



FY2020 (7/1/19 – 6/30/20) Annual Work Plan

Cascadia Conservation District

For More Information Contact: (509) 436-1601 cascadiacd.org



Mission of the Cascadia Conservation District

- To encourage wise stewardship and conservation of all natural resources for current and future residents in Chelan County by:
 - Being an active advocate for wise land use and water management decisions.
 - Promoting a reasonable approach to environmental problems.
 - Providing locally-led, voluntary, non-regulatory solutions to local environmental problems.
 - Educating both adults and youth about natural resources stewardship.
 - Monitoring and responding to future trends that affect the environment.

Natural Resource Priorities

- Forestry –
 - **Natural Resource Priority Description:** Protect and restore forest environments, including urban forests, creating a more fire resilient landscape that will reduce the effects of fire, hazardous air quality, and flood events and assist with post-fire recovery.
 - **Priority Levels:** This is a local, state, and national priority.
 - **Source of Data:** Community Wildfire Protection Plans, Forest Plans, BAER Reports, National Cohesive Wildland Fire Management Strategy, DNR 20 Year Forest Health Plan.
 - **Other Entities Engaged in this Concern:** Cities of Chelan, Cashmere, Entiat, Leavenworth and Wenatchee, Chelan County Fire Districts, Chelan County Emergency Management, Firewise and Fire Adapted Communities, North Central Washington Forest Health Collaborative, Upper Columbia Salmon Recovery Board, WSU Cooperative Extension Service, Washington State Conservation Commission, Washington State Department of Natural Resources, US Forest Service, USDA Natural Resources Conservation Service.
- Water –
 - **Natural Resource Priority Description:** Conserve, maintain and improve quantity and quality of water resources to support communities and agriculture while protecting the ecosystem and watershed processes.
 - **Priority Levels:** This is a local, state, national and international priority.
 - **Source of Data:** WRIA 45 Wenatchee Watershed Plan, WRIA 46 Entiat Watershed Plan, WRIA 40a Stemilt/Squilchuck Watershed Plan, WRIA 47 Lake Chelan Watershed Plan, Upper Columbia Salmon Recovery Plan, Clean Water Act Section 303(d), Department of Ecology TMDL Cleanup Plans and other data, US Bureau of Reclamation Wenatchee and Entiat Watershed Assessments, Irrigation Efficiencies Program, City of Leavenworth surface water data.
 - **Other Entities Engaged in this Concern:** Cities of Chelan, Cashmere, Entiat, Leavenworth and Wenatchee, Bonneville Environmental Foundation, Yakama Nation, Washington Water Trust, Trout Unlimited, Leavenworth Mountain Association, Upper Columbia Salmon Recovery Board, WSU Tree Fruit Research & Extension Center, Washington State Conservation Commission, Washington State Department of Agriculture, Washington State Department of Ecology, Washington State Department of Health, Washington State Department of Fish & Wildlife, US Fish & Wildlife Service, US Forest Service, USDA Natural Resources Conservation Service.

- *Habitat Enhancement –*
 - **Natural Resource Priority Description:** *Improve instream, riparian, and upland wildlife habitat.*
 - **Priority Levels:** *This is a local, state, national and international priority.*
 - **Source of Data:** *WRIA 45 Wenatchee Watershed Plan, WRIA 46 Entiat Watershed Plan, WRIA 40a Stemilt/Squilchuck Watershed Plan, WRIA 47 Lake Chelan Watershed Plan, Upper Columbia Salmon Recovery Plan, Clean Water Act Section 303(d), US Bureau of Reclamation Wenatchee and Entiat Watershed Assessments, NOAA National Marine Fisheries Service Biological Opinion and 5-year Review, US Fish & Wildlife Service Bull Trout Biological Opinion, US Fish & Wildlife Service Endangered Species Act of 1973, Independent Scientific Advisory Board Review of Spring Chinook in the Upper Columbia.*
 - **Other Entities Engaged in this Concern:** *Chelan County PUD, Priest Rapids Coordinating Committee (PRCC), HCP Tributary Committees (Wells, Rocky Reach & Rock Island), Cascade Columbia Fisheries Enhancement Group, Chelan-Douglas Land Trust, Trout Unlimited, Yakama Nation, Washington Water Trust, Upper Columbia Salmon Recovery Board, Chelan County Departments of Natural Resources and Public Works, WSU Cooperative Extension Service, Washington State Conservation Commission, Washington State Department of Natural Resources, Washington State Department of Ecology, Washington State Department of Fish & Wildlife, Washington State Recreation & Conservation Office – Salmon Recovery Funding Board, NOAA National Marine Fisheries Service, Bonneville Power Administration, US Bureau of Reclamation, US Fish & Wildlife Service, US Forest Service, USDA Natural Resources Conservation Service.*

