



October 8, 2020

King Conservation District, Attn: Joshua Monaghan
800 SW 39th St, Suite 150
Renton, WA, 98057

RE: Regional Food System Program: Farmland Access Strategic Initiative Project

As the coordinating partner of the Working Farmland Partnership (WFP), Washington Farmland Trust is pleased to submit the following proposal for your consideration with respect to the Regional Food System Program: Farmland Access Strategic Initiative Project.

In 2018, the WFP came together to solve two major challenges facing our farming communities that no one organization could fully address alone. The first is that our region is in the midst of a generation of farmland owners retiring, causing a monumental land tenure shift that leaves farmland fallow and vulnerable to conversion. The second is that rising land prices and other barriers make access to land the number one challenge for many farmers. The barriers are even more pronounced for farmers of color. As a coalition of land-based and farmer-focused entities, we recognize the only way to create the solutions needed to address these systemic issues is through collaboration. Our aim is to provide a "one-stop shop" to support farmers and landowners in meeting their land goals.

We appreciate the opportunity to respond to the scope of services requested as you support management of a comprehensive farmland access program in King County in 2021 and beyond. We are uniquely qualified to help achieve the goals of the Working Farmland Access Strategic Initiative to facilitate matches to bring more land into production and to increase the number of farmers farming in King County. Thank you for your consideration.

Regards,

A handwritten signature in dark ink, appearing to read "Megan Jenny", is written in a cursive, flowing style.

Megan Jenny, Community Partnerships Director, Washington Farmland Trust
(973) 951-0733 | mjenny@wafarmlandtrust.org



Regional Food System Program: Farmland Access Strategic Initiative Project

Working Farmland Partnership

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I. Organization and Management

1. *Composition of the team, including principals, staff, and any sub-consultants, with responsibilities, skills, area of expertise and years of experience for each team member; appropriateness of the team's experience related to the Scope of Work; and an organization chart of the team.*

The Working Farmland Partnership (WFP) is comprised of a constellation of member entities that work collectively to advance land access in King County. Each member entity contributes unique skills and expertise to the process of supporting farmers and farmland owners. As of October 2020, the partnership includes the entities and key principals detailed below. An organizational chart of the team is included as appendix in this proposal.

Washington Farmland Trust is a nonprofit land trust that protects and stewards threatened farmland across the state, and keeps land in production by making it accessible to future generations of farmers. Community Partnerships Director, Megan Jenny, is the principal lead from the organization. Megan brings over a decade of experience in community engagement, advocacy, and coalition-building.

WFP Coordinator, Lily Gottlieb-McHale is founder of Shared Soil, a farm in Enumclaw that increases land access and supports collective farming practices by providing rentable farmland for beginner, immigrant, and socially disadvantaged farmers who are transitioning off a farm incubator or other training program. Lily has been coordinator of the Working Farmland Partnership since 2018. She also works with farmers and landowners as coordinator of the Farm to Farmer land access program in King County.

King County Agriculture Program staff are experienced in farmland and livestock management, economic development, regulatory compliance and farmland protection. The Agriculture Land Use Coordinator, Melissa Borsting is this project's lead; additional staff provide technical support and participate in relevant coordinating meetings, working groups and project teams.

SnoValley Tilth (SVT) supports agriculture in the Snoqualmie and Snohomish watersheds by providing networking opportunities for farmers, forums for resource sharing, advocacy for policies that support farming, and mentoring and education programs. SVT serves a key networking role among local farmers in these two fertile valleys, and acts as a bridge between farmers, local communities, and surrounding metropolitan areas. SVT runs the Experience Farming Project, which supports and mentors new farmers on donated farmland. In addition to advocacy work, they host workshops, networking opportunities, farm tours, and provide one-on-one technical assistance that connects farmers with resources that help them launch, sustain, and grow their businesses. They also work with landowners to improve their land for farming and connect them to landless farmers. Key staff involved in the WFP include Sean Stratman, Experience Farming Project & Farmland Network Manager, Ariana de Lena, Farm Services Program Manager, and Hannah Cavendish-Palmer, Interim Executive Director.

International Rescue Committee (IRC) works in 40 countries and 25 U.S. cities to help people whose lives are shattered by conflict and disaster to survive, recover, and gain control of their future. While

IRC's reach is global, each office is place-based, providing programs integrated into the local service landscape. In Seattle, the IRC provides a wide array of services including refugee resettlement, case management, youth and education services, employment, and land access and food security programming through the New Roots program. The IRC's New Roots program seeks space for refugee and immigrant community members to grow food for home consumption and food security as well as for market. Program staff provide resources and technical assistance centering participant experience and expertise, and work to build participant leadership at four community garden sites and two market garden sites in South King County. New Roots also connects farmers to markets (farmers markets, food banks, grocers, etc.), and works to help growers build the skills and confidence to be independent. Deepa Iyer of the New Roots Program is the principal staffer involved in the WFP.

American Farmland Trust's (AFT) Pacific Northwest brings national connections and a regional perspective to their work in King County. Local work is led by PNW Regional Director, Addie H. Candib, MPA. She was a founding co-organizer of WA Young Farmers Coalition. She has served on the boards of Tilth Alliance and Puget Sound Agrarian Commons, Washington State. Within the WFP, AFT trains agricultural professionals to educate and support beginning farmers through the process of seeking and securing sustainable land access, and is developing resources to facilitate the transfer of King County farmland to a new generation of growers.

Viva Farms provides bilingual (Spanish-English) training and technical assistance for farmers seeking to access land. Their model focuses on meeting the needs of beginning farmers as they start, scale, and launch their farm businesses and includes infrastructure and equipment access, as well as training, marketing and capital resources. They manage two student farms, two farm incubators, and an AgPark on 120 acres across King and Skagit counties. They bring a strong network of longtime partners, formally and informally collaborating with government, service providers, educational institutions and other organizations in the local and national farming community. Key staff involved in the WFP include Director of Programs & Operations, Robert Smith; Business & Marketing Manager, Anna Chotzen; and Executive Director, Michael Frazier.

King Conservation District is a natural resources assistance agency authorized by Washington State and guided by the Washington State Conservation Commission. Their mission is to promote the sustainable use of natural resources through responsible stewardship. KCD promotes conservation through demonstration projects, educational events, providing technical assistance and, in some cases, providing or pointing the way to funds which may be available for projects. Their work with landowners is crucial to the WFP's aim of keeping land in food production and supporting landowners in reducing barriers to agriculture on their properties. Since 2018, the WFP has been made possible by grants from KCD's Regional Food System Grant program.

2. *Team's experience working together and ability to coordinate efficient and effective delivery of work products.*

The WFP is a formal collaboration between agriculture-focused agencies in King County. It was established in 2018, specifically to create a comprehensive farmland access program for the county, delivered via a partnership model. Hyper-geographically-targeted land access efforts have proven to

be effective, yet they require significant investments from multiple organizations in terms of startup, administration, and ongoing evaluation.

Over the last three years, the WFP has invested deeply in establishing strategies, systems, and protocols that facilitate effective, efficient collaboration across agencies offering niche expertise to better serve King County's farmers and farmland owners in achieving their land goals. The partnership has operationalized and centralized activities. In doing so, it has created countless programmatic efficiencies, preserved precious resources, shared and enriched expertise, and significantly increased the potential to foster connections between farmers and farmland.

The key activities that the partnership orients its work around are closely aligned with strategies detailed in King County's Local Food Initiative: remove barriers for farmers in food production, preserve farmland for food production, and enhance training and technical assistance for new farmers. These issues are intersectional in ensuring economic viability for King County farms.

Resources invested developing a thoughtful, functional collaborative were well spent, paving the way for successful program delivery. In 2019, the WFP's core work involved helping landowners ready underutilized farmland for production, supporting new and beginning farmers in their unique journeys to establish/expand successful farm businesses, and facilitating appropriate matches. In its first full year of formal service delivery, the partnership worked toward several key performance indicators (KPIs) developed through the pilot, including number of acres readied for production, number of landowners and farmers supported, introductions made between parties, number of project teams created, number of acres in project teams, and number of farm businesses on land as a result of the WFP's work.

At the close of 2019, the Partnership conducted a self-reflection process, which aimed to assess the collaboration, the project team model, and the areas we wanted to shift or prioritize into the future. The high-level takeaways from that process included:

- The Working Farmland Partnership creates the opportunity to break down silos and foster collaboration among organizations supporting farmers and landowners.
- Both the collaboration between land linking programs and the project team model creates a "one-stop shop" for farmers looking for land and landowners looking to get land into food production.
- Supporting farmer land searches and landowner land use improvements takes time. Many project teams and farmer land searches span multiple years.
- Relationship and trust building with participants and among partners are crucial.
- The areas of focus identified included: increasing promotion of the WFP's services and working to address systemic barriers to land access and transfer.

In 2020, the WFP is continuing the work of supporting participants toward accessing land and bringing more farmland into production. Informed by outreach to local ag communities through 2019, the partnership is also working to develop two additional strategies that respond to gaps expressed by participants. Led by American Farmland Trust and SnoValley Tilth, the partnership is

exploring various alternative land tenure models, as well as a new framework for succession planning resources and support. Both areas were identified as key systemic barriers to land access. These tools will complement the ongoing work of facilitating farmland matching and will add to the long-term success of the comprehensive land access program.

Due to COVID-19, 2020 has looked differently than both the organizational partners of the WFP and farmers anticipated. In March, April, and May, the partnership pivoted resources towards supporting the emerging needs of farmers. WFP members organized a countywide call for farmers to help adapt to pandemic requirements, changes in markets, and identify greatest needs from service providers. Nearly 90 people registered for the event and 66 attended. The call featured a diverse panel of farmers operating on 5-1,000 acres, with livestock, flower, dairy, and vegetable businesses represented. Panelists shared their pivots, strategies, and challenges. All members of the call participated in a Q&A, discussion, and via the chat function. The WFP sent notes and survey results out and got feedback on next steps.

