



AGENDA

DATE: **Wednesday, November 12, 2025**

PLACE: **Marin Farm Bureau Conference Room, 520 Mesa Road, Point Reyes Station, CA 94956**

REMOTE OPTION: Members of the public may participate remotely by Zoom:

<https://us02web.zoom.us/j/87864206727> or by phone: +16699009128,,87864206727# meeting ID: 878 6420 6727. Please contact Elise Suronen at (415) 663-1170 ext. 314, or sarahs@marinrcd.org if you have concerns about accessibility. *(Note that we may move agenda items in this meeting to meet time constraints of participants.)*

1. Regular meeting opens at **9:00 a.m.** Roll call, introduction of guests, including a new guest, Greg Richardson, The Nature Conservancy's new Point Reyes Project Director.

ACTION ITEMS: 9:15 - 9:30 a.m.

2. DISTRICT/ADMIN: (30 min)

- A. Board approval of regular Meeting Minutes. ~ *Cora Richard, Bookkeeper*
- B. Board approval of the Financial Report. ~ *Cora Richard, Bookkeeper*

3. INFORMATIONAL: (9:30-11 a.m.)

- **Marin RCD Strategic Plan (1.5 hrs)** ~ *Amy Stork, Amy Stork Consulting*

Partner Updates: 3 min each

- USDA Natural Resources Conservation Service (NRCS)– Petaluma Field Office Staff
- Marin Agricultural Land Trust/SAP – MALT Stewardship Staff
- Point Blue & Students & Teachers Restoring a Watershed (STRAW)– Point Blue Staff
- All Hands Ecology/ACR - Jim Jensen, Tomales Bay Land Steward and Preserve Mgr
- Marin Farm Bureau - Farm Bureau Representative

RCD Program Updates (See staff report for details):

- **Nicasio Water Alternatives:** John Dolcini, Marin RCD Associate Director
- **Federal Funding Freeze:** The proposal is at the highest USDA office and waiting approvals but there is now a government shutdown
- **Fire and Forestry Liability:** All Hands Ecology re-worked the language in the Contract and clarified release of liability forms, contract is in our hands for signing.
- **Conserving Our Watersheds Program (COW):** COW MILC, the most recent Nonpoint Source Pollution Water Board grant, is in design phase. The agreement for \$1,000,000 is executed and projects at dairies in the Stemple Creek watershed have been solicited and ranked by the Technical Advisory Group. Design work began this summer and the CEQA comment period is closing after this meeting. The grant also funds practices in Drakes Bay watershed of the National Seashore and those projects are expected to constitute manure pond decommissioning at those outgoing dairies. An application for COW GIRL phase IX was submitted to the Water Board in early January and is in review.

- **Justice Equity Diversity Inclusion (JEDI):** No report
- **Media/Messaging/Outreach:** Our next newsletter will be delivered this month.
- **Biomass Project:** The Marin Biomass Project is finalizing its integrated Study and expects to release it in the next month. Upon release of the Study, the team will emphasize work to implement Study's recommendations.
- **Permit Coordination Program (PCP):** Several projects including the RCD's Conserving Our Watershed Program and Carbon Farming as well as Green Gulch Farm's Streamflow Enhancement projects completed CEQA this fall. Staff is currently reviewing a Vegetation Treatment Plan for Martin Griffin Preserve and a CEQA determination for that might come before the board in 2026.
- **Urban Streams Program:** No report. Sarah Phillips is on leave with Gerhard/other RCD staff filling in through November. Other activities include consultations, Marin Project Coordination meetings (agency permits), and various partnerships with the County such as the Tomales Bay tire removal project with NOAA, a new Tomales Bay TAC/Working Group and support in Stinson Beach Flood Zone 5.
- **Carbon Farming Program:** No report
- **Walker Creek Watershed:** No report
- **Funding Opportunities:** Staff are looking into several funding opportunities related to monitoring and project implementation on ag lands.
- **Finance Committee:** The previous meeting focused on providing updates related to fulfilling RCD financial obligations through existing staff and hired consultants in the absence of a Fiscal Manager. Cora's hours will increase and a consultant contract will be amended to complete the work of assisting with our audit. The next FC meeting is scheduled for November 17, 2025. An agenda will be posted this week.
- **District:** Admin staff have been focused on financial audit, personnel reviews and re-organizing staff roles with limited staff. Fiona has been organizing our RCD Holiday Party in December!
- **Landowner Assistance Provided:**
 - Urban Streams: two individuals and two agencies requested assistance and were consulted
 - COW: Only 1 or 2 consultations besides program applicants this month
 - CF: None reported

4. PUBLIC COMMENT

Public comment for any matter not listed on this agenda, provided that no Board action is to be taken. All statements that require a response will be referred to staff to be placed on the next agenda.

5. MEETING ADJOURNED



MINUTES

DATE: **Wednesday, October 8th, 2025**

PLACE: **Marin Farm Bureau Conference Room, 520 Mesa Road, Point Reyes Station, CA 94956**

1. A regularly scheduled meeting was called to order by Terry Sawyer, President, at 9 a.m.

Roll call of Directors: Terry Sawyer, Gerald Meral, David Sherwood, Mike Moretti and Melissa Williams

Associate Directors: George Clyde, John Dolcini and Paul Ingle

Staff: Nancy Scolari, Marcus Meggett, Cora Richard, Preston Duncan, Gerhard Epke, Lee Farese, Sarah Skinker and Fiona O'Neill

Additional Attendees: Isaiah Thalmayer (STRAW), Jessie Ditmar (STRAW), Libby Kennedy (STRAW), Scott Dunbar (MALT), Sara Tashker (Green Gulch Farm), Carrie Lukacic and Justin Bodell (Prunuske Chatham), Martha Davis (Nicasio resident), Bronte Edwards (Fibershed), Navit Reid (Fibershed)

ACTION ITEMS:

2. DISTRICT:

- A. Board approval of special and regular Meeting Minutes. ~ *Cora Richard, Bookkeeper*
MOTION: Mike; SECOND: Jerry; AYES: Terry, Jerry, Mike, David & Melissa; NOES: None; ABSENT: none; to approve special and regular September 2025 Board Minutes
- B. Board approval of the Financial Report. ~ *Marcus Meggett, Fiscal and Ops Manager*
MOTION: David; SECOND: Mike; AYES: Terry, Jerry, Mike, David & Melissa; NOES: None; ABSENT: none; to approve the Financial Report.
- C. Board approval of Marin RCD positions of President, Vice President & Treasurer. ~ *Nancy Scolari, Executive Director*
MOTION: Jerry; SECOND: Melissa; AYES: Terry, Jerry, Mike, David & Melissa; NOES: None; ABSENT: none; to make the following position appointments: Terry Sawyer as President, Mike Moretti as Vice President & David Sherwood as Treasurer

3. PROGRAMS:

- A. Board approval of finding the Green Gulch Farm Streamflow and Water Storage Improvement Project within the scope of the State Water Resources Control Board's Programmatic Environmental Impact Report of the Statewide Restoration General Order (SRGO PEIR) and directing staff to issue a Notice of Determination. ~ *Gerhard Epke, Water Quality Program Manager*
MOTION: Jerry; SECOND: David; AYES: Terry, Mike, Jerry, David & Melissa; NOES: None; ABSENT: none; to adopt the findings of the "within the scope" checklist, adopt the mitigation measures selected from program EIR, and authorize submittal of the Notice of Determination
- B. Board approval to open a 30-day review of the 2025 proposed environmental enhancement projects into the Marin Coastal Permit Coordination Program (PCP) and

accept the proposed projects on November 12, contingent upon receiving no public comment. ~*Gerhard Epke, Water Quality Program Manager*

MOTION: David; SECOND: Jerry; AYES: Terry, Jerry & David; NOES: none; ABSENT: none; ABSTAIN: Mike & Melissa; to approve opening a 30-day review of the 2025 proposed environmental enhancement projects into the Marin Coastal PCP.