- *Agriculture & Urban Communities –*
 - **Natural Resource Priority Description:** *Promote viable agriculture and engage urban communities in small-scale agricultural opportunities.*
 - **Priority Levels:** *This is a local, state, and national priority.*
 - **Source of Data:** *NRCS Field Office Technical Guide, Wenatchee Valley College Agriculture Program staff, Washington State Department of Health Growing Food System Guide, Ag Census Data, WSU Cooperative Extension Service agricultural data, USDA People’s Garden Initiative.*
 - **Other Entities Engaged in this Concern:** *Cities of Chelan, Cashmere, Entiat, Leavenworth and Wenatchee, Farm Bureau, Ag Cooperatives, Fruit Warehouses, Farmers Markets, School Districts, 4-H and FFA Clubs, Wenatchee Valley College Agriculture Program, WSU Cooperative Extension Service Master Gardener Program and Tree Fruit Research & Extension Center, North Central Educational Service District, Washington State Department of Agriculture, Washington State Conservation Commission, Washington State Department of Natural Resources, USDA Natural Resources Conservation Service.*

- *Noxious Weeds, Invasive Species, & Pests –*
 - **Natural Resource Priority Description:** *Protect natural and endemic flora and fauna from noxious and invasive species and pests.*
 - **Priority Levels:** *This is a local, state, and national priority.*
 - **Source of Data:** *Chelan County Noxious Weed Control Board Website.*
 - **Other Entities Engaged in this Concern:** *Native Plant Society, Chelan County Noxious Weed Control Board, Chelan County Horticulture Pest & Disease Board, Farm Bureau, Fruit Warehouses, WSU Cooperative Extension Service Master Gardener Program, Washington State Department of Agriculture, Washington State Conservation Commission, Washington State Department of Natural Resources, US Forest Service, US Fish and Wildlife Service.*

- *Education & Outreach –*
 - **Natural Resource Priority Description:** *Educate both adults and youth about natural resources stewardship; promote awareness of and encourage participation in Cascadia’s voluntary natural resource programs.*
 - **Priority Levels:** *This is a priority at all levels.*
 - **Source of Data:** *Program Survey Responses, Common Core and Next Generation Science Standards, Watershed Plans, Community Wildfire Protection Plans, local input.*
 - **Other Entities Engaged in this Concern:** *Cities of Chelan, Cashmere, Entiat, Leavenworth and Wenatchee, Wenatchee Valley Museum & Cultural Center, Initiative for Rural Innovation and Stewardship (IRIS), Fire Districts, Farm Bureau, Upper Columbia Salmon Recovery Board, WSU Cooperative Extension Service Master Gardener Program and Tree Fruit Research & Extension Center, Washington Association of Conservation Districts, National Association of Conservation Districts, Washington State Department of Agriculture, Washington State Conservation Commission, Washington State Department of Ecology, Washington State Department of Natural Resources, USDA Natural Resources Conservation Service, US Forest Service, US Fish & Wildlife Service, US Bureau of Reclamation.*

District Priorities

- *District Operations –*
 - **Natural Resource Priority Description:** *Effectively and efficiently administer all aspects of District Operations.*
 - **Priority Levels:** *This is a local and state priority.*
 - **Source of Data:** *Cascadia Conservation District 5-year Plan, Washington State Conservation Commission, Washington State Auditor’s Office, Washington State Archivist’s Office.*
 - **Other Entities Engaged in this Concern:** *Chelan County Commission, Washington Association of Conservation Districts, Washington State Conservation Commission, Washington State Auditor’s Office, Municipal Research and Services Center.*



FY2020 (7/1/19 – 6/30/20) Annual Work Plan Cascadia Conservation District



Natural Resource Priority Program Area: **Forestry** *Estimated Time: 500 days – Estimated Funding \$290,700*

Goal(s): Create a more fire resilient landscape and improve forest health in Chelan County.

