



FY2018 (7/1/17 – 6/30/18) Annual Work Plan FOSTER CREEK Conservation District

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Mission of the FOSTER CREEK Conservation District

- Serving the community through quality technical assistance for stewardship of our natural resources.:
 - Encouraging good land stewardship through education, incentives, and quality technical assistance.
 - Protecting individual private property rights.
 - Building strong coalitions with other groups. Including, but not limited to, government assistance as a valid conservation partner to agriculture and by providing quality, intelligent, technical assistance to cooperators and partners.

Natural Resource Priorities

- **Habitat for Fish and Wildlife**
 - State and local priority
 - Based on the NRCS State Priority Resource Concerns Ranking, the Douglas County Multi Species General Conservation Plan (GCP) & 2014 Foster Creek Survey
 - Other entities engaged in addressing Habitat for Fish and Wildlife concerns are: NRCS, Washington State University Extension, Dept of Ecology, US Fish & Wildlife Service, WA State Dept of Fish & Wildlife, Dept of Natural Resources, Douglas County, Washington State Conservation Commission, and Douglas County Weed Management Task Force
- **Water Quantity and Quality**
 - State and local priority
 - Based on the NRCS State Priority Resource Concerns Ranking, the GCP & 2014 Foster Creek Survey
 - Other entities engaged in addressing Water Quantity & Quality concerns are: NRCS, Washington State University Extension, Dept of Ecology, US Fish & Wildlife Service, WA State Dept of Fish & Wildlife, Dept of Natural Resources, Douglas County and Washington State Conservation Commission
- **Soil Health**
 - State and local priority
 - Based on the NRCS State Priority Resource Concerns Ranking, the GCP & 2014 Foster Creek Survey
 - Other entities engaged in addressing soil health concerns are: NRCS, Washington State University Extension, Dept of Ecology, US Fish & Wildlife Service, WA State Dept of Fish & Wildlife, Dept of Natural Resources, Douglas County and Washington State Conservation Commission
- **Wildfire Prevention & Restoration**
 - National, State and local priority
 - Based on FEMA, the NRCS State Priority Resource Concerns Ranking, the GCP & 2014 Foster Creek Survey
 - Support the goals and objectives of the DCHMP.
 - Other entities engaged in addressing Wildfire Prevention & Restoration are: FEMA, NRCS, Washington State University Extension, Dept of Ecology, US Fish & Wildlife Service, WA State Dept of Fish & Wildlife, Dept of Natural Resources, Douglas County and Washington State Conservation Commission
- **Information and Education**

- State and local priority
- Based on 2014 Foster Creek Survey and the GCP
- Other entities engaged in addressing information & education concerns are: NRCS, Washington State University Extension, Dept of Ecology, US Fish & Wildlife Service, WA State Dept of Fish & Wildlife, Dept of Natural Resources, Douglas County and Washington State Conservation Commission
- **District Operations**
 - State and local priority
 - Based on state and federal agencies reporting requirements and the GCP
 - Other entities engaged in addressing district operations are: NRCS, Douglas County, Washington State University Extension and Washington State Conservation Commission



FY2018 (7/1/17 – 6/30/18) Annual Work Plan FOSTER CREEK Conservation District

District Program Area: Soil Health – Cover Crop Program

Goal(s): By FY 2018, work with key organizations to develop a soil health program.

Programmatic Measurable Result Fiscal Year Objective(s): 10 cooperators will be given technical assistance with their cover crop program.

Funding Source(s): Dept of Ecology, WSCC, NRCS, WSU Extension, NCW Wheat Growers, Crop Improvement, South Douglas CD, REACCH and SARE

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Work with cooperators to help develop a cover program.	July 2017 – June 2018	Amanda/Jon			
▪ Continue to implement Pest Management Program	July 2017 – June 2018	Jon/Aaron			
▪ Development of Rangeland Health Program outreach materials	July 2017 – June 2018	Liz/Amanda/Aaron			
▪ Work with key organizations to secure funding	July 2017 – June 2018	Amanda/Jon			
▪ Development of cover crop outreach materials	July 2017 – June 2018	Amanda/Jon			
▪ Project Administration	July 2017 – June 2018	Jon/Darlene			

District Program Area: Soil Health – Rotational Crop Program

Goal(s): By FY 2018, work with key organizations to develop a Rotational crop program.

