

JULY-JUNE 2021/2022 ANNUAL REPORT



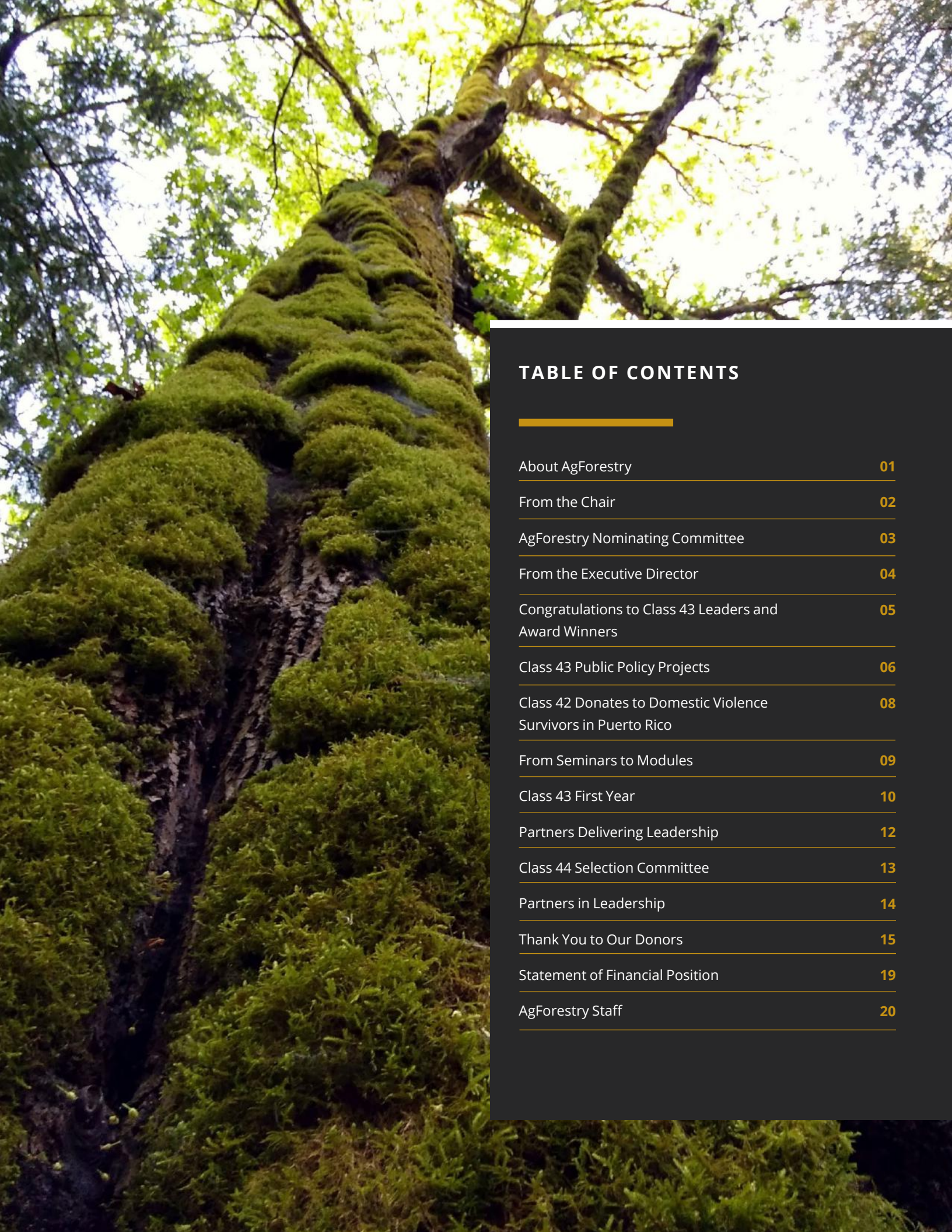


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ABOUT THE AGRICULTURE AND FORESTRY EDUCATION FOUNDATION

Natural resources provide successful livelihoods, quality of life and have the largest economic impact in the state. Strong leadership is needed now more than ever: little impacts people's lives more than natural resources. AgForestry is the only program of its kind in Washington State focused on developing adult leaders in agriculture, forestry and natural resources.

