



PIERCE CONSERVATION DISTRICT
Over 70 Years of Conservation

Board of Supervisors – Board Meeting
5:00 PM, Wednesday, January 14th 2026
Attend in person at: 308 West Stewart Ave. | Puyallup, WA 98371

You may also attend via zoom:

Join Zoom Meeting: <https://us02web.zoom.us/j/89868100334>

Meeting ID: 898 6810 0334

Dial in: +12532158782, 89868100334# US (Tacoma)

5:00pm **Call Regular meeting to Order**

Land acknowledgement

“We recognize that we are gathered on the traditional and current homelands of the Coast Salish Tribes. We acknowledge their Sovereign governments that have stewarded the lands, water and air throughout time immemorial.”

Mission: The Pierce Conservation District works with the community to improve water quality, promote sustainable agriculture, create thriving habitat, and build a just and healthy food system for all, through education, community engagement, and financial and technical assistance.

- 5:00 pm 1. Approval of Agenda
- 5:05 pm 2. Introductions
 - a) Board
 - b) Staff
 - c) Guests
- 5:10 pm 3. Public Comment (3 minutes per person)
- 5:20 pm 4. Consent Agenda
 - a) Approval Of [December 2025 meeting mnts](#)
 - b) Puget sound [Processing 2025 Q4 report](#)
 - c) [Farm program project updates](#)
 - d) Resolution amendment ([memo](#)) ([amendment](#))

Suggested motion: Move to approve the consent agenda.

- 5:20 pm 5. Partner updates
 - a) WSCC
 - Legislative Days February 10th
 - b) WACD
 - i. Sign up for new updates: <https://www.wadistricts.org/news>
 - ii. CD legislative Outreach Campaign ([email from Heather Wendt](#))
 - iii. [5 things to know emails](#) (make sure you are on the list)
 - c) NRCS



- Moving out of PCD
d) Department of Ecology
e) [USDA Appointments](#)

5:30 pm 6. Treasurer's report December 2025 **Lisa to present**

Suggested Motion: *Move to approve presented December 2025 financial reports*

5:45 pm 7. 2026 HPC Grant Report ([Memo](#)) ([Thriving Com. MOU](#))

Suggested Motion: *Move to approve the Thriving Communities MOU with the Eastside Tacoma Community Leaders and accept of the Funding for the Thriving communities grant.*

New Business

5:50 pm 8. Approval of Resolution PCD_R_2026.01.001 For PCD's entrance to WA State Public Employees Retirement System. ([Resolution](#)) (memo) Call on Dana

Suggested Motion: Approve Resolution PCD_R_2026.01.001 to open the Process for the District to invest in PERS in accordance with the 2026 collective bargaining agreement.

Old Business

6:00 pm 9. 2026 Elections update **Call on Gracie**

6:10 pm 10 Approval of [Fiscal Policy 2027](#)
[Notes for discussion from Julie](#) **Dana to present Action Item**

Suggested Motion: *Move to approve presented Pierce Conservation District Fiscal Policy*

Standing Updates

6:30 pm 11. Strategic Plan & Rates Plan Update from contractor (DC [Gantt Chart](#)) (Bryan [Gantt chart](#))(Presentation) ([Themes](#)) Bryan Flint

2025 Policies Review Update

- | | | | |
|---------|-----|--|-----------------|
| 6:55 pm | 12. | Review of Policy update goals from January 2025 meeting | Dana to present |
| 7:00 pm | 13. | Review Public Records Report End of 2025 | Dana |
| 7:05 pm | 14. | Board Chair Report
-5 year award for Mark | |
| 7:10 pm | 15. | Executive Director Report <ul style="list-style-type: none">a) 2025 in review (Power Point)b) 2026 Proposed Board Calendarc) 2026 PCD ED Goals.docxd) 2026 Legislative previewe) Flood report from South Prairie Creek Preservef) January 19th day of service PCD eventsg) Items from previous meetings<ul style="list-style-type: none">i. 2025 internship program updateii. Mobile Meat Unit sub committee | Dana |

Other Business

- | | | |
|---------|-----|---|
| 7:40 pm | 16. | Upcoming topics for future meetings <ul style="list-style-type: none">i) Midland Easement requestii) PCD owned properties status updates |
| 7:55 pm | 17. | Emergent Issues |
| 8:00 pm | 18. | Board Comments |

*Meeting Adjournment

EXECUTIVE/CLOSED SESSION: Pursuant to RCW 42.30.110 and/or RCW 42.30.140, the Board of Supervisors may hold an executive or closed session at any publicly noticed meeting. The topic(s) and duration will be announced prior to the session.



2025.12.10 Board of Supervisors – Board Meeting

**Board of Supervisors – Board Meeting
5:00 PM on Wednesday, December 10, 2025**

Present at Meeting:

<u>Board Members</u>	<u>Associate Board Members</u>	<u>Staff</u>
Jeanette Domer, Chair	Jim Grob	Dana Coggon, Ex. Dir.
Julie Ammann, Vice Chair	Brian Sullivan	Lisa Kreissl, Assist. Dir.
John Hopkins, Auditor	Giovanni Vendetti	Kati Boe, Admin Assist.
Grayson Crane, Supervisor	Stu Trefry	Erica Hernandez, HPC Program Manager
Mark Mauren, Supervisor		Keith Estes, Shoreline Program Manager
		Rene Skaggs, Farm & Ag Program Director
Other Attendees and Guests: Emily Davis, Department of Ecology Water Quality Program Molly Paige, Department of Ecology Water Quality Program Dave Luxenberg, Legal Council Bryan Flint, Strategic Plan Consultant		

The meeting was called to order by the Chair at 5:06 PM and the Land Acknowledgement and Mission were read.

Land Acknowledgement: “We recognize that we are gathered on the traditional and current homelands of the Coast Salish Tribes. We acknowledge their Sovereign governments that have stewarded the lands, water and air throughout time immemorial.”

Mission: The Pierce Conservation District works with the community to improve water quality, promote sustainable agriculture, create thriving habitat, and build a just and healthy food system for all, through education, community engagement, and financial and technical assistance.

1. Approval of Agenda

The Chair called for a motion to approve the agenda as presented. John moved to approve the agenda and Mark seconded. The motion passed unanimously.

2. Introductions

All attendees introduced themselves.



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3. Public Comment (3 minutes per person)

Rene Skaggs, a District employee, expressed support for approval of the Collective Bargaining Agreement, specifically for the adoption of the PERS retirement plan. She expressed that the approval of the CBA for PERS was of significant importance to her and to fellow staff, particularly with regard to the retention and recruitment of current and prospective employees. She is a long-standing member of the District's staff, with 27 years of service.

4. EXECUTIVE/CLOSED SESSION

Pursuant to RCW 42.30.140(4)(a) Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or (b) that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress.

Jeanette called the board into executive session at 5:16 PM for 10 minutes. The board excused themselves for the executive session and came out at 5:26 PM. No action was taken during the closed session.

5. Approval of 2026 Collective Bargaining Agreement

The chair called for a motion to approve the CBA as presented. Mark moved to approve the CBA and John seconded.

Dave Luxenberg, the District's legal counsel, gave a recommendation on behalf of the bargaining team offering a "due pass" recommendation and requested the Board to approve the contract as negotiated with the union.

The motion passed unanimously.

6. Consent Agenda

- a) Approval Of [November 2025 meeting minutes](#)
- b) Farm program monthly update ([Project chart](#))

The chair called for a motion to approve the consent agenda. John moved to approve the Consent Agenda. Mark seconded and the motion carried.



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7. Partner Updates

Emily Davis and Molly Paige of the Department of Ecology Water Quality Program provided an update on the Nonpoint Program. They reported the future direction of the program remains unclear. While several ongoing enforcement cases continue, they will do so at a reduced level. The program is currently experiencing management transitions, resulting in a temporary pause in issuing technical assistance letters and responding to the complaint system. Members of the public can still submit environmental complaints; however, the program will not be contacting landowners. They noted that these changes affect only the Nonpoint Program and do not impact the grant program. Due to the continued inflow of complaints, the department is relying more heavily on partner agencies to conduct investigations and pursue enforcement actions as appropriate. Dana reiterated that the District remains supportive and ready to assist as needed. Emily and Molly indicated that the Department of Ecology is willing to attend future board meetings to provide additional updates or information.

There were no other partner updates.

8. Treasurer's report **November 2025**

Lisa presented the November 2025 treasurer's report provided in the board packet. The following were highlights from that report, including some changes that were not included in the original board packet:

- The district has received an additional \$120,000 in rates.
- A negative amount of approximately \$7,800 represents unclaimed property. The finance team is in the process of preparing the report that will be sent to the state, and those funds will be cleared out of the District's accounts by the end of the year.
- The District has a strong cash reserve and asset growth. Approximately \$1,000,000 from the second rates and changes revenue was put into the investment account. The investment accounts continue to grow, despite a slight decrease in the interest rate of the LGIP account.
- The revenue growth is at a 22% increase from last year, which is fueled by a 55% rise in grant reimbursements.
- Grant revenues support the current year's expenses for grants, with an increase of 55% in grant reimbursements.

Lisa stated that the grant budget for 2026 is higher as a result of the expected grants coming in from past years. Dana confirmed that the departments are working diligently to secure increased grant funding for 2026. The District's overall financial position is strong, with healthy reserves, diversified funding sources, and controlled expenses. Each expense is tied to a specific funding source, supporting effective fiscal oversight and tracking.

John moved to approve the November 2025 Treasurer's report and Mark seconded. The motion passed after Lisa's presentation and discussion.

Commented [P1]: I've taken highlights from Lisa's report that wouldn't be on the PDF report provided in the packet. The rest can be found in the PDF and I don't believe needs to be included in the minutes for that reason.



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9. 2026 Budget Presentation

The Chair called for a motion to approve the presented 2026 Budget. Grayson moved to approve the 2026 Budget, and Julie seconded the motion. Discussion followed.

Lisa presented the 2026 Budget provided in the board packet. As part of the presentation, Lisa highlighted that the budget only reflects the grants that are currently in place that are multiple-year grants and does not include any grants that will be new in 2026.

Commented [P2]: I did not include specific highlights here, because the information can be found in the packet.

John expressed concern that the budget process lacked sufficient collaborative discussion, particularly regarding program-level costs, benefits, and alignment with community needs. He stated that the Board should have a clearer understanding of program activities and consider whether funding levels should be adjusted among departments. Julie responded that the concerns raised were more appropriately addressed through the strategic planning process rather than the budget itself. Mark suggested a compromise whereby Dana would provide a program overview at the next meeting to clarify program activities and the basis for the budget. Jeanette noted that programs are currently operating under the existing strategic plan and that any major restructuring would occur through the strategic planning process. She further stated that the proposed budget was developed based on the current strategic plan.

Dana noted that the Board is currently operating under an adopted strategic plan that was extended through 2026 by Board action. Brian commented that several programs originated under the 2025 strategic plan and that the current plan represents a continuation of that framework, adding that Dana and Lisa are administering the budget in accordance with the existing strategic plan. Grayson stated that it is standard practice in other governmental agencies for finance staff to develop budgets guided by policy and strategic planning documents, and that the District follows this same approach.

John stated that the Board should be directing the strategic plan and expressed concern that the plan has not been actively utilized in recent years. He noted that Board input on programs has been limited and identified this as his primary concern. Grayson responded that the Board has approved several program presentations and requests and suggested that further program discussion could occur following adoption of the strategic plan. John acknowledged the quality of the program presentations but noted that the Board has not reviewed the programs in a comparative format. Mark cautioned that the discussion was focused on past practices and recommended redirecting attention to future strategic planning.

Stu expressed concern that opposition to the budget based on process considerations could present an unfavorable message. The importance of demonstrating unity was emphasized and he noted that the proposed budget is aligned with the Board's adopted strategic plan. Mark encouraged members who are considering voting against the budget to reconsider to present a unified position moving forward.



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Grayson emphasized that program directors and managers are engaged in fieldwork and have direct insight into community needs and service demand, and that the Board's role is to provide policy-level oversight while relying on staff expertise and recommendations in developing the plan. Mark added that while departments focus on their individual budgets, the Board and the strategic plan provide an organization-wide perspective and overall fiscal oversight.

Jeanette acknowledged Board members' desire to engage in a comprehensive strategic planning discussion regarding programs. She noted that the issue was largely one of timing, citing significant staffing changes and the loss of the executive director during the pandemic. Jeanette stated that the Board is now prepared to undertake these discussions and noted the consultant's presence to address initiation of the strategic planning process. She concluded that the consultant contract demonstrates that the Board is moving forward with the strategic planning process. Dana acknowledged John's frustration regarding his feelings of limited involvement in strategic planning discussions and reminded the Board that it voted to extend the current strategic plan, which was used as the basis for development of the 2026 budget. John expressed concern that the Board had been advised that the 2025 budget could be amended at any time, yet it was not revisited following its adoption.

Jeanette stated confidence in the proposed budget, noting that funding allocations are balanced and consistent with the District's adopted strategic plan. She indicated that the budget allows time in 2026 for further discussion of organization priorities through the upcoming strategic planning process, with the opportunity to make adjustments in a future budget cycle. Jeanette emphasized the importance of presenting a unified Board position, noting that perceptions of division could negatively impact external support and future funding efforts, and acknowledged that concerns raised would be addressed through the planned strategic planning discussions. John stated that, in his view, the Board has previously approved items on a provisional basis without subsequent follow-up, which he believes has had a negative impact on the District.

Mark recommended establishing a firm completion date, acknowledging that a similar commitment had been made previously but not fulfilled. Jeanette noted that Brian, the strategic planning consultant, was present to outline the proposed timeline and cited external timing constraints, including rate renewal, public hearing requirements, and submission of the 2026 budget to the council. She expressed confidence that the Board could complete the process next year through focused and collaborative effort. Stu confirmed that a timeline is in place, with an August 1 deadline for approval of the 2026 budget. John reiterated concern that, if adopted as proposed, the budget may not be revisited or amended.

Brian Flynn, consultant for the strategic plan, was asked by Jeanette to provide the project timeline. Brian confirmed that the deadline for the final budget is August 1, 2026. He stated that his approach includes attending all Board meetings to provide updates and to gather input



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and feedback, as well as meeting individually with Board members. He anticipates presenting a draft of the strategic plan by June for discussion and revision, with a final vote scheduled for the July meeting. Brian noted that he will recommend greater clarity in the strategic plan regarding its connection to annual work plans, with certain structural elements addressed in years one and two. He envisions developing a draft work plan that supports Board engagement so that, by the time the budget is considered, the Board has had meaningful input and understands the implications of the work plan and budget. Brian also indicated that the structure of the strategic plan is still under development and confirmed to John that Board discussions will be included.

