

# From the Fall Line

Serving the Counties of King George, Spotsylvania, Stafford & the City of Fredericksburg Winter 2016



# INSIDE THIS ISSUE

**Rain Barrels for Spotswood** 

**Urban Conservation** 

**New Funds for Fencing Livestock Out of** Streams

2016 Clean Water Farm Award

**2016 Poster Contest** Winners

**Announcements** 

#### **CONTACT US:**

**4811 CARR DRIVE FREDERICKSBURG** VIRGINIA 22408 (540) 656-2401/2402 WWW.TCCSWCD.ORG



# Rain Barrels For Spotswood !

We are very proud of our Spotsylvania 4<sup>th</sup>grade teachers- Ms. Krista Miller and Ms. Casey Reding from Spotswood Elementary. They led the 4<sup>th</sup> grade student action project dedicated to water conservation at Spotswood Elementary school. Their united efforts brought the "Rain Barrels for Spotswood" project that involved not only students but the entire Spotswood community in learning about ways to conserve water and prevent water pollution. The result of the project

was several beautifully decorated rain barrels with pictures of healthy aquatic life to signify how rain barrels prevent harmful stormwater runoff from entering our streams and rivers.

TCCSWCD provides rain barrels for purchase to citizens in our area. For more information see page 14.







### **Urban Conservation**

# Local Couple Completes Rainwater Harvesting Project with VCAP Support: An Interview with Ben Raterman, VCAP Program Participant

Marta Perry, TCCSWCD Conservation Technician

With reimbursement funding from VCAP, Stafford couple Ben and Leslie Raterman recently completed installing a 600-gallon rainwater harvesting cistern to collect runoff from the roof of their newly built home near Horse Pen Run, a tributary to the Rappahannock. The cistern reduces the amount of well water the Raterman's use to water their landscaping and reduces runoff and sediment flowing to Horse Pen Run. The system cost approximately \$1200 dollars because it did not require engineering. The low cost meant that it was fully covered by VCAP funding, which funds cisterns at \$2 per gallon.



600-gallon rainwater harvesting cistern installed by Ben Raterman at his home in Stafford County. Photo credit: Bryan Hoffman, Friends of the Rappahannock

# The Virginia Conservation Assistance Program (VCAP)

is a cost-share program offered by TCCSWCD to help address concerns regarding erosion and sediment control, stormwater management, and water quality concerns in urban and residential areas.

In many cases, VCAP program can cover a significant portion (up to 75%) of the total costs for materials and installation.

**Tri-County/City SWCD:** How did you hear about VCAP?

**Ben Raterman:** Talking with Friends of the Rappahannock (FOR) about preventing erosion and capturing rainwater.

**TCCSWCD:** What interested you about VCAP?

Ben Raterman: After building a house near the river and a creek I was concerned about runoff. I also wanted to create a meadow where my drain field is located. I learned from FOR that these two subjects are covered by the VCAP program.

**TCCSWCD:** What did you do to start the VCAP process?

Ben Raterman: I called Tri-County/ City SWCD and talked with the person knowledgeable about the program. He agreed to come out and look at my property. He provided me with excellent information and explained the program.

(continue the next page)

#### *Urban Conservation (continued)*

**TCCSWCD:** What BMP did you pursue and why? **Ben Raterman:** I chose rainwater harvesting and conservation landscaping. It turned out that the conservation landscaping was too difficult due to the presence of stilt grass.

**TCCSWCD:** How was your experience with VCAP?

**Ben Raterman:** It is an excellent program. Nothing but kudo's.

TCCSWCD: Any words of advice for other

possible applicants?

Ben Raterman: The program seems to be

largely invisible to the average

homeowner. One way to open it up to more people is to make real estate companies and county planning and permitting offices aware of the program. They could pass the info on to the new homeowner as part of a literature package.

