

Okanogan Conservation District



5-Year Plan
2023-2027

Approved
May 3, 2022

Common Acronyms

Term	Defintion
AVR	Antoine Valley Ranch (Project site NE of Tonasket)
	Budget, Accounting, and Reporting System (System of accounting required for most public entities in Washington State)
BARS	
BLM	USDI Bureau of Land Management
CD	conservation district
	Coordinated Resource Management (collaborative conservation planning method)
CRM	
CTCR	Confederated Tribes of the Colville Reservation
CWPP	Community Wildfire Protection Plan
DNR	Washington State Department of Natural Resources
DRS	Washington State Department of Retirement Services
ECY	Washington Department of Ecology
FA	Financial Assistance
FSA	USDA Farm Services Agency
GIS	Geographic Information System
IT	Information Technology
MRSC	Municipal Research Services Center
NCW	North Central Washington
NFWF	National Fish and Wildlife Foundation
NRCS	USDA Natural Resources Conservation Service
OCD	Okanogan Conservation District
PEBB	Washington State Public Employees Benefit Board
RCW	Revised Code of Washington
SAO	Washington State Auditors Office
SRFBD	Salmon Recovery Funding Board
SWSE	Save Water Save Energy (Okanogan PUD energy conservation program)
TA	Technical Assistance
UCSRB	Upper Columbia Salmon Recovery Board
USDA	United States Department of Agriculture
USDI	United States Department of Interior
USF&WS	USDI Fish and Wildlife Service
USFS	USDA Forest Service
VSP	Voluntary Stewardship Program
WDFW	Washington State Department of Fish & Wildlife
WSCC	Washington State Conservation Commission
WSDA	Washington State Department of Agriculture



5-Year Plan (2023 to 2027) Okanogan Conservation District



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Organization of the Okanogan Conservation District

A political subdivision of the State of Washington – authorities, powers and structure contained in RCW 89.08.

The Okanogan Conservation District (OCD) is an amalgamation of five previous districts that existed separately between 1940 and 1976. The OCD is the largest in Washington State with an approximate size of 5,269 square miles (3,372,440 acres) located in North Central Washington State. The District includes all unincorporated Okanogan County, the cities of Okanogan, Elmer City, and the portions of Omak and Coulee Dam that lie within the Colville Indian Reservation.

The District is currently funded through grants from local, state, and federal agencies. Furthermore, the District began receiving Rates and Charges authorized under RCW 89.08.400 in January 2017. The Rates and Charges funds account for 6-8% of the district annual budget. The District currently operates on an annual budget of approximately \$2 million and employs 12 full time employees.

Function of the Okanogan Conservation District

To make available technical, financial, and educational resources from diverse sources and focus or coordinate them so that they meet the needs of local land managers with conservation of soil, water and related natural resources.

Whom We Serve & Why

- We serve community members and partners who voluntarily request educational, technical and/or financial assistance to implement on-the-ground conservation practices within the district because:
 - Natural resource health is necessary for sustaining human health
 - Any improvement in conservation practices is a benefit to the entire community
 - It promotes a healthy and functional natural environment and rural economy
 - Collaborative resource management leads to functional long-term solutions
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Mission of the Okanogan Conservation District

- The mission of the Okanogan Conservation District is to engage the community and partners to conserve Okanogan County's natural resources.
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Vision of the Okanogon Conservation District

