

# Grays Harbor Conservation District



Annual Work Plan 2025 - 2026

# Contact

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## Mission

The Mission of the Grays Harbor CD is to provide access to educational, technical and financial resources for community members through voluntary natural resource conservation, restoration, and supporting the long-term viability of working lands.

## Natural Resource Priorities:

- Watershed Restoration
  - This resource priority is a local, regional, and state priority as cited in:
    - Aquatic Species Restoration Plan (ASRP)
    - Salmon Recovery Plans for WRIA's #22, #23, and #24
    - Department of Ecology 303(d) listings
- Agricultural Viability
  - This natural resource priority is a local, regional, and statewide priority as cited in:
    - Department of Ecology 303(d) listings
    - Grays Harbor County Voluntary Stewardship Work Plan
- Marine Resiliency
  - This natural resource priority is a local and regional priority as cited in:
    - Emergency proclamation no. 22-02, Green Crab infestation, by the Washington State Governor's Office.
- Forest Health and Community Wildfire Resiliency
  - This natural resource priority is a local, regional, and statewide priority as cited in:
    - The Washington State Department of Natural Resources 2020 Forest Action Plan
    - The Washington State Department of Natural Resources Integrated Forest Management Planning Guide 2017 Update
    - Grays Harbor County Hazard Mitigation Plan
- Natural Resource Education
  - This natural resource priority is a local, regional, and statewide priority as cited in:
    - The Washington State Department of Natural Resources Youth Education & Outreach Program Strategic Plan 2024-2029
    - Washington Office of Superintendent of Public Instruction's (OSPI) Environmental and Sustainability Education (ESE) goals document.

## Natural Resource Priority Program Area #1:

### ***Watershed Restoration***

#### **Goal(s):**

*To restore and enhance watershed processes in order to improve aquatic species habitat, water quality, water quantity, and riparian forest health within the boundary of the Grays Harbor Conservation District.*

#### **Natural Resource Measurable Result Objective:**

*Implementation of:*

- *Engineered log jams, channel excavation, and bank resloping along 5 miles of river to improve aquatic habitat, slow bank erosion, and reconnect floodplain*
- *Engineering and design development for 10 additional river/stream miles of restoration*
- *Riparian restoration activities in over 500 acres of floodplain across the rivers and streams of Grays Harbor County*
- *Hand-built in-stream restoration (post-assisted log structures/beaver dam analogues) along .5 miles of stream, in collaboration with timber landowners*
- *Design, permitting, and materials prep for an additional 18.5 miles of hand-built in-stream restoration in collaboration with timber landowners*

#### **Programmatic Measurable Result Objective:**

*At least twenty-four landowners will receive technical assistance resulting in twelve watershed project-based plans / designs developed and twelve projects implemented. The program will provide non-project specific technical assistance to over 200 landowners and community members.*

#### **Funding Source(s):**

Activities for FY	Target Dates	Person Responsible	Time & Capacity (Days) Required	Estimated Funding
<b>Riparian Restoration:</b> <ul style="list-style-type: none"><li>• Treat over 500 acres of invasive knotweed and blackberry in the Satsop and Cloquallum watersheds</li><li>• Plant over 100 acres (40,000+ plants) of degraded riparian habitat with native trees and shrubs in the various watersheds of Grays Harbor County, including but not limited to the Hoquiam, Humptulips, Chehalis mainstem, Satsop, Wynoochee, Mox Chehalis, and Cloquallum watersheds<ul style="list-style-type: none"><li>○ Develop and submit WSCC Riparian Grant Program applications to support ongoing riparian restoration efforts</li></ul></li><li>• Conduct maintenance of previous riparian plantings</li><li>• Collaborate with the Grays Harbor Stream Team for volunteer events</li></ul>	July 2025 to June 2026	Watershed Restoration Program Manager  Project Managers  Field Crew	1 crew of 5 people (5 FTEs)  3 project managers (.5 FTE each for this activity)  Program Manager (.25 FTE)	Field Crew: \$400,000  Project Managers: \$210,000  Program Manager: \$48,000  Other expenses (e.g. contract crews, plant material): \$600,000
<b>River/Stream Function Restoration</b>	July 2025 to	Watershed Restoration	1 crew of 5 people (5 FTEs)	Field Crew: \$400,000