The AgForestry program shapes the future by shaping future leaders.

Over 18 months, AgForestry presents intensive hands-on seminars at public/private higher education institutions, leading businesses, agencies, organizations and quite literally, in the field. Plus, there is one national seminar, and one international seminar for a total of 13 seminars. For each leadership class, AgForestry annually selects up to 18 candidates from state-wide applicants representing a wide range of professions and industries in agriculture, forestry, and fishing whether producing, processing, shipping, marketing or selling. The selection process is highly competitive. Two classes are conducted concurrently, providing leadership training for up to 36 individual leaders each year.

AgForestry cultivates leaders who learn to effectively communicate, willfully collaborate, motivationally inspire and intentionally serve.

MISSION

We cultivate leaders in agriculture, forestry and natural resources who communicate, collaborate, inspire and serve.

VISION

To positively impact and enrich lives and communities in Washington State to meet challenges faced by agriculture, forestry, and natural resources.



FROM THE CHAIR JUSTIN HALL

The 2021-2022 AgForestry year was a momentous one. We finalized and adopted a strategic plan committing us to being a first-class leadership training program:

- First-class means we review, evaluate, and update our curriculum to keep up with changes in our natural resource industries.
- First-class means we make sure we give participants the best leadership journey experience possible.
- First-class means that we build organizational infrastructure that continues offering a leadership program that meets the future needs of natural resource leaders.
- First-class also means that we invest in AgForestry in a way that we haven't before.

We can no longer budget cut our way to success; we need to grow. This year the Board of Directors passed a budget with a deficit. We will spend more money than we bring in if we just stand still. While this can be chilling, we choose to see the move as a challenge. We have funded AgForestry primarily through donations of past participants, supporters, trade associations, and businesses. This support is critical but to meet the challenge of the future, we are growing our ability to find new partners and grants to help us meet the needs of natural resource leaders of tomorrow. We look forward to how these changes work out in the 2022-2023 AgForestry year. We're confident that our strategic plan will bring AgForestry to the future successfully.

BOARD OF DIRECTORS

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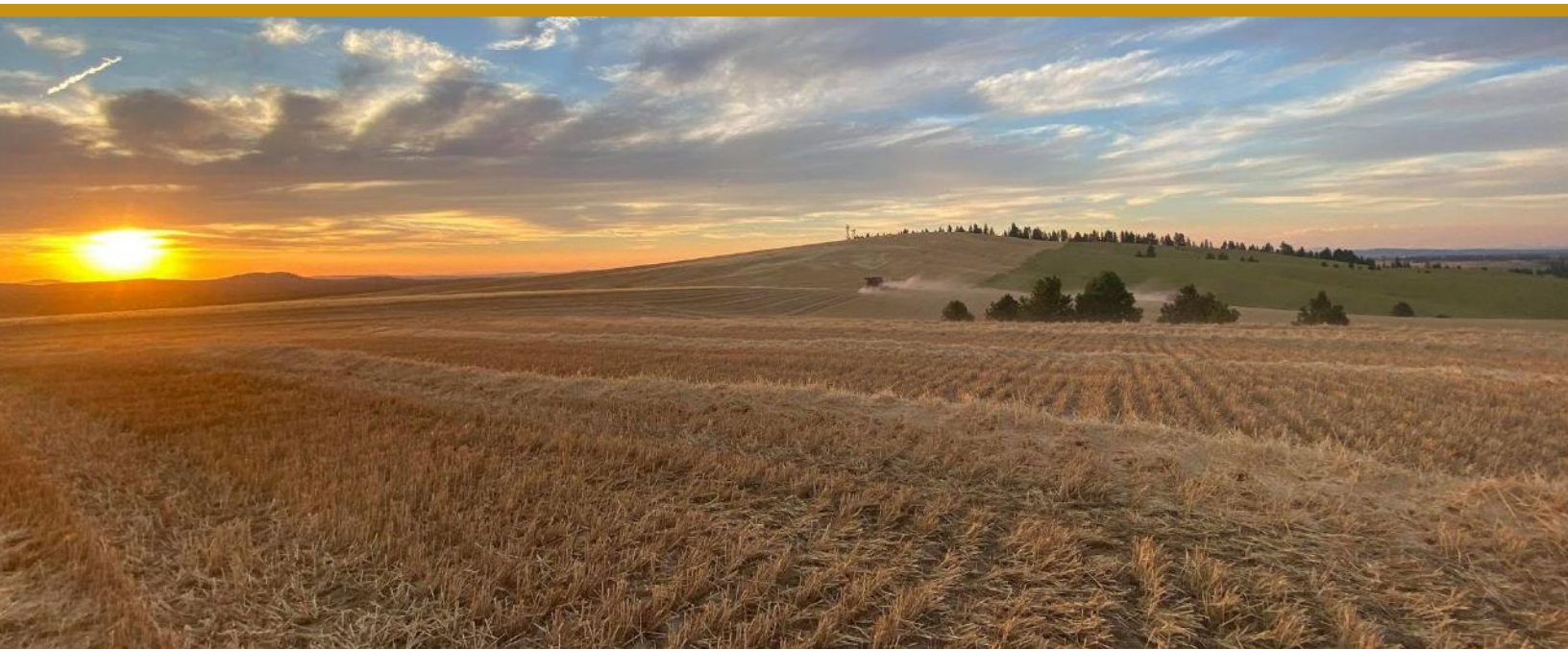
AGFORESTRY NOMINATING COMMITTEE

