



## Hannah A. Cavendish-Palmer

### Qualification Highlights:

- Adaptable communicator with extensive organization and leadership skills.
- Detail-oriented critical thinker and dedicated team-builder.
- Fluent in written and oral communication.
- Proficient in Spanish.

### Education:

- 2008 Master of Public Policy Program at Simon Fraser University, GPA: 4.0
- 09/05-04/06 Post-bachelors, graduate-level coursework in sustainable food systems, farming, and ranching at Washington State University, GPA: 4.0
- 2003 Bachelor of Arts in International Studies in Development with Distinction: Henry M. Jackson School of International Studies at University of Washington, GPA: 3.9

### Professional Experience:

- 07/20- present **Consultant**  
Oxbow Farm and Conservation Center, Carnation, WA
- Provides advice and support to the Executive Director.
  - Working with staff to navigate organizational changes.
  - Managed Oxbow's annual fall festival, including the opening of its new farm stand.
- 05/20- 01/21 **Interim Executive Director**  
SnoValley Tilth, Carnation, WA
- Managed 4 staff and 4 main program areas.
  - Served as the primary liaison to the Board of Directors.
  - Coordinated a strategic planning process.
  - Led the effort to recruit the organization's next Executive Director.
- 04/19- 04/20 **Executive Director**  
Carnation Farms, Carnation, WA
- Set the vision for the organization and stewarded mission delivery.
  - Managed a budget of \$4 Million.
  - Directed the management of the farm's 818 acres and 54 buildings.
  - Oversaw 40 to 80 employees across 5 separate departments.
- 01/18- 03/19 **Director of Strategy and Operations**  
Carnation Farms, Carnation, WA
- Created and coordinated a strategy for land use and facilities management of the farm's 818 acres and 54 buildings.
  - Managed a Capital Expenditure budget of \$400,000, which included several permanent infrastructure improvement projects.
  - Supervised the farm's five-member facilities team.
  - Helped design, construct, permit, and staff the farm's farm stand, which serves as both a

retail space and a visitor center.

- Sought and developed strategic partners for the organization.
- Initiated, wrote, and executed grant projects that funded the farm's inaugural grain planting and the development of its first branded value-added products.

05/16- 12/17

**General Manager**

Snoqualmie Valley Farmers Cooperative, Carnation, WA

- Managed all aspects of operations including sales and marketing, CSA program design, product procurement and purchasing, packing, quality control, and delivery.
- Supervised two staff members and acted as liaison to the Board of Directors.
- Provided all customer service, created and maintained website and online marketplace.
- Wrote and tracked grants and maintained accounts using QuickBooks software.

11/15- 05/16

**Farm Flood Fish Landowner Consultation Consultant**

King Conservation District, Duvall, WA

- Designed and implemented a survey tool used to collect data relevant to King County's Farm Flood Fish process from landowners in the Snoqualmie Valley.
- Managed all data collected, analyzed it, and then generated data summary reports.
- Worked with the consultation team to communicate consultation findings to King County staff, the Farm Flood Fish Advisory Committee, and members of SnoValley Tilth.

10/13-12/15

**Cultivating Success Program Coordinator**

Washington State University Small Farms Team, Carnation, WA

- Provided resources and support to Cultivating Success instructors throughout the state.
- Tracked the number of Cultivating Success students and graduates in each county and helped analyze evaluation data from each course offered.
- Wrote and distributed information for the media and general public about Cultivating Success courses and events.
- Worked with members of the WSU Small Farms Team to plan team leadership events and meetings.

01/10-09/13

**Land Use Planner**

British Columbia Ministry of Agriculture, Abbotsford, BC

- Worked with the Strengthening Farming Team and partners at the Agricultural Land Commission to develop, communicate, and implement standards and guidelines for local government bylaws, plans, and policies affecting agriculture.
- Provided local governments with high quality support and assistance so that they can utilize these specialized planning tools.
- Reviewed existing local government bylaws and prepared briefing and other support materials.
- Guided staff in the appropriate application of relevant provincial legislation and procedures.

04/09-12/10

**Farmer and Co-owner**

Skeeter Farm, Abbotsford, BC

- Planted, tended, and harvested a wide variety of fruits and vegetables.
- Coordinated the sale of fruits and vegetables from the farm through farmer's markets, a 50-member Community Supported Agriculture program, and direct sales to restaurants.
- Managed less-experienced farm staff.
- Created marketing materials and managed farm finances and general farm maintenance.

