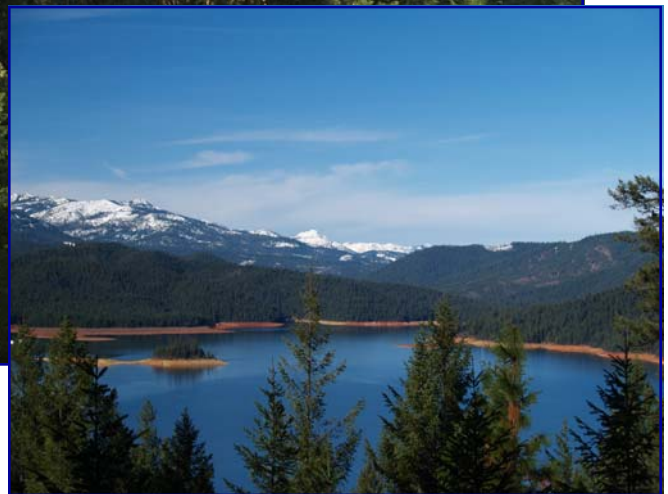
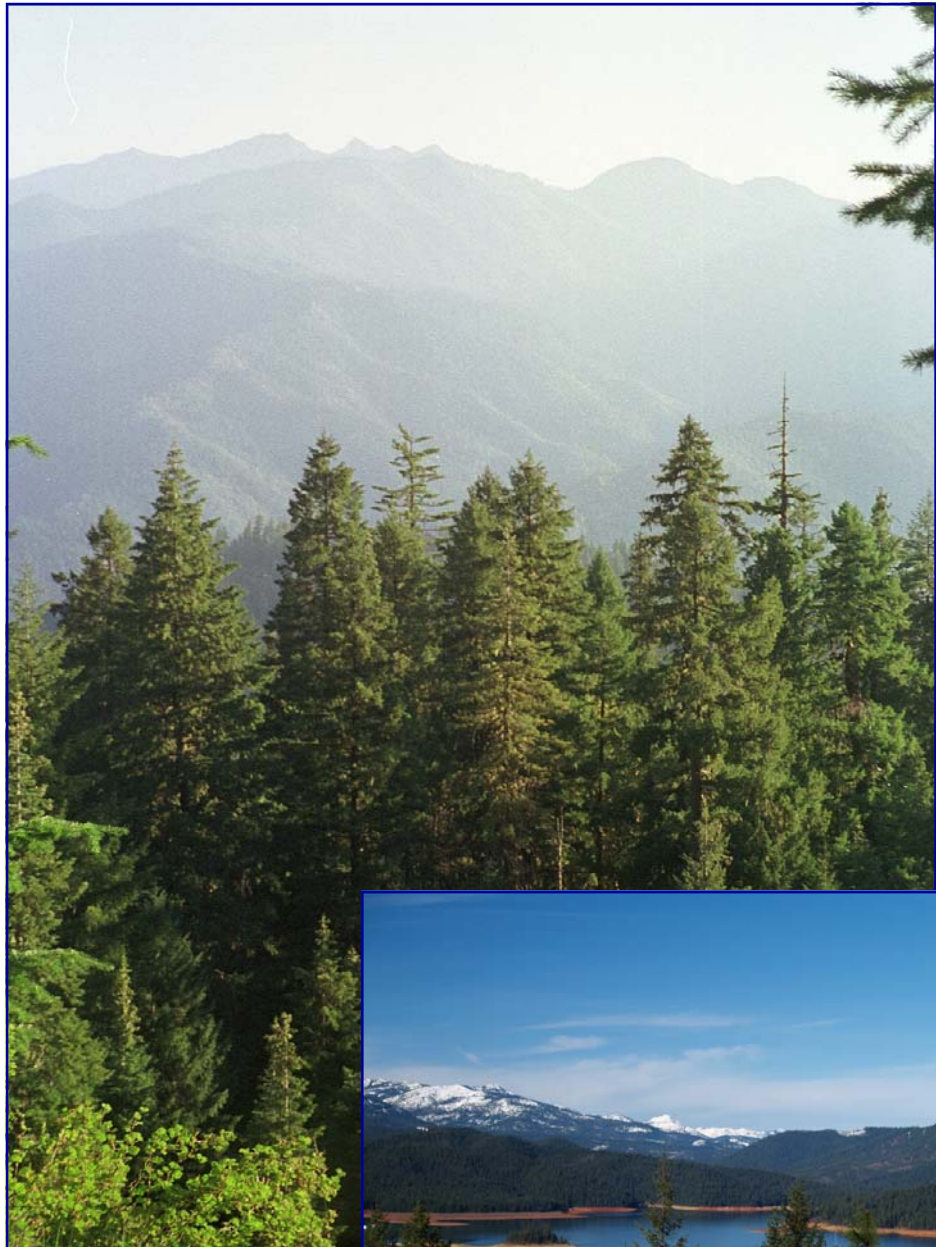