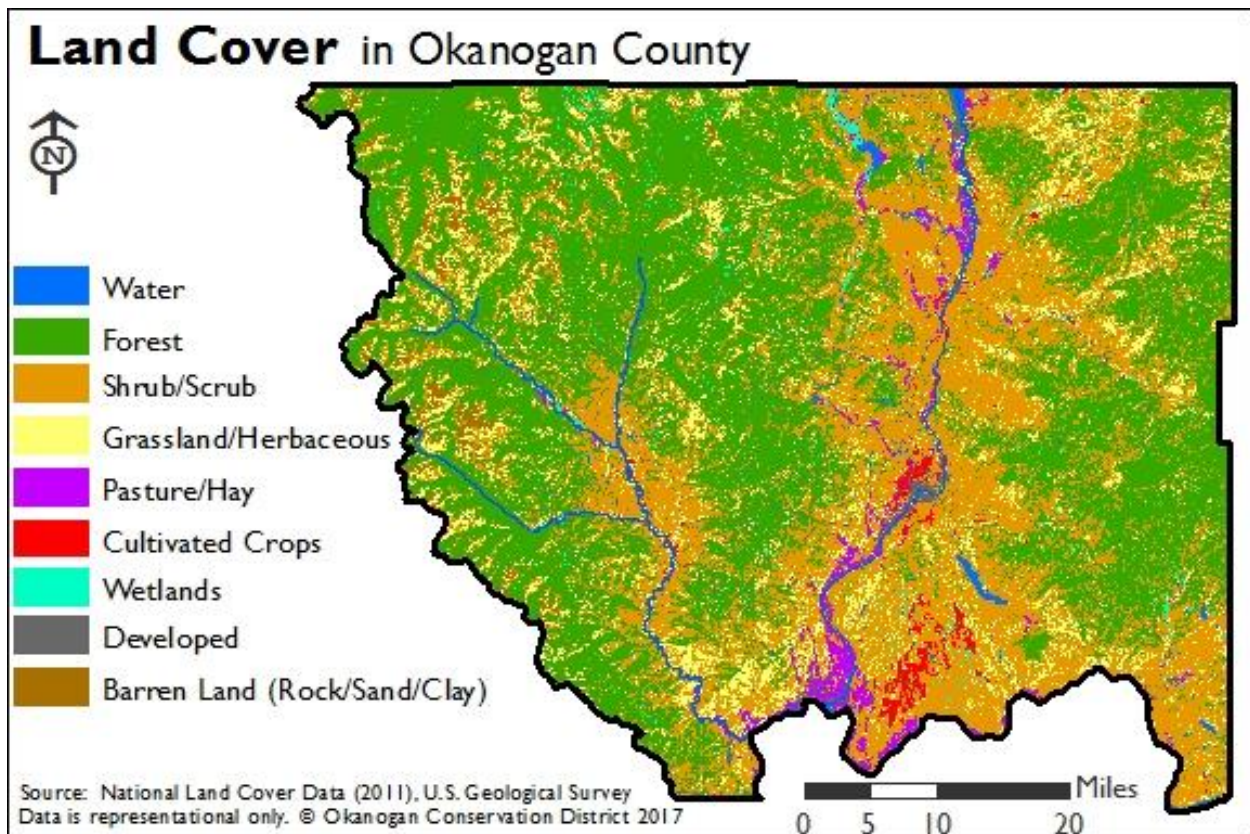
- Through collaboration with and assistance to cooperators and partners, natural resources are improved for future generations.

Values of the Okanogon Conservation District

- Locally-led, partnership, teamwork, helpfulness, resourcefulness, rural enterprise, integrity, honesty, solution providers, voluntary, resource enhancement, community, responsible, integrity of intentions, and landowner trust.

Natural Resource Data & Information:

- Okanogon Conservation District Supervisors and staff utilized existing watershed plans for both the Methow and Okanogon River Watersheds, Okanogon County planning documents, and natural resource inventory and resource documents made available by tribal, federal, state, and local agencies as well as non-governmental organizations. Furthermore, district officials conducted their own non-scientific survey from the fall of 2021 into the winter of 2022 which helped guide resource priorities and program goals.



