

# SMR Nutrient Management Initiative TAC Meeting

March 14, 2017

Martha Sutula, SCCWRP



# CONTEXT FOR TODAY'S MEETING

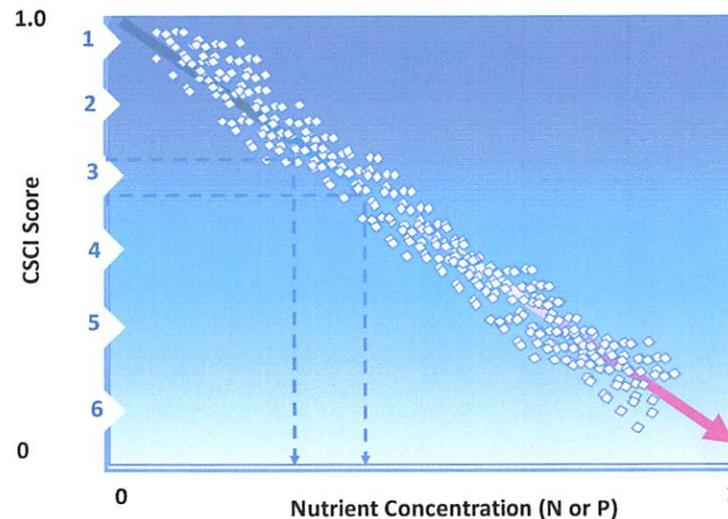
- Prop 84 Phase II grant monies support monitoring and modeling work to establish nutrient targets in the Lower SMR River and monitoring work for the Upper River
- State Water Board is supporting science that can provide an alternative approach to existing N and P objectives
- SMR Nutrient Management Initiative is piloting alternative approaches to assessment impairment of biostimulatory conditions and establish nutrient targets, considering available science
- TAC met in February 2017 to develop a recommended technical approach to modeling and numeric target development for the Lower River

# THREE MAJOR OPTIONS FOR ESTABLISHMENT OF NUMERIC TARGETS IN MAIN STEM RIVER

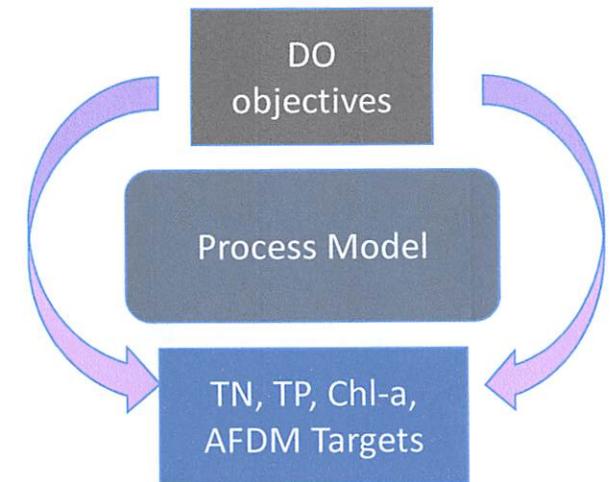
Existing RB Basin Plan  
Biostimulatory  
Objectives

TN = 1 mg/L  
TP = 0.1 mg/L

Ranges of chl-a, AFDM, TP  
and TP linked to CSCI and  
ASCI assessment endpoints



Ranges of chl-a, AFDM,  
TP and TP linked to DO  
objectives

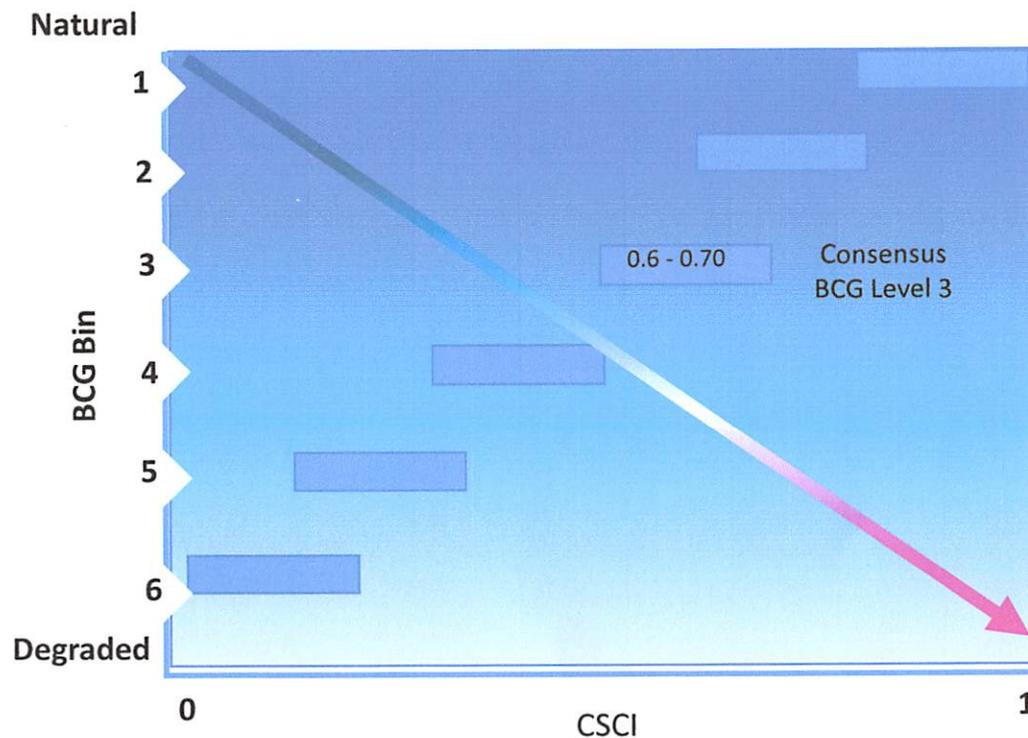


# HOW BIOLOGICAL CONDITION GRADIENT CAN BE USED: SUPPORT POLICY DECISIONS ON ASSESSMENT ENDPOINTS FOR CSCI AND ASCI

*For example:*

“A CSCI of 0.6 is associated with a loss of many sensitive taxa and is just above where tolerant taxa may begin replacing these taxa.

Alteration of food web often begins below this as well.”



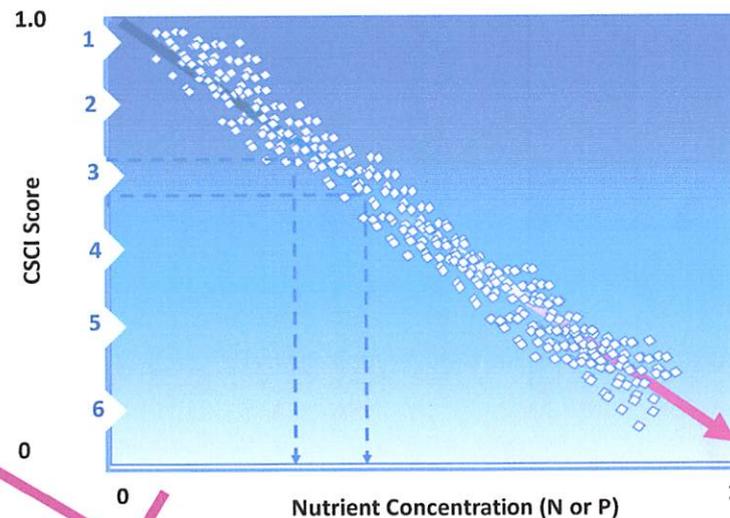
# MODELS LINKED TO OPTIONS FOR ESTABLISHMENT OF NUMERIC TARGETS IN MAIN STEM RIVER

Existing RB Basin Plan  
Biostimulatory  
Objectives

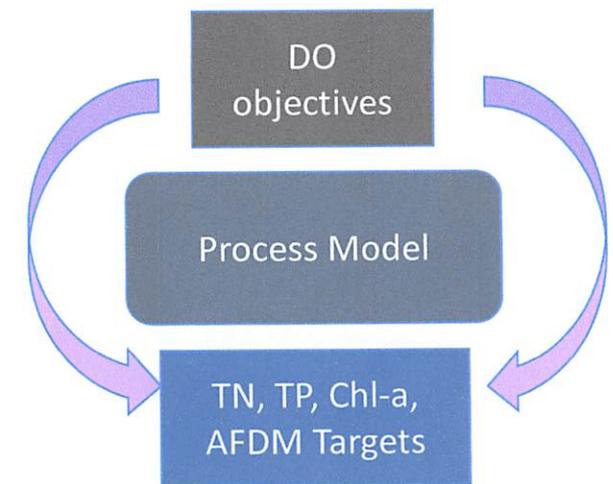
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*Watershed  
Loading Model*

Ranges of chl-a, AFDM, TP  
and TP linked to CSCI and  
ASCI assessment endpoints



Ranges of chl-a, AFDM,  
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objectives



*Receiving Water Model*

# SO WE NEED A GROUP OF MODELS THAT CAN DO THREE THINGS

- Predict TN and TP concentrations within the main stem (focused first on lower River)
- Predict DO, chl-a and AFDM “response” to TN, TP and site-specific factors
- Predict TN and TP loads throughout the watershed
  - In lower River, need additional model to capture interactions between surface and ground water and Base water management

*HSPF Watershed loading model*

*Receiving Water Model*

*HSPF Watershed loading model*

*CP MODFLOW groundwater model*

# CONVERSATION ABOUT MODELING STARTED TWO YEARS AGO

- We recognized the need to update Camp Pendleton's groundwater model in order to improve N and P prediction
  - Stetson was funded to collect data and have (nearly) completed the calibration
- We also know that we will need an improved watershed loading model
  - Previous calibration focused on mass loading to the estuary
  - Now we need it calibrated to predict loads and concentrations within the main stem
- TAC need to recommend an approach for receiving water modeling

## GOALS OF THIS AGENDA ITEM

- Update you on the status and findings of updated Camp Pendleton MODFLOW groundwater calibration for the Lower River (Stetson).
- Provide an overview of the recommended suite of modeling tools and technical activities needed to support development of nutrient targets in Lower and Upper SMR main stem (SCCWRP).
- Show key decision points on ambient condition assessment (re: impairment) and modeling to support decisions on nutrient targets for Lower River (main stem; SCCWRP).