2006 - 2011



Trinity County Resource Conservation District

Strategic Plan



***Trinity County Resource
Conservation District***

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Introduction

Trinity County Resource Conservation District celebrates its 50th Anniversary in 2006! The District has come a long way in that period of time and has accomplished a wide array of projects to assist landowners and land managers in this county.

Trinity County RCD was formed under Division 9 of the State Resources Code in 1956. As a special district, it is self-governed by appointed directors, who establish priorities and set policy.

Trinity County RCD is a countywide agency, and receives funding from local, state, federal agencies and non-governmental organizations. The board of directors is guided by landowners and the community in their decisions and actions. Employees of the District carry out the day-to-day operations, guided by priorities and policies set by the board.



The purpose of the District is similar to that of the 3,000 conservation districts across the nation. Districts focus on land, water and related resource problems, develop programs to solve them, and to enlist and coordinate help from all public and private sources that can contribute to accomplishing the district's goals. Districts work to further conservation education in the community, coordinating educational programs and serv-

ing as a community-clearing house for information and services.

This document is an adaptable 5-year strategic plan for 2006-2011 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. In this process the District has taken a look at its purpose, where we have been, where we are now, where we want to be in the future, and how to arrive at our destination. In the process we examined our strengths, weaknesses, and resource opportunities.

We felt it imperative that our resource conservation delivery system be strengthened to work with landowners and partners in our community, who provide for the health of our watersheds, forests, and economy.

Resource Areas

Resource Areas addressed in this 5-year Strategic Plan include Organization, Education/Outreach, Forest Health, Watersheds, Agriculture, Recreation, and a listing of Accomplishments for the period 2000-2005. Under each Resource Area we have established Goals, Objectives and Desired Outcomes.

This is a living document and the Board of Directors will adapt the District's operations to meet emerging needs in Trinity County.

Geography

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, although none is extreme. The majority of the County is under some form of public ownership, including the Trinity Alps Wilderness area, the Shasta-Trinity National Forest, 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, mining, fisheries, and agriculture are the predominant uses. The communities are small and rural. Weaverville, the county seat, is the largest with 3,500 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 less than 15,000 residents.

Mission Statement

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

Vision Statement

Trinity County Resource Conservation District envisions a balance between 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.

Strategic Area: ORGANIZATION

Goal

Identify and Obtain Adequate Funding to Support Delivery of Conservation Efforts.

Identify and pursue independent funding.

Develop and Maintain Partnerships to Promote Delivery of Dis-

Objectives

- Maintain grant funding from federal, state, and local sources.
- Provide fee-for-services work.
- Pursue funding from foundations and corporate and individual donations.
- Investigate a variety of tools for independent funding.
- Assist private landowners to secure funding to implement conservation projects.

Desired Outcome

Maintenance and improvement of an effective organization capable of delivering services throughout the county.

Financial Independence.

Enhanced relationships between the District and its partners.

Goal

Develop Capital Program.

Develop Materials Acquisition and Replacement Program.

Acquire Improved Facilities.

Objectives

- Develop sustainable and reliable sources of operational funding.
- Pursue funding and donations from foundations, agencies and corporations.

Desired Outcome

Improved working conditions for all staff.

Provide necessary equipment to perform jobs.

Facilities that meet our operational needs.



Goal

Develop and Implement a District Safety Program.

Objectives

- Develop and Implement an Injury and Illness Prevention Plan and safety manual.
- Maintain a steady flow of safety & health information and training.

