



Thurston Conservation District

Five-Year Plan (2020 - 2025)

www.thurstoncd.com

For More Information:

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Organization of the Thurston Conservation District (TCD)

- A non-regulatory, political subdivision of the State of Washington – [Chapter 89.08 RCW](#).
- Formed in 1947. One of 45 conservation districts in Washington.
- District boundaries are all of Thurston County, except for areas falling within the pre-1948 city boundaries of Yelm, Tenino and Rainier.
- The TCD is governed by a Board of five supervisors, three elected by the citizens of Thurston County and two appointed by the Washington State Conservation Commission ([WSCC](#)).

Mission of the Thurston Conservation District

We educate and assist the citizens of Thurston County in the management of natural resources for the benefit of present and future generations, inspiring voluntary, incentive-based conservation practices.

Function of the Thurston Conservation District

To obtain and coordinate technical, financial, and educational resources, supporting the people of Thurston County in their efforts to conserve and restore soil, water, and other natural resources.

Vision for the Thurston Conservation District

- A culture of voluntary stewardship of our natural resources built through relationships with individuals, organizations, and governments.
- A resilient community responding to a changing climate.
- People of Thurston County enjoy healthy soils, water, air, and ecosystems.
- Sustainable community-based conservation and restoration of natural resources.
- Prosperous and sustainable working lands.
- Sustainable and consistent funding to achieve our mission.

Values of the Thurston Conservation District

- Ag
- Best available science
- Compassion and respect
- Education and learning
- Effective collaboration
- Inclusion and diversity
- Innovation
- Professionalism
- Public trust
- Staff empowerment
- Transparent governance

- Wise stewardship of public funding
-

Criteria for Selecting Priorities

- Best available science
 - Community need
 - Economic and social feasibility
 - Laws and regulations
 - Local, national and global data
 - Long term impact
 - Resources available (funding and personnel)
 - Willing partners
 - Urgency
-

Natural Resource Priorities

- Climate change adaptation and mitigation
- Local food production and consumption
- Preservation and expansion of working lands
- Protect and restore ecosystems
- Soil conservation and health
- Water quality and quantity

Actions to Address Natural Resource Priorities – [See Attachment 1](#)

District Operations Priorities

- Act ethically and respectfully.
- Appropriate facilities to carry out our conservation and education programs.
- Building a broad presence and support in the community, particularly under-represented community members.
- Diversity within our staff, volunteers and Board Supervisors.
- Environmental justice.
- Ensure transparent and accountable policies and procedures.
- Fulfilled and knowledgeable professional staff, volunteers, and Board Supervisors.
- Maintain positive relationships and expand partnerships.
- Organizational resiliency.
- Satisfied, informed and inspired community members.
- Stable funding and fiscal accountability

Actions to Address District Operations Priorities - [See Attachment 2](#)

Natural Resource Data & Information

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 community members of Thurston County concerning all natural resource conservation issues on their land.

TCD relies on information, data, and best available science from sources listed in [Attachment 3](#).

Attachment 1

Priority Natural Resource Conservation Needs & Goals

Climate Change Adaptation and Mitigation

To help producers and community members 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, and 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.

Goal	How
1) Assist with drought mitigation.	A. Provide water use technical recommendations to 50 urban and suburban community members.
2) Enhance fire safety for land and homeowners.	A. Develop fire safety strategies and recommendations at 50 sites.
3) Mitigate flood impacts on residents in the Chehalis Basin.	A. Host 10 community meetings focused on the Chehalis Basin Strategy to keep residents informed. B. Develop 3 floodplain restoration guidance documents for landowners. C. Participate in Chehalis Basin Strategy and protect landowner involvement in the process.
4) Assist farms mitigating and adapting to climate change.	A. Host 20 workshops to help farmers adapt to climate change. B. Facilitate the installation of 5 alternative on-farm energy projects. C. Work with 10 farms to implement carbon sequestration practices. D. Improve emergency readiness for community members.
5) Improve community resilience to climate change.	A. Host 10 professional development opportunities for teachers.

