



INTRODUCTION

The KCD proposed Program of Work includes several new initiatives identified as essential regional priorities by the Conservation Panel, Task Force, and KCD Advisory Committee. At base, these include activities and partnerships that will help build a regional, sustainable, and equitable food system, improve the health of our forests and neighborhood canopies, and ensure clean water for all.

The Program of Work Implementation Plan outlines the ways in which KCD proposes to implement its proposed new programs and expand specific current programs, in response to guidance received from the KCD Advisory Committee. For information on current work that will continue essentially unchanged, please see the KCD 2015 Program of Work and Budget, submitted to King County August 1, 2014 and available online at www.kingcd.org/program-of-work.htm.

THE CHALLENGES AND OPPORTUNITIES

As the pressures of climate change and population increases begin to be felt in common and extraordinary ways, our region is challenged to develop tools to adapt and succeed. Efforts are underway to understand and develop strategies to combat systemic barriers to healthy fresh food for all, expand tree canopies in dense neighborhoods and protect our rural forests, and ensure that our region's people, plants, and animals have clean water.

Conservation districts were created at the center of our nation's first national environmental crisis – the dust bowl. Our unique mission places us squarely in the center of many human-natural resource intersections. It's our job to help people understand why a healthy environment is essential to them and then give them the tools they need to do something about it, especially on the nearly 50% of land that's under private control. Growing stewards is what conservation districts do – wherever those stewards may

be – on the farm, in neighborhood backyards, or working alongside friends to restore a stream or park.

We provide broad messaging to elevate natural resource conservation among a diverse constituency. We teach workshops and classes and host tours of demonstration projects to bring essential information on stewardship to interested people. And we work hand-in-hand, often bringing financial resources, with landowners to help them steward natural resources on their land for the public's benefit. **Education, technical assistance, and cost-share.** It's how conservation districts help people build better ground.

In the face of climate change impacts, food production and access barriers, and development pressures on the natural environment, King Conservation District stands ready with our partners to leverage the region's existing expertise and passion for this place and make a difference.

WHAT'S NEW

The 2013 King Conservation District/King County Conservation Panel and Task Force roundtables examined the region's existing programs and identified specific needs that were not being addressed in natural resource conservation. They directed the King Conservation District to develop proposals to create or expand our work in the following areas:

- Regional, Sustainable, Equitable Food System
- Urban Agriculture
- Rural Agriculture
- Small Lot Rural Forest Health & Urban Tree Canopy
- Shorelines and Riparian Habitat
- Expanded Landowner Incentive Program

GUIDING PRINCIPLES

KCD's proposed guiding principles to direct and leverage our resources equitably and effectively include:

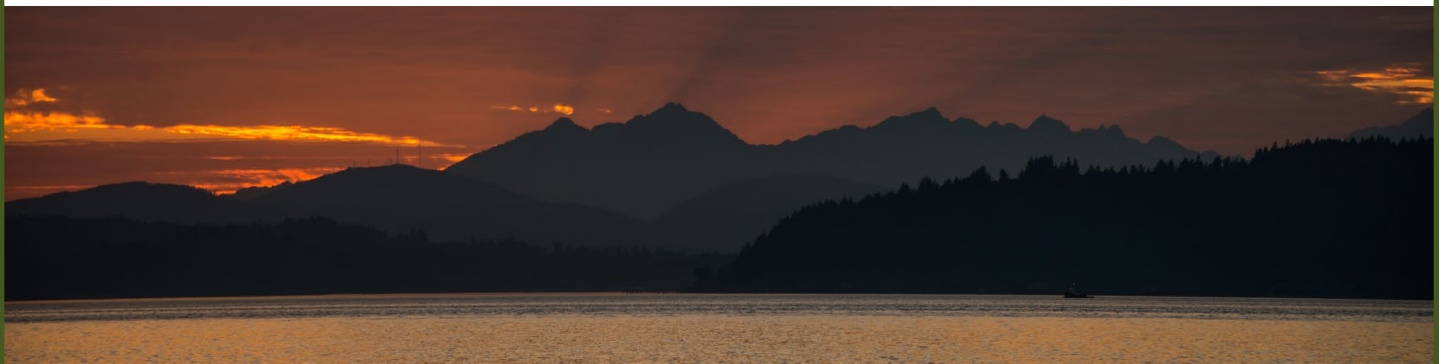
- Strive to fund projects and programs across a geographically diverse landscape
- Proposed projects are encouraged to address multiple natural resource priorities
- Proposed projects should seek to align with established regional policy and research and planning process
- Proposed projects are encouraged to address economic as well as environmental challenges
- Projects are encouraged to address equity and social justice directly or indirectly
- We strive to coordinate with local jurisdiction conservation programs and initiatives where they exist.

DECISION-MAKING FRAMEWORK

KCD is committed to implementing these new regional programs in close collaboration with our Advisory Committee and other stakeholders. In order for KCD resources to have the greatest impact, we are committed to building partnerships that direct funds towards effective but underfunded existing programs, innovative pilot projects, and, especially, partnerships across municipalities, organizations, and individuals with congruent goals to build regional capacity and translate into on-the-ground improvements.

Criteria for grants, loans, services, and other resource allocation will be developed jointly by KCD staff and the KCD Advisory Committee, through the leadership of its Executive Committee, finally being presented to the KCD Board for consideration and action.

