

Napa County Resource Conservation District



Regular Meeting of the Board of Directors

AGENDA

Thursday, March 12, 2026 at 8:00 A.M.

JoAnn Busenbark Board Room, Napa Valley Transit Authority (NVTa), 625 Burnell St, Napa, CA

GENERAL INFORMATION

The Napa County Resource Conservation District (“Napa RCD” or “District”) will hold a regular meeting of its Board of Directors in-person at the location noted above. All materials relating to the agenda are available for public inspection at the District office Monday through Friday, between the hours of 8:00 A.M. and 5:00 P.M., except for District Holidays. The agenda is available online at: <http://naparcd.org/>

The public should attend Board meetings in-person to ensure the ability to observe and participate. Remote teleconference access is provided for the public’s convenience and in the event that a Director requests remote participation due to just cause pursuant to Government Code section 54953.8.3 or the Board of Directors conducts a teleconference meeting pursuant to Government Code Sections 54953.8 and 54953.8.2 during an emergency. Please be advised that if a Director is not participating in the meeting remotely for just cause or the Board of Directors is not conducting a teleconference meeting during an emergency, remote participation for members of the public is provided for convenience only, and in the event that the Zoom teleconference connection malfunctions for any reason, the Board of Directors reserves the right to conduct the meeting without remote access and take action on any agenda item. The public may participate telephonically or electronically via the methods below:

Via videoconference at:

<https://us02web.zoom.us/j/86774601951?pwd=FletJfb3ATY0qeJ1Fly5rw539hVUaX.1&from=addon>

Meeting ID: 867 7460 1951, Password: 759723

Via teleconference at: Call 669-900-9128 and enter: Meeting ID: 867 7460 1951, Password: 759723

Members of the public may comment on any subject over which the District has jurisdiction that is not on the meeting agenda during the general Public Comment item of the agenda. Under the Brown Act, Directors may not deliberate or take action on items not on the agenda, and generally may only listen to comments made during the general Public Comment. Comments related to a specific item on the agenda must be reserved until the time the agenda item is considered and the Chair invites public comment. Per District policy, each speaker is allotted 3-5 minutes for comment on each agenda item.

Members of the public may submit a public comment in writing by emailing Tatia@NapaRCD.org by 4:00 P.M. on the day prior to the meeting with “Public Comment” as the subject line (for comments related to an agenda item, please include the item number). All written comments should be 500 words or less and will be entered into the record but not read out loud.

Requests for disability related modifications or accommodations, aids, or services must be made to Tatia Wieland, District Secretary, at 707-690-3110 or Tatia@NapaRCD.org during regular business hours at least 48 hours prior to the time of the meeting.

AGENDA

1. CALL TO ORDER

- A. Call to Order and Roll Call:** The meeting is to be called to order by the Chair at 8:00 A.M.
- B. Approval of the Agenda:** The Board will consider approval of the agenda for this meeting.

2. PUBLIC COMMENT

Members of the public may comment on any subject over which the District has jurisdiction that is not on the meeting agenda at this time. Comments related to a specific item on the agenda must be reserved until the time the agenda item is considered and the Chair invites public comment. While members of the public are welcome to address the Board of Directors, under the Brown Act, Directors may not deliberate or take action on items not on the agenda, and generally may only listen.

3. CONSENT AGENDA

All items on the consent calendar are considered ministerial or non-substantive and are approved by a single motion. With the concurrence of the Chair, a Director may request discussion of an item on the consent calendar.

A. Minutes from the February 12, 2025 Regular Meeting.

Recommendation: Approve the minutes from the February 12, 2025 Regular Meeting.

B. Bills Approved by the Executive Director.

Recommendation: Ratify bills approved by the Executive Director.

C. Regular District Bills from February 2026.

Recommendation: Approve District Bills from February 2026.

D. Submission of Suspension Request for Fuels Reduction Project located on City of Napa Lake Hennessey and Snowden Vineyard properties.

Napa RCD has developed fuels reduction and forest health treatments for the City of Napa's Lake Hennessey and Snowden Vineyards properties and would like to submit a 'Request to Suspend State Statutes and Regulations' to the State of California. Consistent with Governor Newsom's March 1, 2025 State of Emergency Proclamation (Proclamation), the Secretaries of the California Natural Resources Agency (CNRA) and the California Environmental Protection Agency (CalEPA) are authorized to determine that a project is eligible to proceed under a suspension of certain State of California statutory and regulatory requirements to expedite critical fuels reduction projects, while at the same time protecting public health and the environment. Napa RCD previously contracted with John Nickerson (Registered Professional Forester #2549) to develop the Forest Management Plans for the parcels included in this project and the project scope. Portions of this project are being included in a CAL FIRE Forest Health Grant application being led by Napa RCD.

Recommendation: Authorize Executive Director to submit a suspension request for the Fuels Reduction Project located on City of Napa Lake Hennessey and Snowden Vineyard properties to the State of California.

E. Letter of Support for AB 1891 – Beneficial Fire Capacity Act.

Description: The Beneficial Fire Capacity Act (AB 1891), authored by Assemblymember Connolly, creates a Beneficial Fire Capacity Program to support essential work that protects communities, restores ecosystems, and sustains Indigenous land stewardship practices. The bill addresses the lack of dedicated funding for tribal and community-based beneficial fire projects, which is currently a major barrier to wildfire mitigation. By supporting a wide range of organizations - including Tribes, land trusts, and special districts - this bill aligns with efforts to achieve California's ambitious targets for beneficial fire implementation and climate adaptation.

Recommendation: Authorize the Executive Director to sign and issue the Letter of Support for AB 1891 on behalf of the Napa RCD.

4. REGULAR AGENDA

A. Board Governance: Annual Brown Act and Open Meeting Requirements Training

Presenter: Sabrina Wolfson, District Counsel. **Duration:** 30 Minutes (15 min presentation / 15 min Q&A)

Description: District Counsel will provide a foundational overview of the Ralph M. Brown Act (California Government Code §54950 et seq.). This presentation will review the legal requirements for local legislative bodies regarding public notice, agenda preparation, and the conduct of public meetings.

Recommendation: Receive the presentation and provide an opportunity for Board questions regarding open meeting laws.

B. Strategic Environmental Scan: Navigating Year 3 of the 2024-2029 Strategic Plan

Presenters: Lucas Patzek, Executive Director. **Duration:** 25 Minutes (5 min presentation / 20 min discussion)

Description: This item facilitates a high-level "environmental scan" as the District enters the third year of its current Strategic Plan. While the District's programmatic pipeline is largely established through grant-funded commitments, this discussion focuses on how to effectively integrate existing work - such as watershed-scale restoration, forest health, and soil stewardship - within a shifting 2026 landscape. The Board will brainstorm how to maintain a disciplined approach to implementation amidst external economic and industry shifts - notably the contraction of the viticulture industry - and explore how current flagship projects can better serve as multi-benefit platforms for education and workforce development. Insights gathered will inform the Executive Director's "Executive Organizational Roadmap," a roadmap designed to ensure the District remains agile and financially resilient through the remainder of the planning cycle.

Recommendation: Provide feedback on high-level strategic integration and the evolving external landscape to inform the development of the final Executive Organizational Roadmap.

5. REPORTS AND ANNOUNCEMENTS

A. Funding & Visibility Committee Report

Presenter: Frances Knapczyk, Program Director. **Duration:** 10 Minutes.

B. USDA NRCS Report

Presenter: Erika Valek, Soil Conservationist. **Duration:** 5 Minutes.

C. Executive Director's Report

Presenter: Lucas Patzek, Executive Director. **Duration:** 5 Minutes.

D. Directors' Reports

Presenter: Any Director. **Duration:** 5 Minutes.

6. ADJOURNMENT

Napa County Resource Conservation District



Regular Meeting of the Board of Directors

MINUTES

Thursday, February 12, 2026 at 8:00 A.M.

JoAnn Busenbark Board Room, Napa Valley Transit Authority (NVTA), 625 Burnell St, Napa, CA

AGENDA

1. CALL TO ORDER

A regular meeting of the Napa County Resource Conservation District was called to order at 8:00 A.M. on Thursday, February 12, 2026 by President Bruce Barge.

A. Call to Order and Roll Call

Directors present included Bruce Barge, Paul Asmuth, Jim Lincoln, Gretchen Stranzl McCann, Jennifer Putnam, and Karen Turjanis. Associate Directors Adrina Carlsen, Patrick Gorman and Bryan Parker were present online. Napa RCD staff present included Lucas Patzek, Frances Knapczyk, Alison Blodorn, Eric McKee, Lisa Michl, and Tatia Wieland.