- C. Board approval to award \$18,000 in matching Measure A funds to clear an emergency creek obstruction along a tributary to Keys/Walker Creek. ~*Sarah Skinker, Carbon Farming Program Manager*

MOTION: Mike; SECOND: David; AYES: Terry, Mike, Jerry, David & Melissa; NOES: None; ABSENT: none; to make this one-time award of \$18,000 in matching Measure A funds to clear emergency creek obstruction, with the caveat that this is a unique situation and going forward Marin RCD will have a criteria in place to determine funding for emergency services.

4. INFORMATIONAL:

- **Down and Dirty – Summer Field Season Highlights.** ~*Fiona O'Neill, Soil Conservation Technician*

Fiona shared some pictures from the field over the last year, mostly of soil! We all enjoyed learning about the West Marin landscape and the soil sampling she has been doing.

Partner Updates:

- **Farm Bureau-** Regina Pozzi, Farm Bureau Manager

No Farm Bureau staff present at this meeting.

- **Marin Agriculture-** Joe Deviney, Marin County Agricultural Commissioner

Joe was not present at this meeting.

- **USDA Natural Resources Conservation Service (NRCS)–** Petaluma Field Office Staff
NRCS Petaluma staff are currently furloughed because of the federal government shut down.

- **Marin Agricultural Land Trust/SAP –** MALT Stewardship Staff

Scott shared MALT has hired 2 new monitors. They currently have 8 SAP projects, and can take on a couple more. Small grants program will be open soon. Finally, their new Director of Conservation, Sonya, is on extended medical leave.

- **Point Blue & Students & Teachers Restoring a Watershed (STRAW)–** Point Blue Staff
STRAW is kicking off a new restoration season. They are implementing 23 projects. Welcoming new seasonal staff, they are onboarding 8 new apprentices.

- **Audubon Canyon Ranch, now All Hands Ecology –** Jim Jensen

Audubon Canyon Ranch has changed their name! Going forward they will be called All Hands Ecology. Jim also shared that the prescribed burn collaboration is still having meetings.

- **Marin Water Expansion –** John Dulcini (Marin RCD Associate Director)

The Nicasio Landowners Association will be meeting with the water district soon to discuss watershed enhancement activities. MMWD is still pursuing water expansion options (pipeline or electrification of Soulajule pumps).

RCD Program Updates (See staff report for details):

- **Federal Funding Freeze:** The proposal is at the highest USDA office and waiting approvals after the government shutdown is lifted.

- **Fire and Forestry Liability:** Marcus has not yet checked with the subcontractor for a certificate
- **Conserving Our Watersheds Program (COW):** COW MILC, the most recent Nonpoint Source Pollution Water Board grant, has begun. The agreement for \$1,000,000 is executed and projects at dairies in the Stemple Creek watershed have been solicited and ranked by the Technical Advisory Group. Design work is beginning this summer. The grant also funds practices in Drakes Bay watershed of the National Seashore and those projects are expected to constitute manure pond decommissioning at those outgoing dairies. An application for COW GIRL phase IX was submitted to the Water Board in early January and is in review.
- **Justice Equity Diversity Inclusion (JEDI):** No report
- **Media/Messaging/Outreach:** Our next newsletter will be published this month.
- **Biomass Project:** The Marin Biomass Project is finalizing its integrated Study and expects to release it in the next month. Upon release of the Study, the team will emphasize work to implement Study's recommendations.
- **Permit Coordination Program (PCP):** The RCD's COW and Carbon Farming 2025 program projects will be put through the PCP in the coming months. Upcoming partner projects include Green Gulch Streamflow Enhancement Project (today's agenda) and vegetation management plans for ACR reserves. No update on Black Mountain culvert project.
- **Urban Streams Program:** Sarah Phillips is on leave with Gerhard/other RCD staff filling in through November. Activities include landowner consultations, Marin Project Coordination meetings (agency permits), and various partnerships with the County such as the Tomales Bay tire removal project with NOAA, a new Tomales Bay TAC/Working Group, dissolution of the Inverness Flood Control District Zone 10, and support in Stinson Beach Zone 5.
- **Carbon Farming Program:** No report
- **Walker Creek Watershed:** No report
- **Funding Opportunities:** Staff continues to meet with Emilie and other north coast RCDs to strategize around Prop 4 funding through SCC and WCB. A funding proposal was developed with UC Berkeley to study compost applications on rangelands.
- **Finance Committee:** The next FC meeting is scheduled for October 20, 2025. An agenda will be posted this week.
- **District:** Admin staff have been focused on financial audit. A Draft Strategic Plan was presented to the Steering Committee. It will be edited by Amy Stork and edited by a writing committee consisting of Jerry and Nancy before coming to the Board in November.
- **Landowner Assistance Provided:**
 - Urban Streams: 4 individuals requested assistance and were consulted this month
 - COW: Only 1 or 2 consultations besides program applicants this month
 - CF: none reported

5. ANNOUNCEMENTS & CORRESPONDANCE

- None

6. PUBLIC COMMENT

Sarah S. brought up a recent meeting with the Federated Indians of Graton Rancheria and expressed gratitude for a great field day.

7. MEETING ADJOURNED at 11:45 a.m.

Marin Resource Conservation District
Monthly Financial Summary
as of 11/05/2025

CASH		
Wells Fargo*	November	October
Checking - Operating Account	\$ 831,449	\$ 801,481
No-till Drill Account	\$ 14,596	\$ 14,596
Total Wells Fargo	\$ 846,045	\$ 816,077
County of Marin**		
Checking	\$ 676,145	\$ 628,909
Total Cash	\$ 1,522,190	\$ 1,444,986

OTHER WORKING CAPITAL DETAILS		
Grants Receivable - Open grant invoices - (see page 3)	\$ 297,056	\$ 214,034
Retention Receivable - Due from Grantors	\$ 15,153	\$ 9,456
Prepaid Grant Funds Received:		
Measure A - less-costs/Adm fees	\$ (1,409,298)	\$ (1,409,298)
Ombudsman Fund	\$ (19,793)	\$ (19,793)
Current Bills To Pay (see page 4):		
Administrative Expenses 6.43%	\$ (12,224)	\$ (22,901)
Grant Expenses, current to be be paid 93.57%	\$ (177,884)	\$ (15,185)
Net Working Capital	\$ 215,200	\$ 201,299

* - Wells Fargo bank balances are reported as of 11/5/2025. However, they are reconciled with the most recent activity through 9/30/2025. There will be adjustments as current statements become available and they could be significant.

** - The County account is reported as of 11/5/2025. However, it is reconciled with the most recent "preliminary" statement through 9/30/2025. There will be adjustments as current statements become available and they could be significant.

Marin Resource Conservation District

Monthly Financial Summary

Grants Receivable - Money coming in. The RCD submits invoices to our grantors. Our work is paid on a reimbursable basis. The expected turnaround time for reimbursement varies but is usually 60-90 days.

Retention Receivable - Money coming in after grant is finalized. Some funders require a withholding of 5-10% of each invoice until the entire project is completed and approved. Once the funder is satisfied with the overall grant, the project is deemed complete and the remaining 5-10% is paid in full to the RCD.

Prepaid Grant funds - Received money upfront. This funding has been paid in advance of work being completed and is held in our accounts where, upon board approval, it is deducted from the balance.

Current Bills To Pay - Pay these bills now. These are bills where 1) the funder has provided payment, 2) the landowner/contractor cannot wait 60-90 days or 3) they support RCD operating expenses.

