# PUBLIC DISCLOSURE COPY - STATE REGISTRATION NO. 53584 | Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public. Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047 Open to Public Inspection

Department of the Treasury Internal Revenue Service

Α	For the	and a secondar year, or tax year beginning 000 1, 2023 and	ending U	UN 30, 2024	
В	Check if applicabl	C Name of organization		D Employer identific	cation number
	Addre				
	Name chang	Doing business as		36-48856	84
	Initial return	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	E Telephone numbe	r
	Final return	284 E. WATER ST.		(503) 93	0-8202
	termin	City or town, state or province, country, and ZIP or foreign postal code		G Gross receipts \$	326,208.
Г	Amen			H(a) Is this a group re	
F				for subordinates	
	tion pendi	SAME AS C ABOVE		H(b) Are all subordinates in	·····= =
$\overline{}$	Toy ov	empt status: X 501(c)(3) 501(c) ( ) (insert no.) 4947(a)(1) c	or 527	1	list. See instructions
	Websi		JI 32 <i>1</i>	1	
_			I Veen	H(c) Group exemptio	
	art I	organization: X Corporation Trust Association Other  Summary	L Year	of formation: ZUI/  N	M State of legal domicile: OR
. ,		Briefly describe the organization's mission or most significant activities: THE 1	тОрши	CANTETAM MANE	בספטפט
ė	1	COUNCIL (NSWC) WAS ESTABLISHED IN 1995 AN			
auc	١.				
ern	2	Check this box if the organization discontinued its operations or dispos		۱ ـ	ì
Š	3			3	5
<u>ه</u>	4	Number of independent voting members of the governing body (Part VI, line 1b)			5
es	5	Total number of individuals employed in calendar year 2023 (Part V, line 2a)			2
ΞĘ	6	Total number of volunteers (estimate if necessary)			40
Activities & Governance	7 a	Total unrelated business revenue from Part VIII, column (C), line 12		7a	0.
_	b	Net unrelated business taxable income from Form 990-T, Part I, line 11	<u></u>		0.
				Prior Year	Current Year
Φ	8	Contributions and grants (Part VIII, line 1h)		542,828.	315,355.
Š	9	Program service revenue (Part VIII, line 2g)		0.	10,853.
Revenue	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		0.	0.
Œ	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0.	0.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		542,828.	326,208.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0.	0.
	1	Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
ú	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		111,243.	109,278.
Expenses	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.
e.	b	Total fundraising expenses (Part IX, column (D), line 25)	0.		
Ě	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		383,610.	286,806.
		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		494,853.	
	1	Revenue less expenses. Subtract line 18 from line 12		47,975.	-69,876.
9	3	Trevenue less expenses. Subtract line 10 from line 12		ginning of Current Year	End of Year
tso		Total accets (Part V. line 16)	50	199,420.	133,238.
SSe	20	Total assets (Part X, line 16)		1,113.	0.
Net Assets or	21	Total liabilities (Part X, line 26)		198,307.	133,238.
P	22 art II	Net assets or fund balances. Subtract line 21 from line 20		190,307.	133,230.
		Ities of perjury, I declare that I have examined this return, including accompanying schedules	and atatam	and to the heat of my	knowledge and helief it is
		itles of perjury, I declare that I have examined this return, including accompanying scriedules It, and complete. Declaration of preparer (other than officer) is based on all information of wh			Kilowieuge aliu bellel, it is
true	, correc	is, and complete. Decialation of preparer (other than officer) is based on an information of wir	icii preparei	lias arry knowledge.	
C:	_	Signature of officer		I Date	
Sig				Dato	
Hei	e	SUZETTE BOUDREAUX, PRESIDENT Type or print name and title			
			Tr	Date Check C	PTIN
г.		Print/Type preparer's name Preparer's signature	'	if	
Paid		SANG AHN COPG P. C		self-employ	
	parer	Firm's name MCDONALD JACOBS, P.C.		Firm's EIN 9	3-0900579
Use	Only	Firm's address 121 SW SALMON ST., STE 1100			02\ 027 0504
_		PORTLAND, OR 97204		Phone no. (5	03) 227-0581
Ma	y the II	RS discuss this return with the preparer shown above? See instructions			X Yes No

