



5-Year Plan (2012 to 2017) Pend Oreille Conservation District

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Organization of the Pend Oreille Conservation District

A political subdivision of the State of Washington – authorities, powers and structure contained in RCW 89.08.

Organized in January of 1949, the Pend Oreille Conservation District included all lands within the Pend Oreille County, except incorporated towns. With the exception of Lone, this still stands true.

Function of the Pend Oreille Conservation District

To make available technical, financial and educational resources, whatever their source, and focus or coordinate them so that they meet the needs of the local land manager with conservation of soil, water and related natural resources.

We Serve

- ✧ *All the public within the boundaries of Pend Oreille Conservation District who want to make a difference in conservation.*
- ✧ *Any private landowner within the District boundaries who are willing and able to address natural resource concerns.*
- ✧ *Individuals or groups in need of addressing resource concerns.*

Why

- ✧ *The air we breathe, the water we drink, the food we eat, the environment around us that we enjoy and gain benefits from are dependent on the health of our natural resources.*
- ✧ *To develop plans and implement practices that is in the best interest of the cooperator as well as the natural resource.*
- ✧ *To assist in reducing regulatory actions through voluntary solutions.*
- ✧ *To preserve our natural resources for future generations.*

Mission of the Pend Oreille Conservation District

- ✧ *The Pend Oreille Conservation District is dedicated to protecting, enhancing, conserving and restoring natural resources by assisting land occupiers/managers with conservation practices.*

Vision of the Pend Oreille Conservation District

- ✧ *To improve the quality of our natural resources by providing effective educational, technical and financial assistance to land users.*

Values of the Pend Oreille Conservation District

We believe in:

- ✧ *The Conservation of Natural Resources*
- ✧ *The Promotion of wise stewardship.*
- ✧ *Treating people with respect and in an equitable manner.*
- ✧ *Assisting landowners in being proactive in conservation efforts.*
- ✧ *Being respectful of private land rights.*
- ✧ *Trust being earned through integrity and honesty.*
- ✧ *Being consistent with what we say we will do and what we do.*
- ✧ *Maintaining and enhancing effective relationships with other natural resource agencies.*
- ✧ *Education is the key element to change.*
- ✧ *Fiscal responsibility.*

Natural Resource Priorities, Measures of Success and Goals:

Water Quality:

Goals:

- ❖ *To assist interested landowners in identifying and controlling non-point sources of pollution to all water bodies in Pend Oreille County*
- ❖ *To assist waterfront landowners in preventing invasive aquatic species from entering the waters of Pend Oreille County and to assist in the control of the invasive aquatic species that are currently present in the waters of Pend Oreille County.*
- ❖ *To address the TMDL's in the Little Spokane River and its tributaries.*

Measures of Success:

- ❖ *Secure funding, provide technical assistance and implement BMP's for any and every landowner in Pend Oreille County that is willing and interested.*
- ❖ *By March 2017 have a demonstrated increase in the number of landowners that have implemented BMP's that directly impact point source pollution and improve water quality.*

Aquatic Lands:

Goals:

- ❖ *Build a proactive working relationship with county weed board to address aquatic invasive species threats and concerns.*
- ❖ *Create an awareness of the threat of quagga and zebra mussels and the damage they will do if introduced into the waters of Pend Oreille County.*
- ❖ *To assist interested landowners in identifying and installing bank stabilization projects throughout the waters of Pend Oreille County.*

Measure of Success:

- ❖ *Acquisition of grant monies for education of aquatic invasive species and installation of educational kiosks at area lakes.*
- ❖ *Acquisition of grant monies to install bank stabilization and riparian planting projects.*
- ❖ *By March 2017 have a demonstrated increase in the number of landowners that have implemented riparian restoration plans.*

Range and Land Management

Goals:

- ❖ *Pursue funding for and develop a small acreage program offering education, technical and financial assistance that specifically includes small livestock operations and targets landowners who may not be eligible for other programs (i.e. NRCS's EQIP).*
- ❖ *Investigate the need for equipment to rent to small acreage farmers to assist them in implementing soil conservation measures that sustain and improve soil.*
- ❖ *Collaborate with state, county and local agencies to create a Land Owner Handbook of information and resources for land management targeting new or uninformed landowners in Pend Oreille County.*

Measures of Success:

- ❖ *By March 2017 have a demonstrated increase in the number of acres placed into easements and/or preservation or working lands programs.*
- ❖ *Have a completed Land Owner Handbook with up to date information for distribution.*
- ❖ *Have a demonstrated increase in the number of small acreage farmers that have implemented no till, rotational grazing and improved soil quality (organic matter, infiltration, biological activity, nutrient balance, ph)*

Forest Health:

Goals:

- ❖ *Work with private forest landowners to manage their lands to be more fire resistant and work towards a healthier ecological condition.*
- ❖ *Provide local genetics for seedling planting and reforestation.*

- ✧ Partner with WSU and other agencies to sponsor and promote small forest landowner workshops and youth education.
- ✧ Continue to provide seedlings for reforestation and wildlife conservation plantings through the Tree Sales Program.

Measures of Success:

- ✧ By March 2017 have a demonstrated increase in the number forest landowners that have implemented fuels reduction projects and conservation plans.

Habitat Conservation

Goals:

- ✧ Continue to pursue funding for and implement barrier replacement, riparian plantings and wildlife habitat enhancement projects.

Measures of Success:

- ✧ By March 2017 have a demonstrated increase in the number of funded habitat improvement, barrier replacements and restoration projects.