Agriculture on Private Lands in Okanogan County



Agriculture Type

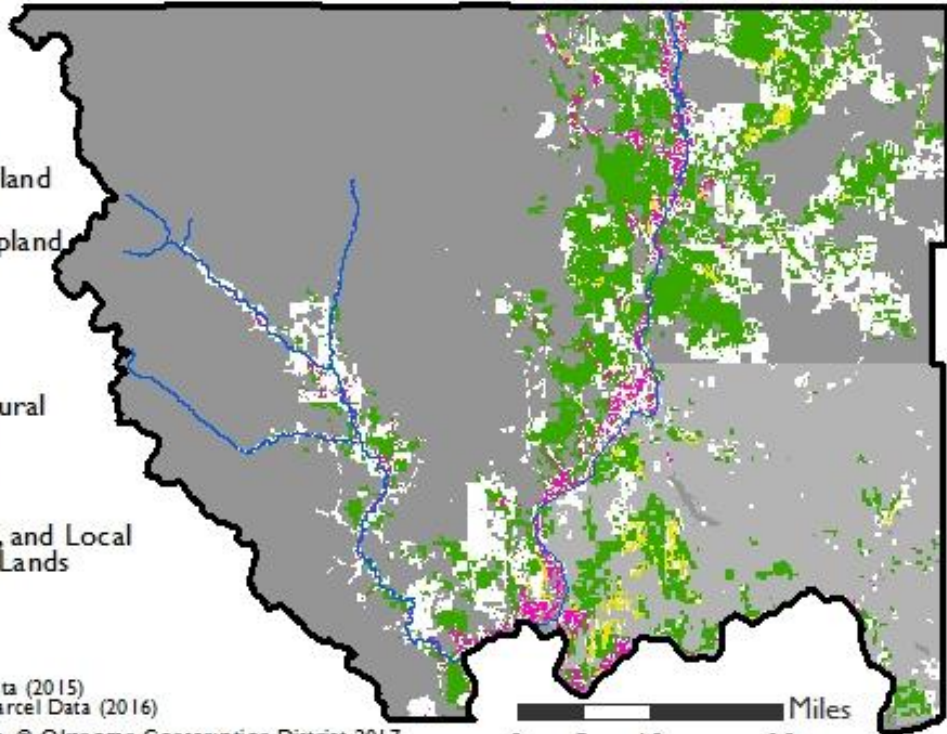
- Dryland Cropland
- Irrigated Cropland
- Rangeland

Land Type

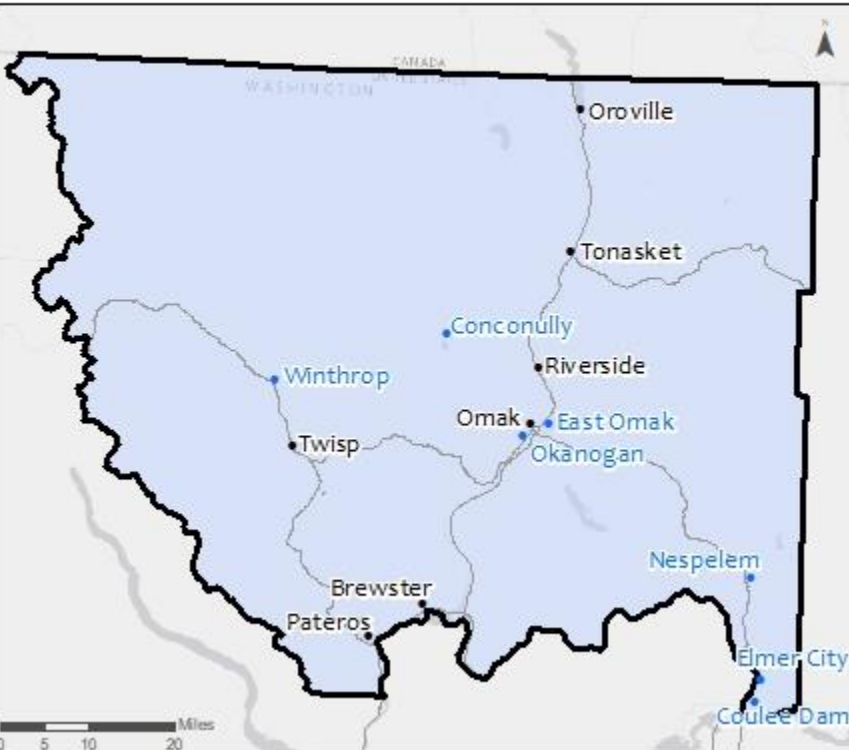
- Non-Agricultural Private Land
- Tribal Land
- Federal, State, and Local Government Lands
- Major Rivers

Source: WSDA Cropland Data (2015)
Okanogan County Parcel Data (2016)

Data is representational only. © Okanogan Conservation District 2017



OKANOGAN CONSERVATION DISTRICT SERVICE AREA



Legend

- Unincorporated Okanogan County in Okanogan CD
- Incorporated Town in Okanogan CD
- Incorporated Town NOT in Okanogan CD
- State Highway



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Okanogan County Washington

Total and Per Farm Overview, 2017 and change since 2012

	2017	% change since 2012
Number of farms	1,192	-18
Land in farms (acres)	1,231,899	+2
Average size of farm (acres)	1,033	+24
Total	(\$)	
Market value of products sold	338,088,000	+18
Government payments	2,307,000	-3
Farm-related income	11,865,000	-11
Total farm production expenses	301,695,000	+6
Net cash farm income	50,565,000	+190
Per farm average	(\$)	
Market value of products sold	283,631	+43
Government payments (average per farm receiving)	27,143	+56
Farm-related income	31,811	+15
Total farm production expenses	253,100	+29
Net cash farm income	42,421	+253