This year AgForestry built a Nominating Committee that included the past chair of the board along with a representative from each of the six areas. The committee met to review its charter, understand its role, identify the “holes” on the board in terms of skill set and/or experience as well as the natural resource area represented.

In addition, the committee discussed the number of board seats to be filled. They sought out candidates that would serve to diversify the board in terms of area represented, skill and experience, natural resource background and in particular their “sphere of influence.”

Thank you to the Nominating Committee for their work:

- Dennis Swinger, Jr., Chair (38) – Franz Farms LTD
- Audrey Gravley (21) – retired, Northwest Farm Credit Services
- Phyllis Gleasman (19) – Manzana Ranch LLC/Chelan Fruit Cooperative
- Mike Gempler (12) – Washington Growers League
- KayDee Gilkey (16) – Washington Association of Wheat Growers
- John O’Callaghan (28) – South Columbia Basin Irrigation District
- Blayde Fry (24) – retired, Green Diamond Resource Company





FROM THE EXECUTIVE DIRECTOR VICKY SCHARLAU (CLASS 10)

Much has changed since AgForestry's first leadership class 40+ years ago. Building leaders in today's environment forces an organization to evolve in response, intentionally positioning itself to be relevant, effective and impactful in the drive to fulfill its mission. The AgForestry year was focused on strategic planning.

Staff held extensive stakeholder interviews in 2020 with findings presented at the annual meeting that year. The interviews uncovered perceptions and insights about AgForestry's operating environment, target market, and the organization itself. The outcome was an agreement to update the strategic plan. The Board contracted consulting services to facilitate a multi-month, multi-step strategic planning process. Expectations were clarified, and a plan of action was set in motion. The planning process was purposefully structured over many months to allow time to gather information and analyze findings including:

- External environment changes and trends
- Internal infrastructure (of AgForestry)
- Market perceptions and needs

Consultants worked with staff compiling information into three concise "scans": AgForestry's operating environment, market, and internal infrastructure. The stakeholder interviews were incorporated, as was a probing review of organizational operations along with results of a facilitated focus group made up of a sampling of AgForestry's target market. Board members worked on the scans with their additional insights and observations.

