

# North Santa Clara Resource Conservation District

## NSCRCD Annual Work Plan: FY 2025-26

### *Status of Planned Activities as of December 30, 2025*

**PURPOSE:** The North Santa Clara Resource Conservation District (“District”) develops an annual work plan (“AWP”) as a planning tool to track activities and inform constituents, partners, public agencies, and other stakeholders as to how the District plans to fulfill its mission and achieve its goals. It is a living document that is updated throughout the fiscal year as the Board proactively, responsively, and adaptively manages programs, projects, activities and policies in the best interests of the District and its constituents.

**PLANNING PROCESS:** The enabling authorities for California’s resource conservation districts are primarily set forth in Division 9 of the Public Resources Code, which provides for the “organization and operation of resource conservation for the purposes of soil and water conservation; the control of runoff; the prevention and control of soil erosion, and erosion stabilization, including, but not limited to, these purposes in open areas, agricultural areas, urban development, wildlife areas, recreational developments; watershed management; the protection of water quality and water reclamation; the development of storage and distribution of water; and the treatment of each acre of land according to its needs.”<sup>1</sup> Resource conservation districts use long range plans to identify priority natural resource conservation issues for purposes of local, state, and federal conservation planning; to establish long-range goals and identify potential objectives and strategies; and to provide public transparency and accountability. Strategies are listed in the long range plan as potential activities, but are not viewed as all-inclusive or limiting when developing and implementing programs and projects. The District’s current plan was developed for calendar years 2019 through 2024; a new strategic planning process has been initiated that may transition to a fiscal year plan for the next five-year cycle.

The AWP anticipates activities to be implemented during the fiscal year in support of the District’s mission and goals, and are based upon a variety of factors, including but not limited to long range plan goals and identified strategies; adopted District policies; budget allocations; grant opportunities and awards; MOUs, MOAs, and other partnership agreements; service agreements; landowner agreements; regulatory requirements; NRCS-RCD Local Work Group recommendations; and constituent requests and identified needs. Funding sources for activities included in the annual work plan may include property taxes, grants, agreements, sponsorships, fees, donations, designated funds, and other miscellaneous funding sources.

**FORMAT:** Goals and strategies are as established in the long range plan. The work plan table has two sections, *Programs* and *Operations*, with each identifying the relevant strategic focus area(s) for programs; resources (funding, partners and/or collaborators); and planned activities for the fiscal year. An acronym table can be found on the last page.

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<sup>1</sup> Public Resources Code, Division 9, Chapter 1, Article 1, Section 9001

## **STRATEGIC FOCUS AREAS (SFA):**

### **A. Agricultural Lands**

Goal: Preserve agricultural lands by providing producers and land managers with access to best management practices and technical assistance so they may maintain economically viable enterprises while preserving soil health, enhancing crop diversity, and protecting natural resources.

### **B. Biodiversity**

Goal: Promote biodiversity through the conservation and protection of natural habitats and ecosystems that provide a variety of ecosystem services, such as protection of water resources, maintenance of soil health, appropriate nutrient storage, contributions to climate stability, and improved resiliency after natural disasters.

### **C. Water Quality**

Goal: Contribute to improvements in water quality available for the benefit of agricultural production, wildlife, and aquatic habitat within District watersheds.

### **D. Fire Risk**

Goal: Reduce fire risk and natural resource impacts to communities located within the Wildland Urban Interface (WUI) through rural road, vegetation management, and fuel load reduction programs and projects.

### **E. Climate Change**

*Goal:* Contribute to regional climate change efforts by raising public awareness of the need for individual action, while recognizing and addressing the differences in capacity of individual communities and populations to respond to requests for action.

### **F. Public Engagement**

Goal: Ensure the public is aware of the role watersheds play in maintaining a healthy and resilient community, and the personal importance of preserving agricultural lands and healthy ecosystems.

### **G. District Operations**

Goal: Build and maintain organizational capacity and financial viability to accommodate District mission and goals.