# Best Management Practices (BMPs) Covered by VCAP

- Impervious Surface Removal
- Conservation Landscaping
- Rainwater Harvesting
- Rain Garden
- Vegetated StormwaterConveyance
- Dry Well
- Bioretention
- Green Roof
- Permeable Pavement
- Constructed Wetland
- Infiltration Basin

Contact TCCSWCD Conservation Technician, Marta Perry at <u>marta.perry@tccswcd.org</u> or (540) 656-2401, for more information or to start the application process. Marta is also available for presentations about stormwater runoff, its effects, and how VCAP can help.



# **Agriculture Updates**

# **New Funds Available for Fencing Livestock Out of Streams**

Etta Lucas, TCCSWCD Conservation Specialist

USDA's Natural Resources Conservation Service (NRCS) is making a portion of \$874,000 available to farmers in **King George and Spotsylvania County** interested in improving water quality in the Chesapeake Bay by installing livestock exclusion (fencing) and alternate water source for livestock.

Offered in cooperation with the Virginia Department of Conservation and Recreation (DCR), this Regional Conservation Partnership Program (RCPP) project will focus on fencing livestock from rivers and streams, developing alternative watering systems for livestock, and establishing or maintaining grass or forested areas along waterways. This multi-agency project will draw on the combined expertise of Natural Resources Conservation Service (NRCS), the Chesapeake Bay Foundation (CBF), Tri-County/City Soil and Water Conservation District (TCCSWCD), and the Virginia Department of Forestry (VDOF) to conduct outreach and offer technical assistance to participating farmers.



Stream fencing practice on a cattle farm at Lake Anna, Spotsylvania County

Project funding plus additional state funding from DCR will cover most of the practice installation costs, offering an immediate option for farmers awaiting state funding for streamside exclusion practices. Keeping livestock out of streams is critical for clean water. The wading animals erode stream banks and excrete waste, increasing bacteria, nitrogen, phosphorus, and sediment pollution downstream. Clean, dry cattle are also healthier and less likely to suffer serious foot and leg injuries from slippery banks and rocky stream bottoms.

"Projects like this one demonstrate the power of partnerships to develop innovative conservation solutions to protect our natural resources," said NRCS State Conservationist Jack Bricker. "More importantly, we're empowering communities and landowners to be more invested in keeping Virginia's waterways clean and healthy. "

(continue on next page)

## Agriculture (continued)

DCR is the lead Virginia partner in this tri-state project that covers portions of Delaware, Maryland and Virginia. Delaware is focusing on cover crops and riparian forested buffers; Maryland will address manure storage and management issues, and Virginia is concentrating on livestock exclusion and forested buffers.

Interested farmers should contact Lucee Kossler, NRCS District Conservationist (540) 899-9494, extension 115 and complete an application by **January 20** to be considered for funding. If all funds are not obligated under this first signup period, the next deadline will be the third Friday of each succeeding month through early summer.





Tri-County/City Soil and Water Conservation District selected Steven Druiett as its Clean Water/Bay Friendly Farm Award Program recipient for 2016. Steven resides in the Rappahannock River Watershed in Stafford County.

This award is presented in cooperation with the Virginia Department of Conservation and Recreation. Farmers who demonstrate outstanding management practices that conserve our precious natural resources and enhance water quality are selected and recognized each year with a certificate and a metal sign through the Clean Water/Bay Friendly Farm Award Program.

Steven has demonstrated a commitment to the conservation of natural resources through responsible farming practices which includes installing 2,746 feet of pipeline; three frost free watering troughs; and 4,650 feet of fence to exclude cattle from the stream and wet area on the farm and installed several hydrants which enable him to manage his forages more effectively and rotate his cattle every one to two days. The frequency of his rotation helps control weeds, insects, and disease problems without using chemicals on his farm.

Steven will be recognized at the Stafford County Board of Supervisors monthly meeting to commend him for his commitment to protecting and enhancing waters that flow beyond farm boundaries and for the conservation ethic he demonstrates through his farm management practices. Congratulations!