Pa	t III Statement of Program Service Accomplishments
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission:
	SEE SCHEDULE O
	THE NORTH SANTIAM WATERSHED COUNCIL PROMOTES CITIZEN AWARENESS OF THE
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
	If "Yes," describe these new services on Schedule O.
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes X No
	If "Yes," describe these changes on Schedule O.
4	Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.
-	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and
	revenue, if any, for each program service reported.
4a	(Code:) (Expenses \$
<del>-t</del> a	LANDOWNER RESTORATION-OUTREACH TO LANDOWNERS TO PLAN, DESIGN, FINANCE,
	IMPLEMENT, MANAGE, AND MONITOR RESTORATION PROJECTS ON PRIVATE LAND
	THAT PROTECT AND ENHANCE THE HEALTH OF THE WATERSHED. THE NSWC WORKS
	WITH THE PROPERTY OWNER TO ASCERTAIN WHICH TYPES OF PROJECTS WOULD BE
	SUITABLE FOR THEIR PROPERTY AND WHAT THE BENEFITS WOULD BE FOR THEM AND
	THE WATERSHED PUBLIC SO THAT LANDOWNERS UNDERSTAND THEIR OPTIONS,
	RESPONSIBILITIES AND FEASIBLE OUTCOMES OF THE PROJECTS. PROJECTS
	INCLUDE RIPARIAN AND IN-STREAM AQUATIC ENHANCEMENTS, WEED MANAGEMENT,
	PLANT ESTABLISHMENT, CULVERT REPLACEMENT, PRAIRIE AND OAK HABITAT
	RESTORATION.
4b	(Code:) (Expenses \$102,601. including grants of \$) (Revenue \$)
	COLLABORATIVE PLANNING AND PARTNERSHIP BUILDING- THE NSWC CONVENES
	STAKEHOLDERS WITH DIVERSE INTERESTS, EXPERTISE AND FOCUS TO SURVEY THE
	COMBINED LIMITING FACTORS TO ENVIRONMENTAL, SOCIAL AND ECONOMIC HEALTH
	IN THE WATERSHED, COLLABORATE IN PLANNING ON HOW TO ADDRESS THOSE
	FACTORS, PRIORITIZE THE COMBINED LIST OF PROJECTS OF THE PARTNERS,
	STRUCTURE THE PARTNERSHIPS FOR CLEAR ROLES AND RESPONSIBILITIES, APPLY
	FOR AND PULL TOGETHER CAPACITY BUILDING EXPERTISE, COORDINATE THE
	EFFORT AND ENHANCE THE INCLUSION OF DIVERSITY OF STAKEHOLDERS TO
	PROMOTE FULL ENGAGEMENT AND MAXIMUM IMPACT. PROJECTS INCLUDE DROUGHT
	CONTINGENCY PLANNING, EMERGENCY RESPONSE COORDINATION, SOURCE WATER
	PROTECTION, RIPARIAN AND AQUATIC HABITAT RESTORATION, NS BASIN SUMMIT,
	FORESTRY COLLABORATION, OAK AND PRAIRIE RESTORATION. NSWC PARTICIPATES
4c	(Code:) (Expenses \$18,572. including grants of \$) (Revenue \$)
	COMMUNITY ENGAGEMENT AND EDUCATION- ATTEND COMMUNITY EVENTS, PRESENT AT
	MEETINGS OF ASSOCIATIONS AND AGENCIES, DISTRIBUTE LITERATURE, COOPERATE
	WITH OTHER NON-PROFITS TO ENHANCE EQUITY, DIVERSITY AND INCLUSION,
	NETWORK WITH OTHER PROFESSIONALS TO ENHANCE TRUSTING RELATIONSHIPS AND
	COORDINATION ACROSS NEIGHBORING WATERSHEDS, MAINTAIN A WEBSITE, MAILING
	LIST, INVITATIONS TO INTERESTED COMMUNITY STAKEHOLDERS FOR
	PARTICIPATION IN REGULAR MEETINGS OR SPECIAL EVENTS.
4d	Other program services (Describe on Schedule O.)
	(Expenses \$ including grants of \$ ) (Revenue \$ )
4e	Total program service expenses 339,657.
	Form <b>990</b> (2023)

### Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		Х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		Х
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
	similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			
•	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		x
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	<u> </u>		
'	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		x
	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If</i> "Yes," <i>complete</i>	<b>-</b> '-		1
8	, ,	١,		x
•	Schedule D, Part III	8		
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			\ <b>.</b> ,
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			٠,,
	or in quasi-endowments? If "Yes," complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X,			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a		X
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		Х
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		Х
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		Х
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a		x
h	Was the organization included in consolidated, independent audited financial statements for the tax year?	124		
		12b		x
13	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional  Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
	Pid the approximation projection on office and because the state of the United Obstaco			X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		<del></del>
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000	4 41:		X
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		<u> </u>
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any	ا		<b>.</b>
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			,,
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		<u> X</u>
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			
	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		<u> X</u>
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
	complete Schedule G, Part III	19		X
<b>20</b> a	and the second s	20a		X
b		20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes." complete Schedule I. Parts I and II	21		Х

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NORTH SANTIAM WATERSHED COUNCIL Form 990 (2023) NORTH SANTIAM WATE
Part IV Checklist of Required Schedules (continued)

	· /		Yes	No		
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on					
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		_X_		
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current					
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete	23		Х		
	chedule J					
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the					
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete					
	Schedule K. If "No," go to line 25a	24a		_X_		
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b				
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease	04-				
a	any tax-exempt bonds?  Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24c 24d				
	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit	24u				
<b>2</b> 5a	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		Х		
h	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and	200				
-	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes." complete					
	Schedule L, Part I	25b		Х		
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current					
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%					
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		X		
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,					
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled					
	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		X		
28	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV,					
	instructions for applicable filing thresholds, conditions, and exceptions):					
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If					
	"Yes," complete Schedule L, Part IV	28a		_ <u>X</u> _		
	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		_X_		
С	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If			v		
	"Yes," complete Schedule L, Part IV	28c		<u>X</u>		
29	Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M	29				
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation	20		Х		
31	contributions? If "Yes," complete Schedule M  Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	30 31		X		
32	Did the organization required the complete scribe and cease operations: If "Yes," complete scribe is a seet of the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete	31				
UZ.	Schedule N, Part II	32		Х		
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	- 02				
-	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		Х		
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and					
	Part V, line 1	34		Х		
35 a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X		
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity					
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b				
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?					
	If "Yes," complete Schedule R, Part V, line 2	36		<u> </u>		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization					
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		<u>X</u>		
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?					
Par	Note: All Form 990 filers are required to complete Schedule O  **T V   Statements Regarding Other IRS Filings and Tax Compliance	38	X			
Lrai						
	Check if Schedule O contains a response or note to any line in this Part V			N-		
1.	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		Yes	No		
	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a U  Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0					
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming					
ŭ	(gambling) winnings to prize winners?	1c				
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Form 990 (2023) NORTH SANTIAM WATERSHED COUNCIL
Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

