

# CWB Impact Plan

BOARD INPUT AND DISCUSSION



October 2025

# Last Year's Input!

Sewage treatment/outfalls - work with ToLC

Danielle Paydli

Pooling our resources— big piece of the work is bringing people together for a shared vision

Danielle Paydli

First 3 & Last 3 priority projects (tech - lead); last 3 more board member engagement

Danielle Paydli

GAP - Indigenous perspective across all priority actions; (missed); CWB to have youth intern from Cowichan community;

Danielle Paydli

different board members have different areas of expertise - can engage where they can.

Danielle Paydli

address issues around pulling together across jurisdictions - board to put their minds to that

Danielle Paydli

understanding groundwater; what's available? may be available in the future

Danielle Paydli

environmental needs assessment

Danielle Paydli

WoW map

Danielle Paydli

Although hesitant anything that may be the result of our big projects, Quamichan lake doesn't have a stewardship group and that the Municipality of NC is doing that work there.

Danielle Paydli

engage with specific expertise at working meetings, etc.

Danielle Paydli

specific board agenda items

Danielle Paydli

partners - what do they do; key contact

Danielle Paydli

staff and board to engage in community outreach

Danielle Paydli

learning in Elder knowledge - mentorship -

Danielle Paydli

Watershed Plan; state of specific youth projects in the community

Danielle Paydli

How do we keep focus on multiple bases of knowledge - western, Indigenous; Indigenous Indicators of Watershed health

Danielle Paydli

away from our big projects, Quamichan lake doesn't have a stewardship group and that the Municipality of NC is doing that work there.

Danielle Paydli

RE: broader watershed planning initiative. In many ways this seems like a logical progression of effort to bring the full picture of the twinned watershed together.

- Arlette

Danielle Paydli

together vs. actioning

Danielle Paydli

rework 4, 5, 6 (more overarching); 1, 2, 3 - specific projects

Danielle Paydli

How do we keep focus on multiple bases of knowledge - western, Indigenous; Indigenous Indicators of Watershed health

Danielle Paydli

being reactive - need to focus on WoW

Danielle Paydli

'fish kill response' - suggests deficit.

Danielle Paydli

be explicit - working with Hulq'umi'num' language

Danielle Paydli

perhaps that is an area where CWB could support some community group action?

- Kate

Danielle Paydli

need to provide the supports for Cowichan and others to input into this work - providing a mechanism

Danielle Paydli

state of the watershed report needed;

Danielle Paydli

target strategy / wow plan is connected

Danielle Paydli

# Key Elements of the 3 Year Plan

## **Develop a Whole of Watershed Approach for the Quw'utsun-Xwulqw'selu Watershed**

- a. State of the Watershed Report
- b. Updated Target Strategy
- c. New Working Group model

## **Lead and/or Support Essential Projects for Watershed Well-Being**

- a. Replace the Weir
- b. Support the first-of-its kind Xwulqw'selu Watershed Planning (XWP) process.
- c. Community Fish Protection Project for times of drought.
- d. Conclude our initial phase of the Water Quality and Watershed Information, Knowledge and Data Project.

## **Putting Principles into Action: Our Ways of Working**

- a. Supporting CWB members to continually learn, understand, and act in support of the priorities and principles of the Board.
- b. CWB staff to continue strong collaboration with the staff teams of our core partners:
- c. Support, and be supported by, the wider stewardship community who are working toward the Targets in their own way.
- d. Expand our work with partners beyond the Quw'utsun watershed to tackle shared problems and develop shared solutions.
- e. Embrace youth mentorship and learning from Elders to build multi-generational strength.
- f. Build community knowledge and connection.
- g. Maintain the mechanisms for strong collaborative governance and lasting respectful relations

