



Thurston Conservation District

Five-Year Plan (2017 - 2022)

www.thurstoncd.com

For More Information:

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I. Organizational Information

Organization of the Thurston Conservation District

- A political subdivision of the State of Washington – authorities, powers and structure contained in [Chapter 89.08 RCW](#).
- The Thurston Conservation District was formed in 1948, and is one of 45 conservation districts in Washington State. Districts have no regulatory authority.
- District boundaries include all of Thurston County, with exception of those areas that fall within the pre-1948 city boundaries of Yelm, Tenino and Rainier.
- The Thurston Conservation District is building on a long tradition of meeting today's challenges with expanding programs and opportunities to assist residents in protecting the land and its resources.

Function of the Thurston Conservation District

To make available technical, financial and educational resources, and focus or coordinate them to meet the needs of the local land owner/operator with conservation of soil, water, and the preservation of natural resources.

Who We Serve & Why

The Thurston Conservation District (TCD) serves all land owners and operators within our district boundaries. To effectively provide a diverse set of services and programs, TCD collaborates in partnerships with individuals, land owners and operators, businesses, non-profit organizations, local governments, state government, and tribes. These partnerships enable the protection of all natural resources, expansion of options for agriculture production, promotion of sustainable forestry practices, and protection and enhancement of wildlife habitat throughout the urban and rural areas of Thurston County. To ensure this landscape level impact, we serve land owners and operators in Thurston County that reside outside our district boundaries when grant funding is available.

Mission of the Thurston Conservation District

Thurston Conservation District, a non-regulatory agency, strives to conserve and sustain the beneficial use and protection of local natural resources through partnerships with the County's urban, rural, working lands communities, and others; as well as local, state, federal and tribal agencies.

Vision of the Thurston Conservation District

Thurston County has healthier soils, water, air, and ecosystems, and a thriving economy, while supporting human interaction with these resources. Thurston Conservation District is the leader in community based regeneration of natural resources and provides services to support economically viable working lands throughout the district. The District is recognized as the independent and trusted

agency of choice to implement stewardship in Thurston County and beyond in partnership with individuals, other conservation districts, relevant agencies, and organizations.

Values of the Thurston Conservation District

1. We serve our community with accuracy, professionalism, and sensitivity. We value diverse opinions and strive to listen, understand different perspectives, and work together to find common ground.
 2. We value and honor the public's trust and their investment in our work and will strive diligently to preserve that partnership.
 3. We strive to be respectful of all community members and their lifestyle choices.
 4. We serve as the information hub to share best available science with land owners/operators through education, technical assistance, and implementation.
 5. We serve as a conduit for the voice of the community to policy officials on natural resource issues. We listen to the needs of the community and strive to find solutions that best benefit land owner/operator goals while meeting regulatory requirements.
 6. We encourage innovation in our practices and ideas and will support our staff and community in implementing them.
 7. We advocate and collaborate for working lands activities that promote [regenerative resource management](#), sustainability/sustainable resource management, economic viability, and are based on [best available science](#).
 8. We provide value for public funding via measurable benefits to natural resources and communities, responsive and efficient systems and transparent governance.
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Natural Resource Data & Information

- [Thurston County](#) is located on the southern end of the Puget Sound in Western Washington, referred to as the South Sound. It covers 774 square miles, of which 722 square miles is land and 52 square miles is water.
- Thurston County is the seventh smallest county in the state, but the sixth most populous with 349.4 persons per square mile (269,851 persons county-wide), according to the [July 2014 census](#).
- Waters within the district drain to both the Puget Sound and the Pacific Ocean. They are conveyed via the major watersheds, including Black River, Budd Inlet, Deschutes River, Chehalis River, Eld Inlet, Henderson Inlet, Nisqually River, Skookumchuck River, and Totten Inlet.
- In the most recent [USDA agricultural census \(2012\)](#), there were 1,336 farms operating in Thurston County, encompassing a total of 76,638 acres. The number of farms is increasing, while farm size has decreased over the last 15 years.
- Since the mid-1950s, when Thurston County was primarily farmland, the County has lost over 75 percent of our working agricultural lands. Though the land area dedicated to agricultural activities has been steadily declining, agricultural production is still of significant importance to the County's economy. ([WSU Extension](#))
- Forest and timber lands in Thurston County provide both ecological benefits and economic opportunities. Studies show that basins with more than 65% canopy cover tend to have intact stream health. In addition, forestry is an important aspect of Thurston County's history and economic base. Public and private forest and timber lands are in decline in Thurston County, with the highest rate of recently recorded forest land loss occurring from 2005 to 2010. During this time, more than 910 acres were removed from the Rural & Forest Land inventory annually, including a large decrease in the amount of public timber lands in Thurston County. ([TRPC](#))
- While forests still cover over 40% of the county's area, forested land covers declined by over 42,000 acres between 1992 and 2011 due to logging, development, and other factors. ([TRPC](#))
- Between 1992 and 2011, large-scale changes detectable from satellite imagery indicate over 8,000 acres were converted to low, medium or high-density developed land covers. ([TRPC](#))