MARIN RESOURCE CONSERVATION DISTRICT
Open Invoices
11/5/2025

Grantor	1 - 30	31 - 60	61 - 90	91 and over	Total
Audubon Canyon Ranch	1,185				1,185
Carbon Cycle Institute	7,426	10,293			17,719
CA SCC Carbon	7,711				7,711
CDFA-CAPGP				13,489	13,489
CDFA - HSP Block Grant (ZFP)	1,645				1,645
COW MILC - SWRCB	61,434				61,434
Marin County Carbon Farming				63,173	63,173
SPAWN	1,992				1,992
USDA Climate Smart Commodities (SMACCC)				26,103	26,103
USDA Cooperative Grant 2024	6,871	5,848		11,229	23,948
USDA GLCI (Grazing Lands)		5,167		11,929	17,096
Wildlife Conservation Board 2022	61,562				61,562
TOTAL OPEN INVOICES	149,824	21,309	0	125,923	297,056
Retainers	5,865	0	0	9,288	15,153
TOTAL DUE	155,689	21,309	0	135,211	312,209
	50%	7%	0%	43%	100%

Note: Aging is based upon the date payments are expected.

Total due 91 days and over	91 and over	
CDFA CAPGP (partial balance open)	9/30/2024	13,489
Marin County Carbon Farming	9/30/2024	50,035
Marin County Carbon Farming	12/31/2024	13,138
USDA CSC (SMACCC)*	4/22/2025	26,103
USDA Cooperative Grant 2024*	3/31/2025	5,108
USDA Cooperative Grant 2024*	12/31/2024	6,122
USDA GLCI (Grazing Lands)*	6/30/2024	5,410
USDA GLCI (Grazing Lands)*	9/30/2024	4,549
USDA GLCI (Grazing Lands)*	9/30/2024	1,970
Sub-total		\$ 125,923
Retainers		9,288
TOTAL		\$ 135,212

* - Payment from the federal government is frozen.

Note: A number of grants are only invoiced quarterly. The actual amount of the total receivables is not reflected here as we do not use estimates. This reflects only invoices that have been submitted to grantors.

MARIN RESOURCE CONSERVATION DISTRICT

Bills to Pay

Oct-25

Name	Date	Memo	Aging	Open Balance
Administrative Expenses				
Destination HR	9/30/2025	Human Resources Consulting	36	\$ 773
Destination HR	10/31/2025	Human Resources Consulting	5	\$ 1,823
Duncan, Preston	10/31/2025	Reimbursement	5	\$ 630
Epke, Gerhard	10/31/2025	Reimbursement	5	\$ 480
Erik Nelson	10/31/2025	IT Support	5	\$ 119
Farese, Lee	10/31/2025	Reimbursement	5	\$ 526
Horizon Cable TV	10/31/2025	Internet	5	\$ 134
Katuna, Michelle	10/31/2025	Reimbursement	5	\$ 36
O'Neill, Fiona	10/31/2025	Reimbursement	5	\$ 618
Pt Reyes 4th Investors, LLC	11/1/2025	November Office Rent	4	\$ 1,832
Richard, Cora	10/31/2025	Reimbursement	5	\$ 1,944
Scolari, Nancy	10/31/2025	Reimbursement	5	\$ 640
Skinker, Sarah	10/31/2025	Reimbursement	5	\$ 702
Smile Business Products	10/21/2025	Copier	15	\$ 150
Suronen, Elise	10/31/2025	Reimbursement	5	\$ 24
US Bank Corporate	9/23/2025	RingCentral	43	\$ 288
US Bank Corporate	9/24/2025	Fireflies AI	42	\$ 5
US Bank Corporate	9/24/2025	Fireflies AI	42	\$ 58
US Bank Corporate	10/1/2025	SpringAhead	35	\$ 35
US Bank Corporate	10/1/2025	SpringAhead	35	\$ 225
US Bank Corporate	10/7/2025	Peet's Coffee	29	\$ 23
US Bank Corporate	10/14/2025	Marin Independent Journal	22	\$ 14
US Bank Corporate	10/15/2025	Intuit	21	\$ 115
US Bank Corporate	10/16/2025	CARCD Conference Registration	20	\$ 851
US Bank Corporate	10/17/2025	CARCD Conference Hilton - Gale	19	\$ 161
US Bank Corporate	10/17/2025	CARCD Conference Hilton - Gale	19	\$ 18
US Bank Corporate	10/18/2025	Microsoft	18	\$ 2
Total Administrative Expenses				\$ 12,224
Grant Expenses				
Abundance Ag Engineering PC	10/3/2025	COW MILC- Contract C04-2025	33	\$ 2,751
Dimensions Four Engineering	10/24/2025	COW MILC-Survey/Map/Staking/Site Eval	12	\$ 2,403
Escobar, David	10/1/2025	SCC Carbon- DEI Report	35	\$ 2,170
Evans & De Shazo	10/31/2025	COW MILC- Arch Review of 5 Projects	5	\$ 7,878
Furlong, Kevin Construction	11/5/2025	Measure A- Rogers creek debris remove	0	\$ 18,000
Point Blue Conservation Science	8/31/2025	Measure A: SCC Carbon	66	\$ 18,326
Point Blue Conservation Science	8/31/2025	Measure A & WCB	66	\$ 32,800
Point Blue Conservation Science	9/30/2025	Measure A	36	\$ 25,406
Point Blue Conservation Science	9/30/2025	Measure A: WCB & UCOP & WCB	36	\$ 32,426
Point Reyes Light	10/15/2025	COW MILC- Legal Notice	21	\$ 444
Reimbursement	10/31/2025	Total for CA SCC Carbon. Mileage, etc	5	\$ 498
Reimbursement	10/31/2025	Total for CA SCC Forestry. Mileage, etc	5	\$ 63
Reimbursement	10/31/2025	Total for Carbon Cycle Inst. Mileage, etc	5	\$ 280
Reimbursement	10/31/2025	Total for CDFA CAPGP. Mileage, etc	5	\$ 120
Reimbursement	10/31/2025	Total for Measure A. Mileage, etc	5	\$ 147
Reimbursement	10/31/2025	Total for NACD + USDA Co-op. Mileage etc	5	\$ 1,331

MARIN RESOURCE CONSERVATION DISTRICT

Oct-25					
Reimbursement	10/31/2025	Total for Ombudsman. Health benefits	5	\$	407
SubMerge Media	10/27/2025	Newsletter Production	9	\$	385
US Bank Corporate	10/1/2025	Ombudsman- SpringAhead	35	\$	70
US Bank Corporate	10/9/2025	Marin County Clerk (filing fee)-Measure A	27	\$	53
US Bank Corporate	9/22/2025	NACD- Soil Hub Zoom	44	\$	160
US Bank Corporate	9/23/2025	NACD- RingCentral	43	\$	22
US Bank Corporate	10/14/2025	NACD- Lodging (Summit Lofts)	22	\$	170
Watershed Communications	10/28/2025	Communications Strategy	8	\$	2,275
Westview Petaluma	6/30/2025	ZFP CDFA compost and spreading match	128	\$	20,049
White, Chad	11/4/2025	OPR Biomass Project Manager	1	\$	6,416
Yee, Orlena	11/3/2025	MCP Project Manager	2	\$	2,834
Total Grant Expenses				\$	177,884
Total Bills to Pay				\$	190,108