The Board reviewed the environmental assessment which was the basis for a SWOT analysis (internal strengths and weaknesses, external opportunities and threats). The Board organically agreed to some initial "critical issues" which serves as the baseline point

for building out goals into the future. Identifying critical issues is important because it determines which decisions the Board must make to plan for the future. A critical issue is:

- An important situation or choice AgForestry faces now (and into the future)
- A long-standing challenge or problem in AgForestry
- A challenge with the community that AgForestry serves
- Recent events that significantly impact AgForestry and/or the community we serve
- A major shift in thinking that challenges "business as usual"

Next, the Board tackled development of AgForestry's core principles, goals, and measurable objectives. A fully developed plan allows the Board to make strategic decisions guiding AgForestry into the future – intentionally. Issues identified included:

- Consolidation of natural resource industry operations (agriculture, forestry and fisheries)
- Long-term sustainable funding with diversified funding sources
- Development of a comprehensive marketing plan that meets current stakeholders where they are
- Organizational management and staffing
- Board development and diversity

With the aging of Baby Boomers and dramatic change brought on by Millennials (not to mention Gen Z,) figuring out how best to meet the AgForestry target audience where they are will be a calculated challenge to address. The environmental assessment provided much information for the Board regarding the changing face of the AgForestry target audience and how they view leadership or what they expect from leadership opportunities. Next year's challenge will be to implement the robust plan adopted this year.

CONGRATULATIONS TO CLASS 42 LEADERS & AWARD WINNERS

After three years in the program, Class 42—“Most Class Ever!”—graduated in April. Graduates included:

- Amanda Sandhop, HIW-Weyerhaeuser, Sales Service Manager, Palestine, TX
- Andrew Engell, Congresswoman Cathy McMorris-Rogers, Deputy District Director, Colville
- Andrew Johnson, Dept. of Natural Resources, Forest Resources Business Analyst, Olympia
- Brett Monson, Monson Fruit Company, Fieldman, Selah
- Cameron Eskeberg, Dept. of Natural Resources, Natural Resources Specialist, Mount Vernon
- Chris Eckman, CoBank - Agribusiness Banking Group, Sr. Relationship Manager, Spokane
- Chris Rasmussen, Port of Clarkston, Executive Director, Clarkston
- Colton Cooley, Rayonier, Forester, Onalaska
- David Beard, Cosmos Corporation, Quality Engineer, Forstell, MO
- Faith Van De Putte, Midnight’s Farm, Owner, Lopez Island
- Jason Walter, Weyerhaeuser, Aquatic Resources Unit Manager, Tacoma
- Jay Krienitz, Dept. of Fish & Wildlife, Estuary and Salmon Restoration Program Manager, Olympia
- Jerod Morris, Northwest Farm Credit Services, Relationship Manager, Spokane
- Kate Delavan, Conservation Commission, Office of Farmland Preservation Coordinator, Seattle
- Katie Tackman, Chelan PUD, Fish and Wildlife Specialist, Wenatchee
- Kelly Dougherty, Weyerhaeuser, Area Manager, Charleston, SC
- Kyle Curtis, Tiin Ma Logging Company Inc., Chief Finance Officer and Exec VP, Yakima
- Lauren Magalska, Green Diamond, Forestry Operations Manager, Olympia
- Sara Higgins, 501 Consultants, Vice President/COO, Cashmere
- Sarah Rasmussen, Gilbert Orchards, Food Safety/ Occupational Safety Manager, Yakima



INSPIRATIONAL AWARD
Katie Tackman
Chelan County PUD, Fish and Wildlife Specialist, Wenatchee



LEADING EDGE LEADERSHIP AWARD
Faith Van De Putte
Midnight’s Farm, Owner, Lopez Island



“MAKING A DIFFERENCE” COMMUNITY SERVICE AWARD
Andrew Engell
Deputy District Director, Congresswoman Cathy McMorris-Rodgers’ Office, Colville



CLASS SPEAKER
Colton Cooley
Forester, Rayonier, Onalaska

CLASS 42 PUBLIC POLICY PROJECTS

The public policy project is a capstone experience and integral to AgForestry. The process allows participants to apply skills learned, leverage relationships built, and reference resources to solve a public policy issue. Engaging in the process and learning from the experience is more important than the outcome. The process enables participants to work with other people to analyze a significant public issue and develop a proposal for resolution, including identifying an appropriate decision-making body, and advocating for the solution before that body.