- Watersheds or basins generally exhibit degraded water quality when 10% or more of the land cover is impervious. Two watersheds in Thurston County were near or above this level in 2014: Henderson Inlet, with approximately 17.3% impervious surface coverage, and Budd/Deschutes with 9.4%. ([TRPC](#))
 - The total market value of agricultural production in Thurston County is about \$118 million from 1,288 farms, with crops accounting for approximately 42% of the total and livestock and poultry the remaining 58% ([U.S. Census of Agriculture](#)). These figures are greater than all adjacent counties. ([WSU Extension](#))
Data representing the local economic impact of forestry and timber lands will be included as available.
 - Portions of every watershed in Thurston County have water quality impairments, which include, but are not limited to, temperature, dissolved oxygen, bacteria (such as fecal coliform), pH, and fine sediment. These water impairments have resulted in segments being included in the [Department of Ecology's 303\(d\) listings](#).
 - Portions of every watershed in Thurston County have invasive plant, animal, and aquatic species, lack adequate instream large woody debris and riparian cover, and exhibit reduced summer low-flows. All of which are noted on the [303\(d\) listings](#) and the [Limiting Factors Analyses for WRIAs 11,13,14, and 22](#).
 - [Reduced salmon populations, including ESA-listed fish and state species of concern](#) have been affected by several factors in the South Sound, which includes Thurston County fresh and estuarine systems. Factors include: degraded habitat, land use, over fishing, among others. [Watershed Recovery Plans](#) have been developed to address these issues.
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Criteria for Selecting Conservation Priorities

1. Documented research, reports, local knowledge or data indicating specific resource needs or concerns
 2. Impact on the long term health of working lands
 3. Impact on long term health of natural resources
 4. Opportunities to assist land owners/operators with aligning their vision for their land with existing natural resource regulations.
 5. Opportunities for stream/riparian/estuarine restoration and water quality protection
 6. Opportunities to partner and leverage resources (including funding) to address multiple concerns
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II. Priority Natural Resource Conservation Needs, Geographic Areas, Measures of Success & Goals

Overall district priorities

- To support a working lands community that is profitable and viable
- To assist land owners/operators of all lands to be good stewards of the natural resources
- To assist land owners/operators, regardless of property size, in the implementation of management practices that address water quality/quantity, soil health, maintenance and restoration of natural habitats
- To educate the public on the importance of maintaining the health and productivity of our natural resources
- To cooperate with a diverse group of partners (e.g. individuals, tribes, NGOs, and agencies) that value natural resources, to collectively address common goals and desired outcomes
- To support producers in achieving the goals and benchmarks of the Thurston County Voluntary Stewardship Plan (VSP).

Note:

Goal numbers for each priority, found below, are numerically referenced in TCD's Annual Plan

Water Quality & Quantity

As a valuable and vital resource, water quality and quantity impact every sector of life. We will continue to provide education and technical assistance to all land owners/operators within our district that aims to inform and mitigate the individual's impact to water quality and quantity. We strive for clean drinking water, the upgrade of 303(d) listed stream segments, meeting Total Maximum Daily Load (TMDL) pollution reduction targets, and upgrades to commercial and recreational shellfish harvesting areas. In addition to implementing [Best Management Practices](#) and [green infrastructure](#) to reduce or treat stormwater, we provide active and on-going education to our most sensitive shellfish producing areas: the Henderson Inlet and Nisqually Reach Shellfish Protection Districts.