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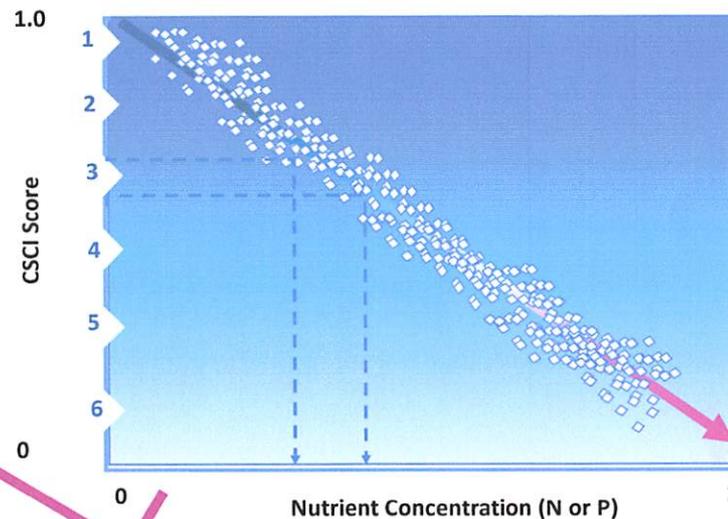
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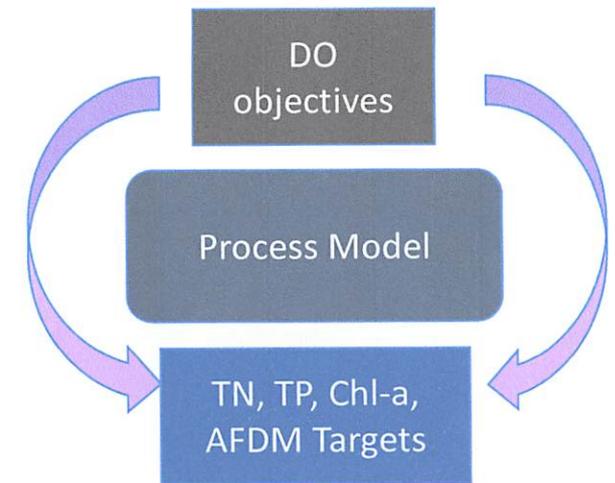
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objectives



*Receiving Water Model*

# TAC RECOMMENDATIONS TO STAKEHOLDERS

1. Develop and calibrate modeling toolkit to support discussion of nutrient targets
  - Improve HSPF watershed loading model
  - Develop receiving water model(s)
2. Consider development of DO site specific objectives to main stem
3. Assess status of “impairment” of lower River currently
  - 2 Years of River monitoring show TN and TP near “reference” concentrations
  - Camp Pendleton supporting third year of data collection for more robust data set
4. Consider adding analysis of cost/benefit of implementation actions

# Tetra Tech Update of Watershed Loading

## Model: WQIP Support for San Diego Co.



- Ongoing, complete in March
- Improve model for San Diego WQIP analysis
- Update will be from USGS gage 11044000, at head of Gorge, to the estuary
  - Gage provides boundary condition (in Riverside Co.)
  - Won't update the model upstream of the gage
- Schedule won't allow full alignment with MODFLOW updates in this phase



# WQIP Support for San Diego Co. - Tetra Tech Tasks

- Extend modeling period through Water Year 2016
- Improve spatial representation of precipitation and other weather inputs using daily PRISM and NLDAS
- Update land use representation using 2015 SANDAG GIS layer
  - Combine with LANDFIRE for rural land uses
  - Incorporate information on nurseries (not separate in SANDAG)
- Recalibrate model for flow, sediment, nutrients using monitoring data through 2016 at stations within San Diego Co.

# What Else is Needed for Watershed loading Model?

## Proposed HSPF Work – Lower SMR Mainstem

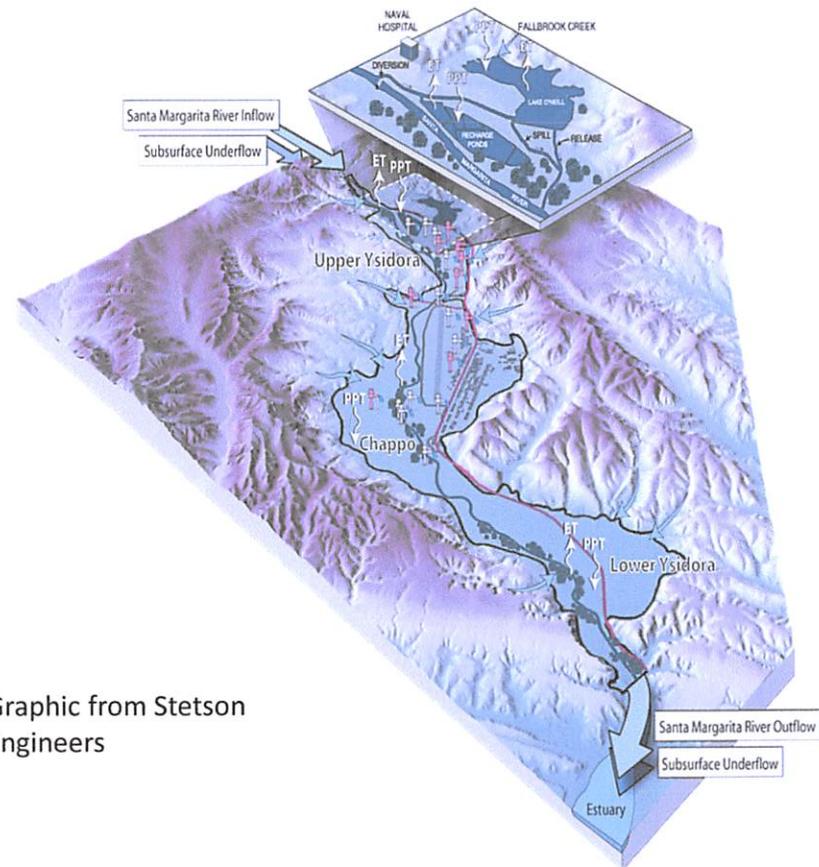


- Improve representation of dry weather ambient concentrations in lower Santa Margarita
- Full integration of revised HSPF with updated MODFLOW results
- Update HSPF simulation to provide full boundary conditions for eutrophication and DO simulation

# Receiving Water Model Considerations



- Simulate DO, pH, algal responses
- Flow is perennial above Camp Pendleton diversion, intermittent and linked to groundwater below diversion
  - Common receiving water models fail as flow goes to zero
- Do we need continuous simulation or just critical condition simulations?



Graphic from Stetson Engineers

# Receiving Water: Proposed Approach



- Intermittent section (downstream of diversion)

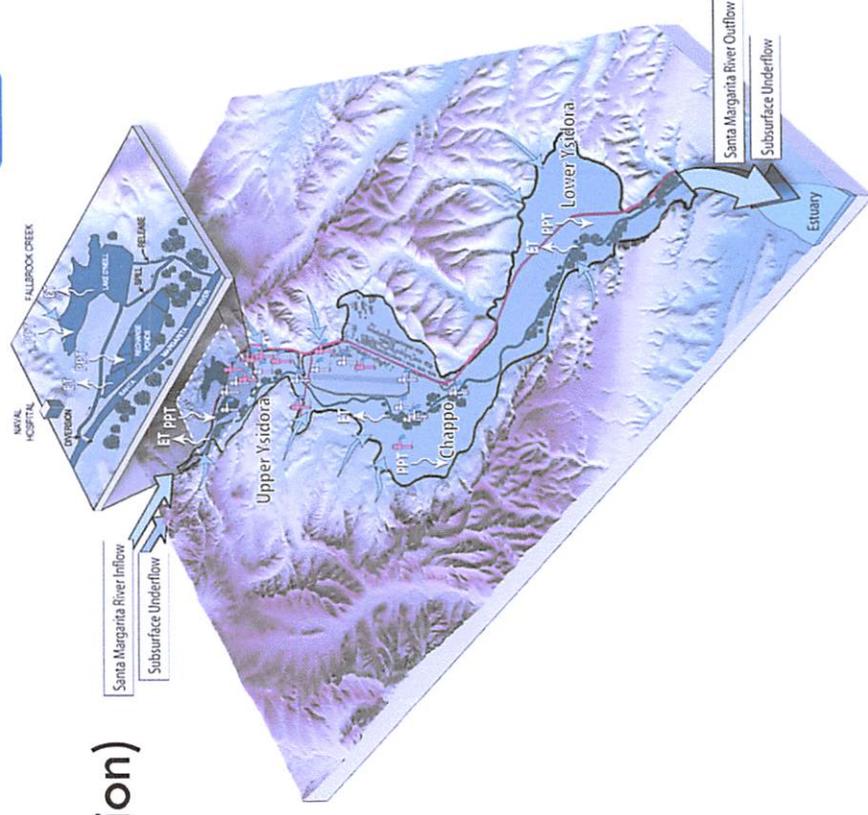
- QUAL2k<sub>w</sub>

- Perennial section (upstream of diversion)

- WASP

- QUAL2K<sub>w</sub>\*

\* Added to proposed work at no additional cost



# WASP Versus QUAL2Kw- Comparison



## WASP

- Continuous simulation
  - But only when flow is present
  - Can also be run in steady state mode
- 1-D, 2-D, or 3-D
  - 1-D kinematic wave option
  - 2-D or 3-D requires detailed hydraulic model.)
- Detailed eutrophication, algal routines from QUAL2K

## QUAL2Kw

- Critical day(s) simulation (diel cycle)
- 1-D
- Enhancements
  - Can link to detailed shade model from LiDAR
  - hyporheic flows, etc.
- Detailed eutrophication, like WASP, better DO?