11/07-12/09

**Environmental Policy Analyst**

British Columbia Ministry of Agriculture, Abbotsford, BC

- Worked closely with Ministry staff and partners at the Agricultural Land Commission, the Investment Agriculture Foundation, and the BC Agriculture Commission to plan and implement policies and programs that reduce greenhouse gasses and prepare agricultural operations for climate change.
- Delivered briefing notes, discussion papers, and cost-benefit studies on issues related to agriculture, climate change, and environmental protection including anaerobic digestion and nutrient management planning.
- Supervised multiple interns and ensured that they met defined goals and objectives.
- Helped lead the office Green Team in building an environmentally friendly workplace.

05/07-09/07

**Research Officer**

British Columbia Ministry of Agriculture, Abbotsford, BC

- Helped coordinate a study on environmental goods and services on farmland by designing and mailing surveys, collecting additional economic data, organizing a focus group, and analyzing and summarizing study findings.
- Assisted with flood management and preparation during Freshet 2007 Emergency Operations.

02/04-04/06

**Program Assistant**

WSU King County Extension, Renton, WA

- Responsible for coordinating the King County Harvest Celebration Farm Tour and the Small Farm Expo, annual events that educated consumers about local agriculture and farmers about environmental sustainability.
- Supervised and managed teams of volunteers at events throughout the year.
- Assisted faculty with teaching classes within the Cultivating Success Series, a curriculum for agricultural producers.
- Contributed to both strategic planning and policy implementation processes as a member of the Water, Land, Forests, Farms, and Food Team.

05/04-08/06

**Assistant Farmer and Volunteer Coordinator**

Lettuce Link at Marra Farm, Seattle, WA

- Planted, tended, and harvested a wide variety of vegetables for donation to Seattle-area food banks and helped coordinate general farm maintenance.
- Supervised and taught volunteers of all ages basic farming skills.

06/03-04/04

**Food Resources Intern**

Solid Ground, Seattle, WA

- Helped to organize outreach efforts for the Food Resources Hotline by working with local newspapers.
- Coordinated information about the Seattle Community Food Gardens in order to facilitate collaboration with local food banks.

**Additional Work Experience:**

- *Research Assistant*, Professor Doug McArthur, Simon Fraser University, BC 01/07-12/07
- *Volunteer Farmer*, Pun Pun Center for Self Reliance, Mai Tang, Thailand 11/02-12/02
- *Research Assistant*; Professor Mary Callahan, UW Seattle and Rangoon, Myanmar 12/01-12/02
- *English Teacher*; Volkshochschule Dahme-Spreewald, Berlin, Germany 02/01-08/01
- *Sister City Representative*; Tacoma-George Sister City Committee, South Africa 10/00-01/01
- *Receptionist/Legislative Assistant*; Congressman Brian Baird, Washington D.C. 06/00-10/00

**Publications:**

Cavendish-Palmer, Hannah (2008), "Planting Strong Boundaries: Urban Growth, Farmland Preservation, and British Columbia's Agricultural Land Reserve," Graduate Thesis, Simon Fraser University.  
 Cavendish-Palmer, Hannah (2005), "7<sup>th</sup> Annual King County Harvest Celebration Farm Tour Guide,"

*Seattle Weekly*, 14 Sept.

Cavendish-Palmer, Hannah (2004), "6<sup>th</sup> Annual King County Harvest Celebration Farm Tour Guide,"

*Seattle Weekly*, 15 Sept.

Cavendish-Palmer, Hannah (2003), "The Perils of Growth: A Comparison of Christian and Secular Development Work," Undergraduate Honors Thesis, University of Washington.

**Selected Awards and Grants:**

- Graduate Fellowship recipient, Simon Fraser University, 09/06-05/07 and 09/07-05/08
- Master of Public Policy Fellowship recipient, Simon Fraser University, 09/06-05/07
- Dean's list for each quarter attended, University of Washington, 09/01-06/03
- President's List Scholar, Western Washington University, 09/99-06/00
- Rotary International Exchange Student to Valera, Venezuela, 06/96-09/97

**Selected Community Service:**

- *Board President and Member of the Board*, SnoValley Tilth, Carnation, WA 11/13-12/20
- *Board Member*, FarmStart BC, Abbotsford, BC 08/10-08/11
- *Founding President*; Jackson School of International Studies Alumni, University of Washington, Seattle, 12/03-06/06
- *Chair*; Alumni Club Council; University of Washington Alumni Association, Seattle, 06/05-06/06
- *Community Service Chair*; Mortar Board National Honor Society, University of Washington, Seattle, 06/02-06/03
- *President*, Mayim chapter of the B'nai B'rith Youth Organization, Temple Beth Hatfiloh, Olympia, 09/95-06/98