



Clallam Conservation District

Long Range Plan 2023-2027

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Organization of Clallam Conservation District

Established in 1959 and providing services for all residents of Clallam County, Clallam Conservation District is a political subdivision of the State of Washington whose authorities, powers and structure is contained in RCW 89.08.

Function

The function of the district is to achieve its mission through the availability of technical and financial resources.

Who is Served and Why

The district provides programs and services to Clallam County residents in order to help protect, sustain, enhance, and realize their land-use objectives, while maintaining a healthy, functioning environment for all of society and future generations.

Mission

Clallam Conservation District promotes protection, sustainability, and enhancement of natural resources by offering information, technical expertise, and financial assistance, when possible, for natural resource challenges to all people in Clallam County.

Vision

Promotion of a productive, sustainable environment providing multiple community, ecological and economic benefits. Sustainable human interaction with these resources, including viable agriculture and forestry, and voluntary stewardship to accomplish natural resource goals is also promoted.

Values of Clallam Conservation District

Promote Voluntary Conservation Programs: The district promotes conservation and sustainability of natural resources and continues to work diligently to help reverse climate change impacts. It stewards the natural resources of Clallam County with care for today and future generations. The relationships that are built on trust and expertise assist in promoting voluntary conservation.

Collaboration: The district partners with all people of Clallam County, including local governments, tribes, and organizations to conserve natural resources in a nonregulatory and collaborative way. It promotes voluntary participation in district programs.

Excellence: The district strives for excellence in everything it does. It seeks to improve practices in order to provide innovative solutions to ever-changing conditions. It works to create better governance by upholding ethical behavior and employs clear policies, procedures, and performance measures that ensure effective and efficient use of public resources.

Diversity, Equity, and Inclusion: The district commits to inclusion across gender, race, age, religion, accessibility, identity, veterans' status, neurodiversity, and experience to have a culture where all feel valued. The district believes that diversity drives innovation in which is reflected through the work performed. It strives to remove barriers that impact equity in programs by providing accessibility where needed. The district is fully committed to serving all people of Clallam County through the design and delivery of inclusive programming for all.

Commitment to the people: The district does their work, first and foremost, for the people of this community and the people to come. Everyone is treated with respect and dignity. The district is committed to a diverse staff and creating a supportive, team-oriented workplace.

Integrity: Clallam Conservation District's ethics include trust, honesty and transparency. Using financial resources in order to achieve the most good is what this district strives for.

Purpose of the 5-Year Plan

This plan outlines the goals and priorities for renewable natural resource conservation that Clallam Conservation District has identified to pursue over the next five years. Most of the actions listed are those that are within the authority and current or anticipated capacity of Clallam Conservation District. However, several proposed actions fall under the purview of other agencies and organizations. When this situation arises, Clallam Conservation District identifies this action as a priority and will *promote* it through outreach and *support* and *advocate* for it.

Goals and Priorities

The criteria used for selecting goals and priorities within the district include:

- Funding availability and collaborative solutions that reflect state, local, and community priorities,
 - Use of local knowledge, diverse cultures, ideas and scientific data to guide decisions ,
 - Near term impacts and long-term benefits, and
 - Opportunities to partner and leverage resources in order to address multiple needs and concerns.
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Natural Resource Goals and Priorities to Achieve by 2027

Goals and Measures of Success

Achievement of goals is ultimately measured in terms of environmental outcomes, such as water quality improvements, more sustainable water supply, and greater biodiversity. Work toward accomplishing outcomes, some of which may take decades to realize, can be measured through outputs, or steps taken to achieve the outcome. For example, workshops are held to promote certain environmentally sustainable behaviors; however, it is very difficult to determine if or when the desired behaviors are adopted. Therefore, the number of participants in the workshops – outputs – serves as a metric for evaluating the success of the activity in lieu of the actual behavior. Similarly, although a goal may be the implementation of conservation practices that benefit water quality, actions taken toward achievement of that goal, such as technical assistance provided or conservation plans prepared, both of which are outputs not outcomes, may serve as measures of success.

