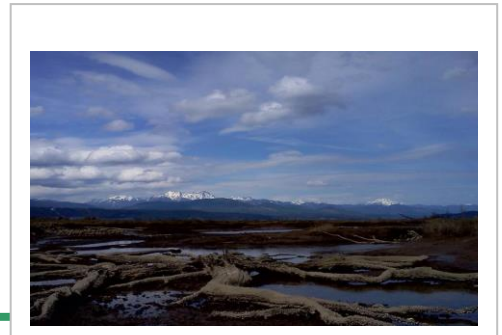




MASON CONSERVATION DISTRICT

FY2023 Annual Plan of Work (7/1/22 – 6/30/23)

For More Information Contact: Evan Bauder, District Manager
(360) 427-9436, ext.114
evan@masoncd.org



Mission of the District

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

Values of the District

- Adaptability, sustainability, and effectiveness
- Collaborative relationships and leadership
- Diversity, equity, and inclusion
- Fairness, honesty, and accessibility
- Financial integrity and transparency
- Historic and traditional knowledge
- Multi-benefit stewardship solutions
- Results-based conservation

Natural Resource Priorities:

- Promote the sustainability and viability of working lands.
- Promote, restore, and protect healthy soil.
- Assist with organic waste management and help develop beneficial uses of nutrients.
- Protect and improve water quality and ecosystem function through increased landowner awareness.
- Protect and improve water quality and ecosystem function through the voluntary implementation of best management practices.
- Promote resilient natural areas that balance ecological and community values.
- Offer landowners assistance with land management planning, and conduct resource and risk assessments.
- Develop and promote plans to guide protection of natural resources and human well-being.
- Support and promote local food production and food security.

Technical Assistance – Education Priorities:

- Educate and engage youth and adults in the sustainable use, conservation, and restoration of natural resources in our community.
 - Provide hands-on conservation and stewardship experiences such as volunteer events, workshops, classes, and farm tours.
 - Provide and promote a forum to allow for peer to peer collaboration and information sharing.
 - Collaborate with natural resource businesses, non-profits, local tribes, and other partners to deliver meaningful and relevant learning opportunities.
 - Educate community about advances in applicable science and conservation practices.
 - Communicate the value of natural resources to the residents of Mason County.
 - Increase community awareness of the benefits of conserving and sustaining natural resources.
 - Assist with the implementation of conservation practices.
 - Promote, support, and participate in community events that provide an opportunity to connect Mason County residents with the District's services and resources.
-

District Operations Priorities:

- Promote the values of the District in all facets of operation.
- Seek out and implement solutions that create the most efficient and effective operational systems.
- Secure sufficient funding/financial resources when and where possible to achieve mission.
- Increase public awareness of the District's mission, services, and accomplishments.
- Maintain awareness of ways to align District opportunities with regional, state, and federal priorities.
- Actively seek opportunities to diversify funding resources that allow the District to expand programs while maintaining focus on priorities.
- Collaborate with all applicable partners (local, state, federal, and tribal) in developing and implementing coordinated and strategic ecosystem recovery actions.
- Identify and utilize tools available to improve accessibility to District services, including overburdened and underserved portions of the community.



MASON CONSERVATION DISTRICT
Annual Plan of Work (7/1/22 – 6/30/23)

PROGRAM AREAS:

DISTRICT OPERATIONS

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

Activities for FY2023	Target Dates	Responsibility
Provide consistent administrative support to District’s Board of Supervisors through frequent program and financial updates, and staffing of all regular and special board meetings.	7-1-22 6-30-23	Admin Staff
Maintain optimum operational efficiencies utilizing appropriate accounting systems, implementing District policies and procedures, and conducting Board election and appointment processes that meet or exceed state law and industry standards.	7-1-22 6-30-23	Admin Staff
Perform regular review and internal audits of District operations.	7-1-22 6-30-23	Admin Staff/BOS
Provide professional development opportunities for District staff.	7-1-22 6-30-23	Admin Staff/BOS
Review District office infrastructure, equipment, software, and vehicle needs on an annual basis in order to provide updates, repairs, and new purchases as funding allows.	7-1-22 6-30-23	Admin Staff

