



## **Skagit Conservation District**

### **FY2026 (7/1/25 – 6/30/26) Annual Plan of Work**

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#### **Mission of the Skagit Conservation District**

The mission of the Skagit Conservation District is to bring voluntary, incentive-based natural resource solutions to citizens of Skagit County and beyond by providing technical, financial, and educational resources.

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#### **Natural Resource Priorities**

**Water Quality** – Protecting, preserving and enhancing the water quality of Skagit County’s fresh and saltwater resources for all beneficial uses and users is a top priority for the Skagit Conservation District.

This is a local, regional, state, and national natural resource priority.

Data Sources: Skagit County, WAC 400-12 Watershed plans, Ecology TMDLs (Lower Skagit, Nookachamps, Samish, Padilla Bay), Puget Sound Partnership Vital Signs and Common Indicators, Puget Sound Shellfish Initiative, Skagit Conservation District Stream Team/Storm Team monitoring data, Skagit County Public Works monitoring data, Samish Indian Nation monitoring data, Natural Resources Conservation Service Resource Inventory, Governor’s Blue Ribbon Panel Report on Ocean Acidification, Results Washington and our own Coliscan sampling and in-stream water gauges.

Other entities engaged in addressing this resource concern: Skagit County, Samish Indian Nation, Upper Skagit Indian Tribe, Swinomish Indian Nation, Sauk-Suiattle Indian Tribe, Skagit Watershed Council, Washington State Conservation Commission, Puget Sound Partnership, Skagit Conservation Education Alliance, Natural Resources Conservation Service, Environmental Protection Agency, Washington State Departments of Agriculture, Ecology, Natural Resources, and Health, Skagit Shellfish Growers, Skagit County Cattlemen’s Association, Skagit County Ag Advisory Board, The Nature Conservancy, Ducks Unlimited, Skagit County Dairymen’s Association, Western Washington Agricultural Association, Governor’s Shellfish Office, Natural Resource Conservation Service, Farm Service Agency, WSU Extension, and Puget Sound Conservation Districts.

**Forest Health** – With nearly 80% of Skagit County being used for forestry, maintaining vibrant and healthy forests is a priority not only for a sustainable forest industry, but is essential for watershed health. Small forest landowners are very important to Skagit County. The lands in rural reserve, rural resource and secondary forest lands comprise 135,000 acres and are an important tax base for Skagit County. Their need for technical services to manage their forest is critical to support long-term forestry and provide ecological benefits and revenues to Skagit County

This is a local, regional, state, and national resource priority.

Data Sources: Skagit County, Puget Sound Partnership Action Agenda, Natural Resources Conservation Service Resource Inventory, Skagit Chinook Recovery Plan, Skagit Watershed Council Habitat Work Schedule, National Cohesive Wildland Fire Management Strategy: Phase III, Healthy Forest Restoration Act, Healthy Forest Initiative, Results Washington Skagit County Envision 2060 Citizen Committee Final Recommendations, “Preserving Our Heritage, Shaping Our Future”

Other entities engaged in addressing this resource concern: Skagit County, Skagit County Forestry Advisory Board, Washington Department of Natural Resources 2020 Forest Action Plan, Washington Department of Fish and Wildlife, US Forest Service, Natural Resources Conservation Service, the Skagit Land Trust, the Upper Skagit Indian Tribe, Skagit Fisheries Enhancement Group, USDA Local Work Group, and Puget Sound Conservation Districts

**Ecosystem Management/Appropriate Land Use/Conversion/Population Growth** – A growing population puts pressure on agricultural lands, critical natural resources and the economical and beneficial uses they support. Skagit County is home to an abundance of fish and wildlife species as well as one of the strongest local agricultural economies in Western Washington. Maintaining the critical mass of resource lands is critical to their survival and helps to maintain our sense of place in the Magic Skagit. We work to support a voluntary approach to helping landowners succeed in their goals while stewarding the essential ecosystem functions needed by the fish and wildlife. Although the Tide Gate Fish Initiative and Drainage Fish Initiative are currently paused, we continue to provide technical assistance regarding drainage management, coordinate with drainage district staff, and collaborate as needed.

