



FY2021 (7/1/20 – 6/30/21) Annual Work Plan Cascadia Conservation District

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



Mission of the Cascadia Conservation District

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

Natural Resource Priorities

- Forestry –
 - **Natural Resource Priority Description:** Protect and restore forest environments, including urban forests, creating a more fire resilient landscape that will reduce the negative fire effects such as; hazardous air quality, structure loss and flood events. Assist with post-fire recovery.
 - **Priority Levels:** This is a local, state, and national priority.
 - **Source of Data:** Community Wildfire Protection Plans, Forest Plans, BAER Reports, National Cohesive Wildland Fire Management Strategy, DNR 20 Year Forest Health Plan, WA 10-year Wildland Fire Strategic Plan.
 - **Other Entities Engaged in this Concern:** Cities of Chelan, Cashmere, Entiat, Leavenworth and Wenatchee, Chelan County Fire Districts, Chelan County Emergency Management, Firewise and Fire Adapted Communities, North Central Washington Forest Health Collaborative, Upper Columbia Salmon Recovery Board, WSU Cooperative Extension Service, Washington State Conservation Commission, Washington State Department of Natural Resources, US Forest Service, USDA Natural Resources Conservation Service, and numerous other nonprofit, private and public participants.
- Water –
 - **Natural Resource Priority Description:** Conserve, maintain and improve quantity and quality of water resources to support communities and agriculture while protecting the ecosystem and watershed processes.
 - **Priority Levels:** This is a local, state, national and international priority.
 - **Source of Data:** WRIA 45 Wenatchee Watershed Plan, WRIA 46 Entiat Watershed Plan, WRIA 40a Stemilt/Squilchuck Watershed Plan, WRIA 47 Lake Chelan Watershed Plan, Upper Columbia Salmon Recovery Plan, Clean Water Act Section 303(d), Department of Ecology TMDL Cleanup Plans and other data, US Bureau of Reclamation Wenatchee and Entiat Watershed Assessments, Irrigation Efficiencies Program, City of Leavenworth surface water data.
 - **Other Entities Engaged in this Concern:** Cities of Chelan, Cashmere, Entiat, Leavenworth and Wenatchee, Bonneville Environmental Foundation, Yakama Nation, Washington Water Trust, Trout Unlimited, Leavenworth Mountain Association, Upper Columbia Salmon Recovery Board, Chelan County Departments of Natural Resources and Public Works, WSU Tree Fruit Research & Extension Center, Washington State Conservation Commission, Washington State Department of Agriculture,

Washington State Department of Ecology, Washington State Department of Health, Washington State Department of Fish & Wildlife, US Fish & Wildlife Service, US Forest Service, USDA Natural Resources Conservation Service.

■ *Habitat Enhancement –*

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

■ *Agriculture & Urban Communities –*

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

■ *Noxious Weeds, Invasive Species, & Pests –*

- **Natural Resource Priority Description:** Protect natural and endemic flora and fauna from noxious and invasive species and pests.
- **Priority Levels:** This is a local, state, and national priority.
- **Source of Data:** Chelan County Noxious Weed Control Board Website.
- **Other Entities Engaged in this Concern:** Native Plant Society, Chelan County Noxious Weed Control Board, Chelan County Horticulture Pest & Disease Board, Farm Bureau, Fruit Warehouses, WSU Cooperative Extension Service Master Gardener

Program, Washington State Department of Agriculture, Washington State Conservation Commission, Washington State Department of Natural Resources, US Forest Service, US Fish and Wildlife Service.

▪ *Education & Outreach –*

- **Natural Resource Priority Description:** *Educate both adults and youth about natural resources stewardship; promote awareness of and encourage participation in Cascadia's voluntary natural resource programs.*
- **Priority Levels:** *This is a priority at all levels.*
- **Source of Data:** *Program Survey Responses, Common Core and Next Generation Science Standards, Watershed Plans, Community Wildfire Protection Plans, local input.*
- **Other Entities Engaged in this Concern:** *Cities of Chelan, Cashmere, Entiat, Leavenworth and Wenatchee, Wenatchee Valley Museum & Cultural Center, Initiative for Rural Innovation and Stewardship (IRIS), Fire Districts, Farm Bureau, Upper Columbia Salmon Recovery Board, WSU Cooperative Extension Service Master Gardener Program and Tree Fruit Research & Extension Center, Washington Association of Conservation Districts, National Association of Conservation Districts, Washington State Department of Agriculture, Washington State Conservation Commission, Washington State Department of Ecology, Washington State Department of Natural Resources, Washington State Department of Commerce, Washington Recreation & Conservation Office, Columbia Breaks Fire Interpretive Center, The Wildfire Project, Team Naturaleza, Friends of Northwest Hatcheries, Washington Native Plant Society, North Central Educational Service District, Arbor Day Foundation, Wenatchee 21st Century Community Learning Center, Cascade Columbia Fisheries Enhancement Group, South Douglas Conservation District, Franklin Conservation District, USDA Natural Resources Conservation Service, US Forest Service, US Fish & Wildlife Service, US Bureau of Reclamation.*

