



Thurston Conservation District Board of Supervisors Work Session Topic List & Board Meeting Agenda

November 21, 2023, 5:00 pm -8:00 pm

Zoom Meeting Link:

<https://zoom.us/j/91658577844?pwd=cDgvaC9jcWRBU0luUFFHc1lrb3hLQT09>

Passcode: 2918

Meeting ID: 916 5857 7844

Call in: 1-253-215-8782

Work Session Topic List

5:00 pm – 6:00 pm

1. Topic List Review, *All*
2. Staff Presentation: TCD-Owned Media Analysis, *Jae Townsend*
3. Review of 2024 Priorities, *All*
4. Conservation and Education Center (CEC) Development, *All*
5. Important Updates & Announcements
 - a. Board of Supervisors, *All*
 - b. Executive Director, *Sarah Moorehead (Executive Director)*

Board Meeting

6:30 pm – 8:00 pm

- | | |
|--|----------------------|
| 1. Welcome, Introductions, Audio Recording Announcement | 6:30 PM
5 minutes |
| 2. Agenda Review | 6:35 PM
5 minutes |
| 3. Consent Agenda – <i>Action Item</i> | 6:40 PM |
| A. October 24, 2023, Board Work Session & Meeting Minutes | 5 minutes |
| 4. Public Comment | 6:45 PM |
| *Three minutes per person | 10 minutes |
| 5. Partner Reports (<i>if present</i>) | 6:55 PM |
| A. Natural Resources Conservation Service (NRCS), <i>TBD</i> | 15 minutes |
| B. Washington State Department of Ecology (ECY), <i>Travis Casey</i> | |
| C. Washington State Conservation Commission (WSCC), <i>Jean Fike</i> | |

- D. Washington Association of Conservation Districts (WACD), *Doug Rushton*
- E. National Association of Conservation Districts (NACD), *Doug Rushton*

- 6. Governance, All – Action Item** **7:10 PM**
 - A. 2024 Thurston Conservation District Budget 10 minutes
 - B. December 12th, 2023, Work Session Topic List & Meeting Agenda Development
 - C. Review of 2024 WACD Annual Meeting Resolutions
- 7. TCD Resolution #2023-06: Establishing the Date, Time, Place and Method of the 2024 TCD Election - Action Item** **7:20 PM**
5 minutes
- 8. Executive Session: To consider the selection of a site or the acquisition of real estate.** **7:25 PM**
RCW 42.30.110 (1b) To consider the selection of a site or the acquisition of real estate by lease or purchase when public knowledge regarding such consideration would cause a likelihood of increased price. 15 minutes
- 9. Tilley Court Caves Lease Agreement (582 Tilley Ct SE, Tumwater, 98512) - Action Item** **7:40 PM**
5 minutes
- 10. Executive Session: To review the performance of the Executive Director.** **7:45 PM**
RCW 42.30.110 (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. 15 minutes
- 11. Executive Session Report Out – Action Item**

Adjourn **8:00 PM**

Informational Only Items:

- I. *Executive Director's Report*

Important Dates

November 2023

TCD Board Work Session & Meeting 5:30 - 7:30 pm In-person and Virtual (Zoom)	November 21
Thanksgiving, TCD Office Closed	November 23
Native American Heritage Day, TCD Office Closed	November 24
WACD Annual Conference & Board Meeting, Wenatchee, WA	November 27-29
WSCC Meeting, Wenatchee, WA	November 30

December 2023

TCD Board Work Session & Meeting 5:30 - 7:30 pm In-person and Virtual (Zoom)	December 12
Christmas, TCD Office Closed	December 25
WACD Board Meeting, 6:00pm - 8:30 pm	December 29

January 2024

New Years Day, TCD Office Closed	January 1
Martin Luther King Day, TCD Office Closed	January 15
WSCC Meeting, Whatcom CD (virtual tour), Lacey location	January 18
TCD Board Work Session & Meeting 5:00 - 7:30 pm In-person and Virtual (Zoom)	January 23

Item

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Thurston Conservation District Consent Agenda Decision Sheet November 21, 2023 Board Meeting

A. October 24, 2023 Board Meeting and Work Session Minutes

a. Proposed action: accept without amendment and approve.

b. Action was taken:

☐ Passed ☐ Moved for discussion during meeting ☐ Tabled to a future meeting

ADOPTED BY THE BOARD OF THE THURSTON CONSERVATION DISTRICT, WASHINGTON ON
November 21, 2023, AND EFFECTIVE IMMEDIATELY

SIGNED:

TJ Johnson, Board Chair

Helen Wheatley, Board Vice-Chair

David Iyall, Board Auditor

Doug Rushton, Board Member

Betsie DeWreede, Board Member

Attest: Sarah Moorehead, Executive Director

Thurston Conservation District Board of Supervisors

Work Session Minutes

October 24, 2023

Hybrid: In-Person and Virtual on Zoom

Originally Scheduled: 5:00 pm – 6:00 pm

Actual Meeting Time: 5:00 pm – 5:51 pm



Present at Work Session:

Helen Wheatley, TCD Board Vice Chair

David Iyall, TCD Board Supervisor

Betsie DeWreede, TCD Board Supervisor

Sarah Moorehead, TCD Executive Director

Ben Cushman, TCD Legal Counsel

Sophia Barashkoff, TCD Staff

Adam Peterson, TCD Staff

- 1 **1.** Topic List Review, *All*
- 2 **2.** Staff Presentation: Drone Photography at Thurston Conservation District, *Adam*
- 3 *Peterson*
- 4 **3.** Area Meeting Update: 2023 WACD Resolutions Report Out, *All*
- 5 **4.** Recap October Legislative Tours, *All*
- 6 **5.** New Office Update, *Sarah Moorehead*
- 7 **6.** Conservation and Education Center (CEC), *All*
- 8 **7.** Important Updates & Announcements
- 9 a. Board of Supervisors, *All*
- 10 b. Executive Director, *Sarah Moorehead (Executive Director)*

Respectfully,

Helen Wheatley, TCD Vice Board Chair

Thurston Conservation District Board of Supervisors

Regular Board Meeting Minutes

October 24, 2023

Hybrid: In-Person and Virtual on Zoom

Originally Scheduled: 6:30 pm – 7:30 pm

Actual Meeting Time: 6:30 pm – 7:39 pm



Present at Meeting:

Helen Wheatley, TCD Board Vice Chair

David Iyall, TCD Board Supervisor

Betsie DeWreede, TCD Board Supervisor

Sarah Moorehead, TCD Executive Director

Ben Cushman, TCD Legal Counsel

Sophia Barashkoff, TCD Staff

Emily Davis, Department of Ecology (DOE)

Dr. Muhammad Ayub, TCD Land Steward of the
Year Award Recipient

Ann Lake

Amelia Miller

Summary of Action Items

- 1 • None.

Summary of Motions Passed

- 2
- 3 *Supervisor DeWreede moved to approve the Consent Agenda. Supervisor Iyall seconded.*
- 4 *Motion passed unanimously, (3-0).*
- 5 *Supervisor Iyall moved to adjourn the October 24, 2023 TCD Board Meeting. Supervisor*
- 6 *DeWreede seconded. Motion passed unanimously, (3-0).*

Full Version of the Minutes

7 Welcome & Introductions

8 At 6:30 pm, TCD Board Vice Chair Helen Wheatley called the October 24, 2023 Regular Board

9 Meeting to order in person from the TCD office. TCD Board, Staff, members of the public, and

10 Legal Counsel were introduced by the Board Vice Chair. For each vote, TCD Board Vice Chair

11 Wheatley called out Supervisors by name. She announced that the meeting was being video

12 recorded. TCD Supervisor DeWreede attended the meeting virtually. Supervisors Wheatley and

13 Iyall and Executive Director Moorehead attended the meeting in person at the TCD office.

14 Supervisor Rushton and Supervisor Johnson were not in attendance and were excused.

15 Agenda Review

16 No changes were made to the agenda.

17 Consent Agenda

- 18 A. September 26, 2023, Board Work Session & Meeting Minutes
- 19 B. October 2023 Financial Report
- 20 C. Thurston County Voluntary Stewardship Program Cost Share Funding Amendment

*Supervisor DeWreede moved to approve the Consent Agenda. Supervisor Iyall seconded.
Motion passed unanimously, (3-0).*

Public Comment

No public members commented.

2023 TCD Community Awards

TCD Community Awards were presented and announced.

Partner Reports

A. Natural Resources Conservation Service (NRCS) Update, TBD

- Executive Director, Moorehead provided an update.
- NRCS has not yet hired the new local field office staff member.

B. Department of Ecology (DOE) Update, Emily Davis

- Ms. Davis provided an update.