The value of the existing collaboration of the WFP was clear in the moment when it mattered most. Partners were able to react and organize quickly to respond to emerging needs. All members of the WFP have shifted programming to adjust to COVID-19 and are able to communicate shifts across the partnership to get farmers and landowners the help they need.

3. *Management approach.*

The WFP is guided by a steering team that directs the long-term vision of the partnership, makes strategy-level decisions, and regularly evaluates impact. The steering team meets quarterly and includes representatives from American Farmland Trust, King County Ag Program, King Conservation District, SnoValley Tilth, and Washington Farmland Trust. As of September 2020, the steering team has developed a theory of change for the WFP that includes a 10-year vision [theory of change document accompanies this proposal]. The partnership's stated goal: By 2030, the Working Farmland Partnership ensures all farmers, with a specific emphasis on BIPOC farmers, will have access to farmable land and land is maximized to its full farming potential in King County. The group will also work towards shifting leadership in land access to reflect the diversity of King County.

The WFP steering team works closely with the WFP Coordinator and working groups to develop an annual shared work plan and evaluate progress towards goals. All partners report quarterly on metrics and impact. Self-reflections like the one conducted at the close of 2019 occur annually and include partner and participant input.

The WFP also holds biannual meetings for all members. At these meetings, members share updates, assign working groups to carry forward specific tasks, and assemble project teams to rally around farmers and landowners in need of support. The various working groups and project teams are in regular, frequent communication; the cadence of their interactions is driven by the unique timeline of the issue(s) they are working together to address. As they develop and execute issue-specific work plans, they conscientiously document updates and next steps in shared, fully-transparent written reports, and also verbalize updates in steering team and full member meetings. This ensures that

work is not duplicated—or worse, undone—and further allows for additional perspectives, context, and expertise to be shared, which informs next steps and long-term strategic planning.

The WFP Coordinator is a contract position housed at Washington Farmland Trust. Her work is guided by the priorities set by the steering team and focuses on coordination of the WFP, organizing project teams, and providing technical assistance to farmers and landowners via the Farm to Farmer land matching program.

4. *Demonstrated understanding of an effective relationship with a client such as KCD.*

Conservation Districts are natural partners in land access work. Pierce Conservation District is a strategic partner and funder of the Farm to Farmer land matching program in Pierce County. As Washington Farmland Trust (the Trust) looks to further expand the geographic reach of the Farm to Farmer program, Districts will play a crucial role. For the last two years, KCD has been a key strategic partner and funder of the WFP, helping to launch and foster continued success of the partnership. The Trust has served as the primary agency of contact for the WFP in working with KCD on Regional Food System grant awards (2018 – 2020) and has a proven track record of delivering thorough, timely, accurate, transparent reporting (narrative and budgetary) on behalf of the WFP. In instances where the partnership has encountered variances in forecasted work plans, budget allocations, or timelines, the Trust has proactively communicated with KCD to ensure proper documentation and requisite approvals of revisions to scope.

II. Qualifications and Related Experience

Project 1: Kenyan farmers' collective – farm expansion and legal cooperative formation

Type of work performed: lease negotiation & fulfillment, farm preparation, legal & business coaching

Client: Kenyan farmers' collective

Prime and sub-consultant(s): WFP Coordinator, King County

Total fee: This is a free service provided to farmers in King County as part of a \$100,000 grant and scope of work made possible by KCD's Regional Food System grant program.

Project completion date: Signed lease on 6/13/20, but project is ongoing

Project manager: Lily Gottlieb-McHale, WFP Coordinator

Partners led a project team to support a collective of 20 Kenyan farmers searching for land. The coordinator gathered a group of service providers from various agencies and non-profit organizations that have worked to support the collective throughout the last few years as they farmed at different community garden sites. After meeting with the farmers' leadership team, the coordinator gleaned what services and support they needed in order to be able to build their collective and successfully transition from community gardening to leasing land. The collective was looking to significantly expand their acreage of production from .25 acre to 4 acres leased independently. Once their needs were established, the project team helped the collective fully understand the terms of their lease arrangement and supported them as they fulfilled its requirements, ultimately resulting in successful execution of the lease.

The WFP also established a separate project team with the landowner of the farm site. This project team met regularly with the landowner, tracking and following up on infrastructure development on the site as

well as lease requirements. Having a project team also established with the landowner allowed for optimal communications and support of both sides of the land transition and lease arrangement.

With the lease established, we then gathered service providers that included several ag professionals including Highline College and King County, lending expertise in farm practices, upon the request of the farmer collective for assistance with farm planning. The service providers met with the group on their future farm site to make recommendations about preparation of the land, as well as necessary infrastructure and equipment. The farmers were also introduced to NABC and Business Impact NW who could coach them through the process of becoming a legal cooperative, as well as offer general cooperative business development recommendations.

The project team recently followed up with leadership of the collective to understand lingering resource gaps and set a plan to continue supporting the group as they break ground in 2021.

Project 2: Farming startup for Kenyan livestock farmer

Type of work performed: land matching, communication support, farm preparation, business coaching

Client: Kenyan livestock farmer

Prime and sub-consultant(s): WFP Coordinator, King County, Washington Farmland Trust

Total fee: This is a free service provided to farmers in King County as part of a \$100,000 grant and scope of work made possible by KCD's Regional Food System grant program.

Project completion date: Signed lease on 6/1/20, but project team is ongoing

Project manager: Lily Gottlieb-McHale, WFP Coordinator

The WFP formed a project team to help a Kenyan farmer as he transitioned onto a property in Issaquah. This farmer had been searching for land through the Farm to Farmer program. The program was able to connect him to a land opportunity that could meet his needs and made the introduction to the landowner. The land opportunity was also an established WFP project team, allowing the project teams to support both sides of this arrangement as they developed lease parameters and on-farm infrastructure.

The project team supported the farmer in his communications with the landowner, as different elements of the infrastructure on the property needed to be negotiated such as the well access, barn structures, and fencing. The project team met regularly with the farmer as well as the landowner, both individually and together, to facilitate communication of needs and advocate for the farmer by assisting in defining property-use guidelines. The project team helped move the project forward by tracking progress on the site, and advising when necessary on infrastructure and decision making. The project team helped amplify the farmer's voice throughout the project. They helped the farmer understand how best to utilize existing infrastructure or make improvements where necessary, and make recommendations that would promote his success as he started farming on-site.

With the support of the project team, the farmer who had not previously been farming is now producing on 4 acres of previously fallow farmland. The project team also connected the farmer with external service providers—such as Business Impact NW that could provide one-on-one business coaching, and a mentor who could advise the farmer on animal production practices.

Please see the attached Work Sample: Due Diligence Checklist. WFP partners created this resource based on work through project teams like the above.

Project 3: Policy and permitting support for King County landowner to foster farmland lease

Type of work performed: legal & policy interpretation and recommendations, lease development guidance tool

Client: Landowner in Snoqualmie Valley

Prime and sub-consultant(s): SnoValley Tilth, King County, WFP Coordinator

Total fee: This is a free service provided to landowners in King County as part of a \$100,000 grant and scope of work made possible by KCD's Regional Food System grant program.

Project completion date: 9/16/18

Project manager: Sean Stratman, SnoValley Tilth

This project team supported a landowner who needed assistance in understanding his options to legally develop infrastructure on his property to support farmer-renters and put more acreage in production. The project team included a King County staff member who specializes in King County farming policies and regulation. At a site visit with the landowner, service providers assessed his current infrastructure and discussed what improvements he could consider in order to support farmer-renters on his site. The landowner had several questions about what he was allowed to do legally on his property in terms of building farmer housing. King County staff researched the landowner's options and created an informational sheet (*see attached Work Sample*) explaining what is allowed and what elements would be necessary for him to legally house farmers on-site. This included resources and regulations from both King County Permitting Office and King County Public Health regulations. The document explained the laws, parameters, and costs of the necessary infrastructure improvements that could allow farmer seasonal housing on-site. This information was essential in enabling the landowner to make infrastructure decisions on his site.

The informational sheet developed through the process is applicable and relevant across King County. The WFP has been able to share the tool with other landowners who had similar questions about the regulations surrounding seasonal farmer housing.

III. Approach to Scope of Work

Informed by the learnings of the past three years working in close collaboration, and anticipating the next ten working together, the WFP established a shared foundation for success that values and prioritizes:

- Racial equity
- Education and training made available and resourced through various partner agencies
- Resources and training created with language and learning needs considered
- Farmers and farmland "findable" through land matching services and community connections
- Supportive and collaborative partnerships with experts that are responsive and available for consultation and referrals
- Diversified and stable funding to support the work

1. *Expertise, creativity, and effectiveness in proposed approach to Scope of Work and in approach to ensuring participation by farmers, farmer cooperatives, farmland seekers, and farmland owners.*

The scope of work defined in this RFP is aligned with the priorities the WFP has established for 2021. Through 2018, 2019 and 2020, the partnership has been actively engaged in the four core tasks detailed in this scope of work. Task 1, Partnership Administration and Coordination, sounds

deceptively simple and straightforward. In reality, it is the foundation for success of a partnership-based model approach to land access. The work of supporting farmers and landowners relies upon strong, trusted relationships. The pathway to access, transfer or lease land can be highly personal, and therefore cannot be advanced simply by a rote script of steps, forms and tasks. Each participant is provided with custom curated support from a team of experts that speaks to their unique needs. That process is led by a project manager who works in close collaboration with the WFP coordinator. The coordinator ensures follow through, and further carried forward lessons learned through the support process, to the benefit of the broader partnership.