District Priorities

▪ *District Operations –*

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

Message regarding COVID-19 and staying flexible:

As we prepare this plan, the state is under stay-at-home orders due to the COVID-19 pandemic. We recognize that conditions are changing rapidly and could affect our operations into the foreseeable future. Cascadia is working with its funding sources and partners to modify work plans, processes and timelines to meet both grant deliverables and the needs of the community. We have adjusted our procedures to fit the current requirements, and will continue to adapt our operations protocols, modes of interacting with individuals and groups, and tools for program delivery as needed to maintain safety and productivity. While our methods may change, our mission remains the same.



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Natural Resource Priority Program Area: **Forestry** *Estimated Time: 610 days – Estimated Funding \$283,100*

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

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

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

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

Activities for FY2021	Target Dates	Person Responsible	Time (Days) Required	Estimated Funding	Notes
Provide outreach and education, technical assistance and cost share to implement projects (including FEMA projects) to improve forest health and implement Firewise Communities program and practices such as home risk assessments and chipping program. Assist in developing a coordinated approach to home risk assessments, chipping, and wildfire preparedness outreach throughout the county.	Ongoing	Patrick Haggerty & Amanda Newell MarySutton Carruthers	*See resource heading above	*See above	
Explore and implement programs to reduce biomass through alternatives to burning (Chelan Dump Days, roving chipper, and Air Curtain Burner).	Ongoing	Patrick Haggerty	“	“	
Support the development of landscape scale forest restoration projects, and work with private landowners and partners (WA DNR and local fire districts) to develop multi-landowner cross boundary fuels reduction projects.	Ongoing	Patrick Haggerty MarySutton Carruthers	“	“	

Participate in Fire Adapted Communities Learning Network and Chelan County Wildfire Conversation group; local planning efforts (Community Wildfire Protection Planning, Community Planning Assistance for Wildfire, Hazard Mitigation Plan, Stemilt Partnership), and working groups (Washington Prescribed Fire Council, NCW Forest Health Collaborative, post-fire recovery workgroup, and WA Fire Adapted Communities and all Chelan County Fire Adapted Communities).	Ongoing	Mike Cushman & Patrick Haggerty	“	“	
Develop and implement an urban forestry program, provide technical assistance, and engage new urban forestry partners such as the Arbor Day Committee, Tree City USA communities, WSU Extension, Chelan PUD, Cities, Department of Natural Resources, NACD and others.	Ongoing	Sandy Letzing & MarySutton Carruthers	“	“	
Support partner agencies and other conservation districts by conducting Biological Assessments as requested, with guidance from NRCS.	Ongoing	Ken Muir & Sandy Letzing	“	“	

Natural Resource Priority Program Area: **Water** *Estimated Time: 467 days – Estimated Funding \$216,700*

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

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

Programmatic Measurable Result Objective: Host 5 Entiat Watershed Action Team meetings and 2 Entiat Planning Unit meetings; develop project proposals and seek funding for 3 irrigation projects; print 500 water quality outreach materials for distribution at events; contact interested landowners with information about water quality and quantity improvements; provide technical assistance to 20 landowners; conduct 1 water quality and farmer resource workshop.

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

Activities for FY2021	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Implement irrigation efficiencies program by providing technical assistance and funding, where available, to implement water conservation projects; continue to implement irrigation efficiencies demonstration project with WSU Cooperative Extension Service.	Ongoing	Mike Cushman & Sandy Letzing	*See resource heading above	*See above	
Serve as the lead entity to administer and coordinate the Entiat Watershed Planning Unit and WRIA 46 Watershed Action Team. Participate in and support the Lake Chelan, Stemilt/Squilchuck, and Wenatchee Watershed Planning Units, Icicle Workgroup, and other planning processes.	Ongoing	Mike Cushman & MarySutton Carruthers	“	“	
Implement BMPs to improve water quality/quantity; utilize volunteers for riparian restoration projects when opportunities arise.	Ongoing	Sandy Letzing & MarySutton Carruthers	“	“	
Assist water quality monitoring programs such as Department of Ecology, USDA, and others.	Ongoing	Sandy Letzing	“	“	

Natural Resource Priority Program Area: **Habitat Enhancement** *Estimated Time: 607 days – Estimated Funding \$281,700*

Goal(s): Improve instream, riparian, and upland wildlife habitat and coordinate with interested parties and partners in conservation easements or property acquisitions that benefit fish and wildlife

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

Programmatic Measurable Result Objective: Monitor project sites.

