

ANNUAL REPORT

2018

COWICHAN WATERSHED BOARD

info@cowichanwatershedboard.ca

www.cowichanwatershedboard.ca



Contents

Message from the Co-Chairs.....	3
Purpose and Core Principles.....	4
Year in Review.....	5
Water Supply.....	5
Water Quality.....	9
Impacts to Habitats and Ecosystems.....	10
Organizational Health.....	11
Financial summary.....	13
Directors and Committee Members.....	15

Message from the Co-Chairs

Welcome to our first ever Annual Report.

2018 marks the eighth year of the Cowichan Watershed Board (CWB) and in many ways it was a year of maturing as an organization. The CWB was formed in 2010 as a means to cope with a crisis in our communities where salmon could only reach their spawning grounds if we trucked them there. Many of the organizations and jurisdictions tasked with responsibilities tied to the low water levels decided to stop pointing fingers and instead join hands. The beginning of the CWB was little more than a handshake agreement between those parties to work together, led by the Chief of Cowichan Tribes and the Chair of the Cowichan Valley Regional District. It has since served the watershed, the region, and Cowichan Tribes First Nation very well.

By 2017, after facing an unsuccessful bid to be the province's first community to pilot local watershed governance under the new BC Water Sustainability Act, combined with a history of struggling for decades to address the low water flows without results, the CWB decided it was time to reflect on how we could be more effective as an organization. Supported by the BC Freshwater Legacy Initiative, a steering committee was struck that included senior personnel from Cowichan Tribes, CVRD, and the CWB, along with advisors in water governance and policy. Resources were secured to support staff time within both Cowichan Tribes and the CWB for this process, and to hire a facilitator to lead the partners through a series of workshops resulting in policy development and strengthened partnerships. (See page 11 "Organizational Health and the newly adopted core principle *Nutsamatkwsyaay'ustthqa'*)

CWB staff have also worked to improve communication and collaboration with the provincial Ministry of Forests, Lands, Natural Resource Operations and Rural Development on water supply issues in both the Cowichan and Koksilah Rivers. These challenges are driven by changing climate patterns and ever increasing water demands. 2019 has only just begun and all indications are that this work is paying off with active discussion of collaborative solutions in both watersheds.

2018 also saw important progress on the Cowichan River water supply issue. The successful completion of a Cowichan River Water Use Plan (WUP) resulted in a consensus outcome on required increased water storage informed by strong science and an inclusive community based process. The CWB was an active partner on the steering committee, technical working group and Public Advisory Group, and continues communicating the strong local consensus for action to the Provincial and Federal Governments afterwards.

We hope you enjoy reading more about our work in the pages that follow.

With respect,

Your Cowichan Watershed Board Co-chairs,

Chief William Seymour, Cowichan Tribes

Chair Ian Morrison, CVRD

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

	<p>Koksilah</p> <ul style="list-style-type: none"> • Organization, presentation and participation in Koksilah watershed public meeting addressing low flow/sustainability issues • Organize and co-host Cowichan Watershed Board Koksilah Agricultural Outreach meeting focused on irrigation efficiency to address low flow water extraction • Support to FLNRORD staff in implementing Critical Flows strategy in Koksilah watershed (pilot for province of BC)
Progress	<p>Cowichan</p> <ul style="list-style-type: none"> • 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 • Increased understanding by lake front property owners (and other local residents) of effects of increasing storage capacity in Cowichan Lake • 2018 drought management strategy avoiding catastrophic losses to fish stocks in Cowichan River • Strong support from MP and MLA regarding Sr. Government support in addressing licensing and funding issues associated with increased water storage • Expression of support from FLNRORD and MOE ministers for assistance in obtaining conservation storage license • Expression of interest from DFO Minister regarding federal funding for weir construction. <p>Koksilah</p> <ul style="list-style-type: none"> • Establishment of first “critical flow level” as defined by Water Sustainability Act in BC (for Koksilah River) • Establishment of dialogue with Koksilah farming community around importance of environmental flows and working together to ensure sustainable flows – and a sustainable agricultural community • Voluntary reduction in water extraction by agricultural community during extreme summer low flow periods •
Challenges	<p>Cowichan</p> <ul style="list-style-type: none"> • 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 • 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 • 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.