# "Want to Work from Home? Join a Soil and Water Conservation District"

Jay Pinsky, Education and Information Coordinator, Lord Fairfax Soil and Water

Conservation District (LFSWCD)

Some people are blessed to take one simple, focused and amazing path through life. I am no such person. Or so I thought.

This past week I spent three days and nights talking to, with and about conservation with the men and women of the Virginia Association of Soil and Water Conservation Districts at our annual conference in Roanoke. This was my first one. I went eager to learn how different and challenging this new group of people was from the military lifestyle I devoted all of my adulthood. I went to learn about how different and challenging it was going to be to succeed in a community I knew little about. I went thinking I was going to learn, evolve, and change.

Boy, did I ever learn - that I was wrong.

Technically, the Virginia Association of Soil and Water Conservation Districts is a private nonprofit association of 47 soil and water conservation districts in Virginia and is classified accordingly as a 501(c)(5). It is a voluntary, nongovernmental association of Virginia's districts. The Virginia Association of Soil and Water Conservation Districts and its Educational Foundation, a 501(c)(3), provides and promotes leadership in the conservation of natural resources through stewardship and education programs. It

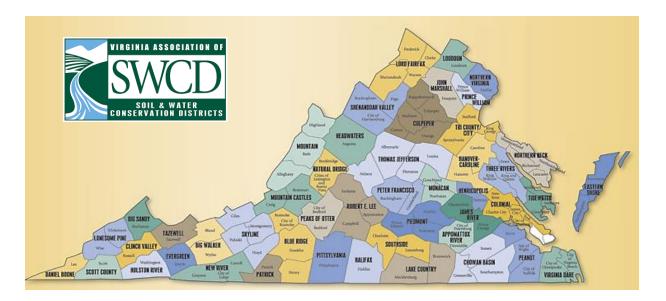


2016 Annual Meeting of all 47 Virginia Soil & Water Conservation Districts on December 5-7 in Roanoke, Va.

coordinates conservation efforts statewide to focus effectively on issues identified by local member districts.

What I learned about Virginia's soil and water conservation districts in Roanoke was far more personal, though. The people who make up the Virginia Association of Soil and Water Conservation Districts aren't much different from the groups I have gravitated to in the past. You see, soil and water districts are very small, tight-knit groups of passionate people who are incredibly dedicated to their community, their mission and of course each other. They also devote themselves with the absolute certainly that they will be overworked, underpaid and often, but not always, underappreciated. And, they all want to save the world.

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That my friends sound a lot like the military, although unique to soil and water districts, is the fact that most of them are built from generations of local folks, and this little fact makes most soil and water districts far more than a local conservation organization – it makes it a family, and I don't mean family in the generic, feel-good, we're all friends way. (No, I mean fathers, sons, mothers, daughters, brothers, sisters, cousins, etc. Chances are the soil conservationist a district sends out to talk to a farmer, school or business knows most everyone already, and has so since birth because he or she grew up there, and his or her parents grew up there, and his or her grandparents. Heck, that soil conservationist probably knows everybody's dogs name too. Why is this so important? After all, isn't geographic diversity good? Yes, diversity is very good, but the value of having a staff made up of people who live, work and grew up in your district created a kind of trust, loyalty and faith only family can have. I can't tell you how many times I have been out and about with our senior soil conservationist, Dana and run into her mother or even her grandmother. Another soil conservationist here at Lord Fairfax Soil and Water Conservation District, Sam has a farm his parents own locally and have for quite a while. That kind of homegrown talent doesn't just mean they know the land, trees and people they serve, but it means they aren't going to do anything to their neighbor's land they won't do to their own because their customers soil, water and yes, home, is their soil, water and home.

What all of this means for folks like me, globetrotting would-be do-gooders who never stayed anywhere long enough to grow roots deep enough to sprout leaves, is we have the opportunity to see, share and experience the warmth, integrity and value of being part of a family-run organization that most soil and water districts seem to be. And, that makes working here feel like something every other job I ever had in my life never could – home.