**WORK PLAN ACTIVITIES**

Section 1: Programs		
Name/Relevant SFA	Purpose/Resources & Partnerships	Status of Planned Activities <i>Mid-year status noted in green font</i>
<p>Farm and Ranch Resilience Program</p> <p><i>Relevant SFA: A, B, C, D, E, F, G</i></p>	<p>Provide education and technical assistance to agricultural producers and landowners to facilitate implementation of conservation practices; encourage best management practices to support climate adaptation and post-disaster activities; and facilitate access to federal, state, regional, and local conservation practices and financial assistance programs.</p> <p><i>ACRCD, CAL FIRE, CARCD, CDFA, FSA, GBACH, LPRCD, NRCS, SBRC, SCC, SCCCA, SCCFB, SCCWPD, SCVHA, UCCE, WSRCD</i></p>	<ul style="list-style-type: none"> <li>• Provide technical assistance to producers to facilitate conservation planning and implementation activities. <i>Conservation staff are continuing to provide technical assistance on a weekly basis.</i></li> <li>• Provide post-disaster technical and financial assistance to producers impacted by wildfire and severe weather events. <i>No requests this fiscal year.</i></li> <li>• Respond to NRCS, FSA, and other agency requests for assistance with producer outreach, technical assistance, and post-disaster activities. <i>Conservation staff respond to all NRCS, FSA, and other agency requests on an ongoing basis.</i></li> <li>• Facilitate producer access to federal, state, regional, and local technical and financial assistance programs. <i>Conservation staff have assisted at least 15 growers apply for federal funding this fiscal year.</i></li> <li>• Deliver multilingual and culturally appropriate outreach and technical assistance. <i>Annual work group meeting delivered simultaneous translation in Spanish and English; ongoing translation services provided for Asian growers.</i></li> <li>• Facilitate access to land for local Tribes and other historically underserved populations for agricultural production. <i>Will be facilitating land access for local Tribes with funding from the oak</i></li> </ul>

Section 1: Programs		
Name/Relevant SFA	Purpose/Resources & Partnerships	Status of Planned Activities Mid-year status noted in green font
		<p>woodland grant and the cannabis restoration grant, if funded.</p> <ul style="list-style-type: none"> <li>• Explore development of a grower equipment lending program to increase implementation of conservation practices, such as compost application and cover cropping. <b>Grower interest if funding can be obtained for purchase; have identified a local farm for storage.</b></li> <li>• Coordinate with local food security hubs and programs to promote public awareness of local agriculture’s role in food security and to increase market opportunities for small scale farmers and ranchers. <b>Continuing to seek opportunities for collaboration through the South Bay Community Composting Network (hosted by NSCRCD); recent meeting with County to discuss potential collaborations; a conservation staff member will be attending a relevant workshop in January (pending Board approval).</b></li> <li>• Develop a permit streamlining program to reduce regulatory burden on producers. <b>Still seeking appropriate funding opportunities (Prop 4 grant funding put on hold by State).</b></li> <li>• Facilitate, in coordination with LPRCD, development of a countywide ranching coalition. <b>Interest in development of a coalition, but funding is needed.</b></li> <li>• Participate in GBACH to enhance knowledge and opportunities for agricultural producer technical assistance and financial incentives. <b>Developed a</b></li> </ul>

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		MOU, which is in process of execution; have arranged for a February presentation on overseeding grass (rather than removing it) to comply with State water conservation regulations; receiving funding to offset co-coordinator service by conservation staff.
<p>Urban Agriculture Technical Assistance Program</p> <p><i>Relevant SFA: A, B, C, D, E, F, G</i></p>	<p>To provide public education, technical assistance, and/or financial incentives to farmers and gardeners in urban and suburban areas to improve local food access, support farmer infrastructure, increase production of urban farms or food forests, foster community engagement, educate communities about food and farming, and expand green spaces.</p> <p><i>ACHI, CSJ, FCMI, FMUSD, NRCS, SBCCN, SCGG, SCVOSA, UCCE</i></p>	<ul style="list-style-type: none"> <li>• Continue to host the South Bay Community Composting Network. Participation has waned in light of organization's funding challenges; conservation staff working on developing a program to re-energize initiative.</li> <li>• Implement the Green Backyards Santa Clara backyard conservation program (subject to funding award from SCVOSA). Invited to submit an application; awaiting funding decision by grantor.</li> <li>• Coordinate with the NRCS Urban Agriculture Service Center and the Hollister Service Center to facilitate education and technical assistance offerings for urban farmers in the South Bay. NRCS Urban Ag Center program is paused; will be providing assistance through the OSA grant, if funded, and through the South Bay Community Composting Network.</li> <li>• Work with multifamily property owners to install native plantings and tenant community gardens. Project on hold until prevailing wage issues can be resolved.</li> <li>• Provide technical and financial assistance to nonprofit organizations and public agencies to</li> </ul>

