WELCOME, WE’LL GET STARTED SOON

PLEASE SAY HI IN THE CHAT
WE’RE SO HAPPY TO SEE YOU HERE

PLEASE RENAME YOURSELF WITH YOUR NAME AND ORGANIZATION.
- GO TO THE PARTICIPANTS TAB AND RENAME THERE

- OR GO TO THE THREE DOTS ON THE UPPER RIGHT OF YOUR PICTURE AND RENAME THERE.
What you’ll need today

- Dial in from a computer or laptop will provide more function
- If you have a headset please use it
- Sense of adventure and fun
**Zzz-etticate (Netticate)**

- **Zoom tour**
  - Chat box
  - Gallery vs speaker view
  - Breakout rooms
  - Video camera

- **Keep yourself on mute to cut back on the noise**

- **Things will probably go awry – so we’ll go with the flow...**
2-3 rounds of break outs

2-3 people per room

If you get the same person go with it...it’s randomly generated

3 mins is short! Start sharing right away so you each have time

Practice compassionate listening (say thank you, no problem solving)
What has been the biggest challenge for your work during covid?

What are you really proud of accomplishing this year?
Forum Business

- Review calendars and what is coming up for the Forum
- Review and approve our Letter of Support Policy
- Review state budget process and approve letters to our Governor and legislative delegation
- Review forthcoming DNR request
- Review Conservation Plan update status
# 2021 Forum and Committees Meeting Schedule*

*Approved in November 2019

<table>
<thead>
<tr>
<th>Technical Committee</th>
<th>Policy Development Committee</th>
<th>Forum</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Tuesday</td>
<td>Third Thursday</td>
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</tr>
<tr>
<td>REMOTE until further notice</td>
<td>REMOTE until further notice</td>
<td>June 3, 2021 – ranking decision</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>January 3, 2021</th>
<th>January 21, 2021</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>February 2, 2021</td>
<td>February 18, 2021</td>
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<td>March 2, 2021</td>
<td>March 4, 2021</td>
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<tr>
<td>April 6, 2021</td>
<td>April 15, 2021</td>
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<tr>
<td>May 4, 2021</td>
<td>May 20, 2021</td>
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<tr>
<td>June 1, 2021</td>
<td>June 17, 2021</td>
<td>August 5, 2021 – if needed</td>
</tr>
<tr>
<td>September 7, 2021</td>
<td>September 2, 2021</td>
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<tr>
<td>October 5, 2021</td>
<td>October 21, 2021</td>
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<td>November 2, 2021</td>
<td>November 16, 2021</td>
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<tr>
<td>December 7, 2021</td>
<td>December 2, 2021</td>
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</tbody>
</table>
## 2021 Grant Round