John emphasized the importance of establishing an effective process and suggested that an amendment could be adopted to open the budget at a designated time. Jeanette noted that the 2025 budget was reviewed mid-year; however, John disagreed, stating that the action constituted changes to line items rather than a substantive review. John further expressed that he would like the Board to review the programs to evaluate priorities and determine the direction for 2026. Jeanette cautioned against reopening or restructuring the budget mid-year, stating that such an action could undermine critical efforts to finalize the strategic plan and advance the rates proposal, including coordination with external partners. She noted that attempting to restructure funding during this period could jeopardize efforts to secure continued funding for 2027, and instead recommended completing the planned processes in 2026 to position the District for potential funding and program adjustments in the 2027 budget cycle.

Mark sought clarification that John's suggestion was that the strategic planning process would provide clarity and direction for the Board and could create an opportunity to adjust the budget in a more favorable way. Bryan noted that much of the 2026 budget is committed through grants and questioned the rationale for making changes. Mark clarified that grants would not be affected, but that adjustments could be made to operating expenses, including program shifts and staff reorganization. He emphasized that the purpose of the strategic plan is to ensure the Board is planning proactively rather than remaining stagnant, and suggested that, following completion of the strategic plan, the Board could have an opportunity to reopen the budget to make adjustments. Dana requested clarification on what an "opener" would entail, noting that the Board already conducts a mid-year budget opening for adjustments. Mark reiterated that an opener would allow for targeted budget modifications during the year.

Jeanette emphasized the importance of considering staff capacity and cautioned against major programmatic or organizational changes during the second half of 2026, noting that such efforts would divert staff time from critical priorities, including securing rate approval. Mark clarified that he was not proposing major changes, but rather minor adjustments based on the Board's discussion. Stu expressed concern about reopening the budget at every meeting and reiterated the need for unanimity among the Board for the 2026 budget vote.



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Jeanette proposed that, following completion of the strategic plan in July, the Board includes an agenda item in August 2026 to review the 2026 budget and discuss potential adjustments informed by the strategic plan. She requested that the Board remain mindful of staff capacity and the trade-offs associated with pursuing rate approval during that discussion. John reiterated that he was not seeking to change programs, but rather to have the Board review programs and participate in the process should changes be considered. Jeanette clarified that requests for major program changes would create additional workload for the Executive Director and staff. Julie again emphasized the importance of approving the 2026 budget and maintaining unity among the Board on this matter.

Jeanette requested an amendment to the motion to approve the presented 2026 budget with the intention to revisit the 2026 budget in August of 2026 once the strategic plan is completed in July, for the purpose of discussing alignment between the budget and the updated strategic plan. Julie moved to amend the motion accordingly, and Grayson seconded the amendment. The motion passed unanimously.

10. Board Chair Report

a. EXECUTIVE/CLOSED SESSION: Executive Director Review

Pursuant to RCW 42.30.110(1)(g) executive session to “review the performance of a public employee.”

Jeanette called the board into executive session at 7:16 PM for 30 minutes. The board excused themselves for the executive session and came out at 7:45 PM to extend the session by 10 minutes. The board came out of the executive session at 7:55 PM. No action was taken during the closed session.

Due to time limitations, there was no further report from the Board Chair.

Old Business

11. Approval of Fiscal Policy 2026

Notes for discussion from Julie

There was a brief discussion to clarify that upon approval of the 2026 budget, the Fiscal Policy would be finalized. As a result, the Finance Committee will no longer be required once the policy is finalized. Jeanette confirmed that there were no remaining outstanding items for the Finance Committee and stated that the committee may be placed on hiatus until such time as it is needed again.



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Due to time limitations, Jeanette postponed consideration and approval of the 2026 Fiscal Policy to the January meeting.

New Business

Standing Updates

12. Strategic Plan & Rates Plan Update ([Gant Chart](#))

There was some discussion of the strategic plan under the 2026 Budget Presentation regarding the timeline under agenda item #9.

Bryan Flint, the consultant for the Strategic Plan, reported that early discussions have demonstrated strong alignment among Board members on key themes and a shared understanding of the core issues, which he noted is beneficial given the compressed timeline and the level of commitment required. He stated that a detailed timeline is still under development, though a preliminary timeline was included in the consultant contract. Brian indicated that he and Dana are refining the approach and that he expects to present a proposed timeline to staff by the end of the year and to the Board in January for review and input. He noted that stakeholder engagement activities are beginning, including work with the leadership team to prioritize stakeholders. Brian confirmed that August 1 is the final budget deadline and that the goal is to bring the strategic plan forward for Board approval at the July meeting. He stated that he will attend Board meetings throughout the process to provide updates and ensure ongoing Board engagement and input. Brian stated that the strategic planning process will include multiple engagement methods, such as a survey, a community meeting, and other outreach activities, with consideration given to identifying the most appropriate participants for each step. He noted that he has begun discussing potential structures for this approach with Dana and emphasized that the engagement strategy remains under development and subject to change.

13. Executive Director Report

- a. 2026 Goals Presentation ([2026 PCD ED Goals.docx](#))
- b. 2025 internship program update
- c. January 19th day of service PCD events
- d. Items from previous meetings
 - i. WACD Meeting review
 - ii. WSCC Western WA Representative Bill Blake
 - iii. Mobile Meat Unit sub committee

Due to time constraints, Dana was unable to deliver a full Executive Director report. She noted, however, that the newly elected WSCC Western WA representative, Bill Blake, will serve as a strong representative.



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14. 2025 Policies Review Update ([Review of Policy update goals from January 2025 meeting](#))

Due to time constraints, Dana was unable to present the 2025 Policies Review update.

15. Review of Public Records Report

There were no public records requests to report.

Other Business

16. Upcoming topics for future meetings

- i) 2025 in review presentation
- ii) SPCP Septic issues
- iii) Midland Easement

Due to time constraints, upcoming topics for future meetings was not discussed.

17. Emergent Issues

There were no emergent issues presented.

18. Board Comments

Julie informed the Board that she will not seek reappointment to the Board when her term concludes in August. She stated that, after careful consideration, she made this decision for personal and professional reasons. Julie emphasized that while her Board service will conclude, she intends to continue advocating for the Conservation District, noting the value of the District's work to the community and her commitment to supporting its mission and funding. She expressed appreciation for the opportunity to serve and for working with fellow Board members.

The meeting was adjourned at 8:15 PM.

SUMMARY OF MOTIONS

- *The Chair called for a motion to approve the agenda as presented. John moved to approve the agenda and Mark seconded. The motion passed unanimously.*
- *The chair called for a motion to approve the CBA as presented. Mark moved to approve the CBA and John seconded. The motion passed unanimously.*
- *John moved to approve the Consent Agenda. Mark seconded and the motion carried.*
- *John moved to approve the November 2025 Treasurer's report and Mark seconded. The motion passed after Lisa's presentation and discussion.*
- *The Chair requested an amendment to the motion to approve the presented 2026 budget with the intention to revisit the 2026 budget in August of 2026 once the strategic plan is*



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completed in July, for the purpose of discussing alignment between the budget and the updated strategic plan. Julie moved to amend the motion accordingly, and Grayson seconded the amendment. The motion passed unanimously.

**Pierce Conservation District
Puget Sound Processing
Quarterly Report – Q4 2025**

a) Number of growers served (by county)

Clallam	0
Clark	0
Columbia	0
Grays Harbor	0
Island	0
Jefferson	0
King	1
Kitsap	0
Kittitas	0
Lewis	1
Mason	0
Pacific	0
Pierce	2
San Juan	0
Skagit	0
Snohomish	0
Thurston	1
Whatcom	0
Posey	0
TOTAL	5

b) Number and types of animals harvested

a. Beef:	11
b. Pork:	0
c. Sheep:	35
d. Goat:	0
TOTAL:	46

c) Animal units harvested

a. Beef:	11.4
b. Pork:	0
c. Sheep:	14.7
d. Goats:	0
TOTAL:	26.1

d) Number of new growers served by the Lessee by County

Pacific	0
Thurston	0
Jefferson	0
Lewis	1
Pierce	0
King	0
Skagit	0

e) Estimated retail value of harvested meat by County

Clallam	\$0
Columbia	\$0
Grays Harbor	\$0
Island	\$0
Jefferson	\$0
King	\$3,625.10
Kitsap	\$0
Kittitas	\$0
Lewis	\$3,665.52
Mason	\$0
Pacific	\$0
Pierce	\$21,817.88
San Juan	\$0
Skagit	\$0
Snohomish	\$0
Thurston	\$43,635.76
Whatcom	\$0
TOTAL	\$72,726.26

f) Number of operating days by month and operating site

- | | | |
|-------------|--------|---|
| a. Month 1: | 0 days | 8725 James Rd. S.W. Rochester, Wa 98579 |
| b. Month 2: | 0 days | 8725 James Rd. S.W. Rochester, Wa 98579 |
| c. Month 3: | 3 days | 8725 James Rd. S.W. Rochester, Wa 98579 |

Appendix A

Operating Site Timeline and Key Events

November 2016

Due Diligence on Enumclaw Sales Pavilion, King County, began

March 2017

PSP met with Colleen Donovan to begin discovery for grant applications

April 2017

Due Diligence on Southbank Dairy, Thurston County, began

June 2017

PSP and Colleen Donovan met at Carlson Family Farm

August 2017

King Conservation District completed a survey of local livestock growers and their workshop series held in Spring 2017 and the results supported a USDA certified operation would be beneficial to the local community

October 2017

PSP and King Conservation District collaborate to document criterion to evaluate potential operating sites

May 2018

King Conservation District, PSP, Carnation Farms, and Pierce Conservation District discuss Step 4 of 5 of the project: sign a lease and build-out Carnation Farms, King County

May 2018

King Conservation District communicated they would not participate in the build-out of a second, and possibly third, site

September 2018

Nisqually Springs Farm communicated a temporary closure for capital projects beginning Nov 2018

September 2018

PSP began due diligence for a replacement primary operating site

December 2018

PSP communicated three possible replacement operating sites

December 2018

PSP and PCD executed Commercial Lease Agreement Amendment #1

January 2019

USDA provided approval to begin operations at Site #3, Thurston County

Appendix B

Investment Schedule: April 2016 – December 2024

Freightliner tractor trailer	\$29,000
Featherlite stock trailer	\$9,500
F-350 Heavy Duty to pull trailer	\$11,000
100-amp shore power setup	\$2,000
MPU Stabilizing support jacks	\$1,000
600-gallon liquid trailer	\$650
MPU boom fabrication	\$10,000
Powder River squeeze chute	\$6,300
New drainage system	\$1,000
New winches	\$1,600
New water heater	\$1,500
New air compressor	\$750
New sanitation infrastructure	\$1100
2 Jarvis reciprocating saws	\$10,000
Kentmaster circular breaking saw	\$8,500
County Line Farm Site Build-out	\$19,500
2 Jarvis captive bolt stunners	\$3,600
Computers, hardware, and software	\$11,000
MPU maintenance and repairs	\$26,000
New Hog Scalding Unit	\$28,900
New Delivery Truck	\$78,750
New Longhorn Squeeze Chute	\$6,100
New Lighting	\$1,200
New Panel Fencing	\$5,600
New Tractor	\$47,000
2 Freezer Containers	\$18,700
Container Installation	\$1,400
Refrigeration Truck Box (Deposit)	\$36,500
New Employee Training	\$500
Updated Wiring for Hog Scalding	\$11,500
Overhaul/Replacement	\$4,000
Electrical Refurbishment	\$ 2,000
Scalder Repair	\$ 700
Saw Rebuild	\$ 700
Pig Pen	\$ 300
Warn Winch/Accessories	\$1,400
Saw Upgrade	\$623
Total	\$400,000

For Consent Agenda

2026 Projects and those rolling over from prior years

Board meeting Approval date	Name of Project	Background/Scope	Best Management Practice	Location	Estimated Project Cost	PCD Rates Request	Other Sources	Approved cost share amount from PCD Rates	Landowner Match	Actual PCD Rates Reimbursed	Actual Other Reimbursed	Fund Source	Project Status	Notes
3-13-24	Haugen	Match to bring his RCPP and regular EQIP projects up to a full 90% reimbursement.	Seperator, pumping plant, alley scrapers, dry stack	White River WS	\$ 576,038.00		EQIP: \$367,073.33, SFF Alt Manure Mgmt: \$137,975.28		\$79,226.35		\$117,963.51 from 25-10-AMM	SCC 25-10-AMM	5 projects Complete, only the dry stack and roof remain	A request for SCC SFF AMM will be submitted for match for the remaining projectwhen the producer is ready to proceed.
1/8/2025	Mark Green	Consultant review of surface to ground water right transfer	Pumping Plant (533), Irrigation Water Management (449)	Puyallup WS	\$ 50,000.00		WSCC IE				\$24,883.25	SCC Irrigation Efficiencies	Posted by ECY for comment	Still in posted status, but anticipated to pass with no issues.
8/13/2025	Amara	Cross fencing and wetland exclusion fencing	382 Fencing	Puyallup WS	\$ 52,046.90	\$19,047.00	\$27,795.21		\$5,204.69			FbD#6	In Progress	Project started on 11-25, but paused for wet conditions. Plenned to resume 1-7.
	Amara/Gregory	Temporary cross fencing		Puyallup WS	\$ 4,150.00		\$3,735.00		\$415.00			26-10-SFF	In Progress	Plans to purchase materials in spring 2026
	Tsyrklevich		612 Tree/Shrub Establishment	Nisqually WS	\$ 2,938.39		\$2,300.00		\$638.39			26-10-SFF	In Progress	Plans to plant in eary spring 2026
	Lachney	tree planting	612 Tree/Shrub Establishment	Nisqually WS	\$ 800.00		\$600.00		\$200.00			26-10-SFF	In Progress	Plans to plant in eary spring 2026
	Burns	Temporary cross fencing		Nisqually WS	\$ 1,570.92		\$1,413.82		\$157.09			10-10-SFF	Paused	12-5: Project paused until spring 2026 due to doubt as to landowner's commitment to practicing rotational grazing.
	Gregory	Cross Fencing	382 Fencing	Puyallup WS	\$ 5,514.52		\$4,963.06		\$551.46			FbD#6	In Progress	Plans to install in early 2026
9/10/2025	Maris SDI Phase 2	Comply with cultural resources requirements for Irrigation Efficiencies project	n/a	White River WS	\$ 45,059.40		\$45,059.40					26-10-IE	In Progress	Antiquity Consulting has finished surveys as of 11.4.25 and is working on report to post.
10/5/2025	Maris SDI Phase 2	Install an addition 80 acres of subsurface drip	n/a	White River WS	\$ 330,108.00		\$247,581.00		\$82,527.00			26-10-IE	In Progress	Plans on spring 2026 implementation.