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

Activities for FY2021	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Restore Chumstick Creek watershed with installation of riparian plants and beaver dam analogs	August-Sept	Ken Muir & Sandy Letzing	*See resource heading above	*See above	
Monitor previous habitat project sites for reporting.	Ongoing	Ken Muir & Sandy Letzing	“	“	

Coordinate agency monitoring activities and landowner contact.	Ongoing	MarySutton Carruthers	“	“	
Identify project sites with willing landowners throughout the County, develop potential projects, prepare funding proposals.	Ongoing	Ken Muir	“	“	

Natural Resource Priority Program Area: **Agriculture and Urban Conservation** *Estimated Time: 395 days – Estimated Funding \$182,300*

Goal(s): Promote viable agriculture, engage urban communities in small-scale agricultural opportunities, support food hubs and connecting local producers to local markets, and encourage cooperation among stakeholders.

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

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

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

Activities for FY2021	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Provide technical assistance and cost share to implement agricultural efficiencies and other conservation projects (energy conservation, water conservation, air quality protection, ag preservation, small farm education and outreach).	Ongoing	Sandy Letzing	*See resource heading above	*See above	
Continue development of Urban Agriculture program and provide technical assistance to establish backyard and community gardens.	Ongoing	Sandy Letzing	“	“	
Define role and participate when possible in implementation of the Voluntary Stewardship Program.	Ongoing	Mike Cushman	“	“	
Engage small farmers in food hubs, farmers markets, or other direct-to-consumer programs.	Ongoing	Sandy Letzing	“	“	

Natural Resource Priority Program Area: **Noxious Weeds, Invasive Species, and Pests** *Estimated Time: 18 days – Estimated Funding \$8,300*

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

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

Programmatic Measurable Result Objective: Coordinate with partner agencies to develop a cooperative weed management area plan. Contact 30 landowners regarding weed and pest control options. Evaluate 5 sites and provide BMP information. Provide an annual update to WSU Extension and Chelan County Noxious Weed Board.

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

Activities for FY2021	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Incorporate weed control and re-seeding of disturbed areas into site restoration plans for implementation projects.	Ongoing	Sandy Letzing	*See resource heading above	*See above	
Include appropriate weed and pest control practices in farm plans and cost share projects.	Ongoing	Sandy Letzing	"	"	
Work with partners to implement a biocontrol program in wildfire burn areas to reduce pest species.	Ongoing	Patrick Haggerty	"	"	
Cooperate on common goals with Chelan County Weed Board, Chelan-Douglas Horticultural Pest & Disease Board, and other partners.	Ongoing	Mike Cushman	"	"	
Introduce a statewide resolution to discourage the propagation and sale of native and ornamental plants that host agricultural pests.	Ongoing	Mike Cushman	"	"	

Natural Resource Priority Program Area: **Education and Outreach** *Estimated Time: 545 days – Estimated Funding \$252,900*

Goal(s): Promote awareness of and encourage participation in Cascadia's voluntary natural resource programs, and adapt programs to a virtual learning activities.

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

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

Funding Source(s): Conservation Commission, Department of Ecology, Bureau of Reclamation, Upper Columbia Salmon Recovery Board, Yakama Nation, The Wildfire Project, Wenatchee Valley Museum & Cultural Center, Department of Natural Resources, Department of Health, Washington Conservation & Recreation Office, Washington State Department of Commerce, North American Association for Environmental

Education, South Douglas Conservation District, Franklin Conservation District, WA Fish and Wildlife, US Fish and Wildlife, Forest Service, Rates & Charges

