



Washington Association of Conservation Districts

Five Things to Know for April 4, 2024

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



NATIVE PLANT APPRECIATION MONTH

PRAIRIE PRESERVATION | APRIL 2024



We are proud to join our partners at the Washington Native Plant Society in celebrating Native Plant Appreciation Month (NPAM). WACD celebrates native plants every day by growing native plants for conservation projects at our WACD Plant Material Center, but NPAM is a great way to get the rest of the state as excited as we are!

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Five Things to Know

1 — April Funding Opportunities Newsletter

WACD, in partnership with the [Washington Conservation Society](#), has published another edition of their Funding Opportunities Newsletter. This newsletter contains non-traditional grants that conservation districts can apply for themselves or in partnership with a non-profit fiscal sponsor. You can access April's newsletter [here](#).

You can subscribe to future editions [here](#)!

2 — WADE Award Nominations are Now Being Accepted

The **Washington Association of District Employees** board is now accepting nominations for WADE Employee of the Year. Please visit the [WADE website](#) for guidelines. If you wish to make a nomination, please fill out [this form](#).

The deadline for nominations is **Friday, May 10, 2024**. If you need any assistance or have any questions, please contact Dave Hedrick at 509-775-3473 ext. 105 or dave.hedrick@ferrycd.org.

W A D E



C o n s e r v a t i o n from the Ground Up

3 — NACD Stewardship Week 2024 ~ May The Forest Be With You, Always!

[NACD's annual Stewardship Week](#) (April 28 - May 5) is coming up, and this year students will learn about forestry under the theme "**May the Forest Be With You, Always!**"

A wide range of forestry education materials are available printed or for free digital download on [NACD's Marketplace](#). Check out the Education Guide, worksheets, bookmarks, and more. Please share these resources with local educators to help us teach the next generation of foresters!



4 — Native Plant Appreciation Month Presentations

This year Native Plant Appreciation Month (NPAM) is a celebration of Washington's Prairies. The [Washington Native Plant Society](#) is hosting the following free webinars to celebrate NPAM:

- Thursday, April 4, 2024 7:00 PM, **First People's Panel Discussion**
- Tuesday, April 9, 2024 7:00 PM, **Managing for Grasslands in a Sea of Forest: Conserving and Restoring Prairies in Western Washington**
- Monday, April 15, 2024 7:00 PM, **Rare Plants and Their Pollinators**
- Wednesday, April 24, 2024 at 7:00 PM, **Remnant Plant Communities in the Palouse and Their Restoration**

For more information on the presentations and to register visit: <https://www.wnps.org/wnps-annual-events/npam>

5 — WACD Spring Legislative Workshop Registration Is Now Open!

WACD's Spring Legislative Workshop for Conservation District Supervisors, Managers and Partners will take place May 29th and May 30th at the Hal Homes Community Center - [209 N. Ruby St., Ellensburg, WA 98926](#).

- May 29th 10:00 AM — 4:00 PM
- May 30th 8:30 AM — 12:00 PM

The meeting will be offered in person and remotely via Zoom.

Meeting Topics:

- Prepare for the 24/25 Legislative Session & Discuss WACD Priorities
- Provide input on the work of the Sustainable Funding Committee
- Hear Updates from other WACD Committees
- Review the Status of Active Resolutions
- Rates and Charges Resolution Discussion
- District Elections Discussion

If you plan on attending either in person or remotely please [REGISTER HERE](#).

Hotel Information: A block of rooms at the government rate have been reserved at the following hotels under the **Group Name: WACD**:

- [Best Western Plus](#), 211 Umptanum Rd, Ellensburg, WA 98926 - (509) 925-4244
- [Hampton Inn](#), 2705 Triple L Loop, Ellensburg, WA 98926 - (509) 933-1600

Questions? Contact: Heather Wendt, 509-873-2669, hwendt@wadistricts.org

6 — BENTON CD's Salmon Summit Inspires Downstream

Hydropower Workforce

The U.S. Department of Energy's Water Power Technologies Office (WPTO) has released its 2022-23 Accomplishments Report ([summary at US DOE WPTO 2022-23](#)) which showcases WPTO-funded projects across the country.

Within WPTO's national hydropower program, the report highlights 5 showcase projects, including Benton Conservation District's Salmon Summit partnership with PNNL "[Salmon Summit Inspires Downstream Hydropower Workforce](#)"

Congratulations to **Benton CD** for their nationally recognized program and innovative partnership!