Desired Outcome

Higher productivity.

A safe working environment.

Prevent injuries and accidents.

Decreased Workers Compensation premiums.

Goal

Develop and Maintain Skilled and Motivated Staff.

Encourage a motivated and involved Board of Directors.

Objectives

- Provide training, professional development and educational opportunities for staff
- Strengthen internal communication.
- Conduct regular assessments of District salary and benefits structure and make appropriate changes to maintain competitiveness.
- Conduct regular review of District policies.

Desired Outcome

Enhanced staff skills and expertise.

Improved working conditions and communication for all staff.

Board Policies that support and sustain District programs.

Strategic Area:

EDUCATION/OUTREACH

Goal

Increase the Community's Awareness of the District and its Programs.

Objectives

- Improve landowner awareness of resource issues through District newsletter, web site, informational brochures, press releases and participation in community forums.
- Sponsor forums and tours that address common resource concerns.
- Speak to community service organizations, and local government forums.

Desired Outcome

Enhanced role of District in the community.

Increased awareness of District's ability to deliver technical assistance.

Goal

Develop Conservation Legacy Program.

Objective

- Schools and teachers to adopt restoration projects for student participation in implementation and monitoring.

Desired Outcome

Instill a sense of resource of stewardship.

Increased hands-on learning opportunities.

Goal

Facilitate Environmental Education.

Objectives

- Participate with local schools by providing resource specialists and coordination with other educational youth programs.
- Develop curriculum to fully address resource management issues.
- Participate in local, state and national environmental education events.
- Foster AmeriCorps program mentorship.

Provide professional role-models for students



Desired Outcome

Increased awareness of resource issues and solutions.

Provide environmental education opportunities.

Fourth grade students from Weaverville Elementary School Explore the Wetlands



Strategic Area: **NATIVE HABITAT RESTORATION**

Goal

Restore disturbed areas located on private, state and federal lands using site adapted vegetation.

Promote countywide use of native plants.

Objectives

- Identify potential restoration sites by coordinating with private landowners and public agencies.
- Develop a plan for the propagation of native plants utilizing different vegetation types.
- Provide native plants for the District's restoration sites, as well as, provide vegetation to private landowners and agencies.

Desired Outcome

Increase revegetated land acreages of native species.

Provide local, state, federal and private landowners, site-adapted plant stock.

Goal

Implement projects addressing Integrated Pest Management (IPM) for invasive weed control.

Objectives

- Identify funding for IPM projects with partners in the Trinity County Weed Management Cooperative.
-

Desired Outcome

Reduce populations of invasive weeds.



Strategic Area: **FOREST HEALTH**

Goal

Implement Trinity County Community Wildfire Protection Plan.

Objectives

- Develop and implement specific community wildfire protection plans with volunteer fire departments.
- Participate in Trinity County Fire Safe Council to coordinate management of fire safety/forest policy on public and private lands.

Desired Outcome

Improved forest health.

Reduced risk of catastrophic fire by implementation of fuels reduction projects.

Goal

Manage the operations of the Weaverville Community Forest.

Objectives

- Provide leadership for management of the Weaverville Community Forest.

Desired Outcome

Increased economic and recreational opportunities.

Established model community forest.

Goal

Provide technical assistance to private landowners to improve forest health.

Objectives

- Utilize registered professional forester to assist private timber owners to develop long term timberlands management plans including PTEIR.

Desired Outcome

Enhanced wildland/urban interface awareness.

Strategic Area: **INFORMATION TECHNOLOGIES**

Goal

Provide Geographic Information Systems (GIS) services to acquire, plan, implement, and document projects.

Objectives

- Acquire, develop, and maintain a comprehensive GIS database to provide up-to-date resource related analytical data.
- Integration of up-to-date data, especially Global Positioning System (GPS) data, into the existing GIS to assist the inventory process, site prioritization, implementation of, and monitoring of projects .

Desired Outcome

Uphold the District's reputation as a repository and source of current spatial data.

