

Please remember to review the following emailed updates.

These give you valuable updates and opportunities to ask questions about current events.

- **Weekly volunteer update** (Wednesdays from RidgefieldVolunteer@fws.gov)
- **Monday Team Lead notes** (coming from Juliette MOST Mondays).

Just today: Mrs. Bergeron's 4th Grade Class from South Ridge Elementary planted 105 native shrubs around a bench and free library on the Carty Unit.

Students at South Ridge are planning outdoor educational spaces on their campus through planting and trail construction. They came to the Refuge today to help their community and take learning back to their project. They will continue to help us each year and would even like to understand what kind of fundraising they can be involved in.

This project has the following bright spots:

- Benches built by staff with funds donated from the Gardner school in 2019.
- The design of the bench was informed by community engagement
- Installed by Washington Trails Association
- South Ridge trip funded by the Community Asset Funds
- Improves trail usability for those who need access to benches that are usable for many body types and modes of travel
- Showcases native plants that community members can plant in their yards
- Community members who walked by during the trip were so excited to see this in action

Annual Work Planning for Visitor Services:

We are solidifying a modest list of things we want to accomplish this year with our small but very talented visitor services team. These do not include the regular day-to-day work. Here is the list of goals and [how you can get involved](#).

Engaging Volunteers in meaningful projects born from real conservation and community needs while creating skill-building opportunities.

- Fully support volunteers engaged in habitat enhancement, public greeting, trail maintenance, and education by:
 - Provide 2 orientations on Service mission/goals and standards for volunteering. Every volunteer is required to attend 1 per year.
 - Monthly specialty training and educational opportunities
 - Mid-year check-in surveys
 - Quarterly coffee chats

- Volunteer appreciation celebration

Board members can help by:

- ✓ Attend orientation annually (you are volunteers too!)
- ✓ Present to volunteers about the Friends or other topics you specialize in
- ✓ Find other presenters/content experts
- ✓ Provide refreshments and awards for volunteer events

- Finalize a written structure (SOP) for an *internal* process for program delivery.
 - Required paperwork
 - Identified POCs
 - Training records
 - Safety Protocols

Board members can help by:

- ✓ brainstorm processes
- ✓ edit documents

Engaging Communities in Accessible Ways by reducing barriers to participation, increasing awareness and building trust.

- Complete trail maps with [Art, Nature, Place](#)
- Facilitate Human Dimensions Visitor Survey for Ridgefield and Steigerwald.
- Host events for historically excluded audiences (Examples: Dia de los Ninos, HOPE Dementia, Fruit Valley School/Community, Afghan Refugee Community)
- Complete Waterfowl Hunt Program, start to work on welcoming and integrating Hunters of Color (org) with the current Veterans and Youth hunt events.
- Manage Recreational Fee Program and establish credit card option for National Passes.
- Complete the Junior Duck Stamp Program with Fisheries, local organizations and Historically Excluded Communities.

Board members can help by:

- ✓ Provide feedback on map (coming soon)
- ✓ Help plan and carry out events
- ✓ Understand programs like the Jr Duck Stamp, Fee, Hunt, etc so that you can help spread the word about their role and importance