B. Approval of the Agenda

Approved the agenda for this meeting.

MOTION: Turjanis; SECOND: Stranzl McCann; AYES: Barge, Asmuth, Lincoln, Putnam, Stranzl McCann, Turjanis. NOES: None; ABSENT: Day; ABSTENSIONS: None. Motion carried.

2. PUBLIC COMMENT

Sophie Wassef, co-president of Napa Schools for Climate Action spoke about House Concurrent Resolution 46 and the need to address the climate crisis through climate restoration.

3. SET ITEMS OR PUBLIC HEARINGS

A. Presentation, Discussion, and Authorization to Accept the FY 2024-2025 Annual Financial Audit and Federal Single Audit Reports.

Tracy Schulze, Napa County Auditor-Controller, provided the reports.

Accepted and filed FY 2025 Annual Financial Audit Report and FY 2025 Federal Single Audit Report

MOTION: Turjanis; SECOND: Putnam; AYES: Barge, Asmuth, Lincoln, Putnam, Stranzl McCann, Turjanis. NOES: None; ABSENT: Day; ABSTENSIONS: None. Motion carried.

4. CONSENT AGENDA

Approved the consent agenda.

MOTION: Stranzl McCann; SECOND: Asmuth; AYES: Barge, Asmuth, Lincoln, Putnam, Stranzl McCann, Turjanis. NOES: None; ABSENT: Day; ABSTENSIONS: None. Motion carried.

A. Minutes from January 15, 2026 Special Meeting.

Approved the minutes from the January 15, 2026 Special Meeting of the Board of Directors

B. Bills Approved by the Executive Director.

Approved the bills approved by the Executive Director

C. Regular District Bills from January 2026.

Approved the regular District bills from January 2026

D. Letter of Support for the Napa RiverLine Project.

Approved the letter of support for the Napa RiverLine Project

E. Letter of Support for AB1699 – The Good Fire Act.

Approved the letter of support for AB1699 – The Good Fire Act

F. Authorize Execution of Agreement No. 2026003 with Blue Forest.

Authorized the execution of Agreement No. 2026003 with Blue Forest

5. REGULAR AGENDA

A. Potential Appointment of an Associate Director

Approved appointment of María Villagómez to the Associate Director role

MOTION: Turjanis; SECOND: Stranzl McCann; AYES: Barge, Asmuth, Lincoln, Putnam, Stranzl McCann, Turjanis. NOES: None; ABSENT: Day; ABSTENSIONS: None. Motion carried.

B. Program Spotlight: Urban and Community Forestry

Lisa Michl, Restoration Senior Project Manager & Ali Blodorn, Forest Health & Restoration Program Director presented the report.

Discussion was turned over to the Board. Brief individual comments ensued.

C. Presentation: School Greening Trends and Opportunities

Gretchen Stranzl McCann, RCD Director & Eric McKee, Education Senior Project Manager presented the report.

Discussion was turned over to the Board. Brief individual comments ensued.

6. REPORTS AND ANNOUNCEMENTS

A. Funding & Visibility Committee Report

Program Director Frances Knapczyk provided the report.

B. USDA NRCS Report

Soil Conservationist Erika Valek provided the report.

C. Executive Director's Report

Executive Director Lucas Patzek provided the report.

D. Directors' Reports

Director Asmuth reported on the Giants Rising film by Lisa Landers.

7. ADJOURNMENT

The meeting was adjourned at 9:32 A.M.

The next regularly scheduled meeting for the Board of Directors of the Napa County Resource Conservation District is March 12, 2026.

Summary of Expenditures for February 2026

Ratify Regular

\$163,609.19

Total Expenditures

\$163,609.19

Bills Report March Meeting/Feb Bills											
Check Date	Check #	Vendor #	Vendor Name	Object	PL Project	Activity	Subcategory	Amount	Invoice	Line Description	
2/19/2026	1131880	999981	Hayden K. Tapia	54805	RCD2024013	WORKFORCE	CmtyEngage	\$1,200.00	Hayden 1	Fall '25 Intern Award Hayden	
2/5/2026	1130808	999991	Desirae Harp	54805	RCD2021036	ADMIN	ProjAdmin	\$900.00	DH Stipend 1	GBLA Tribal Training stipend	
2/17/2026	41570	40176	Endsight	52130	RCD	ADMIN	RCD	\$2,161.48	10051543	Network Support - Jan 2025	
2/19/2026	1131879	999981	Enrique Zuniga Garnica	54805	RCD2024013	WORKFORCE	CmtyEngage	\$1,200.00	Enrique 1	Fall '25 Intern Award Enrique	
2/3/2026	1130589	101931	Wsi Next Gen Marketi	52810	RCD	ADMIN	RCD	\$195.50	137155	Website support Svcs Nov '25	
2/5/2026	41311	101469	Gallagher Benefit Se	52100	RCD	ADMIN	RCD	\$1,812.50	INV2532380	HR Support Services Jan 2026	
2/5/2026	1130811	999991	Tribal Eco Restoration Allie	54805	RCD2021036	ADMIN	ProjAdmin	\$900.00	TERA Stipend 1	GBLA Tribal Training stipend	
2/5/2026	1130809	999991	Habematolel Pomo Of Upp	54805	RCD2021036	ADMIN	ProjAdmin	\$3,600.00	HPUL Stipend 1	GBLA Tribal Training stipend	
1/29/2026	41020	24363	Brown Armstrong Acco	52125	RCD	ADMIN	RCD	\$2,000.00	283331	FY25 Audit Final payment	
2/5/2026	1130688	4067	Us Bank	21105	RCD	ADMIN	RCD	\$10,773.40	01.26CALCARD	CalCard Credit Card Jan 2026	
2/5/2026	1130782	100880	Wildland Res Mgt	52490	RCD2023022	CWPP	Planning	\$15,202.80	5	CWPP Support July - Nov '25	
2/17/2026	1131575	101262	North Valley Labor C	52490	RCD2024017	3 SULPHUR	Implement	\$937.50	005801	Labor Comply Sulphur Crk Jan	
2/5/2026	1130803	102652	Balance Hydrologics	52490	RCD2025010	1PRJMGMT	ProjAdmin	\$901.25	225143-1225	DesignSvc Huichica Rest Dec'25	
2/5/2026	1130803	102652	Balance Hydrologics	52490	RCD2025010	3CONDREP	Planning	\$38,370.01	225143-1225	DesignSvc Huichica Rest Dec'25	
2/5/2026	1130803	102652	Balance Hydrologics	52490	RCD2025010	4DATACOLL	Planning	\$2,325.00	225143-1225	DesignSvc Huichica Rest Dec'25	
2/17/2026	41612	101469	Gallagher Benefit Se	52100	RCD	ADMIN	RCD	\$1,875.00	INV2532656	HR Support Services Jan 2026	
2/5/2026	1130802	102652	Balance Hydrologics	52490	RCD2025010	1PRJMGMT	ProjAdmin	\$2,822.50	225143-1125	DesignSvc Huichica Rest Nov'25	
2/5/2026	1130802	102652	Balance Hydrologics	52490	RCD2025010	3CONDREP	Planning	\$40,539.00	225143-1125	DesignSvc Huichica Rest Nov'25	
2/5/2026	41283	22871	E.S.A. P.W.A.	52490	RCD2021036	ADMIN	ProjAdmin	\$22,645.19	000000215312	RPP Prof Svcs December 2025	
2/5/2026	1130807	999991	Batulwin Brown	54805	RCD2021036	ADMIN	ProjAdmin	\$900.00	BB Stipend 1	GBLA Tribal Training stipend	
2/5/2026	1130810	999991	Robert Geary	54805	RCD2021036	ADMIN	ProjAdmin	\$900.00	RG Stipend 1	GBLA Tribal Training stipend	
2/10/2026	1131139	100520	Canon Financial Serv	52600	RCD	ADMIN	RCD	\$107.66	42612063	Color Copier1/20 - 2/19/22	
2/10/2026	1131139	100520	Canon Financial Serv	52600	RCD	ADMIN	RCD	\$22.00	42612063	Copier Late Fee on 2/20/25	
2/17/2026	41613	101469	Gallagher Benefit Se	52100	RCD	ADMIN	RCD	\$2,815.00	INV2533005	HR Support Services Jan 2026	
1/29/2026	41019	24363	Brown Armstrong Acco	52125	RCD	ADMIN	RCD	\$6,000.00	282420	FY25 Audit pymt #1	
2/19/2026	1131881	999981	Jasmine Ruth Hoskins	54805	RCD2024013	WORKFORCE	CmtyEngage	\$1,200.00	Jasmine 1	Fall '25 Intern Award Jasmine	
2/5/2026	1130787	101689	Principal Life Insur	51400	RCD	ADMIN	RCD	\$1,303.40	2/1/2026	Principal Dental Prem Feb '26	
								\$163,609.19			