Data sources: Skagit County Comprehensive Plan, WAC 400-12 Watershed plans, Puget Sound Partnership Action Agenda, Puget Sound Shellfish Initiative, Natural Resources Conservation Service Resource Inventory, Department of Ecology - Instream flow rule, 2005 Skagit Chinook Recovery Plan, Skagit Watershed Council Habitat Work Schedule, Governor’s Blue Ribbon Panel report on Ocean Acidification, Mundy/Land “Skagit County Agri-Industrial Critical Mass Study (draft), American Farmland Trust “Cost of Community Services”, American Farmland Trust “Losing Ground: Farmland Protection in the Pacific Northwest”, WSU Skagit County “Skagit County Agricultural Statistics”, Healthy Forest Initiative, Governor Jay Inslee: Results Washington, Skagit County Envision 2060 Citizen Committee Final Recommendations, “Preserving Our Heritage, Shaping Our Future”

Other entities engaged in addressing this resource concern: Skagit County, Skagitonians to Preserve Farmland, Western Washington Agricultural Association, The Nature Conservancy, Skagit County Ag Advisory and Forest Advisory Boards, Skagit County Ag Leaders Committee, all Washington State natural resource agencies, Washington State Conservation Commission Office of Farmland Preservation, American Farmland Trust, Washington Farmland Trust, Skagit Watershed Council, US Forest Service, Natural Resources Conservation Service, Samish Indian Nation, Upper Skagit Indian Tribe, Swinomish Indian Nation, Skagit River Systems Cooperative, The Nature Conservancy, Skagit Fisheries Enhancement Group, Skagit Watershed Council, Skagit Land Trust, Friends of Skagit County, Seattle City Light, National Oceanic and Atmospheric Administration, and Puget Sound Conservation Districts

**Soil Health** – Skagit County is recognized as having some of the finest soils in the world. It took several thousand years since the glaciers receded for flooding, volcanos and biological growth to develop these soils, generally measured between 4 and 12 inches. It is imperative that we maintain and enhance the productivity of this finite resource in the face of climate change. Soil provides essential nutrients, water, and oxygen needed to sustain the development and function of our terrestrial ecosystems. Healthy soil is rich in organic matter, diverse communities of microorganisms, and structure, which contributes to soils ability to regulate water, sustain plant and animal life, filter and buffer pollutants, cycle nutrients, and provide physical stability and support.

This is a local, state, and national natural resource priority.

Data sources: Natural Resources Conservation Service Resource Inventory and Soils Survey, Washington Soil Health Initiative, ongoing studies in partnership with landowners to assess soil health and carbon content.

Other entities engaged in addressing this resource concern: Western Washington Agricultural Association, Skagitonians to Preserve Farmland, Natural Resources Conservation Service, Washington State Department of Agriculture, WSU Extension, Washington Soils Health Committee, USDA Local Work Group, the National Conservation Partnership, Washington Conservation Commission and Puget Sound Conservation Districts

**Climate Change/Ocean Acidification** – The Skagit Conservation District will work to increase awareness on what changes in our environment can/may occur, and how we will adapt our natural resource management strategies to address them. The District will provide input on modeling efforts of how climate change may impact landowner resource operations through temporal and physical changes. The District is also pursuing the installation of live web-based groundwater gauges in the Samish Delta to collect and display real time groundwater elevations and conductivity/salinity, to track impacts of sea level rise and changes of rain patterns to more extreme events rather than evenly distributed throughout historical rainy periods. The District is also focused on installation of additional web-based surface-water gauges in 6 streams throughout the county to measure stream and air temperature in the riparian area and water stage. Our work in Colony Creek and the Samish Delta play at the nexus of a changing environment and the influence that has on viability of residences, agricultural lands, and aquatic life. Skagit CD is participating in a pilot project to sell

carbon credits from recent planting projects to offset maintenance costs. The District continues to help landowners prioritize projects that reduce greenhouse gas emissions and sequester carbon.

Data Sources: Puget Partnership Action Agenda, Puget Sound Shellfish Initiative, National Cohesive Wildland Fire Management Strategy: Phase III, Governor's Blue Ribbon Panel Report on Ocean Acidification, Washington State Department of Ecology, USGS, NOAA, NASA, IPCC and potential new gauges.

Other entities engaged in addressing this resource concern: Skagit County, Western Governors Association, Washington State, Washington Shellfish Growers, Washington State Conservation Commission, Puget Sound Partnership and Puget Sound Conservation Districts, NOAA fisheries, local Tribes, Skagit Climate Science Consortium.

