

1. Summary of Outputs:

- a. Leadership in Management Conference – This grant has provided fiscal support to allow the Nisqually Indian Tribe to participate in all aspects of the Management Conference, including the Ecosystem Coordination Board, The Puget Sound Salmon Recovery Council, our local South Sound LIO (AHSS), Treaty Rights at Risk efforts and various committees and meeting to support the outcomes of the Action Agenda. David Troutt, the Tribe’s Natural Resources Director, has been elected to serve as the Chair of the Salmon Recovery Council for two terms and is making a difference in that position. The ability to participate in these forums has provided the Nisqually Indian Tribe the ability to communicate its positions and needs to affect change in the system. Nisqually is geographically situated where the impacts from the entire Salish Sea impacts our resources and treaty rights. This project has allowed us to work with entities throughout Puget Sound to adopt behaviors and actions that address our concerns. We have also been engaged in the development of the TRAR policies and the Federal response to the issues we have raised as tribes.
- b. Salmon Recovery Integration – The funding has supported our continued involvement in the development and implementation of our salmon recovery efforts in the Nisqually has been critical. It has supported our ongoing work to integrate the key elements of salmon recovery (harvest, hatchery, and habitat) through adaptively managed plan updates and the development of a revised HGMP. It also supports time involved with the Nisqually River Council and the Lead Entity process to approve, fund, and implement salmon recovery projects in the Nisqually.
- c. This project has provided funding support for our Environmental Program Supervisor and the critical permit review and compliance aspect of our work. This position receives and comments on permits from Federal, State, and local governments affecting the tribes trust resources and treaty rights. We are still in the developmental stages of a GIS based permit tracking system for all our permits and actions of concern. We are reaching out to the EPA and the CORPS for models and guidance. A tool that allows an integrated view of permits across the landscape will better allow us to evaluate cumulative impacts. Once developed, this will enhance our ability to effectively and efficiently participate in the permitting system.
- d. The Natural Resources Director and Environmental Program Supervisor participate in local regulation development to protect the tribe’s interest. This includes SMP and CAO updates in Pierce and Thurston counties with the intent to increase the level of regulatory protection. Permit review will become easier as regulations become more protective.
- e. The elements pertaining to the Nisqually River Council were performed through a sub-award to the Nisqually River Foundation. The Council is a key partner in the watershed

and its actions and projects are critical to our success in salmon recovery and implementing the action agenda at the local level. In particular, the elements of teacher and student involvement in the Nisqually River Education Program are vital to the long term sustainability of our environmental work. This grant has allowed an expansion of the program to additional classrooms to reach more students across the watershed with the message of stewardship and sustainability. Since the inception of the Education Program in 1992 we have involved hundreds of teachers and thousands of students. We are committed to nurturing an informed watershed community.

- f. Nisqually Community outreach and education element has been focused on the tribal community to expose, motivate, and engage Nisqually tribal members and other community members in environmental stewardship, climate change, and treaty rights. This funding has provided a dedicated staff person focused on this critical deliverable. Through this program we have created the Nisqually Environmental Team (NET), a youth based initiative that provides educational materials and volunteer opportunities for our tribal youth to be informed and engaged in their community.
2. Reflections on Project:
 - a. This was an incredibly successful project on many levels. Funding to support our involvement in the newly created Puget Sound Partnership and the various processes and forums to develop and implement a recovery strategy for Puget Sound continues to be invaluable. Regional restoration at the level of Puget Sound requires a tremendous amount of coordination and trust building between a large number of entities. This in turn demands a significant investment of time. This grant provided the funding to support that involvement now and into the future. Considering that the restoration and recovery of Puget Sound will take generations, this investment in the protection of the Tribe's trust resources and treaty rights will also need to be ongoing for this original support to bear fruit.
 - b. We attempted to hire new staff to assist in the permit review and compliance monitoring aspect, but this was found not practical after an office fire greatly reduced our available staffing space. It took some time to come to this conclusion and some time was lost that could have been redirected to better focus on the deliverables through existing staff.
 - c. Our commitment to timely reporting at times suffered due to the need to actively participate in the myriad of meetings and process associated with this effort. We have corrected this situation internally and should not experience those challenges again.
 3. Logic model outcomes:
 - a. This project has positioned the Nisqually Tribe to be informed and effective in advocating for actions throughout Puget Sound to protect our resources and treaty rights. The ability to achieve our desired outcome will require a continued commitment of staff and resources over generations to come. A solid foundation has been created but is at risk if not steadfastly tended to over many years to come. Relationships that have been created will endure if continually fostered. This kind of stability and

connection is the only path to a sustainable solution. Continued investment by the EPA through this program will lead to success.

- b. The restoration of Puget Sound is headed in a positive direction through the latest iteration of the Action Agenda. It is becoming much more strategic and focused to achieve the desired outcomes. It will continue to be adaptively managed and evolve over time to serve as a functional guide for our efforts but only if there is consistent support at all levels, including by the tribal governments. This grant has provided the foundation for our involvement as this process evolves over time. Aligning priorities for the region with the priorities for the Nisqually Indian Tribe in terms of proposed and funded actions requires our active participation. I think that our involvement has helped lead to improvements in the process and our actions. I am confident that our continued involvement will result in additional refinements and focus through a strong adaptive management process.
4. Broader Perspective:
- a. The ecological modifications to the systems in Puget Sound has occurred over the past 150 years, and it may take a similar length of time to realize the benefits of our work. Ecosystem recovery takes support, commitment, and patience. We are just starting down the path of a region wide recovery effort in Puget Sound through this first grant and the first few versions of the Action Agenda. It is going to take continued support from EPA, commitment by all those involved to the desired outcomes, and the patience to see the results over time.

We have developed a tremendous regional community to support this effort. This community is being built right now on relationships and trust. This community will require constant attention and care if we are to be successful. We will need institutional memory and open arms to welcome new members. We are well positioned to build these relationships, in large part due to this project.

But as strong as we are now, poised and ready to take on the difficult issues, it can all go away as fast as it has been built. If resources dwindle and representation and participation fades, all of the good foundational work will not deliver on the promise that it is built upon. Although not as appealing as ribbon cutting and shovel turning, investments in people are key to the effort. Building community requires someone(s) working on it, accountable for it, and committed to it. Supporting those people responsible for building this community is absolutely vital to its long term success.

In the Nisqually Watershed, we have been investing in this community building exercise for 30 years. As the oldest watershed council of its kind west of the Mississippi, the Nisqually River Council serves as proof of concept that relationships, community building, and consistent leadership can make a difference. The resources from this project have continued our process of growing and fostering our watershed community.

This model of success can and is being applied across Puget Sound and we are confident that it will work.

Finally, as Bill Ruckelshaus often said, this effort is akin to a Jeffersonian barn raising. It is going to take neighbors working with neighbors to make this work. Regulations are an important backstop, but the work will get done faster and the results more sustainable if we are willing to do the right thing as neighbors and friends. This will require our everlasting vigilance to our community of neighbors and friends built through this project.