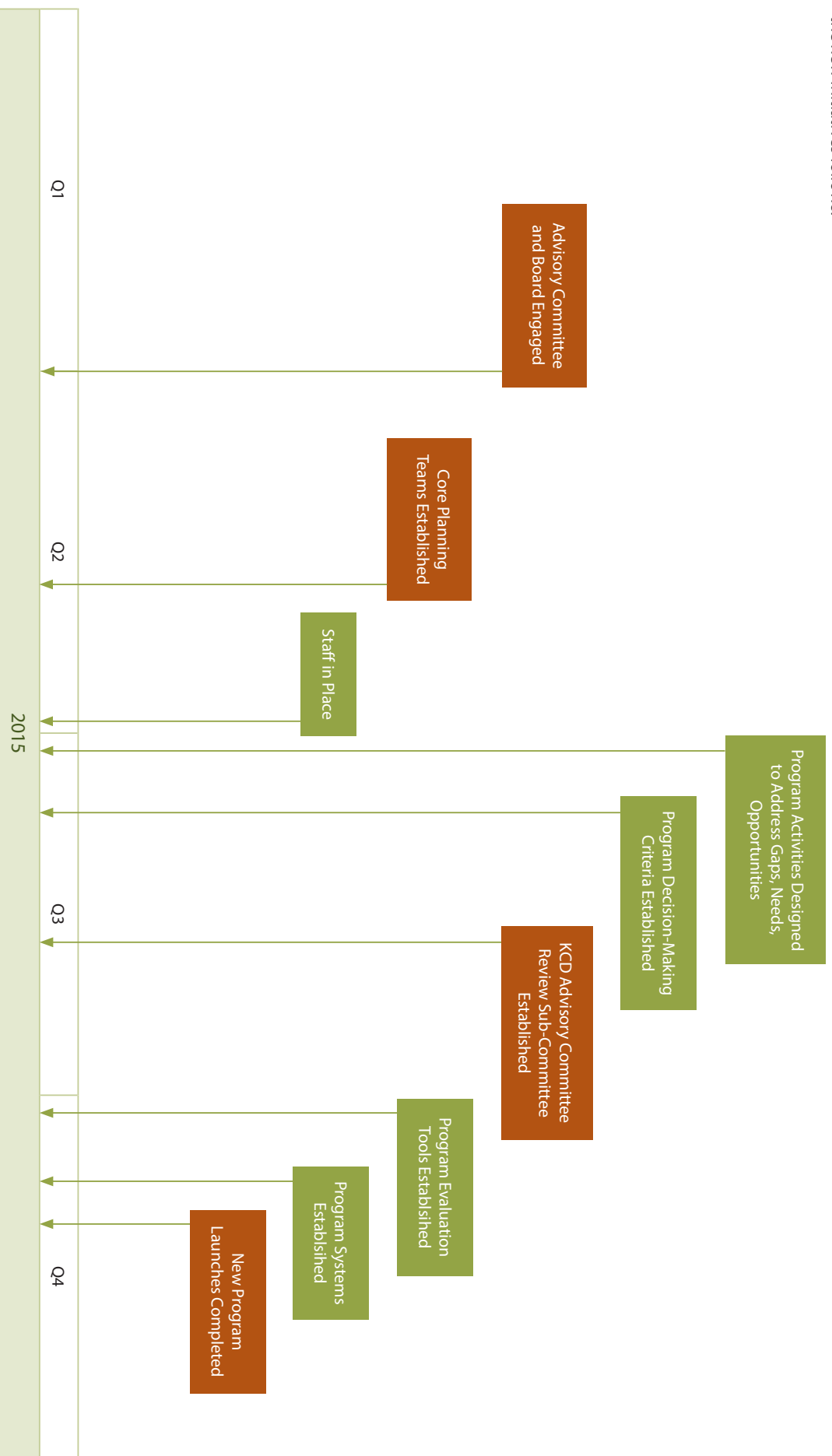
A subcommittee of the Advisory Committee will identify geographic and other over-arching funding direction recommendations for the programs.



OVERALL Timeline

OVERALL TIMELINE AND MILESTONES

Programmatic timelines and milestones will be discussed in individual sections of this Implementation Plan. However, the general schedule for implementing the new initiatives follows:



RURAL SMALL LOT FOREST HEALTH MANAGEMENT

Forests cover two-thirds of the land area in King County, and over 364,000 acres of these forests are in private ownership. The residents of King County value these forestlands for their social, economic and ecological benefits: The recreational opportunities and scenic beauty afforded by forests are central to the quality of life in King County; Pacific Northwest forests are among the most productive in the world; and King County forests provide direct and tangible benefits to entire watersheds by intercepting, evaporating and transpiring rainfall, recharging groundwater and releasing storm water slowly to receiving waterways, sequestering carbon, and providing fish and wildlife habitat.

For these reasons, the King County Rural Forest Commission has recommended promoting and supporting the retention and enhancement of our valuable forested landscape by maintaining a strong focus on incentives and services for small lot forest owners.

King Conservation District works with small-lot forest landowners across unincorporated King County to increase the resilience of the forested landscape and capture the ecological, recreational and other values of forests by helping landowners actively manage forestlands and open space areas. KCD proposes to expand this effort by enhancing its partnerships with King County Department of Natural Resources and Parks, Washington State University (WSU) Cooperative Extension, and rural residential and small private forest landowners to protect and enhance woodlots and smaller stands of forest, reduce forest fragmentation, and capture the ecological benefits and in some cases the economic value of forests.

"The combined impacts of increasing wildfire, insect outbreaks, and tree diseases are already causing widespread tree die-off and are virtually certain to cause additional forest mortality by the 2040s."

*Climate Change Impacts in the United States – Northwest
May, 2014*

PROPOSED PROGRAM RESOURCES

King Conservation District will work with King County, WSU Cooperative Extension and other partners to build a program that promotes forest health on private lands through workshops, one-on-one education, and technical and financial incentives to plan and implement best management practices. We will build on existing programs and utilize other available resources when available. Program resources needed are shown below.

	Current*	Proposed Addition	Proposed Total
FTE Costs	\$10,000	1 RTF \$92,523	1 FTE \$102,523
AmeriCorps Intern & Other contracted	\$0	.5 Intern \$52,500	.5 Intern \$52,500
Materials/supplies, facility rentals	\$0	\$10,000	\$10,000
			\$165,023**

* Current funded activities include providing technical guidance, cost-share application development, and plant material to landowners and residents who independently plan and implement forest health management practices.

**See the Landowner Incentive Program section of this document for additional funding in the form of cost-share allocated for rural forest health stewardship practices.

PROPOSED ADDITIONAL PROGRAM AND SERVICES

The range of opportunities includes:

- **Fund the annual offering of WSU Coached Forest Stewardship Workshops** in King County to rural non-commercial small forest landowners.

Washington State University (WSU) (Grant or Contract)

- **Target current and increased technical site assessment and support** services to non-commercial rural forest landowners (under 5 acres).

KCD Staff

- **Target new technical assistance and implementation services to homeowners associations** with Native Growth Protection Areas, forest buffers and other open space management areas.

KCD Staff

- **Conduct outreach to rural non-commercial small forest landowners** to directly market the range of forestry services available across agencies in King County.

KCD Staff in partnership with WSU, King County and others

- **Collaborate with local and regional service providers on enhancing economic development incentives to support small scale forestry** and on conservation programs that help maintain forest health in the urban/rural interface.

KCD Staff in partnership with WSU, KC and others

- **Collaborate with local and regional service providers** on delivering regional fire fuels reduction efforts to small non-commercial forest landowners.

KCD Staff in partnership with KC and others

- **Reinstate the KCD Opportunity Fund to capitalize on synergistic opportunities** on properties with combined farm and woodlot land uses (see Regional Food System section of this document).

KCD Staff (Grants to landowners or Partners working with landowners - Member Jurisdictions, Non-Governmental Organizations (NGO), Agencies)

BENCHMARKS

KCD proposes to develop and administer a robust program of outreach and technical services to increase the contiguous acres of small acreage privately held forest stands that are actively stewarded and restored, including:

- Increase from current level of 25 - 40 acres to 225 acres of rural forest / woodlot treated and planted annually, a total of 1,125 acres over 5 years
- Increase from 2,000 - 3,000 to 18,000 - 36,000 native trees and shrubs planted on forest land annually, a total of 90,000 to 180,000 over 5 years
- Increase from \$28,986 to \$144,900 of private sector funding leveraged on forest health management annually, a total of \$724,500 over 5 years
- Increase from 2-3 to 18 or more small forest landowners engaged annually in planning and implementing best management practices through KCD technical services, a total of at least 90 landowners engaged over 5 years.
- Offer 1 or more WSU Coached Forest Stewardship Workshop held in King County annually or at least 5 workshops in 5 years.
- Increase from \$38,750 to \$150,000 in KCD LIP cost-share funding awarded annually for contracts with small private forest landowners to implement best management practices, for a total of \$750,000 in cost share monies awarded over 5 years.