Summary of Expenditures for February 2026

Regular

\$228,987.77

Total Expenditures

\$ 228,987.77

Bills Report March Meeting/Feb Bills

Vendor #	Vendor Name	Object	PL Project	Activity	Subcategory	Invoice Date	Invoice	Amount	Line Description
101469	Gallagher Benefit Services	52100	RCD	ADMIN	RCD	2/18/2026	INV2533635	\$2,125.00	HR Support Services Feb 2026
102652	Balance Hydrologics	52490	RCD2025010	1PRJMGMT	ProjAdmin	2/19/2026	225143-0126	\$155.00	DesignSvc Huichica Rest Jan'26
102652	Balance Hydrologics	52490	RCD2025010	3CONDREP	Planning	2/19/2026	225143-0126	\$28,694.44	DesignSvc Huichica Rest Jan'26
102652	Balance Hydrologics	52490	RCD2025010	4DATACOLL	Planning	2/19/2026	225143-0126	\$6,273.75	DesignSvc Huichica Rest Jan'26
16639	ESRI Inc	53415	RCD	ADMIN	RCD	12/22/2025	900162737	\$1,010.00	ArcGIS Annual Sub
4067	US Bank	21105	RCD	Admin	RCD	2/23/2026	02.26CALCARD	\$7,835.70	CalCard Credit Card Feb 2026
17863	EECNC	54805	RCD2024013	Education	CommEdu	2/23/2026	Earthday2026	\$2,000.00	Earth Day 2026 Sponership
101469	Gallagher Benefit Services	52100	RCD	ADMIN	RCD	2/25/2026	INV2533907	\$1,250.00	HR Support Services Feb 2026
40176	Endsight	52130	RCD	ADMIN	RCD	2/24/2026	10052850	\$2,168.28	Network Support - Feb 2026
22871	Environmental Science Associates	52490	RCD2021036	ADMIN	ProjAdmin	2/24/2026	216651	\$33,045.66	RPP Prof Svcs January 2026
102357	TOPO Collective	52490	RCD	ADMIN	RCD	2/25/2026	837	\$2,402.50	Anniversary Outreach Support
102357	TOPO Collective	52490	RCD	ADMIN	RCD	2/25/2026	840	\$1,495.00	Fundraising Strategy Support
102357	TOPO Collective	52490	RCD	ADMIN	RCD	2/25/2026	839	\$4,047.50	Org Communication Design
102357	TOPO Collective	52490				2/25/2026	838	\$1,771.25	Outreach Photo/Video Support
35310	Theodore L. Edwards, LLC.	52605	RCD	ADMIN	RCD	2/15/2026	March 2026 TE	\$6,184.00	Office Lease 1303 Jeff Mar 26
40176	Endsight	52130	RCD	ADMIN	RCD	1/31/2026	10053187	\$1,913.75	IT End User Support Jan 2026
102696	Redbud Resource Group	52490	RCD2021036	ADMIN	ProjAdmin	1/8/2026	8	\$15,000.00	GBLA Tribal Relations Training
100597	Dogwood Springs Forestry, LLC	52490	RCD2021036	Planning	Planning	2/6/2026	389	\$810.00	General Proj Support Jan 2026
102611	Grace Dougan Consulting Inc	52125	RCD	ADMIN	RCD	1/15/2026	10222	\$87.50	Remote invoicing set-up Jan 26
102611	Grace Dougan Consulting Inc	52490	RCD2024035	CAPACITY	CmtyEngage	1/15/2026	10222	\$192.50	Quart admin supp Oct-Dec '25
102611	Grace Dougan Consulting Inc	52490	RCD2025017	ADMIN	ProjAdmin	1/15/2026	10222	\$52.50	Quart admin supp Oct-Dec '25
102611	Grace Dougan Consulting Inc	52125	RCD	ADMIN	RCD	1/31/2025	10223	\$87.50	Remote invoicing set-up Jan 26
102611	Grace Dougan Consulting Inc	52490	RCD2025017	ADMIN	ProjAdmin	1/31/2025	10223	\$210.00	Quart admin supp Oct-Dec '25
102611	Grace Dougan Consulting Inc	52490	RCD2024023	3 MONIT	Monitoring	1/31/2025	10223	\$542.50	Quart admin supp Oct-Dec '25
102611	Grace Dougan Consulting Inc	52490	RCD2024031	OAK_MAINT	Implement	1/31/2025	10223	\$66.50	Quart admin supp Oct-Dec '25
102611	Grace Dougan Consulting Inc	52490	RCD2021019	UFMP	Planning	1/31/2025	10223	\$116.90	Quart admin supp Oct-Dec '25
101469	Gallagher Benefit Services	52100	RCD	ADMIN	RCD	2/11/2026	INV2533289	\$2,535.00	HR Support Services Feb 2026
29405	Kaiser Permanente	21205	RCD	Admin	RCD	2/10/2026	620304350957	\$14,627.65	Kaiser Insur Mar '26 plan 57
29405	Kaiser Permanente	21205	RCD	Admin	RCD	2/10/2026	134133639710	\$824.65	Kaiser Insur Mar '26 plan 33
102645	HANA Resources, Inc.	52490	RCD2025010	1PRJMGMT	ProjAdmin	2/11/2026	H000617	\$396.00	DesignSvc Huichica Rest Jan'26
102645	HANA Resources, Inc.	52490	RCD2025010	3CONDREP	Planning	2/11/2026	H000617	\$882.00	DesignSvc Huichica Rest Jan'26
102645	HANA Resources, Inc.	52490	RCD2025010	4DATACOLL	Planning	2/11/2026	H000617	\$799.50	DesignSvc Huichica Rest Jan'26
102645	HANA Resources, Inc.	52490	RCD2025010	7PERMIT	Planning	2/11/2026	H000617	\$165.00	DesignSvc Huichica Rest Jan'26
101689	Principal Life Insurance Company	51400	RCD	ADMIN	RCD	2/15/2026	46068	\$1,171.86	Principal Dental Prem Mar '26
40363	WRA, Inc.	52490	RCD2024017	3 SULPHUR	Implement	1/12/2026	30114-59309	\$23,092.50	SulphurCrk FishPass Dec 2025
32576	Prunuske Chatham, Inc	52490	RCD2024017	1 PICKLE	Planning	1/15/2026	2025442	\$8,365.50	Fish Passage Design Dec 2025

Bills Report March Meeting/Feb Bills

Vendor #	Vendor Name	Object	PL Project	Activity	Subcategory	Invoice Date	Invoice	Amount	Line Description
32576	Prunuske Chatham, Inc	52490	RCD2024017	2 SODA	Planning	1/15/2026	2025442	\$3,913.75	Fish Passage Design Dec 2025
34020	Hanford ARC	52490	RCD2024017	3 SULPHUR	Implement	2/5/2026	4132502.08	\$42,864.00	SulphurCrk FishPass Jan 2026
40363	WRA, Inc.	52490	RCD2024017	3 SULPHUR	Implement	2/6/2026	30144-59534	\$7,516.00	SulphurCrk FishPass Jan 2026
102710	California Trout	52490	RCD2024017	3 SULPHUR	Implement	12/31/2025	4070-1	\$2,296.63	SulphurCrk Brdg Demo Document
								\$228,987.77	

REQUEST TO SUSPEND STATE STATUTES AND REGULATIONS

FAST-TRACKING CRITICAL FUELS REDUCTION PROJECTS

Application Portal: [Request to Suspend State Statutes and Regulations Application and Dashboard](#)

Project Overview

Project Name*

Napa County Public-Private Partnership to Improve Forest Health and Watershed Resilience

Land Area (Acres)*

610 acres

Proposed Commencement Date*

10/1/2026

Target Completion Date*

09/31/2028

Primary Project Objectives*

- Removal of hazardous, dead, and/or dying trees**
- Removal of vegetation for the creation of strategic fuel breaks as identified by approved fire prevention plans, including without limitation, CAL FIRE Unit Fire Plans or Community Wildfire Preparedness Plans**
- Removal of vegetation for community defensible space
- Removal of vegetation along roadways, high-ways, and freeways for the creation of safer ingress and egress routes for the public and responders and/or to reduce roadside ignitions
- Removal of vegetation using cultural traditional ecological knowledge for cultural burning and/or prescribed fire treatments for fuels reduction**
- Maintenance of previously established fuel breaks or fuels modification projects

Cooperating agencies and/or resources*

- City of Napa, Utilities Department
- City of Napa, Fire Department

- CAL FIRE Sonoma-Lake-Napa Unit
- PG&E
- Suscol Intertribal Council

Applicant Information Name*

Alison Blodorn

Mailing Address*

1303 Jefferson Street Suite 500B

Napa CA 94559

Phone Number*

707-690-3115

Email Address*

alison@naparcd.org

Organization*

Napa County Resource Conservation District

Different Primary Contact*

No

Qualified Party Responsible for Project Operations

Napa County Resource Conservation District will contract with a Registered Professional Forester, a certified burn boss, and qualified vegetation management contractors to supervise and/or perform this work. Napa County Resource Conservation District will follow its procurement policies in the contracting of these qualified parties.