Success of Tasks 2, 3 and 4 is driven by the nature of the partnership model. Each entity has a track record of service to local farmers and farmland owners. And, for the most part, the community served by each partner is unique, which ensures participation from ag communities across the county. Each ag community is unique as, indeed, the situation of each farmer and landowner is unique. By engaging diverse communities, the partnership receives valuable feedback and perspectives into barriers faced by its participants. With that knowledge, the partnership can work creatively to develop tools and solutions that meet needs of its participants.

2. *Understanding of Equity and Environment Agenda goals, with specific attention on how this body of work can help fulfill some of these goal areas.*

The WFP's theory of change was established to address the following issue:

Access to land is a significant barrier for farmers across King County. Rising land prices, competing land uses, climate impacts, and dense urbanization limit access to viable farmland. For BIPOC and socially disadvantaged farmers, these challenges are compounded by a long history of systemic discrimination, which has resulted in land loss and inequitable access to land and resources. At the same time, our region is in the midst of a generation of farmland owners retiring, causing a monumental land tenure shift that leaves farmland fallow and vulnerable to irreversible conversion.

Farming is an issue that is interconnected with broader food, environmental, and social justice systems. The WFP has established racial equity as essential in its foundation for success. This means expanding the diversity of farmers and landowners served and shifting the leadership and face of land access in King County to reflect the farming communities served. The 10-year goal for the partnership (by 2030) is to ensure that all farmers, with a specific emphasis on BIPOC farmers, will have access to farmable land and land is maximized to its full farming potential in King County. Near term (2021-2023) strategies to realize that goal include: ensuring that resources and trainings are created with language and learning needs considered; improving cultural competence in service delivery; developing a community advocate program; and liaising between farmers and regulators to bridge context and understanding and advocate for needed change. The community advocate program will be developed in partnership with members of the Kenyan and Hmong farming communities. Ultimately, this work will ensure that support systems are in place for New American, BIPOC, and socially disadvantaged farmers.

This foundational work is strongly aligned with the Equity and Environment Agenda goals. The partnership only provides services that directly respond to the needs and barriers expressed by its participants. Programming is driven by those most affected by land access issues in King County, and

further aims to elevate their voices so that the issues they experience cease to persist. The partnership recognizes that accessing and transferring land for the purpose of agricultural production are complex activities. Success is not achieved simply by facilitating an introduction or signing a lease; it is also necessary to establish the suite of conditions around each participant that promote success in agriculture. In doing so, the partnership will ensure strong accountability and continued relevance to the communities it serves.

3. *Understanding of program goals and how to work effectively with all members of the farmland services partnership in King County, including agencies, non-profits, farmers, and landowners.*

Foundational to the long-term success of the WFP in achieving its aim of establishing a comprehensive land access program for King County is the goal that supportive and collaborative partnerships with experts exist, and they are responsive and available to participants for consultation and referrals. The partnership aims to make available education, training, and technical assistance for farmer and landowner participants that is resourced through a network of partner agencies with subject area expertise.

The WFP has invested deeply in establishment of systems that facilitate this collaborative, fluid approach to participant support. The systems ensure proper follow up, transparency, and accountability. The technical assistance provided to a participant is tailored to meet their needs. Each participant's primary contact with the WFP has personal experience farming and accessing land in King County—that context enables them to understand issues in broad strokes, and further enables them to hone in on specific barriers faced by each participant, which makes it possible to recommend the matrix of wraparound services that will best meet the participant's needs. Often, this involves bringing service providers with varying sets of expertise into a project team. For example, a team may be called together to address lease terms. Once the farmer is on land, additional experts may be called together to help address infrastructure and permitting challenges. A full suite of support to meet the participant where they are is essential to ensuring success, beyond an initial land match.

4. *Understanding of barriers, needs and opportunities associated with both farmers seeking new land and with farmland owners and managers.*

Each member entity in the WFP brings unique expertise which they lend to the greater whole in service of the program's participants. Washington Farmland Trust and the King County Agriculture Program bring experience working with and supporting farmland owners in understanding what is possible with respect to a piece of farmland. International Rescue Committee, Viva Farms, and SnoValley Tilth bring expertise in training and supporting beginning farmers, new farm business owners, and farmers in growth mode. Viva Farms has extensive experience developing shared farm procedures that engage and reflect the diversity of the farming community affected, and negotiating and allocating land and resources based on farm business plans and results. American Farmland Trust has developed curriculum to train agricultural professionals to educate and support beginning farmers through the process of seeking and securing sustainable land access—to date, this curriculum has been leveraged by partners who have trained more than seventy beginning farmers. These entities are stronger together, and provide a more complete understanding of the intersectional issues that farmers and landowners face.

The near-term strategies that the partnership is focusing on traverse the spectrum of barriers, needs, and opportunities experienced by its participants: working with landowners to overcome barriers to ag production and lease land to farmers, connect farmers and landowners with services and resources on a variety of topics (e.g. business planning), providing technical assistance in establishing collaborative tenure agreements, developing resource guides for financing options, providing technical assistance to landowners in navigating permitting and regulatory systems, liaising between farmers and regulators to bridge context and understanding and advocate for needed change, and collaborating with decision makers to create solutions that meet water and irrigation needs. No one agency involved in the WFP has the capacity to tackle all of these issues independently. By pooling knowledge and resources, the partnership is able to provide a more comprehensive system of support to participants.

5. *Understanding of how to provide assistance to farmers on land access, tenure, and food production that will result in increased farms in King County and increased farmland in production.*

As evidenced in the example projects outlined above, the WFP has a track record of supporting farmers in their land access journeys, ultimately resulting in increased farmland in production and a greater number of farms in the county. In addition to monitoring the journeys and successes of individuals participants, the partnership also tracks its efficacy in delivering services that will ultimately result increased farms in King County and increased farmland in production. Since 2018 the WFP partners have:

- *offered 429 instances of technical assistance to farmers and landowners*
- *through project teams, worked with ten landowners to explore solutions on 471 acres*
- *assisted 24 farmers/farmer collectives in accessing land*
- *made 72 introductions between farmers and landowners*

The partnership is also in the process of developing tenure and succession models that speak to the needs of local farmers and landowners. The process began with an analysis of the gaps in resources for farmers and landowners seeking support around succession planning and transition of their land. The analysis included wide-ranging interviews with local, regional, and national stakeholders, representing land trusts, land grant universities, agricultural mediation programs, and farmer training programs, as well as farmers, estate attorneys, researchers, and consultants. From these interviews, and further research into effective succession planning programs, a clear picture has emerged of the resources needed in King County to facilitate the transfer of farmland to a new generation of growers. While succession planning curricula and workbooks abound, farmers and landowners need more than written advice. Farmers and landowners need focused and intentional support to set goals and have difficult conversations, as well as consistent touchpoints and resource referrals.

These activities attest to the effectiveness and necessity of the partnership. They also demonstrate that this work requires long-term investment from a diverse spectrum of entities who are all invested in ensuring the future viability of agriculture in King County. The WFP has demonstrated that investment since it was established in 2018. With KCD's support, it has grown in sophistication of service delivery, added member entities, created a long-term vision, developed annual work plans and evaluation strategies that serve its ultimate outcomes. We ask that KCD renew its investment in the now robust partnership that it nurtured from a pilot idea just three years ago. The WFP is the collaborative land access solution that King County's farms and farmland owners need.



**WASHINGTON
FARMLAND TRUST**
Sustaining a Future for Farming

Proposer	Washington Farmland Trust on behalf of the Working Farmland Partnership		
BUDGET ITEM	COST BASIS	UNIT DESCRIPTION (HRS, ETC)	AMOUNT
TASK 1: Partnership Administration and Coordination			
<i>Agencies engaged: Washington Farmland Trust, WFP Coordinator, Equity Consultant (TBD)</i>			
TEAM MEMBER	HOURLY RATE	HOURS	DESCRIPTION
Megan Jenny, WFT	\$ 52.00	250	salary/benefits combined
Lily Gottlieb-McHale, WFP Coordinator	\$ 60.00	296	salary/benefits combined
Equity Consultant	\$ 200.00	12.5	salary/benefits combined
Subtotal			\$ 33,260
TASK 2: Assist farmers in accessing land opportunities and maximizing property potential			
<i>Agencies engaged: WFP Coordinator, International Rescue Committee, SnoValley Tilth, Viva Farms, Washington Farmland Trust, and American Farmland Trust, King County, Equity Consultant (TBD), New Partner (TBD)</i>			
TEAM MEMBER	HOURLY RATE	HOURS	DESCRIPTION
Lily Gottlieb-McHale, WFP Coordinator	\$ 60.00	247	salary/benefits combined
Deepa Iyer, IRC's New Roots Program	\$ 52.00	180	salary/benefits combined
Sean Stratman and Ariana de Lena, SVT	\$ 52.00	96	salary/benefits combined
Rob Smith and Anna Chotzen, Viva Farms	\$ 52.00	144	salary/benefits combined
Megan Jenny, WFT	\$ 52.00	70	salary/benefits combined
Addie Candib and Courtney Naumann, AFT	\$ 52.00	120	salary/benefits combined
Melissa Borsting, King County	-	240	Funded through other means
New partner staff	\$ 52.00	40	salary/benefits combined
Equity Consultant	\$ 200.00	12.5	salary/benefits combined
Subtotal			\$ 51,120
TASK 3: Assist landowners and land managers with getting land into production			
<i>Agencies engaged: WFP Coordinator, International Rescue Committee, SnoValley Tilth, Viva Farms, Washington Farmland Trust, King County, New Partner (TBD) and Equity Consultant (TBD)</i>			
TEAM MEMBER	HOURLY RATE	HOURS	DESCRIPTION
Lily Gottlieb-McHale, WFP Coordinator	\$60.00	247	salary/benefits combined
Deepa Iyer, IRC's New Roots Program	\$52.00	48	salary/benefits combined
Sean Stratman and Hannah Cavendish-Palmer, SVT	\$52.00	96	salary/benefits combined
Rob Smith and Anna Chotzen, Viva Farms	\$52.00	72	salary/benefits combined
Melissa Borsting, King County	-	240	Funded through other means
Megan Jenny, WFT	\$52.00	100	salary/benefits combined
New Partner Staff	\$52.00	40	salary/benefits combined
Equity Consultant	\$200.00	12.5	salary/benefits combined
Subtotal			\$ 35,832
TASK 4: Research, develop, and pilot creative solutions to land access barriers			
<i>Agencies engaged: WFP Coordinator, International Rescue Committee, SnoValley Tilth, Viva Farms, Washington Farmland Trust, and American Farmland Trust, Equity Consultant (TBD), New Partner (TBD)</i>			
Lily Gottlieb-McHale, WFP Coordinator	\$60.00	198	salary/benefits combined
Deepa Iyer, IRC's New Roots Program	\$52.00	12	salary/benefits combined
Sean Stratman and Hannah Cavendish-Palmer, SVT	\$52.00	48	salary/benefits combined
Rob Smith and Anna Chotzen, Viva Farms	\$52.00	24	salary/benefits combined
Megan Jenny, WFT	\$52.00	47	salary/benefits combined
Addie Candib and Courtney Naumann, AFT	\$52.00	120	salary/benefits combined
Melissa Borsting, King County	-	240	Funded through other means
New Partner staff	\$52.00	40	salary/benefits combined
Equity Consultant	\$200.00	13	salary/benefits combined
Subtotal			\$ 29,512
PROJECT TOTAL			\$ 149,724