<ul style="list-style-type: none"> <li>● Install at least 33 engineered log jams along the Satsop river to reduce stream bank erosion to allow riparian re-establishment, provide diverse in-stream habitat, and enhance floodplain connectivity.</li> <li>● Continue development of reach-scale river/stream restoration engineered designs and permitting for the following projects: Humptulips RM 20 to 22.7, Cloquallum RM 3.8-6.0, Wynoochee RM 16.5-17.5, Wynoochee RM 34-35.9, Chehalis RM 15.5-17.5, Garrard Creek RM 4.4-5.0</li> <li>● Implement .5 miles of hand-built woody debris structures in Schafer Creek (Wynoochee watershed); prep for 9.5 miles of additional installation in Schafer Creek, 2 miles in East Fork Wildcat Creek, 1 mile in Mox Chehalis, and 6 miles in the West Fork Satsop tribs.</li> <li>● Relocate a residence away from Middle Fork Wildcat Creek to allow for creek restoration and natural processes</li> </ul>	June 2026	Program Manager  Project Managers  Field Crew	3 Project Managers (.4 FTE each for this activity)  Program Manager (.5 FTE)	Project Managers: \$168,000  Program Manager: \$96,000  Other expenses (e.g. construction contracts, materials, contract crews, design contracts) - \$6,000,000
<b>Watershed Program Partnership Building, Collaboration, and Community Engagement</b> <ul style="list-style-type: none"> <li>● Participate as an ex-officio Chehalis Basin Aquatic Species Restoration Program Steering Committee member</li> <li>● Fill the role of the Aquatic Species Restoration Program Lower Basin Regional Implementation Team Lead</li> <li>● Participate as a voting member for the Chehalis Basin Lead Entity (Salmon Recovery Funding group)</li> <li>● Participate in appropriate natural resource collaborations and workgroups to provide the District and watershed restoration program perspectives.</li> <li>● Continue to develop native plant material cultivation, holding, and distribution capabilities</li> <li>● Provision of technical assistance to the Grays Harbor community around watershed and riverine natural resource issues</li> </ul>	July 2025 to June 2026	Watershed Restoration Program Manager  Project Managers	Program Manager (.25 FTE)  3 Project Managers (.1 FTE each for this activity)	Program Manager: \$48,000  Project Managers: \$42,000  Other expenses (e.g. - nursery expansion, refrigerated space expansion) - \$50,000



## Natural Resource Priority Program Area #2:

### *Marine Resiliency*

#### Goal(s):

*To increase the marine environment's resilience to the threat of invasive European Green Crab (EGC) using means and methods that are both legal and measurable.*

#### Natural Resource Measurable Result Objective:

*Removal of 75,000 EGC from Grays Harbor waterways in FY26.*

#### Programmatic Measurable Result Objective:

*Recruit and put to work, 5 volunteers throughout Grays Harbor County to assist in the trapping and removal of EGC.*

#### Funding Source(s):

Activities for FY	Target Dates	Person Responsible	Time & Capacity (Days) Required	Estimated Funding
Conduct Education and Outreach around the European Green Crab (EGC) and its undesired presence throughout Grays Harbor: <ul style="list-style-type: none"><li>• Host one trapping training events geared towards recruitment of ten volunteers to trap EGC by land-based means.</li><li>• Film, edit and release one 5 minute video of underwater activity of EGC through GHCD's existing platforms.</li></ul>	March 2026	Marine Resiliency Program Manager and Project Management Staff	0.125 FE	\$15,000.00
Management of EGC; Removal of 75,000 European Green Crab throughout Grays Harbor. Includes staff FTEs;285, equipment, rents, etc; 65.	June 2026	Marine Resiliency Program Manager and Project Management Staff	2 FTE	\$350,000.00
Increase EGC crew by 1 FTE	Fall / Winter 2025	Marine Resiliency Program Manager	1 FTE	\$78,000.00
Contract for an intern / fellowship position to focus as a coastal marine specialist to address natural resource technical assistance requests for coastal landowners and partners.	Fall / Winter 2025	Future FET	1 FTE	\$5,000.00