Goal

Provide technical capability and product uniformity on projects requiring a graphic element or printed materials

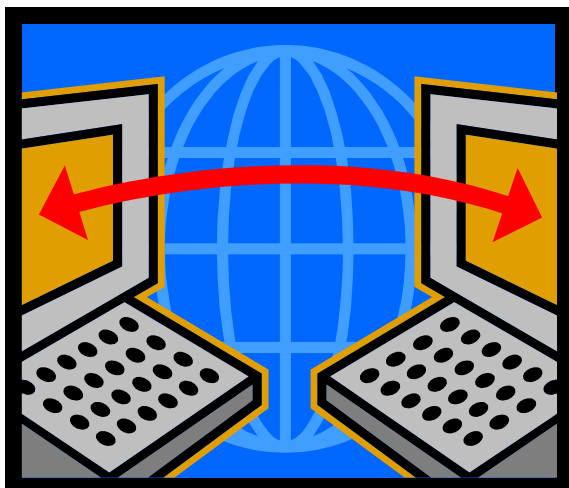
Objectives

- Maintain and expand the District website.
- Assist in layout and design of newsletters and publications.
- Produce professional imagery for presentations and educational/informational event booths.

Desired Outcome

Provide skilled GIS, GPS, web-based, and computer graphics services.

Provide high quality graphic and printed materials.



Goal

Communicate and share data efficiently, both internally and with its external partners.

Objectives

- Improve and maintain District computer and network systems.

Desired Outcome

Improved capability, productivity, and quality in all efforts undertaken by the District.

Strategic Area: **WATERSHEDS**

Goals

Participate in the development and implementation of watershed plans and assessments.

Implement restoration projects to improve fisheries, wildlife habitat and conserve soil and water resources on private and public lands.

Objectives

- Implement projects to address sediment TMDL goals.
- Conduct road inventories on private and public lands.
- Implement road upgrades and decommissioning on private and public lands.
- Participate in the implementation of the Five Counties Salmonid Conservation Program with Trinity County.
- Participate in, and support, the planning and implementation of the Trinity River Record of Decision.



Desired Outcome

Improve natural functions of watersheds.

Enhanced watershed health and improved wildlife and aquatic habitat.

Landowners meet TMDL targets.



Strategic Area: **AGRICULTURE**

Goal

Assist landowners to improve or maintain agricultural management.

Objectives

- Provide technical assistance to landowners to participate in state or federal cost-share programs.
- Participate with commodity groups, such as cattlemen's association, farm bureau, ag forum, etc.

Desired Outcome

Increased agricultural productivity and with minimal detrimental environmental effects.

Goal

Promote voluntary application of site-specific Best Management Practices.

Objectives

- Provide technical assistance on the application of conservation practices on issues such as pasture vegetation, irrigation and livestock exclusionary fencing.
- Promote use of District's No Till Drill.

Desired Outcome

Improved water quality and soil conservation.

Strategic Area: **RECREATION**

Goal

Sponsor and support programs that create and enhance natural resource based recreation in Trinity County.

Objectives

- Participate in the development of recreational trails and facilities.
- Coordinate local trail committees.
- Review and update Weaverville Basin Trail master plan.
- Foster a strong working relationship with recreation staff of partner organizations to implement recreation projects.

Desired Outcome

Establish and maintain a network of trails for multiple uses.

Enhanced recreational trails and facilities.



ACCOMPLISHMENTS 2000-2005

Watersheds

- Completed the implementation of the 10-year Grass Valley Creek Revegetation Plan by planting 1.9 million propagules within 22 sub-watersheds treating over 1,000 acres
- Developed a native plant nursery containing over 40 different species propagated from site-adapted seed
- Implemented projects to assist landowners in meeting sediment TMDL targets:
 - Upgraded 43 miles of road in the South Fork of the Trinity River
 - Implemented 32 miles of road decommission/hydroclosure to reduce sediment in the South Fork of the Trinity River (both involve removing all drainage structures from road prism)
 - Inventoried 461 miles of road to prioritize sediment reducing watershed restoration activities in the South Fork Trinity River, Upper Trinity River and mainstem Trinity River watersheds
 - Implemented road maintenance projects for Bureau of Land Management in the Trinity River Watershed
- Completed the South Fork Trinity River Water Quality Monitoring Report
- Coordinated construction of Industrial Park Wetland through a partnership between Trinity County and Natural Resources Conservation Service
- Coordinated development of Trinity County Weed Management Cooperative and participated in invasive weed management projects annually