MEGAN JENNY

WORK EXPERIENCE

Washington Farmland Trust, Seattle, WA

7/2015-Present

Community Partnerships Director (2/2019-Present)

- Directs the Trust's Community Engagement and Farm to Farmer land matching programs. Responsible for the development and management of community-driven, strategic partnerships that fall under the purview of these programs, including the Working Farmland Partnership.

Community Engagement Manager (7/2015-1/2019)

- Developed the Community Engagement program, which builds awareness, trust, and affinity for the organization by providing a depth and breadth of ways for our advocates, volunteers, donors, partners, and public officials to learn about and connect with our work.
- Conducted a yearlong feasibility study and designed the Trust's new Farm to Farmer land matching program, which connects farmers with the land opportunities they need to launch or scale their businesses.

Sierra Club, Washington Chapter, Seattle, WA

10/2014-7/2015

Conservation Program Manager

- Directed the planning and execution of the Chapter's grassroots advocacy conservation campaigns.
- Managed statewide network of volunteer leaders and organized community forums, volunteer appreciation events, rallies, and other events.

Chesapeake Climate Action Network (CCAN), Takoma Park, MD

10/2011-6/2014

Maryland Field Coordinator (7/2012-6/2014)

- Managed the grassroots organizing for CCAN's Maryland priorities. Led the planning and execution of successful and focused field campaigns.
- Supervised the Maryland Field Organizer and led planning for CCAN's community and student organizing.

Maryland Campus Organizer (10/2011-6/2012)

- Led the execution of student organizing plans for CCAN's campaigns, engaging students at thirteen campuses.
- Developed leadership trainings on coalition building, media relations, and building effective teams.

Groundswell, Washington, D.C.

7/2011-10/2011

Senior Organizing Fellow

- Recruited 100 D.C. residents to invest in subsidized energy efficiency improvements and supported homeowners through the weatherization process during four-month fellowship.

New Generation Energy and Home Energy Efficiency Team, Boston, MA

2/2011-7/2011

Grants Manager and Writer

- Drafted and managed grants for two energy efficiency and renewable energy-focused nonprofits; conducted grants research and funder meetings.

Toxics Action Center, West Hartford, CT

8/2009-12/2010

Community Organizer (8/2009-12/2010)

- Assisted community groups in Connecticut and Western Massachusetts organize to prevent polluting sources in their neighborhoods.

EDUCATION

Bachelor of Arts (BA), English, Dickinson College

Studied abroad Junior year at the University of East Anglia in the United Kingdom

Lily Gottlieb-McHale

Land Access Program Coordinator, Farm Founder/Director

10406 66th Ave S

Seattle, WA 98178

(614) 517-7388

Lilygottliebmcchale@gmail.com

PROFESSIONAL EXPERIENCE

Founder/Director, Shared Soil, Enumclaw, WA.

Nov. '16- current

- Founded Shared Soil, 2016, providing land access opportunities for beginner, immigrant, and socially disadvantaged farmers
- Developed project, wrote grants, created leases, built infrastructure
- Collaborated and partnered with local organizations on project development, outreach, marketing support, and organizing farmers
- Awarded Human Links Foundation Grant 2016, and KCD's Regional Food Systems Grant 2017-2019

Owner/Operator, Lily's Fields, Enumclaw, WA.

June '16- current

- Developed and operated small-scale organic vegetable farm business
- Sold produce to local food hub, food bank, and farmers market

Program Coordinator, Working Farmland Partnership and Farm to Farmer Program, Washington Farmland Trust, King County, WA.

May '18-current

Working Farmland Partnership Coordinator:

- Coordinated partnership of King County agricultural organizations
- Conducted regular all-partner and working group meetings
- Led 'Project Teams' with partners and service providers to assist individual landowners, farmers, and groups of farmers
- Supported immigrant and new-American farmers with navigating resources
- Recruited, onboarded, and coordinated organizational partners
- Tracked and collected data for grant reporting

Farm to Farmer Coordinator- King County:

- Assisted landowners/farmers in land matching county wide
- Helped manage website and disseminated resources
- Collected and organize data

Community Partnership Contractor, South King County Food Access and Aggregation Community Team (FAACT) South King County, WA.

Sept.'18-current

Contributing partner in multi-organizational community partnership:

- Collaborated in strategic planning, designing partnership and farm site
- Contributed nonprofit organizing and coordination expertise
- Assisted in writing grants and securing foundational funding
- Contributed community farming and land access expertise

Director, Food Access Programing, Living Well Kent, Kent, WA.

Nov. '17- May '18

Managed Kent East Hill Farmers Market:

- Coordinated farmers and vendors, directed market advocates and volunteers
- Held steering committee meetings, conducted outreach to community groups
- Implemented and coordinated EBT, WIC, and Fresh Bucks
- Managed King County Public Health grant and additional funding

Planned and coordinated food access programs and projects:

- Organized farmers networking group, co-facilitated Youth Policy Council
- Developed Good Food Bag-Kent program, in partnership with local medical clinic and senior center
- Helped develop greenhouse land access project for new American farmer

COMMISSIONS/PROFESSIONAL GROUPS

Agrarian Trust: Agrarian Commons Board, Washington State
'20-current

King County Agriculture Commission, current commissioner, King County, WA
'19- current

Enumclaw Growers, co-founder of farmer networking group, Enumclaw, WA
'18-'19

Healthy King County Coalition, member, Healthy Eating Work Group participant, Seattle, WA.
'18-'19

Food Policy Council, Living Well Kent, Kent, WA.
'17-'18

EDUCATION

MFA, Sculpture, Bard College, '11-'13, Annandale-on-Hudson, NY.

BA, Studio Art, Bard College, '02-'06, Annandale-on-Hudson, NY

PROFESSIONAL TRAINING PROGRAMS

Organic Farming Education Program, Seattle Tilth Farm Works: Feb.-June '16, Auburn, WA.

Cultivating Success, Jan. '17, Carnation, WA.

VOLUNTEER EXPERIENCE

Horn of Africa Services, After-School Tutor, Seattle, WA., Feb.-May '17

African Refugee Development Center, Teacher/After-School Tutor, Tel-Aviv, Israel, 2012-13

DEEPA IYER

Enumclaw, WA 98022 ~ 415-260-9844 ~ deepadeepsiyer@gmail.com
linkedin.com/in/deepa-iyer-53442285

SUMMARY OF QUALIFICATIONS

Engaging Farmer, Program Manager & Education Specialist with 15+ years of experience, with a background in technical food production and systems plus curriculum development for community-led leadership. Effective communicator with multi-lingual proficiency in English, (conversational) Spanish, (conversational) Portuguese, and (basic) Hindi.

RECENT EXPERIENCE

International Rescue Committee (IRC), Seatac, WA

SENIOR NEW ROOTS PROGRAM COORDINATOR (4/2019 – Present) Manage all aspects of the New Roots program including community gardens, market garden and farmer training program, the Youth Food Justice program, food security and nutrition education initiatives. Design and develop new projects and coordinate grant reporting, monitoring and evaluation of all program activities. Manage a team of three staff and AmeriCorps.

International Rescue Committee (IRC), Seatac, WA

NEW ROOTS FIELD & EDUCATION SPECIALIST (3/2017 – 4/2019) Managed all educational programming in community agriculture and food security for newly arrived refugees. Engaged refugees in educational, advocacy, income-generating, and leadership development opportunities, including launch of training-of trainers program. Developed curriculum in collaboration with participants and community partners and mobilized a Food Security Working Group, across agency departments dedicated to addressing food security challenges for clients.

International Rescue Committee (IRC), Oakland, CA

PROGRAM MANAGER (1/2014 – 12/2016) Led community agriculture and food security work of refugee resettlement agency. Supervised five staff and interns in maintaining multiple community garden sites, leading intergenerational food justice work, and developing food security programs. Created technical trainings for adults and youth regarding agricultural and nutrition topics. Tracked and evaluated data for various program activities and managed program budget. Developed external partnerships, including with Oakland schools.

