

Thurston Conservation District Board of Supervisors

Work Session Minutes

November 19, 2025

Hybrid: In-Person and Virtual on Zoom

Originally Scheduled: 5:00 p.m. – 6:00 p.m.

Actual Meeting Time: 5:00 p.m. – 6:10 p.m.



Present at Work Session:

TJ Johnson, TCD Board Chair

Marianne Tompkins, TCD Board Vice Chair

David Iyall, TCD Board Supervisor

Doug Rushton, TCD Board Supervisor

Jennifer Colvin, TCD Board Supervisor

Sarah Moorehead, TCD Executive Director

Sophia Barashkoff, TCD Staff

Yan Dong, TCD Staff

Paul Cereghino, TCD Staff

Ben Cushman, TCD Legal Counsel

- 1 1. Topic List Review, *All*
- 2 2. WACD Annual Meeting Business: White Paper & Resolutions, *All*
- 3 3. NACD Annual Meeting, *All*
- 4 4. TCD Policy 6.10 Salaries, Benefits, and PTO Cost Allocation Methodology, *All*
- 5 5. Final Strategic Plan Draft, *All*
- 6 6. Proposed 2026 Budget Review, Executive Director *Sarah Moorehead*
- 7 7. Conservation and Education Center (CEC) Development, *All*
- 8 a. Entering Into Real Estate Transactions Resolution, David Iyall
- 9 8. 36-Hour Work Week Committee Update, *Executive Director Moorehead*
- 10 9. Important Updates & Announcements
- 11 a. Board of Supervisors, *All*
- 12 b. Executive Director, *Executive Director Moorehead*

Respectfully,

Signed by:

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TJ Johnson, TCD Board Chair

**Thurston Conservation District Board of Supervisors
Regular Board Meeting Minutes**

November 19, 2025

Hybrid: In-Person and Virtual on Zoom

Originally Scheduled: 6:30 p.m. – 8:40 p.m.

Actual Meeting Time: 6:30 pm – 7:41 p.m.



Present at Board Meeting:

TJ Johnson, TCD Board Chair

Marianne Tompkins, TCD Board Vice Chair

David Iyall, TCD Board Supervisor

Doug Rush Rushton, TCD Board Supervisor

Jennifer Colvin, TCD Board Supervisor

Sarah Moorehead, TCD Executive Director

Sophia Barashkoff, TCD Staff

Yan Dong, TCD Staff

Ben Cushman, TCD Legal Counsel

Josh Giuntoli, Washington State

Conservation Commission

Summary of Action Items

- 1 • None.

Summary of Motions Passed

3 *Supervisor Iyall moved to approve the amended Agenda. Supervisor Rushton seconded.*

4 *Motion passed unanimously, (5-0).*

5 *Supervisor Tompkins moved to approve the Consent Agenda. Supervisor Colvin seconded.*

6 *Motion passed unanimously, (5-0).*

7 *Supervisor Rushton moved to approve the TCD Resolution #2025-05: 2026 Elections*

8 *Resolution. Supervisor Tompkins seconded. Motion passed unanimously, (5-0).*

9 *Supervisor Rushton moved to approve the TCD 2026 & Beyond Strategic Plan. Supervisor Iyall*

10 *seconded. Motion passed unanimously, (5-0).*

11 *Supervisor Tompkins moved to adjourn the November 19, 2025 TCD Board Meeting.*

12 *Supervisor Iyall seconded. Motion passed unanimously, (5-0).*

Full Version of the Minutes

13 **Welcome & Introductions**

14 At 6:30 p.m., TCD Board Chair TJ Johnson called the November 19, 2025 Regular Board Meeting
15 to order. TCD Board, Staff, members of the public, and Legal Counsel were introduced by Board
16 Chair Johnson. He announced that the meeting was being video recorded. TCD Supervisors,
17 Johnson, Iyall, Tompkins, Rushton and Colvin and Executive Director Moorehead attended the
18 meeting in person at the TCD office.

19 **Agenda Review**

20 TCD Board Chair Johnson amended the agenda by removing items 7. *TCD Resolution #2025-06:*
21 *Entering into Real Estate Transactions* and 8B. *TCD Proposed 2026 Budget Review* from the
22 agenda. The *Executive Session: to consider the selection of a site or the acquisition of real estate*
23 was decreased from 20 minutes to 10 minutes.

24 ***Supervisor Iyall moved to approve the amended Agenda. Supervisor Rushton seconded.***
25 ***Motion passed unanimously, (5-0).***

26 **Consent Agenda**

- 27 A. October 22, 2025, Board Work Session & Meeting Minutes
28 B. FY2025-UT Nisqually River Foundation NOAA B-WET Funding Agreement
29 C. FY2025-27 WSCC Natural Resources Investment Funding Agreement
30 D. TCD Policy 6.10 Salaries, Benefits, and PTO Cost Allocation Methodology

31 ***Supervisor Tompkins moved to approve the Consent Agenda. Supervisor Colvin seconded.***
32 ***Motion passed unanimously, (5-0).***

33 **Public Comment**

34 No public members made comments.

35 **Partner Reports**

- 36 A. National Resources Conservation Service (NRCS) Update, DaShell Burnham
37 • Ms. Burnham was not present.
38 B. Washington State Conservation Commission (WSCC) Update, Josh Giuntoli
39 • Mr. Giuntoli gave an update.
40 C. Washington Association of Conservation Districts (WACD) Update, TCD Supervisor and
41 WACD National Director Doug Rushton
42 • Supervisor Rushton gave an update.
43 D. National Association of Conservation Districts (NACD) Update, TCD Supervisor and NACD
44 Board Member Rushton
45 • Supervisor Rushton gave an update.
46 • A written update was provided to the board.