James Pinsky is the Education and Information Coordinator for the Lord Fairfax Soil and Water Conservation District. Contact him at 540.465.2424, ext. 104, or <a href="mailto:james.pinsky@lfswcd.org">james.pinsky@lfswcd.org</a>.

# **Education Programs**

# 2016 National Association of Conservation Districts Poster Contest "We All Need Trees"

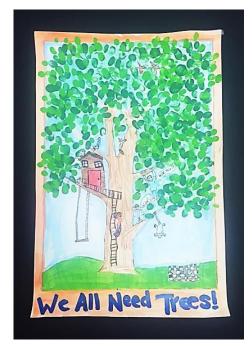
We are pleased to announce our local 2016 Poster Contest winners! Winners were chosen and judged separately in five categories by grade: K-1, 2-3, 4-6, 7-9 and 10-12. All of them are awarded with Certificates of Participation and cash gift cards. Congratulations!



Amelia Ienco, 1<sup>st</sup> grade Hugh Mercer Elementary Fredericksburg



Dalu Aguolu, 7th grade King George Middle School



Lukas Pierson, 2<sup>nd</sup> grade Hugh Mercer Elementary Fredericksburg





Samantha Spivack, 5<sup>th</sup> grade Cedar Forest Elementary Spotsylvania



Ragan Trask, 11<sup>th</sup> grade Massaponax High School Spotsylvania

# **Education Programs Announcements**

## **2017 Conservation Poster Contest**



We would like to invite all K- 12 students in our area to take part in the annual National Association of Conservation Districts (NACD) Poster Contest.

The 2017 poster theme is "Healthy Soils Are Full of Life!". The goal of the contest is to encourage all K-12 grade students to convey their thoughts about the importance of our natural resources through the artistic expression.

#### **Contest Rules:**

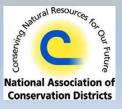
- Entries will be judged separately in categories by grade: K-1, 2-3, 4-6, 7-9 and 10-12.
- The contest is open to public, private or home school students.
- The top three posters in each category of the national contest will receive monetary
  - prizes. First place winners will receive \$200 and second place winners will receive \$150 and 3rd place winners will receive \$100
- Any media except computer software may be used to create a flat or two dimensional effects (paint, crayon, colored pencil, charcoal, stickers, paper, or other materials on regular posters).
   Poster size must be between 8.5" x 11" and 22" x 28"
- The 2017 poster theme "Healthy Soils
   Are Full of Life!" must be on your poster.
   This is the only title eligible for the
   national poster contest.

#### **2017 NACD POSTER CONTEST**

#### **Healthy Soils Are Full of Life!**

Sponsored by:
The National Association of Conservation
Districts (NACD) and the NACD Auxiliary

Poster Contest Page
http://www.nacdnet.org/education/contests



- Poster category must have <u>signed TCC SWCD entry</u> form to be eligible for judging (available on our website at <u>www.tccswcd.org</u>)
- Entries must be submitted by June 30<sup>th</sup>, 2017 to Tri- County/City Soil and Water Conservation District at 4811 Carr Drive, Fredericksburg, VA 22408

# 2017 Youth Conservation Camp July 9-15, 2017 Virginia Tech, Blacksburg, VA



Application Deadlines and Forms will be announced in January 2017, please check our website at <a href="https://www.tccswcd.org">www.tccswcd.org</a>

For 40 years, the Virginia Association of Soil and Water Conservation Districts has sponsored a week-long summer conservation camp for Virginia high school students (*currently enrolled in grades 9-12*) on the campus of Virginia Tech. The program brings together about 70 interested students for a week of learning about Virginia's natural resources from conservation professionals and faculty from Virginia Tech. Most of the instruction is hands-on and outdoors. Youth Conservation Camp is open to all Virginia students enrolled in High School for the current year. See camp highlights and itinerary at http://vaswcd.org/conservation-camp