Programmatic Measurable Result Fiscal Year Objective(s): 10 cooperators will be given technical assistance with their Rotational crop program.

Funding Source(s): Dept of Ecology, WSCC, NRCS, WSU Extension, NCW Wheat Growers, Crop Improvement, South Douglas CD, Pheasants Forever Inc., REACCH and SARE

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Work with key organizations to help develop a rotational crop program.	July 2017 – June 2018	Amanda/Jon			
▪ Continue to implement Pest Management Program	July 2017 – June 2018	Resource Tech/Jon			
▪ Work with key organizations to secure funding	July 2017 – June 2018	Jon/Amanda			
▪ Development of rotational crop outreach materials	July 2017 – June 2018	Amanda/Jon			
▪ Implement requirements of the Washington Soil Health grant	July 2017 – June 2018	Amanda			
▪ Project Administration	July 2017 – June 2018	Jon/Darlene			

District Program Area: Soil Health – Direct Seed Program

Goal(s): By July 2018, fully implement FY2016 and FY 2017 Direct Seed grant programs.

Programmatic Measurable Result Fiscal Year Objective(s): 15 cooperators will be given technical assistance with their Direct Seed implementation.

Funding Source(s): Dept of Ecology, WSCC, NRCS, WSU Extension, NCW Wheat Growers, Crop Improvement, South Douglas CD, Latah County CD

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Riparian Buffer/Cultural Review	July 2017 – June 2018	Amanda/Jon			
▪ Direct Seed Cost Share Implementation	July 2017 – June 2018	Amanda/Jon			
▪ Monitoring Environmental Benefits	July 2017 – June 2018	Amanda/Jon			
▪ Monitoring Economic Benefits.	July 2017 – June 2018	Amanda			
▪ Submit Direct Seed Grant application for FY 2019	July 2017 – June 2018	Amanda/Jon			
▪ Complete “Farmed Smart” audits	July 2017 – June 2018	Amanda/Liz/Jon			
▪ Development of Direct Seed outreach materials	July 2017 – June 2018	Amanda			
▪ Project Administration/Management	July 2017 – June 2018	Amanda/Jon/Darlene			

District Program Area: Soil Health – Voluntary Stewardship Program

Goal(s): By July 2018, complete and submit Douglas County Voluntary Stewardship Plan.

Programmatic Measurable Result Fiscal Year Objective(s): Have VSP plan signed by the four signatory agencies.

Funding Source(s): Dept of Ecology, WSCC, NRCS, WSU Extension, NCW Wheat Growers, Crop Improvement, South Douglas CD, producer advisory group

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Complete VSP Plan	July 2017 – June 2018	Aaron			
▪ Initiate Implementation of the VSP Plan	July 2017 – June 2018	Aaron			
▪ Produce remotely-sensed habitat base map	July 2017 – June 2018	Aaron			
▪ Monitoring Economic Benefits.	July 2017 – June 2018	Aaron			
▪ Accomplish required reports/meetings with Douglas County staff	July 2017 – June 2018	Aaron			
▪ Coordinate with MSGCP IM and AMMP committees	July 2017 – June 2018	Aaron			
▪ Project Administration/Management	July 2017 – June 2018	Aaron/Jon/Darlene			

District Program Area: Soil Health – VNRCP Task Order

Goal(s): By 2018, complete contracted Farm Plans.