			Yes	No						
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,									
	filed for the calendar year ending with or within the year covered by this return									
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?									
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?									
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O									
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a									
	financial account in a foreign country (such as a bank account, securities account, or other financial account)?									
b	b If "Yes," enter the name of the foreign country									
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).									
5а	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		_X_						
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		_X_						
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c								
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit									
	any contributions that were not tax deductible as charitable contributions?	6a		X						
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts									
	were not tax deductible?	6b								
7	Organizations that may receive deductible contributions under section 170(c).									
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		_X_						
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b								
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required									
	to file Form 8282?	7c		X						
d	If "Yes," indicate the number of Forms 8282 filed during the year			77						
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e 7f		<u>X</u>						
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?									
g										
h										
8										
_	sponsoring organization have excess business holdings at any time during the year?									
9										
	a Did the sponsoring organization make any taxable distributions under section 4966?									
	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b								
10	1 1									
	Initiation fees and capital contributions included on Part VIII, line 12	1								
11	Section 501(c)(12) organizations. Enter:	1								
	Gross income from members or shareholders 11a									
	Gross income from other sources. (Do not net amounts due or paid to other sources against									
	the state of the s									
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a								
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year									
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	1								
	Is the organization licensed to issue qualified health plans in more than one state?	13a								
	Note: See the instructions for additional information the organization must report on Schedule O.									
b	Enter the amount of reserves the organization is required to maintain by the states in which the									
	organization is licensed to issue qualified health plans									
С	Enter the amount of reserves on hand									
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		X						
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b								
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or									
	excess parachute payment(s) during the year?									
	If "Yes," see the instructions and file Form 4720, Schedule N.									
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		X						
	If "Yes," complete Form 4720, Schedule O.									
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities	1								
	that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17								
	If "Yes," complete Form 6069.									

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Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions. X Check if Schedule O contains a response or note to any line in this Part VI

Sec	tion A. Governing Body and Management									
					Yes	No				
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	5							
	If there are material differences in voting rights among members of the governing body, or if the governing									
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.									
b	Enter the number of voting members included on line 1a, above, who are independent									
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other									
	officer, director, trustee, or key employee?									
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision									
	of officers, directors, trustees, or key employees to a management company or other person?									
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?									
5	Did the organization become aware during the year of a significant diversion of the organization's assets?									
6	Did the organization have members or stockholders?			6		<u>X</u>				
7a	Did the organization have members, stockholders, or other persons who had the power to elect or ap	point o	one or							
	more members of the governing body?			7a		_X_				
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, st	ockho	lders, or							
	persons other than the governing body?			7b		X				
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year	r by the	e following:							
а	The governing body?			8a	Х					
b	Each committee with authority to act on behalf of the governing body?			8b	Х					
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be read	ched a	t the							
	organization's mailing address? If "Yes." provide the names and addresses on Schedule O			9		X				
sec.	tion B. Policies (This Section B requests information about policies not required by the Internal Re	venue	Code.)	1	1					
	5				Yes	No_				
	Did the organization have local chapters, branches, or affiliates?			10a		<u>X</u>				
b	If "Yes," did the organization have written policies and procedures governing the activities of such ch	•		401						
			- filin - the fame	10b 11a	Х					
	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?									
	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			10-	Х					
	Did the organization have a written conflict of interest policy? If "No," go to line 13			12a 12b	X					
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise			120	-25					
C	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Y	,		12c	х					
13	on Schedule O how this was done			13	X					
14				14	X					
15	Did the organization have a written document retention and destruction policy?  Did the process for determining compensation of the following persons include a review and approva			14						
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	. Dy IIIC	aoponaont							
а	The organization's CEO, Executive Director, or top management official			15a	Х					
	Other officers or key employees of the organization			15b	X					
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.									
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangen	nent w	ith a							
	taxable entity during the year?			16a		X				
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluat									
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organ	-	-							
	exempt status with respect to such arrangements?			16b						
Sec	tion C. Disclosure									
17	List the states with which a copy of this Form 990 is required to be filed OR									
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, are	nd 990	-T (section 501(c)(3)s	only)	availab	ole				
	for public inspection. Indicate how you made these available. Check all that apply.									
	X Own website Another's website X Upon request Other (explain		•							
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, co	nflict c	of interest policy, and	financ	cial					
	statements available to the public during the tax year.									
20	State the name, address, and telephone number of the person who possesses the organization's book BRANDIN HILBRANDT - (503) 930-8202	ks and	d records							
	284 E WATER STREET STAYTON OR 97383									

# Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

#### Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's current key employees, if any. See the instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See the instructions for the order in which to list the persons above.