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		develop and expand urban community gardens. Service is offered on an ongoing basis.
<p>Watershed Education and Technical Assistance Program</p> <p>Relevant SFA: A, B, C, D, E, F, G</p>	<p>Provide natural resource conservation education and technical assistance to residents, businesses, organizations, public agencies, and other watershed stakeholders.</p> <p>CARCD, CSJ, FSA, GBACH, LPRCD, MOTSFBA, NRCS, SBCCC, SBRCD, SCC, SCVOSA, SJW, TN, UCCE, VW, WCB</p>	<ul style="list-style-type: none"> <li>Continue planning and implementation activities for Los Gatos Creek Watershed Restoration Project. New projects in development for SJW partnership; grant application(s) for SBCCC proposal pending Board approval.</li> <li>Complete community outreach and presentations for the Resilient and Equitable Urban Stream Corridors Research Project. Project was renewed until July 2026; conservation staff participated in two outreach events; PowerPoint presentation being developed by conservation staff for delivery to 10-20 community organizations.</li> <li>Respond to requests from residents, businesses, organizations, public agencies, and other constituents and stakeholders seeking technical assistance for natural resource conservation issues. Respond to requests for technical assistance on an ongoing basis.</li> <li>Include climate change impacts and potential mitigations in stakeholder comments (GF). Comments have not been submitted this fiscal year.</li> <li>Seek and respond to opportunities to provide watershed education presentations. Pending presentation at Morgan Hill Rotary; recently met with requestor who needed a presentation on Zone 0 and post-fire restoration; coordinating with</li> </ul>

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		<p>SJW on watershed education presentations for later this year.</p> <ul style="list-style-type: none"> <li>• Provide comments on notices and participate in stakeholder and adaptive management groups, such as WMI-LUS, GWIWG, GRFC-AMT, One Water, and PSBWF. <b>No comments provide this fiscal year.</b></li> </ul>
<p>Cannabis Habitat Restoration Program</p> <p><i>Relevant SFA: A, B, C, D, E, F, G</i></p>	<p>To clean-up, remediate, and restore watersheds affected by cannabis cultivation, and related activities.</p> <p><i>ACRCD, CDFW, MOTSFBA, NRCS, WSRCD</i></p>	<ul style="list-style-type: none"> <li>• Begin implementation of the <i>Tri-County Land Cannabis Restoration Planning and Permitting Project</i> in collaboration with the Alameda County and Western Stanislaus RCDs (subject to funding award by CDFW). <b>Application in review by CDFW.</b></li> <li>• Respond to requests to provide technical assistance to cannabis operators. <b>No requests received.</b></li> </ul>
<p>Community Grant Program</p> <p><i>Relevant SFA: A, B, C, D, E, F, G</i></p>	<p>To provide technical and financial assistance to eligible community-based organizations to help build their capacity and ability to contribute to achievement of goals shared by the District.</p> <p><i>Community-based organizations, eligible Tribes.</i></p>	<ul style="list-style-type: none"> <li>• Provide grant writing technical assistance upon request to local community-based organizations to build their capacity and ability to contribute to achievement of goals shared by the District. <b>No recent requests.</b></li> </ul>
<p>Hazardous Fuel Reduction Program</p> <p><i>Relevant SFA: A, B, C, D, E, F, G</i></p>	<p>To reduce fuel loads, increase ecosystem services, and provide public education in the WUI and rural areas of Santa Clara County.</p> <p><i>CAL FIRE, MOPF, SCCFSC, SMRCD</i></p>	<ul style="list-style-type: none"> <li>• Coordinate with the CAL FIRE, SCCFSC, and other partners to identify areas for potential CAL VTP PSA planning and fire risk mitigation projects. <b>Recently requested to be lead agency on a CAL VTP project for a nonprofit; had to decline for insurance purposes.</b></li> <li>• Identify funding to develop a District module for potential inclusion in the Santa Clara County Community Wildfire Protection Program (CWPP).</li> </ul>