RURAL SMALL LOT FOREST HEALTH MANAGEMENT Timeline and Milestones

							2014		2015			
	Task	Milestone	Start	End	Dur	Q4	Q1	Q2	Q3	Q4		
	Rural Forestry		11/1/14	6/30/15	165	<div></div>						
1	Identify, establish and convene core planning team	Team members identified Team assembled Team engaged in a minimum of two meetings	11/1/14	2/28/15	79	<div></div>						
2	Identify and develop decision making process	Role and responsibilities	11/1/14	12/31/14	40	<div></div>						
3	Assess needs, opportunities, gaps, and activities	Program targets and services identified and described	11/1/14	2/28/15	79	<div></div>						
4	Prepare hiring related materials	Position descriptions drafted Hiring plan with timeline period Outreach notices distributed	11/1/14	12/31/14	40	<div></div>						
5	Advertise and hire staff	1 Rural Forester recruited and hired 1 Intern (recruited and shared through urban forestry)	1/1/15	4/30/15	83		<div></div>					
6	Identify investment opportunities	Priority geographic areas identified Priority demographics described	2/1/15	4/30/15	63		<div></div>					
7	Build program delivery system	Roles and responsibilities defined Partnership agreements completed Program marketing and outreach documents prepared	2/1/15	5/30/15	83		<div></div>					
8	Engage and review progress with decision makers	Advisory Committee apprised King County, DNRP, WLRD apprised KCD Board apprised	3/1/15	5/30/15	64		<div></div>					
9	Compile program evaluation and adaptive management tools	Program evaluation tool for target audience Review and feedback tool for partnering organization, agencies, and decision makers	3/1/15	5/30/15	64		<div></div>					
10	Launch program by geographic areas/demographic	Services in priority geographic areas initiated Services to priority demographics initiated	6/1/15	6/30/15	22			<div></div>				

URBAN STREET TREES, TREE CANOPY COVER, AND GREEN INFRASTRUCTURE

King Conservation District is tasked with one of the most interesting and multi-faceted opportunities facing any conservation district: to extend its traditional reach and work in the backyards, public easements, and parks and open spaces in the incorporated landscapes of the 34 cities we are proud to call our partners. Healthy trees and forests are important attributes in our communities – they increase property values, decrease crime rates, and bring well-studied health benefits to communities. Urban forestry programs across the country are expanding their historical focus on aesthetics and heat islands to include wildlife habitat in cities, storm water management, water quality improvement, pollution abatement and carbon sequestration.

As managed growth concentrates development within the Urban Growth Boundary, healthy urban forests, tree canopies and street trees become even more necessary. KCD currently works to increase the resilience of urban tree canopies and capture the ecological, recreational and other values of green infrastructure by helping residents and landowners actively manage urban trees in yards and public open spaces. KCD proposes to expand conservation of urban tree canopies and grow green infrastructure where it is deemed most needed through partnerships with our member jurisdictions and their respective neighborhood and community organizations, groups and landowners.

King County STAR Community Rating Program Reveals Growing Disparity in Urban Canopy Cover

Trees form the backbone of the green infrastructure in urban environments. Tree canopy has decreased in low-income parts of the city of Seattle over the past decade. High income neighborhoods have actually experienced an increase in forest canopy. Urban tree canopy contributes to decreased summer temperatures, increased capacity to absorb severe storm events, and habitat for wildlife.

PROPOSED PROGRAM RESOURCES

King Conservation District will work with our member jurisdictions and other partners to build a program that increases street trees and urban tree canopy coverage and build green infrastructure in communities across King County. We will build on existing programs and utilize other available resources when available. Additionally, the implementation of KCD urban forestry services will be developed in coordination with the KCD urban agriculture services as part of a holistic approach to urban natural resource stewardship. The Urban Street Tree, Tree Canopy Cover, and Green Infrastructure Program resources needed are shown below.

	Current*	Proposed Addition	Proposed Total
FTE Costs	\$7,430	1 FTE \$103,626	1 FTE \$111,056
AmeriCorps Intern	\$0	.5 Intern \$13,575	.5 Intern \$13,575
Materials/supplies, facility rentals	\$0	\$30,000	\$30,000
			\$154,631**

* Current funded activities include providing technical guidance, cost-share application development, and plant material to landowners and residents who independently plan and implement upland wildlife habitat and small woodlot forest health management practices.

**See the Landowner Incentive Program section of this document for additional funding in the form of cost-share allocated for urban trees, canopy and green infrastructure stewardship practices.

PROPOSED ADDITIONAL PROGRAM AND SERVICES

The range of opportunities includes:

FOR LANDOWNER LITERACY

- **Provide workshops, classes and tours to neighborhood residents** on improving forest/tree ecosystem functions and values, enhancing wildlife habitat, reducing storm water runoff, and sequestering atmospheric carbon by planting and maintaining native trees and shrubs.

KCD Staff

- **Assist neighborhood residents, through increased levels of technical support**, on retaining and restoring their part of the neighborhood forest, improving neighborhood forest ecosystem functions and values, enhancing wildlife habitat, reducing storm water runoff, and sequestering atmospheric carbon by planting and maintaining native trees and shrubs.

KCD Staff

- **Support and/or coordinate public/private partnerships between private parcels and jurisdictions** on restoring buffers adjacent to public easements, parks and other neighborhood open space areas in cities.

KCD Staff in partnership with Member Jurisdictionss

FOR SMALL & MEDIUM-SIZED JURISDICTIONS

- **Organize and facilitate three round tables for each year to explore the needs, concerns and potential opportunities to partner with jurisdictions on city forestry initiatives** including monitoring and maintaining healthy tree canopy, developing city forest retention and restoration strategic plans, and conducting public tree inventories & canopy assessments.

KCD Staff in partnership with Member Jurisdictionss

BENCHMARKS

- Increase from 6 to 14 acres of urban forest/upland treated and planted annually, a total of 70 urban acres over 5 years.
- Increase from 14,500 to 34,400 native trees and shrubs planted on urban forest/upland habitat annually, a total of 172,000 trees and shrubs planted in urban areas over 5 years.
- Increase from \$144,000 to \$324,400 private sector funding leveraged on urban forest/upland health annually, a total of \$1,622,000 of private sector funds over 5 years.
- 3 jurisdiction roundtables facilitated annually to develop tailored urban forest retention and restoration initiatives, reaching 15 King County cities in 5 years.
- Work with 3 new jurisdictions annually in a support and/or coordination role to plan and implement urban forest retention and restoration programs, building urban canopy programs in 15 King County cities within 5 years.
- Increase from \$14,000 to \$150,000 (\$50,000 per jurisdiction) KCD LIP cost-share funds awarded annually for contracts with urban residents and neighborhood and community groups to implement management practices consistent with the urban forest initiatives adopted by the respective jurisdictions, for a total of \$750,000 in cost-share monies awarded over 5 years.

