establish funding paths for sustainable partnerships and projects.

1. Water Supply



August 29, 2019. Catalyst Paper turned on a series of electric pumps to move water from Cowichan Lake into Cowichan River. The pumps maintained flows at 4.5 m³/second from this date until there was significant rainfall, on September 18th. Pumps are an emergency measure, and still don't meet the minimum licensed flow of 7 m³/second. There are also concerns about the impacts on ecosystems and residents of drawing down the lake this way to keep the river flowing. (Media article here.) Photo by Barry Hetschko

Flows Target:	We want to ensure that Cowichan and Koksilah River summer flows are at levels that support the needs of people & fish.
Fish Target:	We want healthy fish populations in the watershed.
Water Conservation Target:	We want Cowichan watershed residents to use water wisely.



New website created to improve understanding about the need for a new weir, and the proposal to replace it. Weirready.ca

5 Year Goals	2019 Milestones	Progress
Cowichan – Construction of new Weir at Lake Cowichan underway.	Impact/ benefit outreach and Communications materials developed and deployed. Funding for feasibility, design and natural boundary survey secured. (\$4 mil)	‘Weir Ready” campaign designed and delivered including outreach at community events, door hangers, buttons, a series of newspaper articles, radio interviews, beachfront information sessions etc. 4.4 Million dollars secured from BC Salmon Restoration and Innovation fund for Weir engineering, feasibility and design as well as identification of Natural Boundary. Work to be completed and project to be ‘Shovel Ready” by summer of 2021.
Koksilah – Critical summer flows maintained.	Coordinate with FLNRORD, Cowichan Tribes, CSAA, stakeholders and other partners regarding Koksilah WSP. Support FLNRORD and farming community to define and meet critical flows. Review data monitoring shortfalls.	FLNRORD increases flows monitoring on Koksilah river and invokes Section 88 of WSA to limit water extraction through irrigation during summer low flows. Support FLNRORD in Koksilah water meetings with general and agricultural communities to increase awareness of water crisis and potential paths forward. Work with Cowichan Tribes, FLNRORD and water governance advisors in Water Sustainability Plan scoping exercise.
Steelhead pre-smolt abundance in the Cowichan watershed meets or exceeds target population densities set by FLNRORD. Chinook salmon target has been created and met.	FLNRORD – BCCF carry out steelhead juvenile density surveys revealing target population densities. Fish/Flows working group reviews current target and engages in process to create “SMART” Chinook Target for Cowichan River.	Field crews carry out Steelhead juvenile density survey. Densities lower than previous years but still above desired threshold levels. Fish/Flows target review underway. Koksilah Fish health target development considered.
Industrial, agricultural and/or Domestic users have reduced water use from 2019 by measurable amount.	Cowichan Water Conservation Challenge concluded with report. Explore shifting this goal to region via CVRD watershed service.	Cowichan Water Conservation report finalized and released. Water Conservation target review underway.



Building support from all levels of government for weir replacement. Note blue “weir ready” buttons on stage at the Town of Lake Cowichan’s 75th Anniversary celebrations.

2. Water Quality



July 15 2019. CWB supported volunteers with the Cowichan Lake and River Stewardship Society to begin water quality testing to determine whether the large amount of sunscreen washing off the thousands of tubers who drift down the upper Cowichan River every summer are impacting fish health, and if so, which ingredients. Local stores and tubing companies are working to provide safer sunscreen alternatives. ((Media article here) Photo from Lake

Water Quality Target:	We want clean water in our watershed.
Estuary Health Target:	We want to be able to eat shellfish from Cowichan Bay.

