

NSCRCD 2025-2030 Long Range Plan — Director Comments Tracker

Draft for Director Review | Version 1 (D1) | Review Period: _____

#	Plan Section	Loera Comment	Maitski Comment	Roben Comment	Stern Comment	DM Response
1	A. INTRODUCTION			Love the information provided.		
2	B. ABOUT THE DISTRICT		<ul style="list-style-type: none"> • We may want to include a short description of an RCD and what it does. This can help all of us explain to the public what we do. • I noticed there is nothing in this section that includes the basic history of the District. We may need something to explain our unique service area. 	Love the information provided.		Maitski: • Added the information from the District's website regarding the purpose and function of RCDs. • Added history of the District. The Board may want to shorten this additional information.
3	C. REGIONAL AND RESOURCE CONTEXT	The section currently opens with the agricultural history of Santa Clara County and the Valley of Heart's Delight narrative. While that history is certainly an important part of the region's story, I found myself wondering whether there is an opportunity to first acknowledge the much longer history of Indigenous stewardship that precedes it. Given the District's mission and focus on conservation, stewardship, and resilience, a brief acknowledgement of the ancestral caretakers of these lands could provide a more complete historical context and create a stronger foundation for the discussion of agriculture, watersheds, conservation, and partnership that follows. One possible addition could be:	This section focuses on agriculture, which is fine, but something equivalent should also be included about environmental stewardship. An earlier description of an RCD would link nicely to the agricultural description here.	Love the information provided - is the statistic on the loss of farmland compared to the height of our agricultural presence or what year is it being compared to? (first paragraph).	<ul style="list-style-type: none"> • Add "forested" to last sentence in 1st paragraph. I'm thinking about grants and how many are specific to forested lands so having this here makes it easy to copy/paste this information into grant applications. • Do we want to include something about the native tribes in the district and their historic and increasing current role? 	<ul style="list-style-type: none"> • Loera: Added the indigenous language suggested by Director Loera to the first paragraph. • Maitski: Amended fourth paragraph to highlight it is about environmental stewardship. • Roben: The comparison is between the USDA census information used in the earlier LRP (~2017) to the latest USDA information available (2022). It's possible the Ag Commissioner's Office could provide more timely data, and I will reach out to them. * Stern: Added "forested" as requested. Director Loera's proposed language addresses native tribes comment.

#	Plan Section	Loera Comment	Maitski Comment	Roben Comment	Stern Comment	DM Response
		<p>"The agricultural history of Santa Clara County is an important part of the region's story. However, that history rests upon a much longer history of Indigenous stewardship of the lands, watersheds, grasslands, oak woodlands, and wildlife that continue to shape the region today. For thousands of years, Indigenous peoples maintained deep relationships with these landscapes through practices informed by ecological knowledge, cultural responsibility, and care for future generations. The District recognizes the continued presence, stewardship, and contributions of Tribal communities and the value of ongoing partnership in advancing conservation, restoration, and resilience across the region."</p>				See cell above.
7	D. VISION, MISSION, AND VALUES					
8	Vision Statement		<p>I think we should delete the Vision statement. We'll spend significant time developing nice, flowery words about the environment that won't be very meaningful. If we do include a Vision Statement, I would recommend changing the style to something that clearly identifies specific things that will be different if we implement the plan successfully.</p>			Maitski: For Board discussion.

#	Plan Section	Loera Comment	Maitski Comment	Roben Comment	Stern Comment	DM Response
9	Mission Statement			We spent some time at our last meeting discussing the simplest possible Mission statement - one that everyone can remember and easily share.		Roben: I've added the new mission into the draft.
10	Values		I think we should also delete the Values Statement. I think this should be a separate activity that the Board completes later and then includes it in future plans.			Maitski: For Board discussion.
11	E. DISTRICT SERVICES AND DELIVERY			Organization Capacity - is there a need to come up with more in depth concepts or is the idea that we allow ourselves more flexibility by not getting too wordy. Governance and board engagement for example - do we discuss more of what we would like to be doing or is that based on each project or the Annual Plan?	<ul style="list-style-type: none"> • add "and stewardship" to Project Development and Implementation bullet. • remove "community" before engagement with communities and stakeholders in the Education and Outreach bullet. 	<p>Roben: Have expanded explanations and provided examples while still maintaining the necessary segregation between the LRP and the annual plan.</p> <p>Stern: • Added "and stewardship" to project development section</p> <ul style="list-style-type: none"> • rephrased education and outreach section
14	F. WORKING LANDS AS A FOUNDATION CONSERVATION LANDSCAPE					