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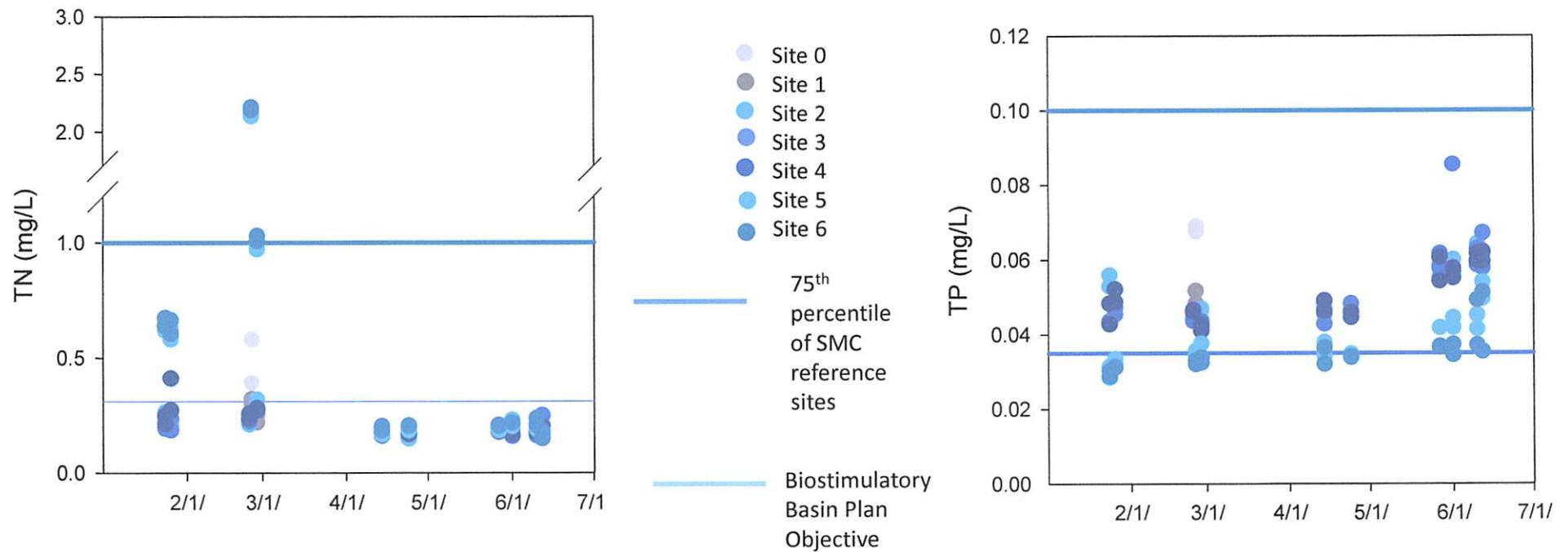
# **SMR ESTUARY SITE SPECIFIC OBJECTIVES FOR DISSOLVED OXYGEN**

- Initial data review for estuary, with intent to explore scientific basis for site specific objectives

Extend to river?

- Two reasons to consider:
  - Lack of clarity in beneficial use designation of river vis-à-vis COLD versus WARM (to support salmonids)
  - Consider when, where, and during what condition salmonids are supported by different sections of the main stem/tributaries

# From August 2016 Lower River Data Presentation



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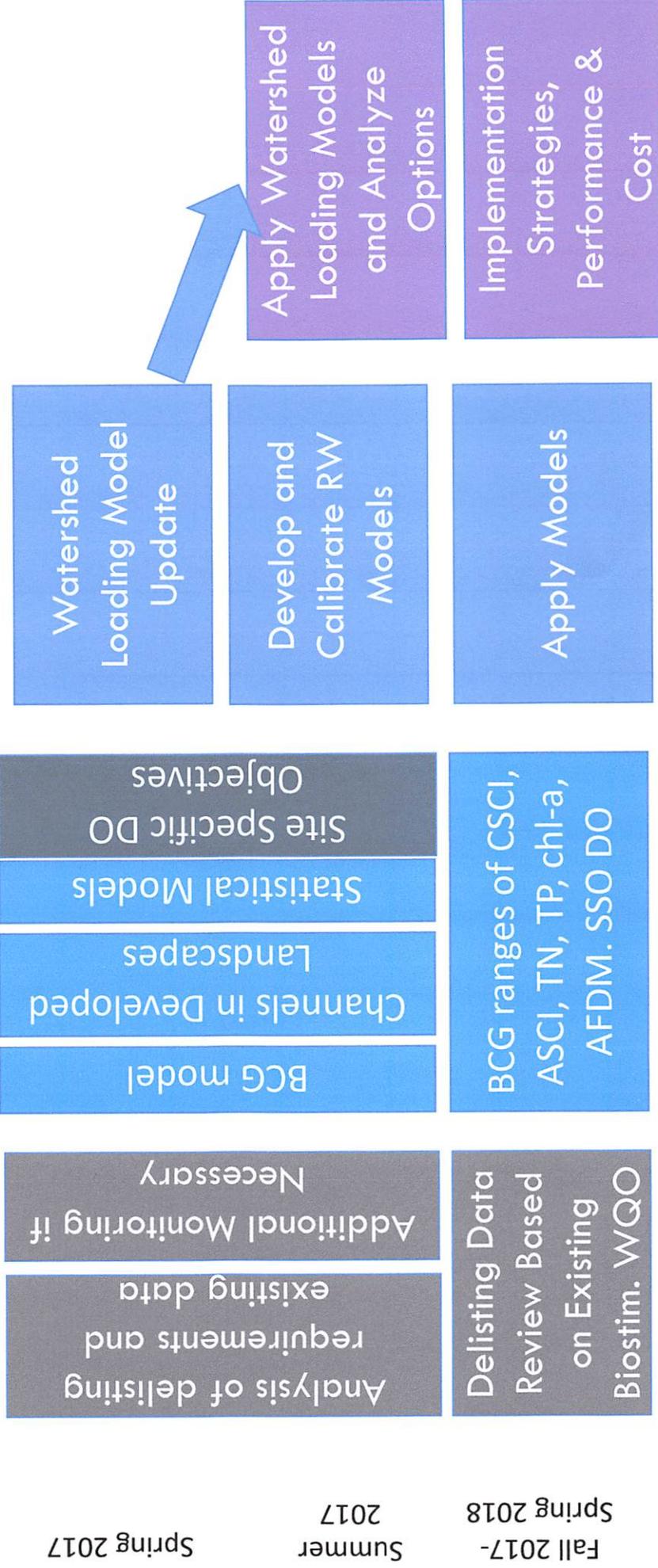
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## DECISION FRAMEWORK SHOULD BE COMPRISED OF FOUR COMPONENTS (IDEALLY), RUNNING IN PARALLEL

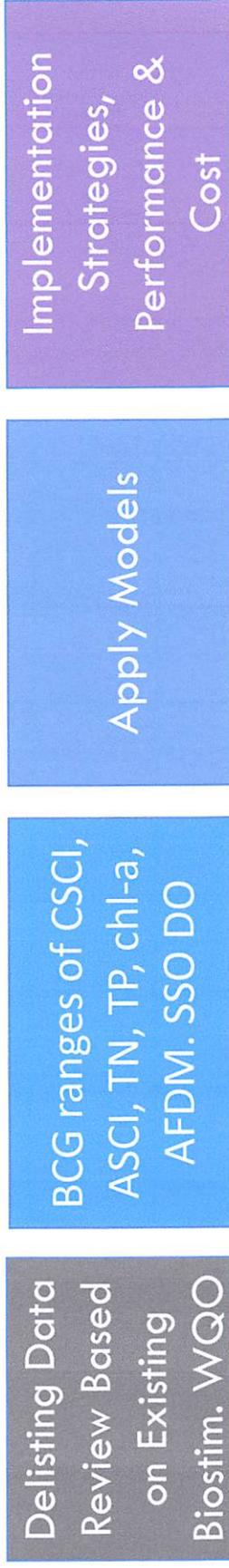
- Analysis of data to assess status of impairment, based on existing WQO
- Scientific synthesis to support decisions on numeric targets (Statewide policy work)
- Develop, calibrate/validate receiving water models
- Analysis of implementation options to assess attainability and trade offs with cost

*Decision framework will show each component, then how we can use them at the end*

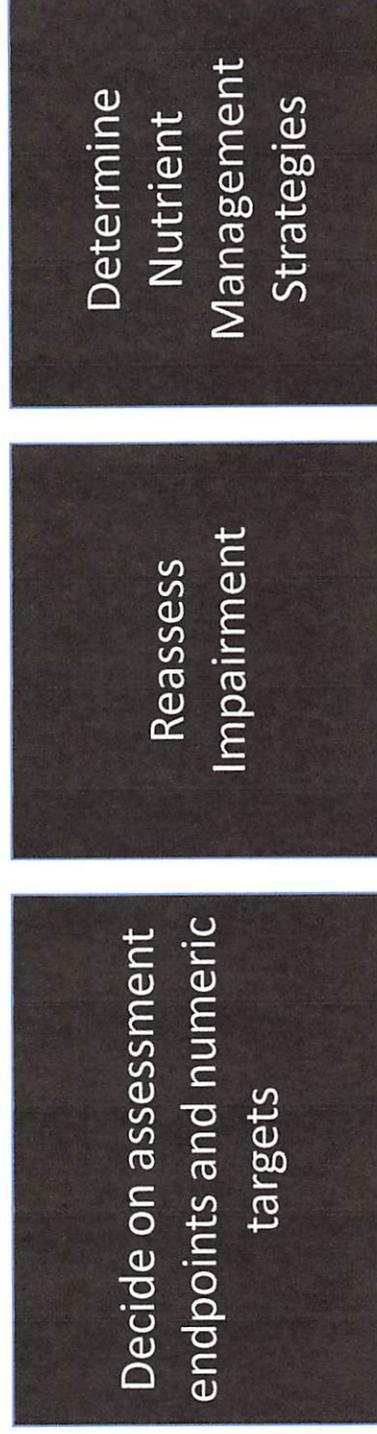
# WORK FLOW - DECISION FRAMEWORK TOOL DEV. AND ANALYSIS



