



# FY2018 (7/1/18 – 6/30/19) Annual Work Plan FOSTER CREEK Conservation District

For More Information Contact: Amanda Ward at (509) 888-6373 or [award@fostercreekcd.org](mailto:award@fostercreekcd.org)



## 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

- Soil Health
- Range Health
- Habitat for Fish and Wildlife
- Water Quality
- Water Quantity
- Wildfire Prevention and Restoration
- Agricultural Activities in Critical Areas
- Noxious Weeds

**Natural Resource Priority Description:** Promoting sustainable practices within Douglas County that contribute to improved land management practices to benefit farming operations, indigenous wildlife and local communities.

**Priority levels:** National, State and local priorities.

**Source Data includes:** NRCS State Priority Resource Concerns Ranking, North Central Local Working Group priorities, WA Soil Health Association, Pacific Northwest Direct Seed Association, Douglas County soil survey, Douglas County's Multi-Species General Conservation Plan, 2014 Foster Creek survey, local knowledge.

**Other entities engaged in addressing this concern:** Washington State University (WSU) Extension, Dept. of Ecology (DOE), US Fish and Wildlife Service (USFWS), WA Dept. of Fish and Wildlife (WDFW), WA Dept. of Natural Resources (NRCS), US Department of Agriculture (USDA), Bureau of Land Management (BLM), Douglas County, Washington State Conservation Commission (WSCC), Douglas County Weed Management Task Force, Douglas County Fire Districts, South Douglas Conservation District (SDCD), Cascadia Conservation District (CCD), Okanogan Conservation District (OCD), Grant County Conservation District (GCD), Chelan-Douglas Land Trust (CDLT).

**Natural Resource Priority Program Area:**

**Program Area:** Soil Health, Water Quality – ECY Direct Seed Program  
**Goal(s):** Promote Agricultural BMPs and work with Douglas County producers to help decrease soil erosion, improve soil health and water quality.  
**Programmatic Measurable Result Objective(s):** By June 2019, have an additional 8 cooperators and 2,000 new acres incorporated into FCCD’s ongoing Direct Seed program.  
**Funding Source(s):** WA Dept. of Ecology.

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
ECY-270 Completed, close-out reports submitted	July 2018 – June 2019	A. Ward	Estimated time: 195 days	\$218,277.00	
ECY-149 Outreach to new cooperators and site visits conducted	July 2018 – June 2019	A. Ward			
ECY-149 Cost-share program fully implemented	July 2018 – June 2019	A. Ward			
ECY-067 & 149 Soil monitoring and testing program fully implemented	July 2018 – June 2019	A. Ward A. Knerl			
ECY-0270 Water quality monitoring completed	July 2018 – June 2019	A. Knerl			
ECY-270 Cost / Benefit reports completed	July 2018 – June 2019	A. Ward, K. Painter (U of ID)			
ECY-0270, 0067 & 0149 - Program Administration / Management	July 2018 – June 2019	A. Ward			
Direct Seed / Ag BMPs outreach materials developed	July 2018 – June 2019	A. Knerl, E. Hanwacker			
New Direct Seed Grant application submitted for FY 2020	July 2018 – June 2019	A. Ward			

**Program Area:** Soil Health – Farmed Smart Audits  
**Goal(s):** Recognize innovative operators and increase awareness of Soil Health and BMPs through Farmed Smart Audits  
**Programmatic Measurable Result Objective(s):** By July 2019, complete a minimum of 2 new Farmed Smart audits in Douglas County  
**Funding Source(s):** PNDSA, Spokane Conservation District, WA Dept. of Ecology, Douglas County operators requesting audits.

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Complete minimum of 2 “Farmed Smart” audits	July 2018 – June 2019	A. Ward, E. Hanwacker	Estimated time: 10 days	\$3,366.00	
Project Administration / Management	July 2018 – June 2019	A. Ward			
Outreach to local producers to gauge interest for audits	July 2018 – June 2019	All staff			

**Program Area:** Soil Health, Range Health, Habitat for Fish and Wildlife, Water Quality, Agricultural Activities in Critical Areas  
 - Voluntary Stewardship Program (VSP)  
**Goal(s):** Douglas County Voluntary Stewardship Plan implementation underway.  
**Programmatic Measurable Result Objective(s):** Six MSGCP site specific plans completed, additional funding sourced.  
**Funding Source(s):** Dept of Ecology, WSCC, NRCS, WSU Extension, USFWS, WDFW, Chelan-Douglas Farm Bureau, Douglas County, South Douglas CD.