C. Washington State Conservation Commission (WSCC) Update, TCD Supervisor Rushton was not present.

- Executive Director, Moorehead provided an update.
- WSCC's search committee for its new Executive Director is ready to make recommendations.

D. Washington Association of Conservation Districts (WACD) Update, TCD Supervisor and WACD Board Member Rushton was not present.

- Executive Director, Moorehead provided an update.
- The WACD Annual Meeting is coming up on November 27 in Wenatchee.
- Two of the TCD proposed resolutions were passed at the WACD Southwest Area Meeting on October 16.

E. National Association of Conservation Districts (NACD) Update, TCD Supervisor and NACD Board Member Rushton was not present.

- No update was provided.

Governance

A. 2024 Budget Development Discussion

B. 2024 TCD Election Update

C. November 21, 2023 Work Session Topic List & Meeting Agenda Development

Work Session

- Topic List Review, *All*
- Staff Presentation: Shore Friendly Program Update, Karin Strelioff
- Conservation & Education Center (CEC) Development, *All*
- New Office Update, *Sarah Moorehead*
- Important Updates & Announcements

- 57 ○ Board of Supervisors, *All*
- 58 ○ Executive Director, Sarah Moorehead

59 **Board Meeting Agenda**

- 60 • Welcome, Introductions, Audio Recording Announcement
- 61 • Agenda Review
- 62 • Consent Agenda
 - 63 ○ October 24, 2023 Board Work Session & Meeting Minutes
 - 64 ○ November 2023 Financial Report
- 65 • Public Comment
- 66 • Partner Reports (if present)
 - 67 ○ Natural Resources Conservation Service
 - 68 ○ Washington State Department of Ecology
 - 69 ○ Washington State Conservation Commission
 - 70 ○ Washington Association of Conservation Districts
 - 71 ○ National Association of Conservation Districts
- 72 • TCD Resolution #2023-06:2024 Elections Resolution
- 73 • Governance, *All*
 - 74 ○ 2024 Budget Development
 - 75 ○ December 12, 2023 Work Session Topic List & Meeting Agenda Development

76 **Executive Session: To consider the selection of a site or the acquisition of real estate**

77 *RCW 42.30.110 (1b) To consider the selection of a site or the acquisition of real estate by lease*
78 *or purchase when public knowledge regarding such consideration would cause a likelihood of*
79 *increased price.*

80 The Executive Session opened at 7:25 pm to last no more than 20 minutes and concluded at
81 7:38 pm. In attendance: TCD Board Supervisors DeWreede, Iyall, and Wheatley; TCD Legal
82 Counsel Ben Cushman; and Executive Director Moorehead.

83 **Executive Session Report Out**

84 No action was taken.

85 ***Supervisor Iyall moved to adjourn the October 24, 2023 TCD Board Meeting. Supervisor***
86 ***DeWreede seconded. Motion passed unanimously, (3-0).***

87 **Adjourn 7:39 pm**

Respectfully,

Helen Wheatley, TCD Board Vice Chair

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WACD and NACD Update for the
November 21, 2023
Thurston Conservation District Board Meeting

NACD – National Association of Conservation Districts

1. 2023 Farm Bill

- Congress is exploring attaching a year-long extension of the 2018 Farm Bill to a continuing resolution (a bill to keep the federal government funded at current levels), which will need to be passed by November 17 to avoid a government shutdown.

2. NACD 2023 Farm Bill Requests

- NACD's highest farm bill priority is to keep the \$18 billion the IRA provided for NRCS conservation programs (like EQIP and CSP) in those programs.
- NACD has also asked Congress to integrate this funding in the conservation title of the 2023 Farm Bill providing potential permanent increase in baseline funding for conservation programs.

3. Friends of NACD grant applications are open for innovative, novel approaches. Application period is open until November 30, 2023. Click [here](#) for more information.

4. EPA Seeks Comments on NPS §319 Grants Guidelines

The Environmental Protection Agency (EPA) seeks comments on a revised draft of the nonpoint source (NPS) §319 grant guidelines. The "Draft Revision for Public Comment: Nonpoint Source Program and Grants Guidelines for States and Territories" can be accessed [here](#). The EPA will be taking comments through **December 31, 2023**. Comments can be submitted via this [online form](#). More information from Doug.

5. New NACD Staff –

- **Marquita Hall** is the new Southeast Region Representative. Her email is marquita-hall@nacdnet.org.
- **Chessa Frahm** is our new Grants Administrator. Frahm is based in Dawson, MN and can be reached at chessa-frahm@nacdnet.org.
- **Caleb Griffin** is our new NACD Pacific region representative. His email is Caleb-Griffin@nacdnet.org.

6. NACD Annual Meeting - 2024 Annual Meeting in San Diego, California on February 10-14, 2024 and with the themes below. [Registration](#) is open. There will be an evening on the *USS Midway*, the longest-serving aircraft carrier in the 20th century.

- Sustainable agriculture – compost, pollinators, and wine.
- Urban agriculture in southern San Diego County.
- Collaboration on forest health – a site managed by Girl Scouts

7. Upcoming meetings

February 10-14, 2024NACD 2024 Annual Meeting in San Diego
March 20, 2024 NACD Fly-In, Washington DC
August 10-14, 2024NACD 2024 Summer Meeting in Boston
To Be Determined.....NACD 2024 Pacific/SW Region Joint meeting - Alaska
February 8-12, 2025NACD 2025 Annual Meeting in Salt Lake City
To Be Determined.....NACD 2025 Summer Meeting in Milwaukee
February 14-19, 2026NACD 2026 Annual Meeting in San Antonio
To Be Determined.....NACD 2026 Summer Meeting in Grand Rapids

WACD and NACD Update for the
November 21, 2023
Thurston Conservation District Board Meeting

WACD – Washington Association of Conservation Districts

WACD Annual Conference – November 27-29, with “pre-conference dinner” (on your own at Bob’s) on the 26th and the Commission meeting on the 30th. Registration information [here](#). Hotel information [here](#).

WACD Legislative Days – The event is scheduled for Thursday, January 25th. If you need assistance with appointments and/or accommodations, contact [Ryan Baye](#).

WACD Committees – the Livestock (e.g., off-stream watering issue plus more) and the Sustainable Funding committees have been active and information will be available at the annual meeting.

Farm Bill and Appropriations information graciously provided by NACD Government Affairs staff, Chris Young and Connor Simons. Doug Rushton has more background information.

Submitted by [Doug Rushton](#), Thurston CD, WACD national director, NACD board member.
Information current as of 11/13/23.

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Proposed 2024 Consolidated Budget



Income	Income \$\$	Expense	Expense \$\$
Unrestricted Budget			
Unrestricted Income		Unrestricted Expenses	
Retail Sales	71,111	Administrative Expenses	
WSCC Implementation	128,935	Administrative Salaries & Benefits	326,650
Rates and Charges	562,182	Professional Services	74,672
Overhead	330,906	Facility, Vehicles and Maintenance	156,271
Cash Surplus	0	Supplies	10,799
		Conferences, Training and Travel	34,462
		Insurance and Banking	35,150
		Administrative Expenses Total	638,003
		Program Allocations	
		Local Food Production and Consumption	16,600
		Producer Support & Preservation and Expansion of Working Lands	1,000
		Water Quality & Quantity and Protection & Restoration of Ecosystems	7,159
		Soil Conservation and Health	39,227
		Community Outreach and Engagement	212,239
		Adult and Youth Conservation Education	47,870
		Climate Change Adaptation & Mitigation and Other Strategic Priorities	131,036
		Program Allocations Total	455,131
		Savings	0
Unrestricted Income Total	1,093,134	Unrestricted Expenses Total	1,093,134
Restricted Budget			
Restricted Income		Restricted Expenses	
FY22-27 ASRP Riverbend Phase 2	2,559,889	Salaries & Benefits	1,502,501
SRFB Cozy Valley	37,551	Overhead	312,436
Zangle Cove	48,776	Travel	24,192
ASRP Oregon Spotted Frog (OSF)	22,122	Goods & Services	224,608
FY23-25 ESRP Lower Eld Bulkhead	112,018	Construction & Restoration Work	2,915,774
FY23-25 Livestock	8,524	Cost Share	59,000
Early Action Reaches (EAR)	136,084	Contractual	342,281
Flood (FL) Chehalis Project	97,800		
FY23-25 Shellfish Cost Share	8,878		
CREP	45,701		
FY23-25 NRI Cost Share	64,783		
Engineering	82,500		
Salmon Recovery Funding	267,418		
FY23-24 Sustainable Farms and Fields	109,393		
Forest Health and Community Wildfire	363,234		
Irrigation Grant	16,961		
Regional Implementation Team (RIT)	26,104		
SCC Sponsorship GREEN Congress	5,000		
FY23-25 ESRP Shore Friendly Phase 3	230,257		
Shore Friendly HSIL Outreach	16,500		
2024 Olympia Urban Farmland	203,038		
Sentinel Landscape Program (SLP)	309,222		
One Tree Planted	8,372		
WCRRRI Prairie Habitat Enhancement	34,218		

