



FY2018 (7/1/19 – 6/30/20) Annual Work Plan FOSTER CREEK Conservation District

For More Information Contact: Amanda Ward at (509) 888-6373, or
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 agricultural practices within Douglas County that contribute to benefit farming operations, local communities, natural habitat and indigenous wildlife.

Priority levels: Local, State, and National 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: Bureau of Land Management (BLM),
Chelan-Douglas Land Trust (CDLT), Douglas County,
Douglas County Weed Management Task Force,
Okanogan Conservation District (OCD), South Douglas Conservation District (SDCD),
US Fish and Wildlife Service (USFWS), WA Dept. of Ecology (DOE),
WA Dept. of Natural Resources (NRCS). WA State Conservation Commission (WSCC),

Cascadia Conservation District (CCD),
Douglas County Fire Districts,
Grant County Conservation District (GCD),
US Department of Agriculture (USDA),
WA Dept. of Fish and Wildlife (WDFW),
WA State University (WSU) Extension.

Natural Resource Priority Program Area:

Program Area: Soil Health, Water Quality – Direct Seed Programs

Goal(s): Continue to promote Agricultural BMPs and assist Douglas County producers with cost-share to transition from conventional tillage to direct seed systems, improve soil health and water quality, and decrease soil erosion.

Programmatic Measurable Result Objective(s): By June 2020, have an additional 5 cooperators and at least 1,250 new acres incorporated into FCCD’s ongoing Direct Seed program.

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

Activities for FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
ECY-149 - Outreach to cooperators completed and a full quota of participants engaged in the program	July 2019 – June 2020	A. Ward	Estimated time: 165 days	\$160,000.00
ECY-067 & 149 – Soil Monitoring QAPP approved, and first year of soil testing program completed for all participants.	July 2019 – June 2020	A. Ward A. Knerl		
ECY-067 Cost / Benefit reports completed for all participants	July 2019 – June 2020	A. Ward, K. Painter (U of ID)		
ECY-0067 & 0149 - Program Administration / Management	July 2019 – June 2020	A. Ward		
ECY-067 - All program tasks completed and grant successfully closed-out.	July 2019 – June 2020	A. Ward		
Direct Seed/Ag BMPs outreach plan developed and education/outreach materials expanded	July 2019 – June 2020	A. Knerl, E. Jackson		
A new Direct Seed Grant application completed and submitted to Ecology FY 2021	July 2019 – June 2020	A. Ward		

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

Goal(s): By 2020, two new stream restoration plans to improve water quality prepared.

Programmatic Measurable Result Objective(s): New Ecology WQ grant (ECY-181) approved and underway, riparian planting plans completed for two sites, ECY-0171 successfully completed and close-out.

Funding Source(s): WA Dept. of Ecology

Activities for FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
ECY-171 All program tasks completed and grant successfully closed-out.	July 2019 – June 2020	A. Rosenblum	Estimated time: 200 days	\$190,000.00
ECY-0181 signed and grant underway	July 2019 – June 2020	A. Knerl E. Jackson A. Rosenblum		

Water Quality monitoring and Riparian Stream Restoration/Enhancement Programs - continued

ECY-0181 Phase II Planning completed and implementation underway	July 2019 – June 2020	A. Rosenblum	As above	As above
ECY-0181 Year one monitoring completed and reported	July 2019 – June 2020	A. Rosenblum		
Program Administration/Management	July 2019 – June 2020	A. Ward		
FCCD Annual water quality monitoring completed and reported to Ecology	July 2019 – June 2020	A. Knerl		
New Water Quality grant for 2021 completed and submitted to Ecology	July 2019 – June 2020	A. Rosenblum		

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 continued.
Programmatic Measurable Result Objective(s): Six MSGCP site specific plans completed, additional funding sourced to undertake work relevant to VSP.
Funding Source(s): WA Dept. of Ecology, WSCC, USFWS, NRCS, WSU Extension, WDFW, Douglas County, South Douglas CD.