URBAN TREE CANOPY Timeline and Milestones

							2014	2015			
	Task	Milestone	Start	End	Dur	Q4	Q1	Q2	Q3	Q4	
	Urban Forestry		11/1/14	10/31/15	251						
1	Identify and develop decision making process	Roles and responsibilities	11/1/14	12/31/14	40						
2	Identify Jurisdiction priorities	Urban forestry program priorities by Jurisdiction compiled Priority geographic areas and demographics identified	11/1/15	6/30/15	165						
3	Hire core planning team and stakeholder engagement contractor	RFQ drafted and advertised Contractor hired Contract drafted and signed	12/1/14	1/30/15	42						
4	Identify, establish and convene core planning team	Team members identified Team assembled Team engaged in a minimum of three meetings	2/1/15	6/30/15	105						
5	Assess needs, opportunities, gaps and current activities	WA DNR Community & Urban Forestry Program partners identified Current Member Jurisdiction Initiatives and program described Scope of program services identified and described	2/1/15	6/30/15	105						
6	Engage and review progress with decision makers	Advisory Committee apprised SCA and Member Jurisdictions apprised KCD Board apprised	3/1/15	8/31/15	130						
7	Prepare hiring related materials	Position descriptions drafted Hiring plan with timeline prepared Outreach notices distributed	3/1/15	4/30/15	44						
8	Advertise and hire staff	1 Urban Forester 1 Intern (primarily urban forestry, but shared with rural forestry)	5/1/15	6/30/15	42						
9	Build program delivery system	Roles and responsibilities Partnership agreements Program marketing and outreach docs for target audience	6/1/15	9/30/15	87						
10	Compile program evaluation and adaptive management tools	Program evaluation tool for target audience Review and feedback tool for partnering organizations, agencies and decision makers	6/1/15	9/30/15	87						
11	Launch program by geographic areas/demographic	Services in priority geographic areas initiated Services to priority demographics initiated	10/1/15	10/31/15	21						

SUSTAINABLE, EQUITABLE, AND RESILIENT REGIONAL FOOD SYSTEM

Strengthening the regional food economy was perhaps the most discussed and ultimately the highest priority of the 2013 King Conservation District/King County Conservation Panel and Task Force. The discussion focused on enhancing the regional food system through a combination of initiatives, grants, and synergy with existing or expanded KCD services and those of other organizations.

King County farmers produced \$120 million worth of food in 2012, down from \$127 million in 2007, ranking 18th of the state's 39 counties. King County consumers, however, spent \$600 million on raw food and a total of \$6 billion on total food products

Demand for fresh locally-grown food is growing, but social, economic, and infrastructural obstacles stand in the way. Price points for food that deliver a living wage to farmers while remaining affordable to a broad consumer base prove elusive in the absence of some market intervention. Processing and storage facilities are few, creating farm-to-market challenges for small farmers. Institutional buyers such as hospitals and school districts have not yet embraced local suppliers in a meaningful way. The most recent survey of King County farmers found that incomes in the sector are declining. The King Conservation District is uniquely positioned to coordinate and leverage a range of projects, programs, and services we and our partners are already well-equipped to deploy.

"By addressing food system issues systematically, the region can protect agricultural land, promote fresh food consumption, and support local food and farm based business to improve the health of the local food economy."

- Puget Sound Regional Council
- VISION 2040

PROPOSED PROGRAM RESOURCES

King Conservation District proposes to help address these challenges by working with our partners and technical experts to develop a regional grant program designed to build capacity in food production, transportation, storage, distribution, and access. Through this grant program, KCD will seek to align with established regional food system recommendations from the King County Local Food Initiative's Kitchen Cabinet, the Farms and Food Roundtable, and the Regional Food Policy Council. These funds will be used to leverage other resources, such as USDA, EPA, and state sources, whenever possible to ensure significant on-the-ground impact over the next five years. Program staff will likely include a Program Manager and a Program Assistant, but will be subject to modification based on input received from our technical team and partners.

	Current*	Proposed Addition	Proposed Total
FTE Costs	0.2 FTE \$20,880	2 FTE \$175,620	2.2 FTE \$196,500
Grant Funds	\$0	\$900,000	\$900,000
			\$1,096,500*

* Current funded activities include Farm Planning and Outreach staff and contractor support time

PROPOSED ADDITIONAL PROGRAM AND SERVICES

The range of opportunities includes:

- **ECONOMIC DEVELOPMENT:** Collaborate with local agriculture sector to design a set of economic development solutions and systems for the food producers
KCD Staff
- **ECONOMIC DEVELOPMENT:** Support pilot projects to address complex farming challenges, such as new farmers markets, new farmer recruitment, innovative pilot projects to improve food access, etc.
Member Jurisdictionss/NGOs
- **ECONOMIC DEVELOPMENT:** Providing catalyst funding and support to help cities connect to and strengthen regional farm and food economy.
Member Jurisdictionss/NGOs
- **REGIONAL CAPACITY BUILDING:** Invest in building the capacity of partner public and non-profit organizations that are connecting new farmers to land, providing technical assistance and conducting applied research to strengthen the local farm economy. (Cascade Harvest Coalition, WSU Extension Service, Northwest Agricultural Business Center, Seattle Tilth, and more)
Agencies/NGOs
- **REGIONAL CAPACITY BUILDING:** Stabilize (and, if possible, expand) funding for organizations that are demonstrating success in developing farm to institution programs.
NGOs
- **DIRECT MARKETING:** Support market expansion efforts for CSAs with institutional buyers and or through a CSA fair to bring in new customers.
KCD Staff/NGOs
- **DIRECT MARKETING:** Support efforts to build and reinforce direct market channels including CSA/vouchers/farmers markets/neighborhood food co-ops.
Member Jurisdictionss/NGOs
- **DIRECT MARKETING:** Support cities, farmers, and market managers to identify and secure capital for infrastructure of farmers markets to enable them to continue to expand and play a more active role in nutrition education.
Member Jurisdictionss/NGOs/Agencies
- **EQUITY/ACCESS:** Increase support for strategies to empower low-income families and individuals to have access to healthy local foods.
Member Jurisdictionss/NGOs/Agencies
- **WHOLESALE:** Work with farmers to identify needs for, plan, and locate infrastructure for aggregation and storage.
KCD/KC
- **WHOLESALE:** Support development and/or expansion of local food hubs.
KCD/KC/Member Jurisdictionss/NGOs

BENCHMARKS

KCD proposes to develop and administer a robust program of grants and services that address the following regional goals:

- Improving food access
- Investing in local food system as an economic growth sector
- Beginning to address storage and processing obstacles
- Strengthening direct market connections at farmers markets
- Expanding CSAs

KCD will bring over \$5,000,000 to the expansion and stabilization of a sustainable, equitable, and resilient regional food economy over the next 5 years. These funds can be used as match for USDA and other grant sources for even greater impact on the development of our food system economy. KCD's current Municipal Jurisdiction Grant program, for example, leverages an average of \$3.70 for every \$1.00 of KCD funding. If KCD developed a similar ability to leverage external funding in this arena, over \$16M of resources would be allocated to the development of a robust regional food system in the next five years.