5 Year Goals	2019 Milestones	Progress
<p>E. coli levels meet or beat recreational standards in all Cowichan Watercourses.</p> <p>Reductions in P levels from 2019 levels in all our watercourses.</p>	<p>Targeted water samples taken in Quamichan and Somenos watersheds.</p> <p>Outreach with Koksilah agricultural community on nutrient management issues.</p> <p>Explore coordination of water quality data and collection via CVRD Drinking Water and Watershed Protection (DWWP) service.</p>	<ul style="list-style-type: none"> • Lower Cowichan/Cowichan Bay and Cowichan Lake/Upper Cowichan/Bings and Somenos water quality sampling reports completed. • Meet with leaders in Ag community and Environmental Farm planner regarding options. Need to increase number of farmers willing to engage. • Somenos Marsh Wildlife Society continues “lower lakes” Temp, Dissolved.Oxygen., pH and turbidity sampling program. • CVRD DWWP service still in formative stages. No discussions regarding data management.
<p>Sewage outfall removed from Lower Cowichan River.</p> <p>Areas suitable for depuration harvest identified.</p> <p>Traditional clam garden created.</p>	<p>VORR buoys installed in Cowichan Bay.</p> <p>Clam garden project outline completed with CT approval.</p> <p>Clam garden feasibility / scoping funding obtained.</p>	<ul style="list-style-type: none"> • VORR buoys maintained and installed in Cowichan Bay. Still require additional buoys. • Clam garden project outline completed by Kim Lagimodiere. Support in principle from Cowichan Tribes Environment Committee. • Clam Garden “lead” Kim Lagimodiere leaves Cowichan Valley – no feasibility/scoping funding obtained.



3: Impacts to Habitats and Ecosystems



Above: Watershed Board members joined a tour hosted by Mosaic Forest Management Company to learn about current forest practices in the private managed forest lands that form most of the Cowichan and Koksilah watersheds. Right: Educator Kim Lagimodiere teaches high school students about watersheds in our “Capture the Rain” program.

Riparian Target:	We want to protect and enjoy the benefits of healthy stream, lakefront, and estuary habitats.
Watershed Connections Target:	We want Cowichan watershed residents to increasingly know and value their watershed.

5 Year Goals	2019 Milestones	Progress
<p>10,000 M sq. of riparian habitat restored between 2019 and 2024.</p> <p>Invasive species mapping and management programs implemented for Cowichan/ Koksilah Riparian.</p>	<p>Identify paid partner co-Chair of Riparian working group.</p> <p>2,000 M sq. riparian habitat restored.</p> <p>Funding obtained for riparian invasive mapping exercise.</p>	<ul style="list-style-type: none"> • Heather Aitken, CVRD Parks Volunteer Coordinator accepts role as Riparian Working Group co-chair. • Well over 2,000 M sq. riparian habitats in Cowichan and Koksilah watersheds restored. • Riparian invasive mapping exercise focused on Knotweed initiated by Invasive Plant Council.
<p>All Grade 2/3 & 8/9 students are offered a hands-on watershed experience.</p> <p>Cowichan residents of all ages increasingly know and value their watershed.</p>	<p>“Watershed IQ” working group and target renamed “Watershed Connection” working group.</p> <p>Clarify “hands ‘on” goal.</p> <p>Develop school survey to monitor progress on target.</p> <p>Develop educator profiles on CWB website.</p> <p>Improve communication mechanisms.</p> <p>Speaker series events x 6.</p> <p>Develop seasonal media articles with partners.</p>	<ul style="list-style-type: none"> • Watershed Connections working group active and meeting regularly. • Target review and “hands on goal” clarification underway. • Improved WG communications mechanisms - Facebook group created and website revised to enable educator profiles when ready. • School survey deferred due to under-capacity. • Educator profiles stalled due to partner under-capacity. • Five Speaker Series events held in 2019: excellent speakers; well attended; partnership with VIU ongoing. • Media presence in print and on radio (CBC and Juice FM). Series of Weir Ready profile articles.



3: Organizational Health



July 13 2019. Watershed Board members and friends were credited with having the most fun group in this year's Duncan Days parade. The "Cowichan Hosers" entertained with their "ooo-loo-koo-koo" cheers building community spirit around saving water by fixing leaky garden hoses (Its hip to fix a drip, eh?!). They also showcased a very dusty car that hasn't seen a hose all summer! The Board's outreach crews are effective at raising awareness with a smile, and

Goals for Organizational Health

- We want strong partnerships that enable collaborative watershed governance and better local influence over decisions that affect our watershed.
- We need systems in place to ensure sufficient and stable financial resources to support this work.
- We want communications tools and activities that build organizational profile and community engagement