Measure of Success: Improved shoreline conditions

1. **Goal:** By 2022, 50 marine and freshwater shoreline land owners/operators will have improved shoreline conditions to support water quality and quantity. These land owners/operators will be medium to high priority as defined by the Nearshore Project Selection tool.
2. **Goal:** By 2022, Thurston Conservation District will successfully garner funds to implement a [Shore Friendly](#) Thurston program.

Measure of Success: Protect and restore marine and freshwater habitat to support healthy and harvestable salmon populations.

3. **Goal:** By 2022, Thurston Conservation District will continue to host annual Salmon Camp event.
4. **Goal:** By 2022, Thurston Conservation District will continue to host Lead Entity program and successfully lead facilitation of the science-based, citizen led annual grant process.
5. **Goal:** By 2022, restore two (2) miles of riverine, marine, and wetland conditions to achieve functionality, either directly or facilitated by Thurston Conservation District.
6. **Goal:** By 2022, develop inlet-specific recovery plans for all salmonid species.
7. **Goal:** By 2022, continue the education of local, state, and federal elected leaders, and coordinate with Tribes on benefits of the investment in salmon recovery.
8. **Goal:** By 2022, 6,000 youth will collect water quality data on more than 50 monitoring sites through the South Sound GREEN program and share this data with community partners.

Measure of Success: Increased water use efficiencies and stormwater treatment on land owners'/operators' properties.

9. **Goal:** By 2022, 20 agricultural and other land owners/operators will implement water use efficiencies as a result of Thurston Conservation District's outreach and technical assistance.
10. **Goal:** By 2022, 20 residential landowners will implement stormwater treatment/infiltration efficiencies.

Measure of Success: Upgrade shellfish beds

11. **Goal:** By 2022, efforts supported by Thurston Conservation District to reduce nonpoint source pollution will result in the upgrade of 75 acres of shellfish beds and no new downgrades in any shellfish areas.

Measure of Success: Reduce surface and groundwater impacts from urban and rural land uses

12. **Goal:** By 2022, Thurston Conservation District will host (50) workshops addressing agricultural practices impacting surface and groundwater resources.
13. **Goal:** By 2022, Thurston Conservation District will provide (150) soil tests annually, based on Extension guidance from [Washington State University](#), [Oregon State University](#), and [University of Idaho](#).

Protect & Restore Ecosystems

Thurston Conservation District recognizes the quantity and diversity of critical ecosystems within our region and strives to protect intact habitat, while working to restore degraded areas. Thurston County is home to state and federally listed endangered species, prairie ecosystems, vital marine and estuarine habitat, forestland, sensitive riparian areas and shellfish beds. Education is the first step to resource conservation on private lands and the district will continue to engage the community to raise awareness of the vital roles our critical ecosystems and their processes. We will also continue to coordinate financial resources and facilitate ecosystem recovery from the local level.

Measure of Success: Increase in ecosystems protection

14. Goal: By 2022, Thurston Conservation District will facilitate the protection of 1,000 acres (e.g. acquisitions and easements etc.).

Measure of Success: Increased enrollment in the [Conservation Reserve Enhancement Program \(CREP\)](#)

15. Goal: By 2022, Thurston Conservation District will increase riparian buffers through enrollment of 200 acres in the CREP.

Measure of Success: Increased number of culvert, derelict roads, barrier removal projects and habitat restored

16. Goal: By 2022, Thurston Conservation District will collaborate with partners to implement two (2) culvert or barrier removal projects, and removal of derelict roads, opening up a minimum of three (3) miles of habitat.

Measure of Success: Increase in restored degraded habitat

17. Goal: By 2022, Thurston Conservation District will restore 100 acres of degraded habitat.

Measure of Success: Prioritize geographic areas for restoration and conservation

18. Goal: By 2022, Thurston Conservation District will work with partners to identify priority areas and actions for each Thurston County watershed and collaborate for implementation.