Upcoming Events

2024

- **April 15:** [WACD Board of Directors meeting](#)
- **May 14-16:** [WSCC Planning and Regular meeting](#)
- **May 20:** [WACD Board of Directors meeting](#)
- **May 29-30:** [WACD's Legislative Workshop \(Ellensburg\)](#)
- **June 17:** [WACD Board of Directors meeting](#)

Executive Corner: Reflections

I've got a great little book of daily reflections by one of my favorite authors, [Stephen R. Covey](#). It is called [FIRST THINGS FIRST EVERY DAY](#) and subtitled *Because Where You're Headed Is More Important Than How Fast You're Going*.

Tuesday's reflection was spot on:

The degree to which urgency drives the organization is the degree to which importance does not.

That's a powerful thought. I've seen the truth of it play out in many organizations. Today's reflection is just as powerful:

Win-win is not adversarial; it's synergistic. It's not transactional; it's transformational.

There's a lot to unpack in that thought which I'll leave for you, if you want to take that journey.

The State Conservation Commission's all-districts meeting in Yakima last week was a reflective moment for many attendees. For me, the stunning amount of growth in funding (and the resulting growth in programs) at the Commission is mind-boggling. As I've thought about this, I realize that the Commission has turned a corner because of size.

This topic is touched by Harvard Business Review in <https://hbr.org/1983/05/the-five-stages-of-small-business-growth>. Basically, as an organization grows, the way it is managed must change. A more general approach to the discrete ideas presented in that article is contained in <https://hbr.org/2023/05/change-management-requires-a-change-mindset>. The following quote from this article hits dead center:

As a quick thought exercise, think about a change-related challenge you currently face: Perhaps it's how to maintain culture and loyalty in a hybrid world, or how to prepare for ongoing climate disruption. Or maybe you're launching a new project or navigating an upcoming leadership succession.

Next, rather than jumping straight to "What do I do about this?" ask yourself, "Am I approaching this from a place of hope or fear? What is driving me? What is my orientation to this change? And how might my orientation differ from my teammates or direct reports?" All too often, we experience tension or put up roadblocks because we haven't shared these things. Yet when you do, not only is everyone able to learn more about one another and strengthen team culture, but your decisions tend to be greatly improved as well. Change mindset drives change management, not the other way around.

For many people, change is scary. That's a given. The other side of that coin is called interesting and exciting. If you can consciously flip the coin in your mind and choose to look at change as something interesting and exciting, I think you'll find new joy and satisfaction in your conservation work. Just as the Conservation Commission is changing, so too are conservation districts. More funding and larger programs push change.

I know change is also coming for WACD, and in truth, it is already here. We hired additional staff last year. We are improving our internal procedures and our operating policies. We are beginning to look at standardizing systems as a way to shift workload away from internal maintenance to more time focused on service to members. (For example, moving our public-facing website at <https://www.wadistricts.org/> to [Streamline](#) removed hours of maintenance time from staff each week.)

You'll hear more from WACD about standardizing systems in the months ahead because there are probably opportunities for conservation districts to shift some of their attention from

dealing with things that don't work right to working with customers and partners. Not everyone will want to take this journey, but for those that do, I anticipate significant benefits, just as WACD has experienced by moving one website to a different hosting service.

One nut I'm trying to crack is how to find more revenue to support more and better service to members. The better we can do with and for you, the better our conservation delivery system functions. Everyone benefits, from local landowners and communities to state and federal agencies. The cost of that improvement should not come solely from our members because the benefits positively impact more than members. As noted above, this involves change.

I'll close with the reflection for April 8, which is the day a solar eclipse touches many people in North America:

Character is what we are; competence is what we can do. The reality is that character and competence drive everything else in the organization.

That's good stuff.

We'd like to hear from you

As always, we look forward to your ideas and questions. Please reach out to 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

- [JeffCo conservation district offering two landscaping courses | Sequim Gazette](#)
- [Palouse Conservation District's "Plant the Palouse" in April](#)
- [WACD Spring Legislative Workshop](#)
- [Everett Film Fest a chance to see unique flicks](#)
- [Get It Growing: April in the vegetable garden | Sequim Gazette](#)
- [Open house on Lower Chehalis River Resilience Study set for March 28](#)

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