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
VSP Implementation underway	July 2018 – June 2019	A. Rosenblum	Estimated time: 190 days	\$77,938.00	
Producer survey designed and circulated	July 2018 – June 2019	A. Rosenblum			
Remotely-sensed habitat base map completed	July 2018 – June 2019	A. Rosenblum			
Six site specific plans completed, and 6 incidental take permits applied for	July 2018 – June 2019	E. Hanwacker			
Technical assistance provided to 3 operators to assist with acquiring Farm bill funding for appropriate CPs	July 2018 – June 2019	A. Ward E. Hanwacker A. Rosenblum			
Work with key organizations to secure funding	July 2018 – June 2019	A. Ward E. Hanwacker A. Rosenblum			
Minimum of 3 relevant grants applied for, to help implement VSP plan and provide HCPs to allow cooperators to apply for incidental take permits	July 2018 – June 2019	A. Ward E. Hanwacker A. Rosenblum			
Project Administration / Management	July 2018 – June 2019	A. Ward			

**Program Area:** Soil Health, Range Health, Habitat for Fish and Wildlife, Water Quality and Quantity, Agricultural Activities in Critical Areas, Noxious Weeds, Wildfire Prevention/Restoration – VNRCP Task Order  
**Goal(s):** Complete the allocated number of Farm Plans required in each Task Order.  
**Programmatic Measurable Result Objective(s):** A minimum of 8 new farm plans completed and accepted by NRCS  
**Funding Source(s):** WSCC, NRCS

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Farm Plans completed as required through NRCS Task Orders	July 2018 – June 2019	E. Hanwacker Vacant position	Estimated time: 145 days	\$60,300.00	
In collaboration with NRCS, assist operators with acquiring Farm bill funding to complete CPs	July 2018 – June 2019	E. Hanwacker Vacant position			
Project Administration	July 2018 – June 2019	A. Ward			

**Program Area:** Water Quantity and Quality, Habitat for Fish and Wildlife, Agricultural Activities in Critical Areas, Noxious Weeds  
 – ECY Riparian Stream Restoration / Enhancement

**Goal(s):** By 2019, 2 landowners will be underway to implement stream restoration practices to improve water quality.

**Programmatic Measurable Result Objective(s):** Restoration at 3 sites completed (ECY-0371), riparian planting plans completed for another 3 sites (ECY-0177), sites prepared and plants ordered for installation.

**Funding Source(s):** WA Dept. of Ecology

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
ECY-371 Riparian Restoration / enhancements completed	July 2018 – June 2019	A. Rosenblum	Estimated time: 115 days	\$120,000.00	
ECY-171 Riparian Restoration / Enhancements underway	July 2018 – June 2019	A. Rosenblum			
ECY-171 Planting plan and cultural resources completed	July 2018 – June 2019	A. Rosenblum			
ECY-0171 Water quality monitoring	July 2018 – June 2019	A. Knerl			
Submit DOE Water Quality Stream Restoration grants	July 2018 – June 2019	A. Rosenblum			
ECY-0371 Outreach / education completed	July 2018 – June 2019	A. Knerl			
ECY-0171 Outreach / education plan, year 3 completed	July 2018 – June 2019	A. Knerl			
Program Administration/Management	July 2018 – June 2019	A. Ward			

**Program Area:** County-wide Weed Control, Noxious Weeds, Habitat for Fish and Wildlife, Agricultural Activities in Critical Areas  
 – NFWF Cooperative Weed Management

**Goal(s):** Establish a Cooperative Weed Management Area to collaboratively address weed issues in Douglas County

**Programmatic Measurable Result Objective(s):** Working group created, draft plan developed.

**Funding Source(s):** National Fish and Wildlife Foundation (NFWF)

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Public outreach to engage working group participants	July 2018 – June 2019	A. Rosenblum	Estimated time: 160 days	\$45,830.00	
Weed management plan drafted	July 2018 – June 2019	A. Rosenblum			
Conduct surveys for invasive weeds	July 2018 – June 2019	A. Rosenblum			
Implement weed control of EDRR Identified weeds	July 2018 – June 2019	A. Rosenblum			
Outreach and education materials drafted	July 2018 – June 2019	A. Rosenblum			
Program Administration/Management	July 2018 – June 2019	A. Ward			

**Program Area:** WA Native Plant Society  
**Goal(s):** Determining the best restoration prescription for converting wheat fields to shrub-steppe habitat in Douglas County  
**Programmatic Measurable Result Fiscal Year Objective(s):** 5 restoration test plots installed  
**Funding Source(s):** WNPS, WSCC

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Develop grant source database for grants identified that match District goals and activities.	July 2018 – June 2019	A. Rosenblum	Estimated time: 3 days	\$1,300.00	

**Program Area:** County-wide Biocontrol service, Weed Control, Noxious Weeds, Habitat for Fish and Wildlife, Agricultural Activities in Critical Areas - FCCD  
**Goal(s):** Establish stable funding to enable an ongoing program that provides cost-share for cooperators.  
**Programmatic Measurable Result Objective(s):** Funds sourced and confirmed, number of cooperators participating increased by a minimum of 10.  
**Funding Source(s):** Currently, cooperators pay the full cost for Biocontrol bugs