Identify and secure consistent, sustainable, and reliable sources of funding to implement conservation programs and projects.	7-1-22 6-30-23	All Staff/BOS
Increase outreach in urban and rural communities to evoke interest in the voluntary stewardship of natural resources.	7-1-22 6-30-23	All Staff/BOS
Deliver reliable and professional services and assistance throughout the County's urban and rural areas.	7-1-22 6-30-23	All Staff
Maintain and procure effective relationships with local, regional, and community partners.	7-1-22 6-30-23	All Staff/BOS
Develop and promote innovative solutions with emerging technologies.	7-1-22 6-30-23	Technicians/Engineers
Join collaboration efforts with environmental organizations and regulatory agencies to encourage compliance efforts through voluntary stewardship and conservation practices.	7-1-22 6-30-23	All Staff
Explore opportunities to publicize and celebrate District accomplishments to increase awareness of programs and community participation.	7-1-22 6-30-23	All Staff/BOS
Structure flexible work schedules to accommodate staffing needs and prioritize health and safety while minimizing the disruption of services.	7-1-22 6-30-23	Admin Staff/BOS
Review and update Five-Year Plan, as needed, to remain relevant to resource concerns.	7-1-22 6-30-23	All Staff/BOS

WATER QUALITY AND QUANTITY

Goal: Reduce adverse impacts on water quality through technical assistance and implementation of Best Management Practices.

Activities for FY2023	Target Dates	Responsibility
Respond in a timely manner to agency referrals and to requests for information and technical assistance.	7-1-22 6-30-23	All Staff
Promote the voluntary stewardship of critical areas on working lands through responsible planning, installation of conservation practices, and financial assistance.	7-1-22 6-30-23	All Staff
Develop conservation plans, and design and assist with implementation of conservation practices within Mason County.	7-1-22 6-30-23	Technicians/ Engineers
Develop and implement Green Stormwater Infrastructure (GSI) and Low Impact Development (LID) projects to improve stormwater management.	7-1-22 6-30-23	Technicians/ Engineers
Pursue funding strategies that expand opportunities for community members interested in the implementation of conservation practices.	7-1-22 6-30-23	All Staff/BOS
Offer information, workshops and technical assistance to individuals, groups, organizations and agencies.	7-1-22 6-30-23	All Staff
Support the identification, mapping, and conservation of water resources throughout the district.	7-1-22 6-30-23	All Staff

Facilitate and promote the protection of surface and groundwater supplies and alternative mitigation strategies.	7-1-22 6-30-23	All Staff
Seek opportunities to improve upon infrastructure for waste management (manure and green waste) including creating a transfer network to take waste from overburdened facilities and turn it into a composted product.	7-1-22 6-30-23	All Staff

HABITAT PROTECTION & RESTORATION

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

Activities for FY2023	Target Dates	Responsibility
Deliver and facilitate implementation of a community based WRIA 14 Lead Entity Salmon Recovery program.	7-1-22 6-30-23	LE Coordinator
Participate in species recovery plans, watershed recovery plans, and watershed planning activities.	7-1-22 6-30-23	Technicians/Program Coordinator/Program Manager
Perform Wildfire Home Assessments on residential clusters and communities. Aid in landscape-level fuels mitigation through forest planning.	7-1-22 6-30-23	All Staff
Aid in the implementation of water quality and habitat improvement projects promoting ecosystem recovery and sustainability.	7-1-22 6-30-23	All Staff

Conduct an annual native plant sale, tree giveaways, and specialized workshops highlighting appropriate planting techniques, cultivating healthy soils, and preventing polluted stormwater runoff.	7-1-22 6-30-23	Staff/ Volunteers
Provide technical and financial assistance to small non-industrial forest landowners.	7-1-22 6-30-23	Foresters/ Technicians
Lead, coordinate, and participate in efforts to restore fish and wildlife habitat for threatened, endangered, and priority species.	7-1-22 6-30-23	Technicians/ Engineers
Promote conservation and restoration of diverse habitats, with a special emphasis on native pollinator habitat and the overall health of pollinator species.	7-1-22 6-30-23	All Staff/BOS
Encourage protection of critical aquatic and terrestrial species habitat near working lands through individual conservation plans and implementation of conservation practices.	7-1-22 6-30-23	Technicians/ Engineers
Increase emphasis on education and implementation of stewardship programs for marine and freshwater shorelines.	7-1-22 6-30-23	All Staff
Promote stable natural shorelines that protect water quality, while reducing stormwater runoff, and providing high value fish and wildlife habitat.	7-1-22 6-30-23	Technicians/ Engineers

WORKING LANDS VIABILITY

Goal: Expand sustainable use of working lands.

