



# Strategic Plan

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2024 – 2029





## Our Mission

The mission of the Napa County Resource Conservation District (Napa RCD) is to support and empower everyone in Napa County to conserve, protect, and restore natural resources.



## Our Long-Range Vision

Napa RCD is committed to a vision of Napa County as a model of sustainability: A place where a healthy natural environment and thriving communities are not separate, but instead depend on, support, and enhance each other. Just as all people need clean and abundant water, healthy soil, open spaces, and diverse wildlife and plants to thrive, our natural resources in turn depend on the strengths and contributions of all people. We envision a future for Napa County that includes:

- **Actions that support greater climate resiliency** and the well-being of future generations.
- **Sustainable and regenerative management** of agricultural and forest lands that provide community, environmental, and economic benefit.
- **Rivers, streams, and watersheds** that support clean drinking water, sustainable irrigation for agricultural crops, and intact natural habitat for native fish, wildlife, and plants.
- **Support for biodiversity** across urban areas, agricultural operations, forests, and open space.
- **A shared culture of conservation**, where all community members contribute their strengths and talents to support the natural world and each other.

## The Climate Emergency

Napa RCD's 2022 climate emergency declaration contains five directives, which are reflected throughout this plan:

- Help lead regional climate planning, tracking and reporting for individual and cumulative outcomes.
- Provide science-based programming and advisory functions.
- Support and provide outreach and education to accelerate broad-based adoption and implementation of the regional climate action plan.
- Secure financial support for climate-related programs, including those that serve communities disproportionately affected by climate change.
- Reduce climate pollutants associated with the District's internal operations.



## The Role of Napa RCD

**Catalyst | Visionary | Go-To Hub | Trusted Partner**

We are committed to the following values:

- Practical, science-based technical expertise from a broad ecosystem perspective
- Non-regulatory, apolitical, publicly accountable
- Collaborative in teaming with partner organizations, locally and regionally
- Serving all stakeholders, with increased outreach to underserved communities



### Core Programs

We will address the urgency of climate change and biodiversity loss through our **Core Programs**. We will also enhance our organizational health by focusing on financial wellness, systems improvements, and fostering a high-performing team

- **Forest Health** – Planning, restoration and quality of rural and urban forest/habitat
- **Regenerative Agriculture** – Soil health, water-use and nutrient efficiency, and habitat health/biodiversity
- **Watershed Health** – Waterway and ground-water quality, flow, monitoring, and restoration
- **Community Engagement** – Volunteers, students, political leaders, donors, partner organizations

## Overview of Goals & Strategies 2024-2029

### GOAL #1: COMMUNITY ENGAGEMENT

**Diverse communities are engaged in equitable and inclusive stewardship of our natural resources.**

#### 5-Year Objectives

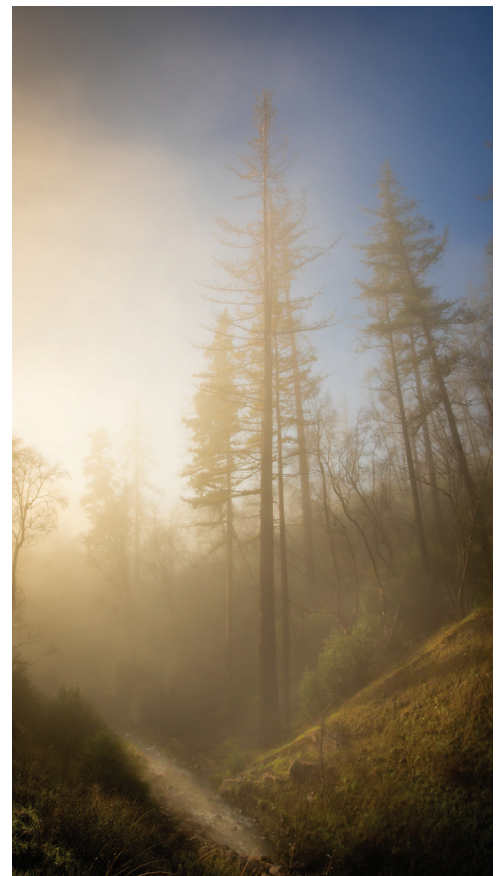
- We have defined priority audiences for youth and community engagement based on data, and we are able to reach these audiences more efficiently.
- We have substantive collaborations with new and non-traditional partners to reach more people and increase equitability of programming.
- We offer diverse, equitable, and inclusive opportunities for environmental education and stewardship action to community members throughout Napa County.
- We offer ways for the community to engage in all Napa RCD programs.