Natural Resource Measurable Result Objective: Assess and/or reduce wildfire fuels on 100 acres of private land.

Programmatic Measurable Result Objective: Assist 5 communities with forest health practices; develop an urban forestry program; assist, develop or implement 3 community workshops; assist in developing and implementing cross-boundary forest health and wildfire risk reduction projects.

Funding Source(s): Conservation Commission, Department of Natural Resources, Natural Resources Conservation Service, Washington RC&D, Forest Service, Bureau of Land Management, Salmon Recovery Funding Board, Upper Columbia Salmon Recovery Board, Rates & Charges

| Activities for FY2020 | Target Dates | Person Responsible | Time(Days) Required | Estimated Funding | Notes |
|---|-----------------------|----------------------------------|-----------------------------|-------------------|-------|
| Provide outreach and education, technical assistance and cost share to implement projects (including FEMA projects) to improve forest health and implement Firewise Communities program and practices such as home risk assessments and chipping program. | July 2019 – June 2020 | Patrick Haggerty & Amanda Newell | *See resource heading above | *See above | |
| Explore and implement programs to reduce biomass through alternatives to burning (Chelan Dump Days, roving chipper, and Air Curtain Burner). | July 2019 – June 2020 | Patrick Haggerty | “ | “ | |
| Participate in Fire Adapted Communities Learning Network and Chelan County Wildfire Conversation group; local planning efforts (Community Wildfire Protection Planning, Community Planning Assistance for Wildfire, Hazard Mitigation Planning, Stemilt Partnership), and working groups (Washington Prescribed Fire Council, NCW Forest Health Collaborative, post-fire recovery workgroup, and WA Fire Adapted Communities and all Chelan County Fire Adapted Communities). | July 2019 – June 2020 | Mike Cushman & Patrick Haggerty | “ | “ | |

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|---|-----------------------|---------------------------------------|---|---|--|
| Develop and implement an urban forestry program and engage new urban forestry partners such as the Arbor Day Committee, Tree City USA communities, WSU Extension, Chelan PUD, Cities, Department of Natural Resources, NACD and others. | July 2019 – June 2020 | Sandy Letzing & MarySutton Carruthers | “ | “ | |
| Support partner agencies and other conservation districts by conducting Biological Assessments as requested, with guidance from NRCS. | July 2019 – June 2020 | Ken Muir & Sandy Letzing | “ | “ | |

Natural Resource Priority Program Area: Water *Estimated Time: 410 days – Estimated Funding \$238,400*

Goal(s): Conserve, maintain and improve the quantity and quality of water resources to support communities, agriculture and the natural environment.

Natural Resource Measurable Result Objective: Complete 3 water resource projects with private landowners.

Programmatic Measurable Result Objective: Host 4 Watershed Action Team meetings; develop project proposals and seek funding for 3 irrigation projects; contact 1,000 landowners with information about water quality and quantity improvements; provide technical assistance to 50 landowners; conduct 1 outreach campaign on drinking water source protection.

Funding Source(s): Conservation Commission, Department of Ecology, Department of Health, Bureau of Reclamation, Bonneville Environmental Foundation, Natural Resources Conservation Service, Upper Columbia Salmon Recovery Board, Salmon Recovery Funding Board, Yakama Nation, Department of Fish and Wildlife, Forest Service, Rates & Charges

| Activities for FY2020 | Target Dates | Person Responsible | Time(Days) Required | Estimated Funding | Notes |
|---|-----------------------|------------------------------|-----------------------------|--------------------------|--------------|
| Implement irrigation efficiencies program by providing technical assistance and funding, where available, to implement water conservation projects; continue to implement irrigation efficiencies demonstration project with WSU Cooperative Extension Service. | July 2019 – June 2020 | Mike Cushman & Sandy Letzing | *See resource heading above | *See above | |
| Serve as the lead entity to administer and coordinate the Entiat Watershed Planning Unit and WRIA 46 Watershed Action Team. Participate in and support the Lake Chelan, Stemilt/Squilchuck, and Wenatchee Watershed Planning Units, Icicle Workgroup, and other planning processes. | July 2019 – June 2020 | Mike Cushman | “ | “ | |
| Implement BMPs to improve water quality/quantity; utilize volunteers for riparian restoration projects when opportunities arise. | July 2019 – June 2020 | Sandy Letzing | “ | “ | |