Qualified Responsible Party Known*

Please indicate if a qualified responsible party is known at this time

Name*

John Nickerson

Phone Number*

707-489-2443

Email Address*

dogwoodspringsforestry@gmail.com

Mailing Address*

3461 Burnette Way

Mailing City*

Ukiah

Mailing State*

California

Mailing Zip Code*

95482

Operator Type*

Registered Professional Forester

License Number*

#2549

Responsibility/Role*

Napa County Resource Conservation contracted with John Nickerson (Registered Professional Forester #2549) to develop the Forest Management Plans for the parcels included in this project and the project scope.

Jurisdictional Information

Location*

Please drop a point on the map for the estimated location of the Suspension Request

Responsibility Area*

To view map of the Responsibility Areas please visit the State Responsibility Area Viewer

CAL FIRE Unit*

To view map of CAL FIRE Units please visit the CAL FIRE Administrative Unit Map

Commercial Component: Project Revenue

Commercial Harvest*

No

Treatments

- Pile Burn Area: 431 acres
- Broadcast Burn Area: 103 acres
- Hand/Manual Treatment Area: 442 acres

Select all applicable treatment activities* (see checkboxes on application)

Mechanical Treatment

Manual Treatment

Prescribed Herbivory (grazing or browsing livestock)

Herbicide Application

Pile Burning

Broadcast Burning

Cultural Burning

Other

Description of Work* (1200 Character limit)

Napa County Resource Conservation District and key partners will complete cross-boundary watershed and forest resilience treatments on private/public lands to protect the Lake Hennessey watershed and primary source of drinking water for the City of Napa. Treatments will reduce ladder fuels and thin mixed conifer and hardwood stands around Lake Hennessey. This project advances priorities identified in the City of Napa's CWPP and CAL FIRE LNU Unit Plan and connects with existing fuels reduction along a PG&E utility line that bisects the project area. The project is located in High and Very High Fire CAL FIRE Fire Hazard Severity Zones. Key objectives are to reduce hazardous fuel loads around key infrastructure, restore oak woodlands by removing conifer encroachment, reintroduce beneficial fire to a fire-dependent ecosystem, remove invasive Himalayan blackberries, and set up a long-term maintenance regime for treating hardwood resprouts from ongoing vegetation treatments.

Fuels Management* (600 character limit)

Hand crews will reduce fuel continuity by manually cutting stems (≤ 18 in DBH) to achieve ~20 ft spacing post-treatment. Majority of stems targeted for removal will be < 8 in DBH. Limbs on leave trees will be pruned up to 10 ft. Shrubs will be targeted for removal to disconnect vertical/horizontal fuels, especially under the dripline of mature hardwoods. Post-treatment conditions: ~110 trees/acre, 10-20% shrub cover, canopy closure 30-70%. These metrics are averages and treatments will ensure a mosaic of shrub cover and leave trees. A qualified RPF will provide on-call guidance.

Ground-based Equipment* (600 Character limit)

No ground-based equipment will be used for treatment of slash and surface fuels.

Woody Debris (or Slash) Management* (600 Character limit)

All slash will either be manually piled and burned or lopped and scattered (to no greater than 18 inches in depth on average, and likely much lower). Pile burning will occur in areas of heavy fuels as an initial slash control to set the stage for future broadcast burns. Piles will be placed far enough from mature trees to avoid scorching them. A California Certified Burn Boss will be engaged in all pile and broadcast burning activities.

Burn Management*

The burn will use existing roads, trails and watercourses as control lines to minimize or prevent unintended ignition or escape. All burning will follow a Burn Plan approved by an qualified California state certified burn boss that includes prescriptive requirements for the indicators and conditions necessary for burn operations. Burn operations will rely on an experienced crew with a Type 6 Engine and other fire suppression equipment onsite for backup.

Burn Duration Estimate*

12 hours.

Overnight Activity*

Yes

No

Impact on Smoke Sensitive Areas*

Yes

No

Public Notification*

A Smoke Management Permit will be filed for this project with the Bay Area Air Quality Management District. Signs will be posted along Sage Canyon Road, Chiles Pope Valley Road, and the parking lot for Moore Creek Park and Lake Hennessey the day of the burn to notify the public.

Maintenance Plan* (600 Character limit)

All treatments will be maintained on appropriate return intervals to treat resprouting hardwoods (3-5 years), blackberry regrowth (annually), and new shrub and conifer growth (3-5 years) in the project areas.



Napa County Resource Conservation District
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March 12, 2026

Subject: Support for AB 1891 (Connolly) - Beneficial Fire Capacity Act

Dear Chairman Bryan and Committee Members,

Napa County Resource Conservation District (Napa RCD) writes in strong support of Assemblymember Connolly's Beneficial Fire Capacity Act (AB 1891), which will create a Beneficial Fire Capacity Program that will support essential work and protect communities, restore ecosystems, sustain Indigenous land stewardship practices, and prepare our state for the rising risk of catastrophic wildfire. State investment in beneficial fire capacity is critical for forest health, wildfire mitigation, and human safety.

A century of fire suppression has created dangerously overgrown and vulnerable landscapes, and California is now experiencing unprecedented wildfires that threaten communities and ecosystems. Beneficial fire—which includes prescribed fire as well as cultural burning, practiced by tribal communities for thousands of years—is essential to restoring ecosystem health and resilience.

The state has set ambitious targets for beneficial fire implementation (800,000 acres by 2030) and burned acres (1.5 million acres by 2045) but lacks the workforce and capacity to achieve them. Investing in community-led efforts is the best way to achieve these goals, given the potential for significant expansion via trained practitioners, locally vetted projects, and Indigenous knowledge.

The lack of a dedicated funding source for tribal and community-based beneficial fire projects is a major barrier to the effective implementation of this proven and critical wildfire mitigation strategy. California cannot achieve the pace and scale of beneficial fire implementation needed for climate adaptation without a growing participation of beneficial fire organizations, including Tribes, tribal organizations, land trusts, prescribed burn associations, watershed councils, universities, non-governmental organizations, special districts, and others. AB 1891 ensures that those beneficial fire leaders and organizations have the support they need to build stable, long-term capacity and success, thereby advancing California's wildfire resilient future.

For these reasons, I urge your support of beneficial fire investment and your vote for AB

Sincerely,

A handwritten signature in blue ink that reads "Lucas Patzek".

Lucas Patzek, Ph.D.

Napa County Resource Conservation District

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Allison Day, Director
Bruce Barge, President
Gretchen Stranzl McCann, Director
Jennifer Putnam, Director
Jim Lincoln, Director
Karen Turjanis, Director
Paul Asmuth, Vice President



Subject: Board Discussion: Maximizing Impact and Integration in Years 3-5 of our Strategic Plan
To: Board of Directors, Napa County Resource Conservation District
From: Lucas Patzek, Executive Director
Date: March 12, 2026

Executive Summary

As we enter Year 3 of our 2024-2029 Strategic Plan, our programmatic "pipeline" is robust. Because much of our work is grant-driven, many of our project commitments for the next 24 months are already established.

The purpose of this 25-minute discussion is not to propose new directions, but to brainstorm how we can most effectively integrate our existing work to ensure it remains resilient against today's economic and political shifts. Your insights will help me refine the Executive Organizational Roadmap, ensuring our current projects deliver the highest possible long-term ecological and community benefit.

Discussion Framework: "The 2026 Lens"

I. Strategic Integration (10 Minutes)

Goal: Brainstorming how current "locked-in" projects can work harder together.