	Income	Income \$\$	Expense	Expense \$\$
51	WFC Meyer Phase 2	85,196		
52	FY23-25 Pierce County Shellfish NTA	85,600		
53	FY23-25 VSP	116,500		
54	FY23-25 VSP Cost Share	107,338		
55	Frogs on Farm	54,625		
56	USFWS Restoring South Sound Prairies	741		
57	Interlocal 2024	51,200		
58	FY24 ESD 113 Climate Education	6,000		
59	McLane Salmon Trail	4,500		
60	NFWF Five Star	7,359		
61	FY23-25 Outdoor Learning	23,690		
62	Dawkins 2023	23,700		
63	Restricted Income Total	5,380,792	Restricted Expense Total	5,380,792
64				
65	Income Total	6,473,926	Expense Total	6,473,926
66	Budget Surplus	0	Administrative Expense to Total-Budget Ratio	10%

Proposed 2024 Unrestricted Budget



	Account Name	2023 Mid-Year Revised Budget	2024 Budget	Differences
1	<input checked="" type="checkbox"/> Income	1,030,703	1,093,134	62,431
2	<input checked="" type="checkbox"/> Retail Sales	62,628	71,111	8,483
3	<input checked="" type="checkbox"/> Food Production and Consumption	1,600	2,111	511
4	Poultry Equipment & Tool Rentals	1,600	2,111	511
5	<input checked="" type="checkbox"/> Soil Conservation and Health	8,900	9,399	499
6	Soil Testing	8,000	7,136	-864
7	Nutrient Spreader Rentals	900	763	-137
8	No-Till Drill Rentals	0	1,500	1500
9	<input checked="" type="checkbox"/> Community Outreach and Education	49,546	52,247	2,701
10	Plant Sales	49,546	51,647	2,101
11	TCD Swag Shop	0	600	600
12	<input checked="" type="checkbox"/> Water Quality & Quantity and Protection & Restoration of Ecosystems	1,607	7,159	5,552
13	Partner Fee for Service - Restoration Crew	1,607	7,159	5,552
14	<input checked="" type="checkbox"/> Other Income	975	195	-780
15	Contributions Private	0	0	0
16	Rental Income	800	0	-800
17	Interest Income	175	195	20
18	Miscellaneous Income	0	0	0
19	<input checked="" type="checkbox"/> Grant Revenue	148,935	128,935	-20,000
20	State Grants	148,935	128,935	-20,000
21	Rates and Charges	559,611	562,182	2,571
22	<input checked="" type="checkbox"/> Overhead	259,529	330,906	71,377
23	Overhead Allocation	242,133	312,436	70,303
24	Vehicle Allocation	17,396	18,470	1,074
25	Cash Surplus / 2022 Carry Overs	59,011	0	-59,011
26	<input checked="" type="checkbox"/> Program Allocation	440,435	455,131	14,695
27	<input checked="" type="checkbox"/> Local Food Production and Consumption	20,606	16,600	-4,006
28	Poultry Equipment Rentals	20,606	16,600	-4,006
29	<input checked="" type="checkbox"/> Producer Support & Preservation and Expansion of Working Lands	3,935	1,000	-2,935
30	Working Lands Preservation Initiative	3,935	1,000	-2,935
31	<input checked="" type="checkbox"/> Water Quality & Quantity and Protection & Restoration of Ecosystems	1,446	7,159	5,713
32	Restoration Crew & Equipment	1,446	7,159	5,713
33	<input checked="" type="checkbox"/> Soil Conservation and Health	44,921	39,227	-5,693
34	Soil Health Testing	34,500	29,455	-5,045
35	Nutrient Spreader Rentals	10,421	8,272	-2,148
36	No-Till Drill Rentals	0	1,500	1,500
37	<input checked="" type="checkbox"/> Community Outreach and Engagement	216,603	212,239	-4,364
38	Conservation & Education Center	79,045	77,076	-1,969
39	District Communications	68,750	61,875	-6,875
40	Plant Sale	57,805	57,805	-0
41	Elections	11,003	15,483	4,480
42	<input checked="" type="checkbox"/> Adult and Youth Conservation Education	54,800	47,870	-6,930
43	South Sound Green	46,300	41,670	-4,630
44	Teens in Thurston Volunteer Program	5,000	4,200	-800

	Account Name	2023 Mid-Year Revised Budget	2024 Budget	Differences
45	Envirothon	3,500	2,000	-1,500
46	<input type="checkbox"/> Climate Change Adaptation & Mitigation and Other Strategic Plan Priorities	98,125	131,036	32,911
47	Conservation TA	98,125	88,313	-9,813
48	Investing in Future Conservation	0	42,723	42,723
49	<input type="checkbox"/> Administrative Expenses	592,978	638,003	45,025
50	Administrative Salaries & Benefits	294,000	326,650	32,650
51	<input type="checkbox"/> Professional Services	74,143	74,672	529
52	Legal Services	34,000	24,000	-10,000
53	Audit & Accounting	6,500	16,127	9,627
54	Computer Services	30,643	29,545	-1,098
55	Professional Services	3,000	5,000	2,000
56	<input type="checkbox"/> Facility, Vehicles and Maintenance	154,335	156,271	1,936
57	Janitorial Services	7,800	7,800	0
58	Office Rent	50,000	101,064	51,064
59	Utilities	7,300	7,140	-160
60	Equipment Leases	3,600	3,611	11
61	Vehicle Leases	5,775	6,166	391
62	5966604 · Vehicle Purchase	20,000	0	-20,000
63	Office Move	23,000	0	-23,000
64	Communications	12,710	13,630	920
65	Photocopier Usage	1,100	1,031	-69
66	Vehicle Repairs & Maintenance	3,300	4,098	798
67	Computer Hardware Purchases	4,500	3,000	-1,500
68	Computer Software	12,250	4,250	-8,000
69	Equipment & Office Furniture	3,000	4,480	1,480
70	<input type="checkbox"/> Supplies	10,750	10,799	49
71	Office Supplies	4,450	4,450	0
72	Postage & Shipping	300	300	0
73	Organizational Dues	6,000	5,949	-51
74	Licenses & Permits	0	100	100
75	<input type="checkbox"/> Conferences, Training and Travel	24,600	34,462	9,862
76	Staff Conference & Training	9,000	16,629	7,629
77	Board Conference and Training Fees	2,500	2,500	0
78	Board Meeting Snacks	0	750	750
79	Staff Travel	11,600	13,083	1,483
80	Board Travel	1,500	1,500	0
81	<input type="checkbox"/> Insurance and Banking	35,150	35,150	0
82	Bank Fees & Interest Charges	650	650	0
83	Liability Insurance Premiums	34,500	34,500	0
84	Late Fees & Penalties	0	0	0
85	<input type="checkbox"/> Savings	56,300	0	-56,300
86	Reserve Fund	37,500		-37,500
87	Conservation Education Center Savings Plan	18,800		-18,800
88	Net Income (Surplus or Deficit)	0	0	-0

