

## What does the Forest Steward of 2030 Look Like? What do they do?

### Education

- Educate adults and school children about the value of urban forests
- Educate on non-flora elements (ex. Animals)
- Educate the community and their neighbors
- Create partnerships with schools

### Recruitment and Outreach

- Organize and lead a larger number of community volunteers
- Recruit volunteers
- Mentor new stewards
- Solicit volunteer cooperation
- Provide outreach and communicate to the community
- Work with a more diverse group of volunteers

### Restoration

- Restoration on private property
- Restoration of public lands and managing recreation impacts
- Diversify the forest flora
- Bring new areas into restoration
- Pull invasives
- Connect habitat fragments
- Manage climate change
- Water work sites

### Maintenance and Monitoring

- Maintenance of existing sites and forest
- Monitoring, reporting, and requesting maintenance
- Manage habitat health indicators
- Monitoring and focusing more on Phase IV

### Other Ideas

- They are techies and use devices ALL the time
- Use transit, uber, and bikes
- Continuing to do what they do now
- Less physical work, more work based around being social and education
- Tour leaders
- Transition to teams of stewards

## What does the Forest Steward of 2030 Look Like? How have they changed?

### Ethnically, Racially, and Economically More Diverse

- More diverse with greater language strengths
- More representative of the community racially and culturally
- Trained in cultural competency

### Younger

- Younger than current forest stewards
  - 10 to 15 years younger than current cohort of forest stewards
- More able to perform physical labor

### More Environmentally Conscious

- More knowledgeable about noxious weeds, climate change, and impacts on ecosystems
- Stewardship is embedded into society, culture, and mindsets
- More engaged in conservation and sustainability
- Better educated on forests and ecosystem dynamics
- More inclined to be in the forest, they are less afraid
- More educated about nature because of abundance of programs and parks
- Better educated about natural systems

### More Informed in Science and Technology

- More tech savvy
- More use of technology

### Stewards Will Be Better Compensated

- Stewards will be paid \$15 an hour
- Schedule work parties for weekday at 5 pm to accommodate working people

### Other Ideas

- Not much change, still removing invasives and planting
- More connected to schools and neighborhoods

## What does the Forest Steward of 2030 Look Like? Who are they?

### Youth

- Younger and more diverse
- Youth trained through the program
- Paid youth
- The youth of today
- Students
- People who are planting trees as kids now
- Students in environmental programs, leading into becoming Forest Stewards

### Young Professionals

- Recent college graduates of environmental programs
- Employed with schools
- New to Seattle
- Could be sponsored by corporate entities

### Ethnically, Racially, and Economically Diverse

- Hopeful that the future steward will better reflect the demographic of the city
- More urban and diverse

### Community Members

- Committed members of the local communities that surround each park or green space
- Current stewards
- People who love the natural area that they are trying to preserve
- Neighborhood residents

### Retired

- Early Amazon retirees

### Other Ideas

- They are all of us
  - They will be known by the park users
  - They will be local celebrities
  - Political organizers
  - Ambassadors
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## How Can GSP Adapt to Drought Conditions? What are your observations from this season?

### High Plant Mortality

- Mortality in newly planted areas
- Plants established for up to 10 years died in the forest
- A lot of dead trees
- Variance in mortality of species in similar habitats

### Susceptibility of Specific Plant Species

- Some natives did better than others
  - The ones that did the best are:
    - Spiraea, Roses, Twinberry, Oregon Grape, Trailing Blackberry, Vancouveria, and Woodland Strawberry
- Conifers hit by drought very hard
- More shore pines established
- Young trees are very susceptible
- Short and tall Oregon grape, once established, are very drought tolerant
- Some laurels are dying faster
- Live stakes did well because of deeper roots
- Loss of plant communities

### Dry Conditions

- Had to water all summer
- Longer establishment periods for plant species
- Cisterns running dry early
- Mulch very dry and is still drying out
- Mulching didn't seem to help as much as it should have
- Moss drying
- Rain gardens dry

### Shaded Areas Thrived

- Plants in shade did better
- Canopy matters

### Other Observations

- Couldn't pull ivy
- Clay soils doing well
- Need more care and maintenance after we plant

## How Can GSP Adapt to Drought Conditions? How have you adapted your work to drought conditions?

### Watered More Frequently

- Watered more for establishment
- Watered at plantings, not assuming it will rain soon
- School zone access to water

### Shifted Timing of Plantings and Plant Selection

- Planting in fall
- Change arbor day to fall
- Plant less in the late winter and early spring
- Observing plant mortality and only replanting species that survived
- Plant shrubs and forbs behind logs and trees
- Limit plantings to numbers that you can actually support and maintain

### Allowed for Shading

- Planted shrub species to provide immediate shade
- Left ivy to shade newly planted natives until the fall
- Didn't weed which allowed more shading