# DECISION FRAMEWORK: DECISION-MAKING



Fall 2017-  
Spring 2018



Spring  
2018

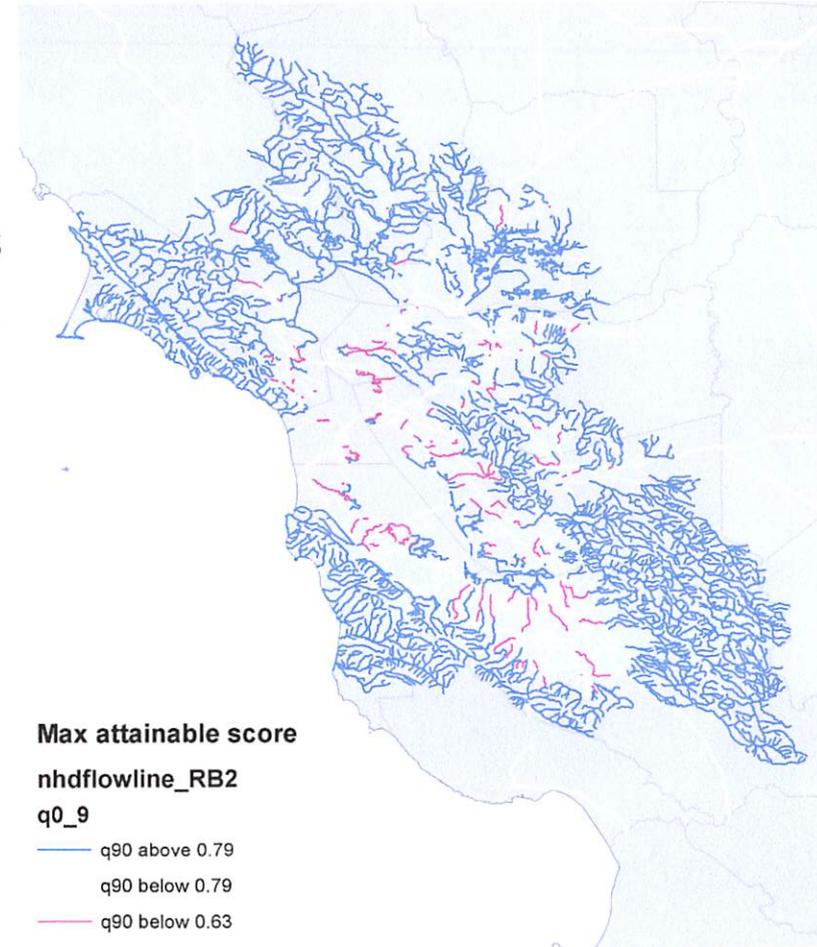
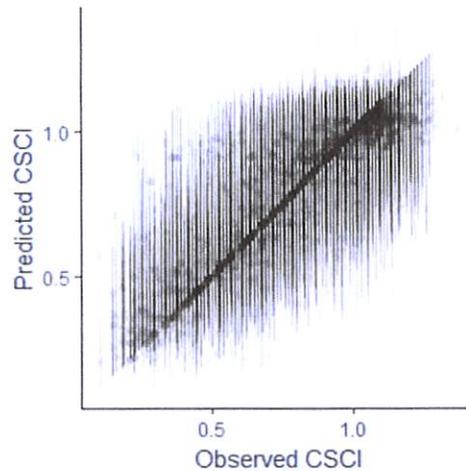
## STATEWIDE BIOSTIMULATORY-BIOINTEGRITY SCIENCE

- Key graphics that show BCG-binned ranges of CSCI and ASCI
- Output of statistical models showing ranges of TN, TP, benthic chl-a and AFDM that correspond to BCG binned ranges of CSCI and ASCI
- GIS model predicting likelihood of CSCI and ASCI scores in stream drainage networks throughout the state, given developed land use (a.k.a. channels in developed landscapes)

*Early View of Science Fall 2017, Final Reports January 2018*

# CHANNELS IN DEVELOPED LANDSCAPES

- Define “developed” landscapes as those that are unlikely to support high CSCI or ASCI scores
- Predict max scores likely to be attained in each watershed, based on landscape-scale modifications
- Apply to maps



## NEXT STEPS ON THIS RECOMMENDATION

- Tetra Tech has provided cost estimates to Steering Committee (SD County) on modeling, around following options:
  - Option 1: HSPF only (SD County already committed to fund)
  - Option 2: HSPF + QUAL 2K throughout + WASP in perennial section of Lower River (under discussion)
- SCCWRP has resources to support discussion of nutrient targets, using statewide science and models
- Tetra Tech will estimate additional costs to extend estuary DO SSO work to main stem
- Discussions ongoing about possible options for funding analysis of implementation options and cost/benefit

## OTHER ACTION ITEMS

- Next month: Hiram will look at spatial extents of beneficial use designations; he will also bring back to the group a timelines for RB 9 Bioobjective development
- Near-term: TAC will reconvene to review existing data and synthesize “conceptual model” of impairment in summer 2017

**QUESTIONS?**

**COMMENTS?**

[marthas@sccwrp.org](mailto:marthas@sccwrp.org)

# CAPACITY BUILDING SUMMARY OF OFFERINGS



THE CALIFORNIA ASSOCIATION  
OF RESOURCE CONSERVATION  
DISTRICTS



# CARCD Capacity Building Project 2017-2019

## Introduction

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This course catalog summarizes the capacity building options available to RCDs in 2017-2019, including:

- **Opportunities available through a grant to CARCD from Sustainable Northwest and the S.D. Bechtel, Jr. Foundation.**
  - ◆ These opportunities are free to all RCDs with the exception of RCD travel costs to participate.
- **Services available directly from Solid Ground Consulting or other organizational development consultants.**
  - ◆ These opportunities can be funded through a variety of options described in the sections below, including with funds from the California Department of Conservation capacity-building grants; directly by RCDs from their own funds; or from a limited pool of dollars available through the grant from Sustainable Northwest and the S.D. Bechtel, Jr. Foundation.

If you have any questions about the offerings described here, please do not hesitate to contact CARCD or Solid Ground Consulting.

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# CARCD Capacity Building Project 2017-2019

## Summary of Options and Timeline

	2017												2018												2019								
	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A								
<b>Board Leadership</b> <b>Boot Camp:</b> Leadership course for board members to learn skills to as visionary leaders.								L a u n c h		Leadership training for individual directors																							
<b>Advocacy Academy:</b> Acquire tools and tips that your RCD can use to cultivate relationships with influencers and decision-makers in your region.																							L a u n c h		For RCD leadership staff and directors								
<b>Regional collaboration introductions:</b> Four regions around the state will have an opportunity to participate in collaborative planning.										Four regions																							
<b>Durable collaborations:</b> One of the regions from the previous year's introductory process (described above) will fully develop a significant collaborative project.																							One region TBD										
<b>Statewide communications platform release:</b> A half-day session at CARCD Conference to learn about statewide messaging and tools.								L a u n c h																									
<b>Online communications academy:</b> Online course for staff and directors to learn key communications practices, and adapt messages and tools to their RCD.										Online course for RCD staff and directors																							
<b>Individual RCD Projects:</b> RCDs apply for individualized organizational development.			9 individual capacity building projects, up to \$10,000 each																														
<b>CARCD Conference:</b> Capacity building seminars and workshops.																																	



# CARCD Capacity Building: Group Learning Opportunities

## Board Leadership Boot Camp – 2017-2018

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*Led by consultants Amy Stork or Jim Morris*

As a generation of RCD directors nears retirement, RCDs throughout the state have identified board engagement, board recruitment, and board skill-building as top capacity needs. RCDs need to identify and support an influx of engaged and passionate directors who can bring new expertise, experience and energy to a rapidly changing sector. The transformation of boards of directors is often driven by one or two highly motivated directors who are ready to lead an organization into its next phase. This leadership course for board members will train and empower individual directors to understand the potential of their role, act as visionary leaders who can help their RCD or any other organization create greater success and impact, and connect with other RCD directors throughout California.

### **Who would benefit from this course**

RCD directors who wish to help their boards transform and evolve.

### **How this offering builds capacity**

- Board members learn key leadership principles for individuals
- Board members better understand the roles boards can play in creating conservation impact
- Participants create a specific plan for their RCD board's development

### **Application requirements**

- Applicants will submit a letter of interest identifying their learning objectives and making a written commitment to fully participate in the training and follow up calls.

### **Timing and Location(s)**

- Board members can choose from one of three locations for a 1.5 day training in winter/spring of 2018. – one in northern, one in central, and one in southern CA. Each will have the same agenda, so participants can choose the location most convenient to their RCD.
- Three 1.5-hour facilitated follow up calls will be held in the spring of 2018

### **Time Commitment of Participants**

- Initial training: One evening and one full day plus travel time
- Follow up calls (4.5 hours over approx. four months)

### **Anticipated Hard Costs**

- Travel to training, including lodging (if needed) and travel-time meals

### **Value of training opportunity (cost covered by Bechtel grant)**

- \$2,000 per participant

# CARCD Capacity Building: Group Learning Opportunities

## Communications Academy – 2017-2018

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*Led by consultants Rich Bruer and Amy Stork*

In the fall of 2017, CARCD will roll out a statewide communications platform that includes key messages, tools, and templates for use by RCDs. The Communications Academy will help individual RCDs learn key communications practices to implement the platform, and adapt the messages and tools to their own RCD. The course will launch with a full-day session adjacent to the CARCD annual conference. Participants can choose to continue learning with a series of six monthly 1.5-2 hour webinars held January-June 2018. Participants in the webinars will be expected to complete homework assignments between webinars, and will receive individualized feedback from Solid Ground communications experts.