Proposed 2024 Restricted Budget



Grant Code	Primary Column	2024 Budget	Salaries & Benefits	Overhead	Travel	Goods & Services	Constructions & Restoration Work	Cost Share	Contractual
1	Restricted Budget Totals	5,380,792	1,502,501	312,436	24,192	224,608	2,915,774	59,000	342,281
2	R050 FY22-27 ASRP Riverbend Phase 2	2,559,889	101,800	25,450	6,000	4,000	2422639	0	
3	R060 SRFB Cozy Valley	37,551	10,514	1,051	1,041	20,925	4020	0	
4	R070 Zangle Cove	48,776	11,281	0	0	0	37495	0	
5	R080 ASRP Oregon Spotted Frog (OSF) Outreach	22,122	0	0	0	9,473	0	0	12649
6	R090 FY23-25 ESRP Lower Eld Bulkhead Removal	112,018	12,918	0	100	0	99000	0	
7	W025 FY23-25 Livestock	8,524	6,419	1,605	250	250	0	0	
8	W030 Early Action Reaches (EAR) Skookumchuck	136,084	66,974	16,743	3,070	1,497	47800	0	
9	W050 Flood (FL) Chehalis Project	97,800	74,800	18,700	2,300	2,000	0	0	0
10	W060 FY23-25 Shellfish Cost Share	8,878	7,022	1,756	100	0	0	0	
11	W070 CREP	45,701	33,800	8,450	270	3,181	0	0	
12	W080 FY23-25 NRI Cost Share	64,783	23,842	2,061	960	0	22920	15000	
13	W100 Engineering	82,500	50,000	12,500	200	19,800	0	0	
14	W110 Salmon Recovery Funding	267,418	133,934	33,484	2,000	2,000	96000	0	
15	W120 FY23-24 Sustainable Farms and Fields	109,393	61,987	15,497	245	25,050	0	0	6614
16	W130 Forest Health and Community Wildfire	363,234	160,000	40,000	734	6,500	45000	0	111000
17	New Irrigation Grant	16,961	13,569	3,392	0	0	0	0	
18	W150 Regional Implementation Team (RIT)	26,104	20,883	5,221	0	0	0	0	
19	W086.2 SCC Sponsorship GREEN Congress	5,000	0	0	0	5,000	0	0	0
20	M035 FY23-25 ESRP Shore Friendly Phase 3	230,257	118,300	11,830	1,300	78,827	20000	0	
21	New Shore Friendly HSIL Outreach	16,500	15,000	1,500	0	0	0	0	
22	M065 2024 Olympia Urban Farmland	203,038	71,250	17,813	75	6,350	0	0	107550
23	M075 Sentinel Landscape Program (SLP)	309,222	159,803	39,951	400	4,600		0	104468
24	M085 One Tree Planted	8,372	8,372	0	0	0	0	0	
25	M095 WCRRRI Prairie Habitat Enhancement	34,218	24,616	6,154	248	3,200	0	0	
26	M100 WFC Meyer Phase 2	85,196	30,196	0	1,200	0	53800	0	0
27	M600 FY23-25 Pierce County Shellfish NTA	85,600	66,200	16,550	1,140	1,710	0	0	
28	TC400 FY23-25 VSP	116,500	89,460	22,365	550	4,125	0	0	
29	TC450 FY23-25 VSP Cost Share	107,338	32,950	8,238	850	0	65300	0	
30	US80 Frogs on Farm	54,625	8,500	2,125	0	0	0	44000	
31	US90 USFWS Restoring South Sound Prairies	741	741	0	0	0	0	0	
32	G019-SS Interlocal 2024	51,200	50,800	0	400	0	0	0	

	Grant Code	Primary Column	2024 Budget	Salaries & Benefits	Overhead	Travel	Goods & Services	Constructions & Restoration Work	Cost Share	Contractual
33	G019.104	FY24 ESD 113 Climate Education	6,000	3,000	0	0	3,000	0	0	
34	G019.107	McLane Salmon Trail	4,500	2,500	0	0	2,000	0	0	
35	G019.108	NFWF Five Star	7,359	3,500	0	59	2,000	1800	0	
36	G019.109	FY23-25 Outdoor Learning	23,690	12,570	0	0	11,120	0	0	
37	G019.28	Dawkins 2023	23,700	15,000	0	700	8,000	0	0	



Thurston Conservation District Board of Supervisors Work Session Topic List & Board Meeting Agenda

December 12, 2023, 5:30 pm -8:05 pm

Zoom Meeting Link:

<https://zoom.us/j/91658577844?pwd=cDgvaC9jcWRBU0luUFFHc1lrb3hLQT09>

Passcode: 2918

Meeting ID: 916 5857 7844

Call in: 1-253-215-8782

Work Session Topic List

5:30 pm – 6:00 pm

1. Topic List Review, *All*
2. Staff Presentation: Growers Conference, *Nora Carman-White*
3. Conservation and Education Center (CEC) Development, *All*
4. New Office Update, *Sarah Moorehead*
5. Important Updates & Announcements
 - a. Board of Supervisors, *All*
 - b. Executive Director, *Sarah Moorehead (Executive Director)*

Board Meeting

6:30 pm – 8:05 pm

- | | |
|--|------------------------------------|
| 1. Welcome, Introductions, Audio Recording Announcement | 6:30 PM
<i>5 minutes</i> |
| 2. Agenda Review | 6:35 PM
<i>5 minutes</i> |
| 3. Consent Agenda – <i>Action Item</i> | 6:40 PM |
| A. November 21, 2023, Board Work Session & Meeting Minutes | <i>5 minutes</i> |
| B. November 2023 Financial Report | |
| 4. Public Comment | 6:45 PM |
| *Three minutes per person | <i>10 minutes</i> |
| 5. Partner Reports (<i>if present</i>) | 6:55 PM |
| A. Natural Resources Conservation Service (NRCS), <i>TBD</i> | <i>15 minutes</i> |
| B. Washington State Department of Ecology (ECY), <i>Travis Casey</i> | |

- C. Washington State Conservation Commission (WSCC), *Jean Fike*
- D. Washington Association of Conservation Districts (WACD), *Doug Rushton*
- E. National Association of Conservation Districts (NACD), *Doug Rushton*

6. Governance, All – Action Item	7:10 PM
A. January 23, 2024, Work Session Topic List & Meeting Agenda Development	10 minutes
7. 2024 Budget Approval	7:20 PM
	5 minutes
8. Executive Session: To consider the selection of a site or the acquisition of real estate	7:25 PM
<i>RCW 42.30.110 (1b) To consider the selection of a site or the acquisition of real estate by lease or purchase when public knowledge regarding such consideration would cause a likelihood of increased price.</i>	15 minutes
9. Executive Session Report Out – Action Item	7:40 PM
	5 minutes
10. Executive Session: To review the performance of the Executive Director.	7:45 PM
<i>RCW 42.30.110 (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.</i>	15 minutes
11. Executive Session Report Out – Action Item	8:00 PM
	5 minutes
Adjourn	8:05 PM

Informational Only Items:

- I. *Executive Director's Report*

Important Dates

January 2024

New Years Day, TCD Office Closed	January 1
Martin Luther King Day, TCD Office Closed	January 15
WSCC Meeting, Whatcom CD (virtual tour), Lacey location	January 18
TCD Board Work Session & Meeting 5:00 - 7:30 pm In-person and Virtual (Zoom)	January 23

February 2024

Presidents Day, TCD Office Closed	February 25
TCD Board Work Session & Meeting 5:30 - 7:30 pm In-person and Virtual (Zoom)	February 27

March 2024

TCD Board Work Session & Meeting 5:00 - 7:30 pm In-person and Virtual (Zoom)	March 26
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Item

7



Thurston Conservation District RESOLUTION

Resolution #2023-06
Subject: 2024 District Election

**A RESOLUTION OF THE THURSTON CONSERVATION DISTRICT,
ESTABLISHING THE 2024 ELECTION DATE, TIME, LOCATION, AND METHOD**

WHEREAS, the Board of Supervisors of the Thurston Conservation District ("District") operates under the laws of the State of Washington applicable to conservation districts; and,

WHEREAS, the District is governed by a five-member board, as set out in RCW Chapter 89.08 and WAC Section 135-110,

It is RESOLVED that a mail-in election for an open position on the District Board of Supervisors will be held on Tuesday, March 19, 2024.

The elected position whose term is expiring in May 2024 is currently held by Helen Wheatley. The appointed position whose term is expiring in May 2024 is currently held by Doug Rushton.

Interested candidates must be registered voters who reside within the boundaries of the District. Candidates may file their candidacy paperwork beginning November 22, 2023 at 10:00 am. The filing deadline for candidates to file their candidate required information is January 22, 2024 at 4:30 pm. Interested candidates must file their required candidate information at the Thurston Conservation District Office or by emailing the Election Supervisor a scanned copy of their candidate paperwork to: sshelton@thurstoncd.com.

Eligible voters are registered voters who reside within the boundaries of the District. The first day that voters may request ballots to be mailed to their mailing address for this election is February 5, 2024 and the last day and time is March 12, 2024 at 4:30 pm by contacting Thurston Conservation District at (360) 754-3588 or ballotrequest@thurstoncd.com. Ballot requests can be made in person March 13 through March 19 during TCD workdays from 8:00am to 4:30pm at the Thurston Conservation District Office. Ballots returned by mail must be postmarked no later than Election Day, March 19, 2024. Ballots returned by other means must be returned no later than 4:30pm on Election Day, March 19, 2024 to the Thurston Conservation District Office.

The election supervisor will be Susan Shelton, Finance and Administration Manager, Thurston Conservation District. Questions or concerns may be sent to sshelton@thurstoncd.com.

A Conservation District supervisor is a public official who serves without compensation and who sets policy and direction for the conservation district.

The published election procedures can be viewed at the District office and the website at www.thurstoncd.com, or from the Washington State Conservation Commission at www.scc.wa.gov

**ADOPTED AT A REGULAR BOARD MEETING BY THE BOARD OF THE THURSTON
CONSERVATION DISTRICT ON NOVEMBER 21, 2024.**

TJ Johnson, Board Chair

Helen Wheatley, Vice Chair

Betsie DeWreede, Board Member

Doug Rushton, Board Member

David Iyall, Board Member

Attest:

Sarah Moorehead, Executive Director

Item

9

Lease agreement will be supplemented
when ready for final approval.