Rainbows End Farm, Fowlerville, MI

ORGANIC FARMER (2/2013 – 12/2013) Managed one acre of organic vegetable operations including seedling production, tilling, crop planning, drip irrigation, and harvest for organic diversified farm. Introduced unique, culturally-important crops and connected with new customer base. Launched markets for beginning farmers, collaborating with Lansing Roots refugee farmer development program.

*** ** ***

Additional educational garden program experience as Garden of Learning Program Director at St. Elizabeth Elementary School and Educator for the East Bay Agency for Children at Hawthorne Elementary School, Oakland, CA. Direct additional farming experience co-founding and directing community farm project in Enumclaw, WA starting in 2018

EDUCATION

Michigan State University, East Lansing, MI

MASTER OF SCIENCE (M.S.) Community, Agriculture, Recreation, and Resource Studies - Thesis title: *Gender and Diet Change in the Central Himalaya*; Specializations: 1. Community, Food, and Agriculture; 2. Gender, Justice, and Environmental Change

Brown University, Providence, RI

BACHELOR OF ARTS (B.A.) Biology

Sean Stratman

Sean@Snovalleytilth.org · 425-698-3791

Education

Florida State University

- Bachelor of Science in Anthropology
 - Minor in Botany
 - Minor in History

Experience

Godwin and Associates

Field Archeologist 1995 – 1998

Florida Department of State

Field Archeologist 1998 – 2000

Eden Lawn Farm

Farm Manager 1997 – 2000

Rob Story Industrial Compost

Field Hand, Tractor Operator 2001– 2001

Jubilee Farm

Greens Production/Work Shares Manager 2001– 2007

Dancing Crow Farm

Manager/Owner/Farer 2010– 2016

SnoValley Tilth Experience Farming Project

Farm Manager 2012– 2020

Farmland Network Program Manager 2016-2020

Education

B.S. Society & Environment, B.A. Spanish, *Summa Cum Laude*, **UC Berkeley**

JUN 2010

Experience

Farm Services Program Manager, **SnoValley Tilth** | Carnation, WA

NOV 2018 - PRESENT

- Initiate peer-to-peer Technical Intensives for farmers to increase their skill level and depthful knowledge
- Launched member benefits program to provide farmers discounted access to local companies, health and wellness providers, toolmakers, and seed companies
- Spearhead collectivized efforts to manage and purchase agricultural supplies across two counties

Owner/Operator, **Kamayay Farm** | Carnation, WA

NOV 2014 - PRESENT

- Build a farm operation that operates at the intersections of land, food, medicine, and culture
- Manage, market, and produce an acre of organically grown vegetables, flowers, and medicinal herbs
- Envisioned and execute workshops on land, colonialism, medicine-making, land-skills and the decolonization of our bodies for queer and trans Black, Indigenous, and People of Color
- Establish a network of community partnerships with POC-led organizations like FEEST, API Chaya, Interim CDA, Rainier Beach Action Coalition to provide land-based, culturally-relevant programming
- Participate in founding of national People of Color Seed Collaborative by building central database, online training tools, and organizing localized skill-building gatherings
- Conducted workshops to over 80 community members and partners in 2017; 120+ in 2018
- Organize monthly gatherings of farmers working in the Snoqualmie, Snohomish, and Sammamish Valleys

Farm Manager, **First Light Farm** | Carnation, WA

NOV 2013 - DEC 2015

- Conducted all production operations, tractor work, and maintained irrigation systems for six acre farm
- Managed three farm interns and tracked their progress along with their stated goals, provided weekly supervision meetings, and reported back to farm owners
- Supported and mentored up to 17 “Mini Farm” families in their new farming endeavors

Popular Education Associate, **Pacific Institute** | Oakland, CA

SEPT 2012 - SEPT 2013; MAY 2010 - DEC 2010

- Co-facilitated and designed participatory project with formerly incarcerated folks on barriers to reentry, resulting in a fierce cohort responsible for successful “Ban-the-Box” campaign in Richmond, CA
- Managed development, outreach, and recruitment for popular education programs on community-identified issues, like climate resilience, freight transport justice, and community violence
- Implemented and managed ongoing technical and organizational support to build partners’ capacity
- Co-chaired the Oakland Climate Action Coalition’s Resilience Subcommittee to set benchmarks, plan agendas, facilitate meetings and coordinate over 15 non-profit members and community stakeholders
- Designed, wrote, and formatted extensive curriculum guides on anti-oppression tools, community mapping, climate resilience, and freight transport justice

Hannah A. Cavendish-Palmer

12721 277th Place NE, Duvall, WA 98019

360-305-6078

hannah.acp@gmail.com

Education:

- 2008 Master of Public Policy Program at Simon Fraser University, GPA: 4.0
- 09/05-04/06 Post-bachelors, graduate-level coursework in sustainable food systems, farming, and ranching at Washington State University, GPA: 4.0
- 2003 Bachelor of Arts in International Studies in Development with Distinction: Henry M. Jackson School of International Studies at University of Washington, GPA: 3.9

Professional Experience:

- 05/20- present **Interim Executive Director**
SnoValley Tilth, Carnation, WA
- Manages 4 staff and 4 main program areas.
 - Serves as the primary liaison to the Board of Directors.
 - Coordinating a strategic planning process.
 - Leading the effort to recruit the organization's next Executive Director.
- 04/19- 04/20 **Executive Director**
Carnation Farms, Carnation, WA
- Set the vision for the organization and stewarded mission delivery.
 - Managed a budget of \$4 Million.
 - Directed the management of the farm's 818 acres and 54 buildings.
 - Oversaw 40 to 80 employees across 5 separate departments.
- 01/18- 03/19 **Director of Strategy and Operations**
Carnation Farms, Carnation, WA
- 05/16- 12/17 **General Manager**
Snoqualmie Valley Farmers Cooperative, Carnation, WA
- 11/15- 05/16 **Farm Flood Fish Landowner Consultation Consultant**
King Conservation District, Duvall, WA
- 10/13-12/15 **Cultivating Success Program Coordinator**
Washington State University Small Farms Team, Carnation, WA
- 01/10-09/13 **Land Use Planner**
British Columbia Ministry of Agriculture, Abbotsford, BC
- 04/09-12/10 **Farmer and Co-owner**
Skeeter Farm, Abbotsford, BC
- 05/07-12/09 **Research Officer and Environmental Policy Analyst**
British Columbia Ministry of Agriculture, Abbotsford, BC
- 02/04-04/06 **Program Assistant**
WSU King County Extension, Renton, WA

Anna L. Chotzen

Burlington, WA | 608.606.5294 | annachotzen@gmail.com | [linkedin.com/in/annachotzen](https://www.linkedin.com/in/annachotzen)

Education

BACHELOR OF ARTS IN HISTORY WITH HONORS IN THE MAJOR | UNIVERSITY OF WISCONSIN-MADISON | 2012

INTENSIVE ENTREPRENEURSHIP PROGRAM | FEB.-MAR. 2017 | FOLKESTONE, ENGLAND

INTERNSHIP IN PERMACULTURE AND URBAN AGRICULTURE (IN SPANISH) | MAY-JUNE 2014 | HAVANA/SANCTI SPIRITUS, CUBA

HILLDALE FELLOWSHIP RESEARCH PROJECT (IN FRENCH, SPANISH, ENGLISH) | JUNE-AUG. 2012 | PARIS, GENEVA, MADRID, LONDON, NORTHERN MOROCCO

FRENCH CIVILIZATIONS INTENSIVE STUDY OF FRENCH LANGUAGE, HISTORY AND CULTURE | OCT. 2009-JAN. 2010 | PARIS, FRANCE

LIVING ROUTES SUSTAINABLE DEVELOPMENT FIELD STUDY (IN FRENCH) | SEPT.-DEC. 2008 | DAKAR, SENEGAL

Professional Experience

BUSINESS & MARKETING MANAGER | VIVA FARMS | MAY 2017-PRESENT | MOUNT VERNON, WA

- Lead development and implementation of bilingual (English/Spanish) business planning and financial literacy training program
- Instruct business planning, financial recordkeeping, and marketing courses, and provide 1:1 technical assistance to beginning farmers in tax preparation, financial management, and accessing capital
- Facilitate matches between farmers and landowners and provide technical assistance in land leasing/purchasing and land assessment, as Skagit County Coordinator for Farm to Farmer Program (project of PCC Farmland Trust)
- Manage \$400k produce sales program, including setting annual budget, identifying key sales channels, signing marketing agreements with beginning farmers, coordinating daily sales with beginning wholesale buyers
- Collaborate with non-profit, Extension, academic, and industry partners on grant-funded projects to support beginning and minority farmers in building viable businesses, accessing land, accessing markets

SOCIAL MEDIA & MARKETING COORDINATOR | SIREN FISH CO. | OCT. 2015-DEC. 2017 | SANTA ROSA, CA

- Managed marketing and outreach to promote sustainable seafood
- Collaborated with company founder to determine strategic promotional events, marketing campaigns and growth areas

LOCAL FOODS PROGRAM COORDINATOR | INTERNATIONAL RESCUE COMMITTEE | NOV. 2014-SEPT. 2015 | PHOENIX, AZ

- Managed marketing, financial affairs, and healthy food access initiatives for refugee farm program, including incubator farm, food hub, CSA, farmers' market, and healthy convenience stores
- Launched and managed "healthy corner store" program in designated food desert neighborhoods
- Established and managed weekly refugee farmers' market at low-income community health clinic
- Participated in community development coalitions, including the formation of the Phoenix Food Policy Council
- Managed refugee farmer CSA program, including weekly oversight of one assistant and one intern, bookkeeping, invoicing and reporting, customer recruitment, and community engagement

FIELD HAND | DRIFTLESS ORGANICS | JULY-SEPT. 2014 | SOLDIERS GROVE, WI

- Planted, tended, and harvested organic produce; packed 250-500 CSA boxes weekly

INDEPENDENT ORGANIC FARMER | SUMMERS 2007/2008 | VIROQUA, WI

- Independently executed crop planning, planting, harvest, marketing, and bookkeeping

Published Work

- "Beyond Bounds: Morocco's Rif War and the Limits of International Law," *Humanity: An International Journal of Human Rights, Humanitarianism, and Development*, Volume 5, Number 1, Spring 2014, pp. 33-54, University of Pennsylvania Press.