Farms by Size

	Number	Percent of Total
1 to 9 acres	254	21
10 to 49 acres	406	34
50 to 179 acres	284	24
180 to 499 acres	90	8
500 to 999 acres	61	5
1,000 + acres	97	8

Top Crops in Acres ^d

Forage (hay/haylage), all	30,295
Apples	15,856
Wheat for grain, all	8,597
Cherries, sweet	3,265
Pears, all	3,263

Livestock Inventory (Dec 31, 2017)

Broilers and other meat-type chickens	1,352
Cattle and calves	39,801
Goats	893
Hogs and pigs	410
Horses and ponies	2,061
Layers	3,126
Pullets	374
Sheep and lambs	949
Turkeys	49

Criteria for Selecting Conservation Priorities:

- *Priorities are established by the District Board based upon input from staff, partner agencies, landowners, and others. The criteria used by the District Board to select the priorities identified in this document include some or all the following:*
 - *Grass-roots conservation concerns brought forth by constituents;*
 - *Natural resource data regarding local resource conditions;*
 - *Local partner agency priorities;*
 - *State defined resource priorities;*
 - *Federally defined resource priorities.*
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Priority Natural Resource Conservation Needs & Geographic Areas, Measures of Success and Goals:

- **Water**
 - **Improve water quality through voluntary programs**
 - 50 cooperators will implement practices that improve water quality.
 - **Increase water conservation programs**
 - 25 cooperators will implement water conservation practices.
 - **Operate a fully-functioning water bank for the Okanogan and Methow River watersheds**
 - Okanogan County Water Bank will be fully functioning with water available to support agriculture and beneficial uses in both watersheds.
- **Plants**
 - **Establish online, pre-order native plant sale with one-day pick-up in the spring**
 - Establish online, pre-order native plant sale.
 - **Improve forest land health**
 - 25 forest cooperators will implement conservation practices to improve forest health.
 - **Improve shrub-steppe lands ecosystem health**
 - Improve ecosystem health on 250,000 shrub-steppe acres by implementing grazing plans, cross-fencing, watering facilities, and other practices.
- **Air**
 - **Air quality ratings improve year over year**
 - 25 Agricultural producers will implement practices that reduce particulate pollution from wind erosion and/or burning.
 - 150 Residential cooperators will reduce particulate pollution from burning.
- **Animals**
 - **Fish and wildlife habitat improved through voluntary conservation efforts**
 - Implement projects to improve 7,500 lineal feet of native species habitat in riparian systems and 4 acres of wetland areas.
 - Implement 15 projects on 20 acres to improve and/or increase native pollinator habitat.
- **Soil**
 - **Stable soils capable of supporting desired plant conditions**
 - Increase support for soil health regeneration through carbon sequestration.
 - Increase soil health conservation practices available to cooperators.

- **Human**
 - **Agricultural operations remain viable and opportunities to thrive are increasing**
 - Routinely include agricultural and community viability in project design and implementation.
 - **Community disaster resiliency is improved through planning and technical and financial assistance**
 - Provide timely technical assistance to residents to mitigate wildfire risk and assist with wildfire recovery.
 - **Actively engage with minority and underserved populations to increase their representation within the District organization, participation in programs, and access to information.**
 - Develop a plan with representatives of minority and underserved populations by December 31, 2023 to increase representation in the district organization and access to district programs.

- **Energy**
 - **Energy consumption is stable and production is increasing**
 - 25 agricultural producers reduce energy consumption.

- **District Operations**
 - **District operations are fully funded with trained staff**
 - District annual budget consistently exceeds \$3 million.
 - District audits continue to have no findings or exit items.
 - Maintain adequate staffing with defined roles for priority tasks.

- **Communication & Outreach**
 - **Position the district as the agency in the county for public information on conserving natural resources.**
 - Improve district outreach methods and increase public awareness of our activities.

- **PreK-12 Education**
 - **Continue to develop, offer, and implement natural resource education programs to PreK-12 students.**
 - 20 school and student programs receive natural resource curricula.