REGIONAL FOOD SYSTEM Timeline and Milestones

					2014		2015			
Task	Milestone	Start	End	Dur	Q3	Q4	Q1	Q2	Q3	Q4
Local Food System Program Implementation Plan		9/1/14	6/1/15	187						
1 Establish Core Planning Team/Advisors	Regional advisors identified	9/1/14	10/28/14	40						
2 Assess needs, gaps, opportunities	Analysis completed	9/1/14	10/29/14	41						
3 Develop Program Decision-Making Priorities (for Grants, for Loans, for considering new staff efforts)	Decision making criteria established	10/29/14	12/2/14	23						
4 Identify Key Activities that will address gaps, needs, opportunities	Key activities identified	11/2/14	12/2/14	20						
5 Engage and Review Progress with Decision Makers	Advisory Committee and Board input, engagement and support	11/15/14	12/11/14	18						
6 Staffing	Staff hired	10/10/14	1/5/15	57						
7 Build Program Evaluation Tools	Evaluation tools developed	1/31/15	3/3/15	21						
8 Establish Investment Decision-Making Committee	Regional Investment Team (or similar) in place	12/2/14	5/4/15	106						
9 Develop Program Delivery Systems	Grant and loan program systems and processes established	1/31/15	5/1/15	64						
10 Launch Local Food System Program Offerings	Programs launched and open for participants	5/1/15	6/1/15	21						
10.1 Launch Staff Support Services		5/1/15	5/1/15	1						
10.2 Launch Grant Program		5/15/15	5/15/15	1						
10.3 Launch Loan Program		6/1/15	6/1/15	1						

URBAN AGRICULTURE

“Urban agriculture can play an important role in increasing food security, building community, and improving the environment. Local governments occupy a key role in ensuring that cultivation, processing, and sales of locally-produced food occurs in appropriate locations with few barriers. Urban agriculture activities include home gardening in front and back yards, planting strips and roots; keeping livestock, beekeeping, larger urban farms, private and public community gardens, production and sale of value-added products like jams and pickles, and on-site sales of locally-produced food.”

Urban Agriculture Blueprint, Regional Food Policy Council

PROPOSED PROGRAM RESOURCES

King Conservation District proposes to work with our member jurisdiction cities, King County, Seattle Tilth, Cascade Harvest Coalition, Pike Place Market, the Regional Food Policy Council, and others across the food system spectrum to identify strategies to develop urban agricultural opportunities. We will build on existing success, such as Seattle Tilth’s Farm Works in Auburn and Rainier Beach Urban Farm and Wetlands in south Seattle as models of success and work together to innovate new pilot programs to learn from and adapt. The implementation of the urban agriculture services will be developed in coordination with the urban forestry services as part of a holistic approach to urban natural resource stewardship.

	Current*	Proposed Addition	Proposed Total
FTE Costs	0.05 FTE \$13,871	1.6 FTE \$160,000	1.65 FTE \$173,871
Soil Testing		\$17,929	\$17,929
			\$191,800**

* Current funded activities include soil testing within the District’s Nutrient Management Services Program

**See the Landowner Incentive Program section of this document for additional funding in the form of cost-share allocated for rural and urban agriculture stewardship practices. KCD will also look to the newly published Regional Food Policy Council 2014-2017 Action Plan for guidance and potential strategies.

PROPOSED ADDITIONAL PROGRAMS AND SERVICES

- 1. Soil Fertility** - help urban farmers and gardeners understand how to manage soil fertility, including soil testing and cover cropping, food cycle, and natural resource cycles through practical workshops, site specific technical expertise, soil testing program, pilot cover cropping incentives.
- 2. Farm friendly cities** - Work with cities to review comprehensive plans and local regulations to target changes that help cities make updates to become more urban agriculture friendly.
- 3. Food growing in low income communities** - partner with cities and community leaders on opportunistic, demonstration projects.

BENCHMARKS

- Assess regional need for urban farming-related natural resource planning support through coordination with member jurisdictions and the KCD Advisory Committee.
- Continue to market and expand soil fertility services to promote responsible fertilizer practices (increase gardener involvement by at least 100 more new gardeners annually, engaging at least 500 new gardeners over 5 years); In 2014, the goal is to serve 200 gardeners/ farmers with the soil testing service.
- Grow current soil testing program and customers into a more comprehensive urban conservation program focused on growing healthy local food and protecting and enhancing urban water quality.
- Assist up to 15 jurisdictions with Comprehensive Code and Regulatory Code audits over 5 years.
- Increase from under 5 to 20 Urban Farm Planning Technical Assists per year. Our goal is to assist urban farm planning across the District so that by year 5, a total of 100 urban farms have received planning technical assistance across King County.



URBAN AGRICULTURE Timeline and Milestones

						2015				2016	
	Task	Milestone	Start	End	Dur	Q1	Q2	Q3	Q4	Q1	Q2
	Urban Sustainable Agriculture		1/1/15	12/31/15	252						
1	Review draft scope with Advisory Committee and other partners		1/1/15	3/5/15	43						
2	Urban Farming Needs Assessment as part of Regional Food System Needs Assessment	Assessment completed	1/3/15	5/31/15	102						
3	Define staff position and hire community organizer, able to read city comprehensive plans and regulatory codes; event organizer	Staff hired	4/3/15	5/28/15	39						
4	Region Wide review of City Comprehensive Plans for Farming Impacts/Opportunities	Evaluation completed	6/1/15	8/28/15	65						
5	Networking/Partnering		6/1/15	8/28/15	65						
6	Roll out Urban Soil Fertility Program with partners	Soil Fertility Program Launched	8/1/15	10/16/15	53						
7	Work on urban food demo project opportunities, prioritized based on program criteria	Demo projects supported	10/1/15	12/31/15	62						

RURAL AGRICULTURE

United States Dept. Of Agriculture statistics show that King County farmers produced \$120 million worth of Agricultural products in 2012. About \$90 million of that total are food products. The county ranks 18th in value of agricultural production of the state's 39 counties. King County consumers spend \$6 billion on food.