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**Water Quantity** - High flows and low flows regarding water quantity are both concerns in Skagit County. Addressing problems caused by flooding and poor drainage as well as low stream flows and closed basins is critical. The District developed a proposal with United States Geological Survey (USGS) to install a "Super Gauge" in at least one location in the Skagit to better understand the relationship between surface flow and ground water elevation changes resulting from climate change. With increasing interest in the Samish floodplain, the District is working through a Floodplains by Design application to install two groundwater gauges to measure four points of groundwater elevation and salinity/conductivity. This understanding will help resource managers better adapt to avoid conflicts between irrigation, development and fish use. The Skagit water task force is currently waiting for two studies being completed by the Washington Academy of Sciences to better understand water availability in Skagit County. We are working to support producers impacted by the ongoing drought, including assistance accessing water and upgrading irrigation equipment to more efficient forms. The District helps producers manage water rights and collaborates around programs like the former Drainage Fish Initiative.

This is a local and state natural resource priority.

Data Sources: Skagit County, WAC 400-12 Watershed plans, Natural Resources Conservation Service Resource Inventory, Department of Ecology (DOE) - Instream flow rule, DOE drought emergency declaration, 2005 Skagit Chinook Recovery Plan, Stillaguamish Chinook Recovery Plan, Skagit Watershed Council Habitat Work Schedule, Skagit Diking and Drainage Consortium, and USGS.

Other entities engaged in addressing this resource concern: Skagit County, Skagit County Dike and Drainage District consortium, Western Washington Agricultural Association, Department of Ecology, WSU Extension, Upper Skagit Indian Tribe, Stillaguamish Tribe of Indians, Skagitonians to Preserve Farmland, The Nature Conservancy, National Oceanic and Atmospheric Administration, Washington State Conservation Commission, Puget Sound Conservation Districts, Skagit County Public Works, and Washington Department of Agriculture.



**Invasive Species** – Controlling and eradicating invasive plant and animal species is important to maintain healthy land and seascapes. Invasive species are introduced and established in a myriad of ways. Once present, the adverse impacts of invasive species cause natural and economic damages, leading to increased regulatory burdens on the public. The District addresses invasive species through prevention and management. Strategies of prevention focus on education and public awareness. Strategies of management focus on population control and/or removal through mechanical, chemical, or environmental tools.

This is a local, regional, state, and national natural resource priority. Skagit CD staff consistently hear from our constituents that weed management is a primary concern when considering conservation implementation.

Data sources: Natural Resources Conservation Service Resource Inventory, Washington Department of Fish and Wildlife, Samish Indian Nation, and The Nature Conservancy field inventories

Other entities engaged in addressing this resource concern: Natural Resources Conservation Service, Samish Indian Nation, The Nature Conservancy, WA Department of Natural Resources, US Forest Service, Skagit Watershed Council, Skagit Fisheries Enhancement Group, Washington Shellfish Growers, and National Association of Conservation Districts, Washington Department of Agriculture, WSU Cooperative Extension, Skagit County Noxious Weed Board, and Seattle City Light.

## Natural Resources Program Areas

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### **Program Areas: Water Quality Protection and Improvement, Ocean Acidification**

**Address negative human and animal impacts to water quality as well as non-point storm water from all sources; prioritizing lands impacting water bodies on EPA's 303(d) list in Skagit County.**

**Goals:** By FY2026, water quality in Samish Bay will continue to improve through the implementation of District led planning and project work that reduces the number of shellfish bed closures due to Samish river bacteria levels.  
By FY2026, the SCD will provide farm planning support to landowners as part of the Lower Skagit Tributaries TMDL implementation initiative.  
By FY2026, the SCD will provide landowners with better access to water quality and project effectiveness data to foster greater support of District programs.

**Natural Resource Measurable Result Objective:** A minimum reduction of at least one closure of the Samish bay shellfish beds due to high bacteria levels measured in the Samish river during a high flow event.