Informational Items

October 24, 2023

Priority Initiative Updates

Pollinator Habitat – Discover Hedgerows Learning Series

Thurston Conservation District partnered with Native Plant Salvage, Pierce Conservation District, WSU Extension, and the Xerces Society to offer a "Discover Hedgerows" webinar that garnered over 100 attendees! The webinar covered hedgerow fundamentals and was followed by a hands-on hedgerow installation workshop and demonstration on Helsing Junction Farm. Together, we learned about the many benefits of hedgerows and installed a 500 ft long hedgerow that will provide essential on-farm pollinator habitat!



You can check out the webinar recording here:

<https://www.youtube.com/watch?v=pJaHIm0iYm0>

Stakeholder Outreach Survey Final Report

Attached is a copy of the Stakeholder Outreach Survey Final Report prepared by KR Creative Solutions analyzing community member survey data to assess community values in the work we do to develop new, community-aligned messaging and evaluate outreach method effectiveness. The report highlights themes, values, and communication strategies from a diverse cross-section of our community.

The survey yielded great results and information that can be used in many ways that we communicate about our work, from our website and outreach materials to our Rates and Charges renewal, to our Conservation and Education Center marketing campaign, to the way we talk to our friends and neighbors.

Community Garden Revitalization

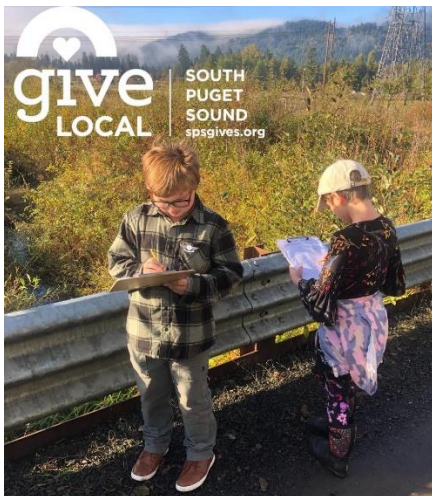
Through our work with the City of Olympia to create and empower neighborhood and community gardens, TCD and volunteers have broken ground on cleaning up the Community Court Garden!



Our next Community Court clean-up party will be on December 2nd from 9:00 am to noon. Join us and help build tables and prep the beds! Sign up here:

<https://app.smartsheet.com/b/form/09ff3502964145d896820cc7c00018ce?fbclid=IwAR0arpHXxAygR4AeHpea1TlclDY27yruD6l9p7qmOH03Ubs1nTh1rArnYV0>

The Conservation Connection Participates in Give Local Campaign



This year, the Conservation Connection, a non-profit fiscal sponsor of South Sound GREEN, is participating in Give Local 2023 for the very first time. This campaign celebrates the generosity in South Puget Sound. Through private donations, the Conservation Connection and South Sound GREEN can continue to provide authentic, field-based learning opportunities that empower more than 100 classes to improve the waters of South Puget Sound every year!

Feel free to share this link to their give local page:

<https://spsgives.org/o/community-foundation-of-south-puget-sound/i/give-local-2023/s/the-conservation-connection-iiwozi11?fbclid=IwAR3hK3xOArNOsoYAlnVTaDvl9oh1zsEmaj5dcIcXqFBKg8RPNpKBqtF8C7w>

District Operations

October 24, 2023 Board Meeting Action Items

- No Action Items to report on.

TCD New Electronic Processes – Saving Reams of Paper

Electronic Purchase Order and Supporting Documentation

The Finance and Administration Team has developed forms and automatic workflows for the submission and approval of District expenses. Effective November 1, all purchase orders and supporting documentation will be submitted and stored electronically. This paper-saving method means that paper invoices, receipts, and purchase orders will no longer accompany the checks when they are submitted to board members for signature. Staff will continue to supply a paper version of the Check Register report that lists the funding source and expense description for each payment.

Electronic Timesheets

Staff will no longer print timesheets as part of the monthly Payroll Reports. Timesheets will continue to be stored electronically in secure Accounting folders on the server. This not only saves paper, but also saves lots of physical storage space that will be important when we move to our new building!

Monthly Staff Reports

Reminder – Monthly staff reports can be viewed electronically! The link to view monthly staff reports can be found on your Board Portal.



REPORT: STAKEHOLDER OUTREACH SURVEY

Prepared for Thurston
Conservation District

2023

- 1** OVERVIEW
- 3** KEY POINTS & RECOMMENDATIONS
- 7** STAKEHOLDER SURVEY RESULTS

OVERVIEW: OUTREACH SURVEY FOR THURSTON CD STAKEHOLDERS

What is the purpose of the survey and this report?

The Outreach Survey for Thurston CD Stakeholders was designed to inform District messaging and communication as they propose a renewal of their system of rates and charges.

In 2019, the Thurston Board of County Commissioners approved a five-year system of rates and charges for Thurston CD. This funding — which enables the people of Thurston County to access vital conservation services through the District — is in effect through 2024.

Thurston CD is developing a proposed renewal of this local funding system to take effect in 2025. Rates and charges systems provide public funding for public services, and Thurston CD began taking steps in 2023 to ensure that they can clearly communicate the public benefits of this funding to the County and community members.

Thurston CD contracted with KR Creative Strategies to design and administer a stakeholder survey to:

- Better understand the unique value Thurston CD provides to the community that is unlike any other service provider
- Clarify messaging about the District's role and services by 1) learning how stakeholders experience the District, and 2) integrating stakeholder language into revised public messaging
- Identify opportunities to expand outreach to communities who may have limited access to Thurston CD services
- Identify the agricultural and natural resource issues that community members see as a top priority over the next 10 years

The 16-question survey ran for just over two weeks (October 20 to November 7, 2023) and received 13 responses. Respondents represent a mix of new and returning customers, professional partners, and educators.

In this report, the KR Creative Strategies team organizes key points and recommendations for Thurston CD about their unique value, strengths, opportunities to clarify their role, and ideas to enhance outreach and engagement. Findings and recommendations will inform development of messaging about the District that KR Creative Strategies will deliver in December 2023.

KEY POINTS & RECOMMENDATIONS

What is the unique value of Thurston CD?

Several questions in the survey were designed to draw out stakeholders' experiences with Thurston CD and, more specifically, what makes you different from other like-missioned entities.

Based on prominent themes that emerged from responses, here are a few distinct ways in which Thurston CD brings value to the community:

- **“Breadth of expertise and services” makes Thurston CD a “hub of resources” for the community.** Respondents shared how the spectrum of expertise you offer is extremely helpful given the complexity of even a single conservation project. Some listed the diversity of programs and services — ranging from VSP, to equipment/loans, to soil testing, to K-12 programming — that are housed within the District, with a few describing the District as a resource hub.
- **Multidimensional services for all ages and interests.** Similar to the previous theme, respondents mentioned that you have offerings “for all age groups,” including kids, families, students, volunteers, career-based learners, and farmers.
- **Accessible, local, and “at-hand.”** The term “accessible” was used several times to describe the District and the services you offer.
- **Professional, enthusiastic, friendly, and helpful team.** Multiple respondents mentioned how much they value the people who work at Thurston CD. The most common words used to describe team members were “professional” and “helpful.”
- **Non-regulatory, trusted, and easy to work with.** While not as prominent as other themes, some respondents mentioned the value of Thurston CD's non-regulatory approach. This seemed particularly noteworthy for those respondents who also mentioned your ag-related services.



What key points could be integrated into Thurston CD messaging?

Survey responses identified organizational strengths to emphasize in Thurston CD's messaging, and they also provided opportunities to clarify points of confusion. Many of the strengths mirror what stakeholders identified as the characteristics that make you unique from any other organizations serving the community.

STRENGTHS TO EMPHASIZE:

- **Whole-community approach:** Many stakeholders start their engagement with the CD through one gateway, such as the native plant sale or South Sound FarmLink and are surprised to learn the breadth of services and expertise you offer. A few specifically mentioned that it took time before they learned about your services for urban and shoreline property owners. This diversity of services combined with the availability of services for all ages — from youth to adult — allow Thurston CD to offer a whole-community approach that your stakeholders appreciate.
- **Thurston CD staff/relationships:** Stakeholders view staff as extremely professional. They also refer to them as helpful, supportive, engaging, and enthusiastic. Your personal approach and the relationships you develop with customers are rare and help build trust.
- **Accessible/local:** Your availability to serve Thurston County and offer community-based services is highly valued. Thurston CD is recognized as a hub of local resources and information. Your team can either provide what folks are looking for or connect them to the appropriate partner/resource.
- **No/low-cost services:** Your community values that your services are free/affordable.
- **Mission:** You're recognized for making a positive impact on your local community. Stakeholders value your contributions to natural resources, ag/local food systems, and environmental education. Some specifically mentioned the Voluntary Stewardship Program, which addresses the top two priority issues stakeholders identified for Thurston County — supporting farm viability and managing the impacts of development and population growth.