	Cooper, Tianna	Pollinator hedgerow	420 Wildlife Planting	KGI WS	\$ 1,944.44		\$1,750.00		\$194.44			26-10-SFF	Planning	2026 Installation
	Ericksen, Annika	Pollinator hedgerow	420 Wildlife Planting	KGI WS	\$ 3,333.33		\$3,000.00		\$333.33			26-10-SFF	Panning	2026 Installation
	Ericksen, Annika	Temporary cross fencing	SCC 64	KGI WS	\$ 1,100.00		\$990.00		\$110.00			26-10-SFF	Planning	2026 Installation
	Anderson, Kathlee	Pollinator hedgerow	420 Wildlife Planting	KGI WS	\$ 2,522.00		\$2,270.00		\$252.00			26-10-SFF	Planning	2026 Installation
	Evan Sterbick	Pollinator hedgerow		Puyallup	\$ 972.00		\$875.00		\$97.00			26-10-SFF	Planning	2026 Installation
	Alison Kemp	Cover crop	340 Cover Crop	KGI WS	\$ 289.00		\$260.00		\$29.00			26-10-SFF	In Progress	Will be reimbursed spring 2026 after both fall and spring plantings complete
	Christie Tackett	Cover crop	340 Cover Crop	KGI WS	\$ 111.00		\$100.00		\$11.00			26-10-SFF	In Progress	Will reach out in spring to see if funds will be used for spring covers
	Emily Ames	Cover crop	340 Cover Crop	Puyallup	\$ 780.00		\$585.00		\$195.00			FbD#6	canceled	Landowner not responsive
	Blake Morrison	Temp Fencing	SCC 64	Puyallup-	\$ 1,735.00		\$1,301.25		\$433.75			26-10-SFF	In Progress	
	Jessica Simmons	Pasture and Hay	NRCS 512	Chambers	\$ 222.22		\$200.00		\$22.22			26-10-SFF	In Progress	
	Jessica Simmons	Tree planting	NRCS 612	Chambers	\$ 153.33		\$120.00		\$33.33			26-10-SFF	In Progress	
	Kim Brighton	Pasture and Hay	NRCS 512	Puyallup WS	\$ 262.54		\$196.90		\$65.64			26-10-SFF	In Progress	

2025 PCD R 20,000 in PCD Rates
 Scott
 Cover Crops

Conservation Districts Legislative Outreach Campaign ~ Action Requested

From Heather Wendt <hwendt@wadistricts.org>

Date Wed 1/7/2026 2:35 PM

To chadamscd@gmail.com <chadamscd@gmail.com>; megan@asotincd.org <megan@asotincd.org>; marcella-appel@bentoncd.org <marcella-appel@bentoncd.org>; ryanw@cascadiacd.org <ryanw@cascadiacd.org>; LorenM@centralcd.org <LorenM@centralcd.org>; kim.williams@clallamcd.org <kim.williams@clallamcd.org>; zoppenheimer@clarkcd.org <zoppenheimer@clarkcd.org>; districtmanager@columbiacd.com <districtmanager@columbiacd.com>; kristina-ribellia@columbiabasincd.org <kristina-ribellia@columbiabasincd.org>; ccdmgr@ccdandwcd.com <ccdmgr@ccdandwcd.com>; LorenM@centralcd.org <LorenM@centralcd.org>; dave.hedrick@ferrycd.org <dave.hedrick@ferrycd.org>; RHebron@FosterCreekCD.org <RHebron@FosterCreekCD.org>; kara-kaelber@franklincd.org <kara-kaelber@franklincd.org>; mkuhl@graysharborcd.org <mkuhl@graysharborcd.org>; jholtrop@jeffersoncd.org <jholtrop@jeffersoncd.org>; rosa.mendez@kingcd.org <rosa.mendez@kingcd.org>; j-garit@kitsapcd.org <j-garit@kitsapcd.org>; anna.lael@kccd.net <anna.lael@kccd.net>; nikki.atkins@lewiscdwa.com <nikki.atkins@lewiscdwa.com>

Cc Tom Salzer <tsalzer@wadistricts.org>; rbaye@wadistricts.org <rbaye@wadistricts.org>; Tom Salzer <tsalzer@wadistricts.org>

Good afternoon,

I hope you all had a wonderful holiday and that you were able to take some time off to recharge your batteries.

WACD staff are in full legislative mode. We have multiple resources for CDs to use to amplify your voice individually and collectively with legislators.

- The first tool is our postcard campaign. We rolled that out several months ago to give folks time to ask questions. The ideal time for legislators to receive your postcards is now through the end of February. More information can be found here - <https://wadistricts.us/wacd/member-services/>
 - **Please take this brief 3-question survey to let our lobbyist, Brynn, know who has or will be using this resource.** <https://www.surveymonkey.com/r/SNL37ZK>
Survey Responses are due **January 16th**.
- The second resource is a partnership with the WA Grown TV show. Every half-hour episode of Season 13, which airs January-March 2026, includes a short conservation district story. Districts can amplify the positive impact of CDs by sharing these episodes. The episode links take viewers directly to the CD portion of the episode. This [Media Guide](#) has suggested messaging, hashtags, etc. that you can copy and paste onto your District's LinkedIn, Facebook, Twitter, website page, etc. **Please add other details, especially if the service featured in the segment is similar to a service offered by your CD or if your CD is featured in the episode.** The Media Guide will be updated with links shortly after each episode airs.
 - You can see an example on the WACD Facebook Page here - <https://www.facebook.com/WADISTRICTS>

- We have more resources coming your way....**if you have an outreach person you would like as the primary point of contact, please let me know**, and I will add them to my email list.

As a reminder, this effort has two goals: first, to elevate the vital work you do with legislators who support and fund conservation; and second, to amplify your collective statewide impact—ensuring conservation districts are recognized for what they are: the premier locally led conservation organizations.

Thank you,

Heather

Heather Wendt

Deputy Director

509-873-2669 | hwendt@wadistricts.org | <https://wadistricts.org> |



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Washington Association of Conservation Districts

Five Things to Know for December 31, 2025

<https://wadistricts.org> ☼ <https://wadistricts.us> ☼ <https://wacdpmc.org>

SAVE THE DATE



WACD 2026 Annual Conference

THURSDAY, DECEMBER 3 - SATURDAY, DECEMBER 5

Skamania Lodge, Stevenson, WA

In This Issue

Five Things to Know

1. Governor's Budget Proposed Cuts - **Correction Included**
2. 2026 Legislative Day Hotel ~ *Reserve Your Room Today!*
3. 2026 WACD Legislative Day Information
4. New WACD Task Forces
5. WACD Conference Recordings Available...and a Survey

Upcoming Events

Inside WACD

Latest Posts on the Hub

Thank you to Sponsors

Five Things To Know

1. Governor's Budget Proposed Cuts

Governor Ferguson's proposed, budget introduced on December 23, included a cut to the Conservation Commission.

- \$676,000 for FY27 in reduced operating funds for "agency activities pertaining to technical services to conservation districts".

You can learn more about other natural resource agencies, and our first look at 2026 legislation, by reading our first [Legislative Newsletter](#) in 2026, or attend our new [Legislative Check-In](#) every Monday at Noon for districts to interact face-to-face (virtually speaking). You can read about more ways to participate on the [Advocacy section](#) on the Hub.

(An earlier edition of this 5T stated the Governor proposed a cut to the Riparian Grant Program. That was an incorrect statement.)

2. 2026 Legislative Day Hotel ~ Reserve Your Room Today!

WACD has secured a block of hotel rooms at the state's per diem, and the Columbia Room in the Capitol building to rest your weary feet. This year, the hotel and breakfast will be held at the [DoubleTree Olympia](#). One perk of staying at the DoubleTree is that you do not have to find parking at the Capitol, and instead ride the Capitol Dash bus. Please make your hotel reservations by **January 24th** to ensure you **secure the state per diem rate by using this link**. If you are staying an extra night for the Ombuds workgroup you can adjust the dates at the top of the page.

Note ~ with the half day SCC budget development meeting the day before Legislative Day and the Ombuds workgroup meeting the day after, please book your rooms early in case we need to add to the hotel room block.

3. 2026 Legislative Day Information

Each year, WACD organizes a **Legislative Day** in Olympia to help coordinate district engagement with the legislative process. For 2026, our Legislative Day will be **February 10th**. We are asking districts this year to fill out [a short form](#) by **January 9th** so we know how many meals to prepare, which districts want WACD to make their legislative appointments, and which CDs are wanting to showcase their outreach materials for legislators.

4. New WACD Task Forces

There are three new task forces created via resolutions from the Annual Conference: on CREP agency responsibilities, on Shellfish Aquaculture practices, and on agricultural viability. If you or your district are interested in serving on one of these three work groups, please reach out to WACD staff. You can read the full text of each resolution in the [Resolutions section](#) on the Hub

5. Conference Recordings Available

For those who weren't able to attend the WACD Conference or participate online, many of our sessions are now available [online](#) or are accessible through the 2025 Annual Conference webpage.

As we reflect on the conference, we are already thinking about how we can improve next year's event. WACD asks for your participation in a quick **survey** so we can improve on the experience for **2026 at Skamania Lodge, December 3rd - 5th**. The survey is designed to be anonymous. WACD staff are also available if you want a longer discussion.

[Survey](#)

Upcoming Events

2025/2026

- January 15: [State Conservation Commission Meeting](#)
 - January 26: [WACD Board of Directors Meeting](#)
 - February 10: WACD Legislative Day
 - February 19: [State Technical Advisory Committee Meeting](#)
 - February 23: [WACD Board of Directors Meeting](#)
-



Inside WACD

Scottish Rambles

Looking back on the year, I find myself reflecting again and again on an October trip to Scotland. Not only was it incredible and well worth all the hassle of international travel, but it was an opportunity to see first-hand a different landscape and ponder my place in our big, big world.

Among the areas visited were the Scottish Highlands, made famous by generations of history and Hollywood (ask me sometime about the number of times the show *Outlander* was

mentioned during our trip). By going in the fall, we were drenched numerous times by the many types of rains of Scotland. But that allowed us to see things both beautiful and tragic.



Above is a photo taken near Glen Coe, a mountain valley in northern Scotland. It is a beautiful landscape, with rivers carved by centuries of rainfall coming off the mountain. Everywhere we went were scenes like this.

What makes it tragic is the lack of trees. Over many millennia, changing weather patterns from the ending of the last Ice Age and the human need for wood removed nearly all of what was the Great Caledonian Forest. What remains is largely non-native, with one UK government report estimating over 40% of the trees in Scotland were American Sitka spruce, planted in the 19th and 20th centuries to give Great Britain a faster growing timber stand.

From here at home, look at the overcrowding forests. Native American tribes used prescribed burning for eons, then the US Forest Service spent over 100 years stopping every fire as soon as possible. Now Washingtonians live in an era of catastrophic mega fires, with forestlands turned into desolate landscapes and great plumes of smoke drifting thousands of miles.

That's why conserving our natural resources is so important to me, doing work today that might only be felt by future generations. By recommending best management practices, and constantly scrutinizing the science and evidence-based trials, it allows for any mistakes we make to be fixable by those who come after us. Some of you have been around long enough to see that in your careers, like when planting reed canary grass used to be recommended by the Soil Conservation Service.

Humanity has a great capacity for change, both in how we live and in how we impact our world. But those changes have consequences, which we live with today and our children will live with tomorrow.

Ryan Baye
WACD Legislative & Membership Services



We'd like to hear from you

People make Washington's conservation delivery system work. Whether it is people you work with, people you serve, or the statewide community of conservation districts, success is built on working with people. Success is built on you.

As always, we'd like to receive your ideas and questions. Please contact us at oly@wacd.org. Emails sent to that address reach the entire Executive Office team!

Always yours for conservation,



EXECUTIVE DIRECTOR

Latest Posts on the Hub

- [USDA offers aid to flood-damaged Washington farms, ranches](#)
- [New NRCS Regenerative Pilot Program](#)
- [A couple in northeast Washington spent 30 years restoring a neglected tree farm. Last month, they donated it for research](#)
- [Washington Flood Resources: Support for Farmers](#)
- [Snohomish CD Development and Communications Director Position](#)
- [Payroll and HR Specialist Position Snohomish CD](#)

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Jobs

Reading List

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U.S. Department of Agriculture

PUBLISHED: January 6, 2026

SHARE:



(Washington, D.C., January 6, 2026) – U.S. Secretary of Agriculture Brooke L. Rollins announced a new slate of presidential appointments to key positions at the U.S. Department of Agriculture (USDA).

“Under President Trump’s leadership, USDA is building a powerhouse team of Presidential Appointees deeply committed to uplifting rural America and putting Farmers First. With



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THE HONORABLE DOUG HOELSCHER APPOINTED AS MINISTER- COUNSELOR AT THE INTERNATIONAL Food and Agriculture Organizations in Rome, Italy

Doug Hoelscher serves as Minister-Counselor to the US Mission to the United Nations Food and Agriculture Organizations in Rome, Italy. Doug previously held roles as Chief Operating Officer and Chair of the America First Transition Project at the America First Policy Institute (AFPI). During President Trump's first term, he served as Director of the White House Office of Intergovernmental Affairs. Earlier in his career, Doug was Director of the Iowa Office of State-Federal Relations and held positions in the Bush Administration at both the White House and the Department of Homeland Security. Raised on a corn, soybean, and pig farm near Williams, Iowa, he was active in 4-H and FFA and worked summers in a family agribusiness. He holds a BA from the University of Iowa and began his public policy career in the office of Senator Charles Grassley.

Tate Bennett Appointed as Principal Deputy Chief of Staff

Tate Bennett serves as Principal Deputy Chief of Staff. During President Trump's first term, Tate held various policy and engagement roles where she worked tirelessly to advance the President's agenda. Specifically, Tate served as Special Assistant to the President for Agriculture, Trade, and Food Assistance at the White House National Economic Council, as well as both the Agriculture Advisor to the Administrator and the Associate Administrator for the Office of Public Engagement and Environmental Education at the U.S. Environmental Protection Agency. Most recently, Tate served as the Director of Rural Policy at the America First Policy Institute (AFPI). She has earlier private sector and federal experience, including having worked in both the U.S. Senate and House of Representatives. Tate grew up on her parents' horse farm in Shelbyville, Kentucky, an upbringing that has heavily shaped her commitment to rural America.

Hailey Ghee Appointed as Deputy Chief of Staff for Operations

Hailey Ghee serves as Deputy Chief of Staff for Operations. Hailey previously served at USDA during President Trump's first term, where she played a key role in advancing agency operations and administration priorities. Her federal experience also includes serving at the Small Business Administration (SBA), supporting programs essential to local economies, as



U.S. Department of Agriculture

Reya spent the past seven years managing research and development supply chain risk at a federally funded research and development center supporting the U.S. Department of Defense (DOD). Earlier in her career, she worked to expand agricultural markets in South Asia and West Africa. She holds a bachelor's degree from the University of Texas at Austin and a master's degree in public policy from Duke University.