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

ii) We want healthy fish populations in the watershed.

Activities	<ul style="list-style-type: none"> • 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. • 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. • Juvenile steelhead density surveys carried out to ascertain steelhead productivity as per CWB Fish Health Target • 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.
Progress	<ul style="list-style-type: none"> • 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 • Triple pass electro-shocking steelhead density survey reveals target steelhead juvenile density – CWB Fish Target indicator met. • Establishment of presence of Chinook salmon in Koksilah River
Challenges	<ul style="list-style-type: none"> • Spring/Summer low flows still threaten salmon populations in Cowichan River • Lack of data regarding Cowichan Summer Run Chinook salmon • No Resources to implement ongoing salmon stock assessment program for Koksilah River • Desire to establish salmon indicator (other than steelhead) to support CWB Fisheries target.

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

Activities	<ul style="list-style-type: none"> • 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 • “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. • “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. • “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.
------------	--

Water Supplier	Residential Water Use in Litres per person per day (LPD)						Average % change*
	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%

*Average of year-to-year changes from the 2013 (pre-Challenge) baseline.

Capture the Rain (2017-18)

Workshops were held with 495 high school students to teach them how to calculate the rainwater harvesting potential of their own home or school.

Two public workshops on rainwater harvesting techniques for home gardeners were offered by a representative from Rainwater Canada.

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.

Know your Flow/Watershed Ed (Oct-Dec 2018)

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.

Million Litre Challenge March 2018

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

	<p>commitments to fix hose leaks in other ways. With an estimated 28,800 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>Cowichan Hosers 2017-2018</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"> 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.

Water Quality

i) We want clean water in our watershed.

Activities	<ul style="list-style-type: none"> 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) 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.) Preliminary partners meetings and research regarding possible detrimental effects of UVF (ultra violet filters) found in sunscreen products on water quality.
Progress	<ul style="list-style-type: none"> 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 Ability to resource extensive upper watershed sampling program as a 5 year follow up to 2013 program Preliminary results from 2018 program indicate generally as good or better results as 2013 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. Very engaged and knowledgeable community regarding water quality concerns
Challenges	<ul style="list-style-type: none"> Phosphorus exceeds standards in many upper watershed and lower lakes samples Turbidity exceeds standards in majority of upper watershed samples in fall sampling series

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

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

Impacts to Habitats and Ecosystems

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

Activities	<ul style="list-style-type: none"> • Mapping of riparian habitat/identification of restoration opportunities on Lower Cowichan River • Outreach to riparian property owners on Lake and upper river regarding riparian stewardship including recruiting opportunities for riparian restoration • 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
Progress	<ul style="list-style-type: none"> • Over xxx M square riparian habitat restored • Public more informed and engaged in riparian stewardship activities.
Challenges	<ul style="list-style-type: none"> • Lack of resources for riparian land purchase opportunities such as Shaw Creek • Invasive vegetation threats (e.g. Knotweed) to riparian habitats in Cowichan/Koksilah Watersheds

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

Activities	<ul style="list-style-type: none"> • See outreach activities associated with Water Conservation as outlined in section a) iii • ‘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 important to protect it.
------------	---

	<ul style="list-style-type: none"> • Speaker Series – in partnership with VIU. CWB presents monthly informative lectures open to general public on water/watershed topics of interest. • CWB monthly meetings are open to the public and well attended. • CWB staff and directors are regular contributors to local media outlets
Progress	<ul style="list-style-type: none"> • 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
Challenges	<ul style="list-style-type: none"> • Most watershed education programs are sporadic and grant dependant, which is a barrier to developing systematic programs that reach the target grades every year, and hampers ongoing collaboration with the school system.