### Natural Resource Priority Program Area #3: *Forest Stewardship*

**Goal(s):**

*To develop mindful forest management plans that result in best management practice implementation throughout private forest landowner parcels within the boundaries of the Grays Harbor Conservation District.*

**Natural Resource Measurable Result Objective:**

*Three hundred acres of forest lands thinned.*

**Programmatic Measurable Result Objective:**

*Fifteen landowners will be provided with technical assistance resulting in five plans written and implemented. Additionally, GHCD intends to secure forest health funding through a regional conservation partnership program (RCPP) grant application.*

**Funding Source(s):**

Activities for FY	Target Dates	Person Responsible	Time (Days) Required	Estimated Funding
Identify and make contact with 100% of small forest landowners in the GHCD boundary.	Spring 2026	Farm and Forest Coordinator	0.25 FTE	\$27,000.00
Conduct 15 site visits with small forest landowners.	June 2024	Forestry Coordinator	0.25 FTE	\$36,500.00
Write at least 5 forest management plans.	September 2024	Executive Director & Forest Stewardship Program Staff	0.5 FET	\$73,000.00
Implement \$75,000.00 worth of forest health best management practices with small forest landowners aiming for a total of 160 acres. FTE 36,500, project implementation: 75,000	May 2025	Forestry Coordinator	0.25 FTE	\$111,500.00

## Natural Resource Priority Program Area #4:

### *Agricultural Viability*

#### Goal(s):

*To provide technical and financial assistance to agriculture producers that sustains and enhances their operations.*

#### Natural Resource Measurable Result Objective:

*Implement \$975,000.00 worth of best management practices with diverse agricultural landowners over the next 12 months.*

#### Programmatic Measurable Result Objective:

*100 % of agricultural landowners will be identified and contacted with the goal of coordinating at least 50 site visits for natural resource technical assistance over the next 12 months. Development of 5 farm plans and 1 irrigation management plan.*

#### Funding Source(s):

Activities for FY	Target Dates	Person Responsible	Time (Days) Required	Estimated Funding
Complete five landowner projects utilizing WSCC Shellfish Investment funding. FTE 39,000.00, practice implementation: \$350,000.00	May 2026	Farm & Forest Program Manager	0.25 FTE	\$389,000.00
Complete five landowner projects utilizing Grays Harbor County Voluntary Stewardship Program capital funds. FTE 39,000.00, practice implementation: \$450,000.00	May 2026	Farm & Forest Program Manager	0.25 FTE	\$489,000.00
Plan / design two projects utilizing WSCC Sustainable Farms and Fields grant / Irrigation Efficiencies Grant Program resulting in one cost share project: FTE 39,000.00, practice implementation: \$175,000.00	May 2026	Farm & Forest Program Manager + SW Area Engineer	0.25 FTE	\$214,000.00
Identify and make contact with 100% of agricultural producers within the GHCD boundary.	Spring 2026	Farm & Forest Coordinator	0.25 FTE	\$27,000.00
Onboard Farm and Forest Coordinator.	July 2025	Farm & Forest Program Manager	0.25 FTE	\$39,000.00
Upload all outstanding projects to the Mapseed GHCD Project Map and develop a system for ongoing entries.	Fall 2025, then ongoing	Farm & Forest Coordinator	0.25 FTE	\$27,000.00
Support the Aberdeen Farmers market through onsite support and farmer recruitment	Ongoing	Farm & Forest Coordinator	0.25 FTE	\$27,000.00



## Natural Resource Priority Program Area #5:

### *Education and Outreach*

#### Goal(s):

*Educate people of all ages on the function of natural systems while providing hands-on learning opportunities free of entry barriers.*

#### Natural Resource Measurable Result Objective:

*Install 1,000 trees and shrubs with citizen volunteers. Serve at least 1200 customers at the Aberdeen Sunday Market in the 2025 season.*

#### Programmatic Measurable Result Objective:

*Receive at least fifty volunteer signups for all project categories and activities offered by GHCD. Secure funding to enhance the Aberdeen Sunday market for the season as well as the Voluntary Riparian Grant Program.*