EXPANDING BROADBAND ACCESS IN WASHINGTON STATE

Class 42 Members: Amanda Sandhop, Bill Waterfield, Chris Eckman, Kate Delavan

The Problem: Lack of reliable broadband access emphasized during COVID when access became a necessity to participate in daily life: school, work, medical care, and community gatherings.

An unlikely and important connection for access was found between broadband and the Department of Transportation (WSDOT.) Roadways are another part of infrastructure that allow residents access. WSDOT constructs and repairs roadways daily. Getting equipment and personnel on site is an expensive part of an infrastructure project and current legislation allows WSDOT to install “Personal Wireless Service Facilities” when constructing/repairing within a highway right of way. Crews could install wireless connections while there but the problem is the definition of “Personal Wireless Service Facilities” is narrow and does not include necessary components for broadband access.

Project Status: Working with stakeholders to initiate HB 1457 “Facilitating the installation of broadband facilities on limited access highways.” The bill was signed into law May 12, 2021 and was effective July 25, 2021.

IMPROVING MENTAL HEALTH OPPORTUNITIES IN THE AGRICULTURAL COMMUNITY

Class 42 Members: Colton Cooley, Sara Higgins, Brett Monson, Jerod Morris, Sarah Rasmussen

The Problem: Limitations to mental health treatment access in the agriculture community. Efforts have been made in Washington to expand telemedicine services that improve access to mental health treatment.

Legislation requires insurance providers to reimburse telemedicine services at the same rate as in-person services. However, rural communities have not been able to take full advantage of services as a result of limited broadband access. While temporary emergency orders were issued during COVID, “audio-only” services were excluded from reimbursable telemedicine services.

Project Status: The group advocated for HB 1196 “Concerning Audio Only Telemedicine” and the bill was signed into law May 3, 2021 and was effective July 25, 2021.

CLASS 42 PUBLIC POLICY PROJECTS CONT.

EARLY WORK OPPORTUNITY CREDIT

Class 42 Members: Andrew Engell, Andrew Johnson, Kyle Curtis, Katie Tackman

The Problem: Washington State has one of the lowest youth labor participation rates, and youth are overlooked by employers due to minimum wage exceeding their perceived value, low availability, lack of experience, negative perception, and logistical challenges (e.g., transportation, school schedules, work hour limitations etc.)

Project Status: Created bill language modeled on existing law and gained support from multiple legislators to provide employers a \$2/hour B&O credit. Even with bipartisan support the bill was not a priority within time constraints of the 2022 legislative session. The bill is ready for the 2023 Legislative Session.

WASHINGTON HIGHWAY WILDLIFE CROSSINGS--SAFETY AND HABITAT CONNECTIVITY

Class 42 Members: David Beard, Jay Krientiz, Lauren Magalska

The Problem: Roads are obstructing animal habitat which leads to dangerous interactions between drivers and animals as well as habitat connectivity problems for migrating species. Government agencies, citizen wildlife protection organizations, and non-government organizations (NGOs) struggle for funding, competing goals, lack of prioritization and communication, and little interagency guidance for collaboration means projects are conducted on a case-by-case basis if at all.

Project Status: Movement by WDFW and WSDOT staff to gather information and facilitate conversations between executive leadership of state agencies and NGOs that support creation of a framework to collaborate and set goals.

INCENTIVIZING THE USE OF BIOCHAR IN GOVERNMENT FUNDED PROJECTS

Class 42 Members: Kelly Dougherty, Cameron Eskeberg, Chris Rasmussen, Faith Van De Putte, Jason Walter

The Problem: Biochar is made through the combustion of organic material (including agriculture and forestry wastes) in a low oxygen environment. The emerging industry faces challenges of economic viability and widespread adoption. It is a stable, carbon-rich char with potential to address climate change; poor forest health and wildfire risk; air, soil, and water quality; and the decline of rural communities.

