



YAKIMA BASIN
FISH AND WILDLIFE
RECOVERY BOARD

FY 2026-27 WORK PLAN & BUDGET

As approved by the Board on August 6, 2025

This work plan will guide the activities of the Yakima Basin Fish & Wildlife Recovery Board (Recovery Board) for Fiscal Years 2026 and 2027 (July 1, 2025 to June 30, 2027). The Recovery Board's mission is to conserve and restore sustainable and harvestable populations of native fish and wildlife species in close partnership with the local communities of the Yakima River Basin.

Since it was founded in 2006, the Recovery Board has established itself as an organization, run the Salmon Recovery Funding Board (SRFB) project review process for the Yakima Basin, written the Yakima Steelhead Recovery Plan (now incorporated into NOAA Fisheries Mid-Columbia Recovery Plan), developed the Yakima Bull Trout Action Plan, and supported partners' efforts to implement actions identified in these plans. In fiscal years 2026 and 2027, the Recovery Board will continue to build on the relationships it has established to coordinate and promote a broad range of fisheries recovery actions at local, state, and federal levels. The Recovery Board is in a unique position to bring together technical expertise, policy makers, and local community representatives to broker long-term solutions to fish and wildlife management issues in the Yakima Basin.

Tasks identified in this work plan are organized under four focus areas:

- 1. Collaborative Organizational Structure*
- 2. Recovery Planning*
- 3. Lead Entity Program*
- 4. Outreach and Advocacy*

The party responsible for taking the lead, specific tasks, and the schedule under which they are to be accomplished are identified.

1. Collaborative Organizational Structure

The Recovery Board, created in 2006, formally brings together county, city, and tribal governments to engage in fish and wildlife recovery efforts. The Recovery Board's unique structure is designed to engage local governments in fish and wildlife recovery efforts that are often dominated by state and federal programs and is the only place where local governments and the Yakama Nation have formally come together utilizing consensus decision making. The Recovery Board's goal is to ensure that fish and wildlife recovery efforts are done in a manner that is both effective and has strong support from the communities it occurs in. An active and engaged Board is at the heart of all that the Recovery Board does, and the entire organization depends on the commitment of Board members to work together in support of the Recovery Board's mission.

1.1 Sustain a robust partnership between county, city, and tribal governments

1.1.1 BUILD SHARED UNDERSTANDING AND PARTNERSHIP BETWEEN BOARD MEMBERS

The 23 governments in the Yakima Basin that signed the Interlocal Agreement (ILA) creating the Recovery Board range from small cities with all-volunteer leadership, to large counties with dedicated water and natural resource staff, to the Yakama Nation, with its large fisheries program and emphasis on protecting treaty rights to fish and wildlife. The Board serves as a forum for all of these members and diverse partners to share perspectives, build mutual understanding, and identify common goals. An important goal of the Board of Directors is to engage Board members and their peers in the basin in constructive dialogue about how local governments can support and engage in fish and wildlife recovery efforts that meet their needs. The Board also provides a forum for developing feedback for state and federal policy makers on how fish and wildlife recovery programs can best accommodate the needs of local communities.

Lead: Board of Directors, Chair, Executive Director

Tasks and Timing:

1. *Hold topic-specific workshops prior to Board of Directors meetings*
2. *Hold tours and general interest sessions for members and partners in conjunction with the Board's Annual Meeting in August of 2025 and 2026*
3. *Send letters to all member jurisdictions providing updates and opportunities for engagement (late November 2025 & 2026 and early June 2026 & 2027)*
4. *Board of Directors members and liaisons from other Board members to give periodic updates to their jurisdictions and other partners on key issues*
5. *Executive Director and staff to give updates to member jurisdiction governing meetings (goal of 6 per year)*
6. *Monthly one-page Executive Directors' report to Board membership*

1.1.2 CONVENE MEMBERS TO SET STRATEGIC DIRECTION

The full Board membership and its Board of Directors provide direction for Recovery Board activities by approving annual work plans and budgets, discussing and approving new initiatives, ensuring that Recovery Board operations are conducted in accordance with its governing documents, legal requirements, and financial best practices, and providing strategic input to Board staff and partners.

Lead: Board of Directors, Chair

Tasks and Timing:

1. *Ongoing governance of Board operations, primarily via the Annual Meeting, regular meetings of the Board of Directors and the Executive Committee*
2. *Ongoing consultation between the Executive Director and the Chair*
3. *Approval of workplans and budget at the Annual Meeting in August of 2025 & 2026*
4. *Review/update Strategic Plan in winter 2026-27 (for approval at 2027 Annual meeting)*

1.2 Increase the impact and engagement of our Board of Directors as organizational leaders

1.2.1 BUILD A STRONG NETWORK OF ORGANIZATIONAL LEADERS

The Recovery Board's members have extensive skills, networks, and political connections that they bring to the table. Building a strong sense of engagement among Board members is essential to effectively using those assets to achieve the mission of the Board.