Marin RCD Staff Report

October 1-31, 2025

District

- **ED Report**
 - District
 - Review and edit of Strategic Plan with consultant
 - Work with staff on slide deck for Measure A Oversight Committee Mtg in Nov
 - Preparing for Sally Gale award at CARCD conference
 - Personnel
 - Conducted 7 of 9 Annual Personnel Evaluations
 - Completed HR meeting to schedule Handbook tasks - DL and insurance form submittals
 - Contracts - Reviewed/Authorized/Signed. (New contracts above \$50k must go before the Board)
 - \$6,000 Andrea Drew Consulting (Federal indirect cost rate and audit assistance)
 - Innovative Business Solutions HR and timekeeping software
 - Finance
 - Cora and Nancy are preparing and submitting documents to the auditor for the FY24 audit.
 - Nancy interviewed two consultants to fill need for audit review
 - Meetings/Conferences: RCD Staff Finance, Finance Committee, Measure A Oversight Co Prep Mtg, Grant Huddle, Strategic Plan Committee
- **District Operations & Financials: (FC: Elise Suronen, Marcus Meggett, Nancy Scolari)**
 - Staff are transitioning timekeeping and HR activities to Innovative Business Solutions, a local company. It will replace two other platforms and save us \$4,700 annually. We are aiming to use the new system come Jan 2026, so we will spend Oct-Dec completing the migration and training.
 - The 2024 financial audit has begun and is expected to be completed in November. Nancy and Cora are responding to all audit requests.
 - A consulting CPA was interviewed and will be hired to assist with audit review while we post a full Request for Proposals to hire a longer term consultant for a larger scope of work which would include review of Standard Operating Procedures, review of financial reports, etc

- Nancy consulted with county counsel regarding the hiring process.
- Nancy drafted Seashore invoice
- Transitioned permissions on several financial accounts
- **Staff Development**
 - A complete list of staff training and take-aways can be [found at this link](#).
- **Diversity Equity, Inclusion and Justice**
 - The Carbon Farming team hired David Escobar as a JEDI consultant, funded by the SCC grant. David has shared his final recommendations on the implementation steps, and the RCD staff and JEDI committee will review them together this fall.
 - MRCD Carbon Farm Team and Michelle Katuna developed a scope of work with FIGR that outlines a workflow between the two parties and other partners such as STRAW. The draft was approved at the August 2023 board meeting. The final draft is currently going through the FIGR legal team channels for approval. The team is scheduling another site visit with FIGR for October.
 - Through the North Coast Soil Hub, RCDs are collaborating on Spanish language education and outreach on soil health and climate-friendly ag and creating a regional outreach plan for small and underserved producers. *This is on hold due to some of our federal funding losses, need to touch base with other RCDs.*
 - Carbon Farming Staff visited Sembrando Vida, a brand new 1-acre Latinx crop farm incubator program located on Blue Marble Acres, to provide technical support. The goal of the program is to provide low-cost, culturally appropriate fresh food to the farmworker community in West Marin.
- **Media/ Messaging/Outreach**
 - **Newsletter:** (Jerry Meral, Nancy Scolari and Elise Suronen) Newsletter is mailed out!
 - **Communications Plan:** Elise is creating a timeline and strategy with guidance from experts to create a simple Communications Plan grounded in our draft Strategic Plan; we have a grant to support this work. Elise is also engaging staff in a process of “Taking Back Marin RCD’s Narrative”, so we can share our impacts with our audiences. In order to do this Marin RCD’s data management systems need to evolve, so we can easily track and query up to date information on our impacts. And for us to determine, what are the impacts that we want to be reporting on?
 - **Website:** Elise is creating a video to publish on our website to communicate Marin RCD’s impact over the past 65 years. The GIS team, Preston and Fiona, are gearing up to create maps or graphics of our impact that’ll go on our website.
- **New Grants:** (See [grant status spreadsheet](#) for a full list of out-standing grants)

- A **"Funding Opportunities for Working Lands" spreadsheet**: informs local producers about cost-share and grant programs they can apply to for conservation projects. For most programs on the list, you do not need to have a Carbon Farm Plan to apply or qualify. Spreadsheet will be updated semi-annually. [Find at this link](#) or on the Carbon Farming page at marinrcd.org.

See below for Marin RCD Studies, Programs & Project updates:

Walker Creek Study (Sarah Phillips, PM)

- **Lower Walker Creek Estuary Study (100% complete)**: Closed on March 31, 2024. This grant from CA Dept of Fish & Wildlife (CDFW) was to study the Walker Creek estuary and evaluate opportunities for fisheries enhancement.
 - No report

Biomass Project (Chad White, PM)

The Marin Biomass Project was developed in response to increasing biomass flow generated by wildfire prevention activities and by landfill diversion efforts in the County overseen, respectively, by the Marin Wildfire Prevention Authority (MWPA) and by Zero Waste Marin (ZWM). It was also developed in response to the Marin Resource Conservation District (MRCD)'s work to advance carbon farming and advance climate-smart practices as a member of the Marin Carbon Project. MWPA's work generates biomass flows. ZWM's work guides diversion of biomass flows from landfill and Marin's compost procurement responsibilities. MRCD's staff work with agricultural producers in west Marin whose operations are potential sites of compost application to land. The project looks for synergy across the work of these organizations and the capacity to create a shared platform for sustainable utilization, rather than waste, of a range of biomass types: woody biomass from forests and woodlands, source-separated organics, and mixed construction and demolition materials, food scraps, yard trimmings, and agricultural biomass. The goal is to ensure that biomass utilization pathways support wildfire prevention and landfill diversion, while also reducing greenhouse gas (GHG) emissions.

The Project is designed to foster cooperation among stakeholders in biomass utilization, particularly the public authorities who oversee and the private organizations that manage biomass management infrastructure and processes. A forum called the “Marin Biomass Collaborative” was created to support rapid implementation of recommendations developed through the Study. The Marin Biomass Project is also in a cohort of five pilot projects selected in 2021 by the Governor’s Office of Planning and Research (OPR), now Land Use and Climate Investment (LCI). It has been awarded \$900,000 in grant funding to identify solutions that overcome barriers to biomass feedstock utilization. Technical analysis and project management funded under this grant have been awarded through RFPs for consulting contracts.

Activity in the last month:

- **Study Production. Biomass Project:** The Marin Biomass Project is finalizing its integrated Study and expects to release it in the next month.
- **Implementation of Recommendations.** Upon release of the Study, the team will emphasize work to implement Study’s recommendations.

Conserving Our Watersheds Program
Gerhard Epke PM

- **COW (MILC) Phase VIII funded by 319(h) Water Board (~20 % complete)**
 - Water Board agreement executed and initiated in January 2025, ends fall 2027.
 - MRCD’s scope includes Management Practices at dairies that support the attainment of the Stemple Creek-Estero de San Antonio watershed Sediment & Nutrients TMDL and towards enhancing the high water quality of Drakes Bay Watershed.
 - In December project solicitation postcards were sent to all the known dairies in the Stemple Creek watershed. Responses turned into six applications. In March the grant’s Technical Advisory Group was assembled and began by reviewing project selection and ranking criteria developed in previous COW cycles, conducting site visits to all applicants, and ranking applications.
 - All six Stemple Creek were approved and have moved into the design phase.
 - In Point Reyes National Seashore, RCD and the Park are working together to design simple and cost-effective treatments to decommission the manure ponds at the three departing dairies within Drakes Bay watershed.
 - On September 4 RCD staff met with representatives from the natural resources

agencies to discuss permitting requirements for projects that touch creeks and wetlands.

- CEQA was initiated for the nine projects at the October Board meeting and is expected to conclude this week with their inclusion into the RCD's PCP, or Initial Study/ Mitigated Negative Declaration.

Marin Permit Coordination Program
Gerhard Epke PM

The Marin Permit Coordination Program (PCP) refers primarily to an Initial Study- Mitigated Negative Declaration used by Marin RCD to conduct CEQA approval of projects. The PCP prescribes environmental protections for a suite of NRCS conservation practices, thereby streamlining the design and approval process for landowners and ranchers pursuing restoration projects. The term of this ten-year program ends in 2027 and staff are currently exploring possibilities for updating and extending its term. Other aspects of this program include being contracted as a CEQA lead agency for other restoration projects and assisting landowners with permits for public trust agencies.