(A)	(B)	o, ga		((	C)		June	(D)	(E)	(F)
Name and title	Average hours per week	Position (do not check more than one box, unless person is both an officer and a director/trustee)					n an	Reportable compensation from	Reportable compensation from related	Estimated amount of other
	(list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC/ 1099-NEC)	organizations (W-2/1099-MISC/ 1099-NEC)	compensation from the organization and related organizations
(1) BRANDIN HILBRANDT	40.00	-		,,				60.000	_	0 560
EXECUTIVE DIRECTOR	7 00			Х				69,289.	0.	9,569.
(2) BRENT STEVENSON VICE-PRESIDENT	7.00	Х		х				0.	0.	_
(3) REBECCA MCCOUN	1.00	Δ		^				0.	0.	0.
AT LARGE REP	1.00	Х		х				0.	0.	0.
(4) JAN IRENE MILLER	2.00	Δ						0.	0.	· ·
SECRETARY	2.00	х		х				0.	0.	0.
(5) SUZETTE BOUDREAUX	4.00	- 25						•	•	•
PRESIDENT		х		x				0.	0.	0.
(6) KATHY BRIDGES	1.00									
TREASURER		Х		х				0.	0.	0.
(7) JENNIFER MONOGOLO	1.00									
BOARD MEMBER		Х						0.	0.	0.
		-								

Part VII Section A. Officers, Directors, Trust	tees, Key Emp	oloy	ees,	and	Ηiς	ghes	t C	ompensated Employee	s (continued)			
(A)	(A) (B) (C) (D) (E)									(F)		
Name and title	Average	(do			ition	l than o	ne	Reportable	Reportable		Estimat	ed
	hours per	box	, unles	ss per	son is	s both	an	compensation	compensation	า	amount	
	week (list any			u a u	II CCIO	1711 031		from	from related		other	
	hours for	director				_		the organization	organizations (W-2/1099-MIS		compensa from th	
	related	9e or (	stee			Highest compensated employee		(W-2/1099-MISC/	1099-NEC)	l l		
	organizations	Individual trustee or	Institutional trustee		yee	шрег		1099-NEC)	,	and		
	below	idual	tution	er	key employee	est cc loyee	Jer	,		organ		ions
	line)	Indiv	Insti	Officer	Key 6	High emp	Former					
								50.000		_		
1b Subtotal								69,289.		0.	9,5	69.
c Total from continuation sheets to Part VII								0.		0.		$\frac{0}{60}$
d Total (add lines 1b and 1c)								69,289.		0.	9,5	69.
2 Total number of individuals (including but no	ot limited to th	ose	liste	d ab	ove	) who	o re	eceived more than \$100,	000 of reportable			0
compensation from the organization											Yes	No
2. Did the examination list any former officer	director truct	a		امصا	01101		hi~	boot componented compl	0,400 00		103	140
3 Did the organization list any <b>former</b> officer,	•		•		•	•	_		•		3	Х
line 1a? If "Yes," complete Schedule J for so								and an an antion from the		····	3	
4 For any individual listed on line 1a, is the su	•							•	•	-	4	Х
and related organizations greater than \$150  5 Did any person listed on line 1a receive or a											4	- 25
rendered to the organization? If "Yes." com	•				•			•	iuai ioi services		5	Х
Section B. Independent Contractors	<u>pietė Schedulė</u>	<del>)</del> J 10	or su	ich t	bers	OH .					<u> </u>	
Complete this table for your five highest cor	mnensated ind	lene	nder	nt cc	ntra	actor	s th	nat received more than \$	100 000 of comp	ensatio	n from	
the organization. Report compensation for t	•	•							, ,	orioutic	)	
(A)	ine calendar ye	oui C	- Iuii	<u>19 W</u>	1111 0	71 VVII	T	(B)	our.		(C)	
Name and business	address							Description of s	ervices	Co	mpensatio	n
R. FRANCO RESTORATION								LAND				
11083 W STAYTON RD. SE, A	UMSVILL	Ε,	0	R	97	325			ABITAT R		173,9	12.
								· ·				
							$\exists$					
2 Total number of independent contractors (ir	ncluding but no	ot lin	nited	to t	thos	e list	ed	above) who received mo	ore than			
\$100,000 of compensation from the organiz	•				1							