Project Status: SB 5961, incentivizing biochar in government-funded projects. Amended in the Senate to add pilot project funding looking at forest products to support biochar production from lands managed by DNR, the bill passed the Senate and House and was signed into law by Governor Inslee on March 31, 2022 and effective June 9, 2022.

CLASS 42 DONATES TO DOMESTIC VIOLENCE SURVIVORS IN PUERTO RICO



Class 42 is donating over \$2,000 to [Siempre Vivas](#) in Puerto Rico with the help of matching funds from Brian (Class 20) and Donna Loucks.

Puerto Rico has the highest per capita rate of women murdered by their partner in the world, with an estimated 60 women murdered in 2020. Class 42 met with Siempre Vivas' founder, Dr. Luisa R. Seijo Maldonado to learn the group provides support services for those trying to leave abusive relationships as well as support for children from abusive homes trying to break the cycle. Siempre Vivas is a local, grass roots organization.

After hearing powerful stories of gender violence and the work Siempre Vivas is doing to change the future, Class 42 was inspired to provide a donation that will make a meaningful difference in the work the organization is able to do.



FROM SEMINARS TO MODULES

In 2020, responding to the Covid-19 pandemic, AgForestry had a “fallow” year. They say that new life springs from fallowed land. The fallow year allowed the launch of a revised curriculum with 13 seminars now categorized in three modules.

MODULE 1: PERSONAL LEADERSHIP

Goals:

- Challenge and clarify assumptions about leadership
- Set intentions and goals for personal leadership journey
- Gain insights into behavioral tendencies; use this information to adapt and become more effective in leadership
- Develop emotional intelligence; self-awareness and regulation
- Gain skills in public speaking, inspiring action, providing vision, and using narrative effectively
- Become more effective at communicating in difficult conversations

Seminars: Pullman, Spokane, Ellensburg

MODULE 2: LEADERSHIP IN PUBLIC POLICY

Goals:

- Challenge and clarify assumptions about public policy issues
- Discover tactics and strategies for influencing public policy
- Become familiar with the structure and operations of local, state, federal, and tribal government, including the legislative, judicial and executive branches
- Explore leadership skills necessary to be effective in public policy development
- Understand how lobbying and advocacy organizations influence and impact public policy
- Expand knowledge of the breadth of our government, including its history, traditions, operations, and future vision

Seminars: Seattle, Olympia, Washington DC



MODULE 3: LEADERSHIP AND SYSTEMS THINKING

Goals:

- Gain perspective about the economic, environmental, social, and cultural importance of agriculture, forestry, and natural resources in Washington State and abroad
- Gain insight into the complexities involved in producing and transporting agricultural and forest products to customers
- Become familiar with the interrelationships among competing uses for Washington’s natural resources
- Better understand significant natural resource policy issues--the impacts, various perspectives, and how they are being solved
- Gain understanding of various social issues and how they intersect with natural resources
- Compare and contrast the US culture, history, political system, and natural resource management with that in other countries

Seminars: Central Washington, Vancouver, NW Washington, Walla Walla, Colville / Shelton / Longview, International Trip

APPLIED LEADERSHIP SEMINAR

Goals:

- Demonstrate acquired skills
- Obtain valuable feedback from panelists and peers
- Reflect on the AgForestry experience, personal growth in leadership, and the public policy projects
- Cast a vision for the future of their leadership journey
- Celebrate their shared and individual accomplishments in the AgForestry Program
- Seminar rotates around the state

Read the [new Participant Handbook](#). Learn more about the new curriculum [here](#).

CLASS 43 FIRST YEAR



Pullman: Class 43 tours the Cattle Feeding facility at Washington State University.



Wenatchee: Class members participate in a group dynamics competition with their newly assigned public policy groups, made up of different communication styles.



Wenatchee: The winning group of the Marshmallow Challenge, with the tallest, still standing, tower!



Spokane: Class 43 tours the Spokesman Review with Editor Rob Curley.



