



2018 Partnership Strategic Plan Update: Feedback on Partnership Priorities

As part of the 2018 Strategic Action Plan (SAP) update, the Steering Committee intends to assess what progress partners are making toward implementing the Strategic Action Plan (see separate Partnership Accomplishments Report), consider any new threats not included in the current plan, and review the Partnership's priorities going forward. Below are results from an exercise at the 2017 Mat-Su salmon Symposium and a survey that went out to the Mat-Su Salmon Partnership email list in May of 2018, both meant to solicit input from partners about conservation priorities and/or new threats over the next five years.

Results:

1. Symposium Exercise

At the 2017 Mat-Su Salmon Science and Conservation Symposium, the Partnership hosted an exercise asking attendees their top 3 priorities most critical for conserving salmon and their habitat in the Mat-Su. They were given 3 dots to place on posters that listed the Partnership's current 12 strategies. They could also write down any key threats or strategies not among the current 12. Seventy-three people participated with 3 dots each. There were 5 suggested new strategies.

Top 5 ranked strategies including scores were:

1. Alteration of Riparian Areas (32)
2. Culverts that Block Fish Passage (27)
3. Invasive Aquatic Species (26)
4. Motorized Off-Road Recreation (23)
5. Filling of Wetlands, Loss or Alteration of Water Flow or Volume, Impervious Surfaces (tied, 17 each)

Alteration of Riparian Areas, Culverts that Block Fish Passage, Aquatic Invasive Species and Motorized Off-Road Recreation ranked high, with Alteration of Riparian Areas clearly rising to the highest priority. Filling of Wetlands, Loss or Alteration of Water Flow or Volume, and Impervious Surfaces all received the same score of 17 dots, and therefore occupied the 5th, 6th and 7th positions. Loss of Estuaries and Nearshore Habitats and Wastewater Management ranked lowest, with all other strategies ranked medium. The full ranking of all strategies can be found in Appendix A.

Suggested missing threats or strategies:

- There were 5 suggested new threats and/or strategies centered around outreach and policy, with outreach receiving the most dots.

- Two suggestions were related to fisheries management and allocation, which the Partnership does not engage in.

The complete list of suggested new threats and strategies can be found in Appendix A.

2. Partnership Survey

In the spring of 2018, the Partnership sent out an online survey intended to provide greater opportunity for feedback beyond the Symposium and solicited input from the general partnership. 33 people responded to the survey with 5 questions about highest priorities among the current 12 conservation strategies, key strategies or threats not included in the current 12 that should be, what the Partnership is doing well, what could be improved upon, and top outreach priorities.

Top 5 ranked strategies including scores were:

1. Culverts that Block Fish Passage (9.03)
2. Alteration of Riparian Areas (8.73)
3. Filling of Wetlands (8.52)
4. Loss or Alteration of Water Flow or Volume (8.18)
5. Overarching Science Strategies (8.09)

There was a low response rate (less than 10%) with only 33 people filling out the survey that was sent to the Partnership's email list which consists of over 450 people.

Culverts that block fish passage was the highest priority with alteration of riparian areas second. Impervious surface and stormwater pollution and motorized off-road recreation received the same score of 5.15, assuming the 7th and 8th positions. Wastewater management ranked the lowest.

A full list of ranked strategies as well as questions from the Partnership survey (what is the Partnership doing well, what could it improve upon and suggested outreach priorities) can be found in Appendix B.

Suggested missing threats or strategies: 14 of 33 respondents answered this question.

- 5 indicated there were no threats or strategies missing, or that our list of threats is comprehensive list.
- 2 of 14 suggested more outreach and education to the general public.
- 1 suggestion for a specific urban development strategy and one around policies that support protection of intact salmon habitat.

Combined Symposium and Survey Results:

Strategies that were within the top 5 of both Symposium and survey rankings were Culverts that Block Fish Passage, Alteration of Riparian Areas, Filling of Wetlands and Loss or Alteration of

Water Flow or Volume. Alteration of Riparian Areas and Culverts that Block Fish Passage were the top two priorities in both the both the Symposium exercise and survey.