Land Manager Needs

- *Okanogan Conservation District Cooperators have expressed the following needs or District supervisors and staff have seen the need for the following products and services*
 - *Trained and technically proficient conservation district staff*
 - *Consistent and accurate information on natural resource rules and regulations*
 - *Options for conservation programs that can be customized to meet their needs while providing adequate protections to natural resources*
 - *Access to engineering and archeologists*
 - *Transparency in permitting process*
 - *Cost-share funds to offset costs to implement highest priority practices – particularly those that primarily benefit the public more than the individual landowner*

Milestones, Timeline & Actions

Priority: Water

Measurable Goal: 50 cooperators will implement practices to improve water quality.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
Provide monitoring and maintenance for riparian planting sites to 10 residential cooperators	July 2022 – June 2027	<ul style="list-style-type: none"> Under After the Burn ECY agreement ending 2024, assist at least three landowners. Assist at least two landowners within the following year(s) after implementation.
Provide 15 residential landowners impacted by wildfires, technical assistance on erosion control, riparian improvements, bank stabilization, septic, and lawn maintenance	July 2022 – June 2027	<ul style="list-style-type: none"> Under After the Burn ECY agreement ending 2024, provide tech. assistance to cooperators within Palmer Lake, Wanacut, Spectacle and Bonaparte watersheds.
Aid 15 livestock owners with livestock exclusion and riparian buffers	July 2022 – June 2027	<ul style="list-style-type: none"> Under After the Burn ECY agreement ending 2024, assist livestock cooperators within Palmer Lake watershed to reduce non-point pollution. Assist livestock cooperators on Bonaparte Creek with non-point pollution following ECY site visits.
Provide 10 landowners with technical assistance with riparian and wetland needs	July 2022 – June 2027	<ul style="list-style-type: none"> Assist at least two cooperators with planting implementation information.

Priority: Water

Measurable Goal: 25 cooperators will implement water conservation practices.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
By 2027, 25 cooperators will implement water conservation practices	July 2022 – June 2027	<ul style="list-style-type: none"> Implement SWSE program Begin implementation of NFWF Conservation Partners Program

Priority: Water

Measurable Goal: Okanogan County Water Bank will be fully functioning with water available to support agriculture and beneficial uses in both watersheds.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
By 2027, the Okanogan County Water Bank will be fully functioning with water available to support agriculture and beneficial uses in both watersheds	July 2022 – June 2027	<ul style="list-style-type: none"> • Acquire at least one water right for the water bank • Develop bank operations with participation of county and stakeholders to ensure bank meets local conservation goals • Develop and implement outreach program to inform water right holders and community of program

Priority: Plants

Measurable Goal: Establish online, pre-order native plant sale.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
Create a plan for an online plant sale.	July 2022 – June 2023	<ul style="list-style-type: none"> • Discuss ideas with other districts with successful plant sales • Meet with district staff to discuss how an online plant sale could be implemented and devise a plan to support the event. • Identify grant funding that may help offset cost to operate plant sale

Priority: Plants

Measurable Goal: 25 forest cooperators will implement conservation practices to improve forest health.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
25 forested land owners will implement forest health practices to improve forest stand health	July 2022 – June 2027	<ul style="list-style-type: none"> • Conduct outreach necessary to assess land manager goals for forest health projects and develop funding sources to implement forest health practices.

Priority: Plants

Measurable Goal: Improve ecosystem health on 250,000 shrub-steppe acres by implementing grazing plans, cross-fencing, watering facilities, and other practices.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
By 2027, 10 shrub-steppe landowners implement conservation practices to improve ecosystem function	July 2022 – June 2027	<ul style="list-style-type: none"> • Glean projects from CRM meetings, and TA requests from landowners

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
By 2027, organize 15 rangeland volunteer projects	July 2022 – June 2027	<ul style="list-style-type: none"> • Discuss volunteer opportunities with cooperators to compile a list of potential projects • Develop a plan for how to recruit and organize volunteers
By 2027, implement 15 grazing management plans	July 2022 – June 2027	<ul style="list-style-type: none"> • Develop 2 grazing management plans • Seek funding to implement plan recommendations
Sustain 15 existing CRMs and support the development of new CRMs	July 2022 – June 2027	<ul style="list-style-type: none"> • Facilitate 15 CRM meetings • Inform cooperators of the benefit and availability of CRM process

Priority: Air

Measurable Goal: 25 Agricultural producers will implement practices that reduce particulate pollution from wind erosion and/or burning.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
25 agricultural producers implement practices to reduce particulate air pollution	July 2022 – June 2027	<ul style="list-style-type: none"> • Develop and implement outreach program to agricultural producers about how to reduce particulate air pollution. • Connect with agricultural associations to seek partnerships and garner support. • Deliver technical assistance to interested producers as funding allows. • Deliver cost-share programs to producers as funding allows.