# Additional Considerations

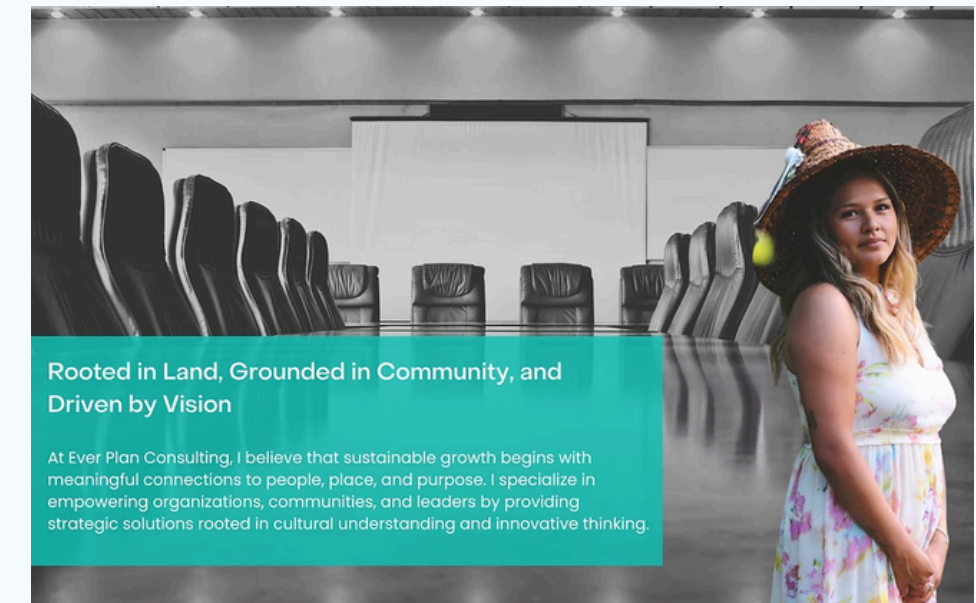


## **Incorporation of Whole of Watershed Visioning** *(April 2025 onwards)*

- a. Indigenous Knowledge as a baseline of the original state of the watershed;
  - i. In discussions with QCCS, Cowichan Tribes, and Mike Ekers (Community Researcher Position);
- b. State of the watershed report
- c. Updated Collaborative Targets
- d. Watershed Action Plans for each Target

## **Review by Qwuy'um'aat Elliot, EverPlan Consulting** *(July 2025)*

- a. Communications/visual suggestions:
  - i. Enhance the visual flow chart showing how the principles, focus areas and projects connect
- b. Content-based guidance:
  - i. Pull equity, cultural safety and relational work into a standalone strategic opportunity explicit and weaving into principles, projects and practices:
  - ii. Build a “forward looking” previewing milestones for 2026-2028 including a define midpoint i.e., course correction and relationship-building and begin identifying next phase goals

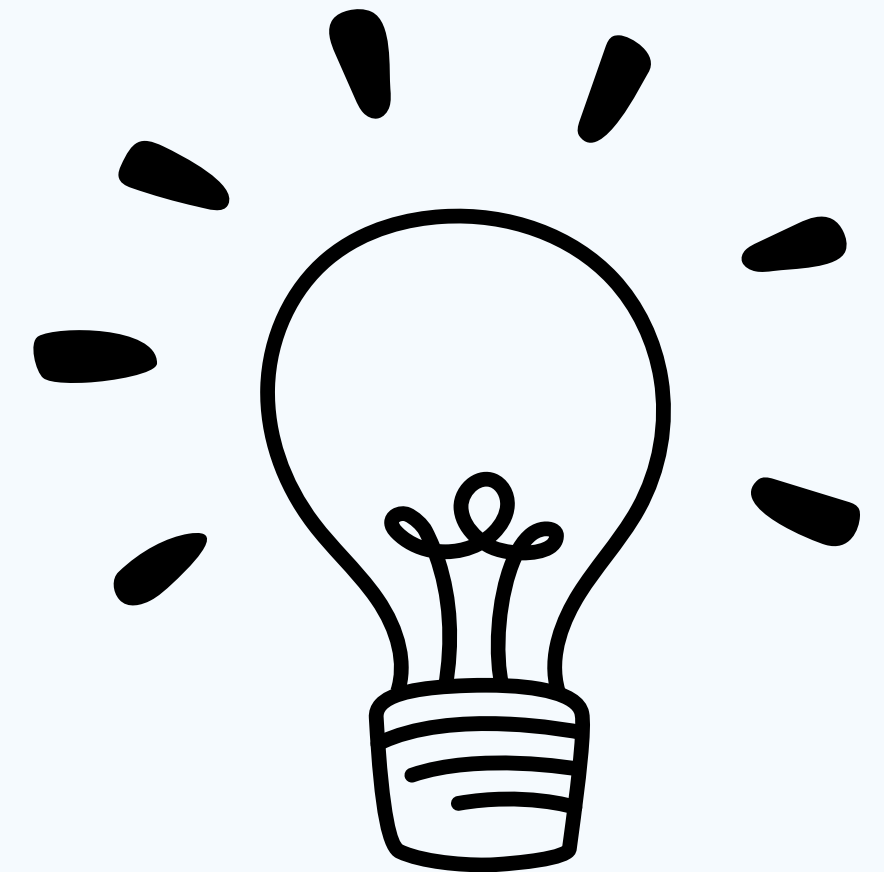


## **Staffing Changes** *(October 2025)*

- a. Not about doing more but doing what we do better!

## Initial input is needed as we develop a DRAFT Impact Plan :

- **Questions to prompt thinking:**
  - Specific areas within our Impact Plan where we should add extra energy?
  - Additions to our key priorities, projects of focus or our ways of working? Other areas we should put our energy?
  - Anything we should consider dropping or places to conserve our energy?
  - Other thoughts or considerations?



**Workshop Date:**  
**January 26th**  
**(Full Day)**