Troy Romero Appointed as State Director for Rural Development in Louisiana

Troy Romero serves as State Director for Rural Development (RD) in Louisiana. Troy is a fifth-generation farmer and rancher with extensive agricultural and rural development knowledge. He served six years in the Louisiana Legislature and was Chairman of the House Agriculture, Forestry, Aquaculture and Rural Development committee. Troy's experience will be instrumental in helping Louisiana utilize the many programs offered by USDA. He looks forward to working with the team at USDA to bring about positive economic development to the entire state.

Chris Lyons Appointed as State Director for Rural Development in Massachusetts, Connecticut, and Rhode Island

Chris Lyons serves as State Director for Rural Development (RD) in Massachusetts, Connecticut, and Rhode Island. Born in Boston and raised in Plymouth County, Chris grew up among the region's cranberry bogs. He has extensive experience in politics and public policy across federal, state, and local levels. He previously served as Chief of Staff for the U.S. Environmental Protection Agency's (EPA) Region 2 during President Trump's first term.

Dominic Restuccia Appointed as State Director for Rural Development in Michigan

Dom Restuccia serves as State Director for Rural Development (RD) in Michigan. A lifelong Michigander and graduate of Hillsdale College, Dom and his wife, Emma, raise their three children in their hometown in Livingston County. Prior to this appointment, Dom was the White House Liaison at USDA. He also previously worked on federal and state public policy for Congressman Mike Bishop of Michigan, Senator Mike Lee of Utah, and State Senator



U.S. Department of Agriculture

and hay for both commercial and retail markets. He holds a bachelor's in Agronomy and Environmental Sciences from Delaware Valley University and brings practical experience and leadership to agriculture through roles on the FSA Committee, as an executive member of the United Soybean Board, and as chair of the New Jersey Soybean Board. A committed family man, Rick is the father of two daughters and a son. In his spare time, he enjoys hunting and off-road excursions.

Travis Day Appointed as State Director for Rural Development in New Mexico

Travis Day serves as State Director for Rural Development (RD) in New Mexico. A native of New Mexico, Travis brings experience from the private, nonprofit, and government sectors, with a focus on creating opportunities for businesses and local governments. His leadership is grounded in a deep understanding of the unique challenges and strengths of rural New Mexico. He previously served as chairman of the Sierra County Commission, where he championed community-driven growth initiatives.

Robert Sullivan Appointed as State Executive Director for Farm Service Agency in Connecticut

Rob Sullivan serves as State Executive Director for Farm Service Agency (FSA) in Connecticut and Rhode Island. A dedicated public servant with a passion for floriculture, Rob's career as a landscape contractor fostered his love for nature. He recently served on the Board of Directors for the Southern Rhode Island Chamber of Commerce and founded the Southern Rhode Island Young Professionals.

Cory Atkins Appointed as State Executive Director for Farm Service Agency in Delaware

Cory Atkins serves as State Executive Director for Farm Service Agency (FSA) in Delaware. Cory is a first-generation farmer from Delaware, specifically Sussex County. He has experience leading both wholesale and retail operations. Cory brings over ten years of state and national advocacy to the table, on behalf of Delaware's farming community.

Starlyn Perdue Appointed as State Executive Director for Farm Service Agency in Iowa



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strengthen America's rural economy.

Philip Cowee Appointed as State Executive Director for Farm Service Agency in Nevada

Philip Cowee serves as State Executive Director for Farm Service Agency (FSA) in Nevada. Philip is a sixth-generation Nevadan and businessman with over 25 years of experience developing properties and operating businesses in Lyon County. He previously served as Nevada State Director for Rural Development (RD) during President Trump's first term, where he championed rural communities and economic growth. Along with his wife, Casandra, Philip comes from a long line of ranching and farming families. He is passionate about preserving Nevada's agricultural heritage and advocating for the farmers, ranchers, and rural families who make the Silver State strong.

Wilmer Stoneman III Appointed as State Executive Director for Farm Service Agency in Virginia

Wilmer Stoneman serves as State Executive Director for the Farm Service Agency (FSA) in Virginia. With over 30 years of experience in rural business development and agricultural policy, Wilmer previously served as Vice President of Agriculture, Development and Innovation, and Executive Director of the Virginia Foundation for Agriculture, Innovation and Rural Sustainability. He also held key roles at the Virginia Farm Bureau Federation as Associate Director of Governmental Relations.

Patrick Bell Appointed as State Executive Director for Farm Service Agency in Washington

Patrick Bell serves as State Executive Director Farm Service Agency (FSA) in Washington. Raised in a multi-generation farming and ranching family, Patrick brings deep agricultural roots and a lifelong connection to rural communities. He has served in public service in Washington, D.C., and Eastern Washington, helping shape and implement policy affecting agriculture, natural resources, and rural economies statewide.

Kennon White Appointed to Assistant Chief South Region for Natural Resources Conservation Service



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business, a master's in higher education, and an MBA from Appalachian State University where he taught leadership and ethics after retirement from the private sector.

Kayleigh Hurley Appointed as White House Liaison

Kayleigh Hurley serves as the White House Liaison for the U.S. Department of Agriculture. Originally from Brighton, Michigan, she most recently served as the Deputy White House Liaison at USDA and played a key role in the presidential transition. Her previous work includes Trump's 2024 presidential campaign and a background in leadership and organizational training from her time with Leadership Institute. She brings experience building effective teams, and organizational leadership to advance President Trump and Secretary Rollin's priorities at USDA.

###

PRESS RELEASE

Release No.: 0001.26

U.S. Department of Agriculture



December 2025 Financial Reports

Financial Overview: Year-to-date net income for 2025 is \$215K, reflecting a year of strong financial performance. The District demonstrated solid revenue generation, driven by robust grant reimbursements and consistent program funding, while expenses remained well-managed and aligned with grant-supported activities. Grant funding supported a significant portion of program delivery and payroll, allowing the District to advance initiatives like Habitat, Farm, and Harvest without straining operating funds. Investments continued to provide reliable returns, with LGIP balances of \$3.1M contributing to healthy liquidity and reserve strength. Overall, the District effectively balanced program execution, expense control, and financial stewardship, resulting in a year of sound financial management and operational success.

(1) Balance Sheet – Prior Year Comparison (Cash basis): (Assets \$4.53M ~ 5.54 % YoY improvement) ✓

- **Cash Position:** Our Current Assets as of Dec 2025 are \$3.37M. It is held predominantly in the Local Government Investment Pool (LGIP) (\$3.1M). We needed three (3) LGIP withdrawals this month, totaling \$995K. Year over Year comparison shows an increase of 7.57% for Total Current Assets. Total Assets, with Fixed Assets, are \$4.53M with a YoY increase of 5.54%.
- **Total Liabilities:** Our current liabilities are \$42.7K. Payable liabilities will be expensed in January with quarterly taxes and Payroll related invoices (PEBB, Colonial Life & Union Dues).
Areas of monthly actions:
 - Account 2110 – Direct Deposits Liability still has a 2024 credit balance of \$7,455. There are two remaining items that need to be resolved to clear this account.
 - Account 3200 – Unused Vacation Liability increased \$2.9K in December and increased 36.4% YoY.
- **Accounts receivable (AR)** had uncollectible receivables from 2020-2022 which were written off at year end, a total of \$3,032. This expense was recorded as bad debt and offset in Acct 1200 Accounts Receivable.
 - Total outstanding AR for Dec-25 is \$1.03M, increasing to \$222K from last month.
 - 61.5% of this balance is related to invoices aged at <60 days.
 - 34% of this balance is related to invoices aged at > 60 days.
 - > 90 days: Decreased by \$27K. Top outstanding invoice is PC FbDesign #5 \$123.3K.
 - 61-90 days: Increased from a zero balance to \$200.3K. Top 2 outstanding invoices are RCO Hend-ESRP 2025-27 \$140K and Harvest PC Gleaning \$50.6K.
 - 31-60 days: Increased \$22K. Top 3 outstanding invoice are RCO 24-1395 SPC Rip 2024-29 \$156K, RAE NEWCWG 2024-26 \$188.7K. and WSCC \$27.4K.

- 1-30 days: Decreased \$332.4K. Top 3 outstanding invoices are Harvest COT MOU \$118.6K, WSCC 26-10-IM \$19.4K, and PC FbDesign #6 \$8.8K.
- Current: COT ILA PEP 2025-62 \$50K

As of January 1, 2026					
Current	1 - 30	31 - 60	61 - 90	> 90	TOTAL
50,112.85	238,652.98	397,679.12	200,296.49	147,763.02	1,034,504.46

-
- **Key Points:** *The District's balance sheet remains strong, with total assets of \$4.53M, reflecting a 5.54% YoY increase, and current assets up 7.6% driven primarily by cash held in the LGIP. Liquidity remains solid despite three LGIP withdrawals totaling \$995K in December to support operations. Liabilities remain low at \$42.7K, primarily related to routine payroll and quarterly tax obligations. Accounts receivable totaled \$1.03M at year-end; while balances increased month-over-month due to timing of grant billings, over 60% is under 60 days, and balances over 90 days declined. Older uncollectible receivables from 2020–2022 totaling \$3,032 were appropriately written off. Accrued leave liabilities increased year-over-year, reflecting staffing levels and earned leave, and are being monitored as part of ongoing financial management.*

(2) YTD Profit & Loss Previous Year Comparison (Cash basis): (Net Income of \$215.4K) ✓

- **Income:**
 - Total Income, year to date (YTD) through Dec-25 is \$7.13M, an increase of \$1.34M or 23.24% YoY, driven by our grant reimbursements of \$3.6M, an increase of 55% YoY.
 - Indirect Revenue is \$112K, an increase of \$59K YoY.
 - Bank Interests show a slight decline by \$1.4K from last year but still performing well at \$139K this year.
 - Our revenue from Rates & Charges for 2025 is \$3.038M.
- **Expenses:**
 - Operating expenses at year-end increased by \$1.16M or 20.24% YoY.
 - **Increases:** Plant & Tree Exp \$79K increase is due to 2026 event plant deposits, Legal Fees YoY increase of \$21.8K (2025 & 2026 Union), Prof Svcs Programs – Rates \$250.5K (new account), and Prof Svcs-Grants \$1.14M (reimbursable).
 - **Decreases:** Payroll \$41.6K due to the shift in pay schedule. Light Meals & Catering is down by \$6.4K. Prof Svcs – IT decreased by 8.5K. Prof Svcs - Facilities is down by \$54.5K or 72.5%, Field and Office Supplies \$41.5K, we have had no Emergent Expenses, Travel Exp \$26.4K, District Repairs \$20K, Training \$8.8K, and Dues & Subscriptions \$6.5K. And many more.
- **Key Points:** *Year-to-date net income is \$215.4K, reflecting strong financial performance. Total revenue through December is \$7.13M, a 23.2% increase year over year, driven primarily by grant reimbursements of \$3.6M, up 55% YoY, and higher indirect revenue. Investment and bank interest declined slightly from the prior year but remain strong at \$139K. Operating expenses increased 20.2% YoY, largely due to reimbursable grant-related professional services and advance plant purchases for 2026 programs, as well as legal costs for two union negotiations(2025-2026). These increases were partially offset by lower payroll timing impacts and reductions across multiple operating categories. Overall, increased expenses align with higher program activity and remain well supported by corresponding revenues.*

(3) YTD Actuals vs Budget (Cash basis): ✓

2025 YE Budget Review: *Year-to-date revenues exceeded budget at 135%, primarily due to strong grant reimbursements. Based on current accounts receivable balances, additional grant reimbursements related to 2025 expenses are expected in January–February. Expenses are also above budget at 133%, largely driven by grant-funded activity that is reimbursable. One non-routine variance includes \$9,430 in LET and Use Tax identified after the mid-year adjustment, covering tax years 2021–2024. Overall, higher-than-budget activity reflects increased program execution rather than operating overspending.*

- **Revenue:**

- Rates & Charges YE Deposits exceeded budget by \$38,759.
- Grant Reimbursements for YE are \$3.6M exceeding the budget by 227%.
- Indirect Revenue brought in \$112K YTD
- Urban Tree Sale for 2026 has presales revenue.
- Rents and Leases exceeded budget within EQ Rentals but also includes land leases and Goss Farm garden plots.

- **Expenses:**

- District Vehicles includes fuel \$8.2K and maintenance \$1.9K for tire replacement on one of our vehicles .
- Meals and office supplies are over budget with \$4.2K was grant reimbursable.
- Plant & Tree expenses are above the monthly average, trending higher due to plant deposits for the 2026 events for Native Plant Sales and Urban Tree Sales.
- Prof Svcs – Grants – Higher than monthly avg at 284% and are fully grant reimbursable.
- Cost Share expenses are higher than the monthly avg at 246%. These are mostly grant reimbursable as well.

- **Grant Timing Note:** As of year-end, grant expenses total \$4.06M, while grant revenue recognized to date is \$3.73M. The approximate \$330K difference represents earned grant revenue for 2025 expenses that will be received in early 2026 based on submitted and pending reimbursements. When these reimbursements are received and recorded in January (13th month), our budgeted net income is expected to increase from \$208.5K and potentially exceed \$500K, reflecting reimbursement timing rather than changes in spending.

Key Point: *The District remains \$208K under budget year-to-date, supported by strong grant reimbursement activity. Revenues exceeded budget at 135%, while expenses are at 133%, both above monthly averages but largely attributable to reimbursable grant activity. Elevated costs in professional services, cost share, and Native Plant and Urban Tree Sales expenses reflect ongoing grant work and advance deposits for 2026 events. Most expense variances are reimbursable, and overall, 2025 reflects a financially strong and well-managed year.*

(4) PCD Investment Summary: ✓

- **Investment Earnings:** We continue to earn solid returns from our investments:
 - LGIP investment rate dropped to 3.89% for Dec, resulting in YTD investment earnings of \$134.4K and LTD earnings of \$305.7K. The LGIP balance is \$3.09M.