function revenue   business revenue   fr	(D)
## Total. Add lines 2a-2f    Tall	
## Total. Add lines 1a-1f    CREP REVOLVING FUND   Business Code   Government gram service revenue   Government gram service gram service revenue   Government gram service gram service revenue   Government gram service gram servic	evenue excluded from tax under
b Membership dues	ctions 512 - 514
b Membership dues	
Business Code  2 a CREP REVOLVING FUND  b c d e f All other program service revenue g Total. Add lines 2a-2f  3 Investment income (including dividends, interest, and other similar amounts)	
Business Code  2 a CREP REVOLVING FUND  b c d e f All other program service revenue g Total. Add lines 2a-2f  3 Investment income (including dividends, interest, and other similar amounts)	
Business Code  2 a CREP REVOLVING FUND  b c d e f All other program service revenue g Total. Add lines 2a-2f  3 Investment income (including dividends, interest, and other similar amounts)	
Business Code  2 a CREP REVOLVING FUND  b c d e f All other program service revenue g Total. Add lines 2a-2f  3 Investment income (including dividends, interest, and other similar amounts)	
Business Code  2 a CREP REVOLVING FUND  b c d e f All other program service revenue g Total. Add lines 2a-2f  3 Investment income (including dividends, interest, and other similar amounts)	
Business Code  2 a CREP REVOLVING FUND  b c d e f All other program service revenue g Total. Add lines 2a-2f  3 Investment income (including dividends, interest, and other similar amounts)	
Business Code  2 a CREP REVOLVING FUND  b c d e f All other program service revenue g Total. Add lines 2a-2f  3 Investment income (including dividends, interest, and other similar amounts)	
Business Code  2 a CREP REVOLVING FUND  b c d e f All other program service revenue g Total. Add lines 2a-2f  3 Investment income (including dividends, interest, and other similar amounts)	
2 a CREP REVOLVING FUND  900099 10,853. 10,853.  b c d e f All other program service revenue g Total. Add lines 2a-2f  10,853.  10,853.	
b c d d e f All other program service revenue g Total. Add lines 2a-2f 10,853.  3 Investment income (including dividends, interest, and other similar amounts)	
g Total. Add lines 2a-2f 10,853.  3 Investment income (including dividends, interest, and other similar amounts)	
g Total. Add lines 2a-2f 10,853.  3 Investment income (including dividends, interest, and other similar amounts)	
g Total. Add lines 2a-2f 10,853.  3 Investment income (including dividends, interest, and other similar amounts)	
g Total. Add lines 2a-2f 10,853.  3 Investment income (including dividends, interest, and other similar amounts)	
g Total. Add lines 2a-2f 10,853.  3 Investment income (including dividends, interest, and other similar amounts)	
3 Investment income (including dividends, interest, and other similar amounts)	
other similar amounts)	
4 Income from investment of tax-exempt bond proceeds	
5 Royalties	
(i) Real (ii) Personal	
6 a Gross rents 6a	
b Less: rental expenses 6b	
c Rental income or (loss) 6c	
d Net rental income or (loss)	
7 a Gross amount from sales of (i) Securities (ii) Other	
assets other than inventory 7a 7a	
<b>b</b> Less: cost or other basis	
and sales expenses 7b	
and sales expenses	
d Net gain or (loss)	
8 a Gross income from fundraising events (not	
including \$ of	
contributions reported on line 1c). See	
Part IV, line 18	
b Less: direct expenses 8b	
c Net income or (loss) from fundraising events	
9 a Gross income from gaming activities. See	
Part IV, line 199a	
b Less: direct expenses 9b	
c Net income or (loss) from gaming activities	
10 a Gross sales of inventory, less returns	
and allowances 10a	
b Less: cost of goods sold 10b	
c Net income or (loss) from sales of inventory	
Business Code	
9 11 a	
The state of the s	
d All other revenue	
e Total. Add lines 11a-11d	
12 Total revenue. See instructions 326, 208. 10, 853. 0.	

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) Check if Schedule O contains a response or note to any line in this Part IX **(D)** Fundraising expenses (C) Management and general expenses Do not include amounts reported on lines 6b. Program service expenses Total expenses 7b, 8b, 9b, and 10b of Part VIII. Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 Grants and other assistance to domestic individuals. See Part IV, line 22 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 ....... Benefits paid to or for members ..... Compensation of current officers, directors, 64,538. 78,858. 14,320. trustees, and key employees ..... Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 22,027. 18,027. 4,000. Other salaries and wages 7 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) Other employee benefits 9 8,393. 6,869. 1,524. 10 Payroll taxes Fees for services (nonemployees): Management Legal Accounting Lobbying Professional fundraising services. See Part IV, line 17 Investment management fees ..... Other. (If line 11g amount exceeds 10% of line 25, 23,432. 271,893. 248,461. column (A), amount, list line 11g expenses on Sch O.) 1,239. 1,239. Advertising and promotion 12 6,557. 523. 6,034. 13 Office expenses Information technology 14 Royalties 15 4,800. 4,800. 16 Occupancy 16. 16. 17 Travel 18 Payments of travel or entertainment expenses for any federal, state, or local public officials Conferences, conventions, and meetings ..... 19 20 Payments to affiliates \_\_\_\_\_ 21 Depreciation, depletion, and amortization ..... 22 2,301. 2,301. 23 Other expenses. Itemize expenses not covered 24 above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.) All other expenses 396,084. 339,657. 56,427. 0. Total functional expenses. Add lines 1 through 24e 25 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here if following SOP 98-2 (ASC 958-720)

#### Check if Schedule O contains a response or note to any line in this Part X (A) Beginning of year (B) End of year 199,420. 133,238. 1 Cash - non-interest-bearing Savings and temporary cash investments 2 3 Pledges and grants receivable, net 3 Accounts receivable, net 4 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons 5 Loans and other receivables from other disqualified persons (as defined 6 under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) 7 Notes and loans receivable, net Inventories for sale or use 8 Prepaid expenses and deferred charges 9 **10a** Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D \_\_\_\_\_ 10a b Less: accumulated depreciation 10b 10c 11 Investments - publicly traded securities 11 Investments - other securities. See Part IV, line 11 12 12 Investments - program-related. See Part IV, line 11 13 13 Intangible assets 14 14 15 15 Other assets. See Part IV, line 11 199,420. 133,238 Total assets. Add lines 1 through 15 (must equal line 33) 16 16 Accounts payable and accrued expenses 17 17 18 18 Grants payable 19 Deferred revenue 19 Tax-exempt bond liabilities 20 20 Escrow or custodial account liability. Complete Part IV of Schedule D 21 Loans and other payables to any current or former officer, director, 22 Liabilities trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons 22 Secured mortgages and notes payable to unrelated third parties 23 23 24 Unsecured notes and loans payable to unrelated third parties 24 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X 1,113. of Schedule D 1.113. 0. 26 Total liabilities. Add lines 17 through 25 Organizations that follow FASB ASC 958, check here Net Assets or Fund Balances and complete lines 27, 28, 32, and 33. 198,307. 133,238. 27 27 Net assets without donor restrictions Net assets with donor restrictions Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33. 29 Capital stock or trust principal, or current funds 29 Paid-in or capital surplus, or land, building, or equipment fund 30 30 31 Retained earnings, endowment, accumulated income, or other funds 31 198,307. 133,238. Total net assets or fund balances 32 32 133,238. 199,420. 33 Total liabilities and net assets/fund balances