Programmatic Measurable Result Fiscal Year Objective(s): 15 new farm plans completed and accepted by NRCS

Funding Source(s): WSCC, NRCS, WSU Extension, USFWS, NCW Wheat Growers,

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Complete contracted Farm Plans.	July 2017 – June 2018	Liz/Amanda/Aaron/Olivia			
▪ Complete and submit at least 3 Incidental Take permit applications	July 2017 – June 2018	Liz/Amanda			
▪ Assist operators with acquiring Farm bill funding to complete CPs	July 2017 – June 2018	Liz/Amanda			
▪ Work with key organizations to secure funding	July 2017 – June 2018	Liz/Amanda			
▪ Development of Rangeland Health Program outreach materials	July 2017 – June 2018	Liz/Amanda			
▪ Project Administration	July 2017 – June 2018	Jon/Darlene			

Total Soil Health Budget

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Salaries/Benefits	July 2017 – June 2018	Jon/Amanda/Liz	208 Hours 1,040 Hours	\$8,944.00 \$31,200.00	
▪ Contractual Services	July 2017 – June 2018	Contract		\$7,500.00	
▪ Equipment	July 2017 – June 2018	Equipment		\$1,500.00	
▪ Rent/Utilities	July 2017 – June 2018	Rent/Utilities		\$1,500	
▪ Office Supplies	July 2017 – June 2018	Office Supplies		\$1,500	
▪ Goods/Services	July 2017 – June 2018	Goods/Services		-0-	
▪ Training	July 2017 – June 2018	Training		-0-	
▪ Total	July 2017 – June 2018	Total		\$51,665.20	



FY 2018 (7/1/17 – 6/30/18) Annual Work Plan FOSTER CREEK Conservation District



Natural Resource Priority Program Area: Water Quantity and Quality – Stream Restoration

Goal(s): By 2018, 4 landowners will implement stream restoration practices to improve water quality.

Natural Resource Measurable Result Fiscal Year Objective(s): *To meet state 173-201A WAC*

Programmatic Measurable Result Fiscal Year Objective(s): *5 landowners will be contacted/worked with resulting in 3 plans written and implemented.*

Funding Source(s): *WSCC – Category 3, NRCS, Dept of Ecology, Douglas County*

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ West Foster Creek Water Quality Restoration	July 2017 – June 2018	Jon/Aaron/Amanda			
▪ Deep Creek Water Quality Restoration	July 2017 – June 2018	Jon/Aaron			
▪ Fiddle Creek Water Quality Restoration	July 2017 – June 2018	Jon/Aaron			
▪ Water quality monitoring.	July 2017 – June 2018	Jon/Resource Tech			
▪ Submit DOE Water Quality Stream Restoration grants	July 2017 – June 2018	Jon/Aaron			
▪ Development of outreach materials and workshops	July 2017 – June 2018	Olivia			
▪ Program Administration/Management	July 2017 – June 2018	Jon/Darlene			

Natural Resource Priority Program Area: Water Quantity and Quality – Stormwater & Natural Resource management monitoring and / or plans

Goal(s): By 2018, meet with East Wenatchee Stormwater Utility and Brian Cochrane, Habitat and Monitoring Coordinator for the Conservation Commission, to develop cooperating agreement for stormwater activities for the county to target at least 2 areas in need of stormwater and natural resource management monitoring and / or plans

By 2018, identify 3 funding sources for stormwater and natural resource management monitoring and/or plans.

By 2018, 3 landowners will implement restoration practices to improve water quality.