Priority: Air

Measurable Goal: 150 Residential cooperators will reduce particulate pollution from burning.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
150 residents will use methods other than burning to dispose of organic debris, such as chipping, dumping, or composting	July 2022 – June 2027	<ul style="list-style-type: none"> • Connect and Develop a partnership with a local community organization. (Green Okanogan, Solid waste Advisory board, Methow Conservancy, Methow Valley Clean Air Group). • Co-host one event with organization, 25 residents will gain interest and 20 will utilize other methods.

Priority: Animals

Measurable Goal: Implement projects to improve 7,500 lineal feet of native species habitat in riparian systems and 4 acres of wetland areas

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
By 2027, 10 projects with cooperators/partners will be developed or implemented that improve riparian and wetland habitat for native species.	July 2022 – June 2027	<ul style="list-style-type: none"> • Explore grant funding opportunities to implement practices within Colville Reservation (Pearlshell mussels) and within Similkameen and Okanogan River (Western-ridged and Giant Columbia Limpet).
Improve salmonoid habitat with 3 residential cooperators	July 2022 – June 2027	<ul style="list-style-type: none"> • Under SFRB funding, assist project on Loup Loup Creek. • Removing infrastructure from Antione Creek on AVR property
Develop project plans for 2 cooperators to protect riparian or wetland habitat in burned area	July 2022 – June 2027	<ul style="list-style-type: none"> • Scout out potential landowners in need of assistance post-wildfire near riparian and wetland habitat
Partner with the Confederated Tribes of the Colville Reservation on 4 separate projects to improve riparian habitat on stream and wetland sites	July 2022 – June 2027	<ul style="list-style-type: none"> • Partnering with CTCR for project on Loup Loup • Partnering with CTCR for AVR project on Antione Creek

Priority: Animals

Measurable Goal: Implement 15 projects on 20 acres to improve and/or increase native pollinator habitat.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
By 2027, 15 projects implemented that improve and/or increase native pollinator habitat	July 2022 – June 2027	<ul style="list-style-type: none"> • Implement WSDA grant • Assess potential for expanding program throughout the district
Provide opportunities for residential property owners adjacent to orchardists to provide pollinator habitat	July 2022 – June 2027	<ul style="list-style-type: none"> • Educate residents of the importance of native pollinator habitat for agricultural production • Inform residents about what they can do to help provide habitat • Where possible provide 'bee hotels' to residents in close proximity to orchardists

Priority: Soil**Measurable Goal:** Increase support for soil health regeneration through carbon sequestration.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
Successful development and operation of a biochar facility.	July 2022 – June 2027	<ul style="list-style-type: none"> • Provide support as requested to local biochar proponents
Assist 5 cooperators to integrate biochar into their soil management practices	July 2022 – June 2027	<ul style="list-style-type: none"> • Support as opportunities arise. • Track and implement WSCC Sustainable Farms and Fields Programs • Provide resources for cooperators to increase carbon sequestration through grazing management and other conservation management practices

Priority: Soil**Measurable Goal:** Increase soil health conservation practices available to cooperators.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
Provide 5 ag producers information on no-till conversion options	July 2022 – June 2027	<ul style="list-style-type: none"> • Provide information to producers as needed and available.
10 livestock producers follow prescribed grazing practices that reduce erosion	July 2022 – June 2027	<ul style="list-style-type: none"> • Develop conservation plans upon request and where funding is available. • Implement Livestock and Implementation Grants.
10 cooperators will implement nutrient management practices	July 2022 – June 2027	<ul style="list-style-type: none"> • Develop outreach program to introduce nutrient management to potential cooperators.