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|--|-----------------------|-----------------------|---|---|--|
| Conduct drinking water source protection activities in partnership with City of Leavenworth, City of Cashmere, Department of Health and US Forest Service; expand program area as funding becomes available. | July 2019 – June 2020 | MarySutton Carruthers | “ | “ | |
| Assist water quality monitoring programs such as Department of Ecology, USDA, and others. | July 2019 – June 2020 | Sandy Letzing | “ | “ | |

Natural Resource Priority Program Area: **Habitat Enhancement** *Estimated Time: 531 days – Estimated Funding \$408,700*

Goal(s): Improve instream, riparian, and upland wildlife habitat.

Natural Resource Measurable Result Objective: Complete 2 habitat enhancement projects.

Programmatic Measurable Result Objective: Conduct reach assessment of Entiat tributaries and monitor project sites.

Funding Source(s): Conservation Commission, Department of Ecology, Department of Natural Resources, Bonneville Power Administration, Upper Columbia Salmon Recovery Board, Priest Rapids Coordinating Committee (PRCC), HCP Tributary Committees (Wells, Rocky Reach & Rock Island), Forest Service, Yakama Nation, Native Plant Society, Salmon Recovery Funding Board, Bureau of Reclamation, WA Fish and Wildlife, US Fish and Wildlife, Rates & Charges

| Activities for FY2020 | Target Dates | Person Responsible | Time(Days) Required | Estimated Funding | Notes |
|--|-----------------------|---------------------------|-----------------------------|--------------------------|--------------|
| Begin implementation of middle Entiat instream projects. | July 2018 – June 2019 | Mike Cushman & Ken Muir | *See resource heading above | *See above | |
| Monitor previous habitat project sites for reporting. | July 2018 – June 2019 | Ken Muir & Sandy Letzing | “ | “ | |
| Coordinate agency monitoring activities and landowner contact. | July 2018 – June 2019 | MarySutton Carruthers | “ | “ | |
| Identify project sites with willing landowners throughout the County, develop potential projects, prepare funding proposals. | July 2018 – June 2019 | Ken Muir | “ | “ | |

Natural Resource Priority Program Area: **Agriculture and Urban Conservation** *Estimated Time: 358 days – Estimated Funding \$208,100*

Goal(s): Promote viable agriculture, engage urban communities in small-scale agricultural opportunities, and encourage cooperation among stakeholders.

Natural Resource Measurable Result Objective: Assist with, develop, or implement 3 natural resource projects.

Programmatic Measurable Result Objective: Evaluate 5 sites and provide BMP information.

Funding Source(s): Conservation Commission, Natural Resources Conservation Service, Upper Columbia Salmon Recovery Board, Rates & Charges

| Activities for FY2020 | Target Dates | Person Responsible | Time(Days) Required | Estimated Funding | Notes |
|---|-----------------------|---------------------------|-----------------------------|--------------------------|--------------|
| Engage agricultural groups and participate on the Flood Control Zone District Steering Committee and at Local Workgroup Planning meetings. | July 2019 – June 2020 | Mike Cushman | *See resource heading above | *See above | |
| Provide technical assistance and cost share to implement agricultural efficiencies and other conservation projects (energy conservation, water conservation, air quality protection, ag preservation, small farm education and outreach). | July 2019 – June 2020 | Sandy Letzing | “ | “ | |
| Continue development of Urban Agriculture program and provide technical assistance to establish community gardens. | July 2019 – June 2020 | Sandy Letzing | “ | “ | |
| Define role and participate when possible in implementation of the Voluntary Stewardship Program. | July 2019 – June 2020 | Mike Cushman | “ | “ | |

Natural Resource Priority Program Area: **Noxious Weeds, Invasive Species, and Pests** Estimated Time: 18 Days – Estimated Funding: \$10,000

Goal(s): Protect native species from noxious and invasive species and pests.

