

Russian River Watershed Network Charter

Russian River Watershed Resilience Plan
 Draft July 21, 2025

1. Scope and Summary

To align with DWR’s vision to support local efforts for climate resilience through the Watershed Resilience Programs (WRP), a Watershed Network has been formed to support the preparation of the Russian River Watershed Resilience Plan. The role of the Network is to foster a common understanding of the climate impacts across the Watershed and to collaboratively develop feasible ideas and actions to reduce these impacts. The Watershed Network’s input is vital in ensuring that the Plan reflects the insights, concerns and needs of their community members, particularly those who are most vulnerable to climate change.

This Watershed Network charter describes the membership, role and activities of the Network in the Russian River Watershed over the course of the Plan Development (January 2025 through April 2026). The Charter also lays out the expectations for Network participants in terms of investment of time to prepare for and attend meetings and, to contribute to the planning process in a collaborative manner. The Charter also describes the compensation plan for invited Network members that are not part of an otherwise funded agency or organization.

1.1 Watershed Network Role and Activities

The Watershed Network’s primary role is to foster a common understanding of the climate impacts across the Watershed and to collaboratively develop feasible ideas and actions to reduce these impacts. The Watershed Network’s input is vital in ensuring that the Plan reflects the insights, concerns and needs of their community members, particularly those who are most vulnerable to climate change.

Watershed Membership

A draft Network membership was developed based on the information gathered through a research and interview process. Great care was given to ensure the Network had representation spanning existing Russian River watershed organizations and ongoing efforts. The group types and resource areas represented in the Network are listed below. The parties identified for network membership are organizations and individuals that are potentially affected by climate impacts within the Russian River watershed boundary of the study, have a resource management responsibility in the Watershed or could implement or promote adaptation strategies that may be defined by the WRP.

Topic Areas: Agriculture, Economic, Ecosystems, Equity, Flood, Groundwater, Land Use, Water Quality, Tribal Knowledge, Recreation
Program Group Type: City/Town, County, Federal Agency, Groundwater Sustainability Agency, Native American Tribe, Non-Governmental Organization, Other, RCD, Special District, State Agency, Under-Represented Community, Watershed Association

Currently there are over a hundred members of the Network that have been identified and invited including representatives from 29 Tribal Governments. The invitation list will stay open, and if additional organizations or individuals are identified, they will be added to the Network.

Schedule and Topics for Network Meetings

Meetings will be held at a cadence needed to support the work underway and scheduled to ensure there is sufficient time for Network members to review materials and provide input as major milestones are reached. Table 1 shows a preliminary schedule of meetings and for each meeting provides the WRP step, the goals of the meeting, the draft work products to be provided for review prior to the meeting and the input needed from the Network.

All meetings will be held virtually to maximize attendance, with an option for those with computer accessibility constraints to attend in person at Sonoma Water offices.

Meeting	WRP Milestone	Meeting Goals	Work Products for review, confirmation, input and comment by Network
1. February 26, 2025	Setting the Stage	Overview and Discussion: <ul style="list-style-type: none"> WRP and Process Network Charter Draft Goals and Vision Watershed Boundary 	<ul style="list-style-type: none"> Project Fact Sheet Network Charter Draft Goals and Vision GIS Watershed Boundary
2. May 6, 2025	Explore Hazards Assess Vulnerabilities and Risks	Overview and Discussion: <ul style="list-style-type: none"> Historical hazards and impacts Future hazards 	<ul style="list-style-type: none"> Historical Hazard Summary Projections of future hazards Gap Analysis of studies needed for analysis Draft vulnerability metrics
3. September 16, 2025	Assess Vulnerabilities and Risks	Overview and Discussion <ul style="list-style-type: none"> Vulnerability and risk assessment (Draft) 	<ul style="list-style-type: none"> Draft vulnerability and Risk assessment results
4. November 2025	Assess Vulnerabilities and Risks Develop Adaptation Strategies	Overview and Discussion <ul style="list-style-type: none"> Vulnerability and risk assessment result (revised) Initial framing and identification of adaptation strategies 	<ul style="list-style-type: none"> Refined vulnerability and risk assessment results Initial List of Adaptation Strategies (<i>Network to suggest additional strategies</i>)
5. January 2026	Develop Adaptation Strategies	Discussion: <ul style="list-style-type: none"> Review evaluation of adaptation strategies 	<ul style="list-style-type: none"> Draft adaptation strategy list and evaluation
6. March 2026	Implement and Monitor	Overview and Discussion:	<ul style="list-style-type: none"> Draft implementation paths for strategies