### **How this offering builds capacity**

- CONFERENCE SESSION: Thoroughly understand the statewide communications platform provided by CARCD and how to implement it in your district to increase RCD visibility.
- ONLINE COURSE:
  - ◆ Learn principles of strategic communications to increase RCD visibility.
  - ◆ Build skills to improve development of newsletters, annual reports, websites, etc.
  - ◆ Customize a communications toolkit for use in increasing RCD visibility.

### **Who would benefit from this course**

Individuals who will lead or execute RCD communications after the course is completed.

### **Application requirements**

A simple application form to provide information about your background and needs.

### **Timing and Location(s)**

- Half day intro session at CARCD conference (required for participation in Academy)
- Six monthly 1.5-2 hour online webinars, January-June 2018

### **Time Commitment of Participants**

- Full day session (8 hours)
- Homework (approximately 18 hours)
- Webinars (Up to 12 hours)

### **Anticipated Hard Costs**

- Travel and lodging for attendance at the full day intro session
- Costs of printing for online course materials (100-200 pages)

### **Value of training opportunity (cost covered by Bechtel grant)**

- \$800 per participant

# CARCD Capacity Building: Group Learning Opportunities

## Advocacy Academy – 2018-2019

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*Led by consultant Allison Handler*

Advocacy is a critical tool for conservation. Politically savvy groups are good at raising their visibility, gaining a seat at the policy table, advocating for protection of critical lands, and garnering the support they need to succeed. They leverage key relationships with policymakers to get things done. If you find the idea of advocacy intimidating, we'll help you learn how to get over stage fright and harness key political relationships to advance your important resource conservation work. We will give you the tools to get started, so that you can craft your message, build a plan, and take advocacy to the next level.

### **Who would benefit from this course**

District managers, directors, and other leadership staff.

### **How this offering builds capacity**

- Understand the principles of political influence and the spectrum of advocacy activities permitted for RCDs to increase RCD visibility.
- Acquire tools and tips that your RCD can use to cultivate relationships with influencers and decision-makers in your region to increase RCD visibility.
- Hone your message and develop an advocacy action plan including local legislative days and similar activities to increase RCD visibility.

### **Application requirements**

- Applicants will submit a letter of interest identifying their learning objectives and making a written commitment to fully participate in the 1.5-day Academy.

### **Timing and Location(s)**

- Three 1.5 day Advocacy Academy retreats will be offered in winter / spring 2018-2019 – one in northern, one in central, and one in southern California. Each will have the same agenda, so participants can choose the location most convenient to their RCD.

### **Time Commitment of Participants**

- Advocacy Academy retreat: 12-15 total hours over two days, plus travel time
- Independent work: approximately 12 hours

### **Anticipated Hard Costs**

- Travel to and from the Advocacy Academy retreat, including travel meals
- Lodging for one night

### **Value of training opportunity (cost covered by Bechtel grant)**

- \$1,500 per participant

# CARCD Capacity Building: Group Learning Opportunities

## Regional Collaboration Introductions – 2017-2018

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*Led by consultants Jim Morris, Amy Stork, or Allison Handler*

In 2017, participants in the CARCD Leadership Academy identified regional collaboration as a top priority. Collaborative efforts have the potential to increase relevance, attract funding, and create efficiency. In 2017-2018, four regions around the state will have an opportunity to participate in collaborative planning to help launch long-lived, mutually beneficially, strong and robust partnerships, where multiple groups in a region pool their strengths to do more than any one group could do on its own. The groups involved will emerge with a preliminary plan for ongoing collaboration. A few examples:

- ◆ Create relationships with regional staff in state and federal agencies
- ◆ Develop cross-county landowner outreach strategies
- ◆ Hire a shared staff position such as engineer or bookkeeper
- ◆ Submit coordinated funding applications

### **Who would benefit from this course**

Selected regions include at least three RCDs prepared to help lead the collaborative process. Participants should be district managers or others who are able to commit their organizations.

### **How this offering builds capacity**

Increase RCD relevance by identifying collaborative opportunities such as funding proposals, shared staffing, or consolidation.

### **Application requirements**

Regions will be asked to complete an application identifying collaboration readiness.

### **Timing and Location(s)**

- In each region, a 1.5 day meeting in the winter of 2017-2018 will launch the process.
- Over the following 4-6 months, one facilitated 2-hour conference call per month with peers. Between phone calls, participants will work independently or in teams.

### **Time Commitment of Participants**

- Launch meeting (8 hours plus regional travel time)
- Facilitated calls (up to 12 hours)
- Independent work (12-20 hours)

### **Anticipated Hard Costs**

- Depending on distance: travel to launch meeting, lodging for a minimum of one night, and travel-time meals.

### **Value of training opportunity (cost covered by Bechtel grant)**

- \$12,500 per region (approximate average of \$2,000 per RCD)

# CARCD Capacity Building: Group Learning Opportunities

## Durable Collaborations (2017-2018 and 2018-2019)

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### **Course description**

*Led by consultants Jim Morris, Amy Stork, or Allison Handler*

A total of two regions will participate in a more intensive process to develop substantive and lasting collaborative agreements.

- ◆ 2017: The North Coast Region Durable Collaboration will finalize its work.
- ◆ 2018-2019: One additional region will solidify its collaborative agreements through Durable Collaboration process

### **Who would benefit from this course**

Selected regions will include at least three RCDs prepared to take substantive steps on deep collaboration.

### **How this offering builds capacity**

Increase RCD relevance by identifying collaborative opportunities such as funding proposals, shared staffing, or consolidation.

### **Application requirements**

Participants will be regions that participated in the previous year's Regional Collaboration Introduction. They will be asked to complete an application identifying the region's collaboration readiness.

### **Timing and Location(s)**

- To be determined

### **Time Commitment of Participants**

- To be determined

### **Anticipated Hard Costs**

- Travel to meetings, lodging, and travel-time meals

### **Value of training opportunity (cost covered by Bechtel grant)**

- \$40,000 per region (approximate average of \$6,500 per RCD)

# CARCD Capacity Building: Individualized RCD Services

## Overview

The organizational development services described in this section can help RCDs approach specific needs and opportunities. Building backbone capacities in RCD staff and directors can help the RCD become more relevant, excellent, and visible, potentially including:

- **Relevance:** Improve planning efforts and engage the community in planning.
- **Relevance:** Identify and seek out new partnerships, or maximize existing partnerships.
- **Relevance:** Strengthen leadership within the RCD to increase engagement on the board.
- **Relevance:** Increase engagement, development, and retention of staff.
- **Excellence:** Evaluate and improve the effectiveness of existing programs.
- **Excellence:** Understand the RCD's business model and plan for new revenue opportunities.
- **Visibility:** Create community connections that lead to new opportunities.
- **Visibility:** Improve the RCD's ability to plan and host events, publish communications materials, or conduct educational activities.

## ***CARCD individual project funding through S.D. Bechetel, Jr. capacity building grant***

For 2017-2019, a limited pool of funds is available to RCDs for specific individualized projects like those described in this section. Projects can be used to engage Solid Ground Consulting for any of the services described here, at a maximum of \$10,000 per project. Projects will be awarded through a structured process. If you are interested in applying for funding through the Individual Projects pool, please contact Karen Buhr at CARCD to learn more.

## ***Working with consultants***

The descriptions will give you a general sense of the goals and process for each type of service, and may be useful to you in seeking bids from consultants to assist you. These services are available from many firms or independent consultants.

If you are interested in contracting with Solid Ground Consulting for any of the services described, we encourage you to call us and discuss your needs so that we can provide a more specific and accurate recommendation for your RCD.

We can be reached at 503-249-0000, or contact any of us:

- Consultant Amy Stork: [amy@solidgroundconsulting.com](mailto:amy@solidgroundconsulting.com)
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# Assessment and Direction Setting Options

## Overview of Organizational Assessment and Direction-Setting

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### ***How this service builds capacity***

- Prepares RCD to update long range and annual plan
- Increases capacity to achieve long range plan goals through robust planning process
- Defines community needs and resource issues through outreach to stakeholders
- Creates/maintains collaborative stakeholder groups

### **Overview**

Solid Ground's approach to direction setting includes three phases. The phases can be completed one by one or together. The attached chart gives a range of costs; the processes can be customized to the organization's needs and budget.

### ***Phase One: Organizational Assessment***

An organizational assessment is a chance to get up on the balcony and see what is going on down on the dance floor. By gathering background information, interviewing your board and staff, and speaking with external partners, consultants assess the RCD's strengths, weaknesses, and opportunities. Depending on your budget and needs, you can take a deeper or shallower dive into understanding the needs in your community and the RCD's role in addressing them. We always use a structured information gathering process, scaled to your budget, to get input into key questions. Our inquiry is framed through an innovative assessment tool that examines the RCD along four dimensions: leadership, strategy, position/brand, and culture.

### ***Phase Two: Direction Setting***

What are the most important conservation needs in your community? Is the RCD addressing those needs, and how can you improve service? Where are the funding opportunities? Which programs should the RCD seek to grow or strengthen over the next several years? Which should be left behind? With whom does the organization need to connect in order to increase its conservation impact? Who does the RCD need on its team (staff, board, partners) to increase its impact and build operational and financial sustainability? Setting direction means bringing your leaders together at a facilitated retreat where you identify high-priority actions that will strengthen the RCD and increase impact. The length of the retreat and our preparation of advance information, vary based on the budget you have available.