Natural Resource Measurable Result Fiscal Year Objective(s): *To meet state 173-201A WAC*

Programmatic Measurable Result Fiscal Year Objective(s): *5 landowners will be contacted/worked with resulting in 3 plans written and implemented.*

Funding Source(s): *WSCC – Category 3, NRCS, Dept of Ecology, Douglas County,*

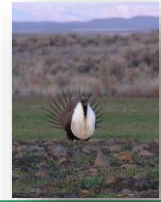
Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Seek funding to implement Water Quantity & Quality activities.	July 2017 - June 2018	Jon/Aaron			
▪ Seek funding to implement storm water drainage & natural resource monitoring or plans.	July 2017 - June 2018	Jon			
▪ Develop a cooperative agreement with Partner Agencies	July 2017 - June 2018	Jon			
▪ Conduct site visit upon request and where funding is available.	July 2017 - June 2018	Jon			
▪ Develop conservation plans upon request and where funding is available	July 2017 - June 2018	Jon			

Total Water Quantity and Water Quality Budget

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Salaries/Benefits	July 2017 – June 2018	Jon Jase	208 Hours 1,040 Hours	\$8,944.00 \$31,200.00	
▪ Contractual Services	July 2017 – June 2018	Contract		\$7,500.00	
▪ Equipment	July 2017 – June 2018	Equipment		\$1,500.00	
▪ Rent/Utilities	July 2017 – June 2018	Rent/Utilities		\$1,500	
▪ Office Supplies	July 2017 – June 2018	Office Supplies		\$1,500	
▪ Goods/Services	July 2017 – June 2018	Goods/Services		-0-	
▪ Training	July 2017 – June 2018	Training		-0-	
▪ Total	July 2017 – June 2018	Total		\$51,665.20	



FY 2018 (7/1/17 – 6/30/18) Annual Work Plan FOSTER CREEK Conservation District



Natural Resource Priority Program Area: **Habitat for Fish and Wildlife - Completion and implementation of the Douglas County Multiple Species General Conservation Plan (GCP) including measures to retain the current base of land in conservation cover.**

Goal(s): By June 2018, complete the development of the Adaptive Management and Monitoring Plan (AMMP) with key agencies.
By July 2018, complete the Implementation Plan developed by the Implementation Committee.
By July 2018, the organizational structure, equipment, funding, and staff needs of the GCP will be developed.
By July 2018, long-term funding for the implementation of the GCP will be identified.

Natural Resource Measurable Result Fiscal Year Objective(s): *Obtain Incidental permits for at least 5 producers within the CGP area of concern.*

Programmatic Measurable Result Fiscal Year Objective(s): *Complete all Farm Plans contained in the Task Order (approximately 15).*

Funding Source(s): *WSCC – Category 3, NRCS – CIG, NRCS – TO, BLM, DNR, USFWS, Douglas County, SARE, REACCH*

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
a. Develop contracted VNRCP Conservation (Farm) Plans	July 2017 – June 2018	Amanda/Liz/Aaron/Olivia			
b. Obtain Incidental Take Permits for 11 producers in the county	July 2017 – June 2018	Jon/Amanda/Liz			
c. Develop GCP monitoring plan.	July 2017 – June 2018	Jon/Amanda/Liz			
d. Develop AMMP	July 2017 – June 2018	Staff			
e. Implement BMPs	July 2017 – June 2018	Staff			
f. Seek funding to continue GCP Program	July 2017 – June 2018	Jon/Amanda/Liz			
g. Develop annual GCP Annual Budget	July 2017 – June 2018	Jon			
h. Project Administration/Management	July 2017 – June 2018	Jon/Darlene			

District Program Area: Habitat for Fish and Wildlife - Completion and implementation of the Douglas County General Conservation Plan (GCP) including measures to retain the current base of land in conservation cover & Information/Education.

Goal(s): By 2018, 4 workshops will be presented to facilitate the preservation of lands in conservation cover within the planned area and to education producer with GCP.

Programmatic Measurable Result Fiscal Year Objective(s): 4 workshops will be conducted targeting 30 landowners.