(Continued on p. 5)

OPPORTUNITIES FOR CLARIFICATION:

- **Services for all land uses:** Promote your work and services for urban and shoreline community members. Respondents have been pleasantly surprised to learn that you work with residential landowners and neighborhoods.
- **Amplify accomplishments:** Your community supports your mission and would welcome opportunities to learn about and celebrate accomplishments. Multiple respondents suggested sharing more success stories, especially those that showcase your deep connections and engagement with the community.
- **Staff expertise:** It took time for some stakeholders to realize the depth of expertise of Thurston CD staff. One person described being astounded by it. Stakeholders have noticed that the District has hired highly skilled specialists, especially in recent years. There's great opportunity to emphasize the skills of your team.
- **Individual and community impact:** Stakeholders agree that Thurston CD provides a public benefit. Direct recipients of your services provide great testimonials to the impact it's had on them. It would be helpful to develop and broadly promote fact-based talking points on the the cumulative impact of your services for the community, including for those who never directly enlist your services.
- **"Help" is valued.** Some people (not your stakeholders) believe it's patronizing to say an organization offers "help" or "helps people." "I'm from the government, and I'm here to help" famously and sarcastically mocks the idea of public service. But Thurston CD stakeholders repeatedly and gratefully shared their appreciation for the help they received from the District. Help is valued. While it's more common for CDs to say "we assist," consider promoting how much you directly help Thurston County and it's people. You're not unexpectedly showing up on their doorstep assuming they need help. The community trusts you enough to ask for and receive your help.



Are there opportunities to expand outreach and engage communities with limited access to Thurston CD?

Current Thurston CD stakeholders primarily rely on email announcements/e-newsletters and direct contact with your staff and supervisors to stay up-to-date on District services and activities. Around half offered suggestions for other platforms the District could use to expand outreach, which were:

- Traditional media: NPR
- Social/digital media: TikTok, Nextdoor, Snapchat
- Venues: Farmers markets

The majority of survey participants chose not to respond to a question inquiring about communities facing limited access to the organization and ideas for enhancing engagement. Three participants offered these suggestions:

- Increase promotion about the Voluntary Stewardship Program.
- Continue the plan to develop a conservation education center, which could expand more diverse partnership opportunities and ways for the community to learn and engage with the District.
- Engage women-owned and minority-owned farms/small farms.

What do stakeholders see as the top agricultural and natural resource priorities?

Survey participants were given a list of 17 ag/natural resource issues and asked to select the four they felt should be a top priority in Thurston County over the next 10 years (or offer their own). The four issues selected most were:

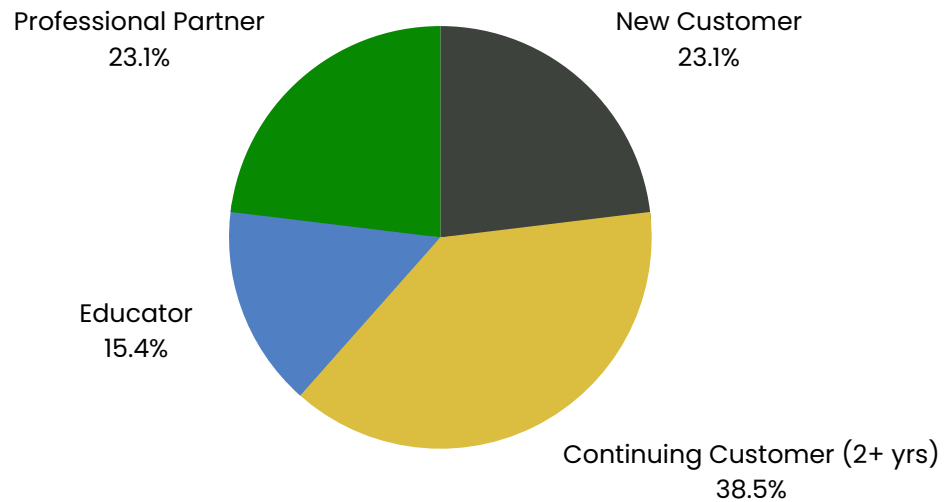
- Managing impacts of development/population growth (10)
- Supporting farm viability (10)
- Preserving farmland (5)
- Educating K-12 students about the importance of our local environment, farmland, and related issues (5)

There were two issues that no stakeholder selected (Recovering Southern Resident orcas and Restoring/enhancing shellfish habitat). Two stakeholders selected “other” and said all issues on the list were critical. One suggested that Thurston CD focus on the few that they’re best equipped to lead.

Full Survey Results

SURVEY RESPONSES:

13



HOW DID YOU BECOME AWARE OF THURSTON CD?

Internet. Searching for farmland for sale, led to various farm to farmer programs, which lead to SS Farm Link.
I was aware of TCD prior to my current position, but became more integrated with TCD staff in fall 1998 when I started in my current position. At the time, WSU, NRCS, and TCD were co-located in Tumwater. But I remained close to TCD staff, and was even briefly the only WSU person in the TCD offices. We have partnered where possible and raised awareness of each other's work.
CREP
I worked with Skagit and Whatcom CDs for 20 years so was familiar with all CDs.
Plant sale and outreach by TCD employees
My daughter Margaret found and engaged with TCD at the beginning of the project.
I was informed of the CD by previous employees.
From people at GRUB and the Community Farm Land Trust
As a classroom teacher, I learned about South Sound Green's water quality testing through a co-worker.
When I started working for Kirsop Farm
Searching online for help
Thorough Partner agencies- SSGREEN
From several recommendations

WHAT WAS YOUR FIRST IMPRESSION OF THURSTON CD WHEN YOU INTERACTED WITH US AND OUR SERVICES?

It was through the SS Farm Link and it was very positive.
That has varied over time with different staff members. When Kathy became director, the organization became much more open and progressive, and it has only grown more so under Sarah's direction. Some of the "old-timers" were able to adapt to be more open to new ways of doing things, and some were not (or were not up to the task, as I saw it). I was asked by some farmers to help with planting plans that didn't make sense for their site conditions, and I could usually guess who had created those plans. However, remember that my history with TCD spans decades, and in recent years I've been excited to see the focus on hiring people with strong backgrounds in the skillsets they need (plus the professional development opportunities that allow them to grow in their positions).
Little rough to start with but much smoother now
Enthusiastic and capable staff that seemed well connected to the community.
I had little understanding of TCD broad footprint at first. It took years of working in parallel to understand TCD's full potential for impact.
The team was very professional and willing to invest time in educating us.
They're great and helpful.
Very friendly and helpful
Very profession, super willing to help. Love working with the team!
I've always had a good impression of the conservation district and enjoyed the services available
Young professionals working hard
I have very much enjoyed working with the Conservation District and enjoy the services you provide.
It was during Covid and everyone was so incredibly helpful to us as new farmers.

BEFORE ENGAGING WITH US, DID YOU EXPERIENCE ANY CONFUSION ABOUT WHO WE ARE AND WHAT WE DO?

No
Not who you are, but I wasn't sure what you do. I am still learning. That said, it has always been clear to me that you are a non-regulatory agency.
No, but I know others do on a regular basis! I learned about conservation districts in general when I first moved back to Olympia in early 1998 (after being away since 1986) because I was pursuing employment in environmentally focused jobs and was interested in a position at the Conservation Commission.
Yes, mission is much more clear now
See above.

(Continued on p. 9)

I was aware of the work that conservation districts do in the agricultural sector. I did know about the work on shorelines and bulkheads. I was completely unaware of the Shore Friendly program.
No I did not
we were mostly ignorant of what TCD does
Nope
Before working with SSGREEN I was unfamiliar with the conservation district services. After looking at the website I have learned more about what services, program and opportunities are available through the conservation district.
No confusion, in fact TCD has been a hub for our enrollment at WSU, working with Fish & Wildlife and other state, county and fed agencies.

HAS ANYTHING SURPRISED YOU AS YOU LEARNED MORE ABOUT THURSTON CD AND OUR SERVICES?