- The 2025 PCP project list which includes nine COW MILC practices was put forth for public comment last month and is expected to be included in the PCP after this November meeting.
- **All Hands Ecology (formerly Audubon Canyon Ranch) CA Vegetation Treatment Program Plan for Martin Griffin Preserve**
 - MRCD was contracted by AHE to act as CEQA lead on a vegetation management plan tiered off of the CalFire Vegetation Treatment Plan Environmental Impact Report (EIR). MRCD scope of work is limited to CEQA document drafting, review and submission for Martin Griffin and Cypress Grove preserves.
 - AHE has drafted their Project Specific Analysis for Martin Griffin and MRCD staff are reviewing it and will wait to consult with the Federated Indians of Graton Rancheria before it comes to the board.

Carbon Farming Program (Sarah Skinker, Lee Farese, Preston Duncan, Fiona O'Neill)

- **Restore CA by Zero Foodprint (ZFP):** ZFP's Restore CA program will generate funds from restaurants charging diners with a 1% donation to support regenerative agriculture. Local producers can apply for the grant on their own, but must designate a local RCD as their technical assistance provider. Past applications have been ranked by the "total carbon removal per dollar" which is calculated as the requested grant amount divided by the total metric tons of modeled CO₂e (calculated using COMET Planner). Priority also given to historically underserved applicants. Zero Foodprint now also runs a Compost Connector program. [More information can be found here.](#)
 - Marin RCD and other North Coast RCDs submitted a CDFA Healthy Soils block grant with ZFP serving as the administrative grantee. 6 projects at 4 ranches were approved by CDFA for implementation. Producers are currently in their second year of implementation, with MRCD staff supporting through technical assistance and verification.
- **Marin Carbon Project (ongoing):** The MCP, managed by Orlena Yee (MCP Coordinator) now has a new Strategic Plan and Charter to guide overall coordination of carbon farming activities in the county and beyond.
 - MCP has received new funding for another year!
- **State Coastal Conservancy – SCC (85% complete):** This grant funds the Carbon Farming (CF) technical support team for the RCD while building county-wide capacity to accelerate adoption of the Marin County CF Program. The RCD and eight partners will expand Marin County's existing CF Program by: implementing 15-20 shovel-ready CF practices on 6–8 ranches, designing 15–20 more CF practices (planning for future implementation), and writing 6 new CF plans (CFPs) on newly participating farms (planning).
 - Carbon Farm Planning and Design update(s)
 - 7 Carbon Farm Plans have been completed. The Carbon Farm team has finished following up with producers to review plans and prioritize projects for implementation. Working on providing large-scale maps for producers.
 - 4 projects were selected to meet the design deliverable for this grant. STRAW is almost finished with these designs.
- **WCB 2022 (50% complete):** MRCD staff will collaborate with PB STRAW to implement and maintain 3-5 hedgerow/windbreak projects, work with Walker Creek Ranch to construct an ADA accessible pollinator and planting garden, and complete 1 Carbon Farm plan.

- No report
- **USDA Climate Smart Commodities – SMACCC (15% complete):** *We are currently not billing this grant due to the federal funding freeze. Work has paused until we receive more clarity from USDA on how to move forward.*
 - No report
- **No-Till Drill**
 - The drill has been available for rent throughout the fall of 2025. We are grateful that it is housed at Mike Moretti's place.
 - The rental fee is currently set at \$200/day, a rate consistent with other local RCDs.
 - The drill was under-utilized in both 2024 and 2025. We are currently exploring big-picture questions on how to increase utilization of the drill going forward.
- **Technical Capacity Building and Training**
 - Sarah, Preston and Fiona attended the Central Coast Rangeland Coalition meeting on brush control on grasslands.
 - Some staff attended webinars on the topic of landback, tribal consultation, and understanding the historical context for land management and tribal collaborations.

North Coast Soil Hub & Carbon Farming Network (Emilie Winfield)

- **National Association of Conservation Districts (5th year is ~50% complete) and NRCS Cooperative Agreement (54% complete) - North Coast Regional Soil Hub**
 Emilie finished drafting an updated proposal for continued hub development, a revision of an earlier 2020 proposal for the North Coast Hub. In partnership with the other RCD Regional Hubs, the hub development proposal will be used to seek private foundation funding for regional coordination and baseline RCD support for participation the hub.
- Outreach/communications/events:
- Coordinating outreach and education deliverables for the region through WCB Implementation Grant, NRCS Grazing Lands Conservation Initiative grant, and UC SAREP CA Farm Demonstration Network grant.
 - Working on education and outreach for the Soil Hub. Currently developing a series of case studies for carbon farming practices. The goal is to have a series of

stories showcasing regional implementation activities for the purpose of informing other farmers and ranchers and being a source of inspiration and empowerment. A fourth case study was completed, highlighting a hedgerow installation at a vineyard in Mendocino County:

<https://soilhub.org/update/stories-from-the-north-coast-hedgerow-planting-at-foursight-wines/>

- Completing an article on NRCS CSP program for North Coast farmers and ranchers that will be published in late 2025, or once federal workers return.
- Working with Fiona to develop a new Soil Hub website template for sharing information about regional field trials and demonstration sites on the Soil Hub website - currently working on getting updated information posted on all the trials and demo sites.

Technical Assistance

- There are funds in the new NACD contract for activities associated with the NRCS EQIP program - EW and members of the carbon farming team will be utilizing the hours.
 - EW is working with the Petaluma NRCS office to assist with soil health testing and hedgerow projects for EQIP. EW is working on a nutrient management practice with a grower in Sonoma.

Partnerships and working groups:

- Facilitating a North Coast carbon farm planning peer learning group with regional RCDs to build technical capacity for CF planning and soil health management planning.
- Facilitating an RCD Ag Program Leadership Peer Group for program managers to share resources related to program design and orientation, needs assessment, program evaluation, resource and team management, SOPs, etc. Held one meeting in October focused on assessing needs within districts.
- Participating in statewide ag and climate hubs cohort group with other regional coordinators and CARCD. Attending biweekly meetings.
 - Attended a gathering with the statewide regional RCD hub coordinators outside of Yosemite in early October.
- Participating in statewide policy workgroup for RCD Ag & Climate program advancement that is developing a program proposal for an agriculture version of Department of Conservation's Regional Forest and Fire Capacity Building Program.

- Attended the Central Coast Rangeland Coalition meeting on brush control on grasslands.
- Attended a two day training on Grasses of the SF Bay Area hosted by the Jepson Herbarium at UC Berkeley.
- Serving on the Conservation Innovation and Practice Adoption working group for the statewide C2P2 (CA Conservation Planning Partnership). Attended one meeting in October.
- Attended a public workshop on the CDFA Resilience Strategy for Agriculture.
- Traveled to visit Mendocino, Humboldt, and Shasta Valley RCDs in late October. Had the opportunity to speak at the Mendocino RCD board meeting, accompany the RCDs on technical assistance site visits, and tours of projects funded by CDFA and WCB.

Technical capacity building and training:

- No new trainings to report.

Hub Governance:

- Attending monthly North Coast Durable Collaboration meetings.
- Held Hub governance meeting in October.

Regional Opportunities Assessment:

- Starting to analyze implementation data from public sources to determine rates of adoption and outstanding opportunities. Time to work on opportunities assessment was low this month.

