



5-Year Plan (2013 to 2018) Snohomish Conservation District

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*Picture of Natural
Resource Project*

Organization of the Snohomish Conservation District (District)

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

- The District was established in 1941 and is one of forty-seven conservation districts in the State of Washington.
- The District is governed by the Board of Supervisors (Board). These five local members of the community volunteer to serve on the Board and serve without pay. Three members are elected by local citizens within the boundaries of the District, and two members are appointed by the Washington State Conservation Commission.
- The Board receives comments and input from the public during public meetings, and seeks additional input and advice from the Snohomish Conservation District Citizen Advisory Committee, partners, and agencies.
- The District prepares an annual work plan that identifies the activities and budget of the District.
- The policies, programs, and activities identified by the Board are implemented by the staff at the District.

Function of the Snohomish 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.

Who we serve

- The District serves the residents of Snohomish County and Camano Island, and supports the efforts of partners. The District provides a full suite of services (e.g., technical, financial and educational assistance, engineering, water quality testing, and habitat restoration) to serve residents and to support partners in the management of natural resources.

Mission of the Snohomish Conservation District

- *Snohomish Conservation District's mission is to work cooperatively with others to promote and encourage conservation and responsible use of soil, water and related resources through education, technical and financial assistance. The conservation district is a non-regulatory agency that engages the community in the delivery and implementation of natural resource management*

Vision of the Snohomish Conservation District

- That the residents of Snohomish County understand how they impact natural resources; and that they take actions to protect, enhance, and responsibly use them.
- To find and promote the balance between protection of the natural environment and utilization of natural resources.

Values of the Snohomish Conservation District

- To use public funds in a prudent and efficient manner
- To inspire and implement meaningful improvements in natural resource management
- To implement Best Management Practices (BMP) that have a positive impact on natural resources
- To be accountable and available to the community to serve their natural resource management needs
- To be an effective leader in natural resource education and natural resource management
- To provide excellent service and leadership to individuals, the community, partners, and agencies
- To passionately serve and connect with the community
- To work together with individuals, the community, partners, and agencies to effectively manage our natural resources

We believe in ...

- Stewardship, service, friendliness, compassion, understanding, creativity
- Respect, communication, advocacy, innovation

Natural Resource Priorities, Measures of Success and Goals:

Overall Priorities of the Snohomish Conservation District are:

- To support an agricultural industry that is profitable and viable, and is a good steward of the natural resources that it controls.
- To recognize comprehensive natural resource management plans as important tools to address the complex resource management issues faced throughout the District.
- To assist landowners and land managers (regardless of parcel size) in the consistent implementation of management practices that address:
 - Water quality and quantity resource concerns
 - Soil health resource concerns (e.g., compaction and infiltration)
 - Maintenance and restoration of natural habitats
- To educate the public in the importance of a local and domestic food supply that is safe, and the importance of maintaining health and productive natural resources.
- To partner with a diverse set of landowners/managers, tribes, groups, and agencies that value the complexity of our heritage and natural resources, and that strive to work together to address common goals and desired outcomes.

Strategic Priority –	Measures of Success	Goal
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Water Quality & Quantity		
<i>Water Quality & Quantity: Inventories and data collection to inform resource management actions and target areas</i>	<i>By end of 2nd Quarter 2013, complete necessary inventories to prioritize watersheds or areas of concern</i>	<ul style="list-style-type: none"> ▪ <i>Prioritize outreach and technical assistance based on SCD inventories, and existing water quality data.</i>
<i>Water Quality & Quantity (District Operations):</i>	<i>By the end of 2nd Quarter 2013, identify professional skills and capacity needed to match District priorities</i>	<ul style="list-style-type: none"> ▪ <i>Provide continuing education, training, and certifications for staff to ensure the District is qualified to address the resource concerns at hand.</i> ▪ <i>Have up to date & reliable WQ testing equipment to maximize time and quality of data</i>
<i>Water Quality: Farm resource management (Mud, Manure, weed, and Pasture management, uncontrolled access to sensitive areas)</i>	<ul style="list-style-type: none"> ▪ <i>By end of 2nd quarter 2013, develop a sustainable system to follow-up with all SCD cooperators and track BMP implementation</i> ▪ <i>By 2017, 15,000 of the 25,000 acres of pasture land in Snohomish County will have a fully implemented pasture management plan, and the District facilitates at least one working pasture group</i> ▪ <i>Develop and implement 25 Farm plans per year (125 total over 5 year plan)</i> ▪ <i>Assist landowners in implementation of 3 BMPs per cooperator</i> 	<ul style="list-style-type: none"> ▪ <i>Effectively and efficiently work with landowners to implement best management practices that address identified resource concerns and their management goals</i> ▪ <i>Annually evaluate SCD cost-share program for effectiveness and potential changes in implementation for future years</i> ▪ <i>Landowners understand the value of proper pasture management and pasture land is healthy and productive</i>
<i>Water Quality: Urban resource management including urban storm water, road surface erosion and runoff</i>	<ul style="list-style-type: none"> ▪ <i>By January 2014, partner with Snohomish County Lakes Program to implement an outreach program to lakeside landowners</i> ▪ <i>Install at least 5 BMPs per year to unpaved roads to reduce impacts to adjacent water bodies</i> ▪ <i>Implement 2 LID demonstration sites each year</i> 	<ul style="list-style-type: none"> ▪ <i>Effectively and efficiently work with landowners to implement best management practices that address identified resource concerns and their management goals</i> ▪ <i>Annually evaluate SCD cost-share program for effectiveness and potential changes in implementation for future years</i> ▪ <i>Promote water conservation</i>