### GOAL #2: FOREST HEALTH

**Our forests are measurably healthier and more resilient to climate change, are actively stewarded by the community, and benefit all.**

#### 5-Year Objectives

- We have strategically increased the pace and scale of our forest health programming, focusing on high priority rural and urban areas to maximize our impact on forest health and resilience.
- We have implemented robust monitoring protocols to quantify our reach and impact.
- We support community members and partners in increasing their knowledge about best management practices and engaging in forest stewardship.
- We have defined and scaled additional habitat enhancement work to include grasslands, chaparral, and other key ecosystems.





**GOAL #3: REGENERATIVE AGRICULTURE**

**Local agricultural producers manage most farmlands and rangelands using all dimensions of regenerative agriculture – ecological, social, and economic.**

- 5-Year Objectives**
- More members of the agricultural community participate in our regenerative agriculture programming.
  - We broaden participation by providing general and technical assistance to both farmers and farmworkers in English and Spanish.
  - Our programming includes services and information addressing all four core ecological aspects of regenerative agriculture: soil health, water-use efficiency, nutrient-use efficiency, and habitat health / biodiversity.
  - The North Coast Soil Hub catalyzes action and allows all regional RCDs to be more effective.

**GOAL #4: WATERSHED HEALTH**

**Our streams and waterways are increasingly healthy for wildlife and people.**

- 5-Year Objectives**
- A new stream restoration plan depicts an aspirational vision for the Napa River that balances human activities with robust ecosystem function, includes a ranked list of projects, and facilitates diverse community engagement and support.
  - Expanded and improved stream health monitoring provides more comprehensive understanding of the ecological and hydrological status of Napa County streams and informs effective restoration efforts.
  - An increased role in active restoration efforts measurably enhances native species habitat.
  - The RCD supports groundwater sustainability approaches that enhance groundwater dependent ecosystems and groundwater recharge.

## **GOAL #5: FUNDING & VISIBILITY**

**Napa RCD is viewed as a local and regional leader in conservation, and the community supports our leadership through contributions of time, talent, and funding.**

### **5-Year Objectives**

- Our organization is visible, understood, and supported by key community leaders and funders.
- We actively support and encourage other local government partners to design and implement climate change actions that align with Napa RCD's mission.
- We have diversified and flexible funding for Napa RCD which includes revenues from public sources, major donors, foundations, and grass-roots fundraising.
- Strategic priorities in each program area are well-funded, and Napa RCD has adequate unrestricted funding to advance its goals.
- We have secured financial support for climate-related programs, including those that serve communities disproportionately affected by climate change.
- Leadership volunteers enhance our ability to fundraise and increase our visibility in the community.

## **GOAL #6: ORGANIZATIONAL EXCELLENCE**

**Our finances, systems, organizational culture, and high-performing team efficiently and effectively support the delivery of our mission.**

### **5-Year Objectives**

- Our financial reserve is adequate to carry us through a significant shift in funding streams.
- We recruit and retain a high-performing staff and board to achieve strategic objectives and support a more diverse natural resources sector.
- Our culture reflects our values and fosters a sense of belonging among the board and staff.
- The Board of Directors effectively governs and supports the organization.
- Well-organized systems and sufficient staffing support our operations.
- We have reduced emissions associated with Napa RCD's operations.



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Napa County Resource Conservation District (Napa RCD) was established in 1945 as a special district under Division 9 of the California Public Resources Code.

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*Covers and select interior photos courtesy of Andrew Lincoln*