*DAdditional $511,397 in SRFB funding will be available.*

### DRAFT Schedule

<table>
<thead>
<tr>
<th>DATE</th>
<th>ACTION</th>
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</thead>
<tbody>
<tr>
<td><strong>Early December 2020</strong></td>
<td>RFP released</td>
</tr>
<tr>
<td>December 23, 2020</td>
<td>Project sponsors send Notice of Intent to apply to Lead Entity Coordinator</td>
</tr>
<tr>
<td>January</td>
<td>Lead Entity review and NOI feedback provided to sponsors</td>
</tr>
<tr>
<td><strong>December - March</strong></td>
<td>Project sponsors are encouraged to present proposed construction or acquisition projects to the Technical Committee</td>
</tr>
<tr>
<td>TBD</td>
<td>Project sponsors complete full applications in PRISM</td>
</tr>
<tr>
<td>TBD</td>
<td>Sponsors participate in project site visits with SRFB Review Panel and local project review committee</td>
</tr>
<tr>
<td>TBD</td>
<td>Local Project Review Subcommittee provides comments to sponsors</td>
</tr>
<tr>
<td>TBD</td>
<td>SRFB Technical Reviewer Panel comments provided to sponsors; projects are identified as Clear, Conditioned, Needs More Information (NMI), or Project of Concern (POC).</td>
</tr>
<tr>
<td>TBD</td>
<td>Project sponsors, SRFB Technical Review Panel members and Lead Entity coordinator conference call to discuss NMI, POC or Conditioned projects</td>
</tr>
<tr>
<td>TBD</td>
<td>Lead Entity Project Review Subcommittee scores projects</td>
</tr>
<tr>
<td>TBD</td>
<td>Lead Entity Technical Committee reviews scoring and makes project ranking recommendations to Forum</td>
</tr>
<tr>
<td>June 3, 2021</td>
<td>Snohomish Basin Salmon Recovery Forum makes recommendation for final ranked project list</td>
</tr>
<tr>
<td>June 28, 2021 by NOON</td>
<td>Project sponsors with Conditioned, NMI or POC projects revise project applications</td>
</tr>
<tr>
<td>June 29 – July 14, 2021</td>
<td>RCO staff and SRFB review revised proposals</td>
</tr>
<tr>
<td>July 22, 2021</td>
<td>Applicants receive final SRFB Review Panel comment forms identifying projects as Clear, Conditioned or Project of Concern (POC)</td>
</tr>
<tr>
<td>August 5, 2021 – <em>if needed</em></td>
<td>Snohomish Basin Salmon Recovery Forum makes recommendation for final ranked project list</td>
</tr>
<tr>
<td>August 14, 2021</td>
<td>Sponsors accept SRFB conditions or withdraw project; lead entity submits FINAL ranked list</td>
</tr>
<tr>
<td>September 23, 2021</td>
<td>Salmon Recovery Funding Board awards grants at board funding meeting</td>
</tr>
</tbody>
</table>
Letter of Support Policy

Policy for Providing Letters of Support

The Snohomish Basin Salmon Recovery Forum is solicited for letters of support from time to time, typically in the context of competitive grant applications or issues of concern. In order to ensure a fair and transparent process for providing letters of recommendation, the Forum adopts the following policy:

- A letter of support may be provided only to projects, programs or other activities that are clearly consistent with the goals and priorities of the Forum.
- The Forum can decline to consider a request if there is insufficient time for review.
- Letters will be signed by the Chair, the Vice-chair (if the Chair is unavailable for review), or both.
- Copies of each letter shall be distributed to all Forum members.
- Requests and draft responses will be circulated for review by the full Forum. The Forum may elect to forego a letter of support at its discretion.
Letter of Support Policy

- Letters of support for individual projects will not be submitted by the Forum for individual Salmon Recovery Funding Board (SRFB) or Puget Sound Acquisition and Restoration (PSAR) grant applications or other grant applications where the Forum has a grant-related decision-making role.

- For projects that involve multiple project elements, including elements outside the expertise of the Forum and committees, additional detail and rationale will be required from the requestor to demonstrate tradeoffs and benefits to salmon recovery. For these types of requests, additional committee reviews may delay responses.

- Projects that are consistent with the Snohomish River Basin Salmon Conservation Plan, recommended by the Technical Committee, and reviewed by the Forum may be provided letters of support.

*Staff edit - Suggest striking highlighted bullet to reduce confusion*

Reason - The Forum must sign a letter in support of PSAR large cap projects; the Forum may want to reserve the right to supply a letter in support of a project if a project is deemed a POC or in the case when a project is seeking other fund sources beyond SRFB and PSAR
QUESTION: Do you approve the suggested edit to the **Policy for Providing Letters of Support**

**Consensus Continuum**

PLACE A SHAPE ON THE CONTINUUM TO SHOW YOUR LEVEL OF AGREEMENT
Capital Budget Priorities

- Agencies have submitted their budget requests
- The Governor is preparing his version of the budget; the House and Senate will begin budget preparations in January
- **Forum Decision** – Approve letter supporting agencies’ budget requests to be sent to the Governor and our legislative delegation
Capital Budget Priorities

- At least $35.8 to fund King County’s PSAR large cap project
- At least $11M to fund King County’s project and $50.9 to fund Snohomish County’s project. WFC and North Bend projects are likely below funding line
- NEW DNR request to specifically support work in the Snohomish Basin. Includes $2.3M for 6 Puget Sound Corps positions, 2 FTE. Other DNR requests include funding increase for the derelict vessel program

- Increased requests for SRFB, fish passage barrier funding
QUESTION: Do you approve the language in the letters to Governor Inslee and the legislative delegation?