**Programmatic Measurable Result Objective:** Ten conservation plans will be developed or updated and implemented.

**Funding Sources:** Skagit County, Washington State Conservation Commission, City Interlocal Agreements, Puget Sound Partnership, EPA National Estuary Program funds, Washington State Department of Health, Natural Resources Conservation Service, Washington State Department of Agriculture, Washington State Department of Ecology

<b>Activities for FY2026</b> <b>Estimated funding represents all associated costs of program</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time Required</b>	<b>Estimated Funding</b>
<ul style="list-style-type: none"> <li>✓ <i>Provide technical assistance to commercial and non-commercial agricultural producers</i>  <i>Write 10 conservation plans, and update four comprehensive nutrient management plans (CNMP) or DNMP utilizing priority schematic</i>  <i>Provide tarps to cover manure piles</i></li> <li>✓ <i>Locate and provide cost-share to implement BMPs identified in plans.</i></li> <li>✓ <i>Collect voluntary, confidential water samples and run Coliscan/R-card for producers</i></li> <li>✓ <i>Partner with Skagit County on two workshops for small scale/noncommercial agricultural producers and other audiences</i></li> <li>✓ <i>Partner with Skagit Valley College ENVC Club for Stormwater and Habitat educational outreach events.</i></li> <li>✓ <i>Coordinate with other agencies on watershed planning and implementation efforts, resource land protection from development</i></li> <li>✓ <i>Clean Samish Initiative participation</i>  <i>Executive Committee</i>  <i>Project Delivery Team</i>  <i>Outreach/Education</i></li> <li>✓ <i>Coordinate Stream Team Monitoring</i></li> <li>✓ <i>South Skagit and Padilla Bay TMDL implementation</i></li> <li>✓ <i>Coordinate Marine Biotoxin Monitoring</i></li> <li>✓ <i>Develop a Regional Conservation Partnership Program (RCPP)</i></li> <li>✓ <i>Maintain partnership with NRCS, FSA, and Partners for Fish and Wildlife to maximize their programs</i></li> <li>✓ <i>Seek match funding for equipment sharing program</i></li> <li>✓ <i>Implement a stormwater education and public involvement program, which includes Low Impact Development (LID)</i>  <i>Maintain current interlocal agreements/programs with jurisdictions that are subject to stormwater regulations</i>  <i>Develop and distribute stormwater educational fact sheets and brochures</i>  <i>Conduct Backyard Conservation short course</i>  <i>Develop technical assistance and cost-share program for landowners to install rain gardens or other LID “green Infrastructure” – seek additional funding for installation.</i></li> </ul>	<p>June 2026</p>	<p>Jeff, Ryan, Cindy E., Joe and Emmett:            Technical Assistance:            Farm Planners,            Riparian Planner,            Habitat Stewardship Coordinator, District Manager            Adult Programs:            Outreach Coordinator            Youth Programs:            Outreach Lead,            Forester</p>	<p>3.5 FTEs</p>	<p>\$994,000</p>

<p>Continue the storm drain labeling program in Mount Vernon, Burlington, and Urban Growth Areas of Skagit County</p> <p>Promote stormwater education and water quality protection through presentations utilizing the EnviroScape model</p> <p>Provide resource materials for local schools</p> <p>Host public meetings and workshops</p> <p>Assist staff from the cities, county and drainage districts with Storm Water Management Program (SWMP) implementation</p> <p>Skagit Youth Conservation Tour</p> <p>Envirothon</p> <p>Annual Soil &amp; Water Stewardship Poster Contest</p> <p>✓ <b>Manage Equipment Share Program</b></p> <p>Provide TA and delivery (as needed) for proper use of equipment and agronomic application rates</p> <p>Maintain equipment use records</p> <p>✓ <b>Small cost share and grant match fund amounts available</b></p>				
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**Program Areas: Forest Health - forester to provide service to small forest landowners and begin developing program elements supporting urban forestry needs.**

**Goals:** By FY2026, have staff forester implement a dashboard of program activities that allows the staff and Board to see progress of small forest landowner and urban forestry technical assistance, outreach, and education per fiscal year and summarized by funding source(s), BMP implementation, and watersheds

**Natural Resource Measurable Result Objective:** At least five forestry plans that allow the landowner to implement BMP's and pursue cost share funding.