- **Multi-Benefit Outcomes:** We are committed to major salmonid recovery, forest health, and stream/wetland restoration projects. How can we better use these *existing* technical projects as platforms for education, workforce pathways, or Tribal engagement?
- **The "Value-Add":** As we deliver on current grants, what "extra" community connections should we be mindful of to ensure our work isn't just a technical success, but a public one?

II. Environmental Scanning & Agility

Goal: Identifying external "tailwinds" or "headwinds" for our current work.

- **Economic Reality & Industry Shifts:** With the viticulture industry contracting and changing, including vineyard removals and reduced capital investment, how should we adapt our soil health, irrigation, and on-farm habitat enhancement services to remain indispensable to growers and maximize community benefits?
- **Political Shifts:** How can we ensure our non-regulatory, voluntary model remains the "gold standard" for conservation in Napa County amidst shifting state and federal priorities?

III. Disciplined Growth & Durability

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Goal: Ensuring we don't overextend while finishing the 5-year cycle.

- **Mission Alignment:** As a Special District with authority derived from Division 9 of the Public Resources Code, how do we maintain a "disciplined approach" to growth that matches our capacity and funding realities?
- **The 2030 Pipeline:** How do we use our current flagship projects (like Huichica Creek) to seed the *next* five years of restoration priorities without losing focus on today's deliverables?

Foundational Context for Discussion

To guide our conversation, it is helpful to recall the unique "Enabling Authority" that allows Napa RCD to operate:

- **Public, Not Private:** We are a California Special District, a fully public agency accountable to the people of Napa County, not a nonprofit or quasi-governmental entity.
- **Non-Regulatory:** Unlike other government units, we do not enforce land-use regulations. We rely entirely on trust, science, and voluntary cooperation with landowners.
- **Holistic Mandate:** Since our origins in the Dust Bowl era, our mission has evolved from simple soil conservation to an integrated focus on watershed health, wildfire resilience, and climate adaptation.

Desired Outcome

This session is designed to gather your "pulse" on the community. I am looking for your perspective on how we can refine our delivery of the current plan to ensure it remains relevant, financially sound, and deeply integrated.

Appendix

What Is a Resource Conservation District?

Resource Conservation Districts as California Special Districts

Resource Conservation Districts (RCDs) are local units of government established under California law to address natural resource concerns at a community scale. They are classified as independent special districts, meaning they are public agencies with authority derived directly from state statute and governed locally by a board of directors. RCDs are not nonprofits, nor are they quasi-governmental entities. They are fully public agencies and are accountable to the public they serve.

As special districts, RCDs exist to carry out a specific public purpose, in this case the conservation, protection, and sustainable management of natural resources. Like other local government entities, RCDs operate transparently and are subject to open meeting laws, public accountability standards, financial audits, and ethics requirements. Their work is grounded in public service, community benefit, and stewardship of shared resources.

What distinguishes RCDs from other public agencies is their locally driven, non-regulatory approach. RCDs do not enforce land use regulations. Instead, they work collaboratively with landowners, agricultural producers, residents, and partner agencies and organizations to develop and implement voluntary, science-based solutions that reflect local priorities while advancing broader conservation goals. This approach allows RCDs to be trusted partners, capable of addressing complex resource challenges in ways that are both effective and locally supported.

Nationally, there are approximately 3,000 conservation districts operating across the United States. In California, there are 94 Resource Conservation Districts, each serving a defined geographic area and tailoring its work to local conditions, needs, and opportunities.

Origins and Evolution of Resource Conservation Districts

The origins of Resource Conservation Districts date to the Dust Bowl era of the 1930s, when widespread soil erosion and land degradation revealed the consequences of unsustainable land management. In response, Congress established the Soil Conservation Service (now the Natural Resources Conservation Service, or NRCS) and encouraged the creation of locally governed soil conservation districts to serve as partners between landowners and the federal government.

Between the late 1930s and mid-1940s, conservation districts were formed in every state. Their early work focused on erosion control, soil health, and agricultural productivity, with an emphasis on practical, locally led solutions. This foundational model, local governance paired with technical expertise, remains central to the RCD mission today.

In California, as resource challenges expanded beyond soil conservation alone, districts evolved to address a broader suite of interconnected issues. By the 1970s, California formally transitioned its soil conservation districts into Resource Conservation Districts, reflecting an expanded mission

that includes water resources, wildlife habitat, forest health, climate resilience, and conservation education.

This evolution mirrored changes at the federal level, as conservation policy increasingly recognized the interdependence of land, water, ecosystems, and human communities. Over time, RCDs became uniquely positioned to translate statewide and federal priorities into place-based action, while remaining responsive to local values and conditions.

Community Conservation in Practice

At the core of the RCD model is the principle of community conservation: the understanding that durable environmental outcomes are achieved by working with people, not around them. RCDs engage communities in identifying needs, setting priorities, and implementing solutions that balance environmental stewardship with economic and social considerations.

This community-centered approach allows RCDs to address issues such as water quality, flood risk, wildfire resilience, habitat restoration, and sustainable agriculture in ways that are practical, inclusive, and adaptive. By operating at a local scale, RCDs are able to build trust, foster long-term partnerships, and respond to emerging challenges as conditions change.

For landowners and producers, RCDs often serve as a first point of contact for technical assistance and coordination. For communities, they provide a trusted public agency focused on proactive solutions that protect natural resources while supporting livelihoods and public safety.

Napa RCD's Enabling Authority: A High-Level Overview of Division 9

In California, Resource Conservation Districts are established and governed under Division 9 of the Public Resources Code, which serves as the enabling legislation for RCDs. Division 9 authorizes the formation of RCDs, defines their purpose, and establishes their governance framework.

At a high level, Division 9 empowers RCDs to:

- Promote the conservation and sustainable use of soil, water, and related natural resources;
- Develop and carry out programs, projects, and partnerships that support resource stewardship;
- Enter into agreements with public agencies, nonprofits, and private entities to advance conservation goals;
- Provide technical assistance, education, and coordination in support of voluntary conservation efforts.

Division 9 also establishes governance by a locally appointed board of directors, whose role is to provide public oversight, set strategic direction, and ensure accountability. Importantly, the statute is intentionally flexible, allowing each RCD to adapt its work to local needs while remaining aligned with statewide conservation objectives.

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For the Napa County Resource Conservation District, Division 9 provides the legal foundation to operate as a trusted, locally governed public agency, one that connects community priorities, scientific expertise, and collaborative partnerships to protect Napa County's natural resources now and into the future.

Mission, Vision, and Values

The Napa County Resource Conservation District's mission is to support and empower everyone in Napa County to conserve, protect, and restore natural resources and sustainably manage working lands.

This mission reflects both the Napa RCD's public purpose and its long-standing role as a trusted, non-regulatory partner to the community. Since its establishment in 1945, the District has evolved alongside changing environmental conditions and community needs, while remaining grounded in practical conservation and local stewardship.

The Napa RCD is guided by a vision of Napa County as a model of sustainability, where healthy ecosystems, working lands, and communities thrive together. Achieving this vision requires collaboration across sectors, long-term thinking, and a commitment to equitable access to conservation knowledge, resources, and opportunities.

Underlying this work are shared values that shape how the Napa RCD operates:

- Community-centered conservation, recognizing that lasting outcomes are achieved by working with people and honoring local knowledge;
- Science-based decision-making, grounded in monitoring, research, and adaptive management;
- Integrity and trust, as a public agency accountable to the community it serves;
- Collaboration, across landowners, agencies, organizations, and disciplines;
- Equity and inclusion, ensuring conservation benefits and participation are accessible to all.

Service Area and Community Context

The Napa RCD serves the entirety of Napa County, a region defined by extraordinary ecological diversity, productive agricultural lands, and strong connections between natural resources and local livelihoods. From headwater forests to valley-floor rivers, vineyards, rangelands, and urban areas, Napa County's landscapes are both highly valued and increasingly vulnerable to climate-driven challenges.

The County's natural systems face pressures from prolonged drought, wildfire, flooding, habitat fragmentation, and water quality concerns. At the same time, Napa County is home to an engaged community that cares deeply about land stewardship, environmental quality, and intergenerational responsibility.

Within this context, the Napa RCD operates at multiple scales:

- Supporting individual landowners and land stewards with site-specific technical assistance;

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- Working at the watershed and landscape scale to address issues such as fish passage, forest health, and water security;
- Engaging schools, youth, and community members to build environmental literacy and a shared culture of conservation.

