



For More Information Contact: Jonathan Merz at (509) 888-6372 or jmerz@fostercreekcd.org

Organization of the FOSTER CREEK Conservation District

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

The Foster Creek Conservation District (FCCD) is located in north central Washington and encompasses 622,520 acres in the northern-half of rural Douglas County. FCCD is a legal subdivision of WA state government. We are mandated by, RCW 89.08 to develop and administer voluntary, non-regulatory programs to conserve natural resources. WA's 45 Conservation Districts are the only locally-driven, conservation delivery systems that identify local problems and guide voluntary local solutions.

Function of the FOSTER CREEK 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 & Why

We serve the citizens and land managers located within the FCCD Boundaries to ensure the long term use of natural resources in an economically, socially and environmentally sustainable manner using non-regulatory, voluntary approaches.

Mission of the FCCD

To protect natural resources; enhance sustainable, profitable agriculture; and improve the quality of life in Douglas County by:

- 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.

Vision of the FCCD

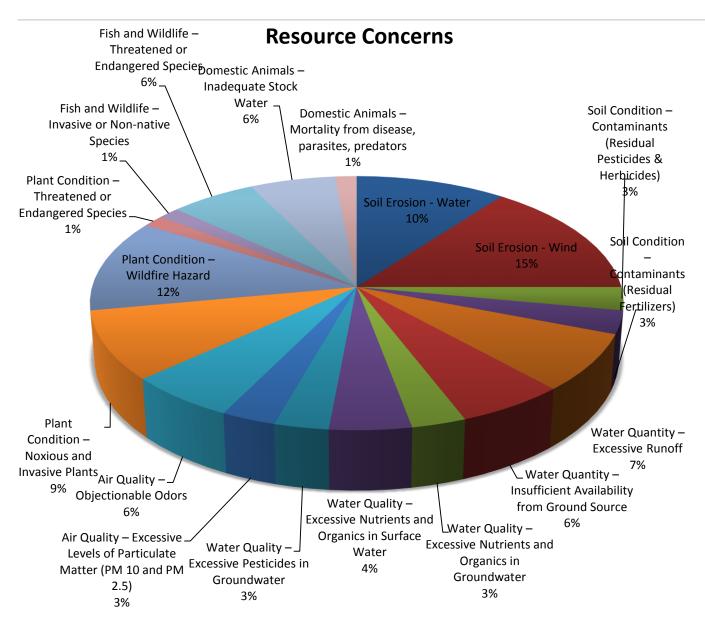
The FCCD is recognized by all land managers as a source of financial, technical and educational assistance within the FCCD boundaries; and by local, state and federal authorities as the organization of choice to implement on-the-ground stewardship activities.

Values of the FCCD

- Integrity
- Honesty
- Stewardship for our resources
- Sustainability Meaning implementation of economically and environmentally sound and socially acceptable conservation practices

- Fiscal and public responsibility
- Local led, economically sustainable resource conservation
- Voluntary/non-regulatory
- Science-based solutions
- Innovative approaches and new ideas
- Providing education resources

Natural Resource Data & Information: Winter 2014 Survey Results:



Criteria for Selecting Conservation Priorities:

Priorities are established by the District Board of Supervisors based on input from staff, partner agencies, landowners and others. The criteria used by the FCCD Board of Supervisors to select the priorities identified in this document include some or all of the following:

- Grass-roots conservation concerns brought forth by constituents.
- Natural resource data regarding local resource conditions.
- Local partner agency priorities.
- State defined resource priorities.
- Federally defined resource priorities.
- Survey outcomes.

Priority Natural Resource Conservation Needs & Geographic Areas, Measures of Success and Goals:

Soil Health

- Support nutrient management efforts
 - By 2017, FCCD will have a functional cover crop program.
 - FCCD will continue to implement the Direct Seed program.
 - By 2017, FCCD will conduct 3 educational outreach events on soil health.

