



CLARK CONSERVATION DISTRICT

2023 Annual Work Plan

January 1, 2023 – December 31, 2023

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Function of the Clark Conservation District

The function of Clark Conservation District is to obtain and coordinate technical, financial, and educational resources to support the needs of the people of Clark County in their efforts to voluntarily conserve and restore soil, water, and other natural resources. Clark Conservation District is a voluntary and non-regulatory political subdivision of the State of Washington with authorities, powers, and structure contained in RCW 89.08.

Mission of the Clark Conservation District

Clark Conservation District works with individuals and communities to conserve and manage our natural resources through education and voluntary conservation practices for the benefit of present and future generations.

Vision for the Clark Conservation District

- We envision a district where our natural resources prosper for current and future generations through sustainable stewardship of our forests, farmlands, soil, water, and habitats across Clark County.
- We envision a culture of voluntary stewardship of our natural resources, built through relationships and partnerships.
- We envision being a well-known resource for the residents of Clark County.
- We envision having sustainable and consistent funding to achieve our mission.

Values of the Clark Conservation District

- We value helping people to conserve, protect, and enhance natural resources for current and future generations.
- We believe voluntary conservation programs should be locally-led, educational, economically feasible, equitable, and sustainable over the long term.
- We value increasing the viability of working lands for agricultural and timber production.
- We value serving our diverse community.
- We value honesty, integrity, and fairness in all we do.
- We value being financially responsible and accountable.
- We value fostering partnerships to leverage our resources and impacts.



Priorities, Goals, and Strategies

Natural Resource Priorities, Goals, and Actions

The natural resource priority areas for Clark Conservation District are:

- [Water Quality and Quantity](#)
- [Habitat Conservation and Restoration](#)
- [Producer and Working Lands Support](#)

Water Quality and Quantity

Water impacts every area of life, and improving this resource is paramount. Declining water quality and quantity stem from a wide range of sources, including stormwater runoff (nutrients, bacteria, sediment), increasing impervious surfaces (development), climate change, and habitat conversion (loss of riparian vegetation, forests, oak woodlands, pasture, etc.). Clark CD will work with district residents and landowners to implement conservation practices that improve the water quality and increase the water quantity in Clark County.

Water Quality and Quantity - Goals and Actions	
Goals – Correspond to goals in Five Year Plan	Actions - 2023
1. Reduce surface and groundwater impacts due to land use practices.	a. Provide technical assistance and support in applying BMPs to agricultural and livestock land-use practices for landowners and operators, including riparian buffer plantings, fencing, mud and manure management and others as applicable. b. Provide technical assistance to complete riparian planting plans and provide funding to implement those plans to address water quality impairment parameters, including increased temperature, excess nutrients, excess bacteria; sediment; turbidity, and low dissolved oxygen. c. Provide forest management plans that improve and/or protect water quality in their designs.
2. Promote water quality and water quantity conservation.	a. Continue the Watershed Stewardship Program. b. Public outreach via social media, press releases, website, Clark CD email list, and print flyers. c. Promote canine waste cleanup campaigns and education. d. Provide education on stormwater management BMPs. e. Outreach to landowners for mud and manure management. f. Promote water conservation strategies, including residential water savings activities district-wide.
3. Implement a Pollution Identification and	a. Continue the Poop Smart Clark Pollution Identification and Correction (PIC) Program with partners to implement water quality BMPs.



Correction program to identify and reduce nonpoint pollution sources.	<ul style="list-style-type: none"> b. Work with partners to offer septic system inspections and pumping rebates and provide funding as available to connect homeowners with the resources for repairs or replacement of faulty septic systems within 200 ft of surface water. c. Incorporate livestock management BMPs and agricultural technical assistance to improve water quality impacts. d. Develop and expand district-wide outreach as well as targeted outreach campaigns.
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Habitat Conservation and Restoration

Resilient landscapes support natural systems that humans and wildlife both depend upon. The landscape of our region is diverse and full of critical habitats and ecosystems. We educate and empower land stewards to conserve functional habitat areas and restore degraded landscapes. Clark CD’s goal is to maintain and improve local habitat ecosystems while promoting connectivity and inspiring stewardship to ensure viable and self-sustaining natural spaces and wildlife populations now and into the future.

Habitat Conservation and Restoration - Goals and Actions	
Goals – Correspond to goals in Five Year Plan	Actions - 2023
4. Work to restore degraded habitat County-wide.	<ul style="list-style-type: none"> a. Begin developing partnerships and plans to fund programs/projects in riparian restoration, pollinator habitat, and wildlife and wetland habitat restoration. b. Cultivate landowner relationships and develop projects internally to meet landowner needs. c. Promote habitat connectivity and provide input to habitat conservation efforts in planning.
5. Open anadromous fish habitat.	a. Promote the Family Forest Fish Passage Program (FFFPP).
6. Promote the use of native plants.	<ul style="list-style-type: none"> a. Hold the Annual Native Plant Sale - sell 15,000 native plants in 2023. b. Support private land habitat conservation and backyard habitat programs
7. Support the management of invasive weeds.	a. Maintain close working relationships with other entities engaged in invasive weed control and restoration practices to support the collaborative implementation of control plans and projects within the district.