		<i>or other management strategies (in the home, in the garden, on the farm, businesses, etc.) through a lecture series.</i>
<i>Water Quality: Hydrologic function</i>		<ul style="list-style-type: none"> ▪ <i>All district work should improve/restore hydrologic function to the maximum extent practicable.</i>
<i>Water Quality: Sedimentation, nutrients and erosion - fecal contamination and other nonpoint pollution</i>	<ul style="list-style-type: none"> ▪ <i>By 2017, 50 percent of the producers within the District implement cover cropping and appropriate practices to reduce erosion with annual crops</i> ▪ <i>By 2017, 20 percent of the producers within the District use reduced tillage practices</i> 	<ul style="list-style-type: none"> ▪ <i>Producers understand the value and benefits of cropping and tillage practices that benefit both production and protect natural resources</i> ▪ <i>Farm productivity and profitability are increased, and the protection of natural resources is enhanced</i>
<i>Water Quality: Uncontrolled access to sensitive areas</i>	<ul style="list-style-type: none"> ▪ <i>By 2nd quarter of 2015, implement education program on human impacts to native growth protection areas</i> 	<ul style="list-style-type: none"> ▪ <i>Native growth protection areas are protected and enhanced</i>
<i>Water Quality: Forest lands/resources</i>	<ul style="list-style-type: none"> ▪ <i>Promote and implement at least 3 Environmental Quality Incentive Program (EQIP) or other cost share projects on forest lands each year</i> 	<ul style="list-style-type: none"> ▪ <i>Support efforts by commercial timber landowners to meet state standards</i> ▪ <i>Partner with other organizations to educate forest landowners on proper management of their resource</i> ▪ <i>Promote incentives and programs from which landowners can benefit</i>
<i>Water Quality: Land use capabilities and limitations – (including: Preservation of Open spaces – Farmland Protection)</i>	<ul style="list-style-type: none"> ▪ <i>Conduct 1 realtors workshop each year</i> ▪ <i>Conduct 1 workshop for prospective real estate buyers each year</i> ▪ <i>Snohomish County’s farmland preservation goals are met</i> 	<ul style="list-style-type: none"> ▪ <i>Realtors and buyers understand the importance of proper land management to protect and enhance natural resources</i> ▪ <i>Work with the Office of Farmland Preservation, Snohomish County, and land trust organizations to protect and preserve working lands</i>
<i>Water Quality: General</i>	<ul style="list-style-type: none"> ▪ <i>By 3rd quarter 2014, find funding/partners for recycling and re-use educational events</i> ▪ <i>By 2017, host at least 3 educational events for recycling and re-use</i> 	<ul style="list-style-type: none"> ▪ <i>Landowners actively pursue recycling and re-use options to protect water quality and to reduce the impact on the overall environment</i>