Producer Support & Preservation of Working Lands

In an effort to continue to support the preservation of working lands, Thurston Conservation District will continue offering technical assistance and conservation planning services to land owners/operators (supported through measures and goals in *Rural and Urban Stewardship*). We are the technical provider for the [Voluntary Stewardship Program \(VSP\)](#). The VSP is an alternative approach for counties to meet critical areas ordinance goals on private lands, while maintaining agricultural viability. In addition, we will work to educate new and beginning owners/operators of working lands. We assist small and large producers and commercial and non-commercial operations. We will continue to work with existing land owners/operators to implement [Conservation Practice Standards](#) and [Best Management Practices](#) and assist with planning for their future and beyond retirement. We will continue to partner with key organizations and individuals to provide quality technical, financial and educational resources. We promote [regenerative agriculture](#) and [sustainable forestry](#) encouraging conservation of natural resources, and economic viability of the operation.

Measure of Success: Development and implementation of the Voluntary Stewardship Program
19. Goal: By 2018, Thurston Conservation District will implement, to the extent feasible, the Voluntary Stewardship Program in Thurston County, which is contingent on funding to Thurston Conservation District.

Measure of Success: Actively engage in establishing conservation easements on working lands
Thurston Conservation District has identified establishing an easement program as its highest priority.

20. Goal: By 2019, Thurston Conservation District will facilitate at least one (1) conservation easement.

Measure of Success: Increase in forest management

21. Goal: By 2019, Thurston Conservation District will develop one (1) [forest management plan](#) focusing on sustainable management practices and ensuring ecosystem services are provided.

Measure of Success: Increase in producers served through technical, educational and financial assistance

22. Goal: By 2022, Thurston Conservation District will serve 2000 producers, including beginning, experienced, and retiring producers, as well as across commercial and non-commercial operations.

Measure of Success: Bridge the gap between retiring and beginning producers

23. Goal: By 2020, Thurston Conservation District will enroll 1000 acres in South Sound FarmLink to help transition working lands between generations.

24. Goal: By 2017, Thurston Conservation District will offer successional planning training and resources to retiring producers.

25. Goal: By 2017, Thurston Conservation District will offer technical training and resources to new and beginning producers.

Measure of Success: Increase inventory and use of equipment rental service

26. Goal: By 2021, Thurston Conservation District will increase the use of current equipment rental from 130 land owners/operators to 160 land owners/operators.

27. Goal: By 2021, Thurston Conservation District will increase the equipment rental inventory to continue to meet land owner/operator needs.

Rural & Urban Land Stewardship

Thurston Conservation District recognizes the diversity within our community and adapts to meet the needs of our urban and rural settings. Through technical assistance and education, we work to foster stewardship of natural resources from all individuals in our community. Thurston Conservation District strives to be the go-to resource for land owners/operators concerning all natural resource conservation issues on their land.

Measure of Success: Increased number of conservation plans developed

28. Goal: By 2022, Thurston Conservation District will develop 250 conservation plans (including Conservation plans, CREP plans, forestry plans, and VSP Individual Stewardship Plans) that include long term protection and restoration of riparian and aquatic resources.

Measure of Success: [Best Management Practices](#) recommended

29. Goal: By 2022, Thurston Conservation District will recommend 900 Best Management Practices.

Measure of Success: Best Management Practices implemented

30. Goal: By 2022, Thurston Conservation District will work with land owners/operators to implement 60% of recommended Best Management Practices.

31. Goal: By 2022, Thurston Conservation District will conduct follow up evaluations and effectiveness monitoring to provide adaptive management recommendations for 100% of land owners/operators who implement Best Management Practices recommendations.

Measure of Success: Workshops, community meetings, and field trips hosted

32. Goal: By 2022, Thurston Conservation District will host 100 workshops/classes, 30 community meetings and 30 field trips for residents of Thurston County to highlight rural and urban land stewardship practices and principles.

33. Goal: By 2022, Thurston Conservation District/South Sound GREEN will coordinate at least 15 volunteer-driven work parties to restore degraded habitat

Measure of Success: Invasive species managed

34. Goal: By 2022, Thurston Conservation District will work with partners to treat 100 acres of invasive (non-native) species (plants and animals) and restore with native plant species.

Measure of Success: Green infrastructure and Low Impact Development practices implemented

35. Goal: By 2022, Thurston Conservation District will work with partners to implement 25 green infrastructure and Low Impact Development practices and/or projects.

36. Goal: By 2022, Thurston Conservation District's conservation plans, when applicable, will include recommendations for stormwater treatment/maintenance.