47 **TCD Resolution #2025-05: 2026 Elections Resolution**

48 ***Supervisor Rushton moved to approve the TCD Resolution #2025-05: 2026 Elections***
49 ***Resolution. Supervisor Tompkins seconded. Motion passed unanimously, (5-0).***

50 **TCD 2026 & Beyond Strategic Plan**

51 ***Supervisor Rushton moved to adopt the TCD 2026 & Beyond Strategic Plan. Supervisor Iyall***
52 ***seconded. Motion passed unanimously, (5-0).***

53

54 **Governance**

55 A. December 17, 2025 Work Session Topic List & Meeting Agenda Development

56 **Work Session**

- 57 • Topic List Review, *All*
- 58 • Staff Presentation: Bucoda Community Garden Update & Farmland Preservation,
59 *Tina Wagner*
- 60 • Community Partner Presentation: Native Plant Salvage, *Erica Guttman*
- 61 • WACD Annual Conference Debrief, *All*
- 62 • TCD Resolution #2025-06: Entering into Real Estate Transactions, *All*
- 63 • Conservation and Education Center (CEC) Development, *All*
- 64 • Important Updates & Announcements
- 65 ○ Board of Supervisors, *All*
- 66 ○ Executive Director, *Sarah Moorehead*

67 **Board Meeting Agenda**

- 68 • Welcome, Introductions, Audio Recording Announcement
- 69 • Agenda Review
- 70 • Consent Agenda
- 71 ○ November 19, 2025 Board Work Session & Meeting Minutes
- 72 • Public Comment
- 73 • Partner Reports (if present)
- 74 ○ National Resources Conservation Service
- 75 ○ Washington State Conservation Commission
- 76 ○ Washington Association of Conservation Districts
- 77 • TCD 2026 Budget
- 78 • Governance, *All*
- 79 ○ TCD Resolution #2025-06 Entering into Real Estate Transactions
- 80 ○ January 27, 2025 Work Session Topic List & Meeting Agenda Development
- 81 • **Executive Session:** to consider the selection of a site or the acquisition of real
82 estate by lease or purchase when public knowledge regarding such consideration
83 would cause a likelihood of increased price.

84 **Executive Session: To consider the selection of a site or the acquisition of real estate**

85 *RCW 42.30.110 (1)(b) To consider the selection of a site or the acquisition of real estate by*
86 *lease or purchase when public knowledge regarding such consideration would cause the*
87 *likelihood of increased price.*

88 The Executive Session opened at 6:55 p.m. to last no more than 10 minutes and concluded at
89 7:05 p.m. In attendance: TCD Board Members, Johnson, Rushton, Tompkins, Iyall and Colvin;
90 Executive Director Moorehead; TCD Legal Counsel Ben Cushman.

92 **Executive Session Report Out**

93 No action was taken.

94 **Executive Session: To review the performance of the Executive Director**

95 *RCW 42.30.110 (g) To evaluate the qualifications of an applicant for public employment or to*
96 *review the performance of a public employee.*

97 The Executive Session opened at 7:10 pm to last for no more than 30 minutes and concluded at
98 7:40 pm. In attendance: TCD Board members Johnson, Rushton, Thompkins, Iyall, and Colvin,
99 and Executive Director Moorehead. The Executive Director left the session after 10 minutes and
100 the remaining board members concluded the session.

101 **Executive Session Report Out**

102 No action was taken.

103 ***Supervisor Tompkins moved to adjourn the November 19, 2025 TCD Board Meeting.***

104 ***Supervisor Iyall seconded. Motion passed unanimously, (5-0).***

105 **Adjourn 7:41 pm**

Respectfully,

Signed by:



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TJ Johnson, TCD Board Chair

Certificate Of Completion

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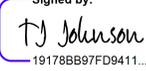
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Signer Events

TJ Johnson
 olyurbanagrarian@gmail.com
 Chair, Board of Supervisors
 Security Level: Email, Account Authentication (None)

Signature

Signed by:

 19178BB97FD9411...
 Signature Adoption: Pre-selected Style
 Using IP Address: 67.160.51.67

Timestamp

Sent: 12/22/2025 11:50:17 AM
 Viewed: 12/24/2025 6:06:57 AM
 Signed: 12/24/2025 6:07:13 AM

Electronic Record and Signature Disclosure:
 Accepted: 12/24/2025 6:06:57 AM
 ID: 33a1a1c9-0dd2-4254-8891-538e140f1a39

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	12/22/2025 11:50:17 AM
Certified Delivered	Security Checked	12/24/2025 6:06:57 AM
Signing Complete	Security Checked	12/24/2025 6:07:13 AM
Completed	Security Checked	12/24/2025 6:07:13 AM

Payment Events	Status	Timestamps
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