Overall Outreach	<ul style="list-style-type: none"> ▪ <i>Annually inventory all outreach materials and evaluate their effectiveness</i> ▪ <i>Annually, by the November District board meeting, develop an outreach plan for all priority resource areas based on the on-going activities and targets in each resource area</i> 	<ul style="list-style-type: none"> ▪ <i>The District's programs and materials are effective; the District is reaching the target audiences; the District is achieving the desired outcomes; and the District is fulfilling the needs of the community</i>
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Strategic Priority - Soils	Measures of Success	Goal
<i>Farm resource management (Mud, manure, weeds and pasture management)</i>	<ul style="list-style-type: none"> ▪ <i>By mid-2013, organize and inventory existing videos(internal and external)</i> ▪ <i>By 2014, develop a sustainable process for evaluating and developing content for the website and publications</i> ▪ <i>By 2017, develop new videos</i> 	<ul style="list-style-type: none"> ▪ <i>Improve farm resource management BMP handouts and information accessibility</i>
	<ul style="list-style-type: none"> ▪ <i>By March 2013, compile historic acres impacted and compare to new annual data</i> ▪ <i>Increase number of acres impacted by 5% annually</i> 	<ul style="list-style-type: none"> ▪ <i>Increase number of acres actively and properly managed</i>
	<ul style="list-style-type: none"> ▪ <i>By the end of 2013, assess the equipment management program</i> ▪ <i>By the end of 2015, provide cooperators access to more management equipment (e.g. manure spreaders, compost spreaders, etc)</i> ▪ <i>Increase cost share dollars spent on manure management by 5% annually</i> ▪ <i>Increase the number of manure management BMPs installed by 10 per year</i> ▪ <i>Reduction in number of high priority farms with improper waste storage by 10 per year</i> 	<ul style="list-style-type: none"> ▪ <i>Increase number of cooperators using proper manure management techniques</i>

	<ul style="list-style-type: none"> ▪ <i>On an ongoing basis, monitor and document increases in forage management</i> ▪ <i>Increase number of soil tests performed each year by 5%</i> ▪ <i>Increase number of cooperators using proper waste utilization methods each year by 5%</i> ▪ <i>Follow up with 50 percent of the cooperators from the previous year's soil tests to ensure natural resource management recommendations are being implemented</i> 	<ul style="list-style-type: none"> ▪ <i>Increase active nutrient management by farmers.</i>
<i>Uncontrolled access to sensitive areas</i>	<ul style="list-style-type: none"> ▪ <i>By 2017, develop a pasture group and lecture series that educates and increases awareness about proper management of sensitive areas</i> ▪ <i>Follow up with 50 cooperators each year</i> 	<ul style="list-style-type: none"> ▪ <i>Increase education and awareness of access problems</i>
	<ul style="list-style-type: none"> ▪ <i>By July 2013, establish merit farm certification program criteria</i> ▪ <i>By 2014, work with livestock rescue organizations to develop educational packets for new livestock owners</i> ▪ <i>Increase implementation of BMPs by 5% annually</i> 	<ul style="list-style-type: none"> ▪ <i>Increase implementation of sacrifice areas and other BMPs (e.g., exclusion fencing and off channel watering)</i> ▪ <i>Decrease winter land use</i>
	<ul style="list-style-type: none"> ▪ <i>By April 2013, establish regular meeting schedule with local and state referring agencies</i> ▪ <i>By 2014, develop formal process for handling referrals</i> 	<ul style="list-style-type: none"> ▪ <i>Improve referral collaboration between agencies</i>
	<ul style="list-style-type: none"> ▪ <i>By 2014, create "lead by example" program</i> ▪ <i>By 2017, all non-profit and public agencies will meet merit farm requirements on their qualified land</i> ▪ <i>Annually develop potential project list and implementation schedule with Parks and Recreation</i> 	<ul style="list-style-type: none"> ▪ <i>Work with land owning public agencies (e.g. DNR, WDFW, County Parks, etc) and non-profit organizations to increase compliance on their property</i>

	<ul style="list-style-type: none"> ▪ <i>By December 2013, raise awareness of permit simplification at state level, encourage petition for simplified permits</i> ▪ <i>July 2014, achieve simplified permit</i> 	<ul style="list-style-type: none"> ▪ <i>Simplify permits for BMPs to help establish controlled access to sensitive areas</i>
<i>Land use capabilities and limitations (including: preservation of open spaces - farmland protection)</i>	<ul style="list-style-type: none"> ▪ <i>By December 2013, establish implementation plan with partner entities that address: <ul style="list-style-type: none"> ○ <i>Succession Planning</i> ○ <i>Estate Planning and Business Planning</i> ○ <i>Farmland Preservation (land trusts)</i> </i> ▪ <i>By 2014, identify and establish collaborative outreach and engagement relationships with 8 livestock organizations</i> 	<ul style="list-style-type: none"> ▪ <i>Improve education and outreach</i>
	<ul style="list-style-type: none"> ▪ <i>By June 2014, seek grant funding to aid in innovative land uses that keep working lands working</i> ▪ <i>On an ongoing basis, work with WSU to support and enhance their programs</i> 	<ul style="list-style-type: none"> ▪ <i>Develop new research and innovation</i>
	<ul style="list-style-type: none"> ▪ <i>By July 2013, define program goals and objectives</i> ▪ <i>Starting August 2013, implement program</i> 	<ul style="list-style-type: none"> ▪ <i>Develop Sustainable Ag Program</i>
<i>Forest lands/resources</i>	<ul style="list-style-type: none"> ▪ <i>By 2015, develop program to encourage forest edibles farming (i.e. mushrooms, berries) By 2016, work with WSU and DNR on feasibility study</i> ▪ <i>By 2017, establish grower coop or other mechanism</i> ▪ <i>Work with Tribes and others to explore composting/use of compost within forests</i> 	<ul style="list-style-type: none"> ▪ <i>Develop small acreage forester market opportunities</i>