Measure of Success: Increase conservation stewardship of urban households

37. Goal: By 2022, Thurston Conservation District will increase outreach and program delivery focusing on urban resource stewardship to 500 households in urban communities.

Measure of Success: Increase incentive opportunities for natural resource stewardship on rural and urban lands

38. Goal: By 2022, Thurston Conservation District will increase funding to offer the Clear Choices for Clean Water to residents throughout the district.

39. Goal: By 2022, Thurston Conservation District will increase funding for cost share and conservation practice implementation opportunities by 50 percent (from 2017 budget of \$111,000 to \$167,000).

Measure of Success: Support rural and urban land stewardship with equipment rental service

40. Goal: By 2022, Thurston Conservation District will continue to host an equipment rental service providing land owners/operators access to tools for implementing stewardship practices

Local Food Production & Consumption

By increasing engagement in the local food system, Thurston Conservation District is supporting working lands, rural economic development, reduction of pollution caused by product processing and transportation, equitable access to healthy local food, and the economic viability of our agricultural community and geographic region. Locally produced food connects people to the land, improves our region's food security, creates more informed land stewards, and fosters support for resource conservation, the agricultural community and farmland preservation.

Measure of Success: Number of food producing gardens

- 41. Goal:** By 2021, Thurston Conservation District will annually serve 50 commercial operations, 100 backyard/homestead gardens and five (5) community gardens.

Measure of Success: Support backyard gardening, homesteading and community garden food production

- 42. Goal:** By 2018, Thurston Conservation District will serve 50 backyard gardeners/homesteaders through the equipment rental program.
- 43. Goal:** By 2022, Thurston Conservation District will increase service to backyard gardeners/homesteaders through the equipment rental program by 100 percent (from 50 to 100 cooperators).
- 44. Goal:** By 2020, Thurston Conservation District will provide 10 skill building opportunities for backyard gardener/homesteaders.
- 45. Goal:** By 2019, Thurston Conservation District will provide education and technical assistance to 10 community gardens in Thurston County.
- 46. Goal:** By 2020, Thurston Conservation District will increase the number of community gardens involved in soil testing program to ten (10).

Measure of Success: Increase local consumption for locally produced food

- 47. Goal:** By 2022, Thurston Conservation District will engage 75 producers in educational opportunities focused on marketing products locally.
- 48. Goal:** By 2022, Thurston Conservation District will work with partners to increase consumption of locally produced food by supporting South Sound Food System Network and other initiatives at 50 outreach events.
- 49. Goal:** By 2018, 75% of district-purchased refreshments for district hosted events will support local farm and food businesses.

Measure of Success: Accessibility of healthy local food

- 50. Goal:** By 2020, Thurston Conservation District will work with partners to identify TCD's role to increase food accessibility for [vulnerable populations](#) in our community.
- 51. Goal:** By 2022, Thurston Conservation District will work with partners to increase accessibility of locally produced food by supporting South Sound Food System Network and other initiatives at 50 outreach events.

Climate Change Adaptability

To help producers and land owners/operators understand and adapt to the changing climate, we continue to engage in and relay the best available science through education and technical assistance services. We seek to support our community in proactive climate change adaptation measures such as flood and fire prevention, drought, ocean acidification in local marine waters, suitable crops, forest regeneration incorporating climate adaptability, and alternative pest and plant disease control. We are committed to work with our community to conserve and protect our natural resources in response to climate change. In addition, we strive as an organization to demonstrate sustainable practices in our work and office culture.

Measure of Success: Implement Firewise

- 52. Goal:** By 2022, Thurston Conservation District will implement three (3) Firewise projects.

Measure of Success: Land owners/operators practicing Firewise

- 53. Goal:** By 2020, Thurston Conservation District will assist five (5) land owners/operators with Firewise projects.

Measure of Success: Host Firewise Outreach events

54. Goal: By 2020, Thurston Conservation District will host five (5) workshops and/or site visits leading to implementation of the Firewise program.

Measure of Success: Workshops and forums hosted

55. Goal: By 2019, Thurston Conservation District will host six (6) workshops and one (1) community forum addressing climate change adaptations for local producers and land owners/operators.

Measure of Success: Implement climate change adaptation practices

56. Goal: By 2022, Thurston Conservation District will work with 25 land owners/operators to implement climate change adaptation practices that utilize best available science, and employ effectiveness monitoring and adaptive management practices.