Natural Resource Measurable Result Objective: Include weed/pest control practices in at least 3 plans or projects.

Programmatic Measurable Result Objective: Coordinate with partner agencies to develop a cooperative weed management area plan. Contact 30 landowners regarding weed and pest control options. Evaluate 5 sites and provide BMP information.

Funding Source(s): Conservation Commission, Natural Resources Conservation Service, Upper Columbia Salmon Recovery Board, Rates & Charges

| Activities for FY2020 | Target Dates | Person Responsible | Time(Days) Required | Estimated Funding | Notes |
|---|-----------------------|---------------------------|-----------------------------|--------------------------|--------------|
| Incorporate weed control and re-seeding of disturbed areas into site restoration plans for implementation projects. | July 2019 – June 2020 | Sandy Letzing | *See resource heading above | *See above | |

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|--|-----------------------|------------------|---|---|--|
| Include appropriate weed and pest control practices in farm plans and cost share projects. | July 2019 – June 2020 | Sandy Letzing | “ | “ | |
| Work with partners to implement a biocontrol program in wildfire burn areas to reduce pest species. | July 2019 – June 2020 | Patrick Haggerty | “ | “ | |
| Cooperate on common goals with Chelan County Weed Board, Chelan Douglas County Horticultural Pest & Disease Board, and other partners. | July 2019 – June 2020 | Mike Cushman | “ | “ | |
| Introduce a statewide resolution to discourage the propagation and sale of native and ornamental plants that host agricultural pests. | July 2019 – Dec. 2019 | Mike Cushman | “ | “ | |

Natural Resource Priority Program Area: **Education and Outreach** *Estimated Time: 515 days – Estimated Funding \$200,000*

Goal(s): To promote awareness of and encourage participation in Cascadia’s voluntary natural resource programs.

Natural Resource Measurable Result Objective: Complete at least 3 projects utilizing community volunteers.

Programmatic Measurable Result Objective: Produce and distribute 4 newsletters and 1 annual report; utilize 3 electronic media outlets to educate landowners about resource concerns and district programs; host / participate in 10 public events; conduct 5 outreach and education programs.

Funding Source(s): Conservation Commission, Department of Ecology, Office of Superintendent of Public Instruction, Bureau of Reclamation, Upper Columbia Salmon Recovery Board, Yakama Nation, South Douglas CD, Department of Natural Resources, Department of Health, WA Fish and Wildlife, US Fish and Wildlife, Forest Service, Rates & Charges

| Activities for FY2020 | Target Dates | Person Responsible | Time(Days) Required | Estimated Funding | Notes |
|--|-----------------------|--|-----------------------------|--------------------------|--------------|
| Keep public informed through District newsletter, Wenatchee World, Entiat Lookout, annual reports, informational materials, District website, radio interviews, and social media outlets; utilize Hispanic (or other) translations of educational materials when possible at workshops and events, in social media forums, and general outreach. | July 2019 – June 2020 | Mike Cushman, Amanda Newell & Ken Muir | *See resource heading above | *See above | |
| Participate in state and local forums to keep connected and enhance overall outreach efforts such as Conservation Commission CPO Workgroup, NCW Forest Health Collaborative, and Team Naturaleza. | July 2019 – June 2020 | Amanda Newell | “ | “ | |