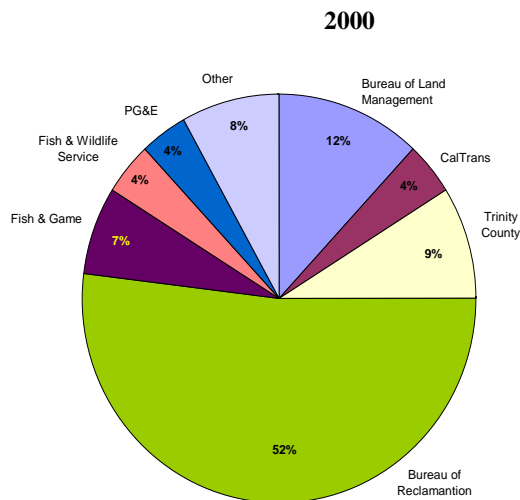
Forest Health

- Facilitated the completion of the Strategic Fire Management Plan (Community Wildfire Protection Plan) for Trinity County for fuels reduction and forest health
- Facilitated the active Trinity County Fire Safe Council from its inception in 1998
- Implemented fuels reduction projects on public and private lands throughout the county, including defensible space and shaded fuel breaks
- Completed Fire Management Plans for East Fork of Stuart's Fork (Covington Mill) and Grass Valley Creek Watershed and began one for the Down River Communities
- Signed a 10-year stewardship agreement with Bureau of Land Management for the Weaverville Community Forest

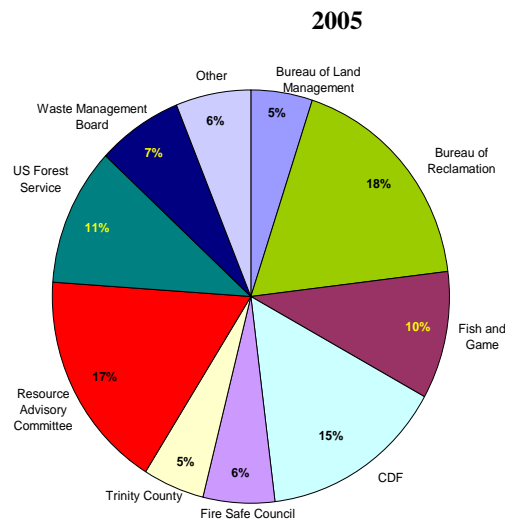
Organization

Significantly diversified funding sources between 2000 and 2005:

New Grants by Funder



20 new grants, \$792 thousand



33 new grants, \$1.635 million

ACCOMPLISHMENTS 2000-2005 CONT.....

- Membership in, and active participation in Federal Advisory Committees such as the Trinity Adaptive Management Working Group and the Trinity County Resource Advisory Committee
- Implemented Fee-for-Service policy
- Implemented Deferred Compensation Retirement Program for employees

Recreation

- Completed Weaverville Basin Trail Master Plan
- Expanded efforts in the development of trail systems in Lewiston and Hayfork, signing MOU's for Weaverville and Lewiston Trail groups
- Expansion of the Weaverville Basin Trail System with the development of a new trail between Mill and Oregon St.
- Distributed 2,500 Weaverville Basin Trail Map/brochures
- Put interactive Weaverville Basin Trail map on District website and at USFS kiosks

Education and Outreach

- Sponsored workshops and tours addressing resource management issues
- Developed curriculum for, and led, Environmental Education Camp for Weaverville Elementary since 1999 using local resource specialists
- Started Weaverville Summer Day Camp
- Involvement in Envirothon at both the national and state levels
- Facilitated Salmon Festival since its inception in 1999
- Significantly enhanced the District website
- Quarterly newsletters, the *Conservation Almanac* distributed to all residents of Trinity County

Agriculture

- No-till Drill used by ranchers in Hayfork, Hyampom, and Douglas City and by CalTrans
- Facilitated cost share and EQIP projects with the Natural Resources Conservation Service
- Participated in numerous workshops on BMPs and conservation technical assistance