Producer and Working Lands Support

Rapid development and population growth have placed increasing pressure on the natural resources of Clark County. As one of the most densely populated and fastest-growing areas in



the state, easily buildable flat farmland is in high demand in the area. Clark CD will continue expanding our offerings of technical assistance and best management practice implementation to land managers. We aim to promote viable agriculture, engage urban communities in small-scale agricultural opportunities, and encourage cooperation among stakeholders. By strengthening our connections with agricultural producers and regulatory agencies alike, we will continue serving as a trusted liaison between farmers and those agencies.

Producer and Working Lands Support - Goals and Actions	
Goals – Correspond to goals in Five Year Plan	Actions - 2023
8. Promote sustainable farm management and soil conservation by providing conservation planning and funding for best management practices to land managers of agricultural operations.	<ul style="list-style-type: none"> a. Provide 30 site visits to agricultural producers. b. Assist producers in complying with local, state, and federal land use regulations and liaise between producers and regulatory agencies when requested. c. Develop six conservation plans for best management practice installation and cost-share.
9. Increase technical assistance to help forest stewards maintain healthy and economically viable forests and foster climate change resilience through forest health enhancement and fire hazard reduction.	<ul style="list-style-type: none"> a. Work towards securing funding for a permanent Stewardship Forester. b. Provide 40 site visits to forestry producers. c. Develop 10 forest stewardship plans with private landowners for forest management BMPs, including improving plant condition, habitat enhancement, sustainable harvest, wildfire prevention, and watershed health. d. Promote healthy forest management practices through participation in workshops and one family-forest field day event.
10. Support the protection of critical working lands and help reduce land conversion.	<ul style="list-style-type: none"> a. Work towards facilitating conservation easements. b. Leverage expertise from partners to provide information and services to help farms and forestlands be more economically viable. c. Continue the equipment rental program.
11. Support local food production, consumption, and appreciation.	<ul style="list-style-type: none"> a. Strengthen partnerships with local organizations and support networking between producers and markets. b. Work towards increasing support of community gardens, school gardens, home-based food production, and other urban farm operations. c. Connect farmers to available resources to increase the viability of farming.



Outreach and Education Goals and Actions

Essential to the mission of Clark CD is providing information and awareness about the impacts and tools available to help with natural resource conservation. Working directly with residents and land stewards, sharing information and resources to help with voluntary conservation projects, and raising the broader public appreciation of resource conservation is critical to creating a sustainable and resource-rich district today and into the future.

Outreach and Education - Goals and Actions	
Goals – Correspond to goals in Five Year Plan	Actions - 2023
12. Increase the public’s awareness of the resources offered by Clark CD.	<ul style="list-style-type: none"> a. Leverage our social media presence to build awareness of our work. b. Coordinate promotional presentations to diverse groups within the community (neighborhood associations, churches, community organizations, etc.).
13. Provide education and solutions-based resources about natural resource concerns within the district and foster a stewardship ethic.	<ul style="list-style-type: none"> a. Continue webinars and virtual workshops. b. Engage individuals, businesses, and the community in active resource conservation efforts and practices. c. In 2023, reach at least 500 people with conservation education activities.
14. Work to engage all members of our district by ensuring that campaigns and resources are accessible to all residents of our district in an equitable and open approach. Intentionally target underserved communities, particularly those most prevalent in rural areas.	<ul style="list-style-type: none"> a. Build partnerships with groups throughout Clark County, focusing on serving diverse populations, including historically underserved farmers, local tribes, racial and ethnic minorities, and non-native English speakers. b. Conduct an internal training to ensure outreach is conducted in an inclusive and appropriate manner. c. Work with partners to develop effective messaging for target audiences. d. Develop relevant multi-lingual resources. e. Expand the Clark CD’s website has up-to-date and accessible information.
15. Promote public appreciation for local habitat areas.	<ul style="list-style-type: none"> a. Model personal pride and appreciation for our county.

District Operations Goals and Actions

Clark Conservation District’s operational goals center on developing and maintaining effective and efficient processes and procedures that support Clark CD’s programs. With our recent growth in grant funding and increasing number of staff members, solidifying the district’s operational



procedures and processes is a critical area of focus. Priorities for 2023 include ensuring that our financial processes function smoothly, transparently, and accurately; developing and updating our internal policies and procedures; and improving our grant reporting systems.