- The 1st Security CD rate is 4.01% and earned \$4.4K YTD. The CD has a value of 113.6K and matures in 6/2026.
- **Total Reserves:** December cash in hand is \$3.22M
 - Restricted funds: Property Fund (\$415.5K), Contingency (\$861K), and Comp Time Reserve (\$13.9K).
 - RCO Grant Advance: Current balance is \$0. As of year-end, cumulative project expenses exceeded the \$550,000 advance; therefore, the prepaid grant balance was fully earned and reclassified to grant revenue. This remains an active project, and additional grant revenue is expected to be recognized through 2027.
 - Unrestricted Operating Expense funds in the LGIP are \$1.93M
- **Key Points:** *While LGIP rates have begun to decline, the District's investment portfolio continues to perform well. The LGIP earned 3.89% in December and the Certificate of Deposit earned 4.01%, resulting in combined year-to-date investment earnings of \$138.8K. Total cash in hand at year-end is \$3.2M, supporting both restricted reserves and unrestricted operating funds. Overall, investment earnings remain strong and continue to contribute positively to the District's financial stability.*

(5) Grant Reimbursement Summary: ✓

- **Total Grants:** For Year-end our grant reimbursements total \$3.5M.
 - Federal grants comprise 45%, State grants 24%, and Local grants are 31%.
- **Program Allocation:**
 - The Habitat program receives the largest portion of grants, with 49.4% of the total reimbursements, then Farm with 27.9%, and Harvest with 11.7%.
 - Climate Resiliency has a smaller share of 5.2%, Water Quality at 5.6%, Enviro Educ <1%
- **Actual Payroll by Program:**
 - YTD Actual Payroll expenses are split between grants (37%) and rates (63%).
 - YTD Reimbursed Grant Revenue:
 - Grant Expenses - \$2,737,472 (78%)
 - Payroll Expenses - \$773,055 (with comp rate) (22%)
 - Indirect Revenue is \$112,328
- **Key Points:** *Grant reimbursements remain strong at \$3.5M YTD, reflecting solid performance across funding sources: 45% Federal, 24% State, and 31% Local sources. A good portion of payroll continues to be grant-funded at 37%, in core programs like Harvest (72.5%), Climate Resiliency (72%), Farm (48.5%), and Habitat (39%), supporting both program delivery and overall budget efficiency. Overall, grant reimbursements continue to be a strong contributor to funding program activity and offsetting operating costs.*

Conclusion & Outlook: *Looking ahead, the District's financial position is expected to further strengthen as pending grant reimbursements for 2025 expenses are received in January (13th month), which could potentially increase net income from \$208K to over \$500K, reinforcing the District's favorable budget position. Program-related expenses remain closely aligned with grant funding, and investments continue to generate steady returns despite modest rate declines. With continued strong performance across grant reimbursements, controlled operating expenses, and solid cash reserves, the District is well-positioned to maintain financial stability, support ongoing program delivery, and fund upcoming 2026 initiatives.*

Pierce Conservation District
Balance Sheet Prev Year Comparison
As of December 31, 2025

11:50 AM
01/08/2026
Cash Basis

	Dec 31, 25	Dec 31, 24	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
1003 · Columbia Checking 6351	170,044.98	318,817.15	(148,772.17)	-46.66%
1005 · 1st Security Bank - Savings	9,711.78	9,710.83	0.95	0.01%
1006 · 1st Security Bank - Checking	2,037.40	4,137.40	(2,100.00)	-50.76%
1009 · LGIP Investment Money Market	3,093,135.57	2,748,995.16	344,140.41	12.52%
1015 · 1st Security - 15 month CD	113,653.65	107,133.74	6,519.91	6.09%
Total Checking/Savings	3,388,583.38	3,188,794.28	199,789.10	6.27%
Accounts Receivable				
1200 · Accounts Receivable	(12,770.39)	(50,644.66)	37,874.27	74.78%
Total Accounts Receivable	(12,770.39)	(50,644.66)	37,874.27	74.78%
Other Current Assets				
1210 · Employee Advance	(262.68)	(70.12)	(192.56)	-274.62%
Total Other Current Assets	(262.68)	(70.12)	(192.56)	-274.62%
Total Current Assets	3,375,550.31	3,138,079.50	237,470.81	7.57%
Fixed Assets				
1800 · Land	995,097.73	995,097.73	0.00	0.0%
1810 · Machinery & Equipment	148,716.29	148,716.29	0.00	0.0%
1820 · Computers & Software	7,304.28	7,304.28	0.00	0.0%
1830 · Vehicles	11,120.00	11,120.00	0.00	0.0%
1890 · Accumulated Depreciation	(11,120.00)	(11,120.00)	0.00	0.0%
Total Fixed Assets	1,151,118.30	1,151,118.30	0.00	0.0%
TOTAL ASSETS	4,526,668.61	4,289,197.80	237,470.81	5.54%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 · Accounts Payable	(6.57)	(6.57)	0.00	0.0%
Total Accounts Payable	(6.57)	(6.57)	0.00	0.0%
Other Current Liabilities				
3156 · DCP Payable Roth	50.00	0.00	50.00	100.0%
3155 · DCP Payable	(50.00)	0.00	(50.00)	-100.0%
3151 · DCP ER	(35.36)	0.00	(35.36)	-100.0%
2110 · Direct Deposit Liabilities	(7,455.42)	(7,455.49)	0.07	0.0%
2200 · Sales Tax Payable	1,576.42	1,193.09	383.33	32.13%
3100 · Employment Security Payable	15,060.82	16,948.23	(1,887.41)	-11.14%
3120 · Federal Payroll Taxes Payable	107.83	107.83	0.00	0.0%
3160 · Health Care - Company	24,660.77	9,844.79	14,815.98	150.5%
3161 · Health Care - Employee	7,963.32	0.00	7,963.32	100.0%
3162 · Voluntary Insurance - Employee	178.44	0.00	178.44	100.0%
3163 · Union Dues	669.28	0.00	669.28	100.0%
Total Other Current Liabilities	42,726.10	20,638.45	22,087.65	107.02%
Total Current Liabilities	42,719.53	20,631.88	22,087.65	107.06%
Long Term Liabilities				
3200 · Unused Vacation Liability	139,405.04	102,202.49	37,202.55	36.4%
Total Long Term Liabilities	139,405.04	102,202.49	37,202.55	36.4%
Total Liabilities	182,124.57	122,834.37	59,290.20	48.27%
Equity				
3600 · Net Assets (Restricted)	(139,405.04)	(102,202.49)	(37,202.55)	-36.4%
3900 · Net Assets	4,268,565.92	4,233,714.05	34,851.87	0.82%
Net Income	215,383.16	34,851.87	180,531.29	518.0%
Total Equity	4,344,544.04	4,166,363.43	178,180.61	4.28%
TOTAL LIABILITIES & EQUITY	4,526,668.61	4,289,197.80	237,470.81	5.54%

Pierce Conservation District
Profit & Loss Prev Year Comparison
January through December 2025

11:47 AM

01/08/2026

Cash Basis

	Jan - Dec 25	Jan - Dec 24	\$ Change	% Change
Ordinary Income/Expense				
Income				
300 · Revenues				
317.71 · Rates & Charges	3,038,759.49	3,016,671.70	22,087.79	0.73%
331 · Grant Reimbursements				
331.5 · Grant Reimbursements (Payroll)	773,055.28	892,200.03	(119,144.75)	-13.35%
331 · Grant Reimbursements - Other	2,861,257.70	1,451,294.75	1,409,962.95	97.15%
Total 331 · Grant Reimbursements	3,634,312.98	2,343,494.78	1,290,818.20	55.08%
332 · Indirect Revenue	112,327.67	52,949.16	59,378.51	112.14%
345 · Native Plant Sale	101,788.13	91,268.34	10,519.79	11.53%
346 · Urban Tree Sales	40,697.40	18,139.54	22,557.86	124.36%
360 · Miscellaneous Revenues	586.94	180.00	406.94	226.08%
362 · Rents, Leases and Concessions	11,867.85	10,148.00	1,719.85	16.95%
365 · Bank Interest	138,853.23	140,270.00	(1,416.77)	-1.01%
367 · Donations	48,347.55	110,377.75	(62,030.20)	-56.2%
Total 300 · Revenues	7,127,541.24	5,783,499.27	1,344,041.97	23.24%
Total Income	7,127,541.24	5,783,499.27	1,344,041.97	23.24%
Gross Profit	7,127,541.24	5,783,499.27	1,344,041.97	23.24%
Expense				
600 · District Payroll Expenses	2,712,775.11	2,717,802.94	(5,027.83)	-0.19%
610 · District Field/Project Supplies	83,089.94	124,663.77	(41,573.83)	-33.35%
612 · District Vehicle	13,470.29	14,205.74	(735.45)	-5.18%
613 · District Light Meals/Catering	13,981.29	20,416.79	(6,435.50)	-31.52%
615 · District Office & Ops. Supplies	18,339.86	19,187.69	(847.83)	-4.42%
618 · District Personal Gear	101.52	502.55	(401.03)	-79.8%
620 · District Plant & Tree Expenses	132,178.04	53,134.64	79,043.40	148.76%
625 · District Small Tools Expense	3,529.10	3,683.78	(154.68)	-4.2%
630 · District Services & Bank Fees	3,251.85	3,234.86	16.99	0.53%
634 · District Legal Fees	71,078.24	49,195.26	21,882.98	44.48%
635 · District Professional Svcs Exp				
635.00 · Professional Services (Rates)				
635.04 · Prof Services Programs	250,489.23	0.00	250,489.23	100.0%
635.01 · Prof Services IT	87,987.79	96,491.53	(8,503.74)	-8.81%
635.02 · Prof Services Admin	72,631.99	62,408.02	10,223.97	16.38%
635.03 · Prof Services Facilities	20,640.00	75,090.50	(54,450.50)	-72.51%
635.09 · Prof Service Emergent Issues	0.00	47,797.50	(47,797.50)	-100.0%
635.00 · Professional Services (Rates) - Other	0.00	25,164.88	(25,164.88)	-100.0%
Total 635.00 · Professional Services (Rates)	431,749.01	306,952.43	124,796.58	40.66%
635.9 · Professional Services (Grants)	2,613,067.83	1,475,307.02	1,137,760.81	77.12%
635 · District Professional Svcs Exp - Other	0.00	25,163.49	(25,163.49)	-100.0%
Total 635 · District Professional Svcs Exp	3,044,816.84	1,807,422.94	1,237,393.90	68.46%
640 · District Communication Expense	0.00	99.00	(99.00)	-100.0%
643 · District Postage	1,978.14	2,720.42	(742.28)	-27.29%
645 · District Travel Expense	11,296.84	37,723.94	(26,427.10)	-70.05%
650 · District Advertising & Communic	6,563.11	9,975.46	(3,412.35)	-34.21%
655 · District Rental Expense	18,969.08	30,593.05	(11,623.97)	-38.0%
656 · District Operating Leases	206,355.14	220,831.99	(14,476.85)	-6.56%
657 · District Utilities	53,054.74	47,502.84	5,551.90	11.69%
660 · District Insurance Expense	65,984.00	72,221.42	(6,237.42)	-8.64%
665 · District Repairs & Maintenance	15,080.95	35,069.01	(19,988.06)	-57.0%
670 · District Miscellaneous Expense	1,650.00	3,422.73	(1,772.73)	-51.79%
671 · District Training	31,970.57	39,392.17	(7,421.60)	-18.84%
672 · District Conferenc/Registration	0.00	1,156.24	(1,156.24)	-100.0%
673 · District Dues & Subscriptions	55,948.43	62,441.06	(6,492.63)	-10.4%
675 · District Machinery & Equipment	10,802.20	23,083.50	(12,281.30)	-53.2%
699 · Unallocated Credit Cards	(6,922.14)	8,271.20	(15,193.34)	-183.69%
755 · District Elections	20,378.31	21,938.01	(1,559.70)	-7.11%
765 · District Cost Share	255,963.37	272,355.78	(16,392.41)	-6.02%
766 · District Match / Sponsor Share	0.00	4,038.17	(4,038.17)	-100.0%
770 · District License & Taxes	57,915.10	41,628.45	16,286.65	39.12%
771 · Sales Tax Expense - WA	5,526.05	0.00	5,526.05	100.0%
775 · Bad Debt	3,032.11	732.00	2,300.11	314.22%
Total Expense	6,912,158.08	5,748,647.40	1,163,510.68	20.24%
Net Ordinary Income	215,383.16	34,851.87	180,531.29	518.0%
Net Income	215,383.16	34,851.87	180,531.29	518.0%

DEC-2025 YTD Budget to Actual Report

Income										
	2025 BUDGET (Approv'd)			2025 ACTUAL			2025 Remain Budget			100%
	2025 Adj Budget Ttl	RATES	GRANTS	2025 YTD Actual	RATES	GRANTS	2025 Remain	RATES	GRANTS	% Budget Used
Revenues:										
317.71 · Rates & Charges	3,000,000	3,000,000		3,038,759	3,038,759	-	(38,759)	(38,759)	-	101%
331 · Grant Reimbursements	1,260,000	200,000	1,060,000	2,861,258	53,431	2,807,827	(1,601,258)	146,569	(1,747,827)	227%
331.5 · Grant Reimbursements (Payroll)	700,000		700,000	773,055	-	773,055	(73,055)	-	(73,055)	110%
332 · Indirect Revenue	36,000		36,000	112,328	-	112,328	(76,328)	-	(76,328)	312%
345 · Native Plant Sale	52,080	52,080		101,788	101,788	-	(49,708)	(49,708)	-	195%
346 · Urban Tree Sales	35,307		35,307	40,697	-	40,697	(5,390)	-	(5,390)	115%
360 · Miscellaneous Revenues	-			587	587	-				
362 · Rents, Leases and Concessions	6,500	6,500		11,868	11,268	600	(5,368)	(4,768)	(600)	183%
365 · Bank Interest	134,440	134,440		138,853	138,853	-	(4,413)	(4,413)	-	103%
367 · Donations	46,000	46,000		48,348	48,348	-		(2,348)		105%
Total Income	5,270,327	3,439,020	1,831,307	7,127,541	3,393,034	3,734,507	(1,854,280)	46,573	(1,903,200)	135%