Priority: Human**Measurable Goal:** Routinely include agricultural and community viability in project design and implementation.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
By 2027, district conservation plans will include a component on economic viability	July 2022 – June 2027	<ul style="list-style-type: none"> • Seek training for district staff on agricultural economics
District officials participate in Women in Agriculture events	July 2022 – June 2027	<ul style="list-style-type: none"> • Connect District supervisors and staff to Women in Agriculture events and workshops

Priority: Human

Measurable Goal: Provide timely technical assistance to residents to mitigate wildfire risk and assist with wildfire recovery.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
By 2027, district staff have been trained and have capacity to assist with disaster planning, mitigation, and disaster recovery projects.	July 2022 – June 2027	<ul style="list-style-type: none"> • Train district staff in Home Ignition Zone evaluations
15% of fire impacted landowners will take appropriate actions to restore resources and infrastructure	July 2022 – June 2027	<ul style="list-style-type: none"> • Work with 20 affected landowners to plan appropriate fire recovery.
500 residents will participate in disaster preparedness efforts led by public entities	July 2022 – June 2027	<ul style="list-style-type: none"> • Implement Title III grant • Implement WSCC Wildfire Risk Reduction grant • Coordinate with Okanogan County Emergency Management on effectiveness of CWPP

Priority: Human

Measurable Goal: Develop a plan with representatives of minority and underserved populations by December 31, 2023 to increase representation in the district organization and access to district programs.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
Advisory committee is selected	July 2022- December 2022	<ul style="list-style-type: none"> • Appoint members to advisory committee
Develop recommendations for improving representation and access to programs	January 2023 – December 2023	<ul style="list-style-type: none"> • Develop recommendations for consideration by Board

Priority: Energy

Measurable Goal: 25 agricultural producers reduce energy consumption.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
By 2027, 25 agricultural producers reduce energy consumption through conservation practices such as reduced tillage, irrigation efficiencies, and other energy conservation projects	July 2022 – June 2027	<ul style="list-style-type: none"> • Ensure producers are aware of programs available to reduce energy costs and reduce agricultural inputs.

Priority: District Operations

Measurable Goal: District annual budget consistently exceeds \$3 million.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
Securing stable funding to implement the District's highest priority conservation practices.	July 2022 – June 2027	<ul style="list-style-type: none">• Continue to strengthen existing agency partnerships and create new partnerships through positive communication, collaboration, implementation of projects, and fulfilling funding requirements.• Tracking the needs of landowners, creating plans, looking for more diversified funding to implement conservation plans.• Complete the process to increase the amount received from Rates & Charges.
Complete initial process for federal indirect rate by June 30, 2023 and follow up with yearly renewal	July 2022 – June 2027	<ul style="list-style-type: none">• Reach out to USDA to begin process.• Research instructions from previous trainings on how to proceed.• Review progress with Executive Director each month.• Ask for help from other districts if needed.

Priority: District Operations

Measurable Goal: District audits continue to have no findings or exit items.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
Maintain effective district financial and administrative operations	July 2022 – June 2027	<ul style="list-style-type: none">• Compliance with SAO requirements. This includes ongoing training of BARS, DRS, & PEBB updates.• Utilizing SAO & MRSC resources to learn more about public records.• Review contracts to ensure compliance, including cost share contracts/required signatures.• Budget tracking reviewed on regular basis with planners and staff in general.• Attend QuickBooks training.

Priority: District Operations

Measurable Goal: Maintain adequate staffing with defined roles for priority tasks.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
Annual evaluation of total workload to build appropriate capacity to meet commitments	July 2022 – June 2027	<ul style="list-style-type: none"> • Conduct individual meetings with staff to analyze ongoing workload, the needs of the district and employee, and define individual positions. Shift responsibilities accordingly. • Restructuring of wages and benefits to adequately compensate staff comparable to other government agencies. • Continue a positive, friendly, professional, open work environment that encourages creativity and joy, and recognizes accomplishments.