Lead: Board of Directors, Chair

Tasks and Timing:

1. *Provide new Board of Directors with onboarding support and mentoring (as required)*
2. *Build a strong sense of connection among Recovery Board members (ongoing)*
3. *Hold Board trainings and retreats (TBD)*
4. *Ongoing networking among Board members to increase shared understanding and support for critical Recovery Board programs and policy direction (ongoing)*

1.3 Plan for Future Recovery Board Revenue and Staffing

1.3.1 EVALUATE THE ORGANIZATION'S STAFFING AND CONTRACTOR NEEDS

The Recovery Board will need to expand its staff and/or contractor capacity in order to effectively implement the Board's strategic vision and this and future work plans.

Lead: Executive Director & Board Officers

Tasks and Timing:

- 1. Maintain Executive Director, Operations Manager, and Lead Entity Coordinator positions.*
- 2. Evaluate Executive Director role and update position description at Sept Board of Directors Meeting*
- 3. Develop position descriptions and hire a recovery coordinator by November 2025.*
- 4. Position description/RFP for communications support staff and/or contractors by Oct 2025.*

1.3.2 EXPAND AND DIVERSIFY REVENUES TO SUPPORT THE BOARD'S OPERATIONS

While the Board is in a good short-term funding position, the long-term stability and effectiveness of the Board will require that the Board diversify its funding sources and match them well to its strategic priorities.

Lead: Executive Director & Board Officers

Tasks and Timing:

- 1. Maintain existing contracts and funding agreements and work with partners to ensure funding is sustainable.*
- 2. Identify and secure two or more new funding sources that directly support implementation of the Board work plan.*
- 3. Complete a budget for fiscal years 2028-2029 that expands the funding base for the Board (draft by May 2027, with approval at 2027 Annual Meeting)*

1.4 Maintain a well-functioning nonprofit organization

One of the Board's first actions was to create a non-profit corporation that implements plans developed by the Board. The Executive Director manages the non-profit organization, with support from the Board of Directors. Maintaining an effective non-profit corporation enables the Board to complete the rest of the activities identified in this work plan.

1.4.1 MAINTAIN BOARD ORGANIZATIONAL STRUCTURE

The Recovery Board will maintain its legal status as a non-profit organization, hold regular meetings of the Board of Directors, and complete all required reporting.

Lead: Executive Director & Board Officers

Tasks and Timing:

- 1. Complete annual registrations and reporting, including Washington Corporation annual reporting, submission of IRS 990 form, federal contractor registrations, etc. (ongoing)*
- 2. Organize regular Board of Directors meetings approximately every 2 months, with meetings of the Executive Committee preceding each*
- 3. Organize Annual Meetings in August of 2025 and 2026 to approve work plans and budgets, select members and officers, update policies and bylaws, etc.*
- 4. Maintain records of Board membership, business, policies, and meetings (ongoing)*

1.4.2 MANAGE BOARD CONTRACTS & FINANCES

The Recovery Board will manage its finances and contracts to fully fund Board activities as described in this work plan and complete required financial reporting.

Lead: Executive Director & Operations staff

Tasks and Timing:

- 1. Make payments and deposits, including all applicable taxes, and keep detailed records of all transactions (ongoing)*
- 2. Negotiate and manage all contracts necessary to implement this work plan (ongoing)*
- 3. Produce Quarterly Financial Reports for review by the Board*
- 4. Complete an annual Financial Statement and Audit (September of 2025 and 2026)*
- 5. Identify options for streamlining bookkeeping, payroll, and contract management by October 2025.*

1.4.3 MAINTAIN BOARD STAFF & OFFICE SPACE

The Recovery Board is currently staffed by an Executive Director, a Lead Entity Coordinator, and an Operations Manager, and may expand in this biennium. The Recovery Board maintains an office and meeting space in Yakima.

Lead: Executive Director

Tasks and Timing:

1. *Maintain a physical office space and other resources (software, computers, etc.) needed to support productive staff and Board activities. (ongoing)*
2. *Hire and supervise staff as needed to complete staffing plan (ongoing)*
3. *Work with staff members to ensure staff can engage in appropriate professional development opportunities such as conferences and trainings (ongoing)*

1.5 Take every opportunity to nurture and strengthen key strategic relationships.

1.5.1 BUILD RELATIONSHIPS WITH KEY STAKEHOLDERS AND DECISION MAKERS

Board members can help build and maintain relationships with stakeholders and decision makers with an interest in fish & wildlife recovery. This should occur formally (as detailed under the Board Outreach and Education objective of this work plan) and informally, through ongoing interpersonal communications and Board member engagement with their communities and partner organizations.