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.

Goal	How
6) Support urban and suburban food production.	<ul style="list-style-type: none"> A. Provide technical assistance to 10 community gardens, tribal gardens, school gardens or garden clubs. B. Provide technical assistance to 300 urban and suburban community members. C. Implement conservation BMPs on 5 farms within urban or urban growth areas. D. Host 10 workshops on backyard food production.
7) Increase accessibility to healthy local food for community members of Thurston County.	<ul style="list-style-type: none"> A. Partner to expand food bank services with fresh local food in 3 areas without current or sufficient support. B. Strengthen partnerships with local organizations to support community gardens, school gardens, and home-based food production (could name Bounty for Families and TCFB). C. Partner to host 5 workshops for families on cooking with fresh food.

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 community members (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 stewards of working lands. We assist small and large producers and commercial and non-commercial operations. We will continue to work with existing land stewards 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.

Goal	How
8) Work with partners to protect critical working lands through easements and acquisitions.	<ul style="list-style-type: none"> A. Facilitate 5 new easements through the Chehalis Basin Strategy. B. Facilitate 8 working lands easements through partnerships (RCPP, Sentinel Landscape Partnership, Conservation Grazing Partnership)
9) Increase voluntary stewardship.	<ul style="list-style-type: none"> A. Increase participation in the Voluntary Stewardship Program to 500 participants. B. Develop 250 Individual Stewardship Plans. C. Support community members through regulatory processes such as inspections and referrals.
10) Support viable farms.	<ul style="list-style-type: none"> A. Support the enrollment of 50 producers in business planning training courses. B. Connect local producers to consumers through online tools and marketing support. C. Support streamlined application and permitting processes for community members.
11) Increase support for forest stewardship.	<ul style="list-style-type: none"> A. Facilitate the development of 20 forest management plans (FMP's). B. Secure access to a local forester serving Thurston County. C. Support efforts to preserve working forest land.
12) Increase technical assistance to producers.	<ul style="list-style-type: none"> A. Host 1,000 site visits to producers. B. Develop 20 NRCS Certified conservation plans. C. Provide technical recommendations on 1,500 BMPs.

<p>13) Bridge the gap between retiring and beginning producers.</p>	<ul style="list-style-type: none"> A. Offer 5 successional planning training courses. B. Seek sustainable funding for South Sound FarmLink program. C. Provide resources to 50 new farmers. D. Collaborate with existing land matching programs.
<p>14) Support sustainable shellfish production.</p>	<ul style="list-style-type: none"> A. Work with 3 shellfish operations to implement conservation BMPs. B. Conduct a needs assessment for local shellfish producers to identify areas to support and innovative ideas. C. Support recovery of Olympia Oyster.
<p>15) Increase inventory and use of equipment rental service.</p>	<ul style="list-style-type: none"> A. Expand equipment rental program to include: no-till drill, harrow, temporary fencing and other pieces identified by the community. B. Ensure appropriate use of the equipment by creating technically sound guidance documents for all equipment. C. Increase marketing and outreach to maximize appropriate equipment usage.

Protect & Restore Ecosystems

Thurston Conservation District recognizes the quantity and diversity of critical ecosystems within our region and strives to protect intact habitat, while also 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. Flood mitigation projects are complex and combine elements of river restoration, floodplain reconnection, and flood harm reduction strategies. 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 role of our critical ecosystems and their processes. We will also continue to coordinate financial resources and facilitate ecosystem recovery at the local level.