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"> • 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. • Meeting with FLNRORD/MOE Ministers to promote CWB as Water Sustainability Act Pilot project
Progress	<ul style="list-style-type: none"> • 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 • 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
Challenges	<ul style="list-style-type: none"> • Lack of tangible local governance authority or agreements as envisioned by the new Water Sustainability Act framework.

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

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

iii) Communications- Build Organizational Profile and Community Engagement

Activities	<ul style="list-style-type: none"> • CWB website and face book page active and updated • New promotional material created highlighting the CWB targets and the progress being made to meet them. • CWB representatives presented to interested organizations in several cities including Fredericton, Winnipeg, Peace River and Victoria. • 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) • CWB members and staff submit regular content to local media outlets (print and radio) • Active Outreach program as referenced in section c) ii • Open and well attending Cowichan Watershed Board meetings include avenue for community engagement
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"> • Maintaining communications is time-consuming and under-resourced. • Current staffing levels inadequate to support TAC and 5 working groups

Financial summary

Cowichan Watershed Society Profit and Loss January - December 2018 (Accrual basis)

	Total (Actuals)\$	Budgeted*
INCOME		
Core Revenue		
4005 CVRD Ops Grant	50,000.00	50000.00
4010 Cow Tribes Ops Grant	20,000.00	20000.00
4015 Sponsors - Core Funding	2,620.25	5000.00
4020 Other Income	45.00	
4025 Interest	149.50	300.00
Total 4000 Core Revenue	72,814.75	75,300.00
Governance Grants		
4210 REF BC Grant	60,000.00	60000.00
4215 Sustainable Funding for WGI	27,000.00	17000.00
4220 BC Freshwater Legacy Fund	44,000.00	63650.00
Total 4200 Governance Grants	131,000.00	140,650.00
Water Conservation and Engagement		
4305 EcoAction Community Grant	20,795.00	24810.00
4350 Sponsorships and Other	170.00	
Total 4300 Water Conservation and Engagement	20,965.00	24,810.00
Non Profit Income	-17,500.00	
Total Income	207,279.75	240,760.00
EXPENSES		
Projects - REFBC Funded		
Total 5701 Watershed Education / Engagement	10,549.85	
Total 5702 Water Quality / Estuarine Health	28,801.74	
5703 Projects - REF Succession Bridging	960.00	
Total 5715 Projects - REF Lake Levels	11,031.13	
Total 5700 REF BC	51,342.72	56,900.00
Projects - Eco Action Funded		
Total 5710 Projects - Eco Action	28,307.81	16,060.00
Projects - Co-Governance (WSA)		
Co-Governance model development (Legacy)	31,692.86	81,900.00
Projects - Sustainable Funding pilot	15,436.80	9,842.00

Core Operations		
Human Resources		
Executive Director	25,050.00	40,000.00
Other	3,957.50	10,000.00
Project Coordinator	17,162.99	40,000.00
Total 6010 Human Resources	46,170.49	90,000.00
General Administration		
	479.99	
Ops Accounting & Legal	1,728.03	1,500.00
Ops Banking/Interest	270.98	300.00
Ops Insurance/WCB	605.00	1,500.00
Ops Office Supplies/Courier/Advert	5,368.23	1,000.00
Ops Phone / Internet	111.02	0.00
Ops Travel	520.01	2,000.00
Total 6015 General Administration	9,083.26	6,300.00
Meeting Expenses		
Board	624.02	800.00
TAC, Working Groups	180.00	700.00
Total 6020 Ops Meetings	804.02	1,500.00
Special Programs		
River Cleanup	2,198.98	2,000.00
Volunteer Appreciation	100.00	500.00
Comms / Speaker Series		4,000.00
Total 6025 Special Programs	2,298.98	6,500.00
Total 6000 Core Operations	58,356.75	104,300.00
Non-claimable GST	3,162.33	0.00
Total Expenses	188,299.27	279,002.0
NET	18,980.48	-38,242.00

The Society's bank balance as of December 31 2018 was \$127,136.24

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

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

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