Prizes and Fellowships

- Fred Harvey Harrington Prize: Best Undergraduate History Thesis, 2013
- University Bookstore Academic Excellence Award, 2013
- Hilldale Undergraduate/Faculty Research Fellowship, 2012
- Foreign Language & Area Studies Fellowship (FLAS) for Arabic, 2011

Community Engagement

- Secretary for Board of Directors of the Puget Sound Food Hub (farmer cooperative) | January 2018-December 2019

Robert Smith

18385 Torset Rd. Mount Vernon, WA 98273

T (401) 741-7322

yourfriendrob53@gmail.com

WORK HISTORY

Director of Programs & Operations, Viva Farms; Burlington, WA May 2014-Present

Leader of 120+ acre farm training and incubator non-profit program. Manage team of 14 to execute sales (wholesale, direct and CSA) and training programs as well as all aspects of farm operations. Responsible for design and delivery of organic production and farm business management training and technical assistance, including land and capital access programs. Educate and ensure food safety, Good Agriculture Practices (GAP) and organic standards compliance and assist farmers in business development.

Adjunct Faculty, Environmental Sustainable Agriculture Department, Skagit Valley College; Mount Vernon, WA. April 2015-Present

Farm/Business Manager, Happy Boy Farms; Freedom, CA. 2007- 2013

Responsible for all areas of management of a 400+ acre organic produce farm, all general administrative and business needs, including managing budgets. Managed accounts for wholesale clients grossing over \$4 million annually, working with diverse customers including wholesale and retail markets. Responsible for negotiating sales and distribution. Supported and coordinated activities between delivery, packing/washing, and production crew of 75+ employees, primarily in Spanish.

Farmer's Marketer, Happy Boy Farms; Freedom, CA 2004-2007

Set-up and managed farmer's market stands throughout the greater Bay Area. Cultivated knowledge of organic and local farming practices, general produce issues, and customer service. Managed assistant marketers and conducted sales.

Intern, Smithsonian Global Sound; San Francisco, CA. Spring and Summer 2007

Developed educational curricula dealing with Folk Music traditions from around the world, focusing largely in Latin America and the American south. Duties included researching both international artists and musical movements and drafting materials to be used as educational tools by public and private institutions subscribed to Smithsonian services.

Public Education Intern, ACLU Immigrants' Rights; San Francisco, CA. Jan-May 2007

Worked under Education Coordinator to represent the ACLU IRP in public relations, in print and in person. Attended both community and action-based meetings as a representative of the ACLU. Conducted research and catalogued references to assist in the creation of press releases.

EDUCATION

UC Santa Cruz — B.A. Politics/Latin American Studies with Honors, 2004

SKILLS/INTERESTS

Fluent in written and spoken Spanish. Proficient in spoken French. Proficient in all MS Office, Adobe and Quickbooks. Wilderness First Responder certification. US Coast Guard Captain's License (OUPV). Travelled extensively in many parts of the world.

Michael David Frazier

15307 Baker Heights Road Mount Vernon, Washington 98273 425.359.8046 Michael.D.Frazier1@gmail.com

Career History & Selected Achievements

Viva Farms, Burlington, WA

2014-Present

Executive Director

Developed a strategic plan and successfully grew the organization from 3 staff members and 14 incubating farmers on 33 acres to 18 staff and 41 farmers on 120 acres. Directed over \$4M in federal grants, and developed accredited Practicum in Sustainable Education training program and led the incorporation of the SAgE Collaborative, a partnership between five two-year colleges Washington State University, and Viva Farms that coordinates high-quality education and training programs at the nexus of the sustainability, agriculture, farming, food, and environmental movements.

Helping Hands Food Bank, Sedro-Woolley, WA

2012-2015

Executive Director

Led strategic planning and execution of organizational development for the largest direct emergency food provider in Skagit County. Administered all operations. Secured public, private and government funding. Increased income 13.5% and reduced expenses 44% by sharing an inspired vision, engaging with partners, and creating efficiencies to effectively utilize resources.

Super Supplements, Seattle, WA

2001-2012

Director of Retail Operations (2009-2012)

Successful strategic planning and execution of organizational development of a \$70 million dollar company. Created and successfully administered an \$18 million department budget. Led and developed 5 Regional Managers, 28 Store Managers and 340 team members at 29 locations across 3 states.

Regional Manager (2007-2009)

Led 11 regional locations with responsibility for \$25 Million in annual sales and a \$7 Million budget. Managed all operations including talent management, leadership and staff development, performance management, customer relations management, marketing, merchandising and interdepartmental communication.

Store Manager (2004-2007)

Built store, team and customer base in a new market. Managed all store operations including employee hiring, training and development, customer relations, vendor management and inventory management.

Board of Education, Prince Georges County, MD

1996-2001

Foreman/Electronic Technician II

Created and executed new maintenance schedules and routes, and delivered a new level of exceptional customer service. As project manager and supervisor, designed and installed new and updated electronic signaling systems which substantially increased operational service levels.

United States Marine Corps, MCAS New River, NC

1988-1994

Avionics Department, Safety & Quality Assurance Supervisor

Led a 15-member team ensuring positive morale and maintained operational readiness of over \$90 Million of advanced electronic equipment. Oversaw department safety and quality assurance programs, provided training and on site supervision, inspection and approval of work safety and quality.

Education

B.S. in Nutrition and Health Sciences, *Bastyr University*; Seattle, Washington (2003)

Authentic Leadership Training, *Innovative Learning Groups*; Eugene, OR (2009)

Leadership Training, Group Facilitation Training, *Innovative Learning Groups*; Eugene, OR (2004-2005)

Professional & Community Involvement History

Helping Hands Food Bank Skagit President

Skagit County Food Bank Association President

Leadership Skagit Coach and Moderator

Addie H. Candib, MPA

EDUCATION

The Evergreen State College, Olympia, WA - 2015
Master of Public Administration

Swarthmore College, Swarthmore, PA - 2005
Bachelor of Arts

SKILLS

Nonprofit management, strategic planning, program development, budget creation & monitoring, training & facilitation, community engagement, policy & advocacy, public speaking, grant writing & fundraising, mediation & conflict resolution

EMPLOYMENT EXPERIENCE

American Farmland Trust, Seattle, WA

Pacific Northwest Regional Director – February 2020 to Present

Whatcom Dispute Resolution Center, Bellingham, WA

Community Engagement Manager – October 2017 to February 2020

Cloud Mountain Farm Center, Everson, WA

Development Director – January 2016 to October 2017

South of the Sound Community Farm Land Trust, Olympia, WA

Philanthropy and Outreach Coordinator – March 2014 to December 2015

LEADERSHIP EXPERIENCE

Puget Sound Agrarian Commons, Washington State

Founding Board Member – 2020 to Present

American Farmland Trust, Washington State

Pacific Northwest Advisory Council Member – 2015 to 2016

Tilth Alliance, Washington State

Board Member, Vice-President – 2012 to 2017

Washington Young Farmers Coalition, Washington State

Founding Co-Organizer – 2010 to 2015

Melissa Borsting

415 Orchard Ave NE . North Bend, WA, 98045 . 425-213-9519 . melissa.borsting@gmail.com

CAREER SUMMARY

History of developing education, research, and restoration projects into coordinated programs. A passionate collaborator who actively seek out partnerships to make sure that projects are relevant, efficient, and effective. Proven track record with successful grant writing and fundraising. Deep experience in the agricultural and forest resources of King County.

PROFESSIONAL EXPERIENCE

King County, Seattle WA

August 2018 – present: **Agricultural Land Use Coordinator**

Lead King County's DNRP's work on farmland access and utilization. Oversee King County's farmland leasing program vision, objectives, and approach. King County's primary staff to the Working Farmland Partnership, a multi-stakeholder collaboration to address barriers to farmland access in King County.

SnoValley Tilth, Carnation WA

September 2012 – July 2018: **Executive Director**

Responsible for the leadership and management of a dynamic non-profit. Includes hiring and supervising all staff and consultants. Ensure that the organization is fiscally sound including budgeting, bookkeeping, and overseeing all grant writing and fundraising events. Responsible for board recruitment and management; partner engagement.

SnoValley Tilth, Carnation WA

February 2012 – February 2014: **Carnation Farmers Market Manager**

Oversaw activities for operation of a busy rural farmers market. Responsibilities included vendor recruitment and retention, market promotions, bookkeeping, and making sure all permits and insurance were current.

Seattle Public Utilities, Cedar Falls WA.

November 2002 – May 2012: **Plant Ecologist**

Program lead for Upland Forest Monitoring Program. Coordinated multiple forest restoration monitoring projects in the Cedar River Watershed.

USDA Forest Service Pacific Southwest Research Station, Redding CA.

June 2001 – August 2001: **Biological Technician**

Crew leader for a botany field crew responsible for collection of understory vegetation data after thinning and prescribed burning treatments.

USDA Forest Service Pacific Northwest Research Station, Corvallis OR.

July 1999 – April 2000: **Consultant**

Collaborated with USDA staff scientists to research and complete a publication on the biology, ecology, uses, and management of special forest products in the Pacific Northwest.

Rogue Institute for Ecology and Economy, Ashland OR

May 1998 – March 1999: **Co-Director**

January 1996 – March 1999: **Program Manager**

Managed Non Timber Forest Products program. Wrote successful grants, reports, and organization publications. Represented the organization at regional and international conferences.