Goal	How
16) Work with partners to protect critical habitat through restoration easements and habitat enhancement contracts.	<ul style="list-style-type: none"> A. Develop 10 new CREP contracts. B. Facilitate 10 conservation easements (termed or permanent) through TCD and partner programs. C. Strengthen partnerships with local accredited land trusts.
17) Increase restoration of degraded habitat.	<ul style="list-style-type: none"> A. Create 10 pollinator habitat projects. B. Complete 8 wetland habitat enhancement projects. C. Treat 75 acres of invasive species. D. Develop 25 planting plans. E. Provide technical assistance to 250 community members. F. Facilitate 100 site visits with community members.
18) Restore marine and freshwater habitat to support healthy aquatic species populations and functional floodplains.	<ul style="list-style-type: none"> A. Plant 60 acres of riparian habitat to support salmon recovery. B. Develop 10 restoration projects in freshwater systems with salmon runs. C. Support 150 shoreline community members to improve shoreline habitat.
19) Enhance ESA listed species habitat (plant & animal).	<ul style="list-style-type: none"> A. Work with 5 community members to improve Oregon Spotted Frog habitat. B. Host 5 Orca Recovery Day events to bring awareness to endangered salmon and orca populations. C. Work with 50 community members through VSP to support on-farm management and recovery of listed species.
20) Develop local riparian restoration cost-share program.	<ul style="list-style-type: none"> A. Work with local and state partners to secure funding for local riparian restoration program.

Soil Conservation and Health

Thurston Conservation District recognizes that soil is a living and life-giving natural resource. As world population and food production demands rise, keeping our soil healthy and productive is of paramount importance. By farming using soil health principles and systems that include no-till, cover cropping and diverse rotations, more and more farmers are actually increasing their soil's organic matter and improving microbial activity. As a result, farmers are sequestering more carbon, increasing water infiltration, improving wildlife and pollinator habitat—all while harvesting better profits and often better yields.¹

Goal	How
21) Establish a soil health management program.	<ul style="list-style-type: none">A. Provide soil analysis recommendations to 1,000 community members.B. Host 10 soil health focused workshops.C. Develop cost share opportunities focused on soil health practices, including: cover cropping, reduced tillage, permanent groundcover integrated into production fields, etc.D. Develop guidance resources for farm equipment use to protect soil health.E. Seek additional funding to support a soil health program.

¹ <https://www.nrcs.usda.gov/wps/portal/nrcs/main/national/soils/health/>

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 community members within our district that aims to inform and mitigate the individual's impact to water quality and quantity. We strive for clean and plentiful drinking water, the upgrade of 303(d) listed stream segments to meet Total Maximum Daily Load (TMDL) pollution reduction targets and in-stream flow targets, and upgrades to commercial and recreational shellfish harvesting areas. To achieve these goals we partner with community members and local organizations to implement Best Management Practices, green stormwater infrastructure strategies, and other innovative actions to meet water quality and quantity goals. We also provide ongoing education to community members in our sensitive shellfish producing areas across Thurston County.

Goal	How
22) Improved shoreline conditions.	<ul style="list-style-type: none"> A. Work with partners to facilitate the repair/upgrade of 10 septic systems in shellfish production areas. B. Support healthy shellfish growing areas by providing education and guidance on shoreline BMPs for 100 homeowners.
23) Reduce surface & groundwater impacts from urban and rural land uses.	<ul style="list-style-type: none"> A. Facilitate 3 Green Stormwater Infrastructure (GSI) projects. B. Implement 10 conservation BMPs to reduce nutrient runoff.
24) Improve water use efficiencies and water conservation strategies.	<ul style="list-style-type: none"> A. Implement 10 conservation projects to support in stream flow targets. B. Develop 20 Irrigation Management Plans for local agricultural operations. C. Develop written irrigation guidance resources for backyard gardeners.

Attachment 2

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 community members 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 and community members.

Goal	How
25) Build robust volunteer program to increase organizational impact and engagement.	<ul style="list-style-type: none">A. Engage 150 community volunteers.B. Host 25 restoration work parties.C. Dedicate 600 hours of community service to conservation.D. Develop a youth volunteer network, engaging 50 youth in TCD volunteer opportunities.
26) Build relationships with elected officials.	<ul style="list-style-type: none">A. Host 16 virtual or field tours for elected officials.B. Present CD information and updates at 30 local jurisdiction meetings (ex. BOCC, City Council, Port).C. Connect with legislators twice annually.
27) Improve accessibility of CD information.	<ul style="list-style-type: none">A. Develop relevant multi-lingual resources.B. Ensure TCD website meets current accessibility standards.C. Host 25 events appropriate for families and people of all ages.D. Showcase CD projects and programs on 15 local and TCD-owned media platforms.
28) Demonstrate the impact of our work to our community.	<ul style="list-style-type: none">A. Host annual gathering to showcase our community impact, our strong partnerships, and to recognize the stewardship accomplishments of community members and partners.B. Create a storymap to showcase TCD projects and partnerships.