Strategic Priority - Energy	Measures of Success	Goals
<u>Energy use, conservation, generation and</u>		<u>Reduce energy consumption by</u>

<u>efficiency (SCD fleet and building)</u>		<u>SCD 20% by the end of 2017</u>
Identify current energy consumption rates for vehicles and building	July of 2013 and annually after	<ul style="list-style-type: none"> ▪ Evaluate, analyze and report annually fleet and building energy costs. ▪ Employee incentives, energy, wellness. ▪ Work with landowners to identify current energy use
Identify District fleet needs	Semi-annually	<ul style="list-style-type: none"> ▪ Evaluate and analyze fleet needs based on passenger and cargo carrying requirements.
Based on analysis for fleet needs, begin procurement process to replace aging vehicles with vehicles to meet energy reduction and District budget goals	By 2017	<ul style="list-style-type: none"> ▪ As vehicles reach the end of service life, replace with energy efficient models to meet SCD fleet needs and District budget goals
Replace aging inefficient appliances and IT equipment	By 2017	<ul style="list-style-type: none"> ▪ Replace appliances/IT equipment that is Energy Star rated.
Identify building needs for the District.	Next lease cycle	<ul style="list-style-type: none"> ▪ Assess location, travel needs and building energy efficiency for District operations
<u>Energy use, conservation, generation and efficiency (Cooperators and Cost share)</u>		
All Dairies in Snohomish County have complete energy audits	By 2017	<ul style="list-style-type: none"> ▪ Outreach to dairies and facilitate audits through NRCS programs.
SCD conservation practices will incorporate renewable energy sources when appropriate and cost-effective	Ongoing	<ul style="list-style-type: none"> ▪ Utilize green technology, such as: photovoltaic panels, photovoltaic sensors/sun trackers, wind power, hydroelectric, etc. ▪ Continue to support digesters and bio-fuels
Programs – Education/Information/Technical Assistance	Ongoing	<ul style="list-style-type: none"> ▪ Develop educational materials, information and technical assistance programs that support landowner needs
Investigate the possibility of providing a clearing house for residential energy conservation and generation technologies and contacts	Annual updates to long range plan	<ul style="list-style-type: none"> ▪ Develop options for District action and update the long range plan once those options are identified.

Strategic Priority – Habitat	<i>Measures of Success</i>	Goal
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<p><i>Environmental awareness and stewardship</i></p>	<ul style="list-style-type: none"> ▪ <i>By 2013, develop evaluation tools for workshop effectiveness and behavior change (BMP implementation)</i> ▪ <i>By 2017, build a program to host 4 workshops/year attended by 150 landowners/year</i> ▪ <i>Acquire consistent or stable funding for workshop series</i> 	<ul style="list-style-type: none"> ▪ <i>Develop a workshop series on environmental stewardship</i>
	<ul style="list-style-type: none"> ▪ <i>By 2013, partner with Trout Unlimited to develop a riverside landowner brochure</i> ▪ <i>By 2013, develop a landowner packet</i> ▪ <i>On an ongoing basis, develop program materials using Better Ground brand and regularly update website</i> 	<ul style="list-style-type: none"> ▪ <i>Develop and collect high impact outreach materials</i>
	<ul style="list-style-type: none"> ▪ <i>By 2013, re-design plant sale material</i> ▪ <i>Develop and distribute outreach material that encourages use of native plants around pre-order and general sale time</i> ▪ <i>By 2013, develop a project portfolio highlighting the work done by people who completed native plantings and update on an ongoing basis</i> 	<ul style="list-style-type: none"> ▪ <i>Promote plant sale</i>
	<ul style="list-style-type: none"> ▪ <i>On an ongoing basis, market habitat program, projects and goals through press releases, fair participation, and articles to local/regional papers or magazines</i> ▪ <i>On an ongoing basis, build landowner relationships in high priority basins by implementing targeted basin approach</i> ▪ <i>Annually, host 1 project tour per target basin</i> 	<ul style="list-style-type: none"> ▪ <i>Increase awareness of and trust in habitat program</i>
	<ul style="list-style-type: none"> ▪ <i>By 2014, provide 160 technical assistance site visits per year</i> ▪ <i>By 2014, expand technical assistance to partners</i> 	<ul style="list-style-type: none"> ▪ <i>Increase technical assistance provided to landowners and partners</i>
<p><i>Habitat restoration and protection</i></p>	<ul style="list-style-type: none"> ▪ <i>By 2017, install 125 acres of riparian and wetland plantings:</i> <ul style="list-style-type: none"> ○ <i>Develop long-term plan targeting priority basins by 2013</i> ○ <i>Expand Conservation Reserve Enhancement Program and Creating</i> 	<ul style="list-style-type: none"> ▪ <i>Increase number and impact of priority habitat projects</i>