Who We Serve

The Napa RCD serves a broad and diverse cross-section of the Napa County community. Its work is intentionally inclusive, reflecting the understanding that natural resources depend on the stewardship decisions of many different people.

Those served by the Napa RCD include:

- Farmers, ranchers, and vineyard managers, seeking support for soil health, water conservation, habitat enhancement, and climate-resilient practices;
- Forest landowners and rural residents, working to improve forest health and wildfire resilience;
- Students and educators, participating in hands-on, place-based environmental education;
- Farmworkers and vineyard crews, supported through culturally relevant and multilingual training opportunities;
- Community members and volunteers, engaging in stewardship, monitoring, and restoration activities;
- Public agencies and partner organizations, collaborating on planning, implementation, and long-term monitoring.

By design, the Napa RCD works with both public and private land stewards, recognizing that conservation outcomes are strongest when knowledge, resources, and responsibility are shared across the community.

Guiding Principles for Our Work

The Napa RCD's programs and partnerships are shaped by a set of guiding principles that inform decision-making across all areas of work:

- **Voluntary and Non-Regulatory:** The Napa RCD does not enforce land use or environmental regulations. Instead, it provides technical assistance, coordination, and education that enable land stewards to take proactive, voluntary action.
- **Locally Driven and Adaptive:** Projects are designed in response to local priorities and conditions, and are adapted over time based on monitoring results, community feedback, and changing environmental realities.
- **Integrated and Holistic:** The District recognizes the interconnectedness of soil, water, forests, wildlife, agriculture, and people. Programs are designed to deliver multiple benefits whenever possible.
- **Collaborative by Nature:** The Napa RCD serves as a convener and partner, working alongside landowners, Tribes, nonprofits, schools, and local, state, and federal agencies to achieve shared goals.

- **Focused on Long-Term Stewardship:** Rather than short-term fixes, the Napa RCD emphasizes durable solutions that strengthen ecological function, community capacity, and resilience over time.

Our Work, Strategy, and Impact

Since 1945, the Napa County Resource Conservation District (Napa RCD) has served as a trusted local partner helping land managers, agricultural producers, and community members voluntarily conserve land, water, soil, and habitat. The District's work is grounded in science, driven by community need, and implemented through collaboration. This chapter provides an overview of Napa RCD's core program areas, strategic direction, approach to measuring impact, and the partnerships that make conservation at scale possible.

Program Areas and Core Functions

Napa RCD delivers conservation outcomes through four interrelated program areas. While each area has distinct goals and methods, all are connected by a shared commitment to voluntary participation, technical excellence, and long-term stewardship.

Community & Youth Engagement

Napa RCD connects people of all ages to the land and water that define Napa County. Through school programs, internships, scholarships, workshops, events, and volunteer opportunities, the District builds environmental connections, workforce pathways, and a culture of stewardship. These programs emphasize hands-on learning, outdoor experiences, and inclusive access, recognizing that lasting conservation depends on informed and engaged communities.

Regenerative Agriculture

Working with farmers and ranchers, Napa RCD supports practices that enhance agricultural productivity while improving soil health, water use efficiency, water quality, biodiversity, and climate resilience. Core functions include irrigation assessments, soil health evaluations, carbon farm planning, habitat establishment on working lands, erosion treatment plans, and technical assistance to access public cost-share programs. The District prioritizes practical, site-specific solutions that align environmental outcomes with agricultural viability.

Watershed Health

Napa RCD leads and supports efforts to restore and protect watersheds across the county. This includes fish passage barrier removal, habitat restoration, surface water quality monitoring, streamflow monitoring, fish population monitoring, and erosion control. These activities improve water quality and quantity, reconnect habitat, support native species recovery, and inform sound water management decisions for both ecosystems and human uses.

Forest Health and Wildfire Resilience

Napa RCD works with landowners, agencies, and regional partners to improve forest health and wildfire resilience. Core functions include forest management planning and implementation, provision of technical assistance and post-fire recovery assistance, oak woodland restoration, prescribed fire coordination, and regional collaboration through multi-county initiatives. This work emphasizes proactive stewardship, community safety, and ecosystem resilience in the face of climate change and biodiversity loss.

Across all program areas, Napa RCD serves as a technical advisor, convener, and project implementer, helping translate conservation goals into on-the-ground action

Strategic Priorities and Long-Term Direction

Napa RCD's work is guided by a Board-adopted Strategic Plan that sets long-term priorities and provides a framework for decision-making. While specific initiatives evolve over time, the District's strategic direction consistently emphasizes:

- Healthy, resilient ecosystems that support biodiversity, clean water, and climate adaptation;
- Sustainable agriculture that aligns environmental stewardship with human health and economic viability;
- Wildfire-resilient landscapes that protect communities and natural resources;
- An engaged and informed public connected to nature and stewardship;
- Organizational sustainability, including strong partnerships, diversified funding, and effective governance.

The Strategic Plan helps the Board and staff focus resources where they can achieve the greatest public benefit, respond to emerging challenges, and scale successful approaches. It also provides continuity across leadership transitions and funding cycles, ensuring that short-term projects contribute to long-term outcomes.

How Programs Align with the Strategic Plan

Each Napa RCD program and project is developed to advance one or more strategic priorities. Annual work plans translate long-term goals into actionable objectives, while staff regularly report progress to the Board.

For example:

- Community and youth programs support the strategic goal of building a culture of stewardship and workforce readiness.
- Regenerative agriculture projects advance soil health, water conservation, and climate resilience as key to sustaining Napa County's agricultural heritage.
- Watershed health initiatives align with long-term ecosystem recovery and water security goals.
- Forest health and prescribed fire efforts contribute directly to wildfire resilience and regional collaboration.

The Board's role is not to manage individual programs or projects, but to ensure that the overall portfolio of work remains aligned with the Strategic Plan, responsive to community needs, and consistent with the District's mission and non-regulatory approach.

Measuring Impact and Community Benefit

Measuring impact is central to Napa RCD's accountability as a public agency and trusted partner. The District tracks both quantitative outputs (such as acres treated, participants served, or miles of stream monitored) and qualitative outcomes (such as improved stewardship capacity, landowner adoption of conservation practices, and ecosystem response).

Recent measures of impact illustrate the breadth of community benefit:

- Thousands of acres supported through regenerative agriculture, forest health, and habitat restoration efforts;
- Hundreds of landowners receiving technical assistance and planning support;
- Extensive monitoring of streams, fish populations, and water quality to guide adaptive management;
- Thousands of youth and adults participating annually in education, volunteer, and stewardship programs.

These metrics help the Board assess effectiveness, guide strategic adjustments, communicate value to funders and partners, and ensure that public investments yield meaningful environmental and community returns

Key Partnerships

Partnerships are foundational to Napa RCD's ability to deliver effective, voluntary conservation at scale. As a non-regulatory special district, Napa RCD achieves impact by working collaboratively with public agencies, nonprofit organizations, Tribes, landowners, and municipalities to align expertise, funding, and community trust.

Key partners include:

- **Private landowners, farmers, and ranchers** who voluntarily implement conservation practices on working and natural lands;
- **Local, state, and federal public agencies** that support implementation through formal agreements, funding, data sharing, and coordinated planning;
- **Schools, community organizations, and nonprofit partners** that expand educational reach, youth engagement, and stewardship opportunities;
- **Tribes and tribal organizations**, whose knowledge, perspectives, and relationships inform inclusive and place-based conservation efforts;
- **Regional collaboratives** that enable landscape-scale planning, funding coordination, and multi-benefit project implementation.

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The Board plays a critical role in supporting and strengthening these partnerships by reinforcing the District's credibility, maintaining alignment with mission and strategy, and advocating for collaborative and equitable solutions that are based in science.

Napa RCD 2024-2029 Strategic Direction

Version Intended for Board and Staff Members Only

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 points, 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

We have served Napa County well for over 75 years, but the environmental need today is more urgent than ever. In the next five years, we at Napa RCD commit to increasing our leadership role in advancing conservation, natural resource health and climate resiliency. We will be a **Catalyst** and a **Visionary**, and a **Go-To Hub** for technical assistance and community engagement, working at many levels—from individual landowner, to entire watersheds, to the region more broadly.

We will maintain our traditional role of **Trusted Partner**, built on our core values and ways of working:

- 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

We will address the urgency of climate change and biodiversity loss through our **Core Programs:**

- **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 groundwater quality, flow, monitoring, and restoration
- **Community Engagement** – Volunteers, students, political leaders, donors, partner organizations
- We will increase focus on longer-term vision/planning/metrics and in continued organizational development.