Pai	rt XI Reconciliation of Net Assets							
	Check if Schedule O contains a response or note to any line in this Part XI							
1	Total revenue (must equal Part VIII, column (A), line 12)	1		26,2 96,0				
2								
3								
4								
5								
6	Donated services and use of facilities	6						
7	Investment expenses	7						
8	Prior period adjustments	8		4,8	07.			
9	Other changes in net assets or fund balances (explain on Schedule O)	9			0.			
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,							
	column (B))	10	1:	33,2	38.			
Pai	rt XII Financial Statements and Reporting							
	Check if Schedule O contains a response or note to any line in this Part XII							
				Yes	No			
1	Accounting method used to prepare the Form 990: X Cash Accrual Other							
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.							
2a	2a Were the organization's financial statements compiled or reviewed by an independent accountant?							
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a						
	separate basis, consolidated basis, or both:							
	Separate basis Consolidated basis Both consolidated and separate basis							
b	Were the organization's financial statements audited by an independent accountant?		2b		X			
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	basis,						
	consolidated basis, or both:							
	Separate basis Consolidated basis Both consolidated and separate basis							
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	audit,						
	review, or compilation of its financial statements and selection of an independent accountant?		20	:				
	If the organization changed either its oversight process or selection process during the tax year, explain on Scho	edule O.						
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the							
	Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		3a	ı	X			
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required	ed audit						
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		3b					
			For	ո <b>990</b>	(2023)			

332012 12-21-23

#### **SCHEDULE A**

(Form 990)

Total

Department of the Treasury Internal Revenue Service

### **Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

OMB No. 1545-0047

Name of the organization

Employer identification number

NORTH SANTIAM WATERSHED COUNCIL 36-4885684 Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions. The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.) 6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) 11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C. Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization. Enter the number of supported organizations Provide the following information about the supported organization(s). (iv) Is the organization listed (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other in your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) Yes above (see instructions))

Schedule A (Form 990) 2023 NORTH SANTIAM WATERSHED COUNCIL 36-4885

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization
fails to qualify under the tests listed below, please complete Part III.)

Sec	ction A. Public Support						
	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	214,427.	467,019.	485,329.	542,828.	315,355.	2024958.
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3	214,427.	467,019.	485,329.	542,828.	315,355.	2024958.
5	The portion of total contributions						
	by each person (other than a						
	governmental unit or publicly						
	supported organization) included						
	on line 1 that exceeds 2% of the						
	amount shown on line 11,						
	column (f)						
6	Public support. Subtract line 5 from line 4.						2024958.
Sec	ction B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7	Amounts from line 4	214,427.	467,019.	485,329.	542,828.	315,355.	2024958.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources						
9	Net income from unrelated business						
	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)						
11	<b>Total support.</b> Add lines 7 through 10						2024958.
12	Gross receipts from related activities,	etc. (see instruction	ns)			12	10,853.
13	First 5 years. If the Form 990 is for th	ne organization's fir	st, second, third, f	fourth, or fifth tax y	ear as a section 5	01(c)(3)	
	organization, check this box and stop	here					
Sec	ction C. Computation of Publi	c Support Per	centage				
14	Public support percentage for 2023 (I	ine 6, column (f), di	vided by line 11, c	olumn (f))		14	<u>100.00 %</u>
15	Public support percentage from 2022	Schedule A, Part I	I, line 14			15	32.60 %
16a	33 1/3% support test - 2023. If the o	organization did no	t check the box or	n line 13, and line 1	14 is 33 1/3% or m	ore, check this box	x and
	stop here. The organization qualifies	as a publicly suppo	orted organization				X
b	33 1/3% support test - 2022. If the o						
	and stop here. The organization qual	ifies as a publicly s	upported organiza	ation			
17a	10% -facts-and-circumstances test						
	and if the organization meets the fact	s-and-circumstance	es test, check this	box and stop her	re. Explain in Part	VI how the organiz	ation
	meets the facts-and-circumstances te	st. The organizatio	n qualifies as a pu	blicly supported or	rganization		
b	10% -facts-and-circumstances test	- <b>2022.</b> If the orga	anization did not c	heck a box on line	e 13, 16a, 16b, or 1	7a, and line 15 is	10% or
	more, and if the organization meets th	ne facts-and-circum	stances test, chec	ck this box and st	op here. Explain i	n Part VI how the	
	organization meets the facts-and-circu	umstances test. Th	e organization qua	alifies as a publicly	supported organiz	ation	
18	Private foundation. If the organization	n did not check a l	oox on line 13, 16a	a, 16b, 17a, or 17b	, check this box a	nd see instructions	s
_		·				Schedule A	(Form 990) 2023