		<ul style="list-style-type: none"> Identify possible implementation path and recommendation for plan 	<ul style="list-style-type: none"> Draft recommendations for plan
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Expectations for Watershed Network Participation

It is expected that over the course of the 18-month schedule, there will be 6 virtual meetings. These meetings are critical to the exchange of information and ideas that are at the core of the Watershed Resilience Plan and therefore full participation is strongly encouraged for each member. Participation includes attendance at meetings, contributions to the content for the WRP and coming to the Network with a collaborative mindset.

Participate and Prepare

- Attend** each Network Meeting. To the extent possible, each Network member should try to attend each of the Network Meetings to track project progress and contribute information, approaches and any concerns from their agency, organization or Tribal perspective. Following each meeting a recording will be made available to those who were unable to attend.
- Prepare** prior to each Network meeting, materials on the planned topics will be made available to Network Members. To make the most effective use of our limited meeting time, it will be helpful to take the time to review materials ahead of each meeting.

Contribute to the Development of the WRP

- Meeting Discussions.** Although the virtual Network meetings will be large, we will be reserving time to both present material and have discussions and answer questions. Members are encouraged to bring ideas, questions and concerns to the meeting. If insufficient time is available within each meeting, we will create additional engagement opportunities.
- Online Engagement.** A website is under development for Network engagement where Members can access materials for review and provide comment.

Collaborate

- The Network includes Members representing multiple water resource sectors (Water Supply, Ecosystems, Flood Risk, Groundwater, Water Quality, Recreation, Energy) including public and non-profit agencies and organizations, and geographies within the large Russian River Watershed. Each member brings perspectives based on their experience and role, as well as insights and ideas about what’s needed to advance resilience in the Watershed. The intent of the Network is to advance our collective understanding together for the whole of the Watershed. To that end, it will be important to bring a collaborative mindset to this ambitious endeavor.

Meeting Guidelines

- Meeting Guidelines will be reviewed at each meeting:
 - Be Respectful.
 - Seek to understand and assume positive intent.
 - Consider how often you're sharing and make space for others.
 - The Watershed Network will be coordinated and facilitated by Sonoma Water with support from Jacobs.
 - Agendas will be designed to parallel the work as it unfolds and ensure that input is provided in a timely manner.
 - Efforts will be made to achieve consensus; in instances where consensus is unable to be reached, areas of convergence and divergence will be documented.

1.2 Reimbursement Plan for Watershed Network Members

Why Compensation Matters

The WRP acknowledges community members and/or representatives take time out of their day from other responsibilities to attend meetings, listening sessions, or other engagement activities that inform this effort. Some invited participants in the Network are not part of an otherwise funded agency or organization. As such, these participants, as needed, should be compensated appropriately for their expertise and contributions. The WRP has the intention of removing potential financial barriers to participation. Any network member, individual, or representative of an organization who is not otherwise receiving compensation for their attendance and input will be automatically eligible for compensation. Others who request compensation (e.g., environmental nonprofits) will be evaluated based on budget availability.

Compensation Plan

Individuals requesting compensation must certify they are not otherwise being compensated to attend meetings, listening sessions, or other engagement activities related to the Watershed Network. All eligible participants requesting compensation will receive a digital gift card through Amazon Incentives. The gift card will be emailed to the participants. Compensation will be at a rate of \$50 per hour with a cap of \$100 per meeting for each participant, and an overall cap of \$599 per participant for the pilot program. Childcare and travel are not eligible for compensation.

Plan for Offering Compensation

Participants requesting compensation will be required to provide the following information:

- First and last name
- Email address
- Reason for participating
- Signed statement certifying that they are not otherwise being compensated for attending the event(s)

All compensation payments will be tracked, reported on, and made by Jacobs following each meeting or at the conclusion of the network meetings.

Jacobs will provide reports that will include:

- First and last name of the participant
- Email address of the participant

- Reason for participating
- Statement of Self-Certification
- Total compensation amount received by the participant
- Specific meetings the participant attended
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