Measure of Success: Energy efficiencies plans

57. Goal: By 2022, Thurston Conservation District will assist land owners/operators to create five (5) plans to address energy efficiencies

III. Operations: Information & Education Priorities, District Operations, Measures of Success & Goals

Community Outreach & Engagement

It is of foundational importance to the Thurston Conservation District to engage the community in active conservation and the regenerative use of natural resources. Through volunteer projects and participation in district programs and services, we seek to facilitate a strong relationship with land owners/operators in our area. By increasing our presence and continuously adapting to meet the communities' needs, the Thurston Conservation District can provide effective conservation programs for working lands as well as other clientele.

Measure of Success: Number of volunteers

58. Goal: By 2020, Thurston Conservation District will increase total number of district volunteers to 50 individuals annually.

Measure of Success: Community organizations reached

59. Goal: By 2018, Thurston Conservation District will increase outreach to 10 new community organizations to raise awareness of TCD and our services.

Measure of Success: Outreach materials revised

60. Goal: By 2018, 100% of new Thurston Conservation District outreach materials will be revised to ensure the use of consistent, science-based, and professional branding, materials, and communications.

Measure of Success: Elected officials reached

61. Goal: By 2017, Thurston Conservation District will conduct outreach to all elected officials representing Thurston County (at State, County, and City levels) to increase recognition of conservation districts as local resources for conservation on private lands.

62. Goal: Host annual legislative tours for each Legislative District in Thurston County (State, County, and City levels).

63. Goal: Conduct annual outreach to all State elected officials representing Thurston County during Legislative Session.

- 64. Goal:** Continued presence at City and County elected official meetings in Thurston County by attending at least once per year in each local jurisdiction.

Measure of Success: Report Back to Our Community

- 65. Goal:** Host annual gathering showcasing our community impact and recognizing stewardship accomplishments of land owners/operators and partners.
- 66. Goal:** Produce and share annual portfolio of Thurston Conservation District's accomplishments, including submission to Washington State Conservation Commission (WSCC).
- 67. Goal:** Engage community members to participate in TCD's continued organizational development (annual and strategic planning, funding and programmatic partnership opportunities, etc.).
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Adult & Youth Conservation Education

The Thurston Conservation District seeks to provide in-depth natural resource conservation education to both youth and adults. Education is the first step to conservation. In collaboration with our partners, we provide workshops, on-site tours, training courses and other events that help individuals become stewards of our shared natural resources. Providing education to youth creates a lifelong stewardship ethic and strong connection and understanding of natural resource conservation issues. We also make our clients aware of training and education opportunities by acting as a clearing house for information in natural resources and related topics.

Measure of Success: Support the implementation of [South Sound GREEN's](#) Vision for the Future

- 68. Goal:** By 2022, Thurston Conservation District will support the implementation of South Sound GREEN's 2016-2020 Vision for the Future and continue to improve access to environmental education for local teachers and students.
- 69. Goal:** By 2022, South Sound GREEN will continue to engage participating teachers and volunteers, and increase involvement in the South Sound GREEN program by 10 percent.
- 70. Goal:** By 2022, 2000 youth will participate in the Annual Student GREEN Congress.
- 71. Goal:** By 2022, South Sound GREEN will host at least 15 professional development opportunities for teachers to strengthen their knowledge of local conservation issues.
- 72. Goal:** By 2022, at least 2,500 youth will participate in a South Sound GREEN's Puget Sound Nearshore trip.
- 73. Goal:** By 2022, South Sound GREEN will fully align the water quality curriculum and supporting lessons to the [Next Generation Science Standards](#).

Measure of Success: Engage youth in conservation education

- 74. Goal:** By 2022, Thurston Conservation District will increase the number of youth participating in the South Sound Regional Envirothon annually to one hundred (100).
- 75. Goal:** By 2022, Thurston Conservation District will increase participation of high schools in the South Sound Regional Envirothon within Thurston County to five (5).
- 76. Goal:** By 2022, Thurston Conservation District will educate 100 youth through the summer Salmon Camp program.
- 77. Goal:** By 2017, Thurston Conservation District will partner to deliver the Wheat Week program to 1000 students in 35 classrooms.