The lowest 5 strategies of both Symposium and survey were Loss of Estuaries and Nearshore Habitats, Large-scale Resource Development and Climate Change, with Wastewater Management consistently in lowest ranking.

Based on combined results, the priority strategies can be grouped in some general categories:

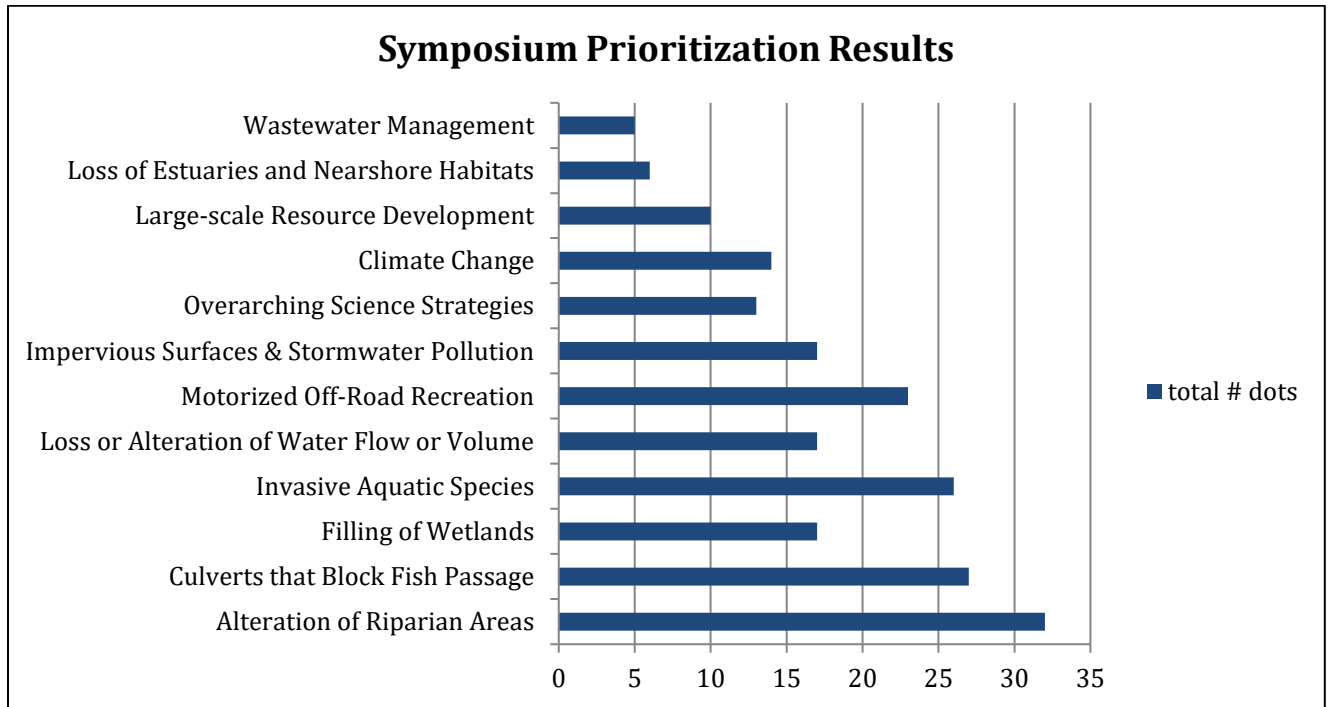
High	Alteration of Riparian Areas Culverts that Block Fish Passage
Generally High	Filling of Wetlands Loss of Alteration of Water Flow or Volume
Medium	Aquatic Invasive Species Motorized Off-Road Vehicles Overarching Science Strategies Impervious Surfaces
Generally Low	Climate Change Large-Scale Resource Development Loss of Estuaries and Nearshore Habitats
Low	Wastewater Management

Summary and Take Homes from Prioritization and other Feedback:

Alteration of Riparian Areas and Culverts that block fish passage are the highest priorities, and Wastewater management is the lowest. Beyond that, other priorities are more fluid.