Farmers are the stewards of over 60,000 acres of farmed and farmable lands in King County. Enabling their stewardship of our shared water, soil, and habitat resources requires supporting those efforts in meaningful ways. Placing expensive regulatory burdens on farmers without committing the technical and financial resources to help land managers implement environmental practices runs the very real risk of losing that farmland to bankruptcy, abandonment, or development.

"The agricultural lands within the region are among the most productive in the state, and the loss of good quality farmland has implications for air quality, water quality and quantity, and the region's self-sufficiency."

-The Puget Sound Regional Council

PROPOSED PROGRAM RESOURCES

King Conservation District proposes to increase its support of rural farmers through both increasing the number of plans to self-selected clients as well as expand current pilot efforts on sub-basin targeting to improve water, soil, and habitat quality in watersheds that exhibit poor benchmarks.

	Current*	Proposed Addition	Proposed Total
FTE Costs	5.36 FTE \$571,885	1.6 FTE \$153,929	6.96 FTE \$725,814
			\$725,814**

* Current funded activities include Natural Resource Planning and Technical Assistance and Livestock Owners Workshops and Farm Tours

**See the Landowner Incentive Program section of this document for additional funding in the form of cost-share allocated for rural and urban agriculture stewardship practices.



PROPOSED ADDITIONAL PROGRAM AND SERVICES

- Develop a multi-year plan to deploy targeted farm planning services approach county wide to key targeted natural resource concern areas, for example, PIC approach-targeting water quality impaired sub-basins with significant commercial farming land use (5 -10 watersheds prioritized; may result in 10+ year plan).

KCD Staff

- Targeting 1 natural resource concern area for outreach each 2 years, ensuring a comprehensive approach to conservation

KCD Staff

- Serving 50 farming customers in targeted natural resource areas (90% result in site visits to assess natural resource concerns and solutions) annually.

KCD Staff

- Delivering 20 farm plans in targeted natural resource areas (25% regulatory nexus; 10% Current/PBRS nexus; 65% stewardship nexus only) annually.

KCD Staff

BENCHMARKS

- Maintain 2014 level of county-wide farm natural resource planning support. This program currently addresses water quality, salmon habitat, and farm productivity goals, as defined through regional planning efforts and local, state, and national Best Management Practices.
 - 150 farming service customers
 - 70 farm conservation plans, including 2 dairy nutrient management plans
 - Follow up on 150 farm plans to document implementation
 - Loan Manure Spreader to 30 landowners
 - Loan hay probe to 20 farmers for feed nutrient management
 - Loan lime spreader to 25 landowners for soil fertility management
- Develop a multi-year plan to deploy targeted farm planning services county-wide. For example, target water quality impaired watershed sub-basins with significant commercial farming land use (5 -10 watersheds prioritized; may result in 10+ year plan) Establish a regionally coordinated outreach and service delivery program. This will include quantitative monitoring to evaluate on-the-ground and in-the-water progress at reaching improvement goals.
- Target 1 natural resource concern area for outreach each 2 years, ensuring a comprehensive approach to conservation and investing in 3 areas over 5 years. (This program was in BETA in 2014, funded by outside grants)
- Serve 50 farming customers in targeted natural resource areas (90% result in site visits to assess natural resource concerns and solutions) annually, reaching 250 farmers over 5 years. (in addition to 2014 levels above)
- Delivering 20 farm plans in targeted natural resource areas (25% regulatory nexus; 10% Current/PBRS nexus; 65% stewardship nexus only) annually, totaling 100 over a 5 year period (in addition to 2014 levels above).
- Connect land managers and farmers with financial assistance to make identified improvements.

RURAL AGRICULTURE Timeline and Milestones

							2014		2015				2016	
	Task	Start	End	Dur	Q4	Q1	Q2	Q3	Q4	Q1	Q2			
	Targeted Farm Natural Resources Program	10/15/14	12/31/15	305										
1	Establish targeted outreach project approach, based in current projects and lessons from similar efforts across the region	10/15/14	3/1/15	92										
1.1	Research/evaluate various watershed/community targeting models (Kitsap, Boise, PCD, others)	10/15/14	1/1/15	53										
1.2	Develop staffing descriptions/hire project staff	12/1/14	2/28/15	61										
1.3	Establish coordinated outreach partnerships	10/15/14	3/1/15	92										
1.4	Evaluate value to commercial agriculture; confirm commercial ag criterion	1/1/15	3/1/15	39										
1.5	Develop consistent targeted outreach plan based	1/1/15	3/1/15	39										
2	Identify priority basins/geographic areas	1/1/15	8/1/15	148										
2.1	Identify/determine measurable goals (# farm plans, WQ improvement, outreach, \$s)	1/1/15	5/1/15	84										
2.2	Evaluate the targeted area to determine the overall tone/message (community, political, land uses, activities)	7/1/15	8/1/15	23										
2.3	Coordinate with community/stewardship liaisons	5/1/15	8/1/15	65										
3	Identify targeted landowner types	5/1/15	8/2/15	65										
4	Launch area-specific outreach projects	10/1/15	10/1/15	1										
4.1	Pre-project assessment of awareness, actions, resource conditions	10/1/15	10/1/15	1										
5	Identify additional/alternative funding sources (esp. stream stewards)	9/1/15	10/31/15	42										
6	Yearly "post-mortems"	12/15/15	12/31/15	12										

SHORELINES AND RIPARIAN HABITAT

King County's landscape is a diverse mosaic of mountains, forests, rivers, lakes, and marine habitats. The King Conservation District's service area includes approximately 2,100 square miles of land, plus nearly 2,000 miles of freshwater and marine shorelines. Where more than 2/3 of the shoreline properties are held in private ownership, a century of intensive logging, agriculture and neighborhood development have degraded these aquatic habitats throughout the region. In 1999, Chinook salmon were listed as threatened under the Endangered Species Act, prompting concerted efforts to restore and protect lakes, rivers and streams. Ongoing concern for the health of Puget Sound has led to the Puget Sound Partnership Action Agenda strategies and priorities focused protecting and improving freshwater and marine shorelines and near-shore and in-stream habitats.

Additionally, support for increased technical and educational assistance and capacity-building among shoreline property owners was recommended by the King Conservation District/King County Conservation Panel and Task Force. These regional initiatives acknowledge that efforts to recover the health of these aquatic systems require close collaboration with private property owners whose lands abut freshwater and marine shorelines. KCD currently works to protect and improve freshwater and marine shorelines in our region by helping landowners and residents steward these habitats and implement protection and enhancement practices. KCD proposes to increase the acres and miles of enhanced freshwater and marine riparian habitat on private property engaging more landowners and residents through increased levels of education and technical services and financial incentives.

PROPOSED PROGRAM RESOURCES

King Conservation District will work with our member jurisdictions and other local and regional to build a program that increases the acres and miles of enhanced freshwater and marine shoreline on private lands through workshops, one-on-one education, and technical and financial assistance for implementing best management practices. We will build on existing programs and utilize other available resources when available. Program resources needed are shown below.