### ***Phase Three: Detailed Follow Through***

Detailed documents lay out how you will accomplish your goals and who is responsible, helping guide the RCD into the future. If resources are available, following the retreat we can support your team to create a more detailed document to address key issues.

### ***Scaled to your needs and budget***

The process can be scaled to your needs. See the attached chart to get a sense of the costs and commitment required from your RCD.

## Assessment and Direction Setting Options

<b>RCD Commitment</b>	<b>Full process</b>	<b>Mid-scale process</b>	<b>Mini process</b>
<b>Process coordination</b>	25-30 staff hours 6 hours ad-hoc Board committee	15-20 staff hours 4 hours ad-hoc Board committee	3-5 staff or board hours
<b>Self-assessment</b>	1-2 hours	1-2 hours	1-2 hours
<b>Board and staff input</b>	45-minute telephone interviews with all directors and associates, all staff	45-minute telephone interviews with all directors, key staff	45-minute telephone interviews with up to 5 directors and key staff  Electronic survey of other staff and board
<b>External partner input</b>	45-minute telephone interviews with 6-8 external partners  2 focus groups with stakeholders  Electronic survey of stakeholders	45-minute telephone interviews with 2-3 external partners	
<b>Decision-making meeting</b>	Directors and management staff participate in a full day decision-making meeting. Other staff may be invited to participate as well at the discretion of leadership.	Directors and management staff participate in a half day decision-making meeting. Other staff may be invited to participate as well at the discretion of leadership.	Directors and management staff participate in a half day decision-making meeting. Other staff may be invited to participate as well at the discretion of leadership.
<b>Follow up</b>	Committee works with the consultant to create an organizational direction document and accountability plan.	Retreat summary  Optional support for staff to create an organizational direction document and accountability plan.	
<b>Deliverables</b>	<ul style="list-style-type: none"> <li>■ Assessment report</li> <li>■ Retreat agenda</li> <li>■ Retreat summary</li> <li>■ Detailed plan drafts</li> </ul>	<ul style="list-style-type: none"> <li>■ Assessment report</li> <li>■ Retreat agenda</li> <li>■ Retreat summary</li> </ul>	<ul style="list-style-type: none"> <li>■ Retreat agenda</li> <li>■ Retreat summary</li> </ul>
<b>Cost</b>	\$10,000-\$15,000 depending on engagement options; plus consultant travel costs (~\$2,000-\$2,500 for 2 trips)  Facility and food for retreat	\$8,500-\$10,000 plus consultant travel costs (~\$1,000)  \$1,000 follow up support package  Facility and food for retreat	\$5,000 plus consultant travel costs (~\$1,000)  Facility and food for retreat

# RCD Capacity Building: Individualized RCD Services

## Business Planning

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### ***How this service builds capacity***

- Example: Create a funding plan, develop donation/fundraising efforts
- Example: Improve or launch a fee for service program

Business planning will incorporate the broad strategies identified by the organization's strategic or long range plan. It will add more detail on such aspects as positioning the organization, cultivating partners, or growing a specific new business line (such as a Fee-for-Service program). Solid Ground uses the Business Model Canvas, an applied business planning tool, to help RCDs refine or expand their revenue strategy. We then support the organization to test and implement its strategies.

### ***RCD commitment:***

- Appoint a qualified point person to coordinate the process on the RCD end.
- Designate a support team of one or two other individuals – board or staff members – to support the point person and help carry out the planning process
- Depending on the complexity of the project, the point person and team members should expect to spend collectively 2-5 hours per week, on the project, for three to six months. That includes team participation in an eight-hour workshop and follow-up coaching / planning.

### ***Deliverables:***

- Workshop: participants will understand how to use the Business Model Canvas to explore an idea for a new line of business
- Coaching / planning: an actionable business plan for implementation of the business idea(s)

### ***Cost:***

- \$10,000 for training in the use of the Business Model Canvas to explore your business model, plus consultant travel costs for one trip (approx. \$1,000)
- \$7,500 for coaching / planning to create a full-fledged business plan.

# RCD Capacity Building: Individualized RCD Services

## Communications Plans and Training

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### ***How this service builds capacity***

- Increases visibility by preparing RCD to organize local legislative days, tours, etc.
- Increases visibility by helping the RCD reach key audiences through publications such as newsletters, annual reports, web sites, and social media.
- Increases relevance and visibility by helping the RCD connect effectively with key partners.

### **Overview**

A detailed, custom communications plan helps the RCD get specific about who it is reaching out to, what messages it wants to communicate, and how it will do so. A Solid Ground communications planning process can help your RCD in these primary areas:

- Identifying and profiling target audiences (e.g landowners, partners, community leaders)
- Crafting and testing compelling messages tailored to each audience
- Defining appropriate strategies for engaging target audiences and delivering key messages
- OPTIONAL: In-person or remote training for key RCD staff and/or directors on how to implement the plan.
- OPTIONAL: Follow up support and coaching for RCD staff and/or directors on questions, challenges or needs related to the communications plan

Consultants will need to understand staff and board capabilities and capacity in communications, as well as organizational systems and current use of technology that enable communications today. The communications plan will recommend any needed capacity investments and a budget for plan implementation.

### **RCD commitment**

- Appoint a qualified point person to coordinate the process on the RCD end. This person should expect to spend 16-20 hours on the project.
- Complete a self-assessment of current communications capacity, and supply examples of current communication materials.
- Coordinate the engagement of stakeholders to participate in focus groups and/or surveys to understand their impressions of the RCD
- Designate key staff to lead the execution of the plan.
- Support directors/staff to participate in training as needed.

### **Deliverables:**

- Communications plan and draft budget
- OPTIONAL: Staff/board communications training and/or support

## **RCD Capacity Building: Individualized RCD Services**

### **Cost**

- Communications plan: \$7,500 plus consultant travel cost for two trips (approx. \$2,000)
- In-person half-day training, no participant limit: \$2,400 plus consultant travel (approx. \$1,000)
- Remote (videoconference) half-day training: \$1,600 for up to four participants
- Support: \$2,000 for a 10-hour support package via phone or video conferencing

# RCD Capacity Building: Individualized RCD Services

## Board Basics Training

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### ***How this service builds capacity***

- Increases relevance through professional development/leadership development.
- Increases relevance through increased ability to recruit volunteer leaders.
- Increase capacity to achieve RCD long range work plan goals.
- Increase effectiveness and visibility for the purposes of fundraising and outreach.

### **Overview**

Boards of directors can benefit from a group session that includes both fundamentals of service on a board of directors and an exploration of how the board can become inspired to engage more with the RCD and its work. The session covers roles of the board, board recruitment, use of board committees, and effective board meetings as well as board goal-setting.

### **RCD commitment**

- Appoint a qualified point person to coordinate the process on the RCD end. This person should expect to spend 3 hours on the project, not including the training.
- Distribute an electronic survey to all board members.
- Directors and management staff participate in a half-day training and discussion.

### **Deliverables:**

- Customized training packet
- Meeting summary

### **Cost**

- \$2,500 plus consultant travel (approx. \$1,000)
- Facility and food costs for training

# RCD Capacity Building: Individualized RCD Services

## Customized Board Development Training

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### ***How this service builds capacity***

- Increases relevance through professional development/leadership development.
- Increases relevance through increased ability to recruit volunteer leaders.
- Increase capacity to achieve RCD long range work plan goals.
- Increase effectiveness and visibility for the purposes of fundraising and outreach.

### **Overview**

Boards of directors sometimes have unique issues and needs. Solid Ground can help you identify your needs and design a project to suit you.

### **RCD commitment (at minimum)**

- Appoint a qualified point person to coordinate the process on the RCD end.
- Make directors available for 45-minute telephone interviews.
- Directors and management staff participate in an in-person meeting or training.

### **Deliverables:**

- Assessment
- Meeting summary
- Customized training materials

### **Cost**

- Depends on scope of project

# RCD Capacity Building: Individualized RCD Services

## Team Building Retreat

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### ***How this service builds capacity***

- Increase relevance through professional development/leadership development.
- Increase capacity to achieve RCD long range work plan goals.
- Increase excellence through building “bench strength” for succession.

### ***Overview***

Increase organizational communications and staff commitment with a full day of team building, assessment of team dynamics, problem solving, idea generation, and team charter development.

### ***RCD commitment***

- Appoint a qualified point person to coordinate the process on the RCD end. This person should expect to spend 3 hours on the project, not including the retreat itself.
- Make management staff available for interviews before the retreat.
- Distribute an electronic survey to all team members and ensure full participation.
- All staff participate in a full day retreat.

### ***Deliverables:***

- Customized program
- Retreat summary

### ***Cost***

- \$3,100-\$5,000 depending on number of staff, plus consultant travel (approx. \$1,000)
- Facility and food costs for retreat

# RCD Capacity Building: Individualized RCD Services

## Leadership Development and Coaching

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### ***How this service builds capacity***

- Increase relevance through professional development/leadership development.
- Increase capacity to achieve RCD long range work plan goals.
- Increase excellence through building “bench strength” for succession.

### **Overview**

Effective staff leadership is the lynchpin of RCD success. Consultants can help individual staff leaders or the leadership team learn and practice leadership skills, productive communications, and staff development.

### **RCD commitment**

- Make staff available for interviews.
- Participate as needed in meetings.

### **Deliverables:**

- TBD. Potentially: individual leadership plans for managers; leadership team charter

### **Cost**

- Individual coaching packages beginning at \$600 (3 hours)
- Leadership team development: Customized projects beginning at \$2,500, plus consultant travel cost for one in-person meeting (approx. \$1,000).

# RCD Capacity Building: Individualized RCD Services

## Leadership Academy for Emerging RCD Leaders\*

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### **How this service builds capacity**

- Increase relevance through professional development/leadership development.
- Increase capacity to achieve RCD long range work plan goals.
- Increase excellence through building “bench strength” for succession.
- Increase relevance through building mentorship relationships.