There are limitations to the methods used, including a low survey number with many likely repeats of those completing the dot exercise at the Symposium, the wording in the prioritization question for the survey was somewhat different from the Symposium, so could produce different results because of it.

Appendix A: Results from 2017 Mat-Su Salmon Symposium



Strategy	2017 Symposium	
	Total # dots+	Rank
Alteration of Riparian Areas	32	1
Culverts that Block Fish Passage	27	2
Invasive Aquatic Species	26	3
Motorized Off-Road Recreation	23	4
Filling of Wetlands	17	5,6,7
Impervious Surfaces & Stormwater Pollution	17	5,6,7
Loss or Alteration of Water Flow or Volume	17	5,6,7
Climate Change	14	8
Overarching Science Strategies	13	9
Large-scale Resource Development	10	10
Loss of Estuaries and Nearshore Habitats	6	11
Wastewater Management	5	12

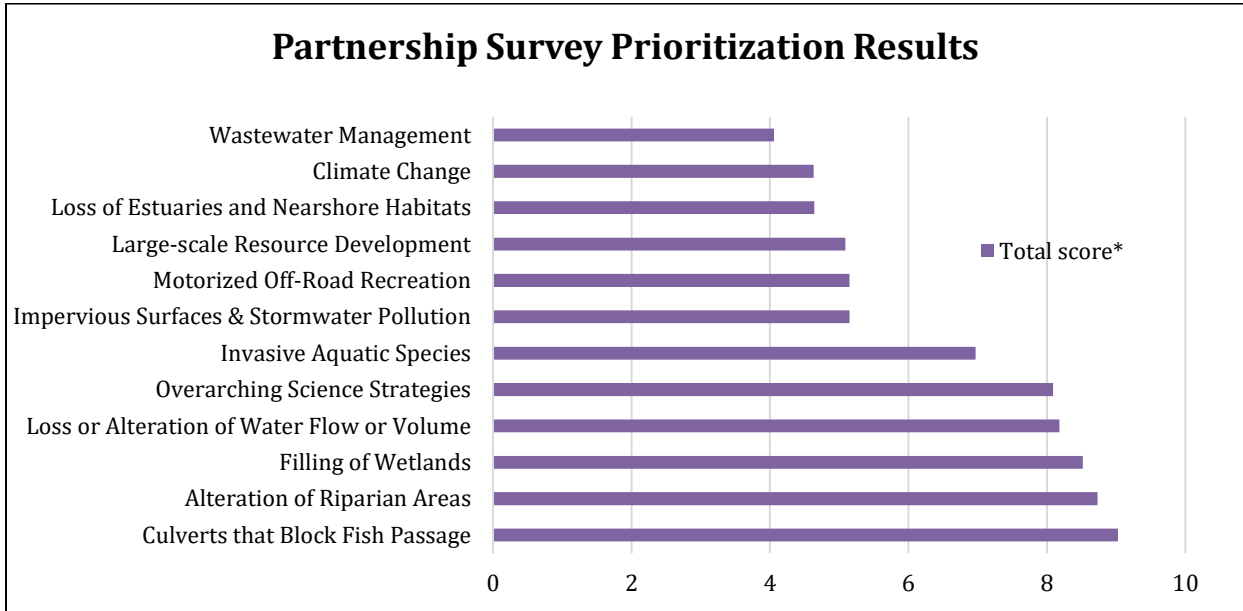
+tally of prioritizing dots at 2017 Mat-Su Salmon Symposium; 73 people participating w/ 3 dots each. Note, 11 dots were placed on suggested new strategies.