#### Part III | Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Se	ction A. Public Support	elow, please comp	olete i ait ii.)				
Cale	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						,,
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organ- ization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
78	Amounts included on lines 1, 2, and 3 received from disqualified persons						
ŀ	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
•	Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
	Amounts from line 6			, ,	,		,,
	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
ŀ	Unrelated business taxable income (less section 511 taxes) from businesses						
	Add lines 10a and 10b						
	Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
	Total support. (Add lines 9, 10c, 11, and 12.)					1	
14	First 5 years. If the Form 990 is for the	ne organization's fi	irst, second, third,	fourth, or fifth tax	year as a section	501(c)(3) organization	on,
<u> </u>	check this box and stop here	- O					
	ction C. Computation of Publi					T T	
	Public support percentage for 2023 (I		•	column (f))		15	<u>%</u>
	Public support percentage from 2022 ction D. Computation of Inves					16	%
	•			: 10 (n)		147	
	Investment income percentage for 20					17	<u>%</u>
	Investment income percentage from	·		on line 14 and line		18	% 7 is not
198	a 33 1/3% support tests - 2023. If the						
ı	more than 33 1/3%, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization						
	line 18 is not more than 33 1/3%, che						
20	<b>Private foundation.</b> If the organization	in did not check a	nox on line 14 19	ia or 19h check th	nis hox and see in	structions	1 1

332023 12-21-23

. . .

#### Part IV | Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

#### Section A. All Supporting Organizations

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.
- **b** Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).
- b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI.
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).
- 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI.
- b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes." provide detail in Part VI.
- c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.
  - **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

	Yes	No
1		
2		
За		
3b		
3c		
4a		
4b		
4c		
5a		
5b		
5c		
6		
7		
8		
9a		
9b		
9c		
10a		
10b		

Pai	t IV   Supporting Organizations (continued)			
	1,000		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and			
	11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
	detail in Part VI.	11c		
Sec	tion B. Type I Supporting Organizations		'	
			Yes	No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or			
-	more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers,			
	directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s)			
	effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported			
	organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2	Did the organization operate for the benefit of any supported organization other than the supported			
_	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
	Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated,			
	supervised, or controlled the supporting organization.	2		
Sec	tion C. Type II Supporting Organizations			
			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors		100	110
•	or trustees of each of the organization's supported organization(s)? If "No," describe in <b>Part VI</b> how control			
	or management of the supporting organization was vested in the same persons that controlled or managed			
	the supported organization(s).	1		
Sec	tion D. All Type III Supporting Organizations		'	
			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the			
	organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
	organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported	-		
	organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described on line 2, above, did the organization's supported organizations have a			
	significant voice in the organization's investment policies and in directing the use of the organization's			
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	supported organizations played in this regard.	3		
Sec	tion E. Type III Functionally Integrated Supporting Organizations			
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)	)_		
а	The organization satisfied the Activities Test. Complete line 2 below.			
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
С	The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see in	struction	s).	
2	Activities Test. Answer lines 2a and 2b below.		Yes	No
а	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of			
	the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify			
	those supported organizations and explain how these activities directly furthered their exempt purposes,			
	how the organization was responsive to those supported organizations, and how the organization determined			
	that these activities constituted substantially all of its activities.	2a		
b	Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement,			
	one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in			
	Part VI the reasons for the organization's position that its supported organization(s) would have engaged in			
	these activities but for the organization's involvement.	2b		
3	Parent of Supported Organizations. Answer lines 3a and 3b below.			
а	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or			
	trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI.	3a		

3b Schedule A (Form 990) 2023

**b** Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? *If* "Yes." describe in **Part VI** the role played by the organization in this regard.

Schedule A (Form 990) 2023

Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see

instructions)

Schedule A (Form 990) 2023

# Schedule B

#### **Schedule of Contributors**

OMB No. 1545-0047

(Form 990)

Attach to Form 990, 990-EZ, or 990-PF. Department of the Treasury Internal Revenue Service Go to www.irs.gov/Form990 for the latest information.

Name of the organization

**Employer identification number** 

	NOR	TH SANTIAM WATERSHED COUNCIL	36-4885684		
Organization type (check one):					
Filers of: Section:					
Form 990 or 990-EZ		$\overline{X}$ 501(c)( $\overline{3}$ ) (enter number) organization			
	[	4947(a)(1) nonexempt charitable trust <b>not</b> treated as a private foundation			
	[	527 political organization			
Form 990-PF		501(c)(3) exempt private foundation			
	[	4947(a)(1) nonexempt charitable trust treated as a private foundation			
	[	501(c)(3) taxable private foundation			
		covered by the <b>General Rule</b> or a <b>Special Rule.</b> , (8), or (10) organization can check boxes for both the General Rule and a Special Rule	- See instructions		
General R		, (b), or (10) organization can oreek boxes for both the deneral rule and a opecial rule	s. dec instructions.		
General N	uie				
For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.					
Special Rules					
se	For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.				
co lit	For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.				
y∈ is pı	For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the <b>General Rule</b> applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year\$				
Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).					

For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (2023)

Schedule B (Form 990) (2023)

Name of organization Employer identification number

## NORTH SANTIAM WATERSHED COUNCIL

36-4885684

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		\$193,036.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$10,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3		\$36,222.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4		\$14,399.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5		\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Oncash Complete Part II for noncash contributions.)