**Programmatic Measurable Result Objective:** Write references in five farm and/or forest plans regarding forest management recommendations that will assist with wildfire risk reduction, habitat, water quality and quantity, soil health, forest stand development

**Funding Sources:** Rates and Charges (RC), Habitat Strategic Initiative Lead (HSIL), State Conservation Commission Forest Health and Community Wildfire Resilience (FHCWR), WADNR Urban and Community Forest Grant (UCF) (WSU Subcontract), Puget Sound Energy

<b>Activities for FY2026</b> <b>Estimated funding represents all associated costs of program</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time Required</b>	<b>Estimated Funding</b>
<ul style="list-style-type: none"> <li>✓ <i>Assist with developing funding and project proposals with forest health and wildfire resilience objectives</i></li> <li>✓ <i>Provide baseline technical assistance to develop and implement forest stewardship plans</i></li> <li>✓ <i>Provide hazard tree guidance to Firewise communities</i></li> <li>✓ <i>Provide TA to the PMC for improved seedling inventory and yield</i></li> <li>✓ <i>Provide assistance to seed source production and acquisition</i></li> <li>✓ <i>Continue to update County Forest Advisory Board on District Forestry Outreach and Education Activities</i></li> <li>✓ <i>Support Annual NW Region Forest Landowner Workshop</i></li> <li>✓ <i>Continue to develop biochar resources, demonstration projects, and additional funding with partner organizations</i></li> <li>✓ <i>Participate in at least one workshop on forest health</i></li> <li>✓ <i>Leverage the funding sources beyond Rates and Charges to expand forest health in both urban and rural land uses:</i> <ul style="list-style-type: none"> <li>✓ <i>Small cost share and grant match fund amounts available (HSIL)</i></li> <li>✓ <i>Provide TA reforestation/afforestation to landowners (HSIL)</i></li> <li>✓ <i>Develop tree seed sourcing and assisted migration resources for climate adaptation (FHCWR)</i></li> <li>✓ <i>Participate in DNR workshops: Urban and Community Forest (UCF) and Forest Health Advisory Committee (FHCWR); USFS workshop/webinars on assisted migration (FHCWR)</i></li> <li>✓ <i>Contribute to Anacortes Community Forest Canopy Assessment Project (UCF)</i></li> <li>✓ <i>Provide support to PEI Engaging Communities and Forest Education (HSIL)</i></li> </ul> </li> </ul>	<p>June 2026</p>	<p>District Manager Forester Habitat Stewardship Coordinator Outreach Coordinator</p>	<p>1.2 FTE</p>	<p>\$157,000</p>

✓ <i>Participate in the planning of an annual westside interagency workshop with WSU, WADNR, CD's, &amp; NRCS (HSIL)</i>				
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**Program Area:** Land use planning/working land conversion/wildland/urban interface and intermix

**Goal:** By FY2026, the SCD will have worked with project partners and the community to ensure resource lands are protected in perpetuity from development.

**Natural Resource Measurable Result Objective:** Assist Skagit County by introducing 5 new farmers to the Farmland Legacy Program, Skagit Land Trust or other resource land easement protection program.

**Programmatic Measurable Result Objective:** Assist local and State land conservancy advocates with securing 10% increase in funding for Resource land protection capacity.

**Funding Sources:** Skagit County, Washington State Conservation Commission, Washington Association of Land Trusts, Recreation Conservation Office, Natural Resources Conservation Service, Tribes, Private Foundations.

<b>Activities for FY2026</b> <b>Estimated funding represents all associated costs of program</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time Required</b>	<b>Estimated Funding</b>
<ul style="list-style-type: none"> <li>✓ <i>Support efforts to protect and preserve prime farm and forest lands and provide opportunities to promote sustainable natural resource industries</i></li> <li>✓ <i>Support Skagit's Farmland Legacy Program in expanding protection options for parcels outside of Ag-NRL zones</i></li> <li>✓ <i>Farmland Legacy Program (FLP)/Conservation Futures</i></li> <li>✓ <i>Participate in GMA update process</i></li> <li>✓ <i>Participate in ACEP/ALE funding program</i></li> <li>✓ <i>Coordinate with Skagit Land Trust</i></li> <li>✓ <i>Assist the SCC Office of Farmland Preservation with resource development to support District staff</i></li> <li>✓ <i>Assist NRCS with dissemination of RCPP program information.</i></li> <li>✓ <i>Explore land protection options for Colony Creek residents</i></li> </ul>	On-going	Conservation Easement Liaison Board District Manager	.3 FTE	\$58,000