Critical Geographic Areas:

- ✧ The entire District within Pend Oreille County (private lands within district boundaries)

Information – Education Priorities, Measures of Success, and Goals:

Goals:

Youth Programs:

- ✧ Reestablish the Youth Education programs.
- ✧ Provide information and education to every school in the county about the benefits and opportunities of natural resource programs
- ✧ Investigate Forestry Contest and other youth opportunities
- ✧ Establish a Cooperative Agreement with Washington State University to set up a joint conservation education program to effectively reach 2,500 Pend Oreille citizens

General Education:

- ✧ Continue to promote and participate in educational opportunities about natural resources throughout the County for all ages by providing displays at local fairs and participating in all available and appropriate venues
- ✧ To make the citizens of the county more aware of the District and supervisor elections through:
 - Newsletters
 - Press releases
- ✧ Plan and organize an Annual Meeting
- ✧ Website—maintain and update website
- ✧ Monthly Board Meetings—public invited
- ✧ Landowner Tours

Measure of Success:

- ✧ By 2017, have reached 80% of the citizens in Pend Oreille CD with an education event of some kind (including but not limited to newsletters, news article, website, meetings and local events.)

District Operations Priorities Measures of Success, and Goals:

- ✧ Establish an action plan on potential funding sources; time period for application and how funding should be utilized.

- ✧ *Establish effective and efficient policies and procedures for accounting, grant vouchering, personnel management, Supervisor elections & appointments, training & development, annual planning and reporting.*
- ✧ *Hire qualified, knowledgeable staff that recognizes their role as public servants.*
- ✧ *Increase staff and grant funding.*
- ✧ *Develop an effective outreach program.*
- ✧ *Provide training opportunities for District employees, with cross-training where possible, to ensure efficient operation of the District*
- ✧ *Solicit replacement Supervisor for vacant position and at least three associate supervisors.*
- ✧ *Timely and efficient use of grant funds.*
- ✧ *By November 2013, have an active outreach program leading to rekindled relationships with partner organizations, agencies, land managers and others.*
- ✧ *Establish a working relationship with County Commissioners; facilities to match the staffing level and operations*

Measures of Success:

- ✧ *POCD will be in compliance by 2012 with policies, procedures and legal requirements and maintain a status of District in Good Standing throughout 2017.*
- ✧ *Have all of the staff, funding, training and equipment to implement the Long Range Plan.*
- ✧ *Have all supervisors and associate supervisors actively participating in Board meetings and District activities.*

Trends Impacting Conservation in the Pend Oreille Conservation District

- ✧ *Increased population moving into rural areas without a lot of planning*
- ✧ *Declining profitability of traditional natural resource industries*
- ✧ *Citizens resistant to tax increases*
- ✧ *Funding shortages*
- ✧ *Increase in hobby farms – more livestock on small acreage*
- ✧ *Increase in shoreline development*
- ✧ *Becoming a “destination” for recreation and tourism*
- ✧ *Losing the outreach battle*
- ✧ *County is changing from timber/agriculture based economy to a recreation based economy*
- ✧ *People buying forest land for the recreational and wildlife aspects*

Strategies, Services & Products to Address Trends

- ✧ *Explore and pursue all funding opportunities.*
- ✧ *Focus more effort on small landowners in technical assistance and education activities to address changing demographics and small hobby farms.*
- ✧ *Increase the use of information technology for information dissemination and collection.*
- ✧ *Focus more effort on lake and river shore landowners to inform and encourage land management activities that minimize water quality effects*
- ✧ *Partner with State, County and Local agencies to create a Landowner Handbook of information and resources for land management.*

Natural Resource Data:

- ✧ *The Pend Oreille Conservation District encompasses all of Pend Oreille County except incorporated towns. There are two major watersheds within the district, The Little Spokane River Watershed in the south drains into Spokane County and eventually the Spokane River. The Pend Oreille River watershed is the largest. Pend Oreille County contains approximately 896,000 acres of land or 1,400 square mile. Roughly 65% is publicly owned and approximately 35% is held in private ownership.*

Staffing Needs

- ◇ *Current staff of 1*
- ◇ *District Administrator*

- ◇ *By March 2013*
- ◇ *District Administrator*
- ◇ *Administrative Assistant/Bookkeeper*
- ◇ *Resource/Educational Coordinator*

- ◇ *By March 2017*
- ◇ *District Administrator*
- ◇ *Administrative Assistant/Bookkeeper*
- ◇ *Resource Coordinator/Grant Writer*
- ◇ *Educational/Outreach Coordinator*
- ◇ *Resource Technician*

Annual Budget Needs

Estimated Annual Expenses

Salaries and Benefits	\$65,000.00
Supplies	\$6,250.00
Fuel	\$1,200.00
Contracted Services	\$1,500.00
Building & Utilities	\$5,620.00
Leasehold Taxes	\$1,094.00
Advertising	\$2,000.00
Building Repairs	\$3,000.00
Insurance	\$8,000.00
Dues	\$3,000.00
Cost Share Payments	\$30,000.00

Total Estimated Expenses \$126,664.00

Key Decision Makers

- ◇ *POCD Board of Supervisors*
 - ◇ *Local Stakeholders (including, but not limited to local watershed committees, lake associations and lake improvement organizations)*
 - ◇ *County Commissioners*
 - ◇ *Senator Bob Morton and Representatives*
 - ◇ *WSCC*
 - ◇ *WACD*
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Washington Conservation Districts assisting land



Managers with their conservation choices