Overview of Goals and Strategies 2024-2029

Goal #1: 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 (Forest, Agriculture, Watershed).

Goal #2: 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, chapparal, and other key ecosystems.

Goal #3: 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: 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: 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: 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.

Detailed Goals and Strategies 2024-2029

Goal #1: Diverse communities are engaged in stewarding our natural resources in ways that are diverse, equitable, and inclusive.

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 (Forest, Agriculture, Watershed).

Metrics of Success

- # of people participating in Napa RCD programs, including education, data collection, conservation planning, and project implementation.
- Demographic composition of participants in Napa RCD programs
- # hours community members spend participating in or learning about stewardship with Napa RCD

Strategies

- 1.1 Develop and nurture new and existing partnerships that expand access to stewardship opportunities.
- ◆ *Complete a power analysis, which evaluates the cultural, policy, and other forces that shape equity and inclusion in our conservation community, and identify strategies to support increased equity and inclusion in our programming.*
 - ◆ *Conduct needs/gap assessment with community orgs, teachers, students.*
 - ◆ *Strengthen partnerships with community-based organizations, institutions, and local governments.*
- 1.2 Refine student and youth stewardship programs to build connection to nature and sense of agency.
- ◆ *Assess existing K-12 programs with input from partners.*
 - ◆ *Refine and focus youth programming based on assessment.*
 - ◆ *Secure funding to implement youth education program consistently across years.*
 - ◆ *Increase number of students and teachers that participate.*
 - ◆ *Collaborate more deeply with teachers to deepen impact of programs.*
 - ◆ *Develop guidance materials to help standardize delivery.*
 - ◆ *Host internship program(s) for college and high school students.*
- 1.3 Expand community education and volunteer programs and refine these programs to be more inclusive to the diverse communities of Napa County.
- ◆ *Develop more equitable and inclusive ways for community members to engage in stewardship.*
 - ◆ *Expand volunteer engagement across RCD programs and develop overarching management system..*
 - ◆ *Support equitable and inclusive community engagement in large-scale climate/conservation planning efforts.*
 - ◆ *Continue community education programming related to sustainable ag and home gardens and forest health.*
 - ◆ *Support residents in caring for street trees.*
- 1.4 Engage all Napa RCD programs in creating community programming to help achieve strategic objectives.
- ◆ *Collaborate across programs to streamline existing community engagement activities and identify opportunities for focus or expansion.*
 - ◆ *Develop cross-cutting vocabulary to reach community members consistently and effectively.*
 - ◆ *Develop coordinated evaluation of Community Engagement outcomes across programs.*

Goal #2: 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.

Metrics of Success

- # landowners / managers receiving technical / financial assistance.
- # acres planned and treated.
- # / demographics of participants in educational programming.
- Longer-term*: demonstrate impact on forest health over time

Strategies

2.1 Engage diverse partners to develop a county-wide forest health and habitat health strategy and refine Napa RCD’s and partners’ roles in implementing the strategy.

- ◆ *Assess current conditions, develop a framework for project prioritization, and identify key impact metrics.*
- ◆ *Improve partner coordination and alignment, supporting more effective and proactive collaboration.*
- ◆ *Partner with and elevate knowledge holders (e.g., scientists, Indigenous community members) to refine our programming (e.g., best management practices) and support indigenous priorities*
- ◆ *Leverage local, regional, and state partnerships to address critical barriers to project planning and implementation (e.g., cutting green tape, biomass utilization, barriers to prescribed fire).*

2.2 Implement, and support others to implement, on-the-ground activities that improve the health of forests and other key terrestrial ecosystems

- ◆ *Refine and scale technical and financial assistance provided to rural forest land managers*
- ◆ *Refine and scale urban forestry programming in partnership with municipalities and other local stakeholders*
- ◆ *Define and scale habitat enhancement work and assess if this should become its own program area*
- ◆ *Increase the implementation of ‘good fire’ through Prescribed Burn Association support and by building staff technical expertise*

2.3 Shift the way that community members understand and connect to forests, empowering community-led stewardship.

- ◆ *Identify key levers/theory of change for creating a ‘culture shift’ in the way community members relate to forests and see their role in stewardship*
- ◆ *Develop more robust educational programming.*
- ◆ *Refine and scale storytelling to inspire stewardship.*



Goal #3: Local agricultural producers manage most farm and rangelands in Napa County 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.

Metrics of Success

- # new farmers and farmworkers aware of RCD services
- % workshops and materials developed in English and Spanish
- # farmers/workers in workshops.
- # receive TA to develop action plans
- # develop knowledge and skills to confidently begin implementing

Strategies

3.1 Produce and deliver educational events and materials to introduce farmers and farmworkers to regenerative agriculture principles and methods.

- ◆ *Increase active promotion of program services through various media outlets, participation of RCD staff in community events, and events organized by the RCD.*
- ◆ *Develop and deliver educational events and materials on topics related to nutrient and pest management.*
- ◆ *Offer workshops to address holistic strategies for sustainable management of all four aspects of regenerative ag*

3.2 Provide technical assistance to help farmers and farmworkers create and implement effective regenerative agriculture plans including carbon farm plans, irrigation water management plans, nutrient management plans, and integrated pest management plans.

- ◆ *Make all education and technical assistance available in Spanish and English.*
- ◆ *Provide technical assistance in collection / interpretation of data needed to develop action plans*
- ◆ *Provide 1:1 technical assistance in development / implementation of regenerative agriculture plans.*

3.3 Increase integration of habitat-related benefits and practices into regenerative agriculture education.

- ◆ *Use workshops and materials to educate farmers about the overlap between regen. ag and habitat, forest, & watershed health.*
- ◆ *Use the Huichica Creek Vineyard property to demonstrate habitat restoration methods and materials to agricultural producers.*
- ◆ *Assess needs in workforce development for farmworkers in ecosystem restoration and forest management.*

3.4 Work with key local and regional partners to promote regenerative agriculture at a larger scale.

- ◆ *Collaborate with agriculture and vineyard industry groups to engage grapegrowers in understanding and advancing regenerative agriculture.*
- ◆ *Support the North Coast Soil Hub by collaborating to develop regional education, outreach, and technical assistance programming and build capacity.*
- ◆ *Support capacity building with Lake RCD in soil health and irrigation management.*

Goal #4: 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.

Metrics of Success

- # of fish barriers removed
- Miles of stream habitat made accessible to salmonids
- Acres streamside habitat restored
- # / demographics of community participants

Strategies

4.1 Engage the community to envision and support healthier stream ecosystems.

- ◆ *Develop a Napa River stream restoration plan defining the healthy state of the watershed. Identify key unknowns and rank projects required for ecosystem function, species recovery, and biological diversity.*
- ◆ *Increase opportunities for watershed education and community science for Napa County residents.*
- ◆ *Extend stream health information to general audiences with new publications and other materials.*

4.2 Facilitate and implement restoration projects that enhance stream function and support biodiversity.

- ◆ *Facilitate/implement grant-funded fish passage barrier improvement projects*
- ◆ *Facilitate/implement stream channel restoration projects with a focus on reconnection to floodplains, expansion of riparian areas and wetlands, and enhancement of streambed conditions.*
- ◆ *Expand community education and volunteer opportunities around habitat enhancement and invasive plant management at restored sites.*

4.3 Continue and expand assessment and monitoring of streamflow, fisheries, stream channel habitat, water quality, and groundwater.

- ◆ *Continue assessment and monitoring of streamflow and wetted channels, and improve with expansion of observations sites, number of volunteers, wetted channel mapping, and low-flow stream gaging.*
- ◆ *Continue salmonid monitoring program and pursue long-term steady funding to improve methods, expand to new sub-watersheds, and study more species.*
- ◆ *Continue post-implementation monitoring of restoration projects including the Napa River Rutherford and Oakville-to-Oak Knoll projects and the Upper York Creek Dam removal project and expand efforts to future restoration projects.*
- ◆ *Continue stream water quality monitoring efforts including dry-season storm drain outfall monitoring and Napa River streambed monitoring for excess agricultural inputs of fine sediment.*
- ◆ *Provide environmental and biological monitoring, technical expertise, and education/outreach to support the successful implementation of the Groundwater Sustainability Plan (GSP).*

4.4 Support the implementation of sustainable groundwater management approaches.

- ◆ *Support planning activities needed to inform sustainable groundwater management.*
- ◆ *Design and deliver education and outreach programming to support sustainable groundwater management.*
- ◆ *Support the development and implementation of groundwater recharge projects.*

Goal #5: The Napa RCD is viewed as 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 implement Climate Change Emergency Resolutions.
- 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 we have adequate unrestricted funding to advance our 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.

