



Trinity County Resource Conservation District

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Strategic Plan 2024-2030



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About Us

Established in 1956, the Trinity County Resource Conservation District (“District”) has a long history of assisting landowners and land managers in Trinity County. We are a Special District of the State of California, self-governed by volunteer directors appointed by the Trinity County Board of Supervisors. The board of directors is guided by landowners and the community in their decisions and actions. District employees carry out the day-to-day operations, guided by priorities and policies set by the board.

The District serves all areas of Trinity County, yet receives no base funding from county, state, or federal governments. The majority of District funding comes from submitting competitive grant applications and receiving merit-based awards and agreements. The District is committed to reflecting the values of justice, equity, diversity, and inclusion in its operations.

Our Mission

To assist in protecting, managing, conserving and restoring the natural resources of Trinity County through information, education, technical assistance and project implementation.



Our Vision

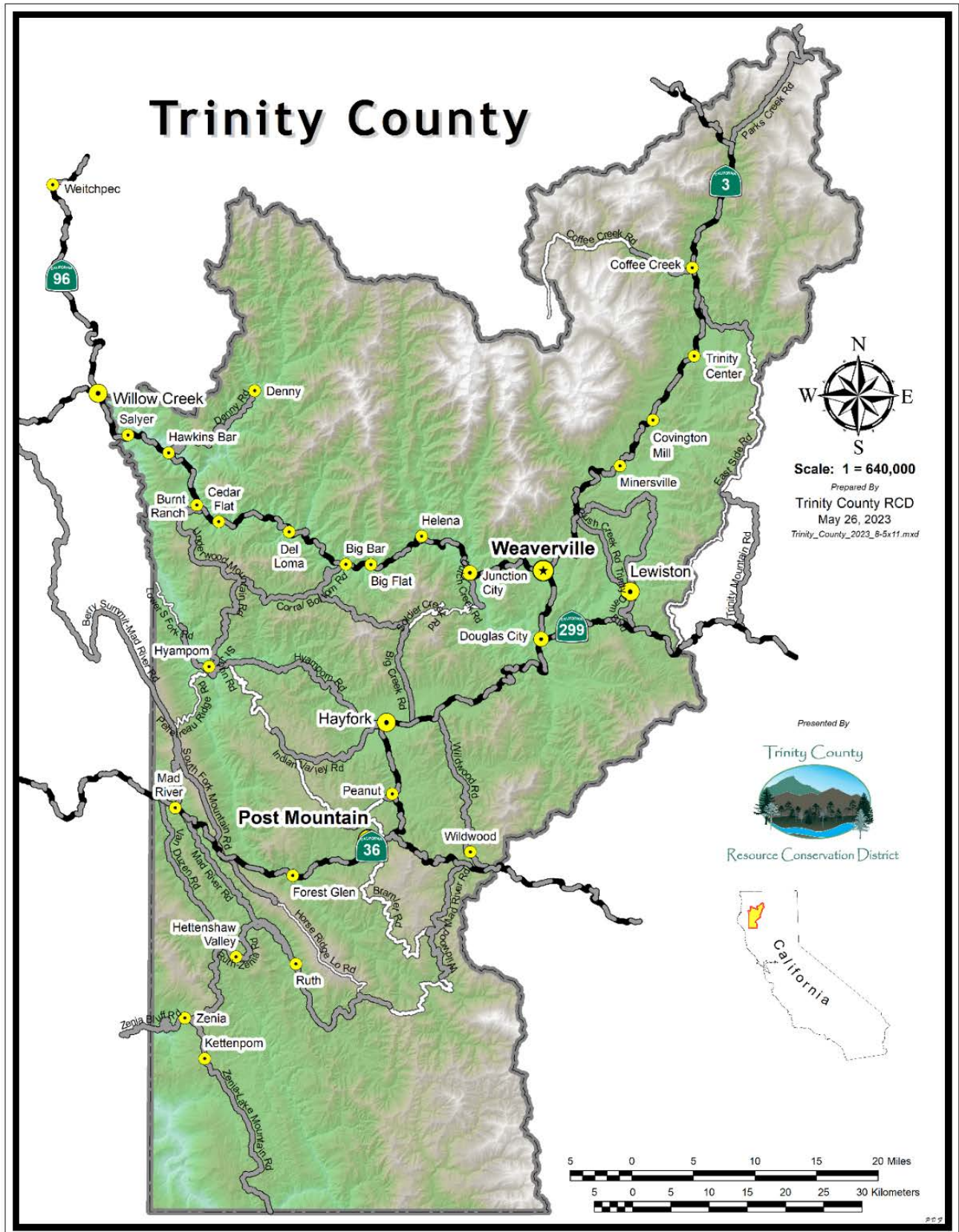
Trinity County Resource Conservation District envisions a balance between the utilization and conservation of our natural resources. Through economic diversity and ecosystem management, our communities will achieve and sustain a quality environment and healthy economy.