How much you have to offer. Classes, resources, and probably a lot more that I don't know about yet.
NA
No
Before being involved in farmland conservation, I was not aware of that side of TCD. I was also surprised to learn about TCD's involvement in large-scale habitat restoration projects and programs
I was pleasantly surprised at the depth and experience of the TCD team. The number of specialists is astounding. Very happy that the TCD team is able to work with permitting.
Just that you all have a lot of services and equipment for rent
How active you already are in our community
Originally I was unaware of the scope of the offerings provided. Now that I've formed a better partnership I'm able to learn how Thurston CD can support k-12
Just how wonderful the VSP program is
More comprehensive than I originally thought.
I appreciate the variety of programs and resources that you provide for our community. I am a science instructional coach in a local district and our science and CTE programs utilize many of the things that TCD provides. SSGREEN, TnT, Envirthon, habitat restoration, and gardening programs
How much they can help and are universally respected in the County.

WHAT ADVICE WOULD YOU GIVE TO THURSTON CD ON HOW WE CAN PRESENT OUR ORGANIZATION AND SERVICES MORE CLEARLY TO OUR COMMUNITY?

Not sure. Maybe target the demographic with outreach? My first thought is a educational booth at the farmers' market? Maybe at other community events in Thurs Co cities?
I'm not sure I can help with that. I think I also struggle with the confusion I encounter about the roles of various organizations in our region whose work intersects. I guess as you're going for a renewal for your funding in the next year, a clear laundry list of services would be wise. I also think helping urban and suburban landowners understand the role you play not only for all citizens, but how even those in urban areas benefit by stronger conservation efforts in the rural parts of our county -- help folks see the connections.
Advertise some case studies from your different programs. Hold a TCD annual event with annual report presentation. More web/social media presence. Work on visible projects in the community. TCD does a lot of work across the county but population centers are few. Promote in the city too.
Most of us are probably not aware of the range of activities that fall under the TCD charter. Probably more public outreach and social media (NextDoor, etc.) would help. You should rope in some of us to advocate for TCD in selected venues.
Find ways to share what you do, like the recent article in the Olympian
N/a
I think you're doing a very good job. Word of mouth from other participants is so helpful too
Keep showing up at local events.
I have become familiar with TCD by working with
You're doing so much already. Maybe more partnerships, or more funding for more people and sponsors?

OTHER ENTITIES IN THURSTON COUNTY PROVIDE SOME CONSERVATION AND AGRICULTURAL SERVICES. IN YOUR OPINION, WHAT MAKES THURSTON CD STAND OUT OR MAKES US DIFFERENT FROM THE REST?

Not aware of the others. I am aware of Thurston CD because of SS Farm Link.
This is also tricky! I think it's important to acknowledge partnerships as part of promoting TCD's effectiveness, while also being clear about the direct services you offer: free technical assistance, on-the-ground support, soil testing, equipment loans & low-cost rentals that support local agriculture, non-regulatory support to gain trust in landowners. Those things are clearly different than what everyone else offers.
More localized.
Non-regulatory

(Continued on p. 11)

TCD is a support service. It works with and for others to make conservation and agriculture successful.
The breadth of expertise and services. I can't think of another organization that could have handled or project.
You are so accessible
Thurston CDs programs are built for kids. I feel like the events/resources/opportunities are really age appropriate. Everything is ready to go and I love the PD that is provided for those that want to work with the CD.
TCD has been much easier to work with than other organizations
Hands on.
The CD is for all age groups-families, students, educators, volunteers, career based- a hub of resources that is not just one dimensional
The VCP process, soil testing, native plant sales, harvest festival but mostly... it's the People.

IF YOU HAD TO PICK THREE WORDS TO DESCRIBE THURSTON CD, WHAT WOULD YOU CHOOSE?

Not Sure Why ? :)
I'm terrible at these kinds of things! Here goes: Local; trusted (trustworthy?); innovative.
Needed, partner, conservation
Capable, connected, busy
Dedicated, experienced, helpful.
Professional, Competent, Awesome leadership
helpful, knowledgeable and reliable
Making a difference
Engaging
Informative, helpful, engaging
Community-based, Educational, Accessible
Our Environmental Partner

IF A FRIEND ASKED YOU, "WHY SHOULD I CONSIDER CONTACTING OR ENGAGING WITH THURSTON CD," WHAT WOULD YOU SAY?

First thing is to let them know that you are a non-regulatory agency that is there to help, not "punish." For example, I just learned about the newer husband and wife cattle team that are working on some distressed property they purchased near a big development (near Yelm?) . . . they apparently came up with a conservation plan that you "approved" (and probably helped create), which puts them on solid footing as issues come up with their neighbors. They can now say, hey . . . we are doing things in the correct way here.
You should be able to find a staff person who can help you with your question/problem without charging you, and will show you resources you may not have been aware of.
Help with conservation investment on working lands
I would probably say that TCD will be helpful even if for some reason they don't have the direct answer or program to fit your needs.
You'll find support there that you will find nowhere else.
TCD will give you honest answers to your questions without any pressure. They will work with your neighbors if needed, and they will work with tribes and government. A big win all the way around.
they could be a helpful resource.
To help increase local food production
It expands the educational experience for students.
TCD has great communication, helpful and educated staff to help you. They explain the benefits of the conservation district clearly and realistic expectations
They know what resources are out there for a wide variety of programs.
Resources, programs and opportunities are rich, practical and easy to access
I'd say they have so many ways to support and help us be better growers and protect our farmland for generations to come including tool rental and all sorts of advice.

HOW WOULD YOU DESCRIBE THE VALUE OF KNOWING THAT YOU AND YOUR NEIGHBORS HAVE ACCESS TO THURSTON CD AND OUR SERVICES?

Wonderful.
It shouldn't be taken for granted! As government services are harder and harder to come by, TCD stands ready to support Thurston County landowners.
It's great
Awesome. Invaluable.

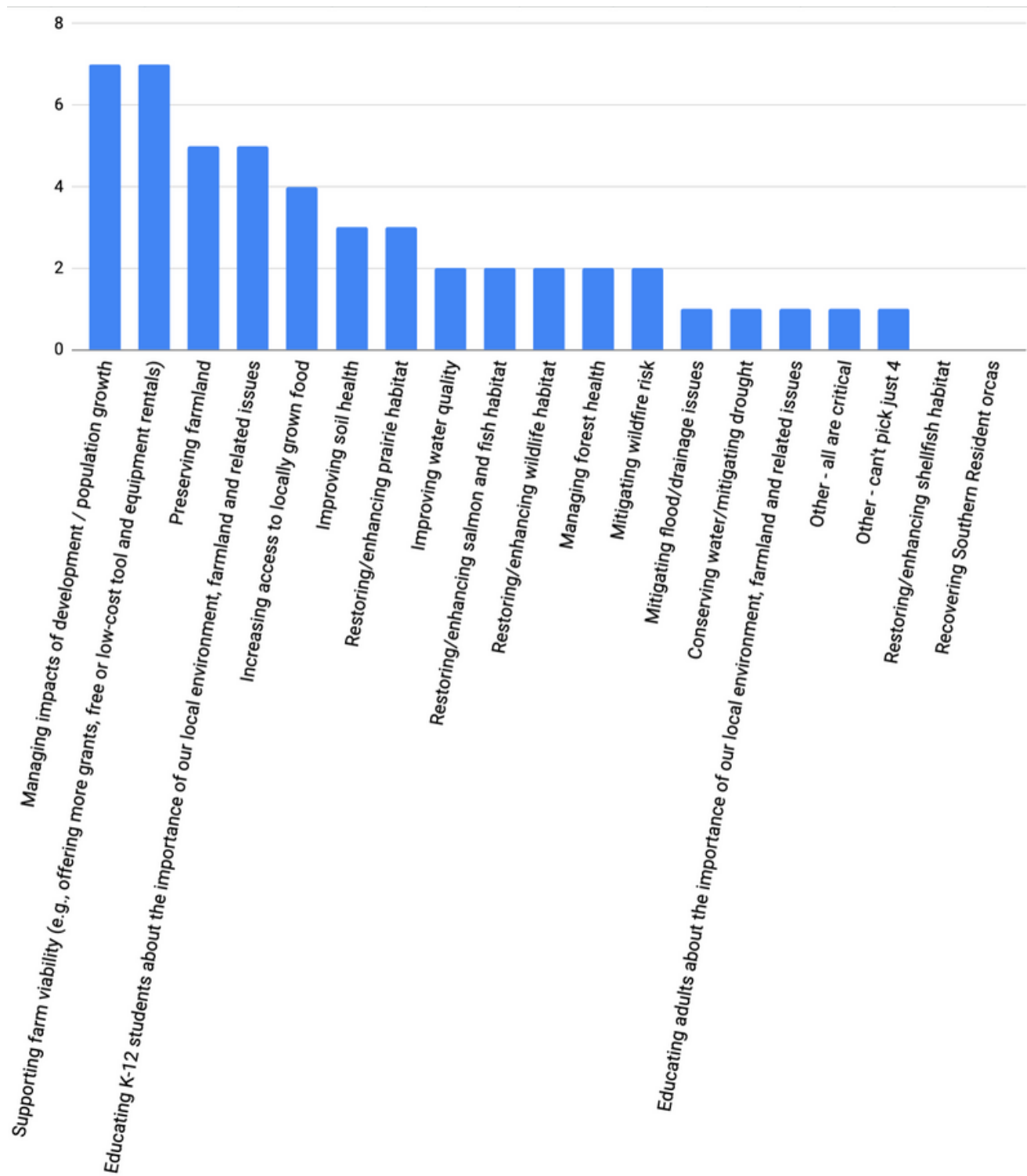
(Continued on p. 13)

