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Washington Association of Conservation Districts

5 Things to Know for July 29, 2021

Dear weblinx,

How did we get to the end of July so quickly?! The pace of life really seemed to pick up speed as COVID restrictions began to lift. Let's hope that despite the several variants floating around "out there," we can continue to enjoy a robust and healthy recovery from this pandemic.

Without further ado, here are the 5 Things for July 29, 2021:

1. We need Annual Conference Planning Team members

Have you ever wanted to have better sessions at the WACD annual conference? Do you want to have a voice in the topics and speakers selected for the conference? This is your chance to be part of the team that helps develop the program for WACD's 2021 annual conference! Please contact Ryan Baye at rbye@wadistricts.org to reserve a place on the ACPT. The first meeting will be in August.

2. Thank you, members!

About a month ago, WACD sent out annual dues notices to our 45 conservation districts. The WACD Board of Directors supported a one-time reduction in dues this year of \$400 per district. To date, approximately 50% of districts have paid their dues! A big thank you to those who have provided annual support to their state association. We had a successful year last year and look forward to many more successes with and for you in the future.

3. Regional lists updated, another Directory update soon

We have updated regional lists of supervisors and managers (listed as "area-by-area contact lists) in six spreadsheets, and on July 20th we updated the District Directory. Find those documents at <https://hub.wadistricts.org/resources/contacts/> behind the site password of **WACD1942**. Please check your information in the Directory and [let Lori know](#) of any changes that should be made.

4. Stay tuned for an elections listening session announcement

A proposal from the Joint Committee on Elections was recently sent to conservation district supervisors and managers with an August 18th deadline for comments. There will also be a listening session before that deadline where you can learn more about the proposal and ask questions. Expect an announcement to be sent out very soon! We look forward to hearing your questions and thoughts at the listening session.

5. Our emissaries to Chicago have returned

WACD sent National Director Doug Rushton and WACD's Legislative & Membership Lead to the

NACD summer meeting in Chicago. They have just returned from their journey and we'll digest their information in the coming days. This was a very special summer meeting as it celebrated the 75th anniversary of NACD's formation in the very city where NACD was voted into being. You can participate vicariously in the event by viewing NACD's photo album for the summer meeting on Flickr at <https://www.flickr.com/photos/nacd/albums/72157719597502621>.

From your Executive Director

Executive Corner: Transitioning to a new district manager

For quite some time, I've been accumulating thoughts about how to change your district manager. Change eventually comes to all of us, but change can be very difficult when it arrives, particularly when it is a surprise. This becomes especially true when an effective, well-liked long-term manager or other key staff member separates from service.

I found it very difficult to write my thoughts in an organized, cohesive manner. After the first couple of big pushes to write this particular piece, I would massage the draft and then come back to it a week later. As the weeks came and went, I found that I wasn't really making significant improvements to it. Instead, I was moving pieces around and adding formatting rather than improving the content.

And so I hit the "Publish" button to get this product - warts and all - out for your consumption. I think it could be a lot better but I wasn't making it any better. Please consider it a starting point for your own thinking about changing a key position in your conservation district. Find the article at: <https://hub.wadistricts.org/2021/07/manager-transition/>.

Always yours for conservation,

Tom Salzer, Executive Director
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- [Friends of NACD](#) - Your contributions provide funding for technical assistance grants to conservation districts.
- [Washington Conservation Society](#) - WCS is a 501(c)(3) nonprofit organization so your contributions are tax-deductible. If you make purchases through Amazon Smile, a portion of your purchases goes to WCS in support of their programs and initiatives.

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- [Transitioning to a new district manager](#)
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