**Program Area: Firewise Wildland Urban Interface, Land Use, Climate Change**

**Goal:** Provide technical and financial assistance to landowners to develop and implement defensible space strategies.

**Natural Resource Measurable Result Objective:** Implement 2 fuels reduction projects.

**Programmatic Measurable Result Objective:** *Initiate* one new Firewise Community/USA into the program.

**Funding Sources:** Skagit County Title III Secure Rural Schools Act, State Conservation Commission Forest Health and Community Wildfire Resilience (FHCWR)

Activities for FY2026 Estimated funding represents all associated costs of program	Target Dates	Person Responsible	Time Required	Estimated Funding
<ul style="list-style-type: none"> <li>✓ <i>Implement the Skagit County Firewise Program</i></li> <li>✓ <i>Coordinate WA State Fire Adapted Communities Learning Network, serve as liaison to participating communities</i></li> <li>✓ <i>Seek funding to increase program capacity</i></li> <li>✓ <i>Build state-wide Firewise program with partners, coordinate with DNR on maintaining certification of existing Firewise Communities</i></li> <li>✓ <i>Provide fire weather information through online resources to County and Firewise communities</i></li> <li>✓ <i>Maintain WUI wildfire hazard Web map</i></li> <li>✓ <i>Update Skagit County CWPP</i></li> <li>✓ <i>Coordinate with Skagit County DEM</i></li> </ul>	June 2026	Wildfire Technician Forester District Manager	1.0 FTE	\$117,000



**Program Area: Ecosystem Management/Appropriate Land Use/Conversion/Population Growth**

**Goals:** The District will work with landowners, project partners and coordinating agencies to develop and implement programs that help secure the long-term viability and success of Skagit’s Natural Resource lands and industry. We will work to get 50% of our current CREP contracts renewed by FY2026. We strive for 100% re-enrollment; however, the state-wide audit that the F has conducted has discredited CREP with landowners. The District will assist with VSP implementation when funding allows.



**Natural Resource Measurable Result Objective:** 2,000 feet of stream will be fenced and/or planted.

**Programmatic Measurable Result Objective:** 4 landowners will re-enroll in CREP, 2 new CREP, 10 VSP Landowners.

**Funding Sources:** Skagit County, Washington Conservation Commission, and additional funding to be determined.

Activities for FY2026 Estimated funding represents all associated costs of program	Target Dates	Person Responsible	Time Required	Estimated Funding
<ul style="list-style-type: none"> <li>✓ <i>Implement the CREP Program</i> <ul style="list-style-type: none"> <li><i>Maintain and monitor existing easements</i></li> <li><i>Perform mid-contract mgt. inspections/report to FSA</i></li> </ul> </li> <li>✓ <i>Implement DOE CRRS and WSCC Buffer Incentive grants</i></li> <li>✓ <i>Actively participate in Skagit Watershed Council activities</i> <ul style="list-style-type: none"> <li><i>Serve on Administrative Board and LIO if formed</i></li> <li><i>Assist with implementation projects</i></li> <li><i>Assist with project review and prioritization</i></li> </ul> </li> <li>✓ <i>Collaborate with drainage districts and fisheries managers regarding riparian projects when necessary</i></li> <li>✓ <i>Support the tide gate fish passage efforts where requested</i></li> <li>✓ <i>Participate in the Puget Sound Salmon Recovery Council</i></li> <li>✓ <i>Provide engineering assistance to partnering agencies to implement fish and wildlife habitat projects, including lead of NW Conservation District Engineering cluster</i></li> <li>✓ <i>Conduct a Native Plant Materials Sale</i></li> <li>✓ <i>Participate in partner project development</i></li> </ul>	On-going	Riparian Planner: TA, Monitoring Engineer: Engineering District Manager: Policy, Projects Outreach Lead: Database Habitat stewardship Coordinator: Project assistance	3.2 FTEs	\$780,000

✓ <i>Participate in the Skagit County VSP</i>				
✓ <i>Small cost share and grant match fund amounts available</i>				

**Program Areas: Soil Tilth, Climate Change, Habitat - Promote and implement projects to sustain adequate drainage for agricultural land**

**Goal:** By FY2026, the SCD will provide technical and permit assistance for one drainage or stream improvement project in the District.