Scholarship funding to cover the registration fee will be available from Tri-County/ City Soil & Water Conservation District. For more information, please contact Izabela Sikora, TCCSWCD Education Coordinator at 540-656 -2402 or via email Izabela.sikora@tccswcd.org

# **VASWCD Educational Foundation College Scholarship**

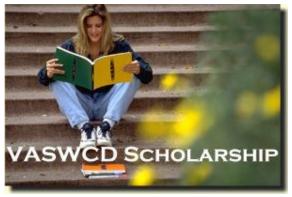
Application deadlines and forms will be announced in January 2017, please check our website at www.tccswcd.org



The VASWCD Educational Foundation scholarship program promotes the education of Virginia citizens in technical fields with a natural resource conservation and environmental protection emphasis. The program provides financial support to students majoring in or showing a strong desire to major in a course curriculum related to natural resource

conservation and/or environmental studies. Annually the Foundation provides four \$1000 statewide scholarships in addition to the many local SWCD scholarship opportunities.

**2017 Prospective scholarship candidates :**— Individual applicants must be full-time students enrolled in *or* who have applied to a college freshman level curriculum. Applicants shall document a class ranking in the top 20% of his or her graduating class or a 3.0 or greater Grade Point Average or appropriate equivalent of individual scholastic achievement. The applicant's most recent official high school transcript must accompany the application. A copy of a school transcript will not be accepted. Applicants shall demonstrate active interest in conservation.



We encourage applicants who were high school seniors in 2016 to apply again in 2017 as scholarship guidelines allow those "applying to or enrolled in a freshman college curriculum" to be considered. Please check our website at <a href="www.tccswcd.org">www.tccswcd.org</a> for an official announcement in early 2017 or contact Izabela Sikora at 540-656-2402 or via email at <a href="Izabela.sikora@tccswcd.org">Izabela.sikora@tccswcd.org</a>

# **TCCSWCD 2017 Pre-Order Tree Seedling Sale**

We Are Still Accepting Pre-orders!

Our 2017 TCCSWCD Pre-Order Tree Seedling Sale is going on now!

Interested residents can place orders until March 31<sup>st,</sup> 2017 while supplies last. Orders must be picked up either on April 7<sup>th</sup>, 2017 at TCCSWCD office or April 8<sup>th</sup>, 2017 at Fredericksburg Farmers Market.



We are selling a variety of tree seedlings including many native Virginia species. The seedlings are sold in bundles of two for \$4.00. To guarantee your tree selection, pre-orders are strongly recommended.

Rain barrels are sold year-round in two sizes: 50 and 65 gallons for \$75 and \$90, respectively (see our flyer on page 14).

For more information, please visit our website at <a href="https://www.tccswcd.org">www.tccswcd.org</a> or call at 540-656-2401.

# Q & A TREE SEEDLINGS SALE

### Q. Where do we get tree seedlings?

A. The Virginia Department of Forestry is our main provider of bare-root seedlings. We also purchase seedlings from private nurseries.

### Q. How large are packages?

A. They are first- and second – year bare-root trees and shrubs, which means they are small and come without soil. We add a color ribbon to each package to help identify the type of the species.

# Q. How fast will they grow?

A. The seedlings typically start out in a dormant state but when cared for properly, they can grow quite fast according to each species growing speed.

#### Q. How do I care for them?

A. Keep the roots moist and plant your seedlings as soon as possible. Dig a hole wider than it is deep. Water throughout the summer for the first year, especially if your seedling is planted in direct sunlight. Fertilizer is not needed. We will provide a planting guide with your purchase.

Source: Northern Virginia SWCD



# Tree Seedling & Rain Barrel Sale

# Ongoing Pre-Orders until March 31<sup>st</sup> for pickup April 7 & 8, 2017



American Beautyberry – Loosely branched shrub reaches 6 – 8 foot height. Tiny libc flowers in spring give way to vivid purple berries in fall that are enjoyed by wildlife.