Additional strategies recommended for inclusion in the Partnership’s Strategic Action Plan (suggested by Partners at 2017 Salmon Symposium)

1. Sustainable commercial fishing in Cook Inlet and monitoring of escapement returns to Mat-Su
2. Legislation to protect salmon habitat (presumption of anadromous and automatic instream reservation)
3. Outreach using information from Overarching Science Strategy and accomplishments – “science without ed. is dead”
4. Community outreach
5. Statewide policies that support protection of salmon habitat

Appendix B: Results from Spring 2018 Partnership Survey

Question 1.



Prioritized Conservation Strategies of the Mat-Su Salmon Partnership		
Strategy	Partnership Survey	
	Total score*	Rank
Culverts that Block Fish Passage	9.03	1
Alteration of Riparian Areas	8.73	2
Filling of Wetlands	8.52	3
Loss or Alteration of Water Flow or Volume	8.18	4
Overarching Science Strategies	8.09	5
Invasive Aquatic Species	6.97	6
Impervious Surfaces & Stormwater Pollution	5.15	7
Motorized Off-Road Recreation	5.15	7
Large-scale Resource Development	5.09	9
Loss of Estuaries and Nearshore Habitats	4.64	10
Climate Change	4.63	11
Wastewater Management	4.06	12

*Survey sent spring 2018 to Partnership email list; 33 responses ranking in order of priority the 12 conservation strategies of the Partnership

Q1 The following list of priorities are from the Partnership's Strategic Action Plan. Please rank them in order of importance to conserving salmon habitat in the Mat-Su over the next 3-5 years. To rank, please drag and drop your choices. The top (1), is most important, and the bottom (12), is least important.

Answered: 33 Skipped: 0

	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	SCORE
Identify important habitats for salmon to prioritize actions for their conservation in the Mat-Su	28.13% 9	12.50% 4	9.38% 3	3.13% 1	6.25% 2	6.25% 2	3.13% 1	6.25% 2	12.50% 4	0.00% 0	6.25% 2	6.25% 2	32	8.09
Prevent alteration of riparian areas that provide valuable salmon habitat	18.18% 6	15.15% 5	15.15% 5	18.18% 6	6.06% 2	9.09% 3	0.00% 0	3.03% 1	6.06% 2	3.03% 1	6.06% 2	0.00% 0	33	8.73
Increase resiliency of salmon and their habitat to future climate change impacts	0.00% 0	3.13% 1	6.25% 2	6.25% 2	3.13% 1	9.38% 3	6.25% 2	12.50% 4	12.50% 4	6.25% 2	15.63% 5	18.75% 6	32	4.63
Maintain salmon passage at all anadromous stream crossings in the Mat-Su Basin	15.15% 5	21.21% 7	6.06% 2	21.21% 7	15.15% 5	12.12% 4	0.00% 0	3.03% 1	0.00% 0	3.03% 1	3.03% 1	0.00% 0	33	9.03
Protect wetlands that provide important salmon habitat in the Mat-Su Basin	6.06% 2	15.15% 5	18.18% 6	12.12% 4	21.21% 7	6.06% 2	9.09% 3	6.06% 2	6.06% 2	0.00% 0	0.00% 0	0.00% 0	33	8.52
Minimize the impacts of stormwater pollution to water quality in Mat-Su waters	3.03% 1	6.06% 2	6.06% 2	0.00% 0	6.06% 2	0.00% 0	15.15% 5	18.18% 6	15.15% 5	9.09% 3	12.12% 4	9.09% 3	33	5.15
Prevent the introduction or establishment of any new Aquatic Invasive Species	3.03% 1	6.06% 2	18.18% 6	18.18% 6	6.06% 2	12.12% 4	3.03% 1	3.03% 1	12.12% 4	3.03% 1	9.09% 3	6.06% 2	33	6.97