Geographic Priority Areas

Geographic priority areas (GPAs) are areas of focus identified because of their documented resource concerns, particular vulnerability, or special significance to the community. Generally, but not always, GPAs receive regional (e.g., Puget Sound), state or national recognition, thus are high priorities for grants. GPAs are target areas for programs and services; however, unless restricted by funding limitations, programs and services are available to everyone within district boundaries.

Sustainable, Clean Water

- **Goal:** To conserve and enhance numerous water supplies for all beneficial human and wildlife uses.
Desired Outcomes: Meet water supply demands for in-stream habitat and various human needs.
Geographic Priority Area: Dungeness Water Rule Area

PRIORITY ACTIONS:

1. Complete at least *one* irrigation ditch piping project annually to improve conveyance efficiency and thus reduce irrigation water diversions from the Dungeness River.

Measures of Success:

- Feet of ditch piped and cubic feet per second water saved.

2. Assist at least *one* farm operator annually with irrigation water management (IWM) in order to conserve water.

Measures of Success:

- Number of IWM plans prepared.

3. Collaborate on Dungeness Off-Channel Reservoir design and construction.

Measures of Success:

- MOU and management plan finalized
- Land acquired for reservoir
- Final reservoir design approved
- Funding secured for construction
- Construction of reservoir

4. Implement Pilot Well Metering Program.

Measures of Success:

- Number of meters installed and entered into Water Scope.

5. Promote rainwater harvesting countywide.

Measures of Success:

- Number of rainwater collection and storage systems installed.

➤ **Goal:** Improve and Protect Water Quality.

Desired Outcomes: For groundwater to meet safe standards for drinking water and be sustainable for future generations, and water quality meets standards for safe shellfish harvesting, and impaired (Clean Water Act 303(d)-listed) waterbodies are upgraded.

Geographic Priority Area: Pollution Identification and Correction (PIC) focus areas, Sequim-Dungeness Clean Water District, 303(d)-Listed Waterways, Critical Aquifer Recharge Zones, and Port Angeles Urban Growth Area (stormwater).

PRIORITY ACTIONS:

1. Provide financial assistance for repair/replacement of failing on-site septic systems (referred by Clallam County Environmental Health).

Measures of Success:

- Number of septic systems repaired.

2. Assist at least *eight* horse and livestock owners annually with planning and implementation of practices that improve or protect water quality.

Common structural practices for water quality improvement and protection include exclusion fencing, alternate watering systems, roof runoff management systems, heavy use area protection, and waste storage structures. Common water quality related management practices include nutrient management, use exclusion, and prescribed grazing. Management practices must meet specifications described in a conservation plan. Measures of success are tracked by geographic area (i.e., surface water or ground water priority area or non-priority area, and County Commissioner district).

Measures of Success:

- Number of horse and livestock owners receiving water quality related technical assistance annually (each counted only once).
- Number of conservation plans prepared annually that address water quality.
- Number and type of practices implemented annually.

3. Conduct at least *three* workshops and farm tours annually on best management practices that protect/improve water quality.
Measures of Success:
 - Annual number of workshops/tours held and participants.
4. Provide soil testing assistance and test results interpretations to foster proper nutrient management.
Measures of Success:
 - Annual number of soil tests by land-use category.
 - Annual number of soil test interpretations.
5. Promote and support storm water management.
Measures of Success:
 - Number of individuals/communities assisted each year.
6. Expand technical assistance and other water quality improvement and protection services to underserved areas of the county.
Measures of Success:
 - Number of individuals receiving water quality related technical assistance annually (each counted only once).
 - Number of conservation plans prepared annually that address water quality.
 - Number and type of practices implemented annually.

Protected & Restored Fish and Wildlife Habitat

➤ **Goal: Enhance and Restore Fish and Wildlife Habitat**

Desired Outcomes: Biodiversity is enhanced, and ecological functions and habitat are restored for threatened, endangered and species of concern, as well as for unlisted species whose populations have decreased due to habitat degradation.

