



FEATHER RIVER
RESOURCE CONSERVATION DISTRICT

Annual Work Plan

July 1, 2025 to June 30, 2026

Prepared by:

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Introduction

This work plan was developed to operate as an annual guide to implementation of programs outlined in the existing Feather River RCD Strategic Plan, adopted August 21st, 2025. The Strategic Plan identifies several Strategic Issues, with corresponding Goals and Strategies, to be addressed by the District over a one-year period. The activities proposed in this work plan relate directly back to the content of the five-year Strategic Plan, with each Issue and Goal identified by number. Each activity represents one of the Strategies from the Strategic Plan, converted to an action item. The responsible party, approximate cost and funding source for each activity is identified when possible.

Our mission is to advocate resource conservation through education and collaborative efforts with willing landowners and organizations that promote the economic and ecological sustainability of the Upper Feather River Watershed.

Strategic Issue 1: Build FRRCD leadership and organizational capacity.

Goal 1.1: The FRRCDs mission is actively and effectively realized by the Board of Directors through initiative and directing District employees.

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source/Grant
Board Diversity	Pursue Associate Directors for the RCD. Determine skills desired for a well-rounded Board; Incorporate the agreed-upon skills into Associate Director recruitment;	Ongoing	Board and Staff	\$0	Volunteer
District Policies	Provide input on creation of or update to District Policies	Ongoing	Board	\$0	Volunteer
District Policies	Review and Update Policy Manual	Ongoing	District Manager	\$1,000	RCD
Strategic Thinking	Identify & discuss issues affecting District performance, determine whether action is needed.	Quarterly	Board	\$0	Volunteer
District Visibility	Write & submit promotional story in local publications/ other media highlighting RCD projects/ programs/ successes	Bi-Annually	Board	\$0	Volunteer
District Visibility	Inform Plumas County Board of Supervisors of RCD activity/progress on a regular basis.	Bi-Annually	District Manager	\$0	Volunteer

Community Outreach	Sponsor, host, speak, or volunteer at 2 conservation events.	Bi-Annually	Board/Staff	\$500	Volunteer, RCD
Employee Development	Provide annual performance review to District Manager & create individual development plan.	Annually during review (April)	Board Chair w/ Board input	\$0	Volunteer
Employee Development	Provide mentorship for employees, Provide necessary/ skill development training.	40 hours per employee annually	Board	\$14,000	Volunteer, RCD
Collaboration	Seek out & establish at least one new partnership and maintain existing partnerships as available	Ongoing	District Manager	\$0	Volunteer
Collaboration	Participate in collaborative groups – FRSC, SLWG, IRWM	Ongoing	Board, Staff	\$0	Volunteer
CARCD support & participation	Participate in Sacramento Valley Region of RCDs	Quarterly	Board	\$0	Volunteer
CARCD support & participation	Board or Staff Member to attend annual CARCD conference, preferably a 1 st time attendee.	Winter, 2025	Board Member, Staff	\$1000	RCD

Goal 1.2: The FRRCD is comprised of a fully functioning staff with the capacity to adequately continue program development and delivery.

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Training	Working with supervisor and each staff to create an Individual Development Plan to identify needed skills & training to meet/improve position skills.	Ongoing, with annual performance reviews	All Staff	\$1,000	RCD
Training	Review and maintain District Safety Plan	Ongoing	All Staff	\$1,500	RCD
Training	Incorporate OSHA 10 and 30, basic first aid,	Ongoing	Board	\$1000	RCD
District Visibility	Create Annual Report.	12/31/26	Staff, Board	\$1,000	RCD
District Visibility	Update and maintain FRRCD website and social media	At least Quarterly	Staff	\$2000	RCD

Goal 1.3: Develop diverse and sustainable funding.

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
CMWCA Endowment Investment	Invest Endowment in accordance with laws and Cal Trans Agreement, and ensure the investment is performing adequately to meet return goals. Investigate higher yield investment than LAIF	Ongoing	Board, Staff	\$1,000	RCD
Fee for Services	Continue to function as a CEQA lead agency for parting organizations on appropriate projects	Ongoing	District Manager	Varies	Local Partnering Organizations
Grant Administration	Continue to research, apply, secure, and manage all grants associate with District goals and objectives.	Ongoing	Board, Staff	Varies	DOC, CAL FIRE, SNC, IRWM, WCB, CARCD
Fund Raising	Develop donor base	Ongoing	Board, Staff	\$0	Volunteer

Strategic Issue 2: Restore and develop relevant FRRCD programs to facilitate community conservation needs.

Goal 2.1: The FRRCD contributes to improved and restored health and resilient conditions of forested lands within the District, with a focus on the issues of hazardous fuels, insect and disease infestations, invasive weeds, conifer encroachment, tree density, habitat availability, and species composition.

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Forest Fuel Hazard Reduction	Provide technical assistance to private landowners.	Ongoing	District Manager		RCD
Conservation Education	Hold workshops/field trips regarding Forest Health issues.	Bi-Annual	Staff	\$6,000	RCD, CAL FIRE
Project Development	Continue providing landowner assistance to Dixie Fire-impacted private forest lands	Ongoing	Staff		
Project Development	Develop Forest Health Project and apply for funding to implement	Ongoing	District Manager		RCD

Program Development	Work with local and agency partnering organizations and other RCDs to develop programmatic environmental compliance planning for forest health	6/1/23	District Manager	\$2,500	RCD
CEQA Lead Agency	Develop fee structure and policies for acting as CEQA Lead Agency	12/1/23	District Manager, Board	\$2,500	RCD

Goal 2.2: The FRRCD contributes to improved water quality and quantity conditions within the District.

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Conservation Education	With NRCS Cooperative Agreement, establish irrigation management training and technical assistance program	TBD	NRCS Conservation Project Manager	\$3,000	RCD, NRCS

Strategic Issue 3: *Capture conservation opportunities, as appropriate.*

Goal 3.1: The FRRCD acts on opportunities in the following areas when resources can be effectively used or obtained to assist others (landowner, partner, organization, agency, etc.): agriculture land conversion, climate change, range health, soil health, and wildlife.

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Conservation Planning	Assist landowners to develop conservation plans and implement projects	Ongoing	Conservation Project Manager	\$8,000	NRCS
Feather River Stewardship Coalition	Attend monthly meetings of the Feather River Stewardship Coalition	Quarterly	District Manager, Board	\$30,000	SNC grants
Feather River IRWM RWMG	Participate in quarterly Feather River IRWM RWMG meetings	Quarterly	District Manager, Board	\$1,000	RCD
Partnership Development & Assistance	Look for opportunities to work with others to jointly develop project proposals, submit grant applications, implement & administer awarded projects in alignment with RCD mission.	As opportunities arise	District Manager	\$1,000	RCD

