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Washington Association of Conservation Districts

5 Things to Know for September 9, 2021

Dear weblinx,

While this was a short week for many because of the Labor Day holiday, it was just as busy as other weeks. WACD Olympia staff are gearing up for the WACD Board of Directors meeting and WACD Bow staff are closely monitoring plantings as they prepare for fall and winter. WACD Area Directors have talking points to aid them in working with our member conservation districts in September. If this sounds like it is "all hands on deck" time for WACD, that's because it certainly feels that way as we race toward October meetings of six area associations of conservation districts and WACD's conference sessions in November.

1. September is resolution time

Repeated from last week because this point is important: **September is resolution time!** September is the month when conservation district boards should be considering resolutions for consideration at area association meetings coming up in October. You may want to check in with your [WACD Area Directors](#) for any thoughts they may have. The resolutions process is described at <https://wadistricts.org/about-wacd/resolutions>.

2. Conservation Commission announces search for Executive Director

This week the Washington State Conservation Commission announced their recruitment for the Executive Director position. Dr. Carol Smith's last day of work will be October 15th. The Commission has appointed a Search Committee to help guide the recruitment process, including seeking an Interim Director while a permanent Executive Director is found.

The initial outreach for the job announcement included:

- A GovDelivery message from the Commission was sent to 513 recipients who are subscribed to the Commission's "Organization and Personnel" topic.
- Publication on the Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) jobs posting page at <https://blog.manrrs.org/jobs>.
- [WACD has posted the announcement on the Hub](#) which also went to 75 subscribers who chose to receive important information by SMS text messages. Today's edition of the Five Things newsletter will go to 188 subscribers.
- It was posted to the [careers.wa.gov government jobs webpage](https://careers.wa.gov/government-jobs) and to the [NACD jobs board](#).

Please share the job announcement with people who might be interested in joining our conservation community in this key position.

3. Area Association meetings are just around the corner

If September is resolution time, October is annual meeting time for six Area Associations. Look for more information to come from the respective host districts soon as they adapt their plans to new COVID restrictions.

- Wednesday, October 13th – SW Area Meeting hosted by Grays Harbor CD
- Thursday, October 14th – NW area Meeting hosted by Skagit CD
- Tuesday, October 19th – NC Area Meeting hosted by Okanogan CD
- Wednesday, October 20th – NE Area Meeting hosted by Ferry CD
- Tuesday, October 26th – SE Area Meeting hosted by Walla Walla County CD
- Wednesday, October 27th – SC Area Meeting hosted by South Yakima CD

We've published these dates on our [Hub calendar](#) and on [WACD's public website](#). We've also started a [central Hub portal for individual Area Association meetings](#) which we will populate with information as it comes in.

4. WACD award nominations dues October 29th

The nomination forms for WACD's yearly awards are now posted on our main website. If there is someone in our conservation community you feel deserves recognition for their extraordinary effort this year, please consider writing a nomination. Nominations are due back to WACD by October 29th. [Read more...](#)

5. WACD annual conference updates

WACD is beginning to fill out our dance card for sessions to be held during the first three weeks of November. We are seeking speakers and sponsors.

We are also beginning to develop web pages for the annual conference and business meeting. Although they are still very much in draft format, please feel free to visit them and offer feedback. Find them at <https://hub.wadistricts.org/annual/>. We would love to hear from you.

From your Executive Director

Reflection

With this being a short, busy week, I'm going to skip writing a full reflection.

The [Building Better](#) session held this week resonated with me deeply and it felt like it touched several of our conservation district managers, too. Our Building Better topic was: **Be a Bridge, not a Barrier: Managing the partnership with your Board and staff**. District managers, executives, and coordinators heard their peers express the need for trust, transparency, support, and leadership in their work with board supervisors and district employees. Unstated but evident was also a sense of needing to be committed to the success of the conservation district, not just as a conservation organization but also as a group of people that included board members and employees.

I don't remember having conversations like this 30 years ago. It seems we have had a seismic shift in the nature of the people who make districts function and that shift has been for the better. We have improved. We have become more capable, more professional, and also more caring about the most precious resource that affects our ability to succeed: people. Without you, our system breaks. I felt a very strong sense of community, caring, and support during the Building Better session.

Weekly thought

The book I'm reading now carries a quiet subtext throughout that is wholly about service to self and others. I'll write more about the powerful concept of [servant leadership](#) another time. For this week's thought, I'd like to share something by author Norman Fischer from his book titled [When You Greet Me I Bow](#).

"Knowing that it is impossible to do it perfectly, we can nevertheless do it as perfectly as possible, trusting our intention more than our information. Information in the modern age goes out of date almost as soon as it's gathered. Intention, on the other hand, can remain firm and help keep us on a wholesome course. Although it is shortsighted to trust to intention alone, intention's power to transform the world should never be underestimated."

In the context of my work with WACD, this quotation brings to mind the [ten guiding principles](#) in WACD's strategic plan. Those principles are guideposts that help us remember what is most important as we go about our work in service to our members.

Always yours for conservation,

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Partners are important!

Find our list of partners at <https://hub.wadistricts.org/wacd/partners-sponsors/partners/>.

- [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.

Recent Posts on the Hub

- [Whidbey Island CD seeks Natural Resource Educator](#)
- [Palouse CD seeks Research and Monitoring Specialist](#)
- [Cascadia CD seeks Project Coordinator II](#)
- [Conservation Commission seeks new Executive Director](#)
- [Plant Materials Center update: September 2, 2021](#)
- [Improving the nation's conservation delivery system | Morning Ag Clips](#)
- [The Great Resignation Doesn't Have to Threaten Your DE&I Efforts | HBR](#)
- [NACD extends award nomination deadline to September 10](#)
- [Together, celebrate our conservation community this Labor Day](#)
- [Conservation Commission announces news of FarmPAI program](#)

See the full list of Recent Posts at <https://hub.wadistricts.org/posts/>. Also see the articles WACD

staff are reading at <https://hub.wadistricts.org/resources/wacd-reading-list/>.

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