

CWB Draft 2024-2026 Impact Plan Outline

CWB's Long Term Targets for Watershed Health

Fish	We want healthy, wild, and diverse fish populations in the Cowichan-Koksilah watershed. Indigenous Target under development in consultation with Cowichan Tribes.
Flows	Seasonal flows throughout the Cowichan-Koksilah watersheds support the needs of communities and aquatic ecosystems.
Riparian	We want to protect and restore fully functioning streamside, lakefront, wetland, and estuary habitats.
Estuarine	[update in development]
Water Quality	We want fish friendly, swimmable, and drinkable water in our watersheds. [Indigenous target in development?]
Watershed Connections	The people of the Cowichan Valley understand and value that their well-being is interconnected with the well-being of their watershed. Mukw' stem 'o' slhilhukw'tul, everything is interconnected.
Water Conservation	[needs update]

2024 - 2026 Priority Projects

Replace the Weir	Support weir partners through development of fundraising, hiring Program Manager, licensing/appeals/liability, construction, operating systems. See Workplan. Support Province to define their role in sustainable water supply. Weir Ready communications – website, etc.
Xwulqw'selu Watershed Plan	Under contract to Cowichan Tribes, provide admin, comms and advisory support to the Planning Team. See Workplan
Working Group Projects	Complete shift to Targets & Indicators that reflect indigenous perspectives. Create WG Action plans and do projects. Map Working Group member projects relevant to Targets (intern)
WQ Attainment Sampling	Complete upper watershed attainment sampling and report.
Fish Kill Response	Understand, monitor and limit causes of 2023 Fish Kill. Three workshops to define and develop: 1) Monitoring for Triggers; 2) Collaborative Response Protocols; 3) Inter-agency and public Communication

Ways of Working - Annual

Collaboration & Partnerships	<ul style="list-style-type: none"> - Co chairs meet monthly – watershed related update from each partner (meetings, concerns, projects, etc.); set agenda/presentation requests. - Staff meetings bi-annually with Lulumexun/Environment managers – consult on annual plans. - Whole of Watershed (WOW) tea-time monthly. - Annual River Cleanup - Participate in Cowichan Stewardship Roundtable, CLRSS, Xwulqw'selu Connections, Low Flow WG, etc.
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	<ul style="list-style-type: none"> - Support partners to find solutions for data sharing issues; continue work identified through WIKD process.
Learning & Community Building	<ul style="list-style-type: none"> - Host Speaker Nights - 6-8/yr. - Staff attend Elders' lunch monthly – invite 1-2 Board members - Hul'qumi'num practice and/or cultural lessons at Board meetings; additional classes? - Talk to Us Tents – listen to community questions, interests, confusion, etc.
Organizational Health & Resilience	<ul style="list-style-type: none"> - Expand Core Staffing - Invest more in communications/website. - Society meets quarterly – review whether CVRD members can attend. - Every Board member participates in an element of CWB work (e.g. Speaker Nights, River Cleanup, Society, Elders Lunch, etc.)

Activities we propose to NOT do in 2024	Why?
Establishing indigenous co-chairs of all Working Groups (unless available).	Capacity. Working Group CoChair model does not seem feasible. Instead, Working Group coordination is supported by CWB staff and we are finding ways to embed Indigenous perspectives in the Targets and Indicators themselves.
[tentative - check with Heather] Reactivate a TAC	Capacity. Instead host monthly informal Whole of Watershed TeaTime for Working Group members to foster cross Target understanding and collaboration. Board members welcome.
Leadership Team	Achieved its goal - was needed during transition to new ED and supporting Setting the Course, and Governance Manual Revisions. Instead - strike Board sub-committees as needed to workshop Board questions in more detail to bring back to full Board.
Setting the Course	Complete
[nearly] Governance Manual update	Nearly completed - January approval expected.
Create an online filing structure.	Complete.
Share WQ results from 2022	Complete (starting 2024 upper river WQ testing)
Build Water “shed” on wheels	Capacity. Bought a shed. (not on wheels).