PLACE A SHAPE ON THE CONTINUUM TO SHOW YOUR LEVEL OF AGREEMENT
We’re curious to learn if you have questions about the legislative session OR if you plan on engaging (or would like to engage) in any legislator meetings or communications.

What would be helpful to know? What would be helpful to have as resource(s)?

Go ahead and add your comments, questions or thoughts in one of these boxes.

Curious why we aren’t supporting PSP’s amounts - $80M for PSAR, $90M for SRFB, $70M for Floodplains by Design and $50M for FBRB?

Need to coordinate messaging on Fall City Floodplain Restoration (ranked #1 on FbD, PSAR).

Audubon Washington and chapters have a "Lobby Day" with our legislators on December 9 via ZOOM. Asking support for continued and better funding of incentives to achieve reduced carbon emissions.
DNR Request: Forum to provide a Letter of Support / Letter of Introduction for DNR WRIA 7 Salmon Strategy

- Aim is to leverage DNR’s relationships and role as the second largest landowner in the state to make meaningful contributions to salmon recovery in targeted watersheds.
- DNR believes that targeting salmon recovery efforts within key watersheds will lead to more impactful, large-scale change.
- DNR is piloting this idea in the Snohomish watershed.
- Intent is to harness the power of community expertise and historical knowledge, alongside statewide resources and the business community.
- DNR has been meeting with basin recovery partners over the last year to inform and build their strategy.
DNR Request

Commitment examples

- Improve salmon habitat in the Snohomish Estuary – including targeted derelict vessel removal Vessel Turn in Program, invasive species removal and other and habitat restoration projects using Puget Sound Corps crews.

- Avoided conversion analysis and program enhancement: Analysis of small forest landowner (SFLO) parcels most at risk of conversion out of forestry. Create a map of priority parcels and amend programs as needed.

- Good Neighbor Authority habitat investment planning with USFS and using mapping tool.

- Develop targeted forest health funding requests that incorporate salmon habitat restoration projects, such as developing a Landscape-Scale Resilience grant proposal.

- Use a multiple benefits lens to introduce job creation, environmental justice, and climate resilience connections to salmon recovery work; identify and develop projects with climate resilience nexus.
Update to the Salmon Conservation Plan

Late 2019 – Early Mid 2020
- Collect and synthesize new information
- Develop the framework for plan update

Early Mid 2020 – Early Mid 2021
- Complete new analyses
- Further develop/vet new content

Early to Mid 2021
- Develop draft for review
- Identify future work

Mid 2021 – Late 2021
- Adoption
Update to the Salmon Conservation Plan

PHASE 1

Mid 2021 – Late 2021

**Synthesize new info; develop framework**

- Compile existing info ✔
- Develop conceptual diagram ✔
- Complete new white papers - in process
  - Water quality; Estuary synthesis, Project effectiveness report, Hatchery FAQ - in process
- Monitoring Priorities - in process
- Table of Contents - DRAFTED

PHASE 2

Mid 2021 – Late 2021

**New Content**

- Develop and vet new strategies - not started
- Develop new implementation targets - in process
- Identify data gaps, research needs, policy considerations - in process
Update to the Salmon Conservation Plan

Late 2019 – Early Mid 2020
- Collect and synthesize new information
- Develop the framework for plan update

Early Mid 2020 – Early Mid 2021
- Complete new analyses
- Further develop/vet new content

Early to Mid 2021
- Develop draft for review
- Identify future work

Mid 2021 – Late 2021
- Adoption
Charting The Forum of the future

What, So What, Now What
SNOHOMISH LIVING HISTORY MURAL

ONLY WORKS USING CHROME

SNOHOMISH SALMON RECOVERY
**What?**
What moments did the group do something meaningful? What is missing from the Mural board?

**So, What?**
What lessons are surfacing, what is missing, what meaning are you taking from the what?

**Now, What?**
Based on your ideas and observations from the history, what are your recommendations for moving the Forum Forward?