	Current*	Proposed Addition	Proposed Total
FTE Costs	5 FTE \$344,540	2 FTE \$192,381	7 FTE \$536,921
AmeriCorps Intern & Crew	1 WCC Crew .25 Intern \$127,210	1 WCC Crew 1 Intern \$165,000	2 WCC Crews 1.25 Intern \$292,210
Other Contracted	\$64,875	\$162,640	\$227,515
Materials/supplies, facility rentals	\$137,968	\$83,970	\$221,938
			\$1,278,584**

* Current funded activities include planning, designing and implementing urban and rural residential and rural working lands freshwater and marine aquatic area enhancement projects; engineering and implementing fish passage barrier removal and stream restoration projects; recruiting and coordinating volunteer involvement on projects; providing technical guidance, cost-share application development, and plant material to landowners and residents who independently plan and implement aquatic area enhancement projects.

**See the Landowner Incentive Program section of this document for additional funding in the form of cost-share allocated for marine and freshwater shorelines stewardship practices.

PROPOSED ADDITIONAL PROGRAM AND SERVICES

The range of opportunities includes:

FOR LANDOWNER LITERACY

- Provide assistance to landowners and residents in communities that are currently underserved or are disproportionately affected by pollution, including toxics and sedimentation, or habitat degradation.

KCD in Partnership with Member Jurisdictionss/NGOs

FOR JURISDICTIONS

- Increase capacity to help jurisdictions meet their aquatic resource protection and enhancement objectives through education, technical support and implementation services to landowners and neighborhood/community groups. Efforts in this area could include any combination of outreach, education and technical services targeted by priority geographic area ranging from individual landowners in proximity to public properties to priority watersheds or sub-basins. The range of services to jurisdictions could include community organizing, project planning, and implementation services.

KCD in Partnership with Member Jurisdictionss/NGOs

- Support jurisdiction efforts to improve freshwater and marine shoreline habitat in parks and on other public properties. These efforts, currently offered as a contracted service, could be increased. Jurisdiction investments could be augmented by working with landowners of adjacent private holdings.

KCD in Partnership with Member Jurisdictionss/NGOs

- Support jurisdiction efforts in targeted shoreline outreach, education and technical services that promote and support enhanced shoreline buffers and reduced pollutants in surface water runoff.

KCD in Partnership with Member Jurisdictionss/NGOs

BENCHMARKS

KCD proposes to develop and administer a robust program of educational outreach and technical services to increase acres and miles of privately held shoreline that are actively stewarded and restored, including:

- Increase from 1.82 to 3.6 miles of shoreline replanted and enhanced annually, totaling 18 miles of shoreline over 5 years
- Increase from 23.5 to 47 acres of riparian corridor replanted and enhanced annually, for a total of 235 acres of riparian corridor over 5 years
- Increase from 57,589 to 115,100 native trees and shrubs planted annually, totaling 575,500 over 5 years
- Increase from 40 to a minimum of 220 freshwater aquatic area landowners engaged annually in learning about, planning and implementing aquatic area planting and enhancement practices, engaging 1,100 freshwater landowners over 5 years
- Increase from 60-80 to a minimum of 120 marine shoreline aquatic area landowners engaged annually in learning about, planning and implementing aquatic area planting and enhancement practices, engaging 600 marine landowners over 5 years
- Increase from 10 to 20 freshwater aquatic area planting and enhancement projects planned and implemented by KCD, restoring a minimum of 5 acres and 1.8 miles per year on a combination of neighborhood and rural residential lands, a total of at least 25 acres and 9 miles planted and enhanced over 5 years
- Increase from 4 to 8 Conservation Reserve Enhancement Program projects planned and implemented per year, restoring a minimum of 6 acres and 1.5 miles per year on agricultural lands, for a total of 30 acres and 7.5 miles of agricultural lands restored over 5 years
- Increase from \$11,250 to \$112,500 KCD LIP cost-share funds awarded annually for contracts with freshwater and marine aquatic area landowners to implement freshwater and marine shoreline planting and enhancement practices in neighborhoods and rural areas, for a total of \$562,500 of cost-share monies awarded over 5 years

SHORELINE AND RIPARIAN HABITAT Timeline and Milestones

							2014		2015			
	Task	Milestone	Start	End	Dur	Q4	Q1	Q2	Q3	Q4		
	Shorelines and Riparian		10/1/14	10/31/15	273							
1	Submit application for placement of AmeriCorps sponsored work crew	Crew recruiting initiated	10/1/14	6/30/15	187							
2	Identify and develop decision making process	Roles and responsibilities	11/1/14	12/31/14	40							
3	Identify, establish and convene core planning team	Team members identified Team assembled Team engaged in a minimum of three meetings	11/1/14	5/30/15	143							
4	Assess needs, opportunities, gaps, and activities	Current Member Jurisdiction Initiatives and program described Program targets and services identified and described	11/1/14	5/30/15	143							
5	Identify Jurisdiction Priorities	Shoreline and riparian program priorities by Jurisdiction compiled Priority geographic areas and demographics identified	11/1/14	5/30/15	143							
6	Identify investment priorities	Priority geographic areas identified Priority demographics described Priority activities and services	1/1/15	5/30/15	103							
7	Prepare hiring related materials	Restoration position descriptions drafted Hiring plan with timeline prepared Outreach notices distributed	12/1/14	1/31/15	42							
8	Advertise and hire staff	1 Restoration Specialist	2/1/15	3/30/15	40							
9	Engage and review process with decision makers	Advisory Committee apprised SCA and Jurisdictions apprised KCD Board apprised	2/1/15	8/31/15	149							
10	Prepare hiring related materials	Education and Intern position descriptions drafted Hiring plan with timeline prepared Outreach Notices distributed	3/1/15	4/30/15	44							
11	Advertise and hire staff	1 Education Specialist 1 Intern	5/1/15	6/30/15	42							
12	Build program delivery system	Roles and responsibilities defined Partnership agreements completed Program marketing and outreach documents prepared	7/1/15	9/30/15	65							
13	Compile program evaluation and adaptive management tools	Program evaluation tool for target audience Review and feedback tool for partnering organizations/agencies and decision makers	7/1/15	9/30/15	65							
14	Launch program by geographic areas/demographic	Services in priority geographic areas initiated Services to priority demographics initiated	10/1/15	10/31/15	21							

LANDOWNER INCENTIVE PROGRAM

The Landowner Incentive Program is a financial incentive tool that supports best management practices on private property by sharing the cost of implementing those practices between the public and private sector. The ratio of public and private investment in implemented practices depends upon the benefit received by each. Examples of practices supported by the KCD LIP include installing fences to protect streams and wetlands by excluding domesticated livestock, building manure bins to protect water quality by storing and composting livestock waste, installing native plant buffers along streams, wetlands and marine shorelines to enhance fish and wildlife habitat, etc. The LIP program supports KCD's other programs outlined in this Implementation Plan. Below this cost breakout is a list of the KCD Proposed Program of Work Programs and the LIP allocations assigned to each.