We do not have regulatory authorities and rely on partnerships with individuals, community organizations, and other government agencies to fund and implement our conservation programs. We are committed to utilizing cooperative and scientifically sound methods to achieve our mission.

Trinity County is 3,222 square miles located in the rugged terrain of the northwestern mountains of California. Elevation ranges from 600 to 9,025 feet. Several deep river canyons traverse the County and the resulting dissected relief has steep slopes. The mild climate has four distinct seasons. The majority of the County is under some form of public ownership, including the Trinity Alps, Chancelulla, and Yolla Bolly-Middle Eel Wilderness Areas, the Shasta-Trinity and Six Rivers National Forests, Bureau of Land Management, Bureau of Reclamation, and various state and county entities.

Land uses in the County have generally centered around natural resource development. Recreation, logging, fisheries, and agriculture are the predominant uses. The communities are small and rural. Weaverville, the County seat, is the largest with 4,000 residents. As a result of the extent of public land ownership, relative inaccessibility, combined with a limited job market, Trinity County is only sparsely settled, with a population of approximately 16,000 residents.

The following map illustrates our District boundaries.



With the previously discussed geographic and economic challenges in mind, we have set strategic goals that we believe promote the betterment of our District boundaries and community.

- **Build and support programs that improve botany, forest health, sediment control, fish and wildlife habitat, recreation, water quantity and quality, education, technical assistance, and ecosystem resiliency in a changing climate.**
- **Expand the District's influence by building strategic partnerships at local and regional levels.**
- **Enhance the public's understanding of resource conservation practices and land stewardship and the District's role in implementation.**
- **Enhance the District's ability to implement its mission through continuous improvements in internal and external communications, staff recruitment and enrichment, capacity building, and board development.**
- **Strengthen our finances in order to sustain our work.**

This document is an adaptable 6-year strategic plan ("Plan") for calendar years 2024-2030 that will assist in guiding Trinity County Resource Conservation District operations. This Plan defines our organization's goals and how it can best achieve its mission. Utilizing our programs, we will work collaboratively with our Board of Directors and administration to achieve our goals.

As we define our goals, many have been long-standing open-ended priorities that have continued to evolve over time and require consistent attention. As an example of this, the District has built a strong reputation and partnerships with our federal, state, local, and private entities but as our staff and their staff change over time we must continue to invest in developing new working relationships.



- **Administration**

- Fiscal policies
- Personnel policies
- Board support and development
- Sustainable funding
- Partnership development

- **Botany**

- Native plant nursery
- Noxious weed management
- Native habitat restoration (revegetation)
- Pollinator monitoring and habitat improvement
- Rare plant surveys

- **Education/Outreach**

- Experiential environmental education
- Quarterly newsletter
- Electronic and print media presence
- Educational workshops and events
- Trinity River Salmon Festival
- Young Family Ranch activities
- Weaverville Summer Day Camp

- **Forest Health**
 - Trinity County Community Wildfire Protection Plan support and project implementation
 - Trinity County Fire Safe Council coordination
 - Fuels reduction
 - Prescribed burning
 - Chipping services
 - Forestry technical assistance
 - Weaverville Community Forest Stewardship

- **Geographic Information System (GIS)**
 - GIS infrastructure support
 - Online mapping applications & parcel viewer
 - Geospatial analysis
 - Maps & cartographic layout
 - Data products
 - Print & poster services

- **Recreation**
 - Infrastructure maintenance and development
 - Trail maintenance and development
 - Recreation planning

- **Erosion Control and Roads**
 - Road decommissioning
 - Dirt road maintenance and upgrades
 - Off-Highway Vehicle Road Maintenance and improvements
 - Storm and fire road restoration operations

- **Watershed Management**
 - Stream and habitat restoration
 - Conservation Planning
 - Watershed planning and coordination
 - Trespass cannabis site and illegal dumping cleanup
 - County Planning Projects
 - Coordinate the Trinity River Watershed Council



GOAL #1

Build and support programs that improve botany, forest health, sediment control, fish and wildlife habitat, recreation, water quantity and quality, education, technical assistance, and ecosystem resiliency in a changing climate