Lead: Board, Staff, & Partners

Tasks and Timing:

1. *Relationship-building and communications by Board of Directors members pertaining to Recovery Board activities, policies, and positions (ongoing)*

1.5.2 PARTICIPATE IN THE YAKIMA BASIN INTEGRATED PLAN (YBIP)

Since 2011, the Recovery Board has participated in the development of the Yakima Basin Integrated Water Resources Management Plan. The Recovery Board will continue to work with the Bureau of Reclamation, the Department of Ecology, and other partners to ensure that the habitat, fish passage, and instream flow elements of the plan address the priorities identified in the Recovery Board's strategic plans. The Recovery Board will also work with partners to support implementation of these elements of the plan.

Lead: Executive Director

Tasks and Timing:

1. *Executive Director to serve on the YBIP Work Group and the Habitat Subcommittee (ongoing)*
2. *Board of Directors members to coordinate between the Board's efforts and their jurisdictions' direct engagement with YBIP (ongoing)*

2. Recovery Planning

The Recovery Board is under contract with the Recreation and Conservation Office (RCO) with oversight from the Governor's Salmon Recovery Office (GSRO) to act as the Regional Salmon Recovery Organization for the Yakima Basin. This requires that we develop, maintain, and implement recovery plans for listed fish species in the Yakima Basin. To do this, the Recovery Board shall:

2.1 Convene a Steelhead Working Group and update the Steelhead Recovery Plan

2.1.1 STEELHEAD RECOVERY PLANNING

The Recovery Board completed the Yakima Steelhead Recovery Plan in August 2009. The plan was incorporated into the NOAA Fisheries ESA-mandated recovery plan for Middle Columbia River Steelhead issued on September 30, 2009. The Recovery Board is committed to advocating for the use of the Yakima Steelhead Recovery Plan as a guide for recovery actions and will provide copies and information on the plan to interested parties. In this biennium, the Recovery Board will work to update key elements of the Yakima Steelhead Recovery Plan.

Lead: Executive Director

Tasks and Timing:

1. *Work with key partners to convene a Yakima Steelhead Working Group that will meet regularly to discuss steelhead recovery and provide input on plan updates (quarterly or more frequent meetings)*
2. *Complete fish barrier analysis and prioritization report and work with WDFW to update state passage databases to reflect findings (review draft of maps and report by 10/1/2025; final report by 2/1/2026; annual update process to be initiated in next biennium)*
3. *Complete proposed Naches assessment to inform updates of Naches threats and actions section of the Yakima Steelhead Recovery Plan*
4. *Identify and complete priority updates to the Yakima Steelhead Recovery Plan, including updated actions, implementation schedule, monitoring needs, and incorporation of climate change impacts by June of 2027.*

2.2 Convene the Yakima Bull Trout Working Group and update the Bull Trout Action Plan

2.2.1 BULL TROUT RECOVERY PLANNING

The Yakima Bull Trout Working Group (BTWG) meets regularly to coordinate bull trout recovery actions. Smaller groups have met regularly between working group meetings to

develop specific proposals for consideration by the BTWG. The Recovery Board convenes the meetings and leads the development of work products used by the BTWG.

In 2012, the Recovery Board worked with partners, including the BTWG, WDFW, and the USFWS to complete a draft Yakima Bull Trout Action Plan (BTAP). The USFWS completed a Recovery Plan for Columbia River Bull Trout in 2015, and in the FY 2017-18 period, the Recovery Board worked with the BTWG to update the actions in the BTAP and ensure they are consistent with the USFWS Recovery Plan. The BTWG plays a key role in both updating the BTAP and coordinating the implementation of priority actions identified in the BTAP. In this biennium, the Recovery Board will work with the BTWG to complete the 5-year update of the BTAP that was initiated in late 2024.

Lead: Bull Trout Working Group Coordinator; Recovery Program staff

Tasks and Timing:

1. *Convene regular meetings of the BTWG (approximately one every two months)*
2. *Work with the BTWG to prepare biennial funding recommendations for the Yakima Basin Integrated Plan Habitat Subcommittee (May of 2025 and 2026) and respond to other bull trout information requests from the habitat subcommittee*
3. *Support BTWG projects and data coordination efforts (ongoing)*
4. *Maintain the BTWG website (ongoing)*
5. *Complete the BTAP update process initiated in late 2024 by 12/1/2025 and maintain the Yakipedia online plan and associated data.*
6. *Engage with the BTWG to support bull trout conservation in the Yakima Basin as new opportunities arise.*

2.3 Engage with partners to promote strategic planning for other fish & wildlife species

2.3.1 PARTICIPATE IN LAMPREY, SUBBASIN, AND OTHER SPECIES PLANNING

The Recovery Board will participate in strategic planning for other species, including lamprey, non-listed salmon, and any newly listed aquatic species (e.g., mussels). The Recovery Board will also evaluate possible roles in wildlife planning and conservation.