5 Year Goals	2019 Milestones	Progress
<p>Continued strong and effective working relationship between Cowichan Tribes and CVRD as foundation of CWB.</p> <p>Partnership with Province of BC enabling implementation of one or more Water Sustainability Act tools in Cowichan Watershed.</p>	<p>Support creation of water license partnership (see Water Supply).</p> <p>Cultural workshop for CWB members, CVRD and CT elected officials.</p> <p>Publish “Pathways and Partnerships” report.</p> <p>TAC conducts Target Review.</p> <p>Quarterly meetings with FLNRORD staff.</p> <p>Exchange of perspectives and ideas on local water/shed governance with Nicola Chiefs.</p> <p>Government engagement strategy development.</p>	<ul style="list-style-type: none"> • Legal opinions retained and ongoing meetings regarding water license partnership, but consensus among partners is that Sr. Government capacities are needed. • Cultural Workshop organized by CWB with assistance from Cowichan Tribes staff. Facilitated by Lydia Hwtisum carried out in Elders Building, Cowichan Tribes. • Pathways and Partnerships report published. • Target Reviews underway – to be completed in 2020. • Quarterly meetings with FLNRORD staff ongoing. • Nicola Chiefs hosted in Cowichan Valley in April 2019. Cowichan Tribes/CWB visit Nicola Traditional territory October 2019. Dialogue and sharing of perspectives ongoing. • Government engagement strategy deferred because government support was improved in 2019 through: a) assistance of MLA and MP who helped coordinate decision makers for progress on Cowichan weir; b) improved communication with Regional staff on Koksilah River via quarterly meetings and collaborative work.
<p>CWB has stable and assured “core funding to enable operations moving forward.</p> <p>Other funding secure relative to any change in governance authority.</p>	<p>Secure interim funding agreement with CVRD thru new “watershed service”.</p> <p>Establish sources of core funding for Cowichan Tribes water Governance via SFWGI.</p> <p>Secure grant funding for initiatives described above.</p>	<ul style="list-style-type: none"> • CWB part of Community & Technical Advisory Group working to define DWWP Vision Objectives and Priorities (including funding mechanisms for external entities). • CWB co-Chairs and staff supporting Canadian Freshwater Alliance in call for a BC Watershed Security Fund to support annual costs of indigenous and local watershed governance. • Funding for increased capacity for Cowichan Tribes to engage in water/shed governance obtained through BC Freshwater Legacy Initiative and Royal Bank of Canada. • Strategic Granting Plan developed by staff to align with CWB priorities.
<p>CWB is known and supported throughout Cowichan Region and Cowichan Tribes for its leadership on issues relevant to quality of life for residents.</p>	<p>Update CWB Communications plan including better profile nationally and in FN publications locally.</p> <p>Publish “Pathways and partnerships” Report</p> <p>Improve website.</p> <p>Publish 4 articles in Cowichan Tribes newsletter.</p>	<ul style="list-style-type: none"> • Communications plan updated. • Pathways and Partnerships report published and circulated. • CWB website redesigned and delivered on new platform that is more accessible to staff and others. • CWB reps present to a variety of audiences outside Cowichan Valley including REFBC Board of Governors, POLIS webinars and events; other local watershed governance organizations. • Cowichan Tribes newsletter contributions require software we lack. Needs attention.

Financial Summary

	JAN - DEC 2019	JAN - DEC 2018
INCOME		
4000 Core Revenue		
4005 CVRD Annual Contribution	50,000.00	50,000.00
4010 Cowichan Tribes Annual Contribution	20,000.00	20,000.00
4015 Sponsors	2,450.00	2,620.25
4020 Other Income	200.00	45.00
Heritage River Day funders	5,600.00	
Total 4020 Other Income	5,800.00	45.00
4025 Interest	117.91	149.50
Total 4000 Core Revenue	78,367.91	72,814.75
4200 Governance Grants		
4210 REF BC Grant	20,000.00	60,000.00
4215 Sustainable Funding for WGI	17,250.00	9,500.00
4220 BC Freshwater Legacy Fund	27,568.28	44,000.00
Total 4200 Governance Grants	64,818.28	113,500.00
4300 Water Conservation and Engagement		
4305 EcoAction Community Grant	4,015.00	20,795.00
4350 Sponsorships and Other (deleted)		170.00
Total 4300 Water Conservation and Engagement	4,015.00	20,965.00
4350 RBC Outreach Grant	10,000.00	
Non Profit Income	0.00	0.00
Uncategorized Income	2,757.21	
Total Income	\$159,958.40	\$207,279.75
EXPENSES		
4400 Outreach and Education	25.00	
5695 Governance	-1,525.00	
5700 REF BC (deleted)	32,862.65	51,342.72
5710 Projects - Eco Action (deleted)	5,561.30	28,307.81
5725 Governance Pilot Project (WSA)	53,497.49	33,192.86
5726 Projects - SFWGI - funding pilot	1,451.75	15,436.80
6000 Core Operations		
6010 Human Resources	40,652.12	43,204.85
6015 General Administration	5,490.82	9,083.26
6020 Ops Meetings	1,165.57	804.02
6025 Special Programs	12,976.31	2,298.98
Total 6000 Core Operations	60,284.82	55,391.11
Non-claimable GST		0.00
Total Expenses	\$152,158.01	\$183,671.30
BALANCE	\$7,800.39	\$23,608.45