**Natural Resource Measurable Result Objective:** 200 acres will have improved drainage and/or stream habitat condition.

**Programmatic Measurable Result Objective:** One drainage improvement or fish habitat related project will be planned and implemented

**Funding Sources:** Skagit County, Washington Conservation Commission, additional funding to be secured

<b>Activities for FY2026</b> <b>Estimated funding represents all associated costs of program</b>	<b>Target Dates</b>	<b>Person(s) Responsible</b>	<b>Time Required</b>	<b>Estimated Funding</b>
<ul style="list-style-type: none"> <li>✓ <i>Work in partnership with local cooperator to implement a minimum of one DFI or TFI project</i></li> <li>✓ <i>Continue to coordinate with other districts on soil health program</i></li> <li>✓ <i>Utilize funding to support soil sample processing and geodatabase collection for future modeling</i></li> <li>✓ <i>Seek funding to maintain a robust cover crop program</i></li> </ul>	June 2026	Riparian Planner, Engineer, District Manager	.2 FTE	\$27,000

**Program Area: Maintain sufficient water for food production, people, and fish and wildlife**

**Goals:** By FY2026, SCD will work with partners to identify locations and install 2 gauges in the lower Samish to provide real time ground/surface water availability to maintain irrigation during fish use periods.

**Natural Resource Measurable Result Objective:** One pilot project resulting in surface or groundwater monitoring, conservation or infiltration practice is benefiting a flow limited sub-basin.

**Programmatic Measurable Result Objective:** Hold at least one meeting with the major water managers in the basin to have a better understanding of all water quantity management activities occurring. Develop accurate messaging for District Cooperators.

**Funding Sources:** DOE, Natural Resources Conservation Service, WSU Extension, USGS, Skagit County PUD

<b>Activities for FY2026</b> <b>Estimated funding represents all associated costs of program</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time Required</b>	<b>Estimated Funding</b>
✓ <i>Monitor progress of Skagit water task force</i>	June 2026	District Manager and Habitat Stewardship Coordinator	.1 FTE	\$13,931

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**Program Area: Information – Education**

**Goals:** Provide conservation education opportunities and volunteer activities to residents of all ages throughout Skagit County, increasing knowledge of resource issues while building community stewardship.

- By FY2026, Provide educational workshops for small-acreage landowners.
- By FY2026, Co-sponsor five continuing education seminars or workshops.
- By FY2026, Provide information to the public through outreach efforts developed by the District and its Co-sponsors.
- By FY2026, Provide volunteer opportunities that implement desired project outcomes. (tree plantings, sampling, storm drain marking, community events)
- By FY2026, Provide an educational tour for teachers to learn about the forestry sector in Skagit County

**Natural Resource Measurable Result Objective:** Practices completed by program participants will be tracked.

**Programmatic Measurable Result Objective:** Implement the number of workshops and outreach activities identified in Goals.

**Funding Sources:** Skagit County, Washington State Conservation Commission, City Interlocal Agreements, plant sale proceeds, Puget Sound Conservation District partners, sponsors, donations

<b>Activities for FY2026</b> <b>Estimated funding represents all associated costs of program</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time Required</b>	<b>Estimated Funding</b>
<p>✓ <i>Provide conservation education opportunities and volunteer activities:</i></p> <ul style="list-style-type: none"> <li><i>Arbor Day proclamation and seedling distribution</i></li> <li><i>Soil and Water Stewardship Week proclamation and poster contest</i></li> <li><i>Envirothon</i></li> <li><i>Classroom presentations expansion to digital and virtual formats</i></li> <li><i>Sixth Grade Tour</i></li> <li><i>Watershed Masters</i></li> <li><i>Quarterly E-News</i></li> <li><i>Update District brochures fact sheets, and legislative packets</i></li> <li><i>Displays at local events and utilize betterground.org outreach</i></li> <li><i>Pasture Management workshops</i></li> <li><i>Treeture appearances</i></li> <li><i>Coordinate and expand volunteer activities with 4H, FFA, Scouts</i></li> <li><i>Country Living Expo</i></li> <li><i>Storm drain marking projects</i></li> <li><i>Expand curriculum on 6PPD-quinone, ocean acidification, carbon sequestration, STEM programs</i></li> <li><i>Backyard Conservation Short course</i></li> <li><i>Succession Planning Workshop (facilitate or host)</i></li> <li><i>Engaging Communities in Forest Education: Teacher Development Workshop (Partnership with PEI, WADNR, Industrial and Non-industrial Forestland Owners)</i></li> </ul> <p>✓ <i>Small cost share and grant match fund amounts available</i></p>	<p>June 2026</p>	<p>Outreach Coordinator: Adult Programs</p> <p>Outreach lead: Youth Programs</p> <p>Farm Planners, District Manager</p> <p>Office Assistant: Social media</p> <p>Outreach Lead: Website content and print media</p> <p>Forester: Teacher and/or forestry workshop</p>	<p>2.2FTE</p>	<p>\$431,000</p>