Mat-Su Salmon Partnership Priorities

SurveyMonkey

Provide information and analysis to aid in understanding potential impacts to salmon habitat from resource development projects	9.09% 3	3.03% 1	6.06% 2	0.00% 0	9.09% 3	0.00% 0	6.06% 2	12.12% 4	3.03% 1	30.30% 10	12.12% 4	9.09% 3	33	5.09
Protect the stream flows that support salmon at all life stages	6.06% 2	15.15% 5	15.15% 5	9.09% 3	21.21% 7	9.09% 3	6.06% 2	9.09% 3	3.03% 1	6.06% 2	0.00% 0	0.00% 0	33	8.18
Ensure that all estuarine and nearshore habitats that provide priority salmon habitat are safeguarded during development in Cook Inlet	3.03% 1	3.03% 1	0.00% 0	6.06% 2	3.03% 1	15.15% 5	12.12% 4	3.03% 1	6.06% 2	18.18% 6	12.12% 4	18.18% 6	33	4.64
Minimize degradation of salmon habitat at trail intersections from Off Highway Vehicles	3.03% 1	0.00% 0	0.00% 0	6.06% 2	3.03% 1	9.09% 3	30.30% 10	9.09% 3	12.12% 4	12.12% 4	9.09% 3	6.06% 2	33	5.15
Ensure that wastewater in the Mat-Su does not impact water quality of salmon habitat	6.06% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.12% 4	9.09% 3	15.15% 5	9.09% 3	9.09% 3	15.15% 5	24.24% 8	33	4.06

Q2 Are there any priorities missing from the list in question 1 that should be included in the Partnership's Strategic Action Plan?

Answered: 14 Skipped: 19

#	RESPONSES	DATE
1	no	5/8/2018 1:06 PM
2	Not sure on the wording here, but it would helpful to have a place that relays or works with decision makers that making rule impacting our fisheries such as a ruling to stop fishing in the susitna river drainage.	5/8/2018 12:31 PM
3	no	5/8/2018 11:52 AM
4	Identify and protect streams (and associated riparian areas) that contribute to salmon streams. *Impacts to headwater streams can have profound impacts to downstream rearing habitats, etc. This is a major gap in how the Anadromous Fish statutes are applied.	5/8/2018 11:50 AM
5	Estimated costs of each and who is financially responsible for executing?	5/4/2018 12:26 PM
6	Outreach and education for the public to understand why this is so crucial.	5/4/2018 10:31 AM
7	NA	5/2/2018 1:38 PM
8	None	4/30/2018 8:07 PM
9	Ensure the residents and visitors to Mat-Su continue to see and experience the value of resilient salmon populations	4/30/2018 1:41 PM
10	Pretty comprehensive list	4/30/2018 8:38 AM
11	I think the Partnership, instead of focusing on information about resource development projects, concentrate that outreach on the rural to urban development impacts and future buildouts. That is what the partnership was formed to address primarily. This would bump up to the top 5 in my priority list if the case.	4/28/2018 10:15 AM
12	education	4/27/2018 4:03 PM
13	community and decision-maker message sharing	4/27/2018 1:10 PM
14	Priority #1 is ensuring habitat stays intact, so we are not expending time and money on restoration. A key way to do this is making sure governmental policies support "protecting" salmon habitat before it is damaged, so we are not continuing to expend time and money restoring habitat. This is a priority that extends through all the above listed priorities!	4/27/2018 12:46 PM

Q3 What is the Partnership doing well in our efforts toward achieving a vision of thriving fish, healthy habitats and vibrant communities?