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Minimum of 3 relevant grants applied for, to help provide cost-share to cooperators and support an ongoing program.	July 2018 – June 2019	A. Ward E. Hanwacker A. Rosenblum A. Knerl	5	\$14,000	
Outreach and education materials expanded	July 2018 – June 2019	A. Knerl			

**Program Area:** Education and Outreach

**Goals:** Promote awareness of FCCD’s mission and all natural resource programs and services.

**Programmatic Measurable Result Objective(s):** Produce and distribute 4 newsletters and 1 annual report; utilize FCCD’s website, Facebook page and Twitter to educate county residents about resource concerns and district programs; complete all education and outreach components detailed in all FCCD grant funded programs.

**Funding Source(s):** Dept of Ecology, WSCC, NRCS, WSU Extension, USFWS, WDFW, Chelan-Douglas Farm Bureau, CDLT, Douglas County, South Douglas CD.

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Seek additional funds to assist with the development of an overarching strategic Education and Outreach plan for all FCCD programs	July 2018 – June 2019	All staff	Estimated time: 120 days	\$60,000.00	
Seek funding to develop and implement new programs	July 2018 – June 2019	All staff			
Conduct planned outreach activities using District and community resources to promote District’s water quality and soil health programs	July 2018 – June 2019	A. Knerl			
Continue to develop and promote District work through a quarterly newsletter and expand readership	July 2018 – June 2019	All staff			
Redesign the FCCD website to be more user friendly and provide regular, ongoing updates	July 2018 – June 2019	A. Knerl E. Hanwacker A. Rosenblum			
Plan and host the 2019 Envirothon and continue the Salmon in the Classroom program at two local schools	July 2018 – June 2019	A. Knerl E. Hanwacker			
Participate in community events such as Earth day, Kids in the Creek, River of Power, Salmon Festival, Make A Difference Day, NCW Fair	July 2018 – June 2019	All Staff			
Develop new displays for the annual North Central Washington Fair	July 2018 – June 2019	All staff			
Develop new education programs focusing on orchards and agriculture, soil health and water quality and urban conservation	July 2018 – June 2019	All staff			
Program oversight and administration	July 2018 – June 2019	A. Ward			

**Program Area:**

District Operations

**Goal(s):**

Maintain effective and efficient operations including accounting, grant vouchering, personnel management, Supervisor elections and appointments, training and development, annual planning, budgeting, and reporting and have enough staff, office space and equipment to support all goals. Keep informed and work proactively on policies affecting voluntary implementation of conservation practices.

**Programmatic Measurable Result Objective:**

Meet Conservation Commission and state agency requirements for operations, policies and Procedures; maintain good business practices and internal controls; be available to meet the needs of landowners and partners. Available to the residents of Douglas County, providing relevant solutions and technical resources for local environmental issues

**Funding Source(s):**

WSSC

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Provide assistance to landowners as requests are received	July 2018 – June 2019	All staff	Estimated time: 160 days	\$60,000.00	
Regularly meet with County Commissioners to receive information and keep them updated on District activities and needs	July 2018 – June 2019	A. Ward			
Provide assistance to other districts, as requested	July 2018 – June 2019	All staff			
Participate in WACD efforts to work with legislators in support of priority legislation	July 2018 – June 2019	A. Ward			
Seek funding for training opportunities, including WADE training, to encourage professional development of staff	July 2018 – June 2019	All staff			
Conduct annual District election and appointment activities	July 2018 – June 2019	A. Ward			
Review and/or update as needed: RCW 89.08, partner agreements, policy resolutions and employee handbook	July 2018 – June 2019	FCCD Board A. Ward			
Hold annual planning workshop, March 2019	July 2018 – June 2019	FCCD Board All staff			
Seek creative and cost-effective solutions to funding and operations challenges and help build district capacity	July 2018 – June 2019	All staff			
Program oversight and administration	July 2018 – June 2019	A. Ward			

**NOTE:** Potential for a vacant position to be filled.

– estimated time available: approximately 1,500 hours (188 days)



**Total District Operation Budget**

<b>Revenue:</b>	
	<b>Total</b>
Direct Federal Grants	100,000
Indirect Federal Grants	50,000
State Grants	479,000
Local Grants	1,300
Biocontrol Sales	14,000
<b>Total Conservation District Revenue</b>	<b>644,300</b>

<b>Expenses:</b>	
	<b>Total</b>
Salaries & Wages	230,728
Benefits	124,344
Supplies	40,000
Other Services & Charges	225,928
Debt Service Costs	3,300
Capital Outlays	20,000
<b>Total Conservation District Expenses</b>	<b>644,300</b>