Strategies

Botany

- 1. Build the District's strong partnerships with public agencies to effectively restore plant communities following road projects, wildfires, and noxious weed removal. Expand the capacity of our native plant nursery to support the growing demand of these restoration projects.*
- 2. Foster collaborations with local organizations to continue to address high-priority noxious weed populations, while seeking and securing funding to support these endeavors.*
- 3. Strengthen our capacity to conduct rare plant surveys for environmental compliance purposes and pursue funding to facilitate pollinator monitoring and habitat restoration.*

Education and Outreach

- 1. Coordinate and engage volunteers and youth (e.g., student groups, business groups, etc.) in the implementation of local enhancement projects including, but not limited to, native plant restoration, native oak regeneration projects, noxious weed removal, and illegal dumping clean-up events.*
- 2. Support Trinity County and public and private land managers in the implementation, monitoring, and management of the Trinity River*

Restoration Program projects and other restoration, enhancement, and maintenance projects that are undertaken in partnership.

- 3. Offer training courses to practitioners/installers of “on-the-ground” restoration, improvement, protection, and enhancement practices (e.g. topics such as installation of erosion control practices, road grading and maintenance practices, rainwater harvesting, and rain garden installation, etc.)*

Forest Health

- 1. Work on public and private lands to increase the pace and scale of hazardous fuels reduction and forest health treatments, including community chipping, fuel break construction, landscape-scale forest health treatments, defensible space assistance, and prescribed burning.*
- 2. Support partners and landowners in the completion of forest health and fuels reduction efforts including through CEQA/NEPA compliance, technical forestry assistance, planning, and coordination of groups such as the Weaverville Community Forest Steering Committee and Trinity County Fire Safe Council.*
- 3. Provide a guiding role in wildfire mitigation planning and community resilience across Trinity County by collaboratively updating the Community Wildfire Protection Plan, maintaining Trinity County’s Firewise Communities, facilitating the Trinity County Fire Safe Council, and providing education and outreach regarding wildfire safety, fuels reduction, and home hardening to a range of audiences.*

Geographic Information Systems (GIS) and Information Technology

- 1. Support community resource professionals, partners, and internal TCRCO program staff through the maintenance and development of the existing, robust GIS data library.*
- 2. Delivering high-quality, reliable data, map products, and geospatial services for meeting the conservation objectives of resource professionals.*
- 3. Provide state-of-the-art location-based services to assist project managers and resource professionals with project implementation and resource identification in support of environmental compliance planning (NEPA, CEQA), agency policies, and programs.*

Recreation

- 1. Collaborate with federal, state, and local partners to implement trail creation, maintenance, and improvement projects on National Forest and Bureau of Land Management system lands throughout the county.*
- 2. Develop relationships with private landowners and stakeholders to create easement access through trails that connect to other system trails.*

3. *Engage with local youth and adults to promote safe active transportation throughout the County.*
4. *Promote development of large and small projects that could attract tourism to the County to support a healthy local economy.*

Erosion Control and Roads

1. *Work with public and private partners to implement road improvement projects where road drainage may be impacting water quality. Seek opportunities to address multiple contiguous properties in watersheds that support anadromous fish.*
2. *Serve as a technical advisory resource to residents and land managers regarding erosion control in associated rural lands and roads.*
3. *Conduct sediment source assessments and prepare road-treatment recommendations on private and public lands for rural, agricultural, and improved road systems.*

Watershed

1. *Develop and initiate implementation of conservation planning and Best Management Practices implementation program to meet water quality requirements in Trinity County.*
2. *Support NRCS in efforts to provide conservation planning assistance and implementation of Farm Bill and other resource conservation and protection projects.*
3. *Provide leadership and participate in development and understanding of innovative conservation practices and programs as part of County initiatives to address transportation infrastructure, climate change, air quality, water supply, and greenhouse gas emissions.*

Potential Outcomes

- Reduced sediment in rivers and streams
- Improved habitat
- Healthier, more fire-resistant forests
- Reduced carbon emissions
- Community awareness and use of best practices
- Community members feel empowered to act on local natural resource issues
- Natural resource organizations identify all community members as allies in conservation efforts

GOAL #2

Expand the District's influence by building strategic partnerships at local and regional levels



Strategies

- 1. Expand partnerships with local organizations and federal and state agencies operating within Trinity County for all District program areas for the purpose of managing the local resources in a changing climate.*
- 2. Work in partnership with others to gain grant funding to implement projects that strategically address local resource challenges.*