Answered: 24 Skipped: 9

#	RESPONSES	DATE
1	Good science and public collaboration	5/14/2018 9:09 AM
2	Providing networking opportunities and funding for priorities	5/8/2018 2:29 PM
3	The annual Symposium creates an opportunity for genuine communication among people and a sense of unified mission across different organizations.	5/8/2018 1:28 PM
4	Outreach and education	5/8/2018 1:06 PM
5	Being visible with signage and promotional material is excellent, the symposium is really helpful as a networking and updating tool	5/8/2018 12:31 PM
6	prioritizing local habitat issues.	5/8/2018 11:52 AM
7	Annually sharing success stories and educating the community.	5/8/2018 11:50 AM
8	Great coordination Valuable symposium Broad partnership	5/8/2018 11:44 AM
9	Bringing stakeholders and management level staff together. Establishing a conservation framework that integrates many governmental and NGO jurisdictions.	5/8/2018 11:38 AM
10	Not sufficiently aware of Partnership's history to respond.	5/4/2018 12:26 PM
11	Providing space for those who care to share info.	5/4/2018 10:31 AM
12	The partnership does a great job providing a forum for agencies and organizations to align on projects and efforts with a common goal in conserving salmon habitat.	5/3/2018 3:37 PM
13	On the ground restoration	5/2/2018 1:38 PM
14	Collaborating across state and federal agencies is appreciated, also involving the private sector and community leaders	5/2/2018 8:18 AM
15	Bringing people together at annual symposiums. Funding meaningful work through grants.	5/1/2018 12:23 PM
16	spreading the important message about creating healthy habitats	4/30/2018 8:07 PM
17	being a forum for information exchange and on-the-ground collaboration.	4/30/2018 1:41 PM
18	The Partnership consists of a great group of dedicated staff with a strong following of concerned stakeholders! Well done.	4/30/2018 9:18 AM
19	Fish passage - why I ranked low	4/30/2018 8:38 AM
20	Outreach	4/29/2018 4:35 PM
21	Addressing fish passage, protection going well. Lots of new data and information gathering is going well to inform everyone.	4/28/2018 10:15 AM
22	Continuing to improve awareness of salmon habitat issues.	4/27/2018 3:11 PM
23	Great partnership leadership and committee involvement. Great symposium. Great projects being funded.	4/27/2018 1:10 PM
24	Bringing people together through things like the annual salmon symposium that helps people connect with others, building their networks and access to information and resources. This advances their conservation impacts faster and further than they otherwise might.	4/27/2018 12:46 PM

Q4 What could the Partnership improve upon?

Answered: 22 Skipped: 11

#	RESPONSES	DATE
1	Public outreach	5/14/2018 9:09 AM
2	Continuing to broaden the Partnership to include other groups (development interests, real estate, Community Councils, Assembly) perhaps via more outreach in the community and schools.	5/8/2018 1:28 PM
3	The partnership could really improve on the diversity of their stakeholders present on their board and at the symposium. There are a lot of scientist, ecologist, fish and game, fish and wildlife, etc, but there are significant groups missing that are community members (anglers and fishing companies, local school groups or youth.)	5/8/2018 12:31 PM
4	do not know.	5/8/2018 11:52 AM
5	More outreach to the community about the value of salmon and how small actions can have a profound impact on watershed health.	5/8/2018 11:50 AM
6	What are we doing that is truly different or that will result in a different outcome for salmon? Best intention is not going to prevent the habitat from slipping away. We need to continue to engage Borough and State legislators and support efforts to draft more protective policies.	5/8/2018 11:44 AM
7	having a greater impact on government and non-governments at their policy (and budgeting levels).	5/8/2018 11:38 AM
8	Coherent picture of what actions have been done in the past and what they have accomplished, to feed into strategy for the future.	5/5/2018 10:34 AM
9	See #3 response	5/4/2018 12:26 PM
10	Reaching out to those who don't 'get it'.	5/4/2018 10:31 AM
11	Improve your fundraising strategies. Develop and institute a more aggressive PR program.	5/3/2018 3:55 PM
12	A lot of work has been done and the core of the partnership is established after 10 years. I think it is time to look outward and be intentional about communicating our work to the public	5/3/2018 3:37 PM
13	Membership expansion, engagement, and commitment. Development of additional funding sources.	5/2/2018 1:38 PM
14	Connecting partners throughout the year, compiling various resources on salmon habitat conservation and serving as a one-stop place to learn more about the status of salmon and conservation in the mat-su.	5/1/2018 12:23 PM
15	none	4/30/2018 8:07 PM
16	seeking external funding through foundations, grants, donations	4/30/2018 1:41 PM
17	I would like to see the Partnership support more projects which involve data (spatial or otherwise).	4/30/2018 11:54 AM
18	Stormwater - especially as we get more and more pavement	4/30/2018 8:38 AM
19	Using the information obtained to date to inform priorities and areas to concentrate actions as well as having a distribution hub on the website for it. Outreach to local community on rural to urbanization issues and basic understanding of fish and habitat in the community.	4/28/2018 10:15 AM
20	Get grade school kids involved in projects.	4/27/2018 3:11 PM
21	Involvement of developers, ORV groups, local businesses	4/27/2018 1:10 PM
22	Being more targeted with outreach, and linking outreach clearly with specific conservation strategies identified in the Partnership's Strategic Action Plan. Increase it's capacity so it can step in and provide a greater role in conservation. Build more organizational resilience. It could be more strategic and targeted. All lasers pointed to one, or a few places. It could step in and help with the Elodea issue more than it has. This is an appropriate role of the Partnership.	4/27/2018 12:46 PM