Funding Source(s): WSCC – Category 3, NRCS – CIG, NRCS – TO, BLM, DNR, USFWS, Douglas County, SARE, REACH

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
a. Hold public meetings as needed and as appropriate.	July 2017 – June 2018	All staff and supervisors.			
b. Conduct outreach activities using District and community resources	July 2017 – June 2018	Jon/Resource Tech			
c. Cooperate with FSA on any Farm Bill outreach to also include GCP information.	July 2017 – June 2018	All staff and supervisors.			
d. Cooperate with NRCS on any outreach efforts (including LWG meetings) to include GCP information.	July 2017 – June 2018	All staff and supervisors.			
e. Work with partner agencies during their outreach efforts / tours (such as the Canola direct seed tour (WSU); the Twilight Wheat Tour (St. Andrews); Lions, Sportsmen's, Insurance Farm Bill / RMA) to also include GCP information.	July 2017 – June 2018	All staff and supervisors.			
f. Seek funding to conduct outreach activities	July 2017 – June 2018	Jon/Amanda/Liz			
g. Project Administration	July 2017 – June 2018	Jon			



FY 2018 (7/1/17 – 6/30/18) Annual Work Plan

FOSTER CREEK Conservation District



Natural Resource Priority Program Area: **Habitat for Fish and Wildlife - Implementation of Invasive Species Control Program**

Goal(s): By July 2018, 20 site visits will be made resulting in improvement of water quality & habitat on approximately 10 properties within Douglas County.
 By July 2018, 5 workshops or field demonstrations involving over 100 cooperators regarding detection and eradication of invasive species will have been made available.
 By July 2018, 2 different funding sources for cost share for the program will be identified.
 By 2018, 3 water quality and quantity sample monitoring data activities will take place on Douglas Creek and 3 annual reports will be produced.
 By July 2018 secure funding for biocontrols cost-share program

Natural Resource Measurable Result Fiscal Year Objective(s): *Increase the number of cooperators participating in the biocontrols program by 10.*

Increase participation in the Biocontrols program by 10%

Programmatic Measurable Result Fiscal Year Objective(s): *20 agricultural operations will be contacted/worked with resulting in 10 plans written and implemented.*

Funding Source(s): *WSCC Category 1 & 2, NRCS – CIG, NRCS – TO, SARE, REACH & Private landowners*

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
a. Seek funding to implement Habitat for Fish & Wildlife activities.	July 2017 – June 2018	Aaron/Jon			
b. Identify two different funding sources for cost share	July 2017 – June 2018	Jon/Aaron			
c. Conduct site visit upon request and where funding is available.	July 2017 – June 2018	Aaron			
d. Develop conservation plans upon request and where funding is available	July 2017 – June 2018	Aaron/Jon			
e. Secure funding for biocontrols program	July 2017 – June 2018	Liz/Jon/staff			
f. Research new invasives control methods especially concerning herbicide resistance	July 2017 – June 2018	Aaron/Olivia			
g. Write at least one accepted IPM plan	July 2017 – June 2018	Aaron/Olivia/Liz			

Natural Resource Priority Program Area: Habitat for Fish and Wildlife - Wildfire

Goal(s): By July 2018, application for firefighter cards.
 By July 2018, research membership in Rangeland Fire Protection Association
 By July 2018, FMAG



Natural Resource Measurable Result Fiscal Year Objective(s): Obtain firefighter cards and membership in Rangeland Fire Protection Association.

Programmatic Measurable Result Fiscal Year Objective(s): Coordination on wildfire fuel loads mapping and acquisition of fire-fighting equipment

Funding Source(s): WSCC Category 1 & 2, NRCS – CIG, NRCS – TO, Private landowners

Activities for FY2017	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
a. Seek funding to acquire slip tanks and associated equipment	July 2017 – June 2018	Aaron/board/Jon			
b. Reapply for FMAG funding	July 2017 – June 2018	Jon/Aaron			
c. Conduct site visits upon request and where funding is available.	July 2017 – June 2018	Aaron			
d. Apply for membership in Rangeland Fire Protection Association	July 2017 – June 2018	Aaron/Jon			
e. Fire fighter card application	July 2017 – June 2018	Aaron			

