



Annual Strategic Planning & Work Plan 2019-2021

Vision

The Board of Directors and the staff of the Amador Resource Conservation District envision a growing role for the RCD in bringing conservation education and assistance to everyone in Amador County. We believe that providing information, experiences, and assistance will help our communities preserve and enhance the abundant natural resources of Amador County including our forests, rivers and streams, native plants and animals, and the farms and ranchlands that provide for our communities.

The RCD is on a growth trajectory, and we intend to continue expanding our programming. Our wish is providing ongoing programs that help the community, with a focus in five key areas:

Education: We are building programs to help both youth and adults understand and steward the natural resources of our county, and to encourage young people to enter careers in natural resource conservation.

Water quality and quantity: We will continue to support farmers and ranchers to uphold strong water quality standards, and we will increase outreach to the agricultural community to promote water conservation practices.

Weeds: We will seek to bring partners together to address the issue of noxious weeds that are invading our wild and agricultural landscapes.

Fire: We will continue to work with partners to help our communities reduce the risk of catastrophic wildfires.

Agricultural viability: We believe a healthy agricultural base is vital to our economy and culture in Amador County, and we will offer agricultural conservation perspectives to our community leaders.

To achieve these goals, we will work to strengthen our organization by:

- Increasing community awareness and support for the RCD.
- Increasing the dedicated staff time of our District Manager and/or Administrative Assistance staff.
- Establishing one or more issue-specific committees including members of the community.
- Recruiting, orienting, and retaining highly qualified and effective directors and associate directors of the RCD, while focusing on inclusivity and diversity.
- Consistently evaluating our work and regularly revisiting our strategic direction.



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Goals

Goal 1: The residents of Amador County understand the value of our natural resources and are inspired to act as stewards of the land, water, air, wildlife, and plants of our county.

Strategy A: Develop a community education program.

Activities: Identify topics of interest for adults and youth. Identify interested and relevant individuals to serve on an education committee. Define the committee's goals and the roles of individuals. Reach out to potential partners to understand where the RCD can be most helpful. Establish a committee workplan, budget, and timelines. Develop relevant educational materials. Deliver presentations and workshops.

Strategy B: Help young people understand and steward our natural resources, and encourage them to explore careers in natural resource conservation.

Activities: Allocate funds to use a contractor to develop a curriculum for the youth education program. Deliver presentations and workshops. Create field trip opportunities. Send interested students to Forestry Challenge, Range Camp or similar camps. Provide college scholarships for students who demonstrate a high level of interest in natural resource fields. Engage youth through out-of-school projects like creek clean-ups and other volunteer activities.

Goal 2: Agriculture thrives in Amador County, and producers are excellent stewards of the land and natural resources.

Strategy A: Provide conservation information and technical assistance to farmers and ranchers.

Activities: Support NRCS programs. Create outreach materials and strategies to reach farmers and ranchers regarding current program opportunities. Create workshops and outreach events to showcase innovative conservation practices. Apply for funding to implement Soil Health research, education, and technical assistance (i.e. Western SARE, Patagonia, CDFA Healthy Soils Program). Assist landowners in developing Carbon Farm Plans and Conversation Planning.

Strategy B: Ensure healthy water quality in Amador and Sacramento counties through continued support of the Sacramento-Amador Water Quality Alliance.

Activities: Administer the program. Provide technical assistance to help producers conserve water and improve water quality. Include more educational materials in regular communications with producers. Create a committee support local and regional involvement with the Irrigated Lands Regulatory Program.

Strategy C: Reduce the prevalence of invasive plants on Amador County farms and ranches.

Activities: Bring partners together to create a weed eradication committee or team. Define the committee's goals and the roles of individuals and organizations. Establish a committee workplan, budget, and timelines.



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Strategy D: Communicate with community leaders about the importance of agriculture to our communities, and encourage their support of agricultural conservation

Activities: Meet regularly with the Board of Supervisors to inform them of RCD activities and key issues in conservation and agriculture. Work with partners to identify important land use or other policy changes that will impact agriculture in the county. Provide information about best practices for supporting agriculture and agricultural conservation.

Goal 3: The residents of Amador County are excellent stewards of the land and natural resources.

Strategy A: Provide general conservation information and technical assistance to residents of Amador County.

Activities: Develop email lists for resource categories. Collect relevant information and create regular communications to the email lists. Develop materials for booths that showcase the RCD and provide useful information.

Strategy B: Assist landowners to prepare for the possibility of wildfire.

Activities: Develop and implement Community Chipping Program. Research funding opportunities to keep this program going. Work with community to develop other fire/fuel management community assistance programs. Work closing with the AFSC to develop programs.

Goal 4: The RCD has the resources it needs to achieve its goals.

Strategy A: Raise awareness of the RCD among key audiences.

Activities: Identify key audiences. Develop outreach materials and presentations including an annual report. Connect to civic and community groups. Deliver presentations to key organizations and individuals explaining the RCD and its goals and accomplishments. Hold events such as an annual farm tour. Showcase the RCD at educational presentations and workshops for the community. Reach out to local media to feature important natural resource information and RCD information.

Strategy B: Seek grant funding to support key natural resource programs.

Activities: Research grant funding opportunities. Develop grant applications.

Strategy C: Raise unrestricted funds to support RCD goals where there is no grant funding or it is insufficient.

Activities: Identify funding opportunities and the constituency most likely to respond to those opportunities. Create targeted outreach materials. Seek donations from individuals and businesses to support these programs. Create and maintain an excellent system for tracking and thanking donors. Create a funding plan for the district.



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Strategy D: Continue to strengthen ACT Partnership.

Activities: Work within partnership to share staff and resources. Develop programs/grant funding for ACT partnership. Meet regularly (at least quarterly) with ACT representatives to discuss challenges and opportunities.

Goal 5: The RCD has the staff and board it needs to achieve its goals.

Strategy A: Increase staffing at the RCD.

Activities: Increase district manager time to .8 FTE. Direct the work of the new natural resources specialist. Support the district manager and natural resource specialist with regular feedback and an annual performance review. Develop sustainable model for administrative assistance position.

Strategy B: Ensure that the RCD board is strong and sustainable.

Activities: Develop committees to build a volunteer leadership base. Seek new associate directors. Develop board job descriptions and other board orientation materials. Maintain the RCD's culture of collaboration and appreciation.