Activities for FY2021	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Keep public informed through District newsletter, Wenatchee World, local print and online media outlets, annual reports, informational materials, District website, radio interviews, and social media outlets.	Ongoing	Mike Cushman, Amanda Newell & Ken Muir	*See resource heading above	*See above	
Utilize Spanish (or other) translations of educational materials when possible at workshops and events, in social media forums, and general outreach.	Ongoing	Amanda Newell	“	“	
Participate in state and local forums to keep connected and enhance overall outreach efforts such as Conservation Commission CPO Workgroup, NCW Forest Health Collaborative, Friends of Northwest Hatcheries, and Team Naturaleza.	Ongoing	Amanda Newell	“	“	
Participate in community events such as Salmon Festival, Earth Day Fairs, Entiat Kite Festival, Swallow-fest, River Appreciation Day, and Farmers Markets.	Ongoing	Amanda Newell & Kirk Beckendorf	“	“	
Participate in education programs with partners including Kids in the Creek, Kids in the Forest, Water on Wheels, Wheat Week, Wenatchee Naturalist Course, After School & Summer Programs, and Shrub-Steppe'n Up.	Ongoing	Amanda Newell & Kirk Beckendorf	“	“	
Develop new and implement current educational programs focusing on agriculture, forestry and urban conservation, community gardens.	Ongoing	Sandy Letzing & Patrick Haggerty Kirk Beckendorf	“	“	
Host workshops including Forest Health, Backyard Gardening, Water Conservation, Native Planting 101, and Firewise community networking events.	Ongoing	Amanda Newell & Kirk Beckendorf	“	“	
Conduct Chelan County Clean Water Campaign, host water quality stewardship photo contest, expand calendar as an educational tool.	Ongoing	Amanda Newell	“	“	
Recruit and utilize volunteers for programs such as riparian plantings and youth education activities.	Ongoing	Amanda Newell	“	“	
Seek funding for education and outreach programs.	Ongoing	Amanda Newell & Kirk Beckendorf	“	“	

District Program Area: **District Operations** *Estimated Time: 290 days – Estimated Funding \$135,800*

Goal(s): Maintain effective and efficient operations including accounting, grant vouchering, personnel management, Supervisor elections & appointments, training & development, annual planning, budgeting, and reporting and have enough staff, office space and equipment to support all goals.

- Keep informed and work proactively on policies affecting voluntary implementation of conservation practices.
- Continue to monitor natural resource-related policy development at local, regional and state level.
- Be available to the citizens of Chelan County as a liaison and technical resource for local environmental solutions.
- Seek creative and cost-effective solutions to funding and operations challenges.

Programmatic Measurable Result Objective: Meet Conservation Commission and state agency requirements for operations, policies and procedures; maintain good business practices and internal controls; be available to meet the needs of landowners and partners.

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

Activities for FY2021	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
Provide assistance to landowners as requests are received.	Ongoing	Technical Staff	<i>*See resource heading above</i>	<i>*See above</i>	
Regularly meet with County Commissioners and cities to receive information and keep them updated on District activities and needs.	Ongoing	Mike Cushman	“	“	
Provide assistance to other districts and partners as requested including conducting cultural resources investigations for BMP implementation.	Ongoing	Peggy Entzel	“	“	
Participate in WACD efforts to work with legislators in support of priority legislation.	Ongoing	Board & Mike Cushman	“	“	
Seek funding for training opportunities, including WADE training, to encourage professional development of staff.	Ongoing	Peggy Entzel & Mike Cushman	“	“	
Conduct annual District election and appointment activities.	Ongoing	Nada Wentz	“	“	
Review and/or update as needed: RCW 89.08, partner agreements, policy resolutions and employee handbook.	Ongoing	Peggy Entzel	“	“	
Hold annual planning workshop.	Ongoing	Mike Cushman	“	“	
Hire staff and/or host interns as necessary to assist with District programs.	Ongoing	Peggy Entzel & Mike Cushman	“	“	
Purchase or lease a vehicle.	Ongoing	Peggy Entzel & Mike Cushman	“	“	



FY2021 Annual Budget Cascadia Conservation District

Revenue:

	Total
3310000 Direct Federal Grants	375,000
3330000 Indirect Federal Grants	203,400
3340000 State Grants	270,900
3370000 Local Grants	10,000
3451100 Charges for Services	455,000
3611000 Interest Earned	1,500
3670000 Contributions from Non-governmental Sources	45,0000
Total Conservation District Revenue	1,360,800

Expenses:

	Total
5531010 Salaries & Wages	718,100
5531020 Benefits	386,700
5531030 Supplies	40,000
5531040 Other Services & Charges	200,000
5925380 Debt Service Costs	1,000
5945360 Capital Outlays	15,000
Total Conservation District Expenses	1,360,800