#	Plan Section	Loera Comment	Maitski Comment	Roben Comment	Stern Comment	DM Response
15	G. RESOURCE PRIORITIES, GOALS, AND OUTCOMES		<ul style="list-style-type: none"> • The general categories seem appropriate. • Some type of general and reasonable goals should be included for each. This requires further discussion. • I would like the plan to set up an activity for the organization (Board and staff) to identify potential programs, projects and services that can be proposed to the community. • I would like the plan to set up an activity for the organization to identify all additional sources of funding beyond tax revenue and grants. 	Include time frame for each outcome - ie annually - this is listed for some but not all of the five priorities.	<p>Roben: For Board discussion.</p> <p>Stern: For Board discussion (all comments).</p>	<p>Maitski: • No action needed.</p> <ul style="list-style-type: none"> • For Board discussion. • The District already does this via the Local Work Group (LWG) Meeting, the results of which are then used to rate resource priorities and identify programs and plans in the annual work plan. Unfortunately, the 2025 meeting was not the best example of how it usually works because I was unable to participate as facilitator. The Board can add this as a goal in the implementation section, then establish how that will happen in the annual work plan. Have added some suggested language in the implementation section. <p>* Activities should be a part of the annual plan, but we can set a priority that the Board needs to regularly review and evaluate revenues sources and explore other avenues for new types of revenues. Added suggested language in the Implementation section.</p> <p>Roben: For Board discussion.</p> <p>Stern: For Board discussion.</p>

#	Plan Section	Loera Comment	Maitski Comment	Roben Comment	Stern Comment	DM Response
15	G. RESOURCE PRIORITIES, GOALS, AND OUTCOMES		<ul style="list-style-type: none"> I would like the plan to set up an activity for the organization to identify and develop key relationships with other agencies. As an example, I took my 2-year old grandson to Martial Cottle Park and was impressed with how much property they have for a park that is focused on agriculture. Since we have an overlapping mission, it seems like this could be a key relationship. Perhaps this could be a permanent home for the organization. 			Maitski: The Board can set a goal in the implementation section of the LRP to identify and develop key relationships with other agencies, then establish how that will happen in the annual work plan. Have added some suggested language.
16	Watershed Health and Biodiversity					
17	Climate Adaptation and Wildfire Preparedness					
18	Working Lands Stewardship		Since the earlier sections of the Plan seem to focus on agriculture, <i>Working Lands Stewardship</i> should probably be the first one listed.			Maitski: Moved to the first one listed.
19	Restoration and Landscape Stewardship					

#	Plan Section	Loera Comment	Maitski Comment	Roben Comment	Stern Comment	DM Response
20	Urban and Community-Based Conservation		In <i>Urban and Community-Based Conservation</i> , I think we should add a goal to expand the District northward to the borders of Alameda and San Mateo Counties.			Maitski: Rather than specifically mention geographical areas, perhaps instead set of goal of expanding the service area for the District through either changes to boundaries or through the use of MOUs. (Note, our District extends to the Alameda County line, but not San Mateo's.)
21	H. IMPLEMENTATION		I would like to see specific projects and programs organized in a way that makes it easy for the Board to complete its monitoring function while being efficient with staff resources. I think you and I have different styles in linking specific activities with resource priorities, and I'm flexible on anything that makes sense. My thought is that every other month the Board reviews some portion of the overall program so we can understand it better.			Maitski: It is highly recommended to follow the process identified in Division 9, which separates the LRP resource priorities, goals, and strategies from the annual work plan's specific activities, programs and projects. However, we can add language into the LRP establishing general schedules for monitoring as long as it doesn't unintentionally become the performance monitoring standard for staff performance. Suggested some language.
22	Update Log / Living Document					

#	Plan Section	Loera Comment	Maitski Comment	Roben Comment	Stern Comment	DM Response
23	General Comments	Overall, I think it provides a strong strategic framework and appreciate the emphasis on watershed health, biodiversity, climate resilience, wildfire preparedness, and working lands stewardship.		Western Shasta RCD has a single page dedicated to each of their five resource priorities with specific action items - is this too much for a LRP or do we want to look as some version of this concept?		Roben: After reviewing WSRCD's pages, it appears that a number of them are action items that are typically included in the annual work plan rather than the long range plan because they have to be specifically aligned with capacity and funding. That being said, some of the action items listed seem more like strategies, which would be appropriate to have in the plan, so if we could separate those out, it would allow the District the flexibility it needs to adapt to changing environmental conditions, funding sources, and staffing capacity.