### Mulched

- Used burlap
- Used a lot more mulch than in the past

### Other Techniques

- Plant mostly edge areas where water can be trucked/carried in
- Find funds to fill cistern
- Need cisterns

## How Can GSP Adapt to Drought Conditions? How could you change strategies for the future?

### Planting Season and Planting Plans

- Plant more drought-tolerant species
- Have a shorter planting season
  - Shorten planting season, end of Oct to Feb
- Plant species with climate change in mind
- No planting in spring/summer
- Explore planting techniques that draw moisture to the roots
- Stronger emphasis on right plant, right place
- Focus on canopy cover zones
- Use new species from drier areas
- Concentrate plants in groups, don't spread out as much
- Be mindful of sun patterns in your planting areas
- Plant earlier
- Educate nurseries on producing plants from more southern climates
- Diversify plant selections
- Phased restoration and successional restoration (not planting conifers until later)
- Allow local species to fight it out – focus attention on getting rid of invasives
- Shift length of maintenance and establishment

### Watering Plans

- Have a better city-wide strategy for watering new plants
- Reclaim water going into storm drains and rechannel it for use in the forest
- On-site rain collection systems
- Increase water access
- Targeted watering
- Access neighbors to help with watering costs
- Larger cisterns
- Rainwater diversion into the parks and greenbelt
- Need regular funds for water

### Mulching

- Have city collect and drop off leaves
- Add more mulch to sites to retain moisture
- Chip on site

### Monitoring and Climate Planning

- Monitor soil biology
- Micro-climate planning
- Better nuanced climate prediction

### Other Ideas

- Have more frequent check-ins from Parks staff
  - Create habitat for mycorrhizal fungus
  - More incentives, like Victory Gardens
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## What strategies have you used to engage youth in your GSP work? What has worked best?

### Community Service Hours and Class Requirements

- Class requirement
- Bird walks/plantings with 5<sup>th</sup> graders
- Curriculum incorporation
- Community service hours for high school students
  - Community service requirement for schools
- Use school district's required service hours

### Youth Groups and Classes

- YMCA Youth Corps
- UW Ecology 101 Class
- Community center teens
- Boy Scouts
- ESRM 101 Class from UW
  - UW restoration students connection with K-12 students on projects
- Taking kids with their teachers on "tours" of site, so not as much "work"
- Club focused work

### School Outreach

- High School outreach for social service learning opportunities
- Connecting with teachers who can be advocates
- Contact volunteer coordinator at the high school
- Relationship with local school
- Elementary school adjacent to site
- Approaching teachers
- Connecting with schools and families
- Engaging teachers – help them to connect to what they are learning in class

### Marketing

- Parks Department website leading people to CEDAR
- Advertising a regular work party event on GSP Events Calendar
- Volunteer event sign
- Family friendly events
- Knock on doors of neighbors

### Removing barriers to participation

- Providing transportation and equipment
- Sites within walking distance
- Giving them a stipend
- Summer employment for underserved youth



- Giving them leadership roles
- Setting goals

**Making work parties fun and engaging**

- Talking about mountain bikes
- Bringing food
- Engaging all of their senses
- Having a musician play during restoration
- Being flexible
- Making it fun: a restoration celebration

**Other Strategies**

- Provide soft, respectful education
- Relating what they are learning to the real world
- Providing opportunities to see progress
- Age appropriate work
- Connecting to neighborhood/local stewards
- Wearing a work vest
- Obama – popular figure calling for youth action

**What strategies have you used to engage youth in your GSP work? What has not worked?**

- Not having a portapotty delivered
- Not enough adult supervision
- Pizza didn't work
- CEDAR hasn't worked to bring out volunteers
- Lack of representation in planning and decision making
- Not having appropriate outreach
- Long and tough commutes
- Time constraints
- If there is not a steward or other adult for each 5 youth
- Having lengthy instructions
- Don't put them into diverse areas, only use areas with a lot of one thing
- Advertising in the neighborhood and on the GSP website
- Social media – does it actually get people out to volunteer?
- Getting people to actually care and act
- Retention
- Inadequate preparation (such as no rain gear or boots)
- Not making it fun
- Making sure activities are age appropriate
- Mixing age groups
- Reaching out to parents
- Lecturing
- Using too much technical terminology
- Service learning model
- 'Required hours' without service learning
- Inflexibility on both sides
- Logistically complicated to get High Schools, Middle Schools, and Elementary Schools to work together
- Transportation to get kids to and from events

## What strategies have you used to engage youth in your GSP work? What new ideas would you like to try?

### School Incorporation

- Working more with schools and teachers
- Having dedicated lessons for natural education
- Connect schools with particular sites
- Incorporate restoration into interdisciplinary education
- Providing education on these topics at a young age
- Giving students school credit
- Incorporation into high school curriculums
- Find out what the teacher's lesson plan is and integrate with it
- Localized education
- Youth focused on creating habitat corridors (also can involve homeowners)