#### Funding Source(s):

Activities for FY	Target Dates	Person Responsible	Time (Days) Required	Estimated Funding
<b>Aberdeen Farmers Market:</b> Host the Aberdeen Farmers Market for 18 Saturdays from May - September 2025 while maintaining a Grays Harbor Conservation District / Grays Harbor Stream Team outreach booth. FTE 86,000, project implementation 50,000.00	October 2024	Education & Outreach Program Manager and Stream Team Coordinator	0.75 FTE	\$136,000.00
<b>Grant Research, Writing &amp; Management:</b> Secure and successfully manager; additional grant funding that supports the <i>Aberdeen Farmers Market</i> staffing and infrastructure and; <i>WSCC Voluntary Riparian Grant Program</i> to support riparian outreach and education activities over FY26 and FY27 and; Identify and apply for a <i>Salmon in the Schools</i> replacement grant.	June 2024	Education and Outreach Program Manager	0.25 FTE	\$31,150.00
<b>Grays Harbor Stream Team</b> Successfully implement a water quality-based grant program in collaboration with the Grays Harbor Stream Team resulting in twelve volunteer events within the boundaries of the Grays Harbor Conservation District FTE 104,000, project implementation 15,000	June 2024	Education & Outreach Program Manager and Stream Team Coordinator	1 FTE	\$119,000.00

## ***District Operations***

### ***Administration, Finance & Professional Engineering Services***

**Goal(s):**

*Maintain and grow district operations in a manner that is satisfying for staff and cooperators.*

**Measurable Result Objective:**

*Staff growth measured in FTEs, retention in year over year FTEs and reserve funding accruals in dollars.*

**Programmatic Measurable Result Objective:**

*FTEs same or more than starting quantity, retention remains equal to 2025 levels or improves, and accruals in general reserve account increase by 30% over the next 12 months.*

**Funding Source(s):**

<b>Activities for FY</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time (Days) Required</b>	<b>Estimated Funding</b>
Hire Finance Specialist & Retain All FTEs	June 2026	Executive Director Financial Director Finance Specialist Operations Director	4 FTEs*	\$665,000.00
Increase Overhead Reserve by 30%	June 2026	Financial Director working with all grant management staff	(*included in above figure)	\$0.00 (included in above figure)
Procure and Purchase Two Additional GHCD fleet vehicles	June 2026	Operations Director	(*included in above figure)	\$0.00 (included in above figure)
Enhance financial growth by leveraging investment and interest accruing savings.	February 2026	Executive Director in collaboration w/ Financial Director	(*included in above figure)	\$0.00 (included in above figure)
Coordinate and participate in third party supervisor training for all supervisory staff.	June 2026	Operations Director and relevant staff.	NA	\$3,500.00
Support professional engineering services for the SW Area	June 2026	Professional Engineer	1 FTE	\$222,500.00

## Annual Operating & Capital Budget

AREA / ITEM	ANNUAL COST (July 1, 2024 – June 30, )	Expense Type	% of total expenses
Rents, Supplies and Services	~\$201,500.00	GHCD Overhead	2%
Watershed Restoration Program Expenses	~\$8,062,000.00	GHCD Capacity funding and project implementation funding	71%
Agriculture Viability Program Expenses	~ 1,212,000.00	GHCD Capacity funding and project implementation funding	11%
Forest Stewardship Program Expenses	~\$248,000.00	GHCD Capacity funding and project implementation funding	2%
Marine Resiliency Program Expenses	~447,300.00	GHCD Capacity funding and project implementation funding	4%
Education & Outreach Program Expenses	~286,150.00	GHCD Capacity funding and project implementation funding	3%
Operations ( Administration, Finance and Professional Engineering Services)	~\$896,000.00	GHCD Capacity funding and project implementation funding	8%
<b>TOTAL</b>	<b>\$11,347,950.00</b>		<b>100%</b>

## Resources

RCW 89.08: <https://apps.leg.wa.gov/RCW/default.aspx?cite=89.08>

Grays Harbor Conservation District Website: <https://www.graysharborcd.org/>

22'-27' Grays Harbor Conservation District Long Range Strategic Plan:  
<https://sccwagov.app.box.com/s/jtmxq1jmenzuxq2vra8tm9egq72uu1j6>