---

Flags indicate that we are failing, and we don’t loudly proclaim the need for society to change if we don’t want failure. We need more avenues for emergency action. Our plan is underfunded by about 2/3s and hardly anyone is speaking up loudly about it. How can we get more political capital for unpopular decisions? When we can see that we’re not on track for success, how can we speak up in a way that can be heard and dealt with? E.g., climate change, development.

Need more teeth to make the plan work on private lands, since that’s where it’s supposed to be working. If that’s not going to get us there, need to do something else. Adopt a more punitive approach (or gutsy/aggressive)? Fine, etc.

THE FORUM IS UNDERFUNDED--can’t do all the projects we want to do given the funding we have--also how can we get through the regulatory process before the grants run out? Option is to shrink agenda vs get more money; can also work more closely with federal agencies to streamline the regulatory process

Think ahead: what are we gonna do when we don’t get enough money (as has been the case every year for the last 15-20 years?) Think more creatively to preempt the “but we need more money” approach. Innovative finance? Private sector funding?

Strategic comms strategy

Bigger splashes, especially where we’re behind on key metrics (e.g. drawing attention at State Level, media, raising the alarm more during the Status and Trends Report release “we’re behind our goals”; etc.).

Adopt a willingness to admit failures as a part of the process and use them to learn more for improvement- -adopt a both/and attitude where we can uphold our successes while also being able to point out failures in a useful way
**What?**
What moments did the group do something meaningful? What is missing from the Mural board?

Reputation as very science-driven. Important “north-star” for the basin. “When it comes to the science, we want the best people at the table.” Have been close-calls to potentially lose this approach, with other factors (politics, relationships between partner agencies, etc.) potentially resulting in losing valuable, science-based, voices at the table.

**So, What?**
What lessons are surfacing, what is missing, what meaning are you taking from the what?

Need to value different perspectives and opinions. Need to focus on understanding different viewpoints, making sure we know where others are coming from, even if differences persist.

Groups like the Forum provide an important “safety net.” Provide a venue to weather the inevitable storms and work through difficulties.

**Now, What?**
Based on your ideas and observations from the history, what are your recommendations for moving the Forum Forward?

Based on your ideas and observations from the history, what are your recommendations for moving the Forum Forward?
<table>
<thead>
<tr>
<th><strong>What?</strong></th>
<th>Older guard - Libby Nelson, Meg Morhead - both lead this effort in 1998.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>So, What?</strong></td>
<td>Smith Island Lessons - farming community needs to have more discussion and coordination. It took a long time for diking district.</td>
</tr>
<tr>
<td><strong>Now, What?</strong></td>
<td>How do we get a sense of if it is actually working? Are we making progress? How much progress? Always need more money.</td>
</tr>
<tr>
<td><strong>Relicensing of hydro project</strong> - at times contentious, came through and now have great relationships. We are all in it together. Everyone has a seat to share ideas.</td>
<td>Our collaboration skills have been worked. Much better now than it was in the past. At listing everyone was running scared and looking out for their own interests.</td>
</tr>
<tr>
<td><strong>We discussed the history of efforts going back several decades for the 2005 Salmon Recovery Plan</strong></td>
<td>The forum has been so resilient with economic downturns, project challenges. We are like the fish we are working to restore in many ways.</td>
</tr>
<tr>
<td><strong>Concerns with link of chemical of concerns to fish health, how navigate?</strong></td>
<td>How do new listed species affect what we are doing? Does it help or hurt us?</td>
</tr>
<tr>
<td><strong>How do we get a sense of if it is actually working? Are we making progress? How much progress? Always need more money.</strong></td>
<td>Continue to support larger restoration projects, that have larger impacts especially lower in the watershed.</td>
</tr>
<tr>
<td><strong>Marshlands sub area plan - no one is responsible for that, in order to advance we need to show that it’s working. Some story to tell about results of the projects that have been done.</strong></td>
<td>How do new listed species affect what we are doing? Does it help or hurt us?</td>
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**Breakout Group 3**
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<tr>
<td>What moments did the group do something meaningful? What is missing from the Mural board?</td>
<td>What lessons are surfacing, what is missing, what meaning are you taking from the what?</td>
<td>Based on your ideas and observations from the history, what are your recommendations for moving the Forum Forward?</td>
<td>Climate change begins to gain more of a focus.</td>
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<tr>
<td>Climate change begins to gain more of a focus.</td>
<td>Climate change impacts all facets of salmon recovery, important to integrate and not get bogged down.</td>
<td>Increase knowledge of climate impacts, drive changes in climate policy, integrate climate resilience into project design and strategies</td>
<td>Projects take a long time to implement. Persistence is important.</td>
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<tr>
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<td></td>
<td>Keep grinding away! We know what we need to do. It takes a long time.</td>
<td>Land use rules and zoning is not adequately supporting recovery.</td>
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<td></td>
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<td>Need to shed more light on land use activities, and take bold actions</td>
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<tr>
<td><strong>What?</strong></td>
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<table>
<thead>
<tr>
<th><strong>So, What?</strong></th>
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<td>What lessons are surfacing, what is missing, what meaning are you taking from the what?</td>
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<table>
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<th><strong>Now, What?</strong></th>
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</table>
Add your THANK YOUS and WELL WISHES for Terry and Jim to the following slides