EDUCATION

HAVERFORD COLLEGE, Haverford PA.

Bachelor's of Science in Biology, May 1994

UNIVERSITY OF WASHINGTON, Seattle WA.

Master's in Science in Forest Ecology, December 2002



REFERENCES

Richard Martin

King County Environmental Programs Managing Supervisor

Phone: (206) 477-3876

Email: Richard.Martin@kingcounty.gov

Libby Reed

Owner, Orange Star Farm

Snohomish Conservation District, Board Treasurer

Former Executive Director of SnoValley Tilth

Phone: (773) 206-9072

Email: orangestarfarm@gmail.com

Allen Warren

Pierce Conservation District, Communications & Development Director

Phone: (253) 278-4320

Email: AllanW@pierced.org

Due Diligence Checklist for Buying Farmland in King County

Created by: Washington Farmland Trust, Working Farmland Partnership, and Shared Soil

Land Use

- Is the property in the Agriculture Production District (APD)?
- Find the property on King County imap and navigate to historical images
 - Look for:
 - Changes to buildings over time
 - Markings made by animals
 - Evidence of wetness/standing water throughout the seasons
 - Surrounding properties: farming, industry, other environmental concerns
 - Review imap layers: environmental, topography, wetlands etc.
 - Review “property layer”
 - Enrolled in Farmland Preservation Program?
 - Enrolled in Current Use Taxation Program?
 - If not enrolled, look into enrolling options:
 - When looking at the parcel’s page, click on “Property Detail” tab and explore: tax parcel, purchase history, tax assessor's records, etc.
- Review other property resources:
 - General public records requests
 - King County Recorder’s Office (plat maps, real estate deeds)
 - Look for notices on title and other info

Natural Resources

- Soil
 - Explore Web Soil Survey



WASHINGTON FARMLAND TRUST

Sustaining a Future for Farming

- Look up soil types: how do they drain? what can they grow?
- Look at the soil yourself: dig holes in different areas. Compare what you see to what the web soil survey map says. Look for differences in the soil throughout the property.
- More resources: WSU extension, King Conservation District
- Water
 - Does the property have water rights?
 - If yes, look up water right and find out exactly what the right is for
 - Explore changes to the water right
 - If no, look up permit exempt wells and how much water you can use
 - Look at map of wells in the area
 - Is there a well on the property?
 - How old is it?
 - What shape is it in?
 - What was it used for?
 - Is it a domestic or irrigation well?
 - Could the domestic well be used for irrigation?
 - What kind of pump is in the well, what shape is it in?
 - To understand more about a particular well or pump, contact a local well driller
 - Is there city water access on the property?
 - If you are looking into installing a well: are there other farms in the area using water rights? Using a lot of water from the same aquifer?
 - Look at hydrology maps

Property Details

- If the property is in pasture:
 - Look at the grass and weeds carefully, what is growing there?
 - How compacted is the soil from animals? The more compacted the more it will take to get pasture ready for crop production.
 - If you need to convert from pasture to cropland, consider cost and equipment for plowing, discing, tilling, amendments, etc.
 - Wetness: Look for wet spots, low spots.
 - Are there low spots with “water-loving” vegetation?

- Property
 - Part shade? Full sun?
 - Any micro climate?
 - Wind: where is it coming from, be aware if you plan to build structures or tunnels
 - Where is the septic field?
 - Where is the well?
 - How was the property used? Ask neighbors if information can't be found.
 - Were any chemical sprays used previously on the property?
 - Any deer/elk activity?
 - Other signs of pests?
- Neighborhood/Environmental:
 - Are neighbors growing crops? Is there a history of crops growing in the area?
 - Look for conventional farming nearby. If you want to be certified organic, you need to be aware of potential sprays from neighboring farms.
 - Look upstream and upwind. Any industry or dairies nearby that may affect your property?
 - Be aware of the Tacoma plume

Infrastructure

- In what shape is the infrastructure? Will it need to be rehabbed? Consider costs.
- For building new structures, you may need permits. Consider these costs. Resource for farm infrastructure permits:
 - <https://www.kingcounty.gov/services/rural-services/rural/permits.aspx>
 - <https://www.kingcounty.gov/depts/local-services/permits/permits-inspections/do-you-need-a-permit.aspx>
 - <https://www.kingcounty.gov/~media/depts/permitting-environmental-review/dper/documents/bulletins/58.ashx?la=en>
 - Zoning code
 - Farm pads resource
- General start-up costs/tasks to consider (depending on operation):
- If using city water, consider cost for production
 - A new irrigation well is expensive to drill/install, depending on depth and pump design
 - Rehabbing an old existing well can be a significant cost



WASHINGTON FARMLAND TRUST

Sustaining a Future for Farming

- If drilling a new well, getting electricity to well can be a significant cost
 - Irrigation system: will you need to trench an irrigation line? Will you need more pressure for your irrigation system? Estimate cost
- Tractor
- Dry Storage
- Property access: do you need to add gravel to repair or create farm roads?
 - Consider permits needed for this
- Fencing: will you need to repair or build new fencing?
- Other potential needs:
 - Propagation hoop house
 - Wash station
 - On-farm cooler (depending on crop/plan)
 - Compost system
- Farm insurance

Farmworker Housing

SEASONAL HOUSING

General

- Housing for seasonal farmworkers is referred to as *Temporary Worker Housing* (TWH) in Washington state regulations (RCW & WAC)
- Under WAC, housing for Temporary (<10 mo.) workers is provided an exemption from county zoning code, except for setbacks from property lines
- A license from WA Department of Health (DOH) is required. License conditions include:
 - * The site must be adequately drained and not subject to periodic flooding
 - * Housing must be located at least 500' away from where livestock are kept
 - * Housing must be located at least 200' away from all surface water

Structures

- Housing, if stick built or mobile home, must comply with county building codes.
 - https://www.kingcounty.gov/council/legislation/kc_code/19_Title_16.aspx
- Other structures e.g. yurt, manufactured homes, recreational vehicle, etc. need to meet construction standards in WAC 246-359 and be inspected by WA DOH Construction Review Services (CRS)
 - <https://www.doh.wa.gov/LicensesPermitsandCertificates/FacilitiesNewReneworUpdate/ConstructionReviewServicesCRS/ApplyingtoCRS/Applications>
- Temporary structures in the floodway need to be removed between Sept. 30 and May 1 of each year
- TWH can also use existing structures originally built as nonresidential buildings

Waste disposal

- TWH must be hooked up to suitable sewage disposal system approved by Seattle King County Department of Health
 - * A 3,000 gallon concrete vault set at zero grade is acceptable.
 - * Composting toilets that comply with KCC 13.52.020 are allowed.
 - <https://www.kingcounty.gov/depts/health/board-of-health/~media/depts/health/board-of-health/documents/code/BOH-Code-Title-13.ashx> (navigate to 13.52.020).

Water supply

- Must be approved by Seattle King County Department of Health. WA DOH requires testing within 90 days of occupancy and annually thereafter
- Bacteriological and nitrate test results submitted with TWH license application

Application Process

- The application materials are available online
<https://www.doh.wa.gov/LicensesPermitsandCertificates/FacilitiesNewReneworUpdate/TemporaryWorkerHousing/LicensingProcess>
- Complete and submit
 1. Construction Review Application Packet.

2. Camp Management Plan for Temporary Worker Housing
3. Temporary Worker Housing License Application that requires
 - Proof of approved water system and current water sample test results
 - Certificate of Occupancy issued by a city, county, or state agency

YEAR-ROUND HOUSING

- King County Code allows for an Agricultural Employee Dwelling Unit (AEDU) on a parcel where zoning would not otherwise allow a residence
 - * Critical Area restrictions apply
 - * An AEDU cannot be built in the floodway. In the floodplain, an AEDU would need to be elevated
 - * If the primary use of the site changes to a nonagricultural use, all AEDUs need to be removed
- The AEDU must be less than 1000ft² and occupied by ≤ 8 employees
- The housing is for agricultural employees employed on the farm year-round
- The number of allowable units depends on the size of the operation
 - 1 AEDU on a site < 20 ac.
 - 2 AEDUs on a site \geq twenty acres and < 50 ac.
 - 3 AEDUs on a site \geq 50 ac. and < 100 ac.
 - 4 AEDUs on a site \geq 100 ac.