Metrics of Success

- % of total revenue from donations
- # of major donors and all donors
- # of engagements with community leaders

Strategies

5.1 Develop a comprehensive multi-year revenue strategy.

5.2 Refine and expand our approach to securing public funding.

- ◆ *Develop a strategic framework to guide selection and prioritization of grant proposals.*
- ◆ *Explore and identify opportunities for public funding beyond competitive grants (e.g., direct contracts with state and federal agencies, local tax measures).*

5.3 Create and implement an engagement and recognition system to increase support from individual and business funders.

- ◆ *Design and host multiple and varied events aimed at engaging key audiences in the work of Napa RCD.*
- ◆ *Develop and implement major gifts and membership solicitation strategies.*
- ◆ *Develop a donor database to support conversion of friends into donors.*

5.4 Develop a strategic communications plan to elevate Napa RCD’s presence with key audiences.

5.5 Engage key community leaders and partners to advance Napa RCD’s program, policy, and fund development priorities, including encouraging all partners to adopt and implement Climate Change Emergency Resolutions .

- ◆ *Develop a policy advocacy strategy that involves both staff and board members, focusing primarily on local and state governments.*
- ◆ *Develop and implement an engagement strategy with key partner organizations.*

Goal #6: Napa RCD's 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 Napa RCD through a significant shift in funding streams.
- We recruit and retain a high-performing staff and board to achieve strategic objectives and support diversification of the natural resources sector.
- Our organizational culture reflects our values and creates a sense of belonging on the board and staff.
- The Board of Directors effectively governs and supports Napa RCD.
- Sufficient and well-organized systems and staffing support our team and programs and reflect our values.

Metrics of Success

- \$ in fund balance
- Employee's sense of inclusion and belonging
- Board engagement outside of board meetings
- Reduced emissions

Strategies

6.1 Ensure the financial health and stability of Napa RCD.

- ◆ *Complete a class and compensation analysis and develop a framework for staff hiring and promotion.*
- ◆ *Develop a multi-year budget forecast that includes targets for program staffing, administrative capacity, strategic reserves, and unrestricted revenue for programmatic priorities.*
- ◆ *Analyze the potential for sustainable long-term public funding for conservation priorities.*

6.2 Recruit and retain a talented and effective staff with the skills and capacity to execute the strategic plan.

- ◆ *Analyze staffing needs and supervision structures and articulate a cohesive staffing philosophy.*
- ◆ *Identify and remove/reduce barriers to supporting greater diversity on the staff.*
- ◆ *Recruit and hire key staff positions*

6.3 Increase Napa RCD's capacity to engage with diverse stakeholders and create conservation impact.

- ◆ *Develop an overarching organizational vision and set of values related to Justice, Equity, Diversity, and Inclusion, and a safe, fair, and inclusive workplace culture.*
- ◆ *Increase the transparency and consistency of board and staff decision-making processes and identify key levers to include diverse voices.*

6.4 Equip the Board of Directors to govern and support Napa RCD.

- ◆ *Identify and remove/reduce barriers to supporting greater diversity on the board of directors.*
- ◆ *Recruit director applicants, associate directors, and other leadership volunteers whose capacity, skills, demographics, and other characteristics reflect the needs and goals of Napa RCD.*
- ◆ *Provide orientation and training to increase the skills and capacity of board of directors.*
- ◆ *Identify key pathways for board engagement in supporting Napa RCD.*

6.5 Foster an organizational culture that reflects our values and creates a sense of belonging.

- ◆ *Refine and increase the transparency of human resources and staff supervision policies and functions, with a focus on recruitment and retention of diverse staff.*
- ◆ *Identify key opportunities to foster an inclusive and values-based team culture on the board and staff through training, resources, and practices that facilitate communication and foster belonging.*

6.6 Develop systems and processes to support cross-program coordination and program evaluation for increased impact.

- ◆ *Invest in a customer relations management (CRM) system for tracking contacts across programs*

- ◆ *Develop systems and allocate funding for staff to engage across programs.*
- ◆ *Develop program evaluation systems and procedures in partnership with external stakeholders to effectively monitor and communicate impact.*

6.7 Reduce emissions associated with District operations.

USDA Natural Resources Conservation Service Update

March 12, 2026

The NRCS Napa office continues to finalize our conservation planning, assessments, and rankings for fiscal year 2026. Our internal ranking deadline is 3/27 for the majority of NRCS programs, 3/20 for RCPP. Napa staff are working across county lines to assist the Petaluma office with their NRCS applications. Petaluma covers Marin and Sonoma counties and routinely has some of the highest applications numbers in the state.

Napa NRCS will be participating in the Farm Bureau's Ag Day on 3/26, staffing an educational booth about soil health for elementary school students. Frank assisted Eric with a high school field trip to Skyline Park on 3/5 hosting Valley Oak High School. Erika helped Ali and Aaron conduct interviews for the RCD's new Forest Health & Restoration Program Manager position last week.

Erika Valek

Soil Conservationist

Napa Field Office

Natural Resources Conservation Service

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Earth Day Napa Festival Request

Hi Napa RCD Board,

The Ed & Engagement Team is gearing up for Earth Day, and we'd love your support to make our booth a success! This is a great opportunity to connect with community members, hear what they love about the resources we all care about, and explore how we can work together to protect them.

The [Earth Day Napa Festival](#) will be held on Saturday, April 18th at the Oxbow Commons from 11AM - 4 PM. We'll provide some talking points to help frame conversations and will be around to answer any questions. Having multiple sign-ups allows everyone the opportunity to take breaks, grab lunch, and visit our local partners' booths too. It's a fun event—and if you're lucky with timing, you might even get a photo with our RCD Salmon 🐟.

If you're able to support, please sign up for a shift by adding your name next to the shift of your choosing on this spreadsheet: [EDN 2026 Booth Sign-Up](#)

Thanks so much for your help in representing the amazing work happening at Napa RCD — we couldn't do it without you! If you have any questions, don't hesitate to reach out.

PS: Looking for different ways to support? Ashley is looking for Site Captains for the Earth Day Napa Community Cleanup! Site Captains lead volunteers through clean-up efforts at sites scattered throughout Napa the weekend after the festival. If you're interested in stepping in and leading a group, please reach out to Ashley to coordinate at Ashley@naparcd.org.

Best,

Monique Byro

she/her/ella

Community Engagement Project Manager | [Napa County Resource Conservation District](#)

(707) 749-0383 | Monique@NapaRCD.org





Napa RCD Scholarship for Emerging Environmental Leaders

The purpose of the Emerging Environmental Leaders Scholarship is to celebrate the contributions of young leaders who have partnered with the Napa County Resource Conservation District (Napa RCD) to voluntarily care for Napa County's land, water, soil, wildlife, and people. As the hub for conservation in our community, Napa RCD is honored to recognize, activate, and empower the next generation of environmental stewards.

This scholarship is open to students graduating from any high school, high school equivalent, or GED program in Napa County.

Two \$1,000 awards will be granted during the 2025-26 school year.

Eligibility

- Must be graduating from a Napa County high school or completing a GED or high school equivalent within Napa County.
- Must be actively enrolling in an accredited two-year (junior/community college) or four-year college/university, vocational program, career pathway, or a related certificate program.
- Must complete the scholarship application by the deadline.
- Must provide contact information for 1 person (not a family member) who can attest to your commitment to environmental service. Acceptable contacts can be teachers, coaches, employers, guidance counselors, or others.

Deadline to apply is 11pm PST, April 30, 2026

Priority consideration will be given to students who have actively participated in Napa RCD programs or activities, beyond required classroom presentations and field trips. Students should record and document all occasions when they have participated in Napa RCD programs. Applicants should be prepared to share how their future will include environmental stewardship, conservation actions, activities, experiences, studies, or a potential career pathway.

Examples of Napa RCD programs and conservation stewardship/service activities include:

- Volunteering at a cleanup event such as Earth Day, Coastal Cleanup, or Waterways Keepers
- Volunteering on acorn planting or stewardship days
- Completing an internship
- Volunteering with in other environmental or community health-based activities such as Napa Open Space District, Skyline Park, or the Martha Walker Native Plant Garden/CNPS

We recommend subscribing to Napa RCD's eNewsletter, Facebook, and Instagram pages to stay informed about our programs and activities. Current programs and activities can be found at NapaRCD.org and @NapaRCD on [Facebook](#) and [Instagram](#).

To apply please visit NapaRCD.org/Scholarship