Priority: Communications & Outreach

Measurable Goal: Improve district outreach methods and increase public awareness of our activities.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
Keep all district communication channels up to date	July 2022 – June 2027	<ul style="list-style-type: none"> • Routinely announce new grants, staff and other news to the public through news releases, social posts, newsletter, eblasts, and partner channels.
Review, update, and implement district branding style & graphic design support	July 2022 – July 2023	<ul style="list-style-type: none"> • Update and add new elements to the Branding Style Guidelines to expand choices in color and templates for staff. • Improve image of district by hiring a contract graphic designer to produce some key materials. • Work with graphic designer to create new templates for flyers, guides, eblasts, fact sheets, and newsletters.
Improve district website as our digital “front door”	July 2022 – September 2023	<ul style="list-style-type: none"> • Improve the website by making it a “go to” resource for information on the programs and services the district supports. • Ensure the website is accessible to people living with disabilities and non-English speaking people. • Add program information/materials that help collaborators achieve their goals. • Improve access for people with visual disabilities by labeling photographs and other visual information. • Hire a website consultant/graphic designer to assist with a user-friendly design and graphic refresh.
Develop and conduct “campaigns” about priority district programs and goals	July 2022 – June 2027	<ul style="list-style-type: none"> • Continue to work with program staff before a grant is submitted to identify opportunities for outreach/communications campaigns that make a difference in moving the needle on a program or service.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
		<ul style="list-style-type: none"> • Draft written outreach/communications plans that identify target audience, goals, barriers, tactics, and evaluation methods for each grant. • Ensure adequate funding is included in the grant request for outreach/communications activities, including advertising dollars if needed.
Accept donations through district website	July 2022 – June 2023	<ul style="list-style-type: none"> • Approve donation receipt and management policy • Review donation policy with staff • Secure web donation system • Publish website donation link • Communicate donation opportunities to constituents • Evaluate opportunity to conduct an annual donation drive
Improve community partnerships	July 2022 – June 2027	<ul style="list-style-type: none"> • Partner with community organizations to promote conservation.

Priority: PreK-12 Education

Measurable Goal: 20 school and student programs receive natural resource curricula.

Milestones	Timeline	12 Month Actions (7/1/22 – 6/30/23)
20 schools request programs from Okanogan CD for at least 2 consecutive years	July 2022 – June 2027	<ul style="list-style-type: none"> • At least 4 programs that received our education activities during school year 22-23 will contact the district during school year 23-24.
3 school gardens have part- or full-time garden coordinators	July 2022 – June 2027	<ul style="list-style-type: none"> • Meet with administration of 8 school gardens to highlight garden programs' successes and possibilities
5 students will participate in Okanogan CD internships or Okanogan CD supported internships	July 2022 – June 2027	<ul style="list-style-type: none"> • 1 student will participate in an Okanogan CD or Okanogan CD supported internship
2 Okanogan County high schools participate in the NCW Regional Envirothon each year.	July 2022 – June 2027	<ul style="list-style-type: none"> • Two high schools will participate in the 2023 NCW Regional Envirothon.

Staffing Needs

The current staff composition of twelve staff members (seven technical, two outreach, and three administrative employees) may only be appropriate to just sufficiently complete existing projects. There is very little opportunity to work with customers who request assistance except to ask them to wait weeks and sometimes months until we can find available time in schedules to properly assist them.

- *To accomplish the workload associated with this five-year plan, the District needs at least two Natural Resource Technicians, one Grants Manager, one GIS/IT Specialist, and one Volunteer Coordinator.*
- *Training, particularly technical training, is needed to develop and maintain proficiencies to ensure we are providing cooperators with accurate and timely assistance.*
- *Consistent funding is imperative to keeping staff more than a couple years. Staff turnover creates problems with consistent program implementation and increased training costs.*

Annual Budget Needs

- *To meet the goals of this plan, the District would need approximately \$1,350,000 each year to pay for wages and benefits and district operations costs such as rent, communications, advertising, travel, training, equipment, and other expenses necessary to deliver the District's program.*
- *We anticipate needing an additional \$1,000,000 to \$2,500,000 each year to provide cost-share, pay for contractors and consultants, and other expenses associated with the direct implementation of conservation activities.*

Key Decision Makers

- *The District Board of Supervisors is the most critical group of key decision makers. The Board's decisions have profound impacts on the scope and scale of the District's program and therefore a direct corollary to the conservation activities that are ultimately implemented.*
- *The individual cooperator is the next most important key decision maker. Without their decisions to seek assistance, decisions on practices to implement, and follow-up with increased knowledge on conservation issues, we will be unable to achieve our conservation goals.*
- *There are several other individuals and groups that are key decision makers from one program to another. These include federal, tribal, state, and local elected and appointed officials, staff from federal, tribal, state, and local agencies, and representatives of non-governmental organizations and private business.*

