

Coastal San Luis Resource Conservation District

Strategic Plan 2020-2025

Vision

Restoring and enhancing natural resources and working lands through strong partnerships and proven stewardship practices.

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.

Goal 1. Strengthen/Expand existing programs and launch new initiative

Objective 1 - Habitat Restoration: Restore, protect, and enhance the diverse upland and coastal watersheds within the District boundaries

Strategy 1. *Provide technical assistance to resource managers and agricultural producers in support of restoration goals.*

Strategy 2. *Identify opportunities for strategic restoration efforts.*

Strategy 3. *Provide educational opportunities through restoration projects for the community, particularly underrepresented populations.*

Objective 2 - Resource Management: Support on-the-ground management of natural and agricultural resources, in addition to managing and monitoring multiple acquisitions and easements

Strategy 1. *Provide scientific and innovative technical assistance to help achieve agricultural objectives such as improved soil and rangeland health, increased irrigation efficiency, enhanced riparian and aquatic habitat, watershed health, and resilience to climate change.*

Strategy 2. *Ensure collaborative, effective and holistic technical assistance resources are available and accessible to all community members.*

Strategy 3. *Seek opportunities for improved management and monitoring of easements and acquisitions.*

Objective 3 - Planning: Develop relevant and holistic planning documents in support of watershed health, resource management, sustainable agriculture, and habitat restoration

Strategy 1. *Identify planning needs and provide technical expertise in support of planning efforts, such as watershed management plans, monitoring plans, carbon farm plans and community engagement.*

Strategy 2. *Implement plans and provide quantifiable monitor support.*

Strategy 3. *Ensure that planning efforts and their resulting impacts are equitable and inclusive.*

Objective 4 - Climate Resilience: Support efforts that increase the resilience and carbon sequestration potential of working lands, natural resources, and the agricultural community as a solution to climate impacts

Strategy 1. *Collaborate with land managers and stakeholders to develop climate resilient and adaptive working lands through management practices that limit and sequester carbon emissions.*

Strategy 2. *Ensure that all RCD projects consider and minimize the potential climate impacts resulting from its implementation.*

Strategy 3. *Identify and pursue opportunities to educate and engage the community about the role of agriculture in minimizing the impacts of a changing climate.*

Goal 2. Engage Partners & the Community

Objective 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 the Natural Resources Conservation Service and the California Association of Resource Conservation Districts.*

Objective 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. Enhance Capacity in Organizational Operations

Objective 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: permitting assistance, funded research projects, and deliberate partnering.*

Objective 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.*

Objective 3 - Ensure that the CSLRCD has a diverse and talented staff.

Strategy 1. *Develop an Employee Retention Plan.*

Strategy 2. *Develop a Succession Plan for staff.*

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

Strategy 4. *Foster healthy working environments.*

Objective 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.*

Board Approved October 23, 2020