Trees benefit us and our environment by controlling erosion, reducing toxins, converting carbon dioxide to oxygen, and enhancing wildlife habitat. Proceeds are used for educational programs.



Persimmon — Matures to 20 to 60 feet and 1 to 2 feet in diameter. Grows in sandy woods to moist river bottoms to rocky slopes and is deer resistant. The fruit is sweet and edible when ripe.



American Plum – Multi-stemmed small tree, reaching 25 feet. Blooms in early spring. Plums can be eaten fresh or processed as preserves and jellies. Partial to full sun.



Eastern Redbud — Grows to mature size of 15-30 feet. Beautiful showy "red buds" in Spring. Planted as an ornamental tree suitable for small landscapes and is deer resistant.



Lilac – Large deciduous shrub, growing 20 feet. Sweet-smelling flowers, which appear in early summer. Very hardy in full sun. Attracts butterflies and is deer resistant.



Hazelnut — Small shrub, reaching 8 to 15 feet in height and 8-12 feet wide. It is as near to maintenance-free as any plant and produces excellent nuts.



Rain Barrel – Collect and store rain water runoff from your rooftop via rain gutters. Great way to water your landscape and garden and save money. The rain barrels are made of recycled plastic bottles. Includes: the barrel, lid, spigot, plug, connector hose, a drill bit to cut the downspout hole the right size, and detailed instructions. Available yearround at Tri-County/City SWCD.



Silky Dogwood –Large shrub, 6-10 feet height. Performs best in moist soils, somewhat poorly drained. Useful for wildlife habitat, slope stabilization, and as an ornamental. Deer resistant.

Directions: Fill out form. Check LOCATION you will pick up your seedlings. Include payment. Fax: (540) 656-2403, Mail: TCCSWCD, 4811 Carr Drive, Fredericksburg VA 22408, Email: tricountycity@tccswcd.org, or Phone: (540)656-2401

I WILL PICK UP MY SEEDLINGS HERE:	Friday, April 7, 2017 12-4pm Tri-County/City SWCD Office 4811 Carr Drive Fredericksburg, VA 22408	Saturday, April 8, 2017 9-12 Fredericksburg Farmers Mark Hurkamp Park George & Prince Edward Sts	Sorry, no check only
NAME		ONE	rebit cards
**EMAIL	Ho	w did you hear about sale?	

\*\*Please provide an email address so we can send you a reminder in the spring

SEEDLING SPECIES	SIZE	#/PACK	S/PACK #PACK(S) TOTAL		SEEDLING SPECIES SIZE #/PACK \$/PACK # PACK(S) TOTAL						
Persimmon	14-22"	2	\$4		\$	American Plum	18-24"	2	SQL	TUO	s
Eastern Redbud	12-20"	2	\$4		\$	Lilac	12"	2	\$4		\$
Hazelnut	18-22"	2	\$4	4.	\$	Rain Barrel	65 gal	1	\$75		\$
Silky Dogwood	12-22"	2	\$4		\$	Rain Barrel	50 gal	1	\$90		\$
American Beautybern	12"	2	\$4		\$	TOTAL AMOUNT DUE			\$		

# We Have Rain Barrels!

Installation of a rain barrel is an excellent way to prevent soil erosion, conserve water and save money. Rain barrels are containers that are connected to your downspouts to capture runoff from the roof. The water collected can provide plants and gardens with water, reduce flooding in your yard, and help protect the Chesapeake Bay.

TCCSWCD sells rain barrels year-round in two sizes: 50 and 65 gallons for \$75 and \$90, respectively.

The EarthMinded™ RainStation™
Rain Barrels connect to your downspout
and automatically collects runoff water
from your home's roof.