Total Habitat for Fish and Wildlife Budget

Activities for FY2017	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Salaries/Benefits	July 2017 – June 2018	Jon Resource Tech II Resource Tech II Resource Tech III	1,664 Hours 2,080 Hours 2,080 Hours 2,080 Hours	\$71,552.00 \$62,400.00 \$62,400.00 \$70,720.00	
▪ Travel	July 2017 – June 2018	Travel		\$16,000.00	
▪ Outreach	July 2017 – June 2018	Outreach		\$30,000.00	
▪ Equipment	July 2017 – June 2018	Equipment		\$10,000.00	
▪ Rent/Utilities	July 2017 – June 2018	Rent/Utilities		\$10,000.00	
▪ Office Supplies	July 2017 – June 2018	Office Supplies		\$3,000.00	
▪ Goods/Services	July 2017 – June 2018	Goods/Services		\$174,648.00	
▪ Total	July 2017 – June 2018	Total		\$600,000.00	



FY 2018 (7/1/17 – 6/30/18) Annual Work Plan FOSTER CREEK Conservation District

- **District Program Area: Information and Education - Increase awareness of conservation district mission, services, and natural resource conservation.**

- Goal(s):** By July 2018, develop educational outreach materials for all Foster Creek Conservation District Programs.
- Quarterly newsletter will be published four times per year, reaching 500 readers throughout the county. Its mission is to educate individuals regarding natural resources while enhancing sustainable, profitable agriculture.
 - FCCD will continue to support environmental education activities.
 - Continue to put on annual meeting with South Douglas Conservation District. The goal of the annual meeting is to attract over seventy-five local residents. Issues that will be discussed range from well water sampling, Douglas County MSGCP, biocontrol releases, all Douglas County Natural Resource issues, along with Farm Bill Updates from NRCS and FSA.
 - Continue to develop a North Central Washington Fair Display. The goal of the fair display is to communicate to approximately 1,500 local stakeholders and elected officials the importance of on-the-ground conservation and how a collaborative effort is important to achieve the goals established by the district.
 - By 2018, redesign the FCCD website to be more user friendly and update on an on-going basis.
 - FCCD Marketing

Programmatic Measurable Result Fiscal Year Objective(s):

- Newsletter will target 500 individuals four times per year.
- 1 additional group will join Envirothon.
- 55 cooperators will attend joint annual meeting with South Douglas.
- North Central Washington Fair Display with emphasis on district programs will reach over 1,500 individuals.
- Redesign of the Foster Creek Conservation District website will begin.

Funding Source(s): WSCC Category 1 & 2, REACCH, SARE, Douglas County

Activities for FY2017	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
a. Seek funding to implement outreach activities for all FCCD Programs	July 2017 – June 2018	Jon/Olivia			
b. Conduct outreach activities using District and community resources to promote environmental education programs.	July 2017 – June 2018	Olivia			
c. Work with key personnel to develop quest speakers at annual meeting.	July 2017 – June 2018	Olivia			
d. FCCD Staff will work with key organizations to sponsor outreach activities relating to natural resource issues in Northern Douglas County.	July 2017 – June 2018	Olivia			
e. Assist producers with marketing products	July 2017 – June 2018	staff			
f. Project Administration	July 2017 – June 2018	Jon/Darlene			

Total Information/Education Budget

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Salaries/Benefits	July 2017 – June 2018	Darlene	176 Hours	\$3,872.00	
▪ Travel	July 2017 – June 2018	Travel		-0-	
▪ Outreach	July 2017 – June 2018	Outreach		\$7,500.00	
▪ Equipment	July 2017 – June 2018	Equipment		-0-	
▪ Rent/Utilities	July 2017 – June 2018	Rent/Utilities		-0-	
▪ Office Supplies	July 2017 – June 2018	Office Supplies		-0-	
▪ Goods/Services	July 2017 – June 2018	Goods/Services		-0-	
▪ Total	July 2017 – June 2018	Total		\$13,167.60	



FY 2018 (7/1/17 – 6/30/18) Annual Work Plan FOSTER CREEK Conservation District



District Program Area: District Operations

Goal(s):

- Maintain and implement clear and actionable long range plan
- Develop and implement a strategically diversified funding plan
- Maintain the necessary facilities and equipment to effectively deliver the District programs
- Develop and Maintain loyal, well-trained, and engaged board and staff
- Know FCCD cooperators and natural resource needs.