Lead: Recovery Program Coordinator and/or contractor

Tasks and Timing:

1. *Work with partners to scope, and if warranted and funded, develop a basin-wide riparian strategy that provides a framework for prioritizing increased state investment in riparian area protection and restoration (Scoping document and funding strategy to be completed by 3/1/2026; additional products to be determined).*

2. *Work with partners to evaluate possible Recovery Board roles in wildlife issues, including protection and restoration of habitat and species-specific management. Initial report to the Board by March 2026 for discussion of actions to include in FY2027 Work Plan updates.*
3. *Serve on the lamprey recovery planning team led by the Yakama Nation and US Fish & Wildlife Service, promote the incorporation of lamprey conservation best practices into salmon recovery projects, and support implementation of the Pacific Lamprey Conservation Initiative priorities in the Yakima Basin (ongoing, as requested)*
4. *Support efforts to update and apply the 2005 Yakima Subbasin Plan written by the Board. This will include ensuring it is appropriately summarized in Northwest Power and Conservation Council (NPCC) & Bonneville Power Administration (BPA) documents, participating in NPCC regional coordination meetings, and potentially providing input based on the Subbasin plan to the NPCC and BPA during Habitat Project solicitations and Program Amendments (as requested)*
5. *Engage in additional planning efforts as approved by the Board of Directors*

2.4 Work with partners to promote implementation of Recovery Plan priority actions

2.4.1 PROMOTE IMPLEMENTATION OF RECOVERY PLAN PRIORITIES

Successfully implementing the Recovery Board’s Steelhead Recovery Plan and Bull Trout Action Plan requires advocating for the diverse actions identified in them. The Recovery Board will work with partners in and out of the basin to identify, plan, and support implementation of priority actions.

While the Recovery Board is, by design, not set up to act as a sponsor for implementation of on-the-ground habitat projects, it can play an important role by working in partnership with project sponsors and other local entities to identify, fund, and implement actions that implement strategic priorities identified in Recovery Board plans, NOAA and USFWS ESA Recovery Plans, and the Northwest Power and Conservation Council’s Yakima Subbasin Plan.

Lead: Executive Director/Lead Entity Coordinator/Recovery Program Coordinator

Tasks and Timing:

1. *Work directly with partners to identify, develop, and implement future projects and actions that implement Board recovery plan priorities (ongoing)*
2. *Support efforts to develop and fund assessment projects that identify and refine specific activities that best implement priority actions identified in recovery plans (ongoing)*
3. *Participate in technical workgroups focused on identifying and implementing priority actions and projects, such as the Yakima Beaver Working Group, the*

Yakima Delta project, Lower Yakima Working Group, the Gap-to-Gap Floodplain Restoration Team, the Naches Forest Partnership, and the Upper Yakima/Gold Creek Working Groups (ongoing)

2.5 Ensure each Recovery Plan includes a monitoring component and coordinate and support efforts to implement recommended monitoring

2.5.1 MONITORING COORDINATION AND SUPPORT

The Recovery Board believes it is important to track progress towards the goals identified in its recovery plans and to support monitoring and research that helps us better implement those plans. The Recovery Board Recovery Plans highlight monitoring needs for steelhead and bull trout. The Recovery Board will continue to work with the Yakama Nation, WDFW, and others to support implementing these critical monitoring actions.

Lead: Recovery Program Coordinator/contractor

Tasks and Timing:

- 1. Work with Bull Trout Working Group to identify key uncertainties, coordinate monitoring activities, compile associated data, and analyze data that can address key uncertainties (ongoing)*
- 2. Work with new Steelhead Working Group to identify key uncertainties, coordinate monitoring activities, compile associated data, and analyze data that can address key uncertainties (ongoing)*
- 3. Participate in monitoring coordination efforts by the SRFB, BPA/NPCC, and NOAA to ensure that work in the Yakima Basin is coordinated with broader regional efforts (ongoing)*

2.6 Promote data-based evaluation of the effectiveness of recovery actions

2.6.1 EVALUATION OF RECOVERY PLAN ACTION EFFECTIVENESS

The Recovery Board will work with WDFW, the Yakama Nation, NOAA Fisheries, and other key partners to compile and evaluate existing information on the effectiveness of habitat projects and recovery strategies in the Yakima Basin, inform management decisions, and report on progress towards goals.

Lead: Recovery Program Coordinator/contractor

Tasks and Timing:

- 1. Complete evaluations of the effectiveness of recovery plan actions and of the status of key threats and limiting factors negatively impacting recovery of focal species (to be determined; results to be incorporated into State of the Yakima report)*

2. *Work with GSRO and others on statewide and regional efforts to assess effectiveness of key salmon recovery policies and actions (as requested)*

2.7 Expand efforts to collect, curate, and share information supporting recovery activities

2.7.1 BUILD AN ACCESSIBLE KNOWLEDGE BASE FOR THE YAKIMA BASIN

The Recovery Board is uniquely positioned to serve as a resource center for information on Yakima Basin fisheries recovery issues.