Water Quantity and Quality

- **o Storm Water and Natural Resource Management**
 - By 2017, identify 2 areas in need of storm water and natural resource management monitoring and / or plans.
 - By 2017, identify 3 funding sources for storm water and natural resource management monitoring and / or plans.

Riparian Restoration

By 2019, 3 landowners will implement restoration practices to improve water quality.

Habitat for Fish and Wildlife

- Completion and implementation of the Douglas County Multi Species General Conservation Plan (GCP) including measures to retain the current base of land in conservation cover.
 - By September 2016, FCCD will organize 2 meetings with key agencies to coordinate various Sage Grouse programs.
 - By September 2015, the organizational structure, equipment, funding, and staff needs of the GCP will be developed.
 - By October each year, yearly and long-term funding for the implementation of the GCP will be secured.
 - By 2017, 10 agricultural operations will be participating in the GCP.
 - By 2015-2016, 4 workshops will be presented to facilitate the preservation of lands in conservation cover within the planned area and to reinvigorate local producer involvement in the GCP.

Implementation of Invasive Species Control Program

- By July 2016, 20 site visits will be made resulting in improvement of water quality & habitat on approximately 20 properties within Douglas County.
- By 2019, 5 workshops or field demonstrations involving over 100 cooperators regarding detection and eradication of invasive species will have been made available.
- By 2019, 2 different funding sources for technical assistance will be identified.

Information – Education & District Operations Priorities, Measures of Success, and Goals:

- Information and Education
 - Increase awareness of conservation district mission, services, and natural resource conservation.
 - By September 2021, educational outreach materials will be developed for FCCD programs.
 - Quarterly newsletter will be published four times per year, reaching 900 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 events.
 - 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, GCP, biocontrol releases,
 watershed 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 2016, redesign the FCCD website to be more user friendly and update on an ongoing basis. This will include precipitation tables.

District Operations

- Maintain and implement clear and actionable long range plan
 - By 2018, 75% of grant applications are funded to implement the District long range plan.
- Develop and implement a strategically diversified funding plan
 - By 2018, 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.
- Maintain the necessary facilities and equipment to effectively deliver the District programs
 - By 2016, secure equipment that best meets current program needs and reflects conservation values.
- Develop and Maintain loyal, well-trained, and engaged board and staff
 - By 2017, have 3 engaged Associate Supervisors or cooperator volunteers that attend 50% of District Board meetings.
 - By 2017, develop training program for FCCD staff and supervisors.
- Know FCCD cooperators and natural resource needs better
 - FCCD will continue to identify key natural resource information and assistance.

Land Manager Needs

- Provide information and educational assistance on natural resource concerns.
- Provide assistance with new governmental conservation programs, focusing on gaps in federal, state, and local programs.
- Promote and assist with demonstration projects.
- Promote and assist with weed control/pest management.
- Outreach and education to cooperators (including orchardists) in the District.
- Provide education on Endangered Species farming / ranching practices and guidelines.

Milestones, Timeline & Actions

Priority: Soil Health

Measurable By 2021, FCCD will have a functional cover crop program.

Milestones	Timeline	12 Month Actions
Work with Okanogan Conservation district to help develop a solid cover crop program	July 2015 – June 2021	 Assist Okanogan Conservation District to implement program.
Work with key organizations to secure funding	July 2015 – June 2021	 Seek funding to implement cover crop program.

Milestones, Timeline & Actions

Priority: Soil Health

Measurable By 2021, FCCD will have a functional rotational crop program.

Milestones	Timeline	12 Month Actions
Work with key organizations to help develop a solid rotational crop program	July 2015 – June 2021	 Work with key organizations to implement rotational crop program.
Work with key organizations to secure funding	July 2015 – June 2021	 Seek funding to implement cover crop program.

Milestones, Timeline & Actions

Priority: Soil Health

Measurable by 2021, FCCD will continue to implement the Direct Seed program.