Q5 The Partnership strives to provide a forum for collaboration, information sharing and education. What are the top 1-3 outreach priorities the Partnership should be focused on in the next 3-5 years?

Answered: 27 Skipped: 6

#	RESPONSES	DATE
1	Does the public know about the partnership? How do we get them to become involved?	5/14/2018 9:09 AM
2	The general population needs further education to help them understand the connections between a healthy ecosystem and healthy salmon populations. Ad campaigns that help connect the importance of protecting wetlands and maintaining stream health to salmon habitat. Alaskans like to think of themselves as being different from the lower 48. Ads that focus on Alaska having better salmon habitat than the lower 48 and how we don't want to make the same mistakes that were made in the lower 48 might be helpful. Wide spread ad campaigns could help private property owners better understand how they can make a difference; riparian buffers, adequate stormwater management, etc. We need to help everyone care more about salmon protection; there are still many people who just don't understand the connections.	5/11/2018 9:35 AM
3	Riparian area protection ATV impacts on wetlands Salmon need wetlands	5/8/2018 2:29 PM
4	Schools! Mat-Su public schools (44 total) 37 schools are <1 mile from a salmon stream, 6 more are less than two miles from an anadromous water.	5/8/2018 1:28 PM
5	Continuing the great Mat-Su Salmon Symposium as a low cost opportunity to share and learn.	5/8/2018 1:06 PM
6	1. Working with youth in the partnership, perhaps in community clean ups or as steering committee members to develop the next generation 2. Provide information from decision makers such as fishing mandates or closures that impact stakeholders and local fish populations 3. Focusing on development and responsible development for the valley as the population increases.	5/8/2018 12:31 PM
7	collaboration with other boroughs, such as Anchorage, Kenai, Kodiak, which have many of the same issues. Too often Kenai, etc. are blamed for lack of salmon in Mat-Su.	5/8/2018 11:52 AM
8	ANS, Salmon or overall Conservation Ethics, Compatibility of resource development and salmon conservation	5/8/2018 11:50 AM
9	I'd like to see workshops or discussions around a Mat-Su habitat issue every year or other year with a goal of creating an action plan for partners to tackle. For instance, ORV use - what are the restoration, protection, outreach actions we can collectively address?	5/8/2018 11:44 AM
10	1. Actually, the Partnership leadership should be lauded for its outreach commitment. I had no idea there was so much effort until I saw the outreach work plan. 2. I would like to see a boost in State agency commitment to Partnership activities and strategy objectives. Don't have a 'how' on that right now, but the Partnership perhaps could reach out and prod them a bit. 3. Improve communications to 'general publics' that have lower probability of being aware of the Habitat Partnership, such as recreational vehicle groups. There times when I think the Partnership tends to preach too much to the choir, and gets a bit self absorbed. Salmon habitat is not "protected" per se, more people who affect the habitat or the general public for that matter, could be more aware of that. I also see somewhat of a disjuncture at the higher eschelons such as agency commissioners and directors and NGO Executive Directors. Having been in an agency position, it seemed like the agencies like to show off as signatories on important (but unmandated) initiatives, then back to business as usual with very little tangible association at the policy and budgeting level. (Note: though admittedly, there has been some dramatic improvement in that in recent years, i.e the pike eradication project, instream flow efforts in the Valley, but the agencies like ADF&G have really absolved themselves from any mission advocacy, at least from what I've seen in the past. They have certainly taken advantage of "soft money" (i.e. anadromous waters cataloging, culvert replacements) but core funding for addressing strategic objectives, habitat issues in general, has been unremarkable, IMO)	5/8/2018 11:38 AM
11	Borough Home owners associations MatSu College as priority outreach targets	5/5/2018 10:34 AM