Funding opportunities:

1. North Coast RCDs are exploring ag-focused regional grant proposals in 2025 to access Prop 4 Climate Bond dollars and other funds. Emilie is coordinating North Coast proposals to SCC, WCB, CDFA, and NFWF.
 - a. NFWF Conservation Partners program will support increased TA on grazing lands in the region; proposal submitted in July.
 - b. In conversation about a regional proposal to SCC; consensus that we will develop a collaborative pre-application.
 - c. Working on a regional proposal to WCB for hedgerow implementation.
 - d. Supporting the RCDs to identify the best options for participation in the upcoming round of the Healthy Soils Program.
2. Emilie is working with the statewide Regional Hub Coordinators to develop a proposal to secure funding for regional coordination. The plan is to meet with

private foundations in late 2025 and early 2026 with support from Carbon Cycle Institute.

Urban Streams Program (Gerhard Epke temp PM for Sarah Phillips)

- A steady stream of inquiries continue to trickle their way across Sarah's desk to other RCD staff. In the last month, some of the inquiries were about habitat for green tree frogs at College of Marin's Indian Valley campus, a streamflow enhancement project at Muir Beach along Redwood Creek, and sediment management at Easkoot Creek in Stinson.
- Gerhard gave a talk about creeks at Novato's Museum of the American Indian for their UC Environmental Stewards California Naturalist certification course.
- In Kentfield, the County of Marin is working on a long-awaited project to restore sections of the concrete channel by removing vertical walls, laying back the bank, improving resting pools for migratory fish as well as some grading and infrastructure for flood mitigation. Two thousand fish across fourteen species were relocated when the reach was dewatered.

Stemple Creek Project (Preston Duncan)

Department of Conservation Riparian Restoration at Lazy R Ranch (100% complete): Marin RCD, in collaboration with Point Blue Conservation Science's Students and Teachers Restoring a Watershed (STRAW) program, received funding from the Department of Conservation to restore approximately 4,260 linear feet of degraded riparian area along Stemple Creek at the Lazy R Ranch (Righetti). STRAW is a key subcontractor and will be responsible for implementation, plant establishment, and monitoring.

- Third year of monitoring and maintenance has begun.
- Grant is closed but is funded for a 3rd year of monitoring by Measure A

Pine Gulch Project (Elise Suronen)

- No report

- **State Coastal Conservancy – SCC Fire and Forest Resiliency:** This Block grant, hosted by Humboldt RCD, funds capacity building for MRCD staff, outreach and education, and implementation in partnership with Audubon Canyon Ranch's (ACR) Fire Forward Program.
 - Staff has been meeting with ACR to develop a work plan and a path forward to getting more fire implemented in the region.
 - Insurance needs have been investigated by Marcus, and are deemed sufficient to continue work. Preston is working on reaching out to other RCD's to be sure that liabilities are addressed in the Contract before completing and signing
 - Work plan and budget is almost complete to share with HCRCD/SCC for final approval.
 - Staff are attending prescribed burns or training days as possible to build internal capacity and strengthen relationships with partner organizations.

Monitoring and Project Tracking (Preston Duncan)

- **PRNS Monitoring:**
 - Final RDM window within this contract is complete. Preston is going to submit an invoice as soon as possible (when government shutdown ends).
- **Project Tracker:**
 - Fiona has been updating Project Tracker entries 🚀
- **Wildlife Monitoring:**
 - Preston has continued to attend Marin Monarch Working Group meetings when possible
- **GIS:**
 - Preston is working with regional RCDs in a GIS working group to hopefully get more coordination and consistency across district lines.
 - Preston is devising GIS data re-structure to better fit into planning templates in development.
 - CFP team is meeting as-needed for GIS workshopping.
 - Preston has been meeting with MALT to identify areas where we can get standardized and consistent data structures to more easily share data across organizations.

- Preston is building out more system updates to increase our efficiencies on the user end- Fiona is assisting with standardizing our data and narrowing down our data fields to be more useful
- Preston and Fiona are coordinating with Nancy/Elise to help make reporting numbers more available and easy to access, initiating work on this in October, including data restructure, publishing to Arc Online, and building dashboards and other relevant resources for staff to access.
- **Conservation plan (CFP) Monitoring, support, and reporting:**
 - Preston networking and getting assessment of regional interest to develop standardized protocols for County Climate Action Plan reporting.
 - Preston and team are reaching out to producers with CFPs that haven't been contacted in a while to coordinate some needs and updates. The hope is to build a yearly or bi-yearly monitoring window, coordinating with MALT staff when relevant and possible, to accomplish CFP check-ins and make sure people are supported in implementation and goals.
 - Several CFPs do not have tables with Carbon Quantifications currently, so Preston is looking to get numbers solidified for those plans

Staff serving on committees or attending regular meetings

Nancy Scolari

- Marin Carbon Project Steering Committee, Implementation Working Group
- MRCD Finance Committee
- North Coast RCD Durable Collaboration
- Sonoma-Marin Climate Smart Commodities / Advancing Markets for Producers
- North Coast RCD Soil Hub Executive Committee

Cora Richard

- MRCD Finance Committee (Facilitator)
- MRCD Staff Finance Meetings (Facilitator)

Sarah Phillips

- Tomales Bay Technical Advisory Group
- Marin Prescribed Fire Collaborative
- Lagunitas Technical Advisory Committee (Chair)
 - Large Woody Debris Subcommittee
 - Membership Subcommittee (Chair)
 - Aquatic Toxicology Subcommittee
 - Marin Water's TUCP (Temporary Urgency Change Petition) Subcommittee
 - Marin Water Stewardship Plan Subcommittee
 - Prop 68 Lagunitas Watershed Enhancement Study Subcommittee

- Sonoma-Marín Weed Management Area Meetings
 - WMA Steering Committee
- Marin County Project Coordination Program (permitting)
- Gallinas Watershed Council (Advisor)
- Technical Advisory Group San Geronimo Commons Restoration (former golf course)
- MKAT (Marin Knotweed Action Team)

Sarah Skinker

- A-Team
- North Coast Soil Hub
- Marin Carbon Project (MCP) Implementation Working Group
- SMACCC Implementation and TAC Working Groups
- California Farm Demonstration Network

Gerhard Epke

- Regional Water Quality Control Board Grazing Waiver Technical Advisory Committee
- Tomales Bay Foundation Advisory Committee
- Sonoma Farm Bureau Animal Resource Committee
- Marin Prescribed Fire Collaborative
- Lagunitas Technical Advisory Committee (Alternate MRCD Rep to SP)
- Marin County Project Coordination Meeting
- A-Team

Preston Duncan

- A-Team
- Lagunitas Technical Advisory Committee (Alternate MRCD Rep for Sarah P)
- North Coast Soil Hub
- Marin Monarch Working Group
- Marin Prescribed Fire Collaborative
- Carbon Farm Planning Portal Advisory Group
- Good Fire Alliance (North Bay's Prescribed Burning Association) Steering Committee

Emilie Winfield

- North Coast Soil Hub (Coordinator)
- CARCD Ag Technical Assistance Task Force
- California Farm Demonstration Network
- RCD Statewide Ag & Climate Hubs Coordinators Cohort
- RCD Ag & Climate Hubs Partnership Policy Workgroup
- Bay Area Regional Climate Action Plan: NWL Technical Stakeholder Group
- C2P2 Conservation Innovation and Practice Adoption Working Group

Chad White (special consultant)

- Marin Biomass Steering Committee/Collaborative (Project Manager)

Orlena Yee (special consultant)

- Marin Carbon Project (Coordinator)

Lee Farese

- Sonoma-Marín Weed Management Area Meetings
- A-Team
- North Coast Soil Hub
- Marin Carbon Project (MCP) Implementation Working Group
- Marin Prescribed Fire Collaborative

Fiona O'Neill

- A-Team
- North Coast Soil Hub
- California Farm Demonstration Working Group

Marin Resource Conservation District

Strategic Direction 2026-2030

V6 November 6, 2025

Introduction to this draft

Where are we in the planning process?