Lead: Executive Director and Recovery Coordinator

Tasks and Timing:

1. *Develop the Yakipedia website to serve as a collaborative, online knowledge base where information about fisheries recovery effort can be shared (ongoing)*
2. *Expand the Recovery Board Online GIS portal to provide access to GIS data, web and story maps, and other geographic information pertaining to fisheries recovery in the Yakima Basin (ongoing)*
3. *Work with partners, including the Yakima Valley Library, to build and maintain a digital and hard copy resource library of significant references pertaining to fisheries recovery in the Yakima Basin that is accessible to the Recovery Board, its partners, and the public (ongoing)*

3. Lead Entity Functions

The Recovery Board's Lead Entity Program focuses on funding high-quality projects that are grounded in the priorities identified in the Recovery Plans. To this end, the Recovery Board is under contract with the Washington Recreation and Conservation Office to act as the Lead Entity for the Yakima Basin, as described in RCW 77.85. This is an ongoing role for the Board. Tasks required to effectively fill this role are:

3.1 Work with partners to identify good habitat and restoration projects that will achieve the goals set out by the Recovery Plans

3.1.1 PROVIDE SPONSORS WITH INPUT ON TECHNICAL ADVISORY GROUP (TAG) AND RECOVERY PLAN PRIORITIES

The Recovery Board will provide information to project sponsors on priority actions highlighted in the Recovery Plans and the TAG Focus Projects list and how those might be addressed by future habitat projects.

Lead: Lead Entity Coordinator

Tasks and Timing:

1. *Dialogue with project sponsors regarding future projects and how well they address recovery plan needs (ongoing)*
2. *Annual update and sharing of TAG Focal Project list (winter of each year)*

3.1.2 ASSIST PROJECT SPONSORS WITH PROJECT DEVELOPMENT

Recovery Board staff will engage with project sponsors to provide feedback on proposed projects and offer advice and support during the early project development process, including helping to identify potential funding sources and partners, highlighting key issues sponsors should address, and providing feedback on potential project options in alternatives analyses.

Lead: Lead Entity Coordinator

Tasks and Timing:

1. *Dialogue with project sponsors regarding future projects (ongoing)*
2. *Work with sponsors to enter likely future projects in the Planned Project Forecast List (PPFL) and the Salmon Recovery Portal (SRP) database provided by RCO (June of each year)*

3.2 Implement a robust and competitive grant program for SRFB funding

3.2.1 MAINTAIN A STATE-APPROVED LEAD ENTITY ORGANIZATION

The Recovery Board will need to ensure that it meets the requirements of the Lead Entity contract and produces Lead Entity progress reports.

Lead: Lead Entity Coordinator

Tasks and Timing:

- 1. Complete all Lead Entity program tasks as described in the RCO contract scope of work for the Lead Entity Program (ongoing)*
- 2. Complete all required Lead Entity program reporting (as requested by RCO)*

3.2.2 MAINTAIN LEAD ENTITY MANUAL

The Yakima Lead Entity Manual details how the Lead Entity process operates. It serves as a guide for applicants, committee members, Board members, and the public.

Lead: Lead Entity Coordinator

Tasks and Timing:

- 1. Update the Lead Entity Manual prior to February 2026 and February 2027*

3.2.3 ORGANIZE & FACILITATE COMMITTEES

The Recovery Board will convene and manage the Technical Advisory Group (TAG) and the Citizen Committee (CC) to rank the annual Lead Entity Project List submitted to the SRFB and approve adjustments to existing SRFB-funded projects.

Lead: Lead Entity Coordinator

Tasks and Timing:

- 1. Work with Executive Director and Board of Directors to recruit new committee members (winters of 2025/6 & 2026/7 prior to initiation of annual grant round)*
- 2. Convene and manage committees as detailed in the Lead Entity Manual (ongoing)*

3.2.4 SOLICIT SRFB PROJECT APPLICATIONS

The Recovery Board will solicit applications for SRFB-funded salmon recovery projects in the Yakima Basin on an annual basis.

Lead: Lead Entity Coordinator

Tasks and Timing:

1. *Issue and advertise an RFP soliciting SRFB applications (January or February of 2026 & 2027)*
2. *Provide support to project sponsors as they develop applications (as requested)*
3. *Receive pre-applications and hold pre-application conferences (March of 2026 & 2027)*
4. *Receive and review initial full applications (April of 2026 & 2027) and final applications (June of 2026 & 2027)*

3.2.5 RUN ANNUAL GRANT ROUND

The Recovery Board will organize one or more annual grant round(s), including processing applications, completing preapplication conferences with sponsors, organizing project presentations and site tours, completing reports, and maintaining communications with RCO staff, project sponsors, and the state review panel.