Expenses										
	2025 BUDGET (Approv'd)			2025 ACTUAL			2025 Remain Budget			100%
	2025 Adj Budget Ttl	RATES	GRANTS	2025 YTD Actual	RATES	GRANTS	2025 Remain	RATES	GRANTS	% Budget Used
Expenses:										
600 · District Payroll Expenses	2,933,798	2,233,798	700,000	2,712,775	1,712,860	999,915	221,023	520,938	(299,915)	92%
610 · District Field/Project Supplies	75,000	30,000	45,000	83,090	19,980	63,110	(8,090)	10,020	(18,110)	111%
612 · District Vehicle	9,500	9,500		13,470	12,634	837	(3,970)	(3,134)	(837)	142%
613 · District Light Meals/Catering	11,000	11,000		13,981	9,785	4,196	(2,981)	1,215	(4,196)	127%
615 · District Office & Ops. Supplies	15,000	10,000	5,000	18,340	14,942	3,398	(3,340)	(4,942)	1,602	122%
618 · District Personal Gear	1,600	1,600		102	-	102	1,498	1,600	(102)	6%
620 · District Plant & Tree Expenses	64,000	64,000		132,178	58,658	73,520	(68,178)	5,342	(73,520)	207%
625 · District Small Tools Expense	4,000		4,000	3,529	1,227	2,302	471	(1,227)	1,698	88%
630 · District Services & Bank Fees	2,500	2,500		3,252	3,235	17	(752)	(735)	(17)	130%
634 · District Legal Fees	100,000	100,000		71,078	71,078	-	28,922	28,922	-	71%
635.01 · Prof Services IT	85,000	85,000		87,988	87,747	241	(2,988)	(2,747)	(241)	104%
635.02 · Prof Services Admin	74,690	74,690		72,632	72,632	-	2,058	2,058	-	97%
635.03 · Prof Services Facilities	22,000	22,000		20,640	20,640	-	1,360	1,360	-	94%
635.04 · Prof Services Programs	150,000	150,000		250,489	250,489	-	(100,489)	(100,489)	-	167%
635.09 · Prof Service Emergent Issues	7,500	7,500		-	-	-	7,500	7,500	-	0%
635.9 · Professional Services (Grants)	920,270		920,270	2,613,068	(720)	2,613,788	(1,692,798)	720	(1,693,518)	284%
640 · District Communication Expense	1,000	1,000		-	-	-	1,000	1,000	-	0%
643 · District Postage	3,000	3,000		1,978	1,473	505	1,022	1,527	(505)	66%
645 · District Travel Expense	25,000	15,000	10,000	11,297	7,034	4,262	13,703	7,966	5,738	45%
650 · District Advertising & Communic	10,000	10,000		6,563	2,446	4,117	3,437	7,554	(4,117)	66%
655 · District Rental Expense	25,000	15,000	10,000	18,969	8,769	10,200	6,031	6,231	(200)	76%
656 · District Operating Leases	206,000	206,000		206,355	206,355	-	(355)	(355)	-	100%
657 · District Utilities	55,500	55,000	500	53,055	50,346	2,709	2,445	4,654	(2,209)	96%
660 · District Insurance Expense	66,000	66,000		65,984	65,984	-	16	16	-	100%
665 · District Repairs & Maintenance	18,500	18,500		15,081	15,081	-	3,419	3,419	-	82%
670 · District Miscellaneous Expense	10,000	10,000		1,650	1,650	-	8,350	8,350	-	17%
671 · District Training	36,400	36,400		31,971	30,929	1,042	4,429	5,471	(1,042)	88%
672 · District Conferenc/Registration	10,000	10,000		-	-	-	10,000	10,000	-	0%
673 · District Dues & Subscriptions	50,000	50,000		55,948	54,944	1,005	(5,948)	(4,944)	(1,005)	112%
675 · District Machinery & Equipment	15,000	15,000		10,802	10,802	-	4,198	4,198	-	72%
755 · District Elections	20,400	20,400		20,378	20,378	-	22	22	-	100%
765 · District Cost Share	104,200	54,200	50,000	255,963	953	255,011	(151,763)	53,247	(205,011)	246%
766 · District Match / Sponsor Share	8,000	8,000		-	-	-	8,000	8,000	-	0%
770 · District License & Taxes	43,182	43,182		57,915	57,352	563	(14,733)	(14,170)	(563)	134%
771 · Sales Tax Expense - WA	-	-		5,526	266	5,260	(5,526)	(266)	(5,260)	
775 · Bad Debt	-	-		3,032	2,353	679	(3,032)	(2,353)	(679)	
Total Expense	5,183,040	3,438,270	1,744,770	6,919,080	2,872,303	4,046,777	(1,736,040)	565,967	(2,302,007)	133%
	87,287	750	86,537	208,461	520,731	(312,270)	(118,239)			

GENERAL COMMENTS:	100% Mo Avg
INCOME COMMENTS:	
317.71 · Rates & Charges	101% Rates & Charges YE deposit came in on Nov 10th. Do not anticipate further payments by YE.
331 · Grant Reimbursements	227% Actual Grant Rev already exceeds their budgets, but does include 2024 Billings paid in Jan. Payroll and indirect rev as well.
332 · Indirect Revenue	312% Grant Indirect Rev exceeds the budget.
345 · Native Plant Sale	195% 2026 Online NPS Purchases
346 · Urban Tree Sales	115% Urban Tree Sale 2026 early online purchases ~ \$5K.
362 · Rents, Leases and Concessions	183% Exceeded budget within EQ Rentals, also includes land leases and Goss Farms garden plots.
365 · Bank Interest	103% Bank Interwt for LGIP and CD exceed budget estimations.
367 · Donations	105% Donations from TRFF \$20K, PSE \$15K, and SE Neighborhood Council \$5K. Some to be used to cover AmeriCorps expenses.
EXPENSE COMMENTS:	
610 · District Field/Project Supplies	111% While this is over budget, \$63K was grant reimbursable.
612 · District Vehicle	142% Vehicle Fuel \$8,203 and Maintenance \$1,946 (new tires)
613 · District Light Meals/Catering	127% While this is over budget, \$4.2K was grant reimbursable.
615 · District Office & Ops. Supplies	122% This is a mix of new laptops and accessories and \$3.4K was grant reimbursable.
620 · District Plant & Tree Expenses	207% 2026 NPS& UTS Events deposits - \$73.5K is reimbursable.
630 · District Services & Bank Fees	130% Columbia Bank monthly fees were higher than estimated.
635.04 · Prof Services Programs	167% AmeriCorps ESD \$169.5K, AC personal contracts \$21.4K, Cultural Ambassador Program \$22.2K
635.9 · Professional Services (Grants)	284% Higher than monthly avg by 184%. These expenses are fully grant reimbursable.
673 · District Dues & Subscriptions	112% Normal Due s& Subscriptions, just higher than estimated.
765 · District Cost Share	246% While this is higher than the monthly average by 146%, \$255K was grant reimburseable.
770 · District License & Taxes	134% Oct-25 Q3 taxes included \$780 in 2021-2024 LET Tax penalties and \$8650 for 2021-2024 USE Tax (NEW)
771 · Sales Tax Expense - WA	0% New Account to track Sales Tax to facilitate the USE Tax requirement.
775 · Bad Debt	0% To write off uncollectible receivables

PCD Investment Summary

December 2025

Property Fund	
Property Sale	\$ 540,925.98
Goss Farm Expense	\$ (80,000.00)
10 Yr Rate Plan & Strategic Planning	\$ (100,000.00)
Subtotal	\$ 360,925.98
Interest (historical data) **	\$ 17,227.82
Total Property Fund	\$ 378,153.80
LGIP Interest (Calc)	\$ 37,381.09 12%
Total Property + Interest Fund	\$ 415,534.89

** Property Interest value is hard coded and could not find support.

Investment Balances		
0.01%	1st Security Savings	\$ 9,711.78
	1st Security Checking	\$ 2,037.40
4.01%	1st Security 15-mon CD	\$ 113,653.65
3.89%	LGIP	\$ 3,093,135.57
Total Cash in Hand		\$ 3,218,538.40 (A)

Description of Funds (per Board Handbook)	Target Reserves	Fund Type	
Property Fund: Money from sale of property to be used for special large projects chosen by Board	\$ 415,534.89	Restricted	(B)
Contingency Reserve: 15% of PCD's PY Operating Expenses (Estimate = \$4,000,000 x 15%)	2024 YE Expenses 5,742,271	\$ 861,340.64	Restricted (C)
Comp Time Reserve: 10% of entire composite rate for all employees (PCD unused vacation balance + PR Taxes x 10% - Acct 3200)	Dec-25 139,405	\$ 13,940.50	Restricted (D)
RCO Grant Advance: Restricted to the grant project but funds are with the LGIP.	JE # 2025.37	\$ -	Restricted (E)
Operational Fund Balance: To accommodate operating expenses, unforeseen, strategic, & emergent expenditures. (EOY Rates must carry through until May when next Rates are recv'd.) (A-B-C-D-E=F)		\$ 1,927,722.36	UnRestricted (F)
Total Cash in Hand		\$ 3,218,538.40	✓

LGIP LTD Interest Earned		1st Security CD
Beg Bal	171,389.89	
Jan-25	10,574.71	379.37
Feb-25	10,010.02	343.87
Mar-25	10,268.12	379.39
Apr-25	9,913.74	357.14
May-25	11,161.32	370.24
Jun-25	13,343.15	359.49
Jul-25	12,046.95	372.68
Aug-25	12,019.54	373.93
Sep-25	11,317.82	363.07
Oct-25	9,672.55	376.39
Nov-25	12,068.86	365.47
Dec-25	11,974.61	378.87
YTD Total	134,371.39	4,419.91
LTD Total	305,761.28	

This report **EXCLUDES** the account balance in the Operating account (Columbia/Umpua).

The Investment Balances reported at top right reflects cash that is earning interest. The Balance Sheet reflects the full picture.

Dec-25

GRANT REIMBURSEMENT SUMMARY

Agency	Federal
Row Labels	Sum of Net amount
DOE SEACR2SL 2025-29	963.19
MSU SARE G212-22-W8619	50,641.86
NACD TA & Outreach 2023-24	44,860.78
NACD Urban Farms & Edu Ct	45,000.00
RAE NEPCWG 2024-26	9,985.24
RCO 24-1161 SRFB DeMolay	550,000.00
RCO Shore Friendly 19-1703	691,567.90
RCO SPC Enhancement	101,868.58
USDA REDA 2024-25	82,622.10
Grand Total	1,577,509.65

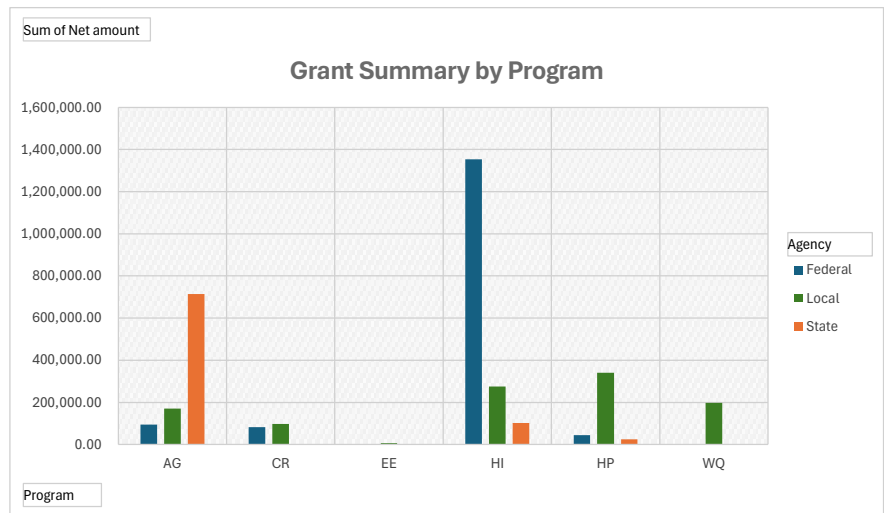
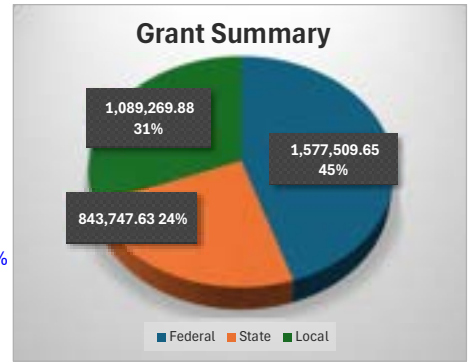
Agency	State
Row Labels	Sum of Net amount
Camp Murray	10,251.66
DOE Henderson Bay 2023	46,303.27
WSCC 24-10-IE	205,784.36
WSCC 24-10-NRI	30,668.58
WSCC 24-10-NRI 2024-25	81.33
WSCC 24-10-RGP	46,378.21
WSCC 24-10-SF1	81,269.72
WSCC 24-10-SH	44,687.75
WSCC 25-10-AMM	143,356.30
WSCC 25-10-IM	73,339.61
WSCC 25-10-SFF	69,311.73
WSCC 26-10-IE	5,296.66
WSCC 26-10-IM	58,082.67
WSCC 26-10-NRI 2025-27	437.59
WSCC 26-10-RGP	370.06
WSCC 26-10-SFF	2,410.27
WSDA Food Resiliency	25,717.86
Grand Total	843,747.63

Agency	Local
Row Labels	Sum of Net amount
Chambers Clover Watershed	2,115.00
City of Tacoma--Tacoma Crea	0.00
COP GPP 2023-24	4,384.53
COP GPP 2024-25	61,777.23
COT General CW2242990 2024-25	39,551.56
COT ILA PEP 2025-26	90,933.12
Foss Waterway MOU	5,960.43
Lake Monitoring Program	1,026.69
Mason Conservation District	4,054.59
MOU General	27,353.09
MOU Gleaning	30,386.46
Orting ILA 2025	17,215.00
PC FbDesign #4	191,018.17
PC FbDesign #5 2023-27	114,622.01
PC FbDesign #6 2025-27	14,252.91
PC SC-107528 Work Assign #	10,206.15
PC SC-111405 SSS 3.0 2024-25	39,907.41
PSCD Forest Hlth WF 2023-24	90,430.70
RATES:AG:Rentals	750.00
RATES:HI:Carbon Credit Sale	38,795.25
RATES:WQ:Restoration/Gree	13,320.50
SENCO MOU	4,618.35
Shoreline Depave 2024-25	5,000.00
SPSSEG 2022-24	1,971.94
Sumner ILA 2024-25	21,991.33
The Nature Conservancy	6,719.14
The Russell Family Foundation	200,500.00
TPCHD EJ WRN 2024-27	4,036.01
TPCHD SNAP Ed Funds 2024-25	41,714.80
WDFW ALEA Grant 23-22844	4,657.51
Grand Total	1,089,269.88

GRANT SUMMARY			
Federal	1,577,509.65	45%	
State	843,747.63	24%	
Local	1,089,269.88	31%	
	3,510,527.16		

PAYROLL SUMMARY			
YTD Total Payroll (actual)	2,712,775.11		
YTD Grant Payroll (actual)	999,915.07		
Payroll % of Total Incurred Expenses	36.9%		
YTD Grant PR Reimbursed	773,055.28		
Payroll % of Total Grants Reimbursed	22%		

YTD Indirect Revenue 112,327.67



Sum of Net amount		Fund Types				Total	%
Prog		Federal	Local	State			
2nd AG		95,502.64	169,532.33	714,645.24		979,680.21	27.9%
CR		82,622.10	98,521.30			181,143.40	5.2%
EE			5,960.43			5,960.43	0.2%
1st HI		1,354,384.91	275,649.20	103,303.20		1,733,337.31	49.4%
3rd HP		45,000.00	341,620.91	25,717.86		412,338.77	11.7%
WQ			197,985.71	81.33		198,067.04	5.6%
Total		1,577,509.65	1,089,269.88	843,747.63		3,510,527.16	

Payroll by Program		Column Labels			
Sum of Amount		RATES		GC	Grand Total
Row Labels					Grant %
AD		529,709.54		529,709.54	
3rd AG		255,526.51	241,035.20	496,561.71	48.54%
2nd CR		33,547.12	85,789.77	119,336.89	71.89%
EE		203,591.45	3,942.29	207,533.74	1.90%
HI		250,741.54	160,675.85	411,417.39	39.05%
1st HP		145,292.92	382,870.18	528,163.10	72.49%
PS		18,447.76		18,447.76	
WQ		276,003.20	125,601.78	401,604.98	31.27%
Grand Total		1,712,860.04	999,915.07	2,712,775.11	36.86%
		63%	37%		

Statement Period: 12-01-2025 to 12-31-2025

PIERCE CONSERVATION DISTRICT
PO BOX 1057
PUYALLUP WA 98371-0256



1st Security Bank
will **never** call or text
asking for personal
information, or
request you to send
or transfer money
to an account you
don't own.

