



MASON CONSERVATION DISTRICT
FY2020 Annual Plan of Work (7/1/20 – 6/30/21)

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Mission of the Mason Conservation District

- To promote the sustainable use, conservation, and restoration of natural resources for future generations.

Natural Resource Priorities:

- Respond to current and forthcoming issues affecting water quality and water quantity.
- Respond to current and forthcoming issues affecting soil health, conservation, and erosion.
- Respond to priority issues affecting water quality for shellfish harvesting and public health in waters of Mason County.
- Respond to priority issues affecting water quality and habitat for priority, threatened or endangered species and habitats.
- Support natural resource stewardship, agriculture & local food systems, forest health, and conservation of working lands.
- Support long-term viability of natural resource businesses and activities.

Information – Education Priorities:

- Expand initiatives to increase public awareness of natural resource concerns and stewardship opportunities.
- Expand educational activities utilizing the “learn and take action” approach to increase conservation stewardship.
- Promote behavior change through educational programs and technical support.

District Operations Priorities:

- Improve efficient and effective district operations to promote the sustainable use, conservation and restoration of natural resources for future generations.
- Maintain effective working relationships with key government agencies, elected officials, stakeholders, partner organizations, and land users to further the district mission.
- Sustain investments in professional development of district staff to assure delivery of high quality technical assistance to district stakeholders and land users.
- Sustain investments in capital assets to assure sufficient infrastructure to carry out high priority natural resource initiatives.
- Develop long-term sustainable funding for district programs and services.



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PROGRAM AREAS:

DISTRICT OPERATIONS

Goal: Maintain a fully functional and effective conservation organization for the community.

Funding Source(s): WSCC, DOE, EPA, RCO, USFWS, Contracts.

Activities for FY2020	Target Dates	Responsibility
Support the District board, conduct regular and special board meetings.	7-1-20 6-30-21	Admin Staff
Maintain effective & efficient operations using appropriate accounting & billing procedures, personnel & District policies, board elections & appointment systems.	7-1-20 6-30-21	Admin Staff
Perform District operations review & internal audit.	7-1-20 6-30-21	Admin Staff/BOS
Provide professional development opportunities for District staff.	7-1-20 6-30-21	Admin Staff/BOS
Update District equipment & systems, including IT and vehicles.	7-1-20 6-30-21	Admin Staff
Identify & secure sources of funding to implement conservation programs and projects.	7-1-20 6-30-21	All Staff/BOS

Increase community interest in stewardship of natural resources.	7-1-20 6-30-21	All Staff/BOS
Deliver equitable services with integrity.	7-1-20 6-30-21	All Staff
Build new, and strengthen existing, effective partnerships.	7-1-20 6-30-21	All Staff/BOS
Develop and promote innovative solutions with emerging technologies.	7-1-20 6-30-21	Technicians/Engineers
Coordinate programs with other organizations and agencies.	7-1-20 6-30-21	All Staff
Expand efforts to increase recognition of District programs.	7-1-20 6-30-21	All Staff/BOS
Review and update District Long Range Plan, as needed, to remain relevant to resource concerns.	7-1-20 6-30-21	All Staff/BOS

WATER QUALITY AND QUANTITY

Goal: Reduce adverse impacts on water quality through implementation of Best Management Practices.
Funding Source(s): AFT, AHSS, DOE, EPA, FSA, GDRCo, Land Trusts & Conservancies, Mason County, NOAA, NRCS, Pacific Northwest Salmon Center, PSP, PUD's, RCO, RFEG's, Tribal Nations, USFWS, USGS, WDFW, WSCC, Contracts.

Activities for FY2020	Target Dates	Responsibility
Respond to requests for information & assistance and referrals from regulatory agencies.	7-1-20 6-30-21	All Staff
Promote responsible stewardship of critical areas near agricultural activities through individual Voluntary Stewardship Plans, Best Management Practices, and financial assistance.	7-1-20 6-30-21	All Staff
Develop conservation plans, design Best Management Practices, assist with implementation of conservation practices.	7-1-20 6-30-21	Technicians/ Engineers
Develop and implement Green Stormwater Infrastructure (GSI) and Low Impact Development (LID) projects to improve stormwater treatment.	7-1-20 6-30-21	Technicians/ Engineers
Seek and coordinate opportunities for financial assistance to landowners implementing Best Management Practices.	7-1-20 6-30-21	All Staff/BOS
Provide professional services to individuals, groups, organizations and agencies.	7-1-20 6-30-21	All Staff
Support the identification, mapping, and conservation of water resources throughout the district.	7-1-20 6-30-21	All Staff
Facilitate and support efforts that promote the protection of surface and groundwater supplies and alternative mitigation strategies.	7-1-20 6-30-21	All Staff

HABITAT PROTECTION & RESTORATION

Goal: Promote protection & enhancement of fish and wildlife habitat.

Funding Source(s): WSCC, AFT, AHSS, DOE, EPA, FSA, GDRCo, Land Trusts & Conservancies, Mason County, NOAA, NRCS, Puget Sound Salmon Center, PSP, RCO, RFEG's, Tribal Nations, USFWS, WDFW, Contracts.