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		<p>Needs to be coordinated with CAL FIRE; personnel in transition.</p> <ul style="list-style-type: none"> <li>• Provide consulting services, in collaboration with SMRCD, for the <i>Muwekma Ohlone Wildfire Resilience Planning &amp; Workforce Development at 'Ootchamin 'Ooyakma</i> project (if funding awarded by CAL FIRE). <b>Tribe was not awarded funding.</b></li> </ul>
<p>Tree and Native Plants Habitat Restoration Program</p> <p><i>Relevant SFA: A, B, C, D, E, F, G</i></p>	<p>To increase carbon sequestration, advance urban greening activities, and restore wildlife habitat to address climate impacts.</p> <p><i>CARCD, CSJ, IHE, MOTSFBA, NRCS, SCVOSA, WCB,</i></p>	<ul style="list-style-type: none"> <li>• Coordinate with landowners to plant redwood trees to implement results from the <i>Redwood Habitat Suitability Analysis Partnership Project</i>. <b>Project dependent on suitable planting time.</b></li> <li>• Implement the <i>Oak Woodland Conservation in Wildland-Urban Interface (WUI) and Non-Urban Areas Of Santa Clara County</i> project (subject to funding from CARCD-WCB). <b>Pending award decision by grantor.</b></li> <li>• <i>Implement the Green Backyards Santa Clara</i> backyard conservation program (subject to funding award from SCVOSA). <b>Pending award decision by grantor.</b></li> </ul>
<p>Wildlife Habitat Program</p> <p><i>Relevant SFA: A, B, C, D, E, F, G</i></p>	<p>To advance scientific knowledge through research; provide technical assistance to stakeholders; and develop projects that help restore, enhance and protect wildlife.</p> <p><i>CSJ, SCU, OU, UWRP, NRCS, CDFW, SFBRWQCB, LTSCV, VW, MOTSFBA, Tamien Nation Tribe.</i></p>	<ul style="list-style-type: none"> <li>• Participate in agency and stakeholder wildlife corridor and linkages initiatives. <b>Respond to requests when received.</b></li> <li>• Provide services to the MidPeninsula Regional Open Space District for the <i>Hicks Creek Restoration Compensatory Mitigation Project</i>. <b>Project design review near completion; potential for another mitigation project.</b></li> <li>• Host/co-host a wildlife habitat educational session. <b>Workshop scheduled to be held in conjunction</b></li> </ul>

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		<p>with the Tri-County Land Cannabis Restoration Project.</p> <ul style="list-style-type: none"> <li>• Collaborate with SCVHA to identify habitat protection opportunities. Collaboration upon request; referrals made when appropriate.</li> <li>• Seek collaborative opportunities to implement habitat findings from the <i>Silver Creek Linear Park Wetlands Research Project</i>. Met with City of San José regarding implementation strategies; a second meeting is to be scheduled.</li> </ul>

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Section 2: Operations		
Name	Purpose & Resources	Planned Activities
Community Outreach and Engagement	<p>To engage with constituents and stakeholders to solicit feedback on programs and projects; to provide public education opportunities; to increase access by historically underserved community members; and to increase public awareness of natural resource concerns and priorities.</p> <p><i>NRCS, UCCE, UCD, SJSU, NRCD, CCRCD, SBCCC, CARCD</i></p>	<ul style="list-style-type: none"> <li>• Finalize logo for new District name. <b>Pending Board action.</b></li> <li>• Produce multilingual educational documents and publications. <b>Ongoing production as needed.</b></li> <li>• Host/co-host multilingual public education workshops. <b>Workshop(s) planned for Spring 2026.</b></li> <li>• Develop and deliver natural resource conservation practices workshops based on results of the 2025 NRCS-RCD LWG annual survey. <b>Workshop(s) planned for Spring 2026.</b></li> <li>• Engage community-based organizations, Tribes, and historically underserved communities in co-developing environmental justice tracking and reporting protocols for District programs. <b>Project initiation pending.</b></li> </ul>
District Administration	<p>To implement practices to ensure public accountability and transparency with regard to the administration of District operations.</p> <p><i>SCC, CARCD, RCRC, SJCRCD, SJBRCD, LPRCD, MRCD, SCC LAFCO</i></p>	<ul style="list-style-type: none"> <li>• Complete long range plan update. <b>On track for completion by June 30, 2026.</b></li> <li>• Complete <i>Operational Update Implementation Plan</i>. <b>Recommendations developed and presented to Board at October 7, 2025 meeting.</b></li> <li>• Develop <i>District Succession and Knowledge Transfer Plan</i>. <b>To be developed as part of the long-range planning process.</b></li> <li>• Develop a new Director orientation guide. <b>Seeking examples from other RCDs.</b></li> <li>• Implement scoring rubric for evaluation of grant opportunities and new program initiatives. <b>Implementation complete.</b></li> <li>• Monitor proposed policies and legislation that could enhance and/or unintentionally impact</li> </ul>