Programmatic Measurable Result Fiscal Year Objective(s):

- 75% of grant applications are funded to implement the District long range plan.
- 1/3 of funding will come from federal grants, 1/3 of funding will come from state, and 1/3 of funding will come from private/local.
- Secure equipment that best meets current program needs and reflects conservation values.
- Have 2 engaged Friends of the District that attend 50% of District Board meetings.
- Development of training program for FCCD staff and supervisors.
- Foster Creek Conservation District will identify a key source of natural resource information and assistance.

Funding Source(s): WSCC OVHD, NRCS – CIG, NRCS – TO, BLM, Dept of Ecology, NFWF

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
a. Develop grant source database for grants identified that match District goals and activities.	July 2017 – June 2018	Jon			
b. Work within funding sources to develop new projects that implement conservation priority practices	July 2017 – June 2018	Staff			
c. Cultivate new and existing partnerships to identify and implement joint priority projects	July 2017 – June 2018	Staff			
d. Seek grant funding for the highest priority projects with priority given to those projects that implement the greatest number of District and partner priorities possible.	July 2017 – June 2018	Staff			
e. Work within funding sources to develop new projects that implement conservation priority practices	July 2017 – June 2018	Staff			
f. Cultivate new and existing partnerships to identify and implement joint priority projects	July 2017 – June 2018	Staff			
g. By 2018, develop grant application policies and procedures	July 2017 – June 2018	Jon/Staff			
h. Conduct quarterly grant strategy staff meetings	July 2017 – June 2018	Jon/Staff			
i. All funding sources are fully spent and completed on time	July 2017 – June 2018	Jon/Darlene			

j. Board and staff work together to formulate policies based upon current and identified best practices.	July 2017 – June 2018	Staff			
k. Evaluate vehicle and equipment needs and develop a replacement plan and identify funding needs to fully implement the plan.	July 2017 – June 2018	Jon			
l. District Board and staff work with key cooperators to development recruitment plan for new board members.	July 2017 – June 2018	Jon			
m. Seek and provide key training and networking opportunities for board members.	July 2017 – June 2018	Jon			
n. Evaluate training needs based upon current capabilities of staff compared to technical proficiencies needed to implement District priorities	July 2017 – June 2018	Jon			
o. Staff work collaboratively to develop individual and total staff training plans that position district staff to provide priority conservation assistance	July 2017 – June 2018	Staff			
p. Staff actively participate in long range and annual planning activities	July 2017 – June 2018	Staff			
q. Seek and provide key training and networking opportunities for staff members	July 2017 – June 2018	Staff			
r. Seek funding to implement district operations activities	July 2017 – June 2018	Jon			
s. Evaluate ways to minimize data entry time and maximize output for the benefit of the District and public	July 2017 – June 2018	Jon/Staff			
t. Identify key cooperators	July 2017 – June 2018	Staff			
u. Identify meeting structure and committee purpose to ensure effective utilization and program impact	July 2017 – June 2018	FCCD Board/ Jon/Staff			
v. Identify data gaps	July 2017 – June 2018	Jon/Staff			
w. Begin collecting information and enter data into GIS database	July 2017 – June 2018	Jon/Staff			
x. Have the FY 2017 Annual Report of Accomplishments completed by September 1st, 2018. y. The FY 2018 Annual Plan will be completed by April 1st 2017. z. Annual Foster Creek Conservation District Board of Supervisors Planning Retreat will take place by March 16th 2018. aa. Supervisors' elections will be completed by March 1, 2018. bb. Supervisors' appointment will be completed by March 1, 2018. cc. A Completed Annual Financial Report will be presented to the board of supervisors by May 10th and sent to the state Auditor and Conservation Commission by May 16th, 2018. dd. An internal audit/schedule 22 will take place by May 1st, 2018 with the results presented to the board of supervisors by May 10th, 2018. A copy of the internal audit will be sent to the Commission and State Auditor's Office by May 16th 2018. ee. Basic Funding application will be completed and presented to the board of supervisors by May 2018 board meeting and sent to the Commission by May 16th, 2017. ff. Annual calculation of WACD dues will be completed and presented to the board of supervisors by the May 2018 board meeting.	July 2017 – June 2018	Jon/Darlene			