### **Product features:**

- Extra-large 65-gallon or large 50gallon capacity
- Includes a reversible "Planter Top" lid that can be used to grow annuals or herbs on top of the barrel making it both functional and decorative.
- Flexifit™ Diverter automatically passes excess water through the downspout to prevent flooding
- Hole saw included, installs in minutes
- A large opening lid with locking feature for safety
- Sealed system keeps out mosquitoes, pests and sunlight
- Works with standard rectangular downspouts (2 x 3" and 3 x 4")

<u>http://www.earthmindedconsumerpr</u> oducts.com/index.html





# **COMMUNITY EVENTS**

# **TCCSWCD Water Quality Monitoring Program**



TCCSWCD is pleased to announce a volunteer opportunity within our stream bacteria monitoring program. We are offering training and volunteer hours to citizens, youth groups and interested high school or college students.

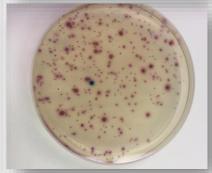
Main tasks will consist of collecting and analyzing water samples as well as recording observations from Claiborne Run and Falls Run in Stafford County as well as Massaponax Creek in Spotsylvania County. All three streams have been identified by VA Department of the Environmnetal Quality (DEQ) as water quality impaired due

to bacteria presence. The purpose of our testing is to provide DEQ with the additional data to provide trends of bacteria appearnce and identify bacteria "hot spots". The program is funded through DEQ Water Quality Citizen Monitoring Grant. The 2017 monitoring activities will resume in April 2017. Interested citizens should contact Izabela Sikora at 540-656-2404 or via email at izabela.sikora@tccswcd.org









# TCCSWCD Stream Water Quality Monitoring program allows the following;

- ✓ Providing training and laboratory skills in water sampling and testing
- ✓ Providing assistance to teachers and educators who are involving students in water monitoring activities
- Creation of youth service projects, volunteering opportunities and college internships

**GET INVOLVED!** 

# TRI-COUNTY/CITY SOIL & WATER CONSERVATION DISTRICT DIRECTORY



#### **District Directors**

Giannina Frantz, *Chair*Mike Broaddus, *Vice Chair*Wayne Miller, *Secretary*Janet Gayle Harris, *Treasurer*Fredericksburg
VA Coop Extension
Spotsylvania
King George

Jeff Adams Stafford Mike Anderson Stafford

Steve Cameli Fredericksburg
Jan Massey Spotsylvania
Richard Street At Large
Robert Wernsman King George

#### **Associate Directors**

Anne Beals
Bob Hunt
Gordon Linkous
Regina Prunty
Katie Wallet
John Howe
Ray Simms
Spotsylvania
Spotsylvania
Spotsylvania
Spotsylvania
Spotsylvania

#### **District Staff**

Vacant District Manager
Etta Lucas Conservation Specialist
Kim McAfee Administrative Professional
Izabela Sikora Education Coordinator
Marta Perry Conservation Technician

#### **Partner Agencies**

Amy Walker, *DCR* Conservation Coordinator Lucia Kossler, *NRCS* District Conservationist

TCCSWCD maintains a working relationship with each of the following agencies and organizations to reach common conservation goals:

USDA – Natural Resources Conservation

Service

USDA – Farm Services Agency VA Department of Conservation &

Recreation

City of Fredericksburg King George County Spotsylvania County Stafford County

VA Cooperative Extension Friends of the Rappahannock

**VA State Parks** 

VA Native Plant Society Tree Fredericksburg

George Washington Regional Council Potomac Watershed Roundtable Rappahannock River Basin Council York River & Small Coastal Basins

Roundtable

VA Department of Environmental Quality VA Dept. of Agriculture & Consumer

Services

**VA** Department of Forestry

VA Department of Game & Inland Fisheries

VA Outdoors Foundation U.S. Army Corp of Engineers U.S. Fish & Wildlife Service

VA Soil & Water Conservation Districts

All programs and services of the Tri-County/City Soil and Water Conservation District are available without regard to race, color, national origin, religion, sexual orientation, genetic information, veteran status, age, marital status, disability, gender, gender identity, political affiliation or any other basis protected by law.