Activities for FY2023	Target Dates	Responsibility
Promote voluntary incentive-based conservation programs that support sustainability of working lands.	7-1-22 6-30-23	All Staff/BOS
Promote the viability of agriculture affected by critical areas through implementation of the Voluntary Stewardship Program.	7-1-22 6-30-23	All Staff
Provide resources and technical assistance that promotes implementation of conservation plans on working lands.	7-1-22 6-30-23	Technicians
Keep up to date on new technologies and markets which allow for beneficial product diversification on working lands.	7-1-22 6-30-23	All Staff
Serve as a conduit between the community and agencies that provide conservation assistance programs.	7-1-22 6-30-23	All Staff
Examine natural resource challenges and identify strategies to best support sustainability goals.	7-1-22 6-30-23	All Staff
Promote local food systems through technical assistance, collaboration and local connections, infrastructure development, and the conservation of working lands.	7-1-22 6-30-23	All Staff

Develop and implement a pollinator habitat enhancement program to support the viability of working lands.	7-1-22 6-30-23	Technicians
Maintain, implement, and seek long term sustainable funding for the forest stewardship program to increase forest health and productivity.	7-1-22 6-30-23	Foresters/Technicians

COMMUNITY ENGAGEMENT AND EDUCATION

Goal: Provide quality ecosystem, agricultural, forest management environmental education & information.

Activities for FY2023	Target Dates	Responsibility
Increase community awareness and create educational materials around the importance of healthy ecosystems in both urban and rural areas.	7-1-22 6-30-23	All Staff
Organize community events that provide hands-on experiences promoting the voluntary stewardship of natural resources. (Including an annual Orca Recovery Day event).	7-1-22 6-30-23	All Staff
Promote the importance of plant diversity and appropriate site selection through the installation of native plantings to improve ecosystem function.	7-1-22 6-30-23	All Staff
Coordinate outdoor education experiences with local primary and secondary educators around the importance of healthy ecosystems, and sustainable natural resource management that incorporates the cultural and historic practices in our community.	7-1-22 6-30-23	All Staff

Foster sustainable farming through information and education that supports local food systems, with special focus on operator retention and the recruitment of beginning farmers and ranchers.	7-1-22 6-30-23	All Staff
Provide support to local farmers markets and urban agriculture.	7-1-22 6-30-23	All Staff
Promote opportunities that improve agricultural operations in critical areas through voluntary conservation practices.	7-1-22 6-30-23	All Staff
Host in-person or virtual workshops, and trainings that address healthy ecosystems, local food systems, agricultural tips, tricks and techniques, urban planting, soil health, forest management, community gardening, food waste reduction, composting, and other current and culturally relevant topics of interest.	7-1-22 6-30-23	All Staff
Explore agriculture and food systems in the urban areas through community and backyard gardens by connecting local food producers with consumers and food banks.	7-1-22 6-30-23	All Staff
Coordinate with local organizations working with youth and underrepresented citizens to provide agricultural learning opportunities.	7-1-22 6-30-23	All Staff
Publish and distribute the District's Watershed Wise newsletter, increase social media and online presence, and encourage website engagement.	7-1-22 6-30-23	All Staff
Participate in Puget Sound Conservation District Caucus initiatives	7-1-22 6-30-23	All Staff

Increase outreach and opportunities to underserved communities including those with limited English proficiency	7-1-22 6-30-23	All Staff
---	-------------------	-----------

DATA COLLECTION & MANAGEMENT

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

Activities for FY2023	Target Dates	Responsibility
Refine internal data collection and storage methods to provide an accessible and comprehensive landowner database to include conservation plans, conservation practices, and large-scale project information.	7-1-22 6-30-23	All Staff/ IT Support
Maintain current natural resource inventory and program implementation databases.	7-1-22 6-30-23	Technicians
Retain an updated summary report assessing current habitat conditions.	7-1-22 6-30-23	Technicians
Develop complementary GIS data for District and partner organization use.	7-1-22 6-30-23	Technicians
Create a collaborative map of past, current, and prospective project information to help with synchronizing staff workload and encourage interoffice communication.	7-1-22 6-30-23	All Staff
Continue to update working lands inventory.	7-1-22 6-30-23	Technicians

Track and report implementation of conservation practices resulting from District programs and projects.	7-1-22 6-30-23	Technicians/ Engineers
Identify opportunities to develop and implement effectiveness monitoring strategies for District conservation initiatives.	7-1-22 6-30-23	Technicians/ Engineers
Support regional data collection efforts.	7-1-22 6-30-23	All Staff

DISTRICT FUNDING SOURCES:

- Washington State Conservation Commission
- Washington Department of Ecology
- Environmental Protection Agency
- Bonneville Environmental Foundation
- Farm Service Agency
- Natural Resource Conservation Service
- Puget Sound Partnership
- Washington State Department of Agriculture
- Alliance for a Healthy South Sound
- Green Diamond Resource Company
- Mason County
- Partner Non-Governmental Organizations and Non-Profits
- National Oceanic and Atmospheric Administration
- Skokomish Tribe
- Squaxin Island Tribe
- Washington Department of Fish and Wildlife
- Washington Department of Natural Resources
- Washington State Department of Health
- Russell Family Foundation
- City of Shelton
- National Association of Conservation Districts
- Washington Recreation and Conservation Office
- Contracts