<p>gg. Monthly board meetings will take place on the second Wednesday of each month except for August or as changed by the board of supervisors at a public meeting.</p> <p>hh. Monthly financial report will be completed and presented before the board at each board meeting.</p> <p>ii. By the 20th of each month, grant reimbursements will be completed for the previous month expenses.</p> <p>jj. Completed proper quarterly reports as determined by each grant on a quarterly basis.</p> <p>kk. Completed proper monthly reports as determine by each grant on a monthly basis.</p> <p>ll. Each Foster Creek Conservation District employee will attend training sessions pertaining to their job focus area.</p> <p>mm. Each Foster Creek Conservation District supervisor and/or associate will have the opportunity to attending WADE and WACD training sessions in December 2018.and June 2018</p> <p>nn. Prepare resolutions for Area and State WACD meetings by 9/30/18.</p> <p>oo. Complete Washington State Conservation Commission Grant Application by March 31st 2018.</p> <p>pp. All personnel reviews will be completed by December 31st, 2018.</p>				
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Total District Operation Budget

Activities for FY2018	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
▪ Salaries/Benefits	July 2017 – June 2018	Jon/Darlene	988 Hours	\$21,736.00	
▪ Travel	July 2017 – June 2018	Travel		\$1,363.64	
▪ Outreach	July 2017 – June 2018	Outreach		\$-0-	
▪ Equipment	July 2017 – June 2018	Equipment		\$1,500.00-	
▪ Rent/Utilities	July 2017 – June 2018	Rent/Utilities		-0-	
▪ Office Supplies	July 2017 – June 2018	Office Supplies		-0-	
▪ Goods/Services	July 2017 – June 2018	Goods/Services		-0-	
▪ Total	July 2017 – June 2018	Total		\$40,309.24	



FY2018 Annual Budget

FOSTER CREEK Conservation District

Operating Expenses

	Budgeted	Habitat for Fish & Wildlife - Completion of DCGCP & Invasive Species Control Program	Water Quantity & Quality .	Soil Health -	Information / Education	District Operations
Salaries/Benefits (Staff of 6)	483,558.40	352,352.00	45,801.60	45,801.60	5,657.60	33,945.60
Travel	19,090.88	16,000.00	1,363.64	1,363.64	0.00	1,363.64
Outreach	37,500.00	30,000.00	0.00	0.00	7,500.00	0.00
Equipment	14,500.00	10,000.00	1,500.00	1,500.00	0.00	1,500.00
Rent/Utilities	18,000.00	16,000.00	1,500.00	1,500.00	0.00	0.00
Office Supplies	6,000.00	3,000.00	1,500.00	1,500.00	0.00	0.00
Goods/Services	174,648.00	174,648.00	0.00	0.00	0.00	0.00
Training	3,500.00					3,500.00
Total Budgeted	756,797.28	600,000.00	51,665.24	51,665.24	13,167.60	40,309.24

Available Funding

DOE – Direct Seed	30,000.00
DOE - Stream Restoration	41,666.67
WSCC - Implementation	65,000.00
Douglas County	20,000.00
HCP	600,000.00
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	756,666.67