	<p><i>Urban Riparian Buffers programs</i></p> <ul style="list-style-type: none"> ○ <i>Work with partners to develop a native plant nursery cooperative by 2017</i> ○ <i>Secure full-time crew by 2017</i> ▪ <i>By 2017, complete 6 in-stream projects</i> ▪ <i>By 2017, Develop “Free Trees” program to plant trees throughout Snohomish County and Camano Island</i> ▪ <i>By 12/2017, promote urban wildlife habitat by facilitating at least 3 habitat stewards training</i> ▪ <i>By 2017, promote on-farm habitat enhancement projects including:</i> <ul style="list-style-type: none"> ○ <i>Install 3 to 5 miles of hedgerows</i> ○ <i>Incorporate pollinator conservation and wildlife friendly practices</i> ▪ <i>By 2017, work with Sustainable Lands Strategy effort to implement project packages</i> 	
	<ul style="list-style-type: none"> ▪ <i>By 2015, work with partners to identify the District’s role in protection efforts (including environmental markets, specifically with American Farmland Trust)</i> ▪ <i>By 2015, work with Snohomish County and partners to support a forest protection incentive program</i> 	<ul style="list-style-type: none"> ▪ <i>Increase the District’s involvement in protection efforts</i>
<i>Partnership and capacity-building</i>	<ul style="list-style-type: none"> ▪ <i>Strengthen or develop partnerships in the following areas:</i> <ul style="list-style-type: none"> ○ <i>Nursery cooperative</i> ○ <i>Crew sharing</i> ○ <i>Project implementation</i> ○ <i>Grants and funding</i> ○ <i>Meeting strategic plan needs</i> ○ <i>Volunteers</i> ▪ <i>Participate in salmon recovery meetings and other habitat-related groups & forums</i> ▪ <i>Ensure District projects and initiatives are listed on local work plans</i> ▪ <i>Present to agricultural and professional groups and societies</i> 	<ul style="list-style-type: none"> ▪ <i>Increase program capacity by building strong partnerships</i>
	<ul style="list-style-type: none"> ▪ <i>By 2014, develop a proactive and diverse long-term funding strategy</i> ▪ <i>By 2017, secure funding for crew, equipment,</i> 	<ul style="list-style-type: none"> ▪ <i>Increase program capacity</i>

	<p><i>and facilities</i></p> <ul style="list-style-type: none"> ▪ <i>By 2017, hire an AmeriCorps intern</i> ▪ <i>By 2017, purchase additional field vehicle</i> ▪ <i>By 2017, secure a steady source of plants</i> 	
	<ul style="list-style-type: none"> ▪ <i>By 2013, implement online ordering system plant sale</i> ▪ <i>By 2013, adopt credit card purchasing during sale day</i> ▪ <i>By 2014, implement a targeted advertising campaign</i> 	<ul style="list-style-type: none"> ▪ <i>Grow plant sale to be a revenue source for habitat program</i>

Critical Geographic Areas:

- Snohomish Basin
- Stillaguamish Basin
- South County and Puget Sound Drainages
- Camano Island
- Port Susan and South Skagit Bay Drainages
- Sole source aquifers
- Lakes
- Small farm areas
- Urban/suburban areas
- Large forested areas

Information – Education Outreach - Engagement:

Priority 1: Source of Information/Clearinghouse for Natural Resource Issues

Goal – Become a primary source for information on Natural Resources issues and topics.