Lead: Lead Entity Coordinator

Tasks and Timing:

1. *Complete 2025, 2026, and initial part of 2027 SRFB grant rounds (March-September)*
2. *Run Targeted Investments Program grant round in 2026*
3. *Solicit and rank projects for submission to the 2027 SRFB Regional Monitoring Grant Program*
4. *Complete Riparian Program grant rounds in 2025 and thereafter as funding is available from RCO.*

3.2.6 SUBMIT RANKED PROJECT LIST AND REQUIRED REPORTS TO THE SRFB

At the end of each annual grant round, the Board is responsible for submitting the approved ranked project list and a summary report on the grant round for the Mid-Columbia Region to the SRFB.

Lead: Lead Entity Coordinator and Board of Directors

Tasks and Timing:

1. *Coordinate with the Klickitat Lead Entity regarding distribution of Mid-Columbia funding allocations and required reporting (ongoing)*
2. *Approve and submit ranked project lists for all grant rounds to the SRFB in August 2025 and 2026, or as otherwise directed by the SRFB*

3. *Submit annual Lead Entity and Mid-Columbia Region funding reports in August/September of 2025 and 2026*

3.2.7 SUPPORT IMPLEMENTATION OF APPROVED SRFB PROJECTS

The Recovery Board's role does not end when a sponsor signs a contract with RCO to complete a project. Recovery Board staff will work with RCO and project sponsors to support projects as they are implemented, and to ensure that changes to projects are reviewed by the local Lead Entity before approval by RCO.

Lead: Lead Entity Coordinator

Tasks and Timing:

1. *Hold a meeting with RCO staff to review the status of funded projects (quarterly)*
2. *Communicate with sponsors as needed to ensure they are meeting contract requirements and deadlines, and to identify potential changes in projects needing further review (ongoing)*
3. *Coordinate with RCO staff, project sponsors, and technical and citizen committees to ensure local review and input prior to contract scope changes and/or cost changes (as requested)*

3.3 **Directly support partner efforts to secure non-SRFB funding for priority actions**

3.3.1 WORK WITH SPONSORS TO SECURE NON-SRFB FUNDING

The Recovery Board can play an important role helping its partners identify, apply for, and receive funds for priority projects from sources other than the SRFB. Doing so allows more priority actions to be implemented in the basin.

Lead: Lead Entity Coordinator

Tasks and Timing:

1. *Assist project sponsor efforts to secure non-SRFB funding for priority habitat restoration projects, to include identification of funding sources and opportunities, provision of support letters, assistance with grant writing and review, and coordination with grant program managers (as requested)*
2. *Work with sponsors to develop a package of Yakima applications for the 2025/2026 Fish Passage Barrier Board (FBRB) project solicitation (winter of 2025-26)*
3. *Manage the Recovery Board funding agreement with BLM and all related Memorandums of Agreement directing funding from the BLM to specific partner projects (ongoing)*

4. *Identify opportunities to provide additional funding to partner project, such as by acting as a clearing house connecting mitigation funding to applicable partners, applying for block grants, etc*

3.4 Track and report on the status and cumulative benefits of funded projects

3.4.1 TRACK PLANNED AND IMPLEMENTED HABITAT PROJECTS IN THE YAKIMA BASIN

The Recovery Board will work with project sponsors and the RCO to make information on habitat projects in the Yakima Basin accessible to RCO, partners, and the public, and to track how individual salmon recovery projects contribute to meeting larger recovery plan goals.

Lead: Lead Entity Coordinator

Tasks and Timing:

1. *Complete annual update of Yakima SRFB Project Booklet and the Lead Entity section of the Board's website (winters of 2025/6 and 2026/7)*
2. *Produce a quarterly report on the status of currently active SRFB projects with annual update to the Board*
3. *Ensure all RCO project reporting requirements are met in the PRISM and SRP databases (ongoing)*
4. *Submit the annual Planned Project Forecast List (PPFL) of potential future SRFB projects to the SRFB (as requested)*
5. *Evaluate and if warranted, work with key partners to implement coordinated project reporting in the Yakima Basin across funding sources and programs.*
TIMING?
6. *Work with Regional Program staff to capture habitat project information in the State of Yakima and the RCO State of the Salmon reports (spring of 2025 and 2026)*

3.5 Coordinate with RCO and other Lead Entities to support the SRFB program

3.5.1 ENGAGE WITH PARTNERS TO SUPPORT THE SRFB PROGRAM

The Washington Salmon Coalition (WSC) is the statewide organization of Lead Entities. The Recreation and Conservation Office (RCO) administers the statewide Lead Entity Program. RCO and WSC-sponsored training and outreach events may occur throughout the year.