Milestones	Timeline	12 Month Actions
Continue to implement	July 2015 -	Annually sign up 12 producers for direct seed program.
Direct Seed Program	June 2021	
Continue to Seek funding	July 2015 -	 Annually submit Direct Seed Grant.
for Direct Seed Program	June 2021	
Continue to implement	July 2015 -	 Annually promote Pest Management Program with WSU
Pest Management	June 2021	Extension.
Program		

Milestones, Timeline & Actions

Priority: Soil Health

Measurable by 2021, FCCD will continue to implement the Rotational Grazing program.

Milestones	Timeline	12 Month Actions
Work with key organizations to develop a rotational grazing program.	July 2015 – June 2021	 Work with key organizations to develop a rotational grazing program.
Seek funding for Rotational Grazing Program	July 2015 – June 2021	Annually submit 2 Rotational Grazing Grant.
Continue to implement Pest Management Program for Rotational Grazing	July 2015 – June 2021	 Annually promote Pest Management Program with WSU Extension.
Work with key organizations to implement Rotational	July 2015 – June 2021	 Partner with Cattlemen's Association & NRCS to develop Rotation Grazing Outreach Program.

Grazing outreach	
program.	

Milestones, Timeline & Actions
Priority: Soil Health
Measurable Goal: By 2021, FCCD will conduct 3 educational outreach events on soil health.

Milestones	Timeline	12 Month Actions
Work with key organizations to develop educational outreach activities.	July 2015 – June 2021	 Seek funding to implement soil health activities. Help conduct 3 educational workshops on soil health. This can include drill comparisons. Make direct contact attempts to landowners.
Work with key organizations to develop a resource information document for cooperators.	July 2015 – June 2021	Seek funding to implement outreach activities.

Priority: Water Quantity and Quality

Measurable Goal: By 2021, identify 2 areas in need of stormwater and natural resource

management monitoring and / or plans

Milestones	Timeline	12 Month Actions
5 landowners/cooperators contact District for assistance.	July 2015 – June 2021	 Seek funding to implement Water Quantity and Quality activities. Conduct outreach activities using District and community resources.
5 landowners/cooperators request site visits.	July 2015 – June 2021	 Conduct site visit upon request and where funding is available.
3 landowners/cooperators receive TA for improvement.	July 2015 – June 2021	 Develop conservation plans upon request and where funding is available.

Priority: Water Quantity and Quality

Measurable Goal: By 2021, identify funding sources, issues and key partners to implement

Water Quantity and Water Quality Program.

Milestones	Timeline	12 Month Actions
Work with key organizations to identify funding sources.	July 2015 – June 2021	 Identify 3 funding sources to implement water quality and water quantity program.
Work with key partners to identify key issues regarding water quantity and water quality programs.	July 2015 – June 2021	Work with 3 key partners to identify water quality and water quantity issues.
Work with key organizations to develop a resource information document for cooperators.	July 2015 – June 2021	Seek funding to implement outreach activities.

Priority: Water Quantity and Quality

Measurable Goal: By 2021, 3 landowners will implement restoration practices to improve

water quality.

Milestones	Timeline	12 Month Actions
5 landowners/cooperators contact District for assistance.	July 2015 – June 2021	 Seek funding to implement Water Quantity and Quality activities. Conduct outreach activities using District and community resources.
5 landowners/cooperators request site visits.	July 2015 – June 2021	 Conduct site visit upon request and where funding is available.
3 landowners/cooperators receive TA for improvement.	July 2015 – June 2021	Develop conservation plans upon request and where funding is available.

Priority: Habitat for Fish and Wildlife

Measurable Goal: By September 2016, FCCD will organize 2 meetings with key agencies to

coordinate various Sage Grouse programs.

Milestones	Timeline	12 Month Actions
Meetings will take place	July 2015-	 Work with key organizations to coordinate various Sage
with key agencies to	June 2016	Grouse Programs.
coordinate various Sage		 Conduct outreach activities using District and community
Grouse Programs		resources.