PROPOSED PROGRAM RESOURCES

King Conservation District will increase our region's capacity to protect and enhance natural resources by providing financial incentive complementary to our technical programs and services that support private landowners in meeting the region's expectations that common resources, such as water quality and fish and wildlife habitat be protected and enhanced for the public benefit. We will build on existing programs and utilize other available resources when available. Program resources needed are shown below.

	Current*	Proposed Addition	Proposed Total
FTE Costs	\$77,306	\$103,626	\$180,932
Cost share (landowner matching funds)	\$200,000	\$456,250	\$656,250
			\$837,182

** Current funded activities include awarding and administering cost-share funding.*

	Current	Proposed Addition	Proposed Total
Rural Forest Health	\$60,000	\$90,000	\$150,000
Urban Trees, Canopy and Green Infrastructure	\$11,250	\$138,750	\$150,000
Shorelines/Riparian (Marine & Freshwater)	\$11,250	\$101,250	\$112,500
Rural and Urban Agriculture (Water Quality Protection)	\$117,500	\$126,250	\$243,750
			\$656,250

KCD BUDGET – 2015

KCD PROPOSED BUDGET	Current Fund Level (2014)	Proposed Additional Costs	Expanded Funding Level
FOOD AND FARMING			
Local Food System	\$20,880	\$1,075,620	\$1,096,500
Rural Farm Planning Services	\$571,885	\$153,929	\$725,814
Urban Farm Planning Services	\$13,871	\$177,929	\$191,800
Forestry Services (urban/rural)	\$17,430	\$302,224	\$319,654
Shoreline and Riparian Services (urban/rural)	\$657,594	\$603,992	\$1,278,584
Landowner Incentive Program (urban/rural)	\$277,306	\$559,876	\$837,182
Member Jurisdiction Grants and Services Program <i>including grant administration</i>	\$1,296,507		\$1,296,507
Communications, Outreach, Advisory Committee	\$404,999		\$404,999
TOTAL	\$3,277,472	\$2,873,570	\$6,151,042

KING CONSERVATION DISTRICT – SENIOR PROGRAM STAFF

SARA HEMPHILL, Executive Director

Sara Hemphill has served as the Executive Director for the King Conservation District since January, 2010, having worked with KCD in various capacities since 2003. She brings three decades of environmental leadership to KCD spanning the Alaskan fishing industry, Endangered Species Act regulatory compliance for governmental, NGO, and Tribal Nations across Puget Sound, and development of financial infrastructure for the Quinault Indian Nation. Her expertise in building legal, resource, and administrative foundations in the context of multi-partner frameworks is further strengthened by a Masters degree in Business and two degrees in International and Natural Resource Law. Sara's passion for stewardship spills out into her tiny sun-filled West Seattle backyard, where she tends her Eden and delights in visits by birds, critters, and Vashon travelers.

BRANDY REED, Senior Program Manager, Implementation and Education

Brandy Reed joined the King Conservation District in 1996. She serves as the District's Interagency Director and Senior Program Manager for Implementation and Education. Brandy offers nearly three decades of dedication and experience in conservation and education, as well as deep commitment to management of financial and staff resources in fiscally challenging environments. As part of the District's management team, Brandy supervises and coordinates the duties and activities of field staff, including the freshwater and marine habitat restoration and enhancement efforts of the District's and the KCD Native Plant Nursery. In recent years, Brandy has worked on regional efforts to help Puget Sound Conservation Districts align programs and services with regional priorities, and has supported some significant District-level projects, including implementation of a Rates and Charges funding system. Her education includes a BS in Outdoor Education and Environmental Interpretation and a Masters in Environmental and Science Education, both from Western Washington University.

JOSH MONAGHAN, Program Manager, Planning and Strategic Initiatives

Joshua Monaghan has been with the King Conservation District for over 17 years and currently serves as Program Manager for Planning and Strategic Initiative Programs. He is an experienced conservation planner, leads a team of talented conservation planners who assist farmers and landowners in their efforts to understand natural resource issues and get conservation solutions on the ground to steward their natural resources - water, soils, fish and wildlife and more, and works with partners to balance natural resources protection with economic viability of local, working lands. Josh maintains several professional certifications, including Certified Crop Adviser (ASA), Conservation Planner, and Comprehensive Nutrient Management Plan Writer Certification (ISU). He holds a BA in Sustainable Agriculture from Hampshire College, and was recognized as Northwest Employee of the year in 2009 by the Washington Association of Conservation Districts. In recent years, Josh has worked on several successful statewide efforts to improve training coordination and overall professionalism of District employees, and has supported some significant District-level projects, including an administrative staff restructuring, project-based budgeting overhaul, and implementation of a Rates and Charges funding system.

JESSICA SAAVEDRA, Grant Program Manager

Jessica Saavedra has managed the Member Jurisdiction and WRIA Grant Programs at the King Conservation District since March 2007. Jessica has a Bachelors degree in Environmental Studies and Spanish and graduate level education in the fields of Public Administration, Urban Planning, and Facilitation and Negotiation. She is an experienced program manager responsible for tracking millions of dollars in grant funding with a successful track record of liaising with local governments, nonprofits, and watershed groups on natural resource conservation issues. On an annual basis, Jessica manages more than 100 grant contracts and works with applicants such as cities, agencies, and organizations to move more than 50 applications through the grant review and approval process. As a result of the changing funding environment, Jessica has expanded her role at the District to include helping the organization find alternative funding sources. She has also been a participant and representative of the District at three regional watershed forum groups and enjoys volunteering as a Master Gardener.

DEIRDRE GRACE, Community Engagement Manager

Deirdre Grace joined the King Conservation District in May of 2013. Deirdre has worked with northwest stakeholders to improve community and natural environments for over 20 years. Her experience spans ensuring diverse voices were included in research at the US DOE Hanford Nuclear Reservation, delivering on the City of Seattle's commitments to neighborhood improvements while meeting Growth Management mandates, and helping Puget Sound cities increase their recycling rates. She holds a Masters in Public Policy from the University of Washington's Evans School of Public Affairs and a Bachelors in Writing from the University of New Mexico.

AVA SOUZA, Operations and Human Resources Manager

Ava Souza joined the King Conservation District in 2011. She manages Operations and Human Resources at the District. Ava holds a Bachelors degree in Business Management from the University of Phoenix as well as a certificate in Project Management from the University of Washington. Ava has over 15 years of experience managing multiple processes, procedures, projects and staff while working closely with high level management such as CEOs, Presidents, and Vice-Presidents at large and international companies. She is known for her enthusiastic can-do attitude and passion for collaborating with others, while implementing programs and initiatives to improve organizational processes in areas of productivity and employee relations.