Measure of Success: Engage adults in conservation education

78. Goal: By 2022, Thurston Conservation District will educate 500 adults through workshops and other educational events.

Measure of Success: Number of attendees at Annual Native Plant Festival

79. Goal: By 2022, Thurston Conservation District will increase Native Plant Festival attendance to 400 attendees.

80. Goal: By 2022, Thurston Conservation District will host 20 partner organizations and businesses providing workshops, demonstrations and outreach booths at our Native Plant Festival.

District Operations

As an organization, Thurston Conservation District operates in a transparent and ethical manner. We leverage funding from multiple sources to increase our conservation impact on the ground. We pride ourselves in accountable financial processes, diligent and wise use of public and private dollars, and clean audits. In addition, we will continue to find sustainable avenues to grow as an organization and increase our positive impact in Thurston County.

Measure of Success: Establishment of a long-term local funding mechanism

81. Goal: By 2017, Thurston Conservation District will consider alternatives to Assessment such as the Rates and Charges system.

82. Goal: By 2017, Thurston Conservation District will demonstrate the effectiveness of district programs and services to the community and elected officials to achieve approval of the Rates and Charges system.

83. Goal: By 2018, Thurston Conservation District will convert to a system of Rates and Charges.

Measure of Success: All cities in Thurston County are included in the district boundaries

84. Goal: By 2018, the pre-1948 parcels within the city limits of Yelm, Tenino, and Rainer are incorporated into the district's boundaries.

85. Goal: By 2018, Thurston Conservation District will retain all current cities in the Rates and Charges transition.

Measure of Success: Increased funding level to meet demand and support programs

86. Goal: By 2022, Thurston Conservation District will increase funding by 50% to support programs and delivery.

Measure of Success: Permanent district controlled office/facility

87. Goal: By 2019, Thurston Conservation District will re-locate to a new facility with adequate space for staff, ability to house and grow equipment rental program, develop and maintain on-site demonstration areas, and generally allow TCD to grow in response to the needs in our communities.

Measure of Success: Increase in staff to meet increased community need

88. Goal: By 2022, Thurston Conservation District will increase staffing by 25% to meet program and population needs.

Measure of Success: Increase in staff and board participation in skill building opportunities

89. Goal: By 2018, each staff and board member at Thurston Conservation District will participate in annual professional development and skill building opportunities.

Measure of Success: High degree of accountability

- 90. Goal:** Thurston Conservation District will annually demonstrate consistent accountability and responsibility for public funds through successful completion of annual State Auditor reports, and regular audits with ‘finding-free’ outcomes.
- 91. Goal:** Thurston Conservation District will annually achieve and maintain the highest level of compliance with the Washington State Conservation Commission’s Conservation Accountability and Performance Program (CAPP).
- 92. Goal:** Thurston Conservation District will annually share adopted budgets, annual and strategic plans, public meeting notifications, and board meeting agendas and minutes with the public.
- 93. Goal:** Thurston Conservation District will continuously protect the privacy of land owners/operators and their operations, in accordance with our organizational ethic, in conjunction with legislative authority (RCW 89.08.560), and Washington State Conservation Commission oversight.

Measure of Success: Increased recognition of District by Thurston County residents

- 94. Goal:** By 2022, Thurston Conservation District will reach (via website, social media analytics, in person, etc.) 100,000 Thurston County residents.

Measure of Success: Thurston Conservation District Sustainability Plan

- 95. Goal:** By 2018, Thurston Conservation District will create a Sustainability Plan that identifies action our organization will implement to foster environmental and community sustainability.
- 96. Goal:** By 2022, Thurston Conservation District will implement our Sustainability Plan.

Staffing Needs

Position	Current Staff (as of 4/2017)	Needed Staff to Implement Plan by 2022*
Executive Director	1 FTE	Need Met
Deputy Director	.5 FTE	1 FTE
Finance/Human Resources Director	.8 FTE	1 FTE
Finance Assistant	None	1 FTE
Administrative Coordinator	.75 FTE Administrative Assistant	1 FTE
South Sound GREEN Coordinator	1 FTE	Need Met
Lead Entity Coordinator	.5 FTE	1 FTE
Education & Outreach Staff	2 FTE	Need Met
Resource Planner	2.6 FTE	6 FTE, including 2 FTE shared positions with WSU Extension and Thurston County
Habitat Planner	1 FTE and 1 temporary FTE	2 FTE
Engineer	None	1 FTE
AmeriCorps Service Members	2 FTE	Need Met Annually
Totals	13.15 FTE currently	6.85 FTE needed **

*FTEs will be filled as needed through 2022.