- ✓ **Summer 2025:** Research and report
- ✓ **September 16, 2025:** Retreat gathering
- ✓ **September 30, 2025:** First draft of strategic direction (vision, mission, goals, and strategies) to strategic planning committee; multiple iterations and meetings
- ✓ **October 20, 2025:** Strategic direction to full board and staff for comment; values survey
-  ☐ **November 12, 2025:** Latest draft (v6) of strategic direction, Board discussion of key items
- ☐ **November/December 2025:** Staff and strategic planning committee make final changes to strategic direction, and propose one or more impact measures for each goal
- ☐ **January 2026:** Strategic planning committee presents the strategic direction to the board for final discussion and potentially approval
- ☐ **January-March:** Staff, facilitated by Amy, build out activity-level details (implementation plan) and finalize activity-level metrics

November 12 discussion topics

- A. Our new strategic direction document tries to emphasize what is unique to the RCD: Our core focus on conservation in West Marin, grounded in our conservation mission and our mandate from Division 9 of state code.
- How well does the document articulate the conservation focus of the RCD, particularly on ag lands?**
If not, what else should be considered?
- B. Most strategies in the document reflect what we've been doing for years. A few of the strategies reflect increased openness to partnerships and projects that have strong conservation value for West Marin, on a variety of land types. Strategies 1.3, 1.4, and 2.7 contain some of these ideas. In part, these ideas reflect the likely need to diversify our revenue streams.
- How well do these strategies reflect our shared sense of direction around where we work?**
What else should be considered?

Marin Resource Conservation District

Strategic Direction 2026-2030

V6 November 6, 2025

THE NEED

Many of today's conservation challenges and opportunities meet in West Marin County.

- Clean and abundant water is the lifeblood of West Marin and its coastal environments. A network of reservoirs, streams, and wetlands within the Marin Resource Conservation District's boundaries supplies three quarters of the drinking water and farm irrigation for all of Marin County. Water supply infrastructure has altered how streams flow, requiring efforts to restore creek flows and reduce pollution. Despite these challenges, West Marin is situated in a biodiversity hotspot where its streams and marine environments remain a haven for hundreds of plant and animal species, including a vital aquacultural ecosystem and some of the most significant remaining Coho salmon habitat on the California coast.
- Healthy soils are the foundation for thriving wildlife, food production, and climate resilience. Worldwide, poor land management methods have caused a fifty percent loss in original carbon stocks; Marin County soils are also contending with decades of manure applications. UC Berkeley research in Marin County proves that a one percent increase in soil organic matter across Marin County's 154,000 acres of grassland can remove 2.56 MMTCO₂e from the atmosphere. Healthier soil practices also combat the effects of drought by increasing soil water holding capacity, and can increase farm forage production.
- Climate change puts pressure on West Marin: Sea level rise affects coastal communities and habitats, ocean acidification softens oyster shells, hotter and drier weather causes water shortages and increases risk from wildfire, more flooding overwhelms infrastructure, and farmers and ranchers face the impact of extreme weather. The Marin County Climate Action Plan 2030 identifies agriculture's carbon sequestration practices as being uniquely positioned to offset emission impacts by all sectors. The Marin RCD co-founded the Marin Carbon Project and has been at the forefront of the emerging role of agriculture in climate mitigation. Marin's producers continue to lead voluntary efforts to meet climate goals, conduct innovative carbon sequestration research and implement climate-smart farm plans.
- Biodiversity is threatened in West Marin, as it is globally. A combination of habitat loss, climate change, invasive species, and disease are threatening our unique fauna and flora, simplifying ecosystems and reducing their resilience to drought, wildfire, and other climate extremes. West Marin is considered a 'biodiversity hotspot', home to 51 rare, threatened and endangered species, with a need for collaboration across private and public lands to create and implement county-wide solutions to steward habitat and ecosystem health.
- Socio-economic trends are also affecting our landscape and communities. Maintaining working lands is important to conservation, as working lands protect carbon stored in soils, help create a mosaic of wildlife habitat, and other conservation benefits. These benefits may be threatened as small family farms become more difficult to sustain (the average farmer in Marin County has a net income of \$56,420 annually, while the median household income is \$142,785), and new generations are less likely to farm. Lack of affordable housing also affects many, including the workers who keep West Marin's agricultural operations going.

- Rural and urban connections are showcased in Marin County. An overwhelming majority of Marin’s population resides in eastern Marin, adjacent to San Francisco, while western Marin is home to mostly open space and agriculture. Although the landscapes and experiences may differ between East and West Marin, there are opportunities for all residents of Marin County to connect with, understand, and appreciate our varied landscapes and the conservation and local food system benefits they offer.

THE MARIN RESOURCE CONSERVATION DISTRICT’S RESPONSE

OUR MISSION

To conserve and enhance Marin’s natural resources, including its soil, water, vegetation and wildlife, **through community-based conservation**. [Highlighted text is new]

OUR VISION

A West Marin where nature and people thrive together; where everyone collaborates so that clean water flows, healthy soils grow, and abundant wildlife flourishes.

WHAT WE DO

Created under Division 9 of the California Public Resources Code, Resource Conservation Districts (RCDs) have the primary duty to conserve natural resources. Encompassing the lands and communities of West Marin County, the Marin RCD has the power to connect federal, state and local funding to landowners in a voluntary, non-regulatory manner. For more than sixty years, we have worked with agricultural producers, public agencies, nonprofit partners, and many individuals to support the sustainability of our natural resources and our communities. The core of our work includes:

- Helping people care for soil, water, and other resources. Our hands-on conservation work centers around providing financial and technical tools and assistance to help farmers, ranchers, and other public and private land managers steward agricultural and natural lands sustainably. At the heart of the Marin RCD’s promise is our voluntary approach to conservation: We assist landowners and land stewards at their request, with the services that work for them.
- Restoring streams and landscapes to support clean water, healthy soils, and abundant wildlife that are resilient to climate change, provide for our communities, and sustain the unique ecosystems of our region. We manage important and complex restoration projects from start to finish, with measurable benefits to water quality and endangered species recovery.
- Bringing people and resources together to reach shared goals. As an organization that embodies the connection between the county's agricultural and conservation communities, the Marin RCD is uniquely positioned to create and sustain long-term partnerships, incorporate diverse perspectives, and foster innovative management approaches to address our challenges. We facilitate collaboration between government agencies, community

organizations, agricultural producers, Coast Miwok people, and residents. We build, lead, and participate in shared initiatives, projects, and fundraising to tackle big issues, from watershed-scale planning to pioneering the first RCD-led climate-smart agriculture program in California. And we leverage our local strengths to bring state, federal, and private resources to support conservation in West Marin.

GUIDING PRINCIPLES

- Collaborative leadership. Our top priority is to foster trusting and collaborative relationships within our community of land stewards, partners, the public, and our colleagues on the Marin RCD Board of Directors and staff. This is the foundation upon which all of our work happens. We know that we are better together.
- Integrity. Our conservation actions in planning, designing, implementation and monitoring are based in science, practical land management, and impactful results. We foster trust with all staff, board, partners, and the public through transparency, professionalism, and accountability.
- Adaptability and innovation. We are resourceful in approaching challenges and responding to opportunities. We work to meet community needs as they arise. We are open to new ideas and committed to learning.
- Positivity and gratitude. Our relationships are built on respect, empathy, listening, and responsiveness. We maintain an enthusiastic and positive approach to everything we do. We welcome and value people from throughout our community to be a part of our work. We hold a sincere appreciation for the natural resources that enhance our watersheds, the people we serve, the partnerships that make us stronger, and our 65-year history of learning and growing in conservation.