A link will be shared with all partners after this meeting
Card for Terry - These will be combined into an online card. You will have more time to craft your message if needed. Gretchen will send out the link to the online card. Don’t forget to add your name.

Terry; thank you for your years or leadership and guidance, I will remember you always. Kirk

Thank you for your landscape-scale vision. It will guide us for decades to come.

Thank you Terry for your many, many, many years of leadership! All the best - Cory
Terry and Jim,

I wanted to extend my gratitude for all of the consistent, long-term leadership you have provided not only to this watershed, but to us as people. You taught me so much about how to act, how to lead change, and how to bring about positive, deep ecological recovery. I can’t thank you enough for your mentorship and all of the guidance you’ve provided to the watershed, its people, and energy into bringing salmon back. We are all filled with gratitude, and we all reflect the light that you’ve shared.

With deep gratitude and peace

Tim
Card for Jim - These will be combined in to an online card. You will have more time to craft your message if needed. Gretchen will send out the link to the online card. Don’t forget to add your name.

Jim, we’ll miss you!! Thank you for your contribution to the salmon recovery world and the health of Puget Sound! - Lindsey

Thank you for all your work over the years. Your wisdom will be missed.

Thanks Jim for all your contributions to recovery and the Snohomish Forum! We’ll miss your great humor and dedication. - Cory

Jim; Over the years working with your in the Shared Strategy, Salmon Recovery Council and over the last several years with the Form has been a real pleasure. I greatly appreciate your perspective.

Keith

Jim - it has been a pleasure working with you. I really enjoy the way your brain works and your pragmatic approach to working through things. Coming from a biologist, that is a great compliment. You will be missed.

Kirk

I look forward to working with Heather
**Card for Jim** - These will be combined into an online card. You will have more time to craft your message if needed. Gretchen will send out the link to the online card. Don’t forget to add your name.
REFLECTION ON FACILITATION - WHAT, SO WHAT, NOW WHAT

<table>
<thead>
<tr>
<th>Place one shape into one of first three boxes</th>
<th>This update/input was great and what I needed!</th>
<th>I would like more details</th>
<th>I would like a chance to ask questions/discuss more</th>
<th>Details or Questions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>I think we needed a little more time to discuss and jot down ideas.</td>
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<td>I would like to see what kind of product you make with the ideas that were generated in the 'now what' - - will these be followed up on and disseminated? How will the group decide which are actionable and how to act on them?</td>
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<td>Might be nice if breakout groups could include a designated ‘facilitator’ (even if it's just a volunteer) to help focus the discussions, especially when we have limited time for discussion.</td>
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OVERALL MEETING

Did we hit the mark?
Shapes to use.

Did we hit the mark?
Shapes to use.
Share your feedback, ideas for future meetings, requests
Snohomish County is in the process of creating a new department - The Department of Conservation and Natural Resources (DCNR), combining Parks, Recreation, Tourism, agriculture, Sustainability and SWM into one unit.

Snohomish County Exec vetoed the SWM rate freeze.