Activities for FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
VSP Implementation - ongoing	July 2019 – June 2020	A. Rosenblum	Estimated time: 200 days	\$97,500.00
Continue to gather survey information from individual producers	July 2019 – June 2020	A, Rosenblum		
At least 4 GCP permits granted by USFWS	July 2019 – June 2020	USFWS		
Complete four site specific GCP plans and the four related incidental take permits submitted to USFWS	July 2019 – June 2020	E. Jackson		
Technical assistance provided to 6 operators to assist with acquiring Farm bill funding for appropriate CPs	July 2019 – June 2020	A. Ward E. Jackson A. Rosenblum		
Work with key organizations to secure additional funding to support technical assistance and a minimum of two relevant grants applied for	July 2019 – June 2020	A. Ward E. Jackson A. Rosenblum		
Project Administration / Management	July 2019 – June 2020	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): Continue to develop a Cooperative Weed Management Area to collaboratively address weed issues in Douglas County, and provide technical weed management assistance to producers
Programmatic Measurable Result Objective(s): Working group created, draft plan developed.
Funding Source(s): National Fish and Wildlife Foundation (NFWF)

County-wide Weed Control - continued

Activities for FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
A comprehensive, strategic weed management plan drafted and approved by the Steering Committee	July 2019 – June 2020	A. Rosenblum	Estimated time: 170 days	\$60,000.00
Minimum of 150 people reached through education and outreach events, media, and/or direct technical assistance provided to landowners	July 2019 – June 2020	A. Rosenblum		
Weed control, removal of invasive species completed on 20.0 acres	July 2019 – June 2020	A. Rosenblum		
Program Administration/Management	July 2019 – June 2020	A. Ward		
Grant successfully completed and closed out.	July 2019 – June 2020	A. Ward		
New grant application to continue this program completed and submitted	July 2019 – June 2020	A. Rosenblum		

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 – NRCS Task Orders
Goal(s): Provide assistance to NRCS through completing various Task Orders.
Programmatic Measurable Result Objective(s): A minimum of two new Task Orders, either farm planning and/or practice monitoring tasks, completed and approved by NRCS
Funding Source(s): WSCC, NRCS

Activities for FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
Task Orders completed as required by NRCS and WSCC	July 2019 – June 2020	E. Jackson Vacant position	Estimated time: 100 days	\$50,000.00
In collaboration with NRCS, assist operators with acquiring Farm bill funding to complete CPs	July 2019 – June 2020	E. Jackson Vacant position		
Project Administration	July 2019 – June 2020	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): Five restoration test plots installed
Funding Source(s): WNPS, WSCC

Activities for FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
Develop grant source database for grants identified that match District goals and activities.	July 2019 – June 2020	A. Rosenblum	Estimated time: 1 day	\$375.00

Program Area: County-wide Biocontrol service, Weed Control, Noxious Weeds, Habitat for Fish and Wildlife, Agricultural Activities in Critical Areas - FCCD
Goal(s): Source a new bio-controls provider and establish stable funding or means to maintain this ongoing program for Douglas County cooperators.
Programmatic Measurable Result Objective(s): Supplier and funds sourced and confirmed, monitoring program designed and implemented.
Funding Source(s): Currently, cooperators pay the full cost for Biocontrol bugs

Activities for FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
Minimum of 3 relevant grants applied for, to help provide cost-share to cooperators and support an ongoing program.	July 2019 – June 2020	A. Ward E. Jackson A. Rosenblum A. Knerl	Estimated time: 8 days	\$20,000
Continue to develop relationship/potential partnership with WSU	July 2019 – June 2020	E. Jackson		
Monitoring program developed and first year completed to identify current 'baseline' conditions	July 2019 – June 2020	E. Jackson A. Knerl		
Outreach and education materials expanded	July 2019 – June 2020	A. Knerl		

Program Area: Weed Control, Noxious Weeds, Habitat for Fish and Wildlife, Critical Areas
Goal(s): Weed assessment, mapping and technical weed management assistance provided to TNC
Programmatic Measurable Result Objective(s): By July 2020, first round of weed control implemented and mapping completed
Funding Source(s): TNC.