Action Items

- By 2013, expand the District and Better Ground websites with regularly updated materials including ten fact sheets, three videos, one blog and five new targeted topics annually
- By 2013, expand outreach program through the use of radio, print media, social media, networking and other creative means. Two radio interviews, five media articles, and weekly media announcements will be produced
- By 2013, monitor use of District programs and media to develop more targeted outreach. Produce a quarterly snapshot and annual report of accomplishments
- By 2013, offer a blog of relevant, fresh new materials
- By 2013, have consistent presence on Facebook, Twitter, Flickr, and Pinterest
- By 2014, coordinate and partner with other entities and businesses to leverage available resources to provide programs targeting: water quality, sustainable farming, shellfish, agriculture best management practices, fish and wildlife, permaculture, food production, and natural resource issues

- By 2016, develop an outreach program targeting homeowners associations, land use groups, and underserved urban communities. Distribute to ten to twenty neighborhoods

Measures of Success – District website, social and print media materials will expand in usage by 25% per year. The District will produce new outreach materials annually including one Homeowner’s Association (HOA) packet, ten fact sheets, three videos, and one blog and twitter

Priority 2: Youth and Adult Education Programs

Goal – Provide environmental education to youth and adults consistently and effectively.

Action Items

- By 2013 offer local groups and partners opportunities for volunteer groups of students to assist with habitat restoration
- By 2014, offer expanded adult education programs (3-5 per year) by offering high quality, vetted, well-known speakers on natural resource topics including: water quality, BMP’s, permaculture, alternative energy, sustainable farming, green building
- By 2015, offer youth education year-round with the addition of a full-time youth education coordinator either through Americorps, WCC or with grant funding
- By 2015, make use of Ag In the Classroom, Water on Wheels, Farm Safety for Just Kids, and other curriculum geared toward youth and agriculture
- By 2015, offer topical classes through ten local businesses
- By 2015, support the permaculture and locavore interest by hosting at least one series of events, movies and/or regionally known speaker
- Continue support for NRYC and Envirothon, host a regional Envirothon by end of 2015.
- By 2016, work with local farms, museums and libraries that provide children’s events to schedule a ‘Day on the Farm’ for area third grade students. Partner with 4-H or FFA to secure volunteers
- By 2017, create a series of fifteen how-to videos

Measures of Success – District will offer year-round youth and adult education opportunities that reach 3,000 students, 1500 adults, 20 HOAs and ten businesses. District will have produced fifteen new How-to videos, sponsored one permaculture event, one regional Envirothon and ten ‘day on the farm’ events.

Priority 3: Offer services to diverse communities and expand reach through new programs.

Goal – Provide outreach to those not typically impacted, and offer new programs in the areas of energy, erosion, soil health, sustainable agriculture and permaculture.

Action Items

- By 2013, develop a soil health educational program. Highlight at 5 – 8 fairs and through the newsletter
- By 2013, support efforts on climate change, bio-diversity, and carbon sequestration by supporting local and regional events, use of the Nexus, and periodic media announcements
- By 2015, the District will have one certified permaculture staff member
- By 2015, offer soil health and sustainable agriculture programs to ten classrooms annually
- By 2016, offer an urban agriculture class series in partnership with WSU and support at least three community gardens through education and technical support

- By 2016, support energy and climate change awareness through local partnerships, articles and fact sheets on topics related to energy and climate
- By 2017, the District will host at least 5 workshop programs on bluffs, ravine edge, and shoreline landowners around Snohomish County and Camano Island

Measures of Success – District will sponsor or partner with other groups on one to three biodiversity/climate change events, produce a soil health series, offer five bluff workshops. Annually, the District will offer ten soil/agricultural programs to schools and have one certified permaculture planner.

District Operations Priorities, Measures of Success, and Goals:

- Annually, the District will develop an annual work plan and budget that addresses the natural resource concerns within the boundaries of the District. The work plan will reflect the input of landowners and partners, and the budget will be based upon the anticipated funding from the assessments, inter-local agreements, and grants. The goal is to incorporate this long range plan into the annually planning process.
- Annually, the District will comply with all state and federal audit requirements, and will address any audit findings. The goal is to ensure the proper, effective, and efficient use of public funds.
- Annually, the District will conduct an internal audit assessment to ensure that District operational processes and procedures are satisfactory. The goal is to continually improve, and adjust as necessary, the operation of the District to provide the best level of service to the public and partners.
- Annually, each District employee will receive a performance evaluation. These evaluations will address goals and training needs, and will address any performance outcomes that were less than expected. The goal is continued improvement in performance and accountability.
- Annually, the District Board of Supervisors will meet jointly with the District's Citizen Advisory Committee. The goal is to share ideas, identify priorities, and to discuss potential changes in programs to address the resource concerns within the boundaries of the District.
- Annually, the Snohomish Conservation District will meet with funding agencies and groups to ensure that the District's financial processes are consistent with these organizations' expectations. The goal is to ensure financial best management practices are implemented consistently.