Tacoma: Class members volunteer at a shelter lunch service, and sort donations.



Olympia: Class 43 after a tour of the Legislative Building.



Olympia: Class 43 wrapped up their time in Olympia by visiting a class member's operation in Shelton (Sierra Pacific Industries, Collin Emmerson).



Gettysburg: Class members spend a full day touring Gettysburg with a leadership lens through the eyes of military experts.



D.C.: Class 43 on the steps of the capitol, prior to meeting Congresswoman Cathy McMorris Rodgers



D.C.: Class President Mikala Staples Hughes and Congressman Dan Newhouse (Class 4) preparing to lay a wreath at the Tomb of the Unknown Soldier.



Colville: Class 43 visits with Patti Playfair (Class 32) at her forest property.



Colville: Class members participate in a log scaling competition with the instruction of Kevin Arneson (Class 22).

“The UW Evans School of Public Policy and Governance is excited to partner with the AgForestry Leadership Program to offer a comprehensive public policy introduction to Washington’s emerging leaders in agriculture, forestry, and natural resources. Our three-day seminar will build participants’ understanding and capacity to design and implement equitable public policies. This new partnership with the AgForestry represents an important opportunity to expand the reach of the Evans School’s professional education programs – one that is crucial to Washington State’s ability to democratize environmental justice, climate change, and economic sustainability.”

*—Professor Craig W. Thomas,
UW Seminar Lead*

PARTNERS DELIVERING LEADERSHIP

Over the past year AgForestry staff continued to work with WSU to strengthen the AgForestry curriculum, both for the seminar in Pullman and to create new opportunities at seminars around the state. Gonzaga also continues to be a partner, honoring mutual interest by collaborating with AgForestry.

Additionally, relationships have been forged with other universities and colleges around the state, signing MOUs with both Whitman College and Central Washington University. Whitman will continue to host and help coordinate the seminar that explores the criminal justice system as part of Module 3. Central Washington University will host and provide faculty to deliver the third seminar in Module 1, which dives into emotional intelligence and group dynamics.

Thanks to a grant from Microsoft, for the first time AgForestry is partnering with the University of Washington’s Daniel J. Evans School of Public Policy and Governance. The January seminar will provide an introduction to and foundation for public policy seminars in Module 3 which include Olympia and Washington DC. The seminar is designed to introduce the class to public policy theory and practical knowledge to equip them to engage in public policy process confidently and effectively. Additionally, the seminar will provide a basic understanding of what levers are available to be used and which situations are best suited for which lever, as well as increase their ability to perform a needs assessment and critical analysis before diving into an issue.