Summary of Deposit Account Activity

	Account #	Beginning Balance	Withdrawals/ Service Charges*	Deposits	Dividends/ Interest	Ending Balance
PF 1st Business Checking	515014520	2,037.40	0.00	0.00	0.00	2,037.40
PF Business Money Market	515015150	9,711.70	0.00	0.00	0.08	9,711.78
15 Month CD	515015440	113,274.78	0.00	0.00	378.87	113,653.65

Deposit Account Activity

PF 1st Business Checking - 515014520

0.00% Annual Percentage Yield Earned for this account

	Statement Period Total	Year-to-Date Total
Total Overdraft Fees (Paid)	0.00	0.00
Total Returned Item Fees (Returned)	0.00	0.00

PF Business Money Market - 515015150

0.01% Annual Percentage Yield Earned for 31 Day Period
Year-To-Date Interest \$0.95

\$0.08 Interest From 12/01/25

Deposits

Date	Amount	Transaction Description
12/31	0.08	Credit Interest

	Statement Period Total	Year-to-Date Total
Total Overdraft Fees (Paid)	0.00	0.00
Total Returned Item Fees (Returned)	0.00	0.00

15 Month CD - 515015440

4.01% Annual Percentage Yield Earned for 31 Day Period
Year-To-Date Interest \$4,419.91

\$378.87 Interest From 12/01/25
Matures on: 06-26-2026

1st Security Bank will **never** call or text to ask for your password, account number, or social security number. We will never request that you send or transfer money to an account you do not own. If you believe you are a scam or fraud victim, please call us at **(800) 683-0973**. Visit www.consumer.ftc.gov/scams for more information.

Customer Service:
1-866-486-7782PIERCE CONSERVATION DISTRICT
PO BOX 1057
PUYALLUP WA 98371-0256Last statement: November 30, 2025
This statement: December 31, 2025**PUBLIC FUNDS ANALYZED CHECKING**

Account number	XXXXXX6351	Beginning balance	\$146,864.10
Low balance	\$93,540.70	Deposits/Additions	\$1,175,422.42
Average balance	\$264,939.47	Withdrawals/Subtractions	\$1,031,373.19
Interest earned	\$0.00	Ending balance	\$290,913.33

Deposits/Additions

<u>Date</u>	<u>Description</u>	<u>Additions</u>
12-30	Deposit	3,379.73
12-30	Deposit	2,298.30
12-30	Deposit	1,500.00
Total Additions		\$7,178.03

Other Deposits/ Additions

<u>Date</u>	<u>Description</u>	<u>Additions</u>
12-03	Mobile Deposit	24,850.20
12-03	Mobile Deposit	5,000.00
12-03	Mobile Deposit	2,184.26
12-03	Mobile Deposit	256.47
12-04	Wire Transfer-in Incoming Fls Acct#7000316351 Washington State T Reasurer Us Bank N A	225,000.00
12-11	Mobile Deposit	5,000.00
12-15	Wire Transfer-in Incoming Fls Acct#7000316351 Washington State T Reasurer Us Bank N A	350,000.00
12-31	Wire Transfer-in Incoming Fls Acct#7000316351 Washington State T Reasurer Us Bank N A	380,000.00
Total Other Deposits/ Additions		\$992,290.93

Local Government Investment Pool
Statement of Account for No: 01745
Primary Account
December 2025

EXECUTIVE DIRECTOR
PIERCE CONSERVATION DISTRICT
308 WEST STEWART AVE

Date	Description	Comment	Deposits	Withdrawals	Balance
12/01/2025	Beginning Balance				4,036,178.70
12/04/2025	Withdrawal	Nov-25 OPEX Transfer		225,000.00	3,811,178.70
12/15/2025	Withdrawal	Dec-25 OPEX Transfer		350,000.00	3,461,178.70
12/31/2025	Withdrawal	DEC-25 OPEX Transfer		380,000.00	3,081,178.70
12/31/2025	Month End Balance				3,081,178.70
	December Earnings	Daily Factor Earnings	11,956.87		
	Net Ending Balance				3,093,135.57

Account Summary

Beginning Balance:	4,036,178.70	Gross Earnings:	11,974.61
Deposits:	0.00	Administrative Fee:	17.74
Withdrawals:	955,000.00	Net Earnings:	11,956.87
Month End Balance:	3,081,178.70		
Administrative Fee Rate:	0.0058 %	Net Ending Balance:	3,093,135.57
Gross Earnings Rate:	3.8854 %		
Net Earnings Rate:	3.8796 %	Average Daily Balance:	3,628,759.35



Board Briefing X Consent Agenda New Business Old Business

To: Board of Supervisors

From: Kristen McIvor

Board Meeting Date: 1.14.2026

Re:

Request: Approve \$250,000 in new funding to support our Community gardens and Cultural Ambassador programs.

Background: Philanthropy North West, in collaboration with Eastside Tacoma Community Leaders and Harvest Pierce County (HPC), has been awarded a \$250,000 Environmental Justice Grant through the Environmental Protection Agency (EPA) to support the community gardens of Eastside Tacoma. The application process began in February 2025, but due to unforeseen circumstances, the request was paused multiple times throughout the year. The Eastside Tacoma Community Leaders, and partners, were informed in mid December 2025 that we had been awarded the grant. The HPC team will be the local lead entity for the duration of the project(2026-2027). The grant deliverables are aligned with the Harvest Team's existing work plans and the PCD 2021-2026 Strategic plan Strategy 6 and Strategy 7. The funding is secure EPA dollars that will be managed by PCD and will be reported to the Board quarterly. No new staff positions were created for this project, but staff time for this project will compensate previously rates funded positions.

Deliverables for the project to support work on the Eastside of Tacoma will include items identified in the contract and the work plan.

*[MOU Thriving Communities Grant.docx](#)

*Attachment A [ETCL-PCD workplan 8.28.docx](#)

MEMORANDUM OF UNDERSTANDING

BETWEEN

PIERCE CONSERVATION DISTRICT

AND

THE EASTSIDE TACOMA COMMUNITY LEADERS

I. INTRODUCTION

This MOU is entered into by and between PIERCE CONSERVATION DISTRICT, hereinafter referred to as “PCD”, and the Eastside Tacoma Community Leaders hereinafter referred to as ETCL.

II. PURPOSE

PCD has agreed to partner with ETCL for the purpose of facilitating the success of the work plan developed for the Thriving Communities Grant.

Work plan is attached as Amendment A

III. PERIOD OF PERFORMANCE

The period of performance of this MOU shall be **from the time of award (January 2026) to December 31, 2027.**

IV. SERVICE AREA

The geographic area receiving services defined in this MOU is Eastside Tacoma (roughly zip code 98404) _____.

V. SCOPE OF WORK

A. SERVICE DESCRIPTION

PCD agrees to be the applicant and to receive the funds on the behalf of the group. The ETCL agrees to work towards the deliverables described in the work plan (see Attachment A)

B. RESPONSIBILITIES/REQUIREMENTS

The responsibilities of the Pierce Conservation District will be as follows:

- Apply for the Thriving Communities Grant
- Receive funds on behalf of the group
- Hire contracted help to facilitate the group achieving their goals
- Pass funding through to the group to compensate group members at their agreed upon rate and additionally purchase materials to accomplish the goals of the project
- Collaborate with the ETCL to complete any needed reporting

The responsibilities of ETCL will be as follows:

- Collaborate with each other and the greater community to accomplish the goals detailed in the work plan
- Collaborate with PCD to complete any needed reporting or documentation of the work

ETCL is represented in this document by Voice Tacoma Creative Media LLC

VI. IT IS MUTUALLY UNDERSTOOD AND AGREED BY AND BETWEEN THE PARTIES THAT

This MOU may be changed, modified, or amended by written agreement executed by both parties. Either party may terminate this MOU upon thirty (30) days written notice to the other party.

If this MOU is so terminated, the parties shall be liable only for performance rendered or costs incurred in accordance with the terms of this MOU prior to the effective date of termination.

VII. INDEMNIFICATION and HOLD HARMLESS

1. To the fullest extent permitted by law, the District and ECTL, City of Tacoma, and TPCHD shall indemnify, defend, and hold harmless each other, their Boards of Supervisors, elected officials, agents and employees, as well as the State of Washington, its officials, agents and employees from and against all claims for injuries or death, losses or suits including attorney fees arising out of or resulting from the indemnifying party's performance of this MOU.

VIII. ENTIRE AGREEMENT

This MOU constitutes the complete terms and conditions agreed upon by the parties. No other understanding, oral or otherwise, regarding the subject matter of this MOU shall be binding upon the parties unless in writing and signed by both parties.

IX. ORDER OF PRECEDENCE

This MOU is governed by, and interpreted in accordance with, the laws of the State of Washington. In the event of an inconsistency in the terms and conditions contained in this MOU, nothing contained herein shall be construed as giving precedence to provisions of this MOU over any provision of the law.

All parties indicate agreement with this MOU by their signatures below.

Signed by:

Pierce Conservation District

Date

ETCL – represented by Voice Tacoma Creative Media LLC

Date

Goal/Intended Outcome	Description of Task/Activity	Person(s) Responsible	Start	End	Outputs/Indicators
<i>Cultivate youth leadership to protect and improve their physical environment.</i>	<i>Youth environmental education:</i> <ul style="list-style-type: none"> <i>A range of environmental topics recycling ambassadors</i> <i>partner with Salishan Association's Eco Camp</i> 	<i>Carina, Jacqueline (Mi Chiantla), Vidal, Janette</i>	<i>07/01/2025</i>	<i>6/30/2027</i>	<i>Two summer programs of 2 weeks each with young leaders of the Eastside</i> <i>Four afterschool/weekend programs during school year or on public school breaks</i>
	<i>Youth-led neighborhood cleanups</i>	<i>Harumi, Ariana and family, Carina and Sunrise Apts youth, Janette and Salishan Assoc.</i>	<i>07/01/2025</i>	<i>6/30/2027</i>	<i>4 recruitment meetings</i> <i>4 neighborhood clean-ups</i>
	<i>Youth-designed promotion (social media, radio, printed materials) for environmental activities such as cleanups and gardens</i>	<i>Harumi, Ariana and family, Sunrise Apts youth</i>	<i>07/01/2025</i>	<i>6/30/2027</i>	<i>Flyers in multiple languages created for all public meetings, clean-ups, and youth education classes.</i>
Goal/Intended Outcome	Description of Task/Activity	Person(s) Responsible	Start	End	Outputs/Indicators
<i>Increase knowledge, skills, and availability of traditional foods, medicine</i>	Cultivate and harvest culturally diverse community gardens	Vidal, Lisa, PCD	<i>07/01/2025</i>	<i>6/30/2027</i>	<i>Grow, manage and harvest at least two community gardens.</i>

<i>and cultures in Eastside Tacoma.</i>					
	Teach intergenerational food growing skills, centering cultural values and traditional foods and medicine (Vietnamese, Cambodian, Spanish and Purepecha)	Vidal, Lisa, Lieu, Rina, Srey	07/01/2025	6/30/2027	<i>Classes are for the youth, adults and seniors; location of the classes is dependent on the ability to get student transportation to gardens.</i>
Goal/Intended Outcome <i>Increase knowledge, skills, and availability of traditional foods, medicine and cultures in Eastside Tacoma.</i> Goal/Intended Outcome <i>Improve water and air quality in the Eastside Tacoma neighborhood.</i>	Harvest, prepare and serve traditional foods for specific community events and groups of people (elders, people living homeless, cultural communities etc).	Lisa, Golden Bamboo Walking Group, Rina, Liu, Srey	07/01/2025	6/30/2027	3 community events/year have traditional foods served for the community, possibly: <ol style="list-style-type: none"> 1) <i>National Night Out in Salishan (over 400 people attend in early August)</i> 2) <i>Harvest festival at the Roosevelt or Salishan gardens</i> 3) <i>Tet Lunar New Year in February</i> MOU signed with Parks Tacoma to allow kitchen to be used 3 times per year for cooking and teaching traditional food prep in a way consistent with food safety guidelines.

	Teach traditional food foraging and edible gardens to adults and youth	PC Conservation District, Vidal, Puyallup Tribe?	07/01/2025	6/30/2027	<p><i>Two workshops held by ETCL members.</i></p> <p><i>Better understanding of traditional environmental best practices and importance to cultures, people, and the environment.</i></p>
	Description of Task/Activity	Person(s) Responsible	Start	End	Outputs/Indicators
Goal/Intended Outcome	Community clean-ups and education to protect Swan Creek.	Vidal, Chris, entire ETCL leadership team, PCD, Marcy/TPCHD	07/01/2025	6/30/2027	<p><i>Two community clean-ups per year organized by ETCL</i></p> <p><i>Improved habitat for salmon in Swan Creek.</i></p> <p><i>Better general understanding of local watershed issues and connection to the food chain.</i></p>
<i>Improve water and air quality in the Eastside Tacoma neighborhood.</i>	Deploy recycling ambassador program members to help teach recycling techniques to those attending clean-ups.				
<i>Improve water and air quality in the Eastside Tacoma neighborhood.</i>	Description of Task/Activity	Person(s) Responsible	Start	End	Outputs/Indicators

	<p>Conduct storm drain education, watershed care and salmon restoration for all ages.</p> <p>Consider some adult education on topics such as food composting, pesticide reduction, and tree care maintenance.</p>	Vidal	07/01/2025	6/30/2027	<p><i>2-3 workshops per year at ETCL meetings on storm drain and connections to watershed health, and salmon restoration efforts locally and specifically in Swan Creek.</i></p>
	<p>Plant trees to increase tree canopy in East Tacoma in partnership with Biodiversa and TTF</p> <p>Increase people's care and maintenance of trees while connecting them directly to human health and well-being.</p>	Chris, Maria Teresa Gamez and Biodiversa. Lowell Wyse, Foundation TTF	07/01/2025	6/30/2027	<p><i>Partner with Biodiversa and the Tacoma Tree Foundation on projects to connect stories of disappeared women and children with tree plantings and maintenance on the Eastside.</i></p>



Resolution Authorizing Participation in PERS

Resolution No. PCD_R2026_0001

New employers use this form to join the Public Employees' Retirement System (PERS).

Send completed form to:
Employer Support Services
Department of Retirement Systems PO
Box 48380 • Olympia, WA 98504-8380

www.drs.wa.gov •
800.547.6657 360.664.7200 •
TTY: 711

Important Information

Fill out this resolution for authorizing and approving your participation in the Washington State Public Employees' Retirement System (PERS). It must be fully excuted and signed before you submit it to DRS.