Lead: Lead Entity Coordinator and other staff as appropriate

Tasks and Timing:

1. *Participate in RCO- and WSC-sponsored training and development opportunities (as requested)*
2. *Participate in WSC meetings (ongoing)*

4. Outreach and Advocacy

The Recovery Board membership has a unique opportunity to help shape salmon recovery policy so that it supports recovery efforts in the Yakima Basin. To achieve this the Recovery Board shall focus on outreach and advocacy activities that build broad support for salmon recovery in the Yakima Basin and provide specific information and feedback to key decision makers. All such activities shall be based on the consensus positions of the Board of Directors and be consistent with the requirements of the Recovery Board's non-profit status and funding agreements.

4.1 Update our communications plan, with a focus on key audiences of decision-makers

4.1.1 UPDATE AND IMPLEMENT COMMUNICATIONS PLAN

The Recovery Board has completed a communications plan and maintains a detailed work plan highlighting specific communication activities to implement each year. Priorities include holding public panel discussions, development of story maps highlighting habitat projects and recovery progress, and outreach to the media and our key partners. This plan will be maintained and identified high priority actions will be implemented.

Lead: Operations/Outreach Manager

Tasks and Timing:

1. *Communications Plan to be updated and approved at the January 2026 Board of Directors meeting.*
2. *Implementation ongoing, with regular reporting on progress at Board meetings*

4.2 Develop tools that support basin-wide information-sharing, outreach, and advocacy

4.2.1 UPDATE WEBSITE

The Recovery Board will continually update its website to provide ready access to overviews of Board activities, recovery plan materials, project information, monitoring data, maps, etc.

Lead: Operations/Outreach Manager

Tasks and Timing:

1. *Maintain and improve Board website (ongoing)*

4.2.2 DEVELOP A STATE OF THE YAKIMA REPORT

The Recovery Board will develop a report that provides updates on 1) the status of at-risk fish runs in the Yakima Basin, 2) progress towards implementing fisheries recovery actions, and 3) activities of key partners in the basin. The format of this report will be coordinated with GSRO to ensure that information gathered for the local effort informs state-wide reporting. The Board will also work with other partners to provide information from the State of the Yakima report for use in synthesis reports prepared by other partners.

Lead: Executive Director

Tasks and Timing:

1. *Complete a State of the Yakima Report by 2025 and 2026 annual meetings*

4.3 Increase our outreach and advocacy to decision makers at all levels to ensure understanding of salmon recovery priorities in the Yakima Basin

4.3.1 OUTREACH TO KEY POLICY MAKERS

The Recovery Board will build working relationships with state and federal legislators and their staff and key state and federal agency contacts in order to share information on salmon recovery in the Yakima Basin and the role that state and federal policies and funding programs play in supporting that work.

Lead: Board members and staff

Tasks and Timing:

1. *Secure dedicated funding for legislative outreach efforts and build strategic communications program capacity by Jan 1, 2026.*
2. *Build and maintain relationships with state legislators and key agency leaders (ongoing)*
3. *Identify and share Recovery Board Policy Positions on an annual basis (fall/winter)*
4. *Annual Board outreach trip to Olympia and invitation of legislators and other policy makers to tours and events in the Yakima Basin (Olympia trip in February; other events TBD)*
5. *Engage in agency policy dialogues, such as SRFB funding policy development (ongoing)*

4.3.2 PROVIDE INPUT TO KEY FEDERAL AND STATE POLICY PROCESSES

The Recovery Board works with the Governor’s Salmon Recovery Office, the Council of Regions, NOAA’s Mid-Columbia Forum and others to ensure that local and regional recovery efforts are well-coordinated, and that regional voices help shape agency salmon recovery programs. The Recovery Board will continue to participate in these processes to encourage the use of the recovery plans and other Recovery Board products as applicable, to advocate for implementation of priority actions in the Yakima Basin, and to ensure that state and federal programs are implemented in ways that support full implementation of our recovery plans.

Lead: Executive Director

Tasks and Timing:

1. *Executive Director and staff to coordinate closely with the Governor’s Salmon Recovery Office and the Salmon Recovery Network on development of the 2026 State of the Salmon Report, state policy and budget recommendations for salmon recovery, etc. (ongoing)*
2. *Executive Director and staff to participate in regional coordination efforts such as the Council of Regions, the Mid-Columbia Forum, the Columbia Regions monthly calls, and the Columbia Basin Restoration Initiative (ongoing)*
3. *Compile information for consideration as part of upcoming NOAA 5-year status reviews (as requested by NOAA; expected scoping request in 2025)*

4.4 Engage and coordinate with the Yakima Basin Integrated Plan (YBIP) to advance salmon recovery efforts

4.4.1 COORDINATE OUTREACH & ADVOCACY WORK WITH YBIP

The Board is a participant in the Integrated Plan (see 1.5.2) but also needs to coordinate closely with YBIP leadership to ensure that Board outreach and advocacy efforts are well-coordinated with the YBIP advocacy and outreach team’s efforts.