Providing the targeted levels of service Clark CD aspires to reach going forward will require strong operational capacity and support. In both the near and longer term, Clark CD is focused on refining the systems that will support staff and district operations to provide the best level of service to our communities.

District Operations - Goals and Actions	
Goals – Correspond to goals in Five Year Plan	Actions - 2023
16. Begin exploring opportunities for expanded flexible funding, including engaging with private donors and assessing the feasibility of rates and charges.	<ul style="list-style-type: none"> a. Promote public support from residents, landowners, and partners within the district. b. Work with a diverse set of partners to leverage funds and programs. c. Begin longer-term planning (5-15 years) to outline a long-term vision, including a funding strategy, appropriate staffing plan, strengthening diversity, equity, & inclusion practices, etc.
17. Improve data management and internal tracking systems.	<ul style="list-style-type: none"> a. Expand the Smartsheet platform for programmatic and financial data tracking. b. Expand the Smartsheet dashboard for grant tracking and management. c. Continue improving budgeting tools.
18. Conduct transparent, accountable, and ethical operations.	<ul style="list-style-type: none"> a. Update the district’s policy manual. b. Begin developing and putting into place technical, administrative, and human resource processes and policies documented for all standard operations. c. Hold fair and transparent elections.
19. Clark CD Board and Staff represent our community and have the capacity to support its needs.	<ul style="list-style-type: none"> a. Ensure ongoing professional development for all staff positions, including DEI training. b. Develop and practice inclusive recruitment and hiring strategies. c. Hire to meet the staff identified in Staffing Needs. d. Broaden community outreach and partnerships and begin exploring opportunities to expand the participation of a diverse and active group of Associate Supervisors.
20. Hold and maintain the physical infrastructure and equipment to suit our growing staff.	<ul style="list-style-type: none"> a. Explore opportunities to purchase additional reliable CD vehicles for staff.



Staffing Needs

Staffing Needs - Note: Staff not listed hierarchically.					
Current Staff (January 1, 2023)		FTE	Goal Staff (by December 31, 2023)		FTE
District Manager	1		Executive Director	1	
Habitat Program Manager	1		Habitat Program Manager	1	
Working Lands Program Manager	1		Working Lands Program Manager	1	
Grants and Operations Manager**	1		Grants and Operations Manager	1	
Accounting Technician	1		Accountant	1	
Project Coordinator	1		Project Coordinator	1	
Community Outreach Coordinator	1		Community Outreach Coordinator	1	
Stewardship Forester	1		Stewardship Forester	1	
Natural Resource Technician	1		Natural Resource Technician	1	
**Vacant as of Jan. 1 – We expect to have filled by the end of Jan.			Administrative Assistant	1	
Total Current		9	Total by the end of 2023 (1 additional)		10



Clark Conservation District: Calendar Year 2023 Budget

2023 Annual Budget					
Projected Revenues		\$ Revenue	Projected Expenses		\$ Expenses
General	Fund Balance Forward	\$60,000		Fund Balance Forward	\$90,000
	Restricted	-		Contingency Reserve Set Aside	\$31,000
	Interest Income	\$30		Vehicle Purchase Fund	\$35,000
	Misc. Revenues	\$68,000		Salaries & Benefits	\$774,831
Federal	NACD TA - 2021	\$34,222		Administrative (35%)	\$267,196
	NACD TA - 2022	\$45,400		Programs (65%)	\$507,634
	NRCS RCPP Poop Smart	\$80,700		Supplies for Consumption & Resale	\$4,000
State	NRCS SW WA Forestry	\$15,000		Cost Share	\$331,773
	WSCC Implementation	\$117,823		Truck Maintenance and Fuel	\$2,500
	WSCC CREP	\$3,000		Equipment and Tools	\$16,741
	WSCC Natural Resource Investments	\$63,647		Office and Operating	\$72,098
	WSCC RCPP Poop Smart	\$468,076		State Sales Tax	\$4,500
	WSCC Forestry RCPP	\$192,220		District Legal Fees	\$5,000
	Salmon Recovery Fund	\$65,727		Professional Services Expenses	\$42,455
	Ecology Poop Smart	\$170,000		Inventory Resale Trees	\$27,500
	Local	Clark County Ag HCO	\$20,000		Insurance
LCFRB Watershed Stewardship II		\$13,000		Dues/Registrations/Misc.	\$15,944
LCFRB Poop Smart Lacamas		\$60,000		Travel	\$14,814
Projected Revenue Total		\$1,476,845		Projected Expenses Total	\$1,476,756
Overview					
Projected Revenue Total		\$1,476,845			
Projected Expenses Total		\$1,476,756			
Budget Surplus		\$89			

This is an estimated budget and is subject to change.