**Program Area: District Operations**

**Goals:** Through 2026, the Skagit Conservation District will continue to comply with policies, procedures, and legal requirements.

**Natural Resource Measurable Result Objective:** Natural resource program results are tracked and reported.

**Programmatic Measurable Result Objective:** The Skagit Conservation District meets statutory, administrative and fiscal responsibilities.

**Funding Sources:** Washington State Conservation Commission, Skagit County, Rates and Charges, sponsors, donations

<b>Activities for FY2026</b> <b>Estimated funding represents all associated costs of program</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time Required</b>	<b>Estimated Funding</b>
<ul style="list-style-type: none"> <li>✓ <i>Meet statutory, administrative and fiscal responsibilities</i></li> <li>✓ <i>Maintain Good Governance Standing</i></li> <li>✓ <i>Provide leadership and professional development opportunities for Board of Supervisors and staff</i></li> <li>✓ <i>Earn and maintain the trust of partners and decision-makers</i></li> <li>✓ <i>Cultivate a broad and inclusive culture of conservation</i></li> <li>✓ <i>Recognize those, including volunteers, who have made a positive contribution toward the protection, enhancement or preservation of Skagit County's natural resources</i></li> <li>✓ <i>Build reserve account for long-term capital expenditures</i></li> <li>✓ <i>Provide regular progress and performance evaluation on District programs and employees</i></li> <li>✓ <i>Continue to utilize an effective public-relations program</i></li> <li>✓ <i>Coordinate with local, state, and national, both public and private, to avoid duplication</i></li> <li>✓ <i>Coordinate with other districts to leverage resources to implement mutually beneficial programs</i></li> <li>✓ <i>Maintain adequate and stable funding</i></li> <li>✓ <i>Update and secure technology for efficient operation</i></li> <li>✓ <i>Fund County assessor collection of fees</i></li> <li>✓ <i>Implement findings from audit, should one occur</i></li> </ul>	June 2026	Board District Manager Bookkeeper Office Assistant	1.1 FTEs	\$289,000



# Skagit Conservation District FY2026 (7/1/25 – 6/30/26) Annual Budget

Revenues	
Conservation Commission	\$ 1,451,646.30
NRCS	\$ 52,307.32
Interlocals, City NPDES	\$ 80,035.60
Skagit County, CWD+NPDES	\$ 583,270.19
Ecology	\$ 61,333.33
WSDA	\$ 134,416.00
Misc. Contracts	\$ 191,207.54
Sales	\$ 30,000.00
Sales Tax	\$ 3,000.00
Donations	\$ 5,000.00
Interest	\$ 14,000.00
Rates and Charges	\$ 260,715.00
Total Income	\$ 2,866,931.28

Expenses	
Salaries/Benefits	1,123,281.22
Rent/Utilities	\$59,000.00
Repairs, Services, Dues, Supplies, Fuel	\$127,000.00
Postage, Mailing Services	\$5,000.00
Travel, Training	\$30,000.00
Copier Lease	\$4,500.00
Equipment	\$70,000.00
Sales Tax Paid	\$3,000.00
Professional Services, Publishing	\$305,000.00
Cost Share	\$852,600.06
Plant Sale	\$20,000.00
Insurance	\$30,000.00
Taxes/Licenses	\$1,000.00
Intergovernmental Expense	\$160,000.00
Bank and Merchant Fees	\$2,000.00
Interest Expense	\$50.00
Reserve	\$60,000.00
Assessor	\$14,011.25
Total Expense	\$2,866,931.28