Priority: Habitat for Fish and Wildlife

Measurable Goal: By September 2015, the organizational structure, equipment, funding, and staff needs of the GCP will be developed.

	stan neede en the een will be developed.		
Timeline	12 Month Actions		
July 2015-	FCCD Board of Supervisors and staff will develop an		
September 2015	organizational structure, equipment, funding and staff needs of the GCP. FCCD Board of Supervisors will identify the IM/Monitoring Committees and Tasks. All MOU's as identified in the GCP will be in place.		
	July 2015– September		

Priority: Habitat for Fish and Wildlife

Measurable Goal: By October of each year, long-term funding for the implementation of the GCP will be identified.

Milestones	Timeline	12 Month Actions
FCCD will identify long-	July 2015 –	 FCCD Board of Supervisors will identify long-term funding for
term funding for the GCP.	June 2021	GCP.

Priority: Habitat for Fish and Wildlife

Measurable Goal: By the end of 2017, 10 agricultural operations will be participating in the GCP.

Milestones	Timeline	12 Month Actions
20 landowners/cooperators contact District for assistance.	July 2015 – June 2017	 Seek funding to implement Habitat for Fish & Wildlife activities. Conduct outreach activities using District and community resources.
20 landowners/cooperators request site visits.	July 2015 – June 2017	 Conduct site visit upon request and where funding is available.
10 landowners/cooperators receive TA for improvement.	March 2016 – June 2017	Develop conservation plans upon request and where funding is available.

Priority: Habitat for Fish and Wildlife

Measurable Goal: By 2021, at least 4 workshops will be presented to facilitate the preservation of lands in conservation cover within the planned area and to reinvigorate local producer involvement in the GCP.

Milestones	Timeline	12 Month Actions
Meet with key organizations to inform the	July 2015 – June 2021	Seek funding to conduct outreach activities.Conduct outreach activities using District and community
local producer of the GCP.		resources.

Priority: Habitat for Fish and Wildlife

Measurable Goal: By 2021, 5 workshops or field demonstrations involving over 100 cooperators regarding detection and eradication of invasive species will have been made available.

Milestones	Timeline	12 Month Actions
Work with key organizations to conduct	July 2015 – June 2021	Seek funding for outreach activities.Conduct outreach activities using District and community
outreach activities.		resources.

Priority: Habitat for Fish and Wildlife Measurable Goal: By 2019, 2 different funding sources for technical assistance will be identified.

Milestones	Timeline	12 Month Actions
Work with key organizations to help seek funding sources.	July 2015 – June 2019	 Identify two different funding sources.

Priority: Information and Education

Measurable Goal: By September 2021, develop educational materials FCCD Programs.

Milestones	Timeline	12 Month Actions
Develop outreach materials for GCP and	July 2015 – June 2021	 Seek funding to develop outreach materials for FCCD Programs.
FCCD.		 Develop outreach materials for FCCD Programs.

Priority: Information and Education

Measurable Goal: Quarterly newsletter will be published four times per year, reaching 900 readers throughout the county. Its mission is to educate individuals regarding natural resources while enhancing sustainable, profitable agriculture.

Milestones	Timeline	12 Month Actions
Implement quarterly newsletter	July 2015 – June 2021	Seek funding to implement quarterly newsletter.

Priority: Information and Education

Measurable Goal: Continue to support environmental education activities.

Milestones	Timeline	12 Month Actions
Communicate with local	July 2015 –	 Seek funding to help support environmental education
schools the importance of	June 2021	programs.
environmental education		 Conduct outreach activities using District and community
programs and how it		resources to promote environmental education programs.
relates to the ELARS.		

Priority: Information and Education

Measurable Goal: Continue to put on the 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, GCP, biocontrol releases, watershed issues, along with Farm Bill Updates from NRCS and FSA.

Milestones	Timeline	12 Month Actions
Work with key organizations to help seek funding sources.	July 2015 – June 2021	Identify funding sources for annual meeting.
Work with key personnel to develop quest speakers at annual meeting.	July 2015 – June 2021	Work with key personnel to find guest speakers.
Conduct outreach activities to promote annual meeting.	July 2015 – June 2021	 Conduct outreach activities using District and community resources.

Priority: Information and Education

Measurable Goal: 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.