GOALS AND STRATEGIES 2026-2030

GOAL 1: SUPPORT CONSERVATION AND VITALITY ON RURAL LANDS

With nearly half of the land in our District in agricultural use, assisting agricultural landowners and land stewards will continue to be a hallmark of the Marin RCD's work. Over the next five years, we will support producers to pursue stewardship goals, adapt to changing conditions, and mitigate climate impacts with practices that address both conservation and productivity goals. Recognizing that conservation on lands in other uses (from public lands to rural residential properties) is also critical to ecosystem health, we will increase outreach to public and non-agricultural landowners to offer support for stewarding their lands.

Strategies:

- 1.1 Provide technical and financial assistance to agricultural producers and other landowners to address conservation priorities including soil health, water quality, water resilience, erosion control, biodiversity, and habitat protection and enhancement.
- 1.2 Work with county partners and the North Coast Soil Hub to collaboratively monitor soil health and advances in soil science, provide technical training, and secure financial opportunities for regional implementation.
- 1.3 Proactively reach out to new landowners after property transitions within our District. to encourage understanding of stewardship needs for West Marin and how the Marin RCD can support their stewardship goals.
- 1.4 Partner with local government and nonprofit partners to support high-impact conservation projects on working lands and other public and private lands.

Examples of possible impact measures:

[Staff and strategic planning committee will work to propose impact measures to the board for discussion at the December 2025 or January 2026 meeting]

- Conservation actions resulting from conservation/carbon farm plans
- Reduction of erosion / other measures of improvement in soil health

GOAL 2: RESTORE OUR WATERSHEDS

The Marin RCD has successfully improved water quality in our watersheds, both through support for landowners (see Goal 1) and through development and management of restoration projects. Wildlife habitat is improved through erosion control, range management, control of invasive weeds, nutrient management, fish passage and riparian restoration projects. In addition to supporting habitat goals, these same efforts provide crucial water quality benefits for people and communities. In 2026-2030, we will also continue to implement projects that conserve coastal prairies, grasslands, croplands, wetlands, and upland and riparian forests, and in urban areas of Marin County we will continue to work directly with streamside residents to help them steward their streamside land. When opportunities arise and our expertise is needed, we will support public agency partners with restoration projects on public lands.

Strategies:

- 2.1 Implement stream enhancement and fish passage projects in all West Marin watersheds.
- 2.2 In partnership with Marin County, support and assist streamside residents in stream restoration activities with education, resources, permitting assistance, and trainings.
- 2.3 Collaborate with conservation organizations and landowners to design and implement projects that promote biodiversity and resilience of rangelands, coastal prairies, and oak woodlands.
- 2.4 Support public and nonprofit organizations to monitor water quality and research the effects of water quality on threatened and endangered species.
- 2.5 Expand funding for long-term maintenance of habitat restoration projects.
- 2.6 Work in partnership with the Coast Miwok people to incorporate traditional ecological knowledge into our plans, designs and implementation projects.
- 2.7 Partner with and support public agencies to research, develop, and implement restoration and infrastructure projects on urban and public lands in Marin County.
- 2.8 Further explore the Marin RCD's role in supporting healthy marine ecosystems.

Examples of possible impact measures:

[Staff and strategic planning committee will work to propose impact measures to the board for discussion at the December 2025 or January 2026 meeting]

- # of water quality monitoring sites in compliance
- Increase in high-quality habitat for key species

GOAL 3. SUPPORT INNOVATION AND DEEPEN PARTNERSHIPS

Both environmental health and agricultural vitality in West Marin County are subject to many forces beyond the boundaries of our District. Extreme weather, wildfire, sea level rise, shifts in agricultural markets, land development, and other big picture trends will continue to influence the future of West Marin. While we can't control these larger forces, the Marin RCD will continue our history of developing innovative approaches and inviting dialogue with agricultural producers, conservation partners, and community leaders. We believe that by increasingly our work in crucial intersections of a variety of sectors and by broadening our partnerships, we can access creative solutions and build our overall resilience, together.

Strategies:

- 3.1 Deepen relationships with the Coast Miwok people to enhance learning and collaboration on resource conservation efforts.
- 3.2 Work with landowners and partners such as the Marin Wildfire Prevention Authority to define how Marin RCD can best support forest health and wildfire prevention for West Marin, including through prescribed fire.
- 3.3 Continue our leadership role in exploring innovative uses of biomass materials.
- 3.4 Develop a consistent monitoring and evaluation program to measure the impact of Marin RCD's restoration, planning, and technical assistance initiatives and adapt our approaches as needed.
- 3.5 Convene producers and community leaders to explore potential approaches to ecological and business adaptation in a changing climate, including approaches such as payments for ecosystem services and/or other market-based incentives for conservation.
- 3.6 Support and amplify the efforts of partners working on economic and social initiatives including local food supply, food security, and agricultural worker housing solutions.

Examples of possible impact measures:

[Staff and strategic planning committee will work to propose impact measures to the board for discussion at the December 2025 or January 2026 meeting]

- Increase in use of prescribed fire
- Establishment of a consistent monitoring and evaluation program for Marin RCD's work
- Formal and informal partnerships with a wide variety of producers and organizations

GOAL 4. CONNECT PEOPLE WITH NATURE AND WITH THE RCD

People throughout our District and beyond are affected by the conservation challenges facing West Marin. Finding solutions to these important issues benefits everyone. As a local public agency, we are committed to explaining our work and to helping people and partners throughout Marin County better understand the issues and engage in collaborative solutions.

Strategies:

- 4.1 Collect data and information on the benefits of natural resource conservation projects and programs on agricultural and other lands in West Marin.
- 4.2 Develop and implement a strategic communication plan to help people throughout Marin County understand West Marin conservation issues and solutions, and the value and role of the Marin RCD.
- 4.3 Meet regularly with our public agency and nonprofit partners to ensure organizational efforts are aligned to create maximum benefit for conservation and community needs.
- 4.4 Educate elected officials and other community leaders about the benefits and impacts of public policy on natural resources and the role of the Marin RCD.

Examples of possible impact measures:

[Staff and strategic planning committee will work to propose impact measures to the board for discussion at the December 2025 or January 2026 meeting]

- Increased awareness and positive perception of Marin RCD by key audiences and the public

GOAL 5: BUILD AND SUSTAIN A HEALTHY ORGANIZATION

The Marin RCD has a decades-long track record of conservation impact thanks to our skilled staff and dedicated Board of Directors. We will continue to invest in our organization and our team to ensure we can sustain this impact in the coming years. We have always been careful stewards of our financial resources, and we will continue to fund our important work through both existing and new revenue streams to support our extensive waitlist of land stewards who are eager to make improvements.

- 5.1 Continue to refine project selection criteria to reflect our commitments to natural resource conservation and agricultural and community resilience.
- 5.2 Work with existing and new partners to support renewal of Measure A funding for projects on agricultural lands and refinement of funding allocations to increase support for the Marin RCD's work.
- 3.7 Develop and expand funding partnerships with public agencies and nonprofit partners whose needs align with Marin RCD's capacity for environmental enhancement, mitigation, or other shared objectives.
- 5.3 Explore the potential for additional revenue from fee-for-service work, private donations, and new landowners with the means to support the District.
- 5.4 Invest in staff capacity and operational systems to enhance the Marin RCD's efficiency and impact.
- 5.5 Enhance the capacity of the Board of Directors to support the RCD in its governance and community relations roles.
- 5.6 Continue to enhance and sharpen practices that support a healthy organizational culture and excellent collaboration between all members of the Marin RCD staff and Board of Directors.

Examples of possible impact measures:

[Staff and strategic planning committee will work to propose impact measures to the board for discussion at the December 2025 or January 2026 meeting]

- Renewal of Measure A
- Increased support for the RCD through Measure A
- Development of new revenue streams
- Employee and board satisfaction