

Coastal San Luis Resource Conservation District Strategic Plan 2015-2020

Vision

A district with sustainable resources and enhanced ecological function

Mission

The Coastal San Luis Resource Conservation District is committed to protecting and enhancing natural resources through education, restoration, conservation, and collaboration with local stakeholders.

1. STRENGTHEN/EXPAND EXISTING PROGRAMS AND LAUNCH NEW INITIATIVES

Goal 1: Improve and protect groundwater basins, water storage and watersheds for sustainability.

Strategy 1: Engage in projects that support water efficiency, re-use/recycling, infiltration, volume reduction, quality improvement and storm water management.

Strategy 2: Improve understanding about the condition of watersheds in the District and effectively utilize that information to influence policy and land management decisions.

Strategy 3: Support water quality monitoring efforts.

Goal 2: Reduce the impacts caused by climate change and take steps to manage/adapt to the potential changes of the environment.

Strategy 1: Undertake and support projects that prepare for drought resiliency.

Strategy 2: Support projects that encourage land management practices resulting in soil carbon sequestration for farmers and ranchers.

Strategy 3: Foster partnerships in mitigation programs.

Goal 3: Enhance the wildlife habitats for plants and animals.

Strategy 1: Identify incentive based projects to restore plant and animal habitats.

Strategy 2: Reduce soil erosion and increase the capture of sediment.

Strategy 3: Reduce the negative impact caused by invasive species.

2. ENGAGE PARTNERS & THE COMMUNITY

Goal 1: Build partnerships that strengthen the CSLRCD's ability to reach their resource goals.

Strategy 1: Prioritize annual communication with grantors and governing bodies to relay accomplishments as well as collaborative opportunities.

Strategy 2: Look for opportunities to build capacity and collaboration with agriculturalists, agricultural organizations and natural resource organizations.

Strategy 3: Strive to identify partnerships with neighboring RCDs for projects with shared goals.

Strategy 4: Support and maintain affiliation with California Association of Resource Conservation Districts.

Goal 2: Increase the visibility of Coastal San Luis Resource Conservation District (CSLRCD) among partners and the community.

Strategy 1: Improve communications and public relations to increase the visibility of CSLRCD.

Strategy 2: Encourage CSLRCD directors to use their sphere of influence to inform relevant officials about the CSLRCD.

Strategy 3: Participate in countywide committees.

Goal 3: Capitalize on the enthusiasm and skill sets of our local volunteer community.

Strategy 1: Develop a volunteer / intern program that includes recruitment and use of volunteers / interns.

Strategy 2: Engage the volunteers in monitoring activities that benefit the environment.

3. ENHANCE CAPACITY IN ORGANIZATIONAL OPERATIONS

Goal 1: Increase and diversify funding sources and leverage funding.

Strategy 1: Prioritize funding development efforts to acquire stable and diverse funding sources.

Strategy 2: Set up processes to better cover organizational costs.

Strategy 3: Grow revenue from mission-compatible activities such as: self-supporting education programs; permitting assistance, funded research projects, and deliberate partnering.

Goal 2: Ensure that the CSLRCD has a strong and diverse Board of Directors.

Strategy 1: Create a board development committee to oversee the responsibility of nomination, training, etc.

Strategy 2: Have a succession plan for board members to promote new leadership.

Goal 3: Ensure that the CSLRCD has a diverse and talented staff.

Strategy 1: Grow staff and encourage career positions with benefits over contract labor.

Strategy 2: Have a succession plan for staff.

Strategy 3: Create time for on-going personnel workload review.

Strategy 4: Foster healthy working environments.

Goal 4: All administrative, financial and legal requirements are met.

Strategy 1: Continue to implement existing CSLRCD policies and procedures, update and improve them as needed, and develop new policies and procedures as needed to improve the CSLRCD operations.

Strategy 2: Be prepared for any audits with all documentation easily accessible.

Strategy 3: Document and maintain a cost allocation plan and develop sustainable billing rates.