Milestones	Timeline	12 Month Actions
Work with key organizations to develop fair display at the annual Douglas County Fair.	July 2015 – June 2021	 Seek funding to develop fair display. Conduct outreach activities using District and community resources.

Priority: Information and Education
Measurable Goal: By 2016, redesign the FCCD website to be more user friendly and update on an on-going basis. This includes precipitation tables.

		<u>. </u>
Milestones	Timeline	12 Month Actions
Work with personnel to develop a user friendly website.	July 2015 – December 2016	Seek funding to develop a user friendly website.Develop user friendly website.

Priority: District Operations

Measurable Goal: By 2019, 75% of grant applications are funded to implement the District

long range plan.

Milestones	Timeline	12 Month Actions
Identify funding sources that align to District priorities.	July 2015 – June 2019	 Develop grant source database for grants identified that match District goals and activities.
Develop projects that align with District priorities.	July 2015 – June 2019	 Work within funding sources to develop new projects that implement conservation priority practices Cultivate new and existing partnerships to identify and implement joint priority projects
Apply for grant funding that best fit project and District priorities.	July 2015 – June 2019	 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.

Priority: District Operations

Measurable Goal: By 2019, 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.

Milestones	Timeline	12 Month Actions
By 2015, develop grant application policies and procedures.	July 2015– January 2019	 Collect similar policies from other conservation districts and partner agencies where available. Board and staff work together to formulate policies based upon current and identified best practices.
Conduct quarterly grant strategy staff meetings.	July 2015 – June 2019	 Staff organize and conduct meetings and invite supervisors to attend as they are available.
Funding sources are fully spent & completed on time.	July 2015 – June 2019	 Staff work together to strategically organize staff time and workload to ensure projects are fully spent and complete.

Priority: District Operations

Measurable Goal: By 2016, secure equipment that best meets current program needs and reflects conservation values.

Milestones	Timeline	12 Month Actions
Prioritize equipment	July 2015 to	Evaluate equipment needs and develop a replacement plan and
replacement needs.	June 2016	identify funding needs to fully implement the plan.

Priority: District Operations

Measurable Goal: By 2017, have 3 engaged Associate Supervisors or cooperator volunteers that attend 50% of District Board meetings.

Milestones	Timeline	12 Month Actions
Develop supervisor	July 2015 –	 District Board and staff work with key cooperators to
recruitment plan.	June 2017	development recruitment plan.
Contact 6 cooperators	July 2015 –	 Contact local land mangers about becoming more involved
about becoming an	June 2017	with FCCD.
Associate Supervisor.		
3 cooperators apply to be	July 2015 –	 Contact local land mangers about becoming more involved
Associate Supervisors.	June 2017	with FCCD.
Provide necessary training	July 2015 –	 Seek and provide key training and networking opportunities
and meeting opportunities	June 2017	for board members.
to develop knowledge and		
skills for position.		

Priority: District Operations Measurable Goal: By 2016, develop training program for FCCD staff and supervisors.

Milestones	Timeline	12 Month Actions
Maintain update employee training plans.	July 2015 – June 2016	Evaluate training needs based upon current capabilities of staff compared to technical proficiencies needed to implement District priorities. Staff work collaboratively to develop individual and total staff training plans that position district staff to provide priority conservation assistance.
Board actively engages staff in long range and project planning.	June 2015 – July 2016	Staff actively participate in long range and annual planning activities.
Provide necessary training and meeting opportunities to develop knowledge and skills for position.	July 2015 – June 2016	Seek and provide key training and networking opportunities for staff members.

Priority: District Operations Measurable Goal: By 2017, FCCD will routinely identify a key source of natural resource information and assistance

Milestones	Timeline	12 Month Actions
By 2016, develop a GIS Linked cooperator database,	July 2015 – December 2016	 Seek funding to implement district operations activities. Evaluate ways to minimize data entry time and maximize output for the benefit of the District and public.
By 2018, conduct an inventory of natural resource status and trends,	June 2015 – July 2018	 Seek funding to implement district operations activities. Identify data gaps. Begin collecting information and enter data into GIS database.