Authorization

Pierce Conservation District , a political subdivision of the state of Washington, authorizes and approves the following:

1. Its eligible employees shall participate in PERS as allowed by RCW 41.40.06
2. The necessary funds shall be made available to cover its proportionate share for participation in PERS
3. PERS membership shall begin on 01/15/2026

(mm/dd/yyyy)

Tax Status (select one)

- ☐ Will submit tax-deferred member contributions
☐ Will not submit tax-deferred member contributions

Purchase of Previous Service (select one)

☐ **Not applicable** Check this box if your agency is newly created **and** the effective date of PERS participation is equal to the date of hire of the first employee(s).

☐ **Option A** Employer pays all previous service costs (both member and employer contributions). Payment must be completed within 15 years from entry into PERS.

☐ **Option B** Employer and member share previous service cost. Payment must be completed within five years from entry into PERS. Choose one of these variations:

- ☐ **B1** Member pays member contributions. Employer pays employer contributions.
☐ **B2** Member pays % of previous service cost.

☐ **Option C** Member pays all previous service costs (both member and employer contributions). Payment must be completed within five years from entry into PERS.

Complete and sign the authorizing and approving participation signature section on the back of this form.
Please return the completed and signed form to drs.employersupport@drs.wa.gov.
Or you can return the completed and signed form through the mail to the address above.



Authorizing Signatures

Resolution Number PCD_R2026_0001	Passed this day of , 20
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Authorizing signatures and titles

Jeannet Dorner	Board Chair
_____	Title: _____

Lisa Kreissl	PCD Ass. Director
_____	Title: _____

Dana Coggon	PCD Ex. Director
_____	Title: _____

Liz Nicman	PCD Finance Coordinator & HR Assistant
_____	Title: _____

_____	Title: _____
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_____	Title: _____
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_____	Title: _____
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_____	Title: _____
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Detailed Item Data									
Item ID	Item Name	Unit	Price	Qty	Total	Category	Sub-Category	Location	Notes
1001	Item 1001	Unit	100	1	100	Category A	Sub-Category A	Location A	Notes A
1002	Item 1002	Unit	200	1	200	Category A	Sub-Category A	Location A	Notes A
1003	Item 1003	Unit	300	1	300	Category A	Sub-Category A	Location A	Notes A
1004	Item 1004	Unit	400	1	400	Category A	Sub-Category A	Location A	Notes A
1005	Item 1005	Unit	500	1	500	Category A	Sub-Category A	Location A	Notes A
1006	Item 1006	Unit	600	1	600	Category A	Sub-Category A	Location A	Notes A
1007	Item 1007	Unit	700	1	700	Category A	Sub-Category A	Location A	Notes A
1008	Item 1008	Unit	800	1	800	Category A	Sub-Category A	Location A	Notes A
1009	Item 1009	Unit	900	1	900	Category A	Sub-Category A	Location A	Notes A
1010	Item 1010	Unit	1000	1	1000	Category A	Sub-Category A	Location A	Notes A
1011	Item 1011	Unit	1100	1	1100	Category A	Sub-Category A	Location A	Notes A
1012	Item 1012	Unit	1200	1	1200	Category A	Sub-Category A	Location A	Notes A
1013	Item 1013	Unit	1300	1	1300	Category A	Sub-Category A	Location A	Notes A
1014	Item 1014	Unit	1400	1	1400	Category A	Sub-Category A	Location A	Notes A
1015	Item 1015	Unit	1500	1	1500	Category A	Sub-Category A	Location A	Notes A
1016	Item 1016	Unit	1600	1	1600	Category A	Sub-Category A	Location A	Notes A
1017	Item 1017	Unit	1700	1	1700	Category A	Sub-Category A	Location A	Notes A
1018	Item 1018	Unit	1800	1	1800	Category A	Sub-Category A	Location A	Notes A
1019	Item 1019	Unit	1900	1	1900	Category A	Sub-Category A	Location A	Notes A
1020	Item 1020	Unit	2000	1	2000	Category A	Sub-Category A	Location A	Notes A
1021	Item 1021	Unit	2100	1	2100	Category A	Sub-Category A	Location A	Notes A
1022	Item 1022	Unit	2200	1	2200	Category A	Sub-Category A	Location A	Notes A
1023	Item 1023	Unit	2300	1	2300	Category A	Sub-Category A	Location A	Notes A
1024	Item 1024	Unit	2400	1	2400	Category A	Sub-Category A	Location A	Notes A
1025	Item 1025	Unit	2500	1	2500	Category A	Sub-Category A	Location A	Notes A
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Strategic Plan Themes & Timing

Pierce Conservation District 2026-2030

Board Presentation, January 14, 2026

Presented by Focal Point Strategies, LLC

There is near-unanimous agreement on the issues and dynamics that the Pierce Conservation District faces and on the themes that should be addressed through the strategic plan. While individual members of the board and leadership team have slightly different perspectives on individual themes, the differences aren't that great.

There's broad agreement on the following themes:

- The previous strategic plan is too long and not specific enough.
- The mission statement does not do a sufficient job of describing the breadth of the organization.
- There is significant respect for the staff and the quality work of the district.
- Recognition of the value that the district provides its partners and ratepayers, and the goodwill that that engenders.
- Recognition of the impacts of the pandemic and leadership transitions has had on the organization.
- The organization's administrative infrastructure is insufficient to meet the needs of the organization.
- There is a desire for a better understanding of the scope and success of the programs and how they meet the changing needs in the community.
- Many want to explore topics related to the growth of the organization, the ideal size, and program focus.
- A moderate rate increase is broadly supported to make up for the loss to inflation and allow moderate growth of programs.
- The greatest concern is the interpersonal dynamics on the board, which affects decision-making and board and staff morale.

Topics for Strategic Plan Discussion

Mission Statement Scope

Scope of District Work

- Administrative structure to support the work
- Ability to navigate non-rate funding changes over time
- Ideal size, scope, and focus of programs:
 - Growth or do fewer things better?
 - Rural and urban focus
 - Resource conservation and environmental advocacy
- Should the District own property

Moderate Rate Increase

Timeline of work and link to annual plans

Stakeholder Engagement and Plan Development

The proposed timeline is for a final strategic plan to be presented for a vote at the July Conservation District board meeting. This will be preceded by stakeholder engagement in January, February, and March, followed by a board retreat in April, and drafting of the plan document in May through July. A final draft will be ready for review and public meeting at the June District board meeting. This will make the rate plan available for transmission to the County Council ahead of the August 1st deadline.

Community Survey

Developed in January, distributed in February, and analysed in March.

Community workshop

To be held in March.

Community Leadership Briefings

Three briefings with representatives of rate cities, agencies, key partners, and funders in late February.

Stakeholder Input results

A Summary and details of the input will be delivered to the Board by the end of March.

Board Retreat

Two half-day retreats in April

Strategic Plan drafting

January - Board review and approval of key themes
- Then to the leadership team and all staff

March - Strategic Plan outline to be developed in draft form

May - The first draft of the strategic plan will be reviewed by the Board.

June - A final draft will be presented for the board meeting and public hearing

July - The Final Plan will be presented for board consideration

*Note: The rate plan elements have to be incorporated.

Jan 14th	Feb 11	March 11	April 8	May 13	June 10
Year in Review & New year Goals		Farm team update (15-20 mnts)	Water Quality program update (20-25 mnt)	HPC Program Update ((15-20 mnts)	Rates Plan Presentation
Strategic Plan Targets & Measures	Strategic Plan Targets & Measures	Strategic Plan Targets & Measures	Strategic Plan Targets & Measures	Native Plant Sale	Rates Resolution public hearing
PCD Elections Update	2026 PCD Elections Update	2026 PCD Elections Update			AmeriCorps Contract (Gracie)
Legislative update	Legislative Session Update	Legislative Session Update	Annual Plan of Work approval for WSCC		
				Swearing in of Board Member(s)	
	2025 Year End Financial Briefing			Board Officer Elections	
	2026 Board Work Plan Review				
Consent Agenda:					
ILAs	WSCC Authorized Signatures Form - Consent Agenda	Farm Cost Share Program Round 1 Allocations		WCC Crew Contract Approval (Ryan/)	Cost Share Approvals Round 2 allocations (Rene')
			MMU Quarterly Report (Rene' for questions)		MMU Report/PSP Update
Policies	Policies	Policies	Policies	Policies	Policies
Fiscal Policy VOTE	Cost Share Policy review		GSI cost share policy review		Procurement Policy VOTE
July 8	August 12	Sept 8	October 14	November 11	December 9
Rates Plan Presentation	CR program update (15-20 mnts)	Habitat Improvement (15-20 mnts)	Incoming AmeriCorp Updates and new Member Introductions (15 min)	EE program Update (15-20 mnts)	End of year PCD report (20-30 min)
	2026 Budget Adjustment		build budget frame work	Set 2027 Election Date/Election Resolutions update	
	Mid-year Rates and Grants report Update			Budget Work Session	Budget Adoption
WCC Crew Partner ILA's					
Consent Agenda:					
Farm Cost Share Program Round 3 Allocations	AmeriCorps Contracts		Farm Cost Share Program Round 4 Allocations		
MMU Quarterly Report			MMU Quarterly Report-Rene' (5 min)		
Vote on Policies	Policy updates presented	Vote on Policies	Policy updates presented		

2026 goals:

- 1) 2027-2031 Strategic Plan to be completed by 2026.05
- 2) Complete the request to Pierce County for the 10 year Rates and Charges renewal covering 2027-2036 by 2026.06
- 3) Outreach to Fife to join the District by 2026.04
- 4) Work with all leadership team members to create Success plans (succession plans) by 2026.09
- 5) Improve workflows within the District with documented SOP's for all Fiscal processes by 2026.11

Professional Development Goals:

- Take a class on governance through accredited program to be completed by 2026.11
- Obtain a SHRM HR certification (<https://www.shrm.org/>)
- Attend Training on board dynamics

2025 Goals in review:

[2024 review and 2025 goals presented to the board January 2025](#)

[2025.01 agenda with proposed timeline for policy updates](#)

*State adjustment to the Rates and charges adjustment

*PCD Anti harassment policy passed board and union

*Public Records policy update (multiple records requests)

-first amendment audit

*Update of the PCD Board Governance policy

*Board training opportunity (not all board members attended but the training was a good one)

*Union Negotiations for 2025 CBA (moved staff into a DCP retirement plan)

*Moved all staff to SharePoint

- *SOPs for all fiscal processes (still working on some programmatic SOPs)
- *Lisa finished cleaning up ALL of the Fiscals
- *Grants and Contracts tracking system (still working on a few bugs but getting close)
- *worked with FCS and County officials on potential Rate & charges 2026 adjustment.
- *HPC farm expansion to the pocket farm
- *Strategic plan “report card”
- *Americorps outside funding secured during the shutdown
- *Hired a fulltime Grants manager
- *Volunteer appreciation event!
- *Veterans Conservation Corp partnership
- *MRSC Contracts Conference and update toPCD MRSC rosters

Still working on:

- Finance policy
- Personnel Policy finalization
- Safety manual update
- Tenant issue at South Prairie creek
- 2026 CBA
- Vines encroachment issues
- FCS group to work on 2026
- Clean SOP for Credit card recon
- Milage SOP/ Zoho form

Dana's 2025 Goals		
Objective	Key accomplishments	notes
Financial Management		
Have a true budget to Actual that provides monthly overview of PCD. *Create a more streamlined way of tracking funding. *Create digital processes for Tracking Credit Card and other spending. *Align QB with correct classes for simpler reporting	In 2025 the board packets had clear fiscal reports with the "color" of money. *Fiscal team has clearly tracked fiscals in QB. *Programs are up in QB with "real time" *contractor build a tracking system to follow all grants and billing processes.	Still need to create a digital process for Credit Cards. Big barrier is receipt collecting and staff time. *Need to create a better way to have staff put together time sheets. *working on streamlining contract tracking system.
Union negotiations (x2)	2025 done and Hopefully now 2026???	
Work with the legislature to adjust the state Cap on Rates and Charge.	Accomplished and new Rate Cap adjusted to \$25 for ALL districts regardless of population size.	
Provide quarterly budgets to each program		This one is still a challenge for our fiscal team as there is a bit more clean up happening in some of the program fiscals
Program Development		
Update District Policies	*Public records Policy completed *Anti-Harassment Policy completed *Governance Policy completed *Procurement Policy completed *PCD Handbook was mostly updated but now needs to be aligned with CBA	*Fiscal policy (hope to have this done at the December meeting) *Safety manual needs updates

Create and Catalog programmatic SOPs	All programs have clear SOPs for core work.	Need to make sure that all SOP's stay up to date with cross reviews
Update process to onboard & Off board staff	Process is updated with links to all forms needed	
Create plan to be flexible in these unprecedented times.		?? It was a crazy year with all the federal issues. *Pivoted to make sure to get funding for our AmeriCorps team members. *Adjusted work load for James with Climate Resiliency to accommodate federal impacts
Added in a new internship program! With 2 cohorts in 2025		
Added in 2 outside funded water quality positions.		
Stakeholder Engagement		
Engage 2-4 new non-profits or governmental agencies vi attendance at meetings and or participating in project specific events	*Engaged with Harbor WildWatch. *Developed deeper connections with ForeverGreen trails	*wanted to do more with the grange but did not have time. *Started to build relationship with the scouts.
Attend 2 County Parks Department meetings.	Made it to one County Parks meeting.	*Had meeting with new county Director (old friend from Kitsap) *hope to get to more meetings in 2026
Present at 3 local city councils	*Had 2 presentations to the City of Tacoma council. *Was able to present 3 times a the County Council *Presented info about knotweed work in the town of Steilacoom	*Attended City of Fife, City of Puyallup but did not present. *Attended 3 meetings for the Pierce County Cities and Towns Association *Attended the Pierce County Climate meetings with various City and county leadership
Operations		
Update computers and firewall	All computers have been updated as of October 2025	*Critical issues came up this year with updating laptops and there is still

	to accommodate windows 11 upgrades.	work to be done on the server.
Work with staff to create Functional SharePoint pages	*All staff has shifted to sharepoint and are working within the system	*there are hours of work that still needs to be done. *Need to set up a board SharePoint Page with
Implement DEI green Lense with staff	*Staff equity team and consultant have created a programmatic document.	Looking to implement the equity principles in 2026 and beyond.
Board support		
Provide trainings for board members on roles & responsibilities	*Dana found a Board member boot Camp training in June and some Board members attended. *Did one board retreat early in the year. *Training from Enduris and on Board insurance coverage and Liability	*I have quite a few notes to provide here but I am not sure this is the correct format for that.
Create a functional “central Point of information for board members		This has been a bit of a challenge. I thought SharePoint would be a good way to do this but there are unforeseen challenges with SharePoint and access of board members to files.
Update the Strategic plan		Pushed to 2026