
**KING CONSERVATION DISTRICT
BOARD OF SUPERVISORS**

TO: BOARD OF SUPERVISORS

FROM: ROSA MENDEZ-PEREZ

SUBJECT: EXECUTIVE DIRECTOR REPORT

DATE: FEBRUARY 15, 2022

CC: LORNA MISS

Thank you for a great 2021. We are looking forward to 2022. Below are highlights of our work over the last month.

- Hiring
 - KCD retained a new HR consultant, Queniya Lassiter. She is the owner of JL Consulting Group, LLC where she provides Human Resources Consulting and Executive Search Services to clients across the US. Queniya has over 17 years of progressive experience augmented by a strong post-secondary background in Human Resources, Accounting, Business, Adult Learning, Racial Equity and Social Justice. Queniya has worked with numerous government agencies such as King County, Department of Natural Resources & Parks, City of Seattle, and WA State Department of Transportation. She also has extensive experience working in union environments dating back to 2009.
 - We are excited to welcome Jason Saura, our Vets Work intern, who will work alongside KCD Urban and Rural Forestry staff and assist with monitoring past Landowner Incentive Projects, coordinate invasive plant control in Grace Cole and North SeaTac Parks, write the forestry portion of the WA Envirothon, plan a peer-to-peer forest tour, and possibly take on some Trees for Rail project duties.
 - We continued with the strategic hiring plan and posted an employment opportunity for Executive Assistant. This position will provide day-to-day assistance to staff and the Finance Team in Human Resources matters and direct assistance to the Executive Director. We also internally circulated the Community Agriculture Coordinator position and will be advertising externally this week.
 - The employment opportunities for Finance and Contracts Assistant and Finance Coordinator closed on February 4th and we are proceeding to the interview phase.
- Finance and Administration
 - We continue to further improve efficiencies for our financial and administrative systems. Our new payroll processing system is in place, and we completed the

transition to QuickBooks for financial accounting.

- We have two open Requests for Proposals (RFP). One is for a consultant to assist with our strategic planning process and diversity and equity trainings. This strategic planning process will prioritize stakeholder engagement with our partners and community members. The consultant will also provide diversity and equity training and coach KCD's Racial Equity Change Team. The second RFP is for a classification and compensation study. This project includes a comprehensive study of positions, classifications, and total compensation.
- Program Updates
 - KCD Education Team has been busy building out the schedule of events for 2022 to support stewardship teams. We are starting the planning process for several events to take place later this spring/summer. The team is in the final planning stages for the NW Regional Envirothon, a high school natural resources competition. There are currently 6 teams of students registered to attend the NW Regional competition outdoors, in person on March 24th at Brightwater Center in Woodinville. Last year, KCD AmeriCorps member Rosie McGoldrick applied for and received an NCF Envirothon Diversity Grant to recruit teams from underrepresented schools across Washington. A team of district staff and AmeriCorps members from across Washington have been working to implement this grant which includes outreach to racially diverse schools and building study bins for new teams. We are looking forward to a busy year full of KCD adult and youth education programming and will send invitations to the board as we set dates for these events.
 - The Engagement Team is finishing up the 2022 KCD Board Election. Voting ended at 8pm Tuesday, February 8 and is looking to set a new record for turnout with over 10,000 votes cast. Preliminary election results can be found at kingcd.org/elections. Post-election work is happening now and the board will be given an elections update at an upcoming meeting about the 2022 KCD Board Election and looking forward to the next one. The KCD Native Plant Sale packing and distribution days are coming up in early March. The 2022 KCD Native Plant Sale has set a new record for sales and total orders. This year's sale will put roughly 70,000 native trees, shrubs, and groundcovers into King County resident's hands. After the Plant Sale, the Engagement Team will be looking towards needed updates of KCD outreach materials including updating the KCD website and completing the 2021 KCD Annual Report.
 - The Riparian Team is in the middle of a busy planting season. Our WCC crews are installing new buffers on along streams in Snoqualmie, Enumclaw, Seattle, Normandy Park and Renton. In the coming weeks we will be installing a 6-acre CREP buffer along a salmon-bearing tributary to Covington Creek and are beginning site prep for a 3-acre CREP buffer in Enumclaw along Newaukem Creek. Bareroot potting season at the native plant nursery begins this month which will provide plant material for our Fall 2022 and Spring 2023 projects. We are preparing to return to hosting regular volunteer opportunities at the nursery in the coming months as well so be on the lookout for those dates to be posted soon.

- The Member Jurisdiction grant program received 35 grant applications to the KCD-Seattle Community Partnership Grant Program requesting a total of \$2,590,718.87. There is approximately \$744,000 available to award. The City of Seattle is beginning their review process that involves two review teams comprised of city staff with expertise in the natural resource priority areas. Jessica Saavedra will be observing the review process. She built the grant application in KCD's online grant portal and is conducting an eligibility review of the applications submitted alongside City of Seattle staff person Chris Iberle.
- The LIP program held its second meeting of the year on Tuesday, 2/15/2022, and has been reaching out to partners and will be scheduling the first Policy Subcommittee in coming weeks. LIP has been working on updating cost-share rates with the teams to reflect recent years changes to cost to install practices.
- The Farm Team planners are meeting their targets for writing farm plans, conducting site visits, and providing technical assistance. The team is also working with Department of Ecology referrals including quarterly meetings for coordination. Also, we are working with King County Public Benefit Rating System to submit farm plans required for the taxation off-set program. With Alex Martinsons help, the team distributed 300 pounds of cover crop seeds to existing community gardens this fall. We are exploring opportunities to partner with community organizations for culturally relevant seed starts. We also are completing a dairy nutrient management plan (DNMP) for a new dairy and an update for a current dairy farm. We are moving forward with two Board approved culverts for agricultural drainage and working internally to support a scaled back field season while helping as many cooperators as possible.
- The Forest Team closed out 2021 having reached 176 landowners through technical assistance, written forestry assessments, management plans or wildfire evaluations – in addition to community workshops and WSU programming. The Wildfire Resiliency team is finalizing Wildfire Cost Share rates and practices. The Trees for Rail team just presented their mid-project report to the City of Shoreline and Sound Transit and are looking forward to the second round of backyard planting – and possible expansion of the program.

Thank you,

Rosa Méndez-Perez
Executive Director