It's a great feeling to realize that there is an organization at hand to help with environmental recovery and stewardship.
invaluable. As an educator I'm always looking for opportunities to broaden the student experience. My students have been so lucky to get experiences designed by Thurston CD.
The TCD is a valuable partner in the community, especially with the changing landscapes due to environmental impacts, growth in the community and it's impacts on small land owners. The staff and educational programs are valuable to our community!
Important and beneficial
This is an amazing resources that I have been accessing for decades
Invaluable

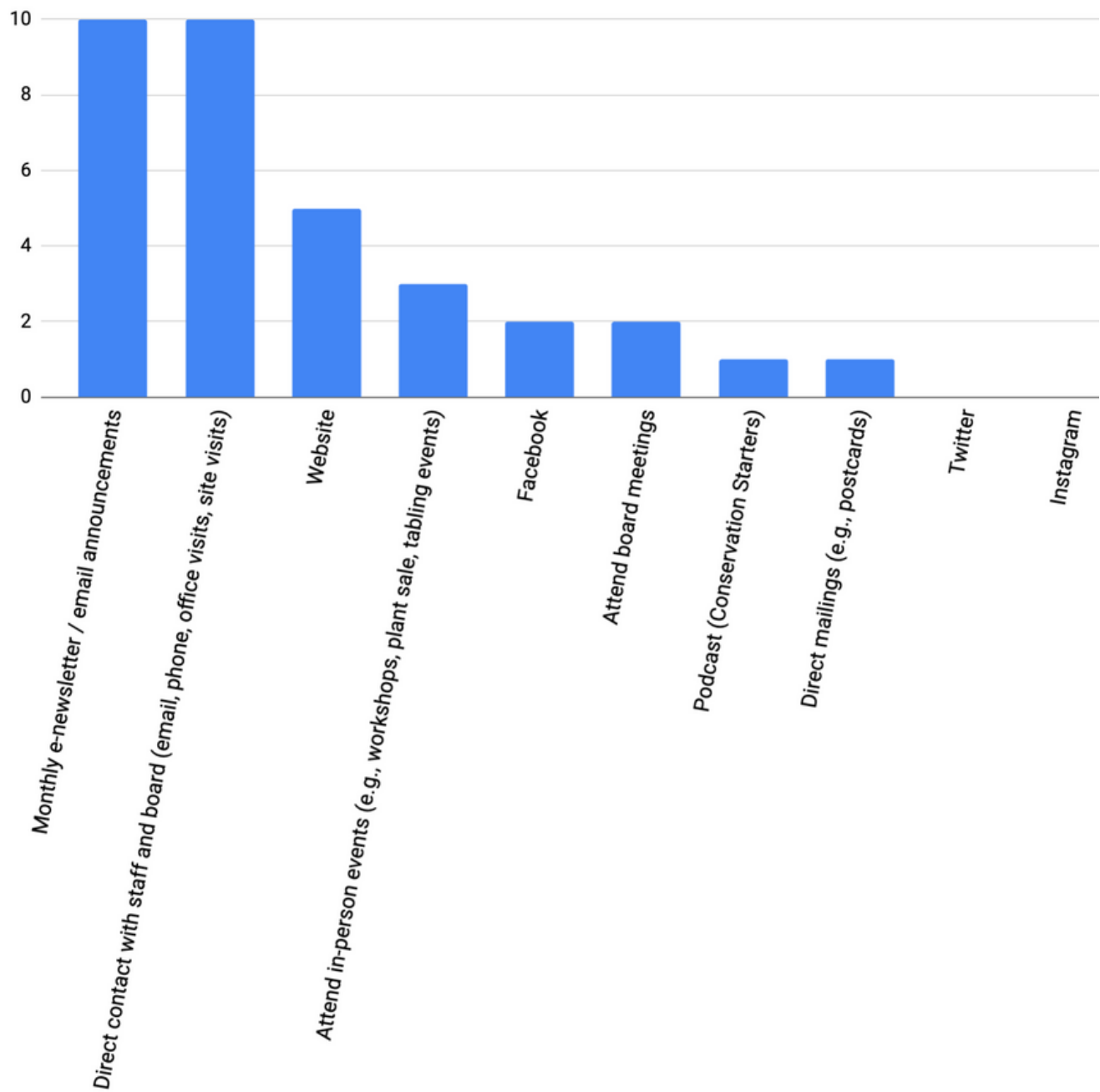
DO YOU BELIEVE THURSTON CD SERVICES PROVIDE PUBLIC BENEFIT, INCLUDING FOR FOLKS IN OUR COMMUNITY WHO NEVER DIRECTLY ENGAGE WITH OUR SERVICES?

Yes. The SS Farm Link program helps budding farmers get started, which benefits the public because now there is more local food available for everyone.
Yes, and this connection should be made to others (not easy)! Here's a tagline for you: By supporting conservation efforts throughout the County, from rural to urban, TCD helps protect water and builds habitat, enables more sustainable agriculture, and enhances the capacity of partner organizations to also maximize their effectiveness in shared conservation goals.
Absolutely, conservation work on working lands is a public benefit for everyone
Yes, restoration of ecosystem services and promoting conservation Ag benefit everyone.
Absolutely! Our neighbors and community will directly benefit from the environmental recovery related to this project. Our wider Washington State citizens will indirectly benefit from a healthier environment.
yes, you all have put in community gardens.
Yes, because you are increasing food security for all who live here
Yes! Through the work of the Thurston CD we are creating stewards and knowledge and strategies around conservation, which benefit the greater good.
TCD's education, outreach, and programs are so valuable to the community. Especially those who are small land owners trying to work within and with nature for healthy environments and animal health.
Yes. I've got over 1000 plants along a stream that would not be there but for TCD.
Absolutely. As an educator your resources help enhance the learning in our schools which inturn changes how we look at things and make decisions for our community
Of course. We're planting more trees and bushes for erosion control and keeping our groundwater clean.

OVER THE NEXT 10 YEARS, WHAT AGRICULTURAL AND NATURAL RESOURCE ISSUES IN THURSTON COUNTY SHOULD BE A TOP PRIORITY? PLEASE SELECT UP TO FOUR.



WHAT ARE THE PRIMARY WAYS THAT YOU STAY UP-TO-DATE WITH THURSTON CD SERVICES AND ACTIVITIES? PLEASE SELECT UP TO THREE.



ARE THERE OTHER PLATFORMS/VENUES WE COULD USE TO HELP SPREAD THE WORD ABOUT OUR SERVICES TO THE COMMUNITY?

Not sure.
NPR
NextDoor? I am not sure about their policy, but it is a popular platform.
Tik Tok and Snapchat are popular apps...
I think you do a great job. I'm not much for social media and you do a great job of reaching even folks like me who don't do those platforms
Connecting with your local schools community schools to share what programs you have available would be a start- CTE directors to make student connections
Farmers Markets, young TikToks?

ARE THERE COMMUNITIES WITHIN OUR COUNTY WHOM YOU FEEL HAVE LIMITED ACCESS TO THURSTON CD AND WOULD BENEFIT FROM OUR SERVICES?

Not sure, but the idea of the conservation center that TCD is planning, which could be a shared community resource, might be a way to reach underserved communities and enhance community partnerships with folks who are serving some of those communities.
There are a number of women and minority owned small farms that I think could benefit.
More advertising about the VSP program. I know it's already popular, but keep up the good work
Not sure
Not sure

ANYTHING ELSE YOU'D LIKE TO SHARE?

Good luck with your upcoming renewal and plans for the conservation center!
TCD and staff are awesome. Go glad we were able to connect.
Thank you for the incredible work you do and for supporting our local schools.
Kendall is awesome! I've been connected with so many folks at TCD for our site needs and everyone has been so helpful, but Kendall is the hub of it all! So grateful for the VSP program
Thank you for the services that you provide to our community :-)) We value the conservation district and the programs/resources you provide.
We are most appreciative of TCD and we've been singing your praises for a couple years. We're happy to help continue supporting in any way possible.