Accrual Basis Tuesday, January 21, 2020

People and Partners

2019 Cowichan Watershed Board members

Chief William Seymour/ Squxulenuhw (Co-Chair)	Cowichan Tribes First Nation
Chair Ian Morrison (Co-Chair)	Cowichan Valley Regional District
Councillor Debra Toporowski /Qwulti' stunaat	Cowichan Tribes
Councillor Darin George	Cowichan Tribes
Director Allison Nicholson	Cowichan Valley Regional District
Director Lori Iannidinaro	Cowichan Valley Regional District
Dr. Laura Brown	Federal Govt. Appointee, DFO Area Director
Dr. David Froese	Prov. Govt. Nominee, Biologist and GP
David Slade	ProvGovt. Nominee, Groundwater specialist
Honourable David Anderson	Member at Large, Former Fed. Fisheries Minister
Tim Kulchyski / Q'utxulenuhw	Member at Large, Cowichan Tribes Lulumexun Dept.
Dr. Shannon Waters	Member at Large, Medical Health Officer
Councillor Kristine Sandhu	Member at Large, Lake Cowichan Council



Left to Right: Jill Thompson (staff) Tim Kulchyski, Debra Toporowski, Darin George, Shannon Waters, Co-Chair Chief Seymour (seated), David Froese, Allison Nicholson, Co-Chair Ian Morrison (seated), David Slade, Lori Iannidinaro, Tom Rutherford (staff), Kristine Sandhu. Absent: Laura Brown, David Anderson. (Photo by Barry Hetschko)

2019 Target Working Group Members

Fish and Flows	Watershed Connections	Water Quality and Estuarine Health	Riparian Health	Water Conservation (Water Challenge)
Cheri Ayers	Christy Wilson	Tim Kulchyski	Heather Pritchard	David Slade
Tim Kulchyski	Roseanna Jackson	Deb Epps	Dave Polster	Shaun Chadburn
Mike McCulloch	Craig Lauridsen	Lori Ianidinnardo	Christine Rikley	Todd Etherington
Jaro Szczot	Stephanie Cottell	Kate Miller	Jean Atkinson	Brian Dennison
Parker Jefferson	Genevieve Singleton	Rodger Hunter	Diana Gunderson	Kevin Goldfuss
Kevin Pellet	Lori Iannidinardo	Graham Gidden	Christine Brophy	Geoff Goodall
Kate Miller	Jane Kilthei	Willi Jansen	Chris Steeger	Ryan Bouma
Brian Houle	Alicia Taylor	Kai Rietzel	David Slade	Donna Michiel
Molly Hudson	Pamela Williams	Geoff Strong	Parker Jefferson	Kim Sharyk
Joe Saysell	Elizabeth Aiken	Jim Cosh	Ian Morrison	Caroline Stillinger
Chris Morely	Kathy O'Donnell	Elizabeth Aiken	Tim Kulchyski	
Kenzie Cuthbert	Jill Heard	Dave Preikshot	Chris Morely	
Ray Demarchi	Elodie Roger	Ray Demarchi	Dave Preikshot	
Bob Crandall	Bob Crandall	Sheila Harvey	Chelsea Toth	
Jamieson Atkinson	Parker Jefferson		Don Hare	
Leroy Van Wieren	Judy Stafford		Genevieve Singleton	
	Melissa Nottingham		Ken Traynor	
	Michelle Staples		Jeremy Damborg	



2019 Staff

Tom Rutherford, Executive Director
 Jill Thompson, Projects Coordinator
 Kim Lagimodiere, Watershed Educator
 Cray Cray (Mariko), Dancing Mascot