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|--|-----------------------|----------------------------------|---|---|--|
| Participate in community events such as Salmon Festival, Earth Day Fairs, Entiat Kite Festival, Swallow-fest, River Appreciation Day, and Farmers Markets. | July 2019 – June 2020 | Amanda Newell | “ | “ | |
| Participate in education programs with partners including Kids in the Creek, Kids in the Forest, Water on Wheels, Wheat Week, Wenatchee Naturalist Course and Shrub-Steppe’n Up. | July 2019 – June 2020 | Amanda Newell | “ | “ | |
| Develop new and implement current educational programs focusing on agriculture, forestry and urban conservation, community gardens, After School and summer programs. | July 2019 – June 2020 | Sandy Letzing & Patrick Haggerty | “ | “ | |
| Host workshops including Forest Health, Backyard Gardening, Water Conservation, Native Planting 101, and Firewise community networking events. | July 2019 – June 2020 | Amanda Newell | “ | “ | |
| Conduct Chelan County Clean Water Campaign, host water quality stewardship photo contest, expand calendar as an educational tool. | July – December 2019 | Amanda Newell | “ | “ | |
| Seek alternate ways to implement the Native Plant Sale through partnerships with other entities. | July – December 2019 | Mike Cushman | “ | “ | |
| Recruit and utilize volunteers for programs such as riparian plantings and youth education activities. | July 2019 – June 2020 | Amanda Newell | “ | “ | |
| Seek funding for education and outreach programs. | July 2019 – June 2020 | Amanda Newell | “ | “ | |

District Program Area: **District Operations** *Estimated Time: 300 days – Estimated Funding \$174,200*

Goal(s): Maintain effective and efficient operations including accounting, grant vouchering, personnel management, Supervisor elections & appointments, training & 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.
- Continue to monitor natural resource-related policy development at local, regional and state level.
- Be available to the citizens of Chelan County as a liaison and technical resource for local environmental solutions.
- Seek creative and cost-effective solutions to funding and operations challenges.

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.

Funding Source(s): Conservation Commission, Rates and Charges

| Activities for FY2020 | Target Dates | Person Responsible | Time(Days) Required | Estimated Funding | Notes |
|--|------------------------|-----------------------------|-----------------------------|--------------------------|--------------|
| Provide assistance to landowners as requests are received. | July 2019 – June 2020 | Technical Staff | *See resource heading above | *See above | |
| Regularly meet with County Commissioners and cities to receive information and keep them updated on District activities and needs. | July 2019 – June 2020 | Mike Cushman | “ | “ | |
| Provide assistance to other districts and partners as requested including conducting cultural resources investigations for BMP implementation. | July 2019 – June 2020 | Peggy Entzel | “ | “ | |
| Participate in WACD efforts to work with legislators in support of priority legislation. | July 2019 – June 2020 | Board & Mike Cushman | “ | “ | |
| Seek funding for training opportunities, including WADE training, to encourage professional development of staff. | July 2019 – June 2020 | Peggy Entzel & Mike Cushman | “ | “ | |
| Conduct annual District election and appointment activities. | Nov. 2019 – March 2020 | Nada Wentz | “ | “ | |
| Review and/or update as needed: RCW 89.08, partner agreements, policy resolutions and employee handbook. | July 2019 – June 2020 | Peggy Entzel | “ | “ | |
| Hold annual planning workshop. | March 2020 | Peggy Entzel | “ | “ | |
| Hire staff and/or host AmeriCorps or Veteran interns as necessary to assist with District programs. | July 2019 – June 2020 | Peggy Entzel | “ | “ | |
| Purchase or lease a vehicle. | July 2019 – June 2020 | Peggy Entzel | “ | “ | |



Rolling Rivers Stream Model



Kids in the Creek



Container Gardening Event



FY2019 Annual Budget Cascadia Conservation District

Revenue:

| | Total |
|---|------------------|
| 3310000 Direct Federal Grants | 700,000 |
| 3330000 Indirect Federal Grants | 210,000 |
| 3340000 State Grants | 265,000 |
| 3370000 Local Grants | 10,000 |
| 3451100 Charges for Services | 280,000 |
| 3611000 Interest Earned | 100 |
| 3670000 Contributions from Non-governmental Sources | 65,000 |
| | |
| Total Conservation District Revenue | 1,530,100 |

Expenses:

| | Total |
|---|------------------|
| 5531010 Salaries & Wages | 718,000 |
| 5531020 Benefits | 307,600 |
| 5531030 Supplies | 40,000 |
| 5531040 Other Services & Charges | 448,000 |
| 5925380 Debt Service Costs | 1,500 |
| 5945360 Capital Outlays | 15,000 |
| | |
| Total Conservation District Expenses | 1,530,100 |