Staffing Needs

- Maintain the following current positions:
 - District Manager
 - District Treasurer
 - Resource Technician
- Add the following positions or responsibilities (same position may have multiple abilities) as funding permits:
 - 3 Resource Technicians
 - 1 Education/Outreach

Key Decision Makers

The first and most important key decision maker is the landowner or land manager. Their management decisions affect the condition of natural resources on a daily basis. There are a multitude of other key decision makers who can affect regulations governing land management and resources and sources to establish and maintain technical and financial assistance programs in Northern Douglas County. They are as follows:

Local

- Commissioner Steve Jenkins, Douglas County, Douglas County Court House, Commissioner Chambers, PO Box 747, Waterville, WA 98858
- Commissioner Dale Snyder, Douglas County, Douglas County Court House, Commissioner Chambers, PO Box 747, Waterville, WA 98858
- Commissioner Ken Stanton, Douglas County, Douglas County Court House, Commissioner Chambers, PO Box 747, Waterville, WA 98858
- Mayor Janet Conklin, City of Bridgeport, PO Box 640, Bridgeport, WA 98813
- Mayor Tom Snell, City of Mansfield, 26 Main St., PO Box 218, WA 98830

State

- Representative Brad Hawkins, 12th Legislative District 122G Legislative Bldg., PO Box 40600, Olympia WA 98504-0600
- Representative Cary Condotta, 12th Legislative Bldg., PO Box 40600 Olympia WA 98504-0600
- Senator Linda Evans-Parlette, 12th Legislative Bldg., PO Box 40412, Olympia WA 98504-0412
- Governor Jay Inslee, Office of the Governor, PO Box 40002, Olympia WA 98504
- Maia D. Bellon, Director of Ecology, PO Box 47600, Olympia WA 98504-7600
- Dr. Jim Unsworth, Director, Washington Department of Fish & Wildlife, 600 Capitol Way N., Olympia, WA 98501
- Bud Hover, Director, Washington Department of Agriculture, PO Box 42560, Olympia WA 98504-2560
- Mark Clark, Executive Director, Washington Conservation Commission, PO Box 47721, Olympia WA 98504-7721
- Peter Goldmark, Commissioner of Public Lands, Department of Natural Resources, PO Box 47001, Olympia, WA 98504-7001

Regional

- Roylene Rides at the Door, State Conservationist, Natural Resources Conservation Service, 316 W. Boone Ave., Suite 450, Spokane, WA 99201
- Judy Olson, State Executive Director, Farm Service Agency, 316 W. Boone Ave., Suite 568, Spokane, WA 99201-2350
- William Stelle, Regional Administrator, NOAA
 National Marine Fisheries Service NW Region,
 7600 Sand Point Way NE, Seattle WA 98115
- Colonel John G. Buck, Seattle District, U.S. Army Corps of Engineers, PO Box 3755, Seattle, Washington 98124-3755
- Robyn Thorson, Regional Director, US Fish & Wildlife Service, 911 NE 11th Ave, Portland, OR 97232
- Dennis J. McLerran Regional Administrator, Region 10, Environmental Protection Agency, 1200 6th Avenue, Seattle WA 98101
- Phil Rockefeller, Washington Council member, Northwest Power and Conservation Council, 924 Capitol Way S, Suite 105, Olympia WA 98501
- Elliot Mainzel, Administrator, Bonneville Power Administration, P.O. Box 3621, Portland, OR 97208-3621

National

- U.S. Representative Dan Newhouse, 4th Congressional District, 1641 Longworth House Office Bldg., Washington, DC 20515
- Senator Maria Cantwell, US Congress, 717 Hart Senate Office Bldg Washington, DC 20510
- Senator Patty Murray US Congress, 173 Russell Senate Office Building Washington, D.C. 20510
- President Barack Obama, The White House, 1600 Pennsylvania Avenue NW, Washington, DC 20500

Washington Conservation Districts assisting land managers with their conservation choices