**Concerned about district capacity to address ESA species related projects not covered by federal and other involved jurisdictions.

IV. Glossary of Definitions

303(d) list: Water quality-limited water bodies (ocean waters, estuaries, lakes, and streams) which fall short of state surface water quality standards and are not expected to improve within the next two years. Section 303(d) of the federal Clean Water Act requires Washington State to periodically prepare a list of all surface waters in the state for which beneficial uses of the water (e.g. for drinking, recreation, aquatic habitat, and industrial uses) are impaired by pollutants.

Best Available Science: The most defensible and reliable peer reviewed data available at the time of reference. Most typically this data is determined through research studies by land grant universities.

Best Management Practices (BMPs): Physical, vegetative, and/or management practices which, when used singularly or in combination, address identified natural resource concern(s). Best Management Practices utilized by Thurston Conservation District include:

- Conservation Practice Standards– Natural Resources Conservation Service (as found in Section IV of the [Electronic Field Office Technical Guide](#))
- Stormwater BMP's and Low Impact Development Practices– Department of Ecology (as found in the [Stormwater Management Manual](#))
- Stream Habitat Restoration Techniques – Washington Department of Fish and Wildlife (as found in the [Stream Habitat Restoration Guidelines](#))

In addition, TCD may use practices recommended by Land Grant University guidance or other sources of best available science.

Conservation Plans: A voluntary process to improve natural resource management on private property, which includes exploration of management challenges and objectives, an inventory of natural resources on the property and a list of recommended alternatives to solve production and natural resources issues.

Economically Viable Working Lands: Lands utilized for agricultural production (including forestry) and are sustainable in terms of investing financial resources into the operations.

Firewise: A program which assists land owners/operators to implement home and neighborhood-scale practices that reduce fire risks to structures in the wildland-urban interface.

Green Infrastructure/Low Impact Development: An approach to water management that protects, restores, and/or mimics the natural water cycle. This approach allows resource managers to treat stormwater on site, while providing environmental, economic, and social benefit to the community. [Examples include:](#) green roofs, raingardens, permeable pavement, etc.

Locally Produced Food: Food grown and/or processed in a geographic area inclusive of the South Sound Region and the Pacific Northwest. Emphasis is placed on production in the South Sound Region when possible. We understand that due to production and processing limitations, our definition of 'locally' produced food must include a broader geographical area.

Regenerative Agriculture: Regenerative agriculture is an approach to food and farming systems that regenerates topsoil and enhances biodiversity now and long into the future.

Regenerative Resource Management: When a system has lost its ability to sustainably maintain ecological functions, regenerative resource management can restore, renew or revitalize sources of energy and materials, creating systems that integrate the needs of society with the integrity of natural systems.

Sustainable Forestry: Environmentally appropriate, socially beneficial, and economically viable management of forests for present and future generations.

Thurston Conservation District's Sustainability Plan: An implementation plan that guides Thurston Conservation District's goals to foster environmental and community sustainability. Sustainability Plan to be developed by end of 2018 and implemented by end of 2022.

Total Maximum Daily Load (TMDL): A TMDL is a pollution budget and includes a calculation of the maximum amount of a pollutant that can occur in a waterbody and allocates the necessary reductions to one or more pollutant sources.

Voluntary Stewardship Program (VSP): An alternative approach for counties to protect critical areas on agricultural lands. Rather than enacting further critical areas regulation on agricultural lands, the VSP allows Thurston Conservation District to work with land owners/operators and partners to develop voluntary, site-specific stewardship plans.

Vulnerable Populations: Marginalized members of our communities characterized by traits such as: economic disadvantage, racial and ethnic minorities, the uninsured, low-income children, the elderly, the homeless, and those with chronic health conditions, including severe mental illness. This may also include rural residents, who often encounter barriers to accessing community resources/services.

Working Lands: Those lands utilized for the production of food, fiber and fuel.