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 education opportunities helps to create a lifelong stewardship ethic. Education fosters and a strong connection with - and understanding of - natural resource conservation issues that can create future stewards of our local natural resources. We also make strive to inform Thurston County community members about training and education opportunities by acting as a clearing house for information in about natural resources and related topics.

Goal	How
29) Support the implementation of South Sound GREEN's Vision for the Future.	<ul style="list-style-type: none"> A. Engage 6000 students in water quality testing B. Educate 2000 students through watershed and water quality related classroom lessons C. Host 2000 youth at Student GREEN Congress D. Host 15 professional development opportunities for teachers to strengthen their knowledge of water quality and local conservation issues. E. Engage 2,500 youth in Puget Sound Nearshore trips F. Increase involvement in the South Sound GREEN program by 10 percent.
30) Promote careers in natural resources.	<ul style="list-style-type: none"> A. Provide instruction to 5 secondary or college classes. B. Engage 10 interns. C. Offer alternative service opportunities for local AmeriCorps volunteers. D. Involve 500 students in the South Puget Sound Regional Envirothon.
31) Educate our community about natural resources conservation.	<ul style="list-style-type: none"> A. Host 150 educational opportunities for our community (workshops, tours, trainings, etc.). B. Engage 5,000 community members through our Annual 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.

Goal	How
32) Sustainable and consistent funding to achieve our mission.	A. Renew Rates and Charges in 2024 for a 10 year term.
33) Design and plan for TCD's Conservation and Education Center.	A. Set aside funding annually. B. Develop conceptual designs. C. Locate and engage in securing land by 2024.
34) Thurston CD Board and Staff represent our community and have the capacity to support its needs.	A. Ensure on-going professional development for all staff positions. B. Develop and practice inclusive recruitment strategies. C. Hire to meet staffing need identified in Table 1 (below). D. All cities in Thurston County are included in the district boundaries.
35) Improve data management and internal tracking systems.	A. Develop SmartSheet platform for programmatic and financial data tracking.
36) Improve office sustainability and lower TCD's carbon footprint.	A. Move towards paperless practices (where feasible). B. Purchase goods and services from local businesses first. C. Purchase/lease hybrid vehicles for District use.
37) Conduct transparent, accountable, and ethical operations.	A. Update Policies and Procedures Manual to reflect Collective Bargaining Agreement. B. Timely responses to Public Disclosure Requests. C. Include opportunities for public involvement in organizational planning and budget processes. D. Maintain clean audits from the State Auditor's Office. E. Establish a citizen advisory committee to provide input on TCD priorities and activities

Staffing Needs (*Table 1*)

Position	Current Staff	Additional Staff Needed to Implement Plan
Executive Director	1 FTE	Need Met
Conservation Program Manager	1 FTE	Need Met
Accountant	.8 FTE	.2 FTE
Finance Assistant	None	1 FTE
Administrative Assistant	1 FTE	Need Met
South Sound GREEN Program Manager	1 FTE	Need Met
SSG Assistant	1 FTE	Need Met
Education & Outreach Team	2 FTE	Need Met
Farm Resource Team	3 FTE	1 FTE
Habitat Team	1 FTE	1 FTE
Engineer	None	1 FTE
Totals	11.8 FTE currently	4.2 FTE needed (14 Total FTE)

*FTEs will be filled as needed through 2024.

Note:

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

Attachment 3

The following are examples of the sources of data considered by TCD in both identifying natural resource concerns and addressing them. (Note: sources in blue text are links to online 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.

Attachment 4

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 community members 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 community members 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 community members, who often encounter barriers to accessing community resources/services.

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