Activities for FY2020	Target Dates	Responsibility
Deliver and facilitate implementation of a community based WRIA 14 Lead Entity Salmon Recovery program.	7-1-20 6-30-21	LE Coordinator
Participate in species recovery plans, watershed recovery plans, and Watershed Planning activities.	7-1-20 6-30-21	Technicians/Program Coordinator/Program Manager
Expand implementation of the community wildfire awareness and preparedness initiatives.	7-1-20 6-30-21	All Staff
Provide assistance to implement water quality and habitat improvement projects promoting ecosystem recovery and sustainability.	7-1-20 6-30-21	All Staff
Conduct a native plant sale and related workshops.	7-1-20 6-30-21	Staff/ Volunteers
Provide technical and financial assistance to small non-industrial forest landowners in SW Washington.	7-1-20 6-30-21	Forester/ Technicians
Restore fish and wildlife habitat for threatened, endangered, and priority species.	7-1-20 6-30-21	Technicians/ Engineers

Promote conservation and restoration of diverse habitats, with a special emphasis on native pollinator habitat and the overall health of pollinator species.	7-1-20 6-30-21	All Staff/BOS
Encourage protection of critical aquatic and terrestrial species habitat near agricultural operations through individual Voluntary Stewardship Plans and installation of BMPs.	7-1-20 6-30-21	Technicians/ Engineers
Increase emphasis on education and implementation of stewardship programs for marine and freshwater shorelines.	7-1-20 6-30-21	All Staff
Promote stable natural shorelines that protect water quality, while reducing stormwater runoff, and providing high value fish and wildlife habitat.	7-1-20 6-30-21	Technicians/ Engineers

WORKING LANDS VIABILITY

Goal: Expand sustainable use of working lands.

Funding Source(s): WSCC, DNR, NRCS, RCO, USFWS, Mason County, Tribal Nations, Contracts.

Activities for FY2020	Target Dates	Responsibility
Promote voluntary incentive based conservation programs and sustainability of working lands.	7-1-20 6-30-21	All Staff/BOS
Promote the viability of agricultural operations affected by critical areas through implementation of the Voluntary Stewardship Program.	7-1-20 6-30-21	All Staff
Assist in the implementation of conservation plans on working lands.	7-1-20 6-30-21	Technicians
Connect cooperators with conservation assistance programs provided by other agencies.	7-1-20	All Staff

	6-30-21	
Examine natural resource challenges and identify strategies to best support land managers goals to achieve sustainability.	7-1-20 6-30-21	All Staff
Promote the local food economy with technical, infrastructure development, and the conservation of working lands.	7-1-20 6-30-21	All Staff
Develop and implement a pollinator habitat enhancement program to support working lands viability.	7-1-20 6-30-21	Technicians
Develop and implement a forest stewardship program to increase forest health and productivity.	7-1-20 6-30-21	Technicians

COMMUNITY ENGAGEMENT AND EDUCATION

Goal: Provide quality agricultural and environmental education & information.

Funding Source(s): WSCC, AHSS, DOE, EPA, GDRCo, Land Trusts & Conservancies, Mason County, Pacific Northwest Salmon Center, PSP, RCO, RFEG's, Tribal Nations, USFWS, WDFW, Contracts.

Activities for FY2020	Target Dates	Responsibility
Increase community awareness and interest in natural resource stewardship.	7-1-20 6-30-21	All Staff
Provide community activities providing hands on experiences promoting stewardship of natural resources. Coordinate Orca Recovery Day; promote opportunities to remove invasive species, increase plant diversity and wildlife habitat through installation of native plantings.	7-1-20 6-30-21	All Staff
	7-1-20	All Staff

Coordinate with local school districts to provide outdoor education experiences to primary, middle, and high school students incorporating the culture and history of the shellfish, forestry and other natural resources in our community.	6-30-21	
Nurture sustainable farming to increase local food production, with special focus on programs to attract, inform, educate, and train beginning farmers.	7-1-20 6-30-21	All Staff
Promote opportunities to improve agricultural operations in critical areas through Voluntary Stewardship practices.	7-1-20 6-30-21	All Staff
Host workshops, trainings, and community events informing local residents of important natural resource issues. Educate residents how they can contribute to natural resource conservation in their communities.	7-1-20 6-30-21	All Staff
Develop and deliver virtual education and workshops supporting community/local food production, agricultural markets, and improving agricultural viability to support local food. Support expansion of local food programs, including: expansion of community gardens throughout the district; connecting local food producers with consumers; educating and coordinating volunteers for gleaning of non-salable produce directed to local charitable organizations.	7-1-20 6-30-21	All Staff
Publish and distribute a District newsletter, develop and deploy new digital virtual media tools, increase social media and web interaction with constituents.	7-1-20 6-30-21	All Staff
Participate in Puget Sound Conservation District Caucus initiatives	7-1-20 6-30-21	All Staff

DATA COLLECTION & MANAGEMENT

Goal: Develop and maintain valuable data bases which can be widely utilized.

Funding Source(s): WSCC, DOE, EPA, FSA, NOAA, RCO, USFWS, WDFW, Contracts.

Activities for FY2020	Target Dates	Responsibility
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Refine internal data collection and storage methods to provide an efficient and comprehensive single source of landowner, BMP and project information.	7-1-20 6-30-21	All Staff/ IT Support
Maintain current natural resource inventory and program implementation databases.	7-1-20 6-30-21	Technicians
Assessment of current habitat conditions and development of summary report.	7-1-20 6-30-21	Technicians
Develop complementary GIS data for District and partner organization use.	7-1-20 6-30-21	Technicians
Continue to update working lands inventory.	7-1-20 6-30-21	Technicians
Track and report BMP implementation resulting from District programs and projects.	7-1-20 6-30-21	Technicians/ Engineers
Identify opportunities to develop and implement effectiveness monitoring strategies for District conservation initiatives.	7-1-20 6-30-21	Technicians/ Engineers
Support regional data collection efforts.	7-1-20 6-30-21	All Staff