### **Overview**

*Led by consultants Amy Stork and Jim Morris*

Project managers and other non-executive staff will learn core management skills in a facilitated six-month leadership academy. Participants attend a 2.5 day retreat in the fall of 2017 or spring of 2018, then participate in cohort-based teleconference learning for seven months. Skill building includes:

- Development of individual leadership capacities.
- Time management techniques.
- Coaching and strengths-based performance management for staff.
- Conflict resolution.
- Strategic program planning and evaluation.
- Development of an independent action learning project to forward key goals.

### **RCD commitment**

- Make staff available for the Academy and action learning project.

### **Timing and Location(s)**

- To be determined.

### **Time Commitment of Participants**

- Initial training: 2.5 day retreat plus travel time
- Follow up calls: 12 hours over 6 months
- Action Learning Project and other homework: 12 hours over 6 months

### **Cost**

- Approximately \$2,000 per participant + travel costs if 25 participants sign up.
- \*This Academy will be delivered by Solid Ground Consulting if adequate participation is secured.

# RCD Capacity Building: Individualized RCD Services

## Staffing Assessment and Succession Planning

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### ***How this service builds capacity***

- Increase capacity to achieve RCD long range work plan goals.
- Increase excellence through building “bench strength” for succession.
- Prepare RCD for key leadership transitions.
- Increase relevance through professional development/leadership development.

### **Overview**

A staffing assessment can help you address overall capacity, organizational structure, and succession planning. We work closely with you to better understand the current positions and responsibilities, and how staff work together across functions to perform key duties. If called for, we will propose adjustments to the management and staffing structure to better reflect the priorities of the organization. A plan can also look at how to grow “bench strength” – a core underpinning of succession planning—and increase employee retention. Finally, a succession strategy, if needed, will address emergency succession / transition as well as planned succession to fill vacancies in key positions.

### **RCD commitment**

- Provide a point person to coordinate the process on the RCD end. This person should expect to spend 12-15 hours supporting the process.
- Supply key documents to help us to understand the status of your RCD’s operations.
- All staff complete a position analysis questionnaire (1 hour each)
- Depending on the needs, management staff or management staff and other staff participate in 45-minute telephone interviews.
- Key staff participate in a four-hour in-person meeting

### **Deliverables**

- Staffing plan

### **Cost**

- Staffing plan - \$4,000 to \$6,000 depending on size of organization; plus consultant travel costs for one meeting (approx. \$1,000).

# RCD Capacity Building: Individualized RCD Services

## Collaboration and Consolidation

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### **How this service builds capacity**

- Increase relevance by developing multiple-RCD projects and opportunities.
- Increase relevance by fostering mentorship of neighboring RCDs.
- Increase visibility by initiating any potential consolidation conversations.

### **Overview**

The need to move small, local RCDs toward long term sustainability may be one of the conservation community's most important challenges. Durable collaborations offer a means of doing that. Banding together to form durable collaborations – partnerships that go beyond the constraints of short-term alliances – is for many RCDs the only real strategy to achieve the capacity and capability that they need to fulfill their long-term commitments. With a variety of approaches available, from shared staffing to consolidation, durable collaborations can create greater professional capability and more overall capacity without sacrificing the local face and character that is one of the most important strengths of local RCDs.

Participants will include at least two RCDs prepared to play a leadership role in the collaborative process. Participants in the process should be district managers or other staff who able to commit their organizations.

### **RCD commitment**

- Provide a point person from each RCD to coordinate the process on the RCD end. This person should expect to spend 40-50 hours supporting the process.
- Each RCD must form a three-person collaboration team comprised of board and staff. Each of these representatives should expect to spend 40 to 50 hours supporting the process.
- Supply key documents to help us to understand the status of your RCD's operations.
- Collaboration team will participate in at two to three four-hour in-person meetings and multiple conference calls.

### **Deliverables**

- Collaboration plan.

### **Cost**

- *Collaboration plan* - \$10,000 to \$20,000 depending on size of cohort; plus consultant travel costs for three meetings (approx. \$3,000).

## Summary of Individualized RCD Services and Funding Sources

	<b>CARCD Capacity Grant from Bechtel Foundation</b>	<b>Dept. of Conservation (REV Pool)</b>	<b>Dept. of Conservation (Bootstrap Pool)</b>	<b>Funded by RCD</b>
<b>Group Trainings</b>				
Communications Academy	✓	✓ <i>participation costs</i>		
Board Leadership Boot Camp	✓	✓ <i>participation costs</i>		
Advocacy Academy	✓	✓ <i>participation costs</i>		
Regional Collaborations (2 types)	✓	✓ <i>participation costs</i>		
<b>Organizational Development Services for Individual RCDs</b> Costs listed are Solid Ground Consulting's fees only, and may differ for other consultants. Costs should be confirmed by developing a specific scope of work. Consultant travel costs, and facility and food costs, are in addition to the fees listed.				
<b>Organizational Assessment and Direction Setting</b>				
Organizational Assessment and Direction Setting-Three Levels \$5,000 - \$15,000	✓ <i>limited availability up to \$10k, project costs only</i>	✓ <i>participation costs project costs</i>	✓ <i>participation costs project costs</i>	✓
Business Planning \$10,000 for Business Model Canvas training; +\$7,500 full plan	✓ <i>limited availability up to \$10k, project costs only</i>	✓ <i>participation costs project costs</i>		✓
Updated long range planning \$5,000-\$20,000	✓ <i>limited availability up to \$10k, project costs only</i>		✓	✓
<b>Communications</b>				
Communications Plan \$7,500	✓ <i>limited availability up to \$10k, project costs only</i>	✓ <i>participation costs project costs</i>		✓
Customized Communications Training \$1,600-\$2,400	✓ <i>limited availability up to \$10k, project costs only</i>	✓ <i>participation costs project costs</i>		✓
<b>Board Training</b>				
Board Basics \$2,500	✓ <i>limited availability up to \$10k, project costs only</i>	✓ <i>participation costs project costs</i>		✓
Customized Board Training \$5,000-\$15,000	✓ <i>limited availability up to \$10k, project costs only</i>	✓ <i>participation costs project costs</i>		✓
<b>Staff Development</b>				
Team Building Retreat \$3,100-\$5,000	✓ <i>limited availability up to \$10k, project costs only</i>	✓ <i>participation costs project costs</i>		✓
Leadership Development: Individ. RCD or Emerging Leaders <i>Costs based on group needs</i>		✓ <i>participation costs project costs</i>		✓
Staffing and Succession Plan \$4,000-\$6,000 depending on scale	✓ <i>limited availability up to \$10k, project costs only</i>	✓ <i>participation costs project costs</i>		✓
<b>Collaboration and Consolidation</b>				
Collaboration/Consolidation Plan \$10,000 to \$20,000	✓ <i>limited availability up to \$10k, project costs only</i>	✓ <i>participation costs project costs</i>	✓ <i>participation costs project costs</i>	✓



RESOURCE  
CONSERVATION DISTRICTS

## RESOLUTION No 2016-01

### **A Resolution for Resource Conservation Districts in the state of California to Direct NRCS to add inadequate groundwater recharge to the list of resource concerns and components**

**WHEREAS:** Groundwater levels are negatively impacted by many current best management practices used to conserve water.

**WHEREAS,** Current global positioning system land surface surveys performed by NASA show significant areas of land subsidence throughout the State.

**WHEREAS,** Groundwater is currently in the forefront of natural resource concerns as local efforts are underway throughout the State to develop Groundwater Sustainability Plans as required by the Sustainable Groundwater Management Act of 2014.

**WHEREAS,** Groundwater recharge demonstration projects and studies are being conducted throughout the State by U.C. Davis and others, and showing promising results.

**WHEREAS,** Groundwater Recharge projects can be conducted at a small or large acreage scale, creating opportunities for a variety of landowners to participate.

**NOW, THEREFORE, BE IT RESOLVED** that the California Association of Resource Conservation Districts, on behalf of Resource Conservation Districts throughout the State of California, request that NRCS take immediate action to amend the list of Resource Concerns and Components to include inadequate groundwater recharge and make available to producers all applicable best management practices and cost share programs.

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Submitted by the Sacramento Valley Region

Contact: Patti Turner, Colusa County RCD

**BACKGROUND:** Groundwater supplies are an important and immediate natural resource concern. Declining groundwater levels can cause domestic and municipal wells to go dry, costly well upgrades and repairs, and land subsidence. Once subsidence has occurred it can never be reversed and groundwater storage capacity is lost forever. There are many agricultural operations and communities that depend solely on groundwater. Groundwater is a vital natural resource that must be conserved and protected for future generations.



RESOURCE  
CONSERVATION DISTRICTS

## RESOLUTION No 2016-02

### A Resolution for replacement of CODE with the District Manager's Communication Committee

**WHEREAS**, District employees have recently determined that the CODE Association is no longer a viable association for district employee needs and have created a District Manager's Communication Committee to serve the following functions:

- 1) To improve communication among District Managers within RCD regions and state wide
- 2) To improve communication between the District Managers and CARCD staff and board.

**NOW, THEREFORE, BE IT RESOLVED** that the Bylaws be change to read as follows (*with changes as shown below with strikethrough,*)

~~Section 7. Of the CARCD Bylaws States that: California Association of District Employees (CODE) — The California Association of District Employees (CODE) shall be an affiliate of the Association, and shall be governed by separate bylaws. The objective of this affiliation is to strengthen the Conservation District program of the State of California by the effective utilization of the skills of the members of the CODE in support of the purposes and activities of the Association and its committees; to provide assistance, information, and support to Conservation Districts, employees, and their governing boards; and to promote the professional development of Conservation Districts and their employees.~~

#### **District Manager's Communication Committee**

The District Manager's Communications Committee works to improve communication among District Managers within RCD regions and state wide and between the District Managers and CARCD staff and board.

#### **Committee Term of Service**

Committee members will serve one year terms, and can serve consecutive terms, not to exceed three years. New members can either volunteer or will be selected by consensus of the majority of the District Managers in their region.