Trends Impacting Conservation in the Snohomish Conservation District

- Challenges associated with changes in the agriculture industry and the markets in which producers operate; and the need for landowners to constantly evaluate current market forces
- Positive movement toward “buy local” food sourcing, and an expansion of community/personal gardens and other “grow your own” foods
- Increased population and economic growth and development will create both positive and negative pressures on natural resources
- Regulatory framework, governmental spending, and global economics create uncertainty for landowners/managers and for the natural resources they manage
- Environmental uncertainty relative to climate change, sea level rise, ocean acidification, glacial melt, etc., and the potential impacts this will have on the overall management of natural resources
- The social, economic and cultural populations served by the District are very diverse and continue to change

Strategies, Services & Products to Address Trends

- The District will continue to support the diverse agriculture industry in Snohomish County and Camano Island. The District will provide services to large commercial agriculture, small acreage agriculture, and equine and other non-traditional agriculture communities. The District will provide technical assistance and other services (including information and education) that will promote the long-term viability of this diverse agricultural community.
- The District will help address food security issues and will provide technical assistance that supports effort to produce food and fiber. The District will also partner with others to provide information on food/fiber production.
- As the population grows within the boundaries of the District, additional pressure will be placed on natural resources and additional development will compete for available land. The District will work with landowners/managers and partners to address these competing demands on the landscape. Additionally, this growing and diverse population will create an opportunity for increase support of conservation programs and the value of the District’s programs.
- The District will continue to work with landowner/managers and agencies to ensure more predictability and regulatory certainty. This will allow landowners/managers to operate in an environment that is more predictable and consistent, and will foster long-term management of natural resources.
- The District will continue to work with partners to provide consistent support of District programs. The District will provide services that are driven by local priorities and desired outcomes.

- The District will continue to evaluate and evolve District programs and practices consistent with global environmental factors impacting local landowners/managers and the natural resources they manage and impact.
- The District Board of Supervisors, Citizen Advisory Committee, and District employees will be diverse, and the District's programs will continue to serve the diversity within the District's boundaries.

Natural Resource Data:

Natural resource data has been collected and used from a variety of sources – Snohomish County, United States Department of Agriculture - Natural Resources Conservation Service and National Agricultural Statistics Service, and cities.

Staffing Needs

- Natural resource management specialists
 - Urban resources
 - Small acreage resources
 - Natural habitat resources
 - Commercial agriculture resources
 - Forestry resources
 - Water quality resources
- Professional engineers
- Outreach and engagement specialists
 - Youth education
 - Adult education
 - Community education
- Financial and operational specialists
 - Project management
 - Grant management
 - Financial management
 - Personnel management

Annual Budget Needs

Snohomish Conservation District
5-year Plan - Budget
2018

Farm Planning and Sustainable Agriculture	\$520,000
Rural Resource Management	\$425,000
Urban Conservation	\$475,000
Habitat Restoration and Enhancement	\$550,000
Outreach and Engagement	\$320,000
District Operations	<u>\$310,000</u>
TOTAL	\$2,600,000

Key Decision Makers (Partners and Supporting Organizations)

- The District is committed to working with partners and supporting organizations to help carry out the mission and goals of the District. The District understand the value and importance of collaboration, and feels that one of the unique strengths of the District is it ability and willingness to work together with others to achieve common goals and desired outcomes.
- The District understands that its foundation is based upon the residents, landowners, and land managers in Snohomish County and on Camano Island, as well as those throughout the State of Washington and in the United States. These voters, tax payers, and resource managers must be willing and able to work with the District on a voluntary, non-regulatory basis to drive and support the activities of the Districts. They will be called upon to help and support the implementation of this long range plan, and the actions/activities driven by this plan.