Potential Outcomes

- Improve salmonid habitat and cycle
- Positive impact on water quality
- Directly assist our local communities
- Improve wildfire resilience and forest health across land ownerships throughout all Trinity County communities
- Provide resources for guiding land management entities in implementation of resource conservation planning activities



GOAL #3

Enhance the public's understanding of resource conservation practices and land stewardship and the District's role in planning and implementation

Strategies

- 1. Celebrate our successes via social media, newsletters, articles, etc.*
- 2. Engage with, and provide monitoring results to, applicable resource agencies to share scientifically sound information.*
- 3. Take opportunities to present information at conferences, meetings, field trips, etc.*

Potential Outcomes

- Greater awareness of the services and assistance that the Trinity County RCD provides
- Staff satisfaction in sharing success stories
- Increased community participation in resource conservation efforts & educational activities/events

GOAL #4

Enhance the District's ability to implement its mission through continuous improvements in internal and external communications, staff recruitment and enrichment, capacity building, and board development



Strategies:

- 1. Implement existing District policies, update and improve them as needed, and develop new policies and procedures as needed to improve District operations and transparency.*
- 2. Ensure that District has adequate office facilities and equipment/vehicles to carry out District work.*
- 3. Work on a regional basis with neighboring Resource Conservation Districts and conservation organizations to create programs that meet local interests and are competitive for grant funding.*
- 4. Maintain a knowledgeable, effective Board of Directors, who are focused on the District's mission. Seek diversification of interests and skill sets among Directors.*

5. *Continue to update the electronic database to track the history of the District's past, current and future projects, programs, outcomes, and participants.*
6. *Develop a diversity, equity, and inclusion statement for the District.*

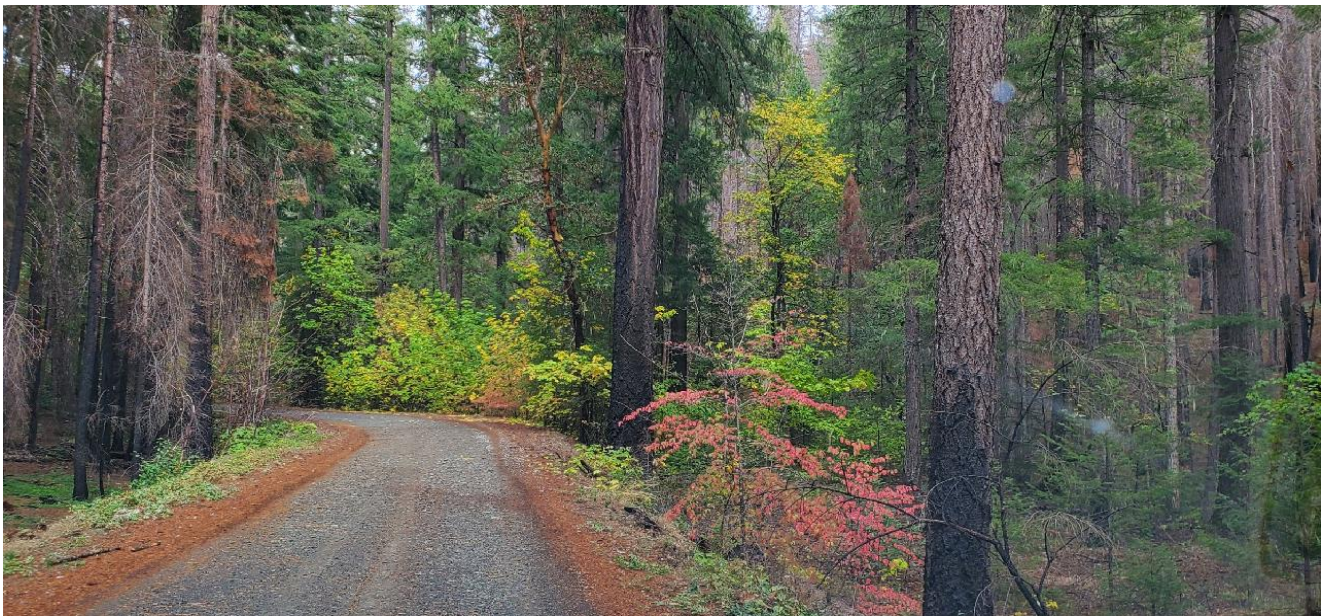
Potential Outcomes

- District programs, board, and staff reflect the demographics of Trinity County
- Staff retention
- Staff satisfaction
- Engaged board



GOAL #5:

Strengthen District finances in order to sustain our work

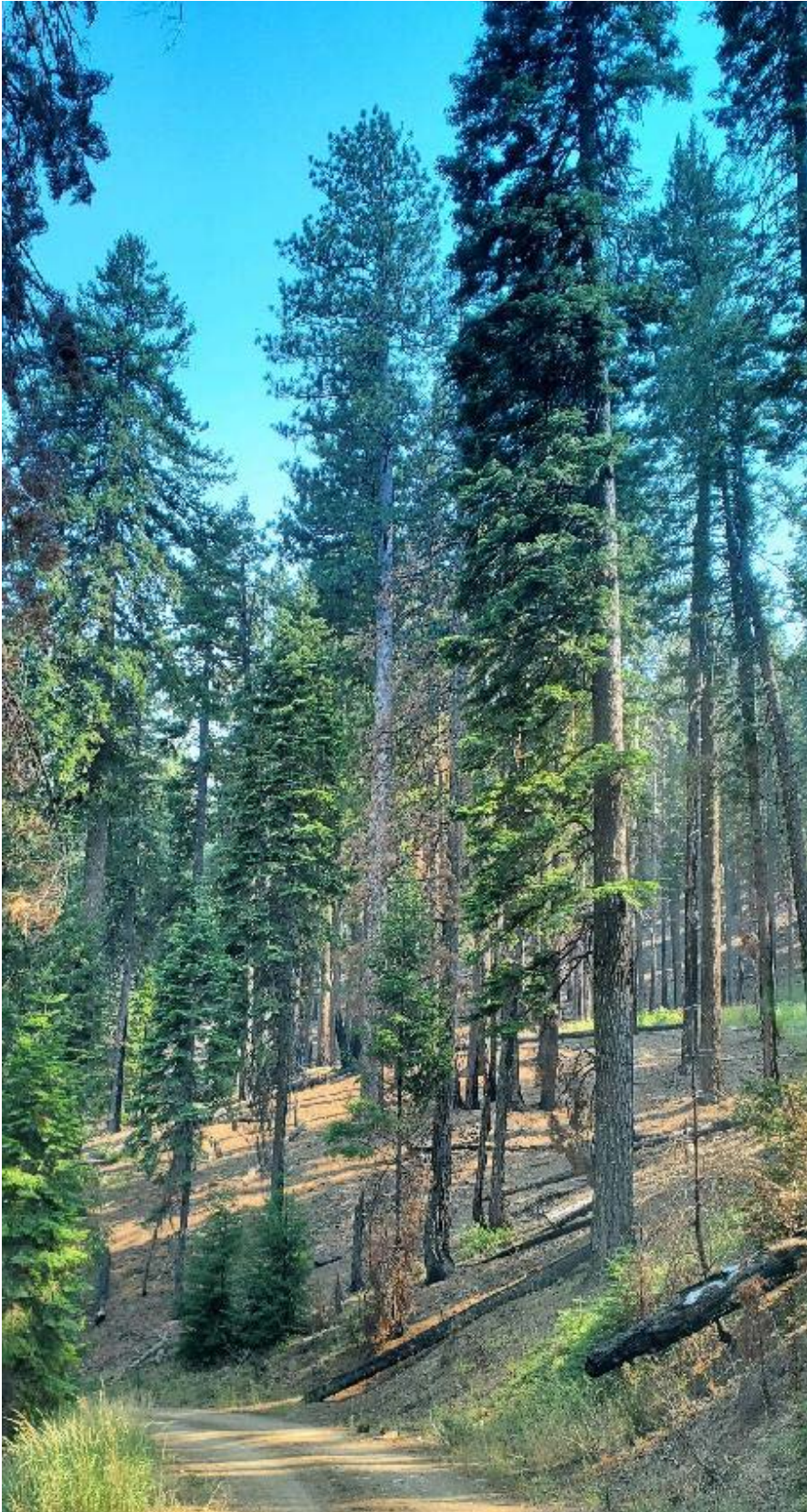


Strategies:

1. Pursue a state funded tax-based source of revenue with the California Association of Resource Conservation Districts (CARCD).
2. Support CARCD in efforts to strengthen funding structures for Districts state-wide.
3. Market fee-for-service projects.
4. Increase the diversification of revenues and expand fee-for-service opportunities.
5. Promote charitable contribution, planned giving, and property donation.

Potential Outcomes

- Decreased reliance on government grant funding
- Stable revenue for monitoring and education programs



Board of Directors

Mike Rourke

Kent Collard

Josh Brown

John Ritz

Mary Ellen Grigsby

District Manager

Kelly Sheen

**Photos
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