#### **Committee Member Responsibilities**

1. Maintain a current list of contacts for each district in their respective regions and provide updates to the master RCD contact list on a regular basis.
2. Solicit feedback from districts in their respective regions to identify high level management activities/concerns to CARCD.

3. Determine best communication methods within their region to seek input.
4. Communicate high level CARCD updates that are of importance to their respective regions and statewide.
5. Attend the CARCD board meeting and speak on behalf of the committee (rotating responsibility) about high level activities/concerns.
6. Assist the CARCD board, where appropriate, in decision making that affects the health of all RCDs.
7. Attend a bi-monthly committee call.
8. Attend the monthly CARCD District Manager's calls and bring up relevant topics of interest.
9. Work with respective Regional Chair to ensure coordination of communications.

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Submitted by the District Manager's Communications Committee

Contact: Kara Heckert, Sonoma RCD



**RESOURCE**  
CONSERVATION DISTRICTS

## **RESOLUTION No 2016-03**

### **A Resolution Approving of the 2017-2019 CARCD Strategic Direction and Work Plan**

**WHEREAS**, The California Association of Resource Conservation Districts (CARCD) is a critical support system for all local Resource Conservation Districts RCDs statewide; and

**WHEREAS**, the CARCD values the consensus of its member RCDs in the setting the strategy for meeting long term goals of the CARCD that benefits local RCDs; and

**WHEREAS**, transparency, open communication and accountability between CARCD and member RCDs are paramount; and

**WHEREAS**, CARCD and RCDs are motivated to build on the recent successes and move into the next phase of the CARCD/RCD Capacity Building project for 2017,2018 and 2019;

**NOW, THEREFORE, BE IT RESOLVED** that the member districts' delegates approve the California Association of Resource Conservation Districts' 2017-2019 Strategic Direction and Work Plan.

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Submitted by the Executive Committee of the CARCD

Contact: Glenn Franklin, President of CARCD and Board Member of Mariposa County RCD

## CARCD OPPORTUNITIES – UPDATES, EVENTS, EDUCATION, FUNDING FOR DISTRICTS AND REGIONS

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April 2017

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### CONSERVATION FUNDING IN JEOPARDY – ACTION NEEDED

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From the **National Association of Conservation Districts**: As you may have heard already, on March 14<sup>th</sup> President Trump released his budget request to Congress for fiscal year 2018 which included a staggering 21% cut to USDA. While it didn't include many details past this overall funding cut, it did call for a reduction in staff at USDA Service Centers and encouraged a privatization of conservation planning.

Needless to say, NACD is very concerned about these proposals. NACD has already taken steps to combat this budget proposal, but it is important for Congress to hear from conservation districts and their locally elected leaders on the importance of the Conservation Technical Assistance (CTA) program which helps fund conservation planning. We hope you will join us in calling for robust federal conservation funding by passing this along to the districts and individuals in your state, because we need as many people contacting Congress as possible.

Action Items:

1. Please consider reaching out to your congressional representatives to discuss importance of NRCs/impact of their services locally/regionally
2. If meetings are not possible, NACD is asking for letters to be written to members of congress, noting importance of NRCS and its programming. Template letters are available on NACD's website
3. Please contact Karen at CARCD or Tasha Newman with Conservation Strategy Group (CSG) with any questions about approaching your congressional representatives on behalf of NRCS
  - a. Tasha Newman can be reached at [tasha@csgcalifornia.com](mailto:tasha@csgcalifornia.com)

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### AREA MEETING FOLLOW-UP

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Thank you to everyone who attended the area meeting on March 25<sup>th</sup>! During the discussion of resolution development and presentation, attendees asked Karen Buhr for examples to potentially use in creating resolutions to present at the CARCD 2017 conference in Sacramento. Karen has responded with 2016 resolutions that are attached to this mailing.

IERCD will host the fall 2017 SoCal Inland Region meeting, with date, location, and time TBA.

Of the six action items on the agenda, some received majority votes/clear direction on action from the group while others received mixed votes/unclear direction. A summary of these actions will be included in the minutes from the area meeting, and those still needing clear action will be brought back to the group either via email or as items on the fall 2017 SoCal Inland Region meeting agenda.

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## EVENTS/MEETINGS IN ORDER OF OCCURRENCE

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### National Association of Conservation Districts' Urban Agriculture Conservation Initiative Webinar

- **When:** Thursday, April 6<sup>th</sup> at 12 PM **Eastern Time**
- **Participation information:** this webinar is free but you must register with Deb Bogar at [deb-bogar@nacdnet.org](mailto:deb-bogar@nacdnet.org), via email including name, title, district name, state, and email address. All registered participants will receive information via email on webinar access prior to Thursday, April 6<sup>th</sup>
- **Summary:** NACD is answering questions on its recently-released Request For Proposals for projects seeking funding under its Urban Agriculture Conservation Initiative. To help NACD make this webinar as productive as possible, interested districts are asked to send questions prior to Wednesday, April 5<sup>th</sup> close of business to Deb Bogar at [deb-bogar@nacdnet.org](mailto:deb-bogar@nacdnet.org)

### CARCD Board Meeting

- **When:** Tuesday, April 25<sup>th</sup> from 9 AM – 2 PM
- **Where:** Department of Conservation/CARCD HQ, 801 K Street, 14<sup>th</sup> floor in the Walnut Conference Room, Sacramento
- **Alternatives to in-person attendance:**
  - Videoconferencing: Blue Jeans Video Software
    - Free download of BlueJeans system available here: <https://www.bluejeans.com/>
    - Enter Meeting ID: 477201140 to connect to meeting
  - Telephone:
    - [\(888\) 240-2560](tel:(888)240-2560)
    - Enter Meeting ID: 477201140 and then #. Please let us know if you need any assistance getting the Blue Jeans Video Software to work (a free download is available at: <https://www.bluejeans.com/>)

### CSDA Legislative Days

- **When:** May 16<sup>th</sup> and 17<sup>th</sup>, 9AM – 6:30 PM (16<sup>th</sup>) and 7:45 AM – 11:30 AM (17<sup>th</sup>)
- **Where:** The Grand Events Center, 1215 J Street, Sacramento 95814; Hotel: the Sheraton, 1112 I Street, Sacramento 95814
- **Cost:** Register on/before April 14<sup>th</sup>: \$175 (CSDA Member)/\$265 (non-member); \$189/night CSDA room rate at the Sheraton

### Solid Ground Training Catalogue

- **Summary:** additional receipt of Bechtel grant funding has led to development of a 2017-19 Solid Ground consulting capacity-building training catalogue, attached to this mailing. Please review and let CARCD and/or Solid Ground know if you have questions about upcoming opportunities!

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## FUNDING OPPORTUNITIES

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### National Association of Conservation Districts Urban Agriculture Initiative:

- **Summary:** The Urban Agriculture Conservation Grant Initiative is one of many ways NACD is advancing conservation in developed or developing areas. In 2017, NACD will award grants to 20 districts through this initiative to build technical capacity for urban agriculture conservation.
- **Due Date:** May 14<sup>th</sup>, 2017

- **RFP:** <http://www.nacdnet.org/wp-content/uploads/2016/06/NACD-Urban-Agriculture-Conservation-RFP-2017.pdf>
- **FAQ:** <http://www.nacdnet.org/wp-content/uploads/2016/06/Urban-Ag-Conservation-Initiative-Frequently-Asked-Questions-2017.pdf>

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## EDUCATION/TRAINING/RCD TOOLS

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### California Special Districts Association (CSDA) Trainings

- **Webinar: How to Find, Apply for, and Secure Grant Funding**
  - **When:** Thursday, May 11<sup>th</sup> from 10 AM – 12 PM
  - **Cost:** \$65 for CSDA members; \$95 for non-members
  - **Description:** participants will receive instruction on development of grant seeking strategy, application, and administration. The webinar will feature a step-by-step process for this development and will also feature discussion on current and upcoming grant opportunities for special districts.

### Increase Social Media Support for RCDs!

The District Manager Communications Committee members are continuing to promote social media support for RCDs statewide, through encouraging individual districts to engage in the following:

- “Liking” other RCDs statewide with social media pages
- Sharing posts from other districts, including the alternating Monday FB post that is rotating among districts and announced weekly on the all-district manager listserve

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## CARCD CONTACTS

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909-987-1805 (home)  
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Executive Director Karen Buhr  
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## SOCAL INLAND REGION

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Area Chair Jim Earsom

- [James.earsom@gmail.com](mailto:James.earsom@gmail.com)
- 909-799-8272

Subject **April Management and Monitoring Meeting**

From Karen Riesz <kriesz@biomonitoringrca.org>  
 Joyce Schlachter <jschlach@blm.gov>, Chris Gregory <Chris\_Gregory@fws.gov>, David Austin <daaustin@fs.fed.us>, Robert Fisher <rfisher@usgs.gov>, Michael Sebastian <Michael.Sebastian@fire.ca.gov>, Gregg Bratcher <gregg.bratcher@fire.ca.gov>, Mark Barr <Mark.Barr@fire.ca.gov>, Bill Weiser <Bill.Weiser@fire.ca.gov>, Geary Hund <Geary\_Hund@fws.gov>, William Miller <william\_b\_miller@fws.gov>, Hayley Lovan <Hayley.j.lovan@usace.army.mil>, Christopher Jones <Christopher.t.jones@usace.army.mil>, JoAnn Schiffer-Burdett <jschiffe@blm.gov>, Julie Donnell <juliedonnell@fs.fed.us>, Rose Corona <rose.corona@emarc.org>, Zsolt Katay <zsolt.katay@fire.ca.gov>, Ken Corey <ken\_corey@fws.gov>, Brandon Rodgers <brandon.rodgers@fire.ca.gov>, Kevin Doran <kevin\_doran@blm.gov