Support Organizations:

- Adopt-A-Stream Foundation
- Dairy Federation
- ECONet organizations
- Forterra
- Local Integrating Organizations
- National Association of Conservation Districts
- Northwest Agricultural Business Center
- Snohomish County Agricultural Advisory Board
- Stillaguamish Clean Water District
- Washington Association of Conservation Districts
- Washington Conservation Society
- Cattlemen Association
- Ducks Unlimited
- Farm Bureau
- Futurewise
- Marine Resources Committee
- National Fish and Wildlife Foundation
- Pilchuck Audubon Society
- Sound Salmon Solutions
- Trout Unlimited
- WRIA planning groups
- Whidbey-Camano Land Trust

Agencies/Governmental Entities:

- Army Corps of Engineers
- Camano Water Systems Association

- Cities in Snohomish County
- Department of Fish and Wildlife
- Environmental Protection Agency
- Island County Board of Commissioners and Departments
- Noxious Weed Board
- Puget Sound Partnership
- Snohomish County Health District
- Snoqualmie Tribe
- Tulalip Tribes
- US Department of Agriculture - Farm Services Agency
- Washington Conservation Commission
- WSU Extension
- Department of Ecology
- Department of Natural Resources
- Flood control, diking, and drainage districts
- Island County Health District
- Other conservation districts
- Snohomish County Council, County Executive, and County Departments
- Snohomish Public Utility District
- Stillaguamish Tribe of Indians
- US Congress
- US Department of Agriculture - Natural Resources Conservation Services
- Washington State Legislature and Governor

Benchmarks, Timeline, & Actions:

Strategic Priority: Water Quality and Quantity

Measurable Goal: Prioritize Outreach and Technical Assistance

Benchmark	Timeline	12 Month Actions
Inventories and data collection completed and summarized	By July 1, 2013	<ul style="list-style-type: none"> • Compile data • Summarize data • Establish priorities, goals, actions, and desired outcomes
Understand the skills necessary to effectively engage and inform landowners	By July 1, 2013	<ul style="list-style-type: none"> • Identify landowner information and education needs • Assess professional skills and capabilities available to implement desired landowner needs • Identify training needs • Establish priorities, goals, actions and desired outcomes
Establish a system to follow-up with District cooperators	By July 1, 2013	<ul style="list-style-type: none"> • Research and identify best practices for follow-up activities • Identify specific implementation strategy • Establish priorities, goals, actions, and desired outcomes

Strategic Priority: Soils

Measurable Goal: Improved Farm Resource Management

Benchmark	Timeline	12 Month Actions
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Use the soil test program to drive the implementation of additional best management practices (BMPs)	By year-end 2013	<ul style="list-style-type: none"> • Perform 5% more tests than 2012 • Track and measure the cooperators that use proper waste utilization methods • Ensure that 75% of the 2011/2012 soil test participants have had follow-up contact by the District • Document all BMP implementation and BMP resource management recommendations
Establish Merit Farm certification program criteria and implement program	By year-end 2013	<ul style="list-style-type: none"> • Develop criteria for Merit Farm certification • Engage cooperators and partners in the implementation of the Merit Farm certification program • Identify potential Merit Farms • Document all BMP implementation and BMP resource management recommendations
Engage partners in a variety of activities that promote soil health and encourage the implementation of BMPs	By year-end 2013	<ul style="list-style-type: none"> • Continue to partner with WSU Extension and others on compost trails, and use the trails to encourage the implementation of BMPs • Work with the Snohomish Senior Leadership team and the Tulalip Tribes to implement soil health, soil enhancement, and soil stewardship activities • Engage landowners at the local/community level to increase awareness of the value of soils and the importance of BMP implementation

Strategic Priority: Habitat

Measurable Goal: Improved habitat health and function

Benchmark	Timeline	12 Month Actions
Increase the awareness of the plant sale and other habitat programs	By year-end 2013	<ul style="list-style-type: none"> • Redesign the plant sale outreach materials • Develop project portfolio of completed projects • Use Better Ground website and other material to create a new landowner outreach and engagement packet • Build landowner relationships in high priority basins
Increase implementation of habitat best management practices (BMPs)	By year-end 2013	<ul style="list-style-type: none"> • Establish baseline targets for annual BMP implementation • Work with partners to generate a referral process that allows the District to work with landowners on a full suite of BMP alternatives

		<ul style="list-style-type: none"> • Host at least 1 habitat tour in at least 3 target basins, and conduct at least 4 workshops • Follow-up with all participants within 2 weeks to identify and encourage the implementation of BMPs • Promote the full suite of CREP implementation options to landowners
<p>Effectively engage partners and landowners to improve program effectiveness and efficiency</p>	<p>By year-end 2013</p>	<ul style="list-style-type: none"> • Participate in salmon recovery, Sustainable Lands Strategy, and Local Integrating Organization activities • Ensure District project and initiatives are identified on local work plans • Establish outreach and engagement strategy that promotes the implementation of specific projects, program goals, and BMPs • Provide leadership for both the Pilchuck River and Woods Creek Working Groups