### Marketing and Incentive Ideas

- Short video ads on GSP events calendar to gain youth interest
- Ads in "Weekend" Section of newspapers
- Door hangers
- Campaign to address invasive seed sources on private lands
  - "Only YOU can prevent plant invasions."
  - Seedrain.org – educates public on invasive plants and how public can do restoration work themselves
- Some city-wide system to make youth aware of service learning opportunities
- City-wide competition day of service for schools
- Competition with incentives

### Art Incorporation

- Have musician playing during work party
- Art in the parks

### Advocacy

- Legislative advocacy to create incentives to motivate land owners to steward their land
  - Fee or tax breaks for tree cover, soil health, storm water management, and habitat quality
- Paid representation on GSP committees
- Diversity based work parties
- Larger district buy-in

### Mentorship and Partnership Opportunities

- CIT Model (counselor in training) program
- Older kids mentoring younger ones "Restoration buddies"
- Youth Summit on Forestland Restoration
- Connecting with Island Wood
- Connect with UW's Fiddlehead Ferns program at UW Arboretum

- Traveling Green Cities work crews
  - More partnerships with other organizations that donate goods (such as bikes, etc.)
  - Stronger connections with UFP
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## Additional Comments

**What event could you create for discussion and feedback? This shareholders meeting is not it. The Forest Stewards do not get to speak, ask questions, discuss, etc. at this event.**

More than half of the 5<sup>th</sup> Annual Shareholders Meeting was dedicated to discussion and interaction, both informal and formal. As one can read above, staff has accepted a significant amount of feedback on key questions facing the Partnership. We value the opinion of all Shareholders, not just forest stewards. The agenda for future Shareholders events will be driven by ideas from partners while staff supports logistics. Please keep an eye out for that call for participation. If you have ideas you wish to share now, please email [michael.yadrick@seattle.gov](mailto:michael.yadrick@seattle.gov) or call 206-615-1046.

In addition to Shareholders events, there have been numerous opportunities to discuss GSP or Parks programs in 2015, including, but not limited to the following:

- Superintendent Listening Tour (still ongoing) - <http://parkways.seattle.gov/2015/07/21/superintendent-listening-tour>
- Forest Steward survey for the 10-Yr update (results posted now) - <http://greenseattle.org/wp-content/uploads/2015/08/Combined-FS-results.pdf>
- Recent and ongoing GSP trainings - <http://greenseattle.org/information-for/forest-steward-resources/forest-steward-trainings/>
- Ongoing site visits with Plant Ecologists and GSP support staff

### **Parks should change dog signs to read "Leashed Dogs are Required"**

Learn more about the forthcoming People, Dogs and Parks Strategic Plan - <http://www.seattle.gov/parks/projects/offleash>. Seattle Parks and Recreation will manage this project and facilitate the public outreach. Parks will also bring in a consultant to help host public meetings and other types of outreach. **[Subscribe to our email list](#) to be the first to know about our outreach process, draft documents, surveys, etc!**

### **What is the "Urban Forestry Commission" and how does it interact with GSP and the "Parks Commission" - what budget and decisions and policies are under the Urban Forestry Commission?**

The Urban Forestry Commission's mission as [established by Ordinance 123052](#): The Urban Forestry Commission (UFC) was established to advise the Mayor and City Council concerning the establishment of policy and regulations governing the protection, management, and conservation of trees and vegetation in the City of Seattle.

The UFC interacts with programs such as the GSP in order to gain knowledge of program goals and accomplishments. The UFC interacts with the Parks Commission in matters related to Seattle Parks and Recreation policies and regulations that affect the urban forest. The UFC doesn't have budget authority but advises Mayor and City Council and sometimes makes recommendations having to do with departmental urban forestry budgets. For more information on the UFC go to: [www.seattle.gov/urbanforestrycommission](http://www.seattle.gov/urbanforestrycommission).

### **How do Forest Stewards get help from or interact with Nature Consortium? What does Nature Consortium do for GSP?**

West Seattle-headquartered Nature Consortium, focuses on forest restoration and environmental arts for youth in West Seattle. Their offices are in the Youngstown Cultural Arts Center on Delridge Ave. Green Seattle Partnership supports Nature Consortium's restoration efforts in the West Duwamish Greenbelt, and proposed

for 2016, along Longfellow Creek. Nature Consortium also coordinates musicians to play citywide at some restoration events, educational walks, consultant services related to wetlands, and educational activities with schools.

**What is happening with monitoring site data? Please have articles in Andrea's messages about this.**

Look forward to an update in the Forest Steward Happenings and [Green Seattle Partnership blog](#) in early 2015.

**Drought and Conditions, drought tolerant plants, appropriate watering systems for new planting areas**

GSP staff will begin making 2016 workplans in October 15. Please touch base with your Plant Ecologist if you have concerns about your park.

**Please include females in public comment. "You guys" is not inclusive. Thanks, Barbara**

Noted for future presentations.