Section 2: Operations		
Name	Purpose & Resources	Planned Activities
		District operations or Division 9 authorities. Appointed to the CARCD Legislative Committee in November 2025.
Revenue and Program Enhancement	To build and maintain organizational capacity and financial viability to expand program capacity in support of District mission and goals.	<ul style="list-style-type: none"> <li>Proactively seek funding opportunities to expand District programs and initiatives. Have three grant applications pending award decisions, and seeking additional opportunities.</li> <li>Cross-train supervisory and line staff to enhance existing staff resources. Conduct in-service training at staff meetings; conservation staff afforded opportunities throughout the year to participate in specialized training opportunities and webinar events.</li> <li>Enhance associate director recruitment program to expand available expertise and support. Pending review.</li> <li>Build capacity through partnerships and collaborations with other RCDs, public agencies, Tribes, and community-based organizations. Ongoing and successful effort to continue to build capacity through partnerships and collaborations.</li> <li>Explore and evaluate alternative revenue mechanisms, including fee-for-service schedule and agreements, cost-recovery policies, and participating in local or regional bond or assessment initiatives that align with statutory authorities. Board has expressed interest in developing a cost allocation plan, pending estimates. Fee-for-service program may be dependent on increasing staffing levels.</li> </ul>

## Acronym Table

ACHI	African Community Health Institute	RCD	Resource Conservation District
ACRCD	Alameda County Resource Conservation District	SBCCN	South Bay Community Composting Network
AWP	Annual Work Plan	SBRCDD	San Benito Resource Conservation District
CAL FIRE	California Department of Forestry and Fire Protection	SBRCDD	San Benito RCD
CalVTP	California Vegetation Treatment Program	SCC	County of Santa Clara
CDFW	California Department of Fish and Wildlife	SCCCA	Santa Clara County Cattlemen's Association
CSJ	City of San José	SCCP	Santa Clara County Parks
CWPP	Community Wildfire Protection Plan	SCCFB	Santa Clara County Farm Bureau
FMCI	Franklin-McKinley Children's Initiative	SCCFSC	Santa Clara County FireSafe Council
FMUSD	Franklin McKinley Unified School District	SCCWPD	Santa Clara County Watershed Protection Division
GBACH	Greater Bay Area Conservation Hub	SCGG	Santee Community Garden Group
GF	General Fund	SCVHA	Santa Clara Valley Habitat Agency
HSP	Healthy Soils Program	SCVOSA	Santa Clara Valley Open Space Authority
IHE	Institute for Historical Ecology	SFA	Strategic Focus Area
LPRCD	Loma Prieta Resource Conservation District	SJSU	San José State University
LRP	Long Range Plan	SJW	San José Water Company
LTSCV	Land Trust of Santa Clara Valley	SWEEP	State Water & Efficiency Enhancement Program
LWG	Local Work Group	TN	Tamien Nation
MHUSD	Morgan Hill Unified School District	UCCE	University of California Cooperative Extension
MPROSD	MidPeninsula Regional Open Space District	UCD	University of California, Davis
MOA	Memorandum of Agreement	USDA	United States Department of Agriculture
MOU	Memorandum of Understanding	VW	Valley Water
MOTSFBA	Muwekma Ohlone Tribe of the San Francisco Bay Area	WCB	California Wildlife Conservation Board
NACD	National Association of Conservation Districts	WMA	Santa Clara County Weed Management Area
NRCS	Natural Resources Conservation Service	WMI	Watershed Management Initiative
NSCRCD	North Santa Clara Resource Conservation District	WMI-LUS	WMI-Land Use Subcommittee
PSA	Project-Specific Analysis	WSRCD	West Stanislaus Resource Conservation District
PSBWF	Peninsula-South Bay Watershed Forum	WUI	Wildland Urban Interface
PRC	Public Resources Code (California)		