Lead: Executive Director and Board of Directors members active in YBIP outreach

Tasks and Timing:

1. *Share Recovery Board Position Statements with YBIP leadership (fall/winter of 2025 and 2026)*
2. *Incorporate YBIP talking points into Board outreach materials and events (ongoing)*
3. *Ensure ongoing dialogue between Recovery Board and YBIP leadership (ongoing)*

4.5 Engage in building coalitions at multiple scales to support Yakima Basin policy needs

4.5.1 ENGAGE IN STATE-LEVEL COALITIONS THAT SUPPORT RECOVERY BOARD GOALS

The Recovery Board shall work with partners around the state to build broad-based coalitions that support important new and existing programs that help implement the Board's Lead Entity and recovery programs and the actions identified by them.

Lead: Executive Director

Tasks and Timing:

- 1. Continue to work with other regions and Lead Entities to build informal and, as warranted, formal coalitions in support of key state salmon recovery programs (ongoing)*
- 2. Engage in federal salmon recovery coalition-building efforts led by WDFW and the Columbia River Intertribal Fisheries Commission (as requested)*

4.5.2 SUPPORT THE POPULUS RIPARIAN CONSORTIUM

The Recovery Board is one of the founders and co-conveners of the Populus Riparian Consortium, which brings together restoration practitioners in Eastern Washington to share knowledge about riparian restoration.

Lead: Operations/Outreach Manager

Tasks and Timing:

- 1. Help plan and implement the annual Riparian Symposium (March of 2026 and 2027)*
- 2. Support development and execution of field trips, workshops and other Populus sponsored events (2-3 per year)*
- 3. Participate in the Populus steering committee (ongoing)*

YBFWRB FY 2024 & 2025 Budget		
INCOME	FY 2026	FY 2027
RCO Regional/Lead Entity Contract	649,540	749,540
<i>RCO State Capital</i>	46,580	46,580
<i>RCO State Operating</i>	275,460	275,460
<i>RCO Federal PCSRF</i>	142,500	427,500
<i>Previous RCO Federal PCSRF</i>	185,000	-
<i>Backheld federal PCSRF</i>	??	??
BLM Contract	120,000	-
Ecology Contracts	45,000	30,000
<i>Existing Ecology Contract</i>	25,000	-
<i>Proposed Ecology Contract</i>	20,000	30,000
Proposed New Funding	25,000	25,000
<i>DNR Forest Partnerships Grant</i>	25,000	25,000
<i>Other?</i>		
Other Funding	4,700	4,700
<i>REFG Rent</i>	4,200	4,200
<i>Other</i>	500	500
TOTAL Income	844,240	809,240
EXPENSES		
Personnel		
Salary & Wages	351,676	359,376
Medical Insurance	41,736	45,910
Retirement benefits	10,550	10,781
Payroll Taxes	35,168	35,938
Total Personnel	439,130	452,005
Operating Costs		
Advertising	500	500
Bank Expenses	500	500
Communications		
Telephone	2,500	2,500
Internet Service	2,000	2,000
Computer Support		
Website Maintenance	2,000	2,000
Office Computer Support	1,000	1,000
Dues and Subscriptions	4,500	4,500
Insurance	4,000	4,000
Office Rent	36,000	36,000
Office Supplies	1,500	1,500
Equipment & Furnishings	6,000	6,000
Postage and Delivery	250	250
Printing and Reproduction	2,500	2,500
Registration & Training Fees	4,000	4,000
Food & Beverages	3,000	3,000
Utilities		
Electric	1,300	1,300
Natural gas	500	500
Janitorial	2,800	2,800
Security	450	450
Total Operating Costs	75,300	75,300

YBFWRB FY 2024 & 2025 Budget, continued		
Professional Fees		
<i>Accountant/Audit</i>	14,000	14,000
<i>Consulting</i>	120,000	175,000
<i>Legal</i>	2,000	1,000
Total Professional Fees	136,000	190,000
Program Expense		
<i>RFEGBTWG Contract</i>	35,000	25,000
<i>BLM project expenses</i>	110,000	-
<i>Forest Partnership Coordination</i>	22,500	22,500
Total Program Expense	167,500	47,500
Misc Expense/contingency	5,000	5,000
Travel		
Vehicle Expense	1,800	1,800
Lodging	3,500	3,500
Meals & Per Diem	1,400	1,400
Mileage Reimbursements	6,500	6,500
Travel- other	200	200
Total Travel	13,400	13,400
Total Expenditures	836,330	783,205
Net Income	7,910	26,035