Activities for FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
Weed assessment and mapping drafted and approved by TNC	July 2019 – June 2020	A. Rosenblum	Estimated time: 40 days	\$12,800.00
Round 1 of weed control measures completed	July 2019 – June 2020	A. Rosenblum		
Project Administration / Management	July 2019 – June 2020	A. Ward		

Program Area: Weed Control, Noxious Weeds, Habitat for Fish and Wildlife, Critical Areas
Goal(s): Weed assessment and technical weed management assistance provided to producers
Programmatic Measurable Result Objective(s): By July 2020, first round of weed control implemented
Funding Source(s): USFWS Partner's Grant

Activities for FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
Round 1 of weed control measures completed	July 2019 – June 2020	A. Rosenblum	Estimated time: 25 days	\$9,000.00
Project Administration / Management	July 2019 – June 2020	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 2020, 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 FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
Complete minimum of 2 “Farmed Smart” audits	July 2019 – June 2020	A. Ward, E. Jackson	Estimated time: 8 days	\$3,366.00
Project Administration / Management	July 2019 – June 2020	A. Ward		
Outreach to local producers to provide program information and gauge interest for audits	July 2019 – June 2020	All staff		

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 four newsletters and one 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): WA Dept. of Ecology, WSCC, NRCS, WSU Extension, USFWS, WDFW, CDLT, Douglas County.

Activities for FY2019-20	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
Seek additional funds to assist with the development of an overarching strategic Education and Outreach plan for all FCCD programs	July 2019 – June 2020	All staff	Estimated time: 100 days	\$50,000.00
Seek funding to develop and implement new programs	July 2019 – June 2020	All staff		
Conduct planned outreach activities using District and community resources to promote District’s water quality and soil health programs	July 2019 – June 2020	A. Knerl		
Continue to promote District work through a quarterly newsletter, develop content and expand readership	July 2019 – June 2020	All staff		
Redesign the FCCD website to be more user friendly and provide regular, ongoing updates	July 2019– June 2020	A. Knerl E. Jackson A. Rosenblum		
Continue the Salmon in the Classroom program, with one tank at one local school and a second tank at the Waterville Public Library	July 2019 – June 2020	A. Knerl E. Jackson		
Participate in community events such as Earth day, Kids in the Creek, River of Power, Salmon Festival, Make A Difference Day, NCW Fair	July 2019 – June 2020	All Staff		
Develop new displays for the annual North Central Washington Fair	July 2019 – June 2020	All staff		
Develop new education programs focusing on orchards and agriculture, soil health and water quality and urban conservation	July 2019 – June 2020	All staff		
Program oversight and administration	July 2019 – June 2020	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):

WSCC

Activities for FY2018-19	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding
Provide assistance to landowners as requests are received	July 2019– June 2020	All staff	Estimated time: 170 days	\$80,000.00
Regularly meet with County Commissioners to receive information and keep them updated on District activities and needs	July 2019 – June 2020	A. Ward		
Provide assistance to other districts, as requested	July 2019 – June 2020	All staff		
Participate in WACD efforts to work with legislators in support of priority legislation	July 2019 – June 2020	A. Ward		
Seek funding for training opportunities, including WADE training, to encourage professional development of staff	July 2019 – June 2020	All staff		
Conduct annual District election and appointment activities	July 2019 – June 2020	A. Ward		
Review and/or update as needed: RCW 89.08, partner agreements, policy resolutions and employee handbook	July 2019 – June 2020	FCCD Board A. Ward		
Hold annual planning workshop, March 2019	July 2019 – June 2020	FCCD Board All staff		
Seek creative and cost-effective solutions to funding and operations challenges and help build district capacity	July 2019 – June 2020	All staff		
Program oversight and administration	July 2019 – June 2020	A. Ward		

Total District Operation Budget



Revenue:	
	Total
Direct Federal Grants	85,500
Indirect Federal Grants	21,000
State Grants	590,000
Local Grants	33,175
Biocontrol Sales	15,000
Total Conservation District Revenue	744,675

Expenses:	
	Total
Salaries & Wages	310,840
Benefits	156,044
Supplies	40,000
Other Services & Charges	217,791
Debt Service Costs	10,000
Capital Outlays	10,000
Total Conservation District Expenses	744,675