Name of organization Employer identification number

## NORTH SANTIAM WATERSHED COUNCIL

36-4885684

	SANTIAM WATERSHED COUNCIL		-4885684
Part II	Noncash Property (see instructions). Use duplicate copies of Pa	art II if additional space is needed.	
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. rom Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. From Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. rom Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
_			
		\$	

Name of organization **Employer identification number** NORTH SANTIAM WATERSHED COUNCIL 36-4885684 Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) Use duplicate copies of Part III if additional space is needed. (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee

#### SCHEDULE O (Form 990)

Department of the Treasury

Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for the latest information.

2023
Open to Public Inspection

Name of the organization

NORTH SANTIAM WATERSHED COUNCIL

Employer identification number 36-4885684

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: AND LINN COUNTY IN 1998. ITS CREATION WAS TO COMPLY WITH REQUIREMENTS OF OREGON STATE LEGISLATION THAT ESTABLISHED THE OREGON WATERSHED ENHANCEMENT BOARD (OWEB) IN 1987. NSWC IS ONE OF 90 RECOGNIZED COUNCILS IN OREGON, ALL DEDICATED TO PROMOTE WATERSHED ENHANCEMENT ACTIVITIES ADDRESSING LOCAL PRIORITIES FOR WATER QUALITY, AND FISH AND WILDLIFE THE NSWC OVERSEES A DEFINED GEOGRAPHICAL WATERSHED REGION HABITAT. THAT DRAINS APPROXIMATELY 766 SQUARE MILES FROM MOUNT JEFFERSON TO THE WILLAMETTE RIVER. ALL WATERSHED COUNCILS, INCLUDING NSWC, ARE LOCALLY ORGANIZED, VOLUNTARY AND NON- REGULATORY, AND FUNCTION AS 501(C)(3)NON-PROFIT ORGANIZATIONS. THE MISSION STATEMENT FOR NSWC IS TO PROVIDE OPPORTUNITIES FOR STAKEHOLDERS TO COOPERATE IN PROMOTING AND SUSTAINING THE WATERSHED AND ITS COMMUNITIES. THE HEALTH OF OUR PROGRAMS INCLUDE LANDOWNER RESTORATION, COLLABORATIVE PLANNING & PARTNESHIP BUISHIP FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: IMPORTANCE OF CLEAN BOUNTIFUL WATER IN THE COMMUNITY. WE PROVIDE INFORMATION, EDUCATION, AND LEARNING OPPORTUNITIES TO UNDERSTAND CONCERNS IN THE WATERSHED. WE RESTORE HABITATS WHICH PROTECT AND CONSERVE WATER QUALITY AND QUANTITY. WE ARE COMMITTED TO BIODIVERSITY AND THE PROTECTION OF FISH AND WILDLIFE HABITATS AND THE SOURCES OF CLEAN DRINKING WATER. WE PROVIDE OPPORTUNITIES FOR ALL STAKEHOLDERS TO COOPERATE IN SUSTAINING WATERSHED HEALTH.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

WITH OTHER STAKEHOLDERS AND PARTNERS TO PROMOTE WILLAMETTE VALLEY-WIDE

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2023

<u>Schedule O (Form 990) 2023</u> Page **2** 

Name of the organization

NORTH SANTIAM WATERSHED COUNCIL

Employer identification number 36-4885684

CONSERVATION STRATEGY IN ALIGNMENT WITH FEDERAL AND STATE BIOLOGICAL

OPINIONS AND STRATEGIES.

FORM 990, PART VI, SECTION B, LINE 11B:

ORGANIZATION'S PROCESS TO REVIEW FORM 990 THE PRESIDENT OF THE BOARD, THE

CHAIR OF THE FINANCE COMMITTEE, THE EXECUTIVE DIRECTOR AND THE BOOKKEEPER

ALL WORKED COLLABORATIVELY ON COMPLETING THE 990 BEFORE FINAL SUBMISSION TO

STATE AND FEDERAL. THE 990 IS SHARED WITH THE BOARD OF DIRECTORS AND

APPROVED VIA EMAIL VOTE BEFORE SUBMISSION.

FORM 990, PART VI, SECTION B, LINE 12C:

ENFORCEMENT OF CONFLICTS POLICY ALL BOARD MEMBERS ARE REQUIRED TO ANNUALLY DISCLOSE ANY POTENTIAL CONFLICT OF INTEREST.

FORM 990, PART VI, SECTION B, LINE 15:

COMPENSATION PROCESS FOR OFFICERS SALARY REVIEW WAS COMPLETED WITH INDUSTRY

STANDARDS SUPPLIED TO THE BOARD OF DIRECTORS. A SALARY REVIEW WAS COMPLETED

BY CASCADE EMPLOYERS ASSOCIATION IN OCTOBER OF 2019. REPORT WAS SHARED WITH

THE BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION C, LINE 19:

GOVERNING DOCUMENTS DISCLOSURE EXPLANATION BY LAWS AND POLICIES ARE

AVAILABLE ON THE WEBSITE

FORM 990, PART IX, LINE 11G, OTHER FEES:

CONTRACT FEES:

PROGRAM SERVICE EXPENSES

248,461.

MANAGEMENT AND GENERAL EXPENSES

23,432.

332212 11-14-23

Schedule O (Form 990) 2023

Schedule O (Form 990) 2023 Page <b>2</b>					
Name of the organization NORTH SANTIAM WATERSHED COUNCIL	Employer identification number 36-4885684				
FUNDRAISING EXPENSES	0.				
TOTAL EXPENSES	271,893.				
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	271,893.				