12	1.Environmental education for youth. Get a curriculum into the schools. 2.Be present at places where the information is sorely needed, talking to ATV users and businesses. 3. Policies and protection of habitats - get into the cities and boroughs to make positive changes.	5/4/2018 10:31 AM
13	1. Develop a salmon school program. 2. Develop a more aggressive position online (social media, Youtube video channel).	5/3/2018 3:55 PM
14	Diversifying our audience Communicating the work that has been done Diversifying funding (not exactly outreach, but is related I think)	5/3/2018 3:37 PM
15	Symposium Site Tour, with more community involvement, maybe incorporate a sponsored evening BBQ or similar Increase MSBSHP involvement in existing community events/festivals/markets/fairs/etc.	5/2/2018 1:38 PM
16	Salmon symposium Industry/private sector involvement Help Mat-Su Borough - develop a comprehensive and current wetland management plan that prioritizes wetland conservation and provides for development through a general permit with the Corps of Engineers.	5/2/2018 8:18 AM
17	Continue symposiums. Increase newsletter readership and outreach. Be a presence at pertinent public conferences, meetings.	5/1/2018 12:23 PM
18	1. More education in schools 2. more education in the community 3. more education in political areas	4/30/2018 8:07 PM
19	celebrating salmon in the Mat-Su to keep people recognizing their importance/value; engaging the public/partners in active participation in habitat conservation on the ground, or support for conservation	4/30/2018 1:41 PM
20	1. Focus on one, large, inclusive (i.e. all are welcome) event (music?) at the fairgrounds. 2. Develop a salmon science curriculum (i.e. course) which can be taught as a high school class. Could also potentially be offered at the NOLS campus in Palmer.	4/30/2018 11:54 AM
21	Provide or support training related to topics such as: Mining impacts to fish and aquatics, Instream flow data collection, Water quality monitoring basics, Wetland delineation, classification and function, Benefits of bridges versus culvert to address fish passage and maintain the function of the waterway crossed, How to effectively respond and participate in NEPA analysis.	4/30/2018 9:18 AM
22	Working with developers and the platting board.	4/30/2018 8:38 AM
23	Education in local schools (K-12)	4/29/2018 4:35 PM
24	1) Habitat Impacts of Urbanization - talks at community meetings, field trips, simple messages in newspaper, etc. Strategize that ground support for riparian protection and other conservation measures. 2) Where there are landuse plan updates, have information input to the stakeholders. 3) Improve website by adding a data and information section of what's been learned, with analysis of what it means. Make it known to local teachers.	4/28/2018 10:15 AM
25	Continue to educate the general public, continue to be active in stream habitat improvement projects, continue to promote and support the Salmon Symposium.	4/27/2018 3:11 PM
26	What/where is salmon habitat, why we need to protect or restore it (aka why does it matter to me), and how can we do that for the long term	4/27/2018 1:10 PM
27	Outreach should be supporting the top conservation priorities of the Partnership, and support organizational health.	4/27/2018 12:46 PM