CLASS 44 SELECTION COMMITTEE

Karen Temen, State Selection Chair
(22) Retired Weyerhaeuser

AREA 1

Erin Ewald, Convener
(40) Taylor Shellfish

Nancy Peckman, Panelist
(20) Weyerhaeuser

Maria Erdmann, Panelist
(28) Weyerhaeuser

Stephan Dillon, Panelist
(31) Hancock Forest Management

AREA 2

Ken Dahlstedt, Co-Convener
(16) Retired Skagit County Commissioner

Nathan Sakuma, Co-Convener
(38) Sakuma Brothers

Jon Vander Kooy, Panelist
(31) Rabo AgriFinance

Trevor Faucett, Panelist
(39) Northwest Farm Credit Services

AREA 3

Erin Fonville, Convener
(29) Chelan County Assessor

Jordan McDevitt, Panelist
(38) McDevitt Land Company

Josh Hill, Panelist
Orchardist

Emily Bautista-Herdt, Panelist
(38) Northwest Wholesale

AREA 4

Combined with another area

AREA 5

Dave Roseleip, Convener
(1) Retired AgForestry

Patti Playfair, Panelist
(32) Rafter Seven Ranch, Inc

Jeff Pitts, Panelist
(15) Arden Tree Farms, Inc

Brian Baumann, Panelist
(38) BMB Farm, Inc

Melisa Paul, Panelist
Greater Spokane

AREA 6

Mandy Galbreath, Co-Convener
(32) Northwest Farm Credit Services

Bruce Le Page, Co-Convener
(16) Retired Le Page Farms

Annie Byerley, Panelist
(40) 5B Farms, Inc

Michael Crowder, Panelist
Barker Ranch

Holly Wellsandt, Panelist
Royal Ridge Farms

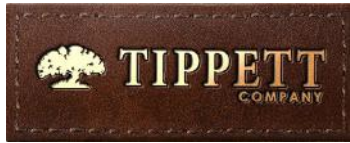


PARTNERS IN LEADERSHIP

VISIONARY
(\$25,000+)



BENEFACTOR
(\$10,000+)



**WAGNER TOUCHET FARMS -
MARK (8) & SHARLA WAGONER**

AMBASSADOR
(\$7,500+)



**DARREL & MELODY
OTNESS**



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(\$5,000+)



**CHARLES LAIRD
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WIESELER**



**SARAH (31) & DAN
MCCLURE**



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In Memory of Linda North (12)
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In memory of Tom & Kazue Yotsuuye
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Skagit Farmers Supply
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Washington State Farm Bureau
Washington State Hay Growers Assn.
Washington State Water Resources Assn.
Weyerhaeuser Company
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Mark (10) & Ginger Schoesler
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Nancy Peckman (20)
Nisqually River Foundation
Olympic Resource Management
Patti Playfair (32)
Phil Howard (6)
Port of Port Angeles
Randy (40) & Seneca Burke
Rebecca Weber (33)
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Scott (22) & Lynn Swanson
Sean (38) & Libbey Tudor
Steve (20) & Bonnie Pedersen
Sunheaven Farms, LLC
Tammie (38) & Michael Perreault
Ted (11) & Pam (8) Durfey
Tim (10) & Mary Kangas Scherer
Tim (19) & Pam Loeffler
Travis (33) & Alicia Keatley
Vicki Christiansen (12)
Vicky Scharlau (10)
Washington Dept of Fish & Wildlife
Washington State Conservation Commission

SUPPORTER (\$250+)

Adams County Assn. of Wheat Growers
Almota Elevator Company
Andrea Mann (15)

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STATEMENT OF FINANCIAL POSITION

	2022	2021	CHANGE
ASSETS			
Cash	109,257	224,526	(115,269)
Accounts receivable	-	-	-
Pledges receivable	-	18,519	(18,519)
Prepaid expenses	5,263	6,294	(1,031)
Total current assets	114,520	249,339	(134,819)
Investments	763,743	772,702	(8,959)
Fixed assets	8,954	8,954	-
Cash value of life insurance	267,396	253,195	14,201
Total other assets	1,040,093	1,034,851	5,242
TOTAL ASSETS	1,154,613	1,284,190	(129,577)
LIABILITIES			
Accounts payable	7,091	5,437	1,654
Accrued liabilities	13,341	17,495	(4,154)
Deferred revenue	13,680	58,030	(44,350)
Total current liabilities	34,112	80,962	(46,850)
Long term debt (PPP)	-	48,538	(48,538)
Total long term debt	34,112	129,500	(95,388)
NET ASSETS			
Unrestricted funds	234,790	500,551	(265,761)
Board designated funds	885,711	651,139	(234,572)
Restricted funds	-	3,000	(3,000)
Total net assets	1,120,501	1,154,690	(34,189)
TOTAL LIABILITIES AND NET ASSETS	1,154,613	1,284,190	(129,577)

AGFORESTRY STAFF



VICKY SCHARLAU
Interim Executive Director
Class 10



JULIE GRENFELL
Senior Director of Operations



HANNAH PousH
Program Director
Class 38



LINDSEY WILLIAMS
Program Manager
Class 40



HOLLY HENNING
Curriculum Advisor





**AGRICULTURE AND FORESTRY
EDUCATION FOUNDATION**

2702 West Sunset Boulevard, Suite B
Spokane, WA 99224
509.926.9113

agforestry.org
leaders@agforestry.org