One additional AEDU is allowed for each additional one hundred acres

- The housing should be located on already disturbed non-farmable areas
- AEDUs need to comply with KC Building Code
- The AEDU can be a mobile home or a “stick-built” home

Application Process

- AEDUs require a building permit. Building permits are issued by the Department of Local Services-Permitting Division (DLS-PD)
 - * The process can be started online <https://kingcounty.gov/depts/local-services/permits/permits-inspections/single-duplex.aspx>
 - * Visit the Permitting office for a free Pre-submittal Service meeting. At this meeting the staff will explain the application process. The permit offices is at 35030 SE Douglas Street, Suite 210 Snoqualmie, WA 98065-9266
Hours are Mon, Tues, Thurs., and Fri: 7:30-11:30 am & 1:00-3:00 pm
- A notice of the AEDU (available from DLS-PD) must be filed with the King County Records and Licensing Services before the building permit will be approved. The notice shall run with the land

The King County Agriculture Team can help!
 Contact: Eric Beach, Dept. of Natural Resources & Parks
 201 S. Jackson St. Suite 600, Seattle, WA 98104
 (206) 263-0574 (office)
ebeach@kingcounty.gov

Additional Specifics for Jeff Dunham's property:

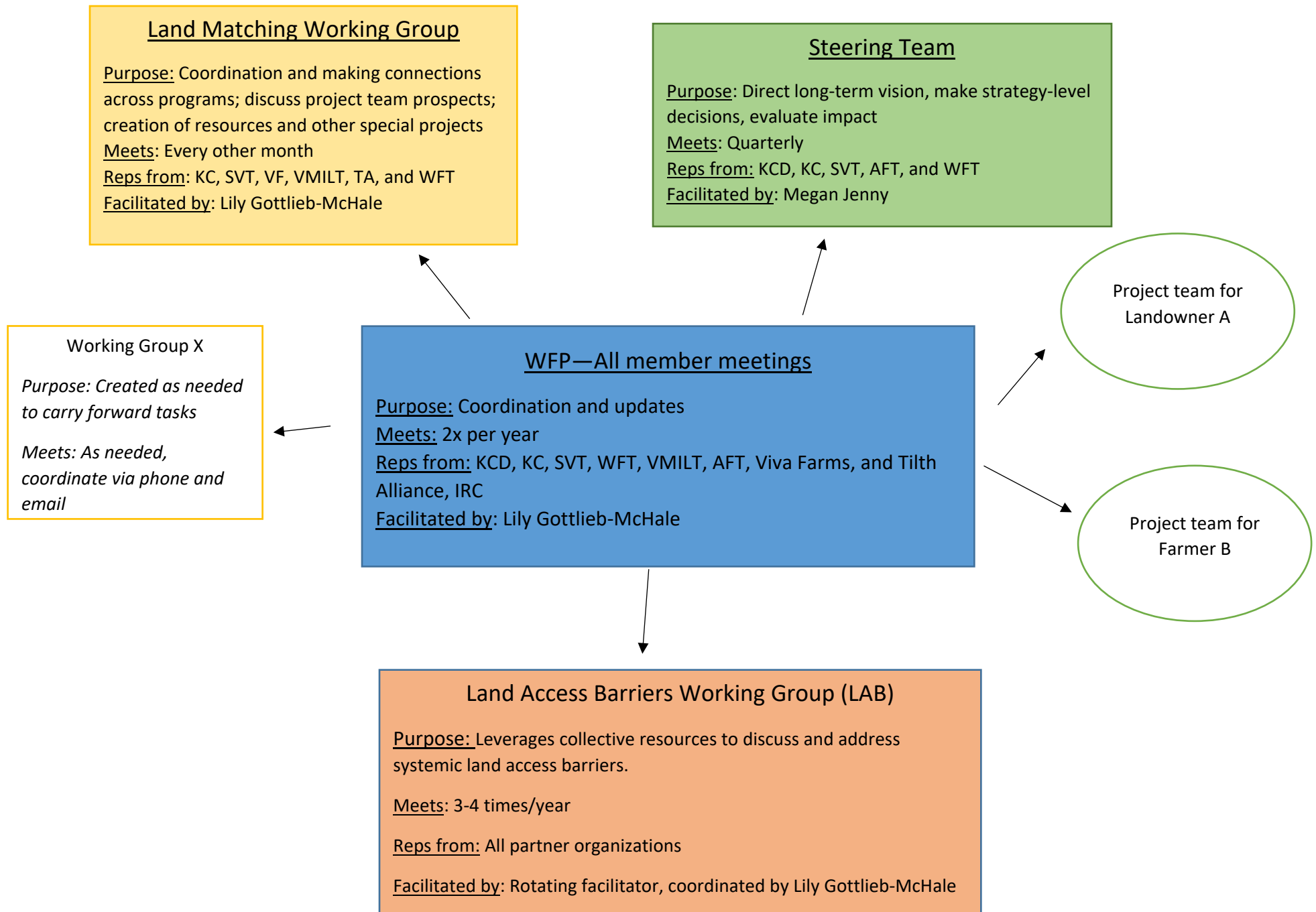
- If he decides to go through the FPP process and sell an easement, he will get the highest value from them if they buy off as many DU's as possible. This does *not* impact the number of AEDU's he can have (those are dictated by size of the farm). But if he wants to build something larger than 1,000ft² to serve as year-round farmworker housing, he should retain a DU for that.
- All of this assumes any temporary or year-round housing will be out of the floodplain.
- Any construction will be counted against the 5% non-tillable limit in the FPP easement.
- Here is a table showing the Department of Health requirements for space, bathrooms, sinks, and showers:

Table 1
TWH Maximum Capacity

Floor space requirements	Sleeping room only		Sleeping room with kitchen			
	50 square feet per occupant		100 square feet per temporary worker			
Facility requirements	Toilets		Handwash sinks		Bathtubs or showers	
	Male	Female	Male	Female	Male	Female
Common facility, single sex	2 minimum, 1 per 15 occupants	2 minimum, 1 per 15 occupants	2 minimum, 1 per 6 occupants	2 minimum, 1 per 6 occupants	1 per 10 occupants	1 per 10 occupants
Common facility: Male/female	1 minimum, 1 per 15 occupants	1 minimum, 1 per 15 occupants	1 per 6 occupants	1 per 6 occupants	1 per 10 occupants	1 per 10 occupants
Each family shelter	1, if provided		1		1, if provided	

- Department of Health fees (for Temporary Worker Housing applications):
 - For \$500 DOH will come out for a pre-application site visit. This is highly recommended to understand likelihood of being able to meet their requirements before completing all the work of submitting an application.
 - \$50 + \$4/occupant at maximum annual occupancy (but \$90 minimum) for application
- Additional costs
 - Water sample
 - Certificate of Occupancy (either from King County or State of Washington, depending on type of structure)

Working Farmland Partnership Organizational Chart



Goal

By 2030, the **Working Farmland Partnership** ensures all farmers, with a specific emphasis on **BIPOC farmers**, will have access to farmable land and land is maximized to its full farming potential in **King County**.

Impacts & Results

- Strategic, important properties stay in ag production.
- Regulations reflect the intention of the rule and enable farming success
- Comprehensive land access program in King County
- Pathways and infrastructure for land transfer are in place
- Support systems are in place for New American, BIPOC, and socially disadvantaged farmers
- Unique needs of farmers are addressed
- Farmers build equity in the land they farm
- Nimble avenues for financing exist
- Cooperative farming and LLC models are tested and implemented
- Farmers can install necessary infrastructure (w/o regulatory barriers)
- Water is available for farming

Outcomes

Farmable Land is Available

Farmland is Accessible

Farmland is Affordable

Regulations and Policies Support Farm Viability

Outputs

acres available for lease or purchase
% farmable acreage is being farmed
of farms where a water solution is identified
of properties readied for food production
of farms 1-10 acres
farms 10-100
farms 100+
BIPOC landowners assisted
landowners supported in exploring options for getting # acres into food production

partnerships with BIPOC led organizations
properties/plots transferred
referrals made to needed services
farmers supported in land access goals
farmer/landowner introductions made
service providers engaged 1 or more times
BIPOC farmers assisted

collaboratively owned or run farms
content (articles, etc.) generated describing model and process for establishing
resources distributed (type/frequency)
exemplars reviewed
pilots established
pilots with BIPOC led and serving organizations

of farmers/landowners supported in navigating regulatory/permitting systems
times WFP has engaged with regulatory systems and advocated for needed changes
engaged farmers

3-5 year Strategies

- Ensure land is parceled into acreage that reflects needs of various sized farming businesses
- Monitor effectiveness of farmland protection programs in collaboration with regulators and partners
- Advocate for rule improvements and changes to ensure farmland conservation programs open and increase opportunities, not reduce them
- Financing to max out or equal developer offers and land prices to ensure farmland and development options result in similar sales prices to landowners

- Build funder awareness of the benefits of funding complex collaborations
- Advocate for the importance of funding across services to effectively meet participant needs
- Expand what is eligible for cost-share to help tenant farmers steward the land

- Develop financing and tenure models that are creative and responsive
- Create more accessible and rapid financing models
- Create options for buy-hold-sell for strategic farm properties

- Advocate for water distribution decisions to be made systemically (vs farm to farm)
- Advocate that farms are prioritized when making water distribution decisions (equal to other land use and industry needs)

1-3 year Strategies

- Work with landowners to overcome barriers to ag production and lease land to farmers
- Monitor and create a pathway for tenure transfer on "key farmland properties"
- Explore opportunities to increase resources that support retiring farmers in land transition and succession planning

- Ensure farmers have the resources they need.
- Map available resources for farmers and landowners, identify gaps and opportunities
- Coordinate collaboration of services to ensure effective and efficient technical assistance
- Connect farmers and landowners with services and resources on a variety of topics, like business planning
- Improve cultural competence in services
- Develop community advocate program
- Host curated resources on website

- Provide information and examples for collective tenure models to farmers
- Provide technical assistance in establishing collaborative tenure agreements
- Pilot collaborative tenure models.
- Develop resource guide for financing options

- Provide technical assistance to landowners in navigating permitting and regulatory systems
- Review Farm Practices Illustrated and help disseminate final product
- Liaison between farmers and regulators to bridge context and understanding and advocate for needed changes
- Collaborate with decision makers to create solutions that meet water and irrigation needs

Foundation for Success

- Racial equity is a priority
- Education and training available and resourced through various partner agencies

- Supportive and collaborative partnerships with experts exist and they are responsive and available for consultation and referrals
- Resources and training are created with language and learning needs considered

- Diversified and stable funding is available
- Farmers and farmland are "findable" through land matching services and community connections

Problem Statement

Access to land is a significant barrier for farmers across King County. Rising land prices, competing land uses, climate impacts, and dense urbanization limit access to viable farmland. For BIPOC and socially disadvantaged farmers, these challenges are compounded by a long history of systemic discrimination, which has resulted in land loss and inequitable access to land and resources. At the same time, our region is in the midst of a generation of farmland owners retiring, causing a monumental land tenure shift that leaves farmland fallow and vulnerable to irreversible conversion.