Geographic Priority Area: County-designated critical areas, Washington Department of Fish & Wildlife priority habitats as listed at [URL and site citation]

PRIORITY ACTIONS:

1. Restore ecological functions to at least 0.5 miles of stream buffers annually by providing technical and financial assistance.
Measures of Success:
 - Number of CREP enrollments.
 - Miles of stream buffer restored (each side of stream counted separately).
2. Restore lower Dungeness River floodplain by supporting relocation of Army Corps of Engineers levee.
Measures of Success:
 - Assistance and support provided to project partners for riparian revegetation.
 - Numbers of acres planted, plants installed, and volunteers engaged.
3. Remove at least one barrier to fish passage annually.
Measures of Success:
 - Number of barriers removed.
 - Miles of stream habitat made accessible.

4. Provide technical assistance for habitat protection and restoration, improve sustainability and Critical Areas Ordinance compliance as defined in Clallam County critical areas.

<http://www.clallam.net/Permits/criticalarea.html>

Measures of Success:

- Number of individuals/groups assisted.
- Number of habitat-focused conservation plans prepared.
- Number of habitat-focused conservation practices implemented.

Heathy Soil and Sustainable Farmland

- **Goal:** Reduce soil erosion, improve soil health, and sequester carbon.

Desired Outcomes: Enhanced soil conditions, substantial reductions in soil erosion, mass wasting, and sedimentation associated with forest roads; and reductions in atmospheric carbon through carbon sequestration in soils and forests.

PRIORITY ACTIONS:

1. Provide support and assistance to the US Forest Service and private forestland owners for road maintenance and abandonment.

Measures of Success:

- Number of projects developed and advanced.
- Miles of forest road upgraded

2. Provide support and assistance for soil health, nutrient management, and increased carbon sequestration.

Measures of Success:

- Number of people helped
- Number of projects developed and advanced.
- Number of soil tests processed.

- **Goal:** Promote and protect sustainable working farmland by minimizing associated environmental impacts.

Desired Outcomes: Sustainable working farms

Geographic Priority Area: Prime farmland soils and forest stands.

PRIORITY ACTIONS:

1. Support and help keep working lands in production by supporting efforts to purchase development rights of farmland.

Measures of Success:

- Number of workshops and farmland tours
- Acres protected.

2. Provide information, technical assistance and partnerships that support local food production.

Measures of Success:

- Number of programs and projects.
- Number of individuals assisted.

3. Provide information, technical assistance and partnerships that support forest protection, restoration, and stewardship.

Measures of Success:

- Number of individuals assisted.
- Number of plans prepared

4. Promote and support noxious weed control.

Measures of Success:

- Number of noxious weed articles published.
- Number of programs, projects and workshops given.
- Number of individuals assisted.
- Number of acres treated for weeds.

5. Promote and support understanding of wildfire ecology, prevention, and control.

Measures of Success:

- Number of wildfire ecology, prevention and control articles published.
- Number of programs and projects to help protect human infrastructure.
- Understanding natural fire regimes, frequency, and intensity of burns.
- Number of individuals assisted.

Outreach & Education

- **Goal:** Encourage an interest and dedication to preservation, conservation, and restoration of the environment.

Outcome: Individuals care for the environment and are good stewards who look to the district for reliable, valued, and trusted source of information and assistance.

Annual Examples of Success

- Keep website up to date (weekly at a minimum) and continually enhance it as a tool for sharing information.
- Partner with other Puget Sound CDs on *Better Ground* website.
- Increase quarterly newsletter distribution by 10% each year.
- Produce, maintain, and distribute publications such as brochures, technical guides, newsletters, and press releases relevant to local conservation needs.
- Increase public awareness by participating in community events with booths and displays.
- Partner with local organizations to promote a conservation ethic.

Outcome: Small acreage horse and livestock owners practice good land and water stewardship.

Annual Measures of Success:

- Conduct at least 5 workshops and/or tours promoting good land and water stewardship.
- Give presentations on small acreage livestock land and water stewardship at other events.
- Produce, maintain, and distribute horse and livestock information through various media.
- Promote good land and water stewardship with booths and displays at community events.

Outcome: Community members use residential landscaping practices to provide environmental benefits.

Annual Examples of Success:

- Conduct *Natural Landscaping* course each spring and fall.
- Conduct *Landscaping with Native Plants Field Workshop* each spring and fall.

- Conduct *Landscaping with Native Plants* workshops in conjunction with annual plant sale.
- Give presentations on sustainable landscaping topics at other events and partner opportunities.
- Produce, maintain, and distribute sustainable landscaping information through various media
- Promote sustainable landscaping with booths and displays at community events
- Continue to conduct native plant sale.

Outcome: Community members improve and protect fish and wildlife habitat.

Annual Examples of success:

- Number of acres restored and number of lineal feet of stream restored
- Number of volunteer hours
- Number of public events
- Number of articles, press releases, social media posts

Outcome: Youth will develop an appreciation for our environment and understand how to conserve natural resources.

Annual Examples of Success:

- Support school science education through watershed and habitat education.
- Continue to work with Sequim High School Agricultural Science program to promote local agriculture and teach each new class about agricultural conservation planning and practices.
- Cultivate relationships with all schools in Clallam County including tribal schools in order to develop ongoing conservation education programs throughout the county. Assistance will include partnerships with a variety of organizations.

➤ **Goal: Keep Key Decision-Makers Informed**

Outcome: District continues to receive the recognition and funding necessary to carry out programs and activities.

Annual Examples of Success:

- Annual report presented to county commissioners and sent to key decision-makers such as legislators.

District Operations

➤ **Goal: Secure Adequate Funding**

Outcome: Long-term stable funding is secured for basic district operations.

Annual Examples of Success:

- Annually review and seek re-approval of stable local funding.

Outcome: Grant funding is secured for implementation of conservation projects.

Annual Examples of Success:

- Pursue grant funding for specific projects that lead to fulfillment of Five-Year Plan.
- Number of grant applications submitted.
- Number of grants obtained.
- Dollar amount of grants obtained.

➤ **Goal: Employ Qualified Staff**

Outcome: We employ qualified staff and offer training to ensure that employees are able to efficiently implement the Five-Year Plan.

Annual Examples of Success:

- Number of training programs completed.
- Number of qualified new hires.
- Develop and implement individual training and development plans.

➤ **Goal: Employ Diverse Staff**

Outcome: Strive to employ a staff that represents the entire diversity of the community it serves.

Annual Examples of Success:

- Expand employment recruitment processes to include underrepresented communities.
- Annual diversity, equity, and inclusion (DEI) training for staff and Board members to ensure that the CCD is a welcoming workplace for all employees.

➤ **Goal: Maintain Effective and Efficient Operations**

Outcome: Operational policies are in place and proper procedures are followed.

Annual Examples of Success:

- Review and update the *Policies & Procedures Manual* every five years.
- Adopt new policies and procedures, as necessary, to guide all programs, operations, and personnel management.
- Adhere to proper accounting, grant reimbursement and reporting procedures.
- Adhere to timely and proper election and appointment procedures.
- Prepare effective annual plans and reports.

➤ **Goal: Collaborate with Other Organizations**

Outcome: Partnerships are fostered in order to effectively and efficiently utilize resources and District learns about new needs and opportunities.

Annual Examples of Success:

- Participate in Puget Sound Conservation Districts caucus and partner with other districts.
- Participate in North Pacific Coast and North Olympic Peninsula lead entities for salmon recovery.
- Participate on Dungeness River Management Team.
- Participate with the Clean Water Work Group.
- Participate on the Conservation Futures board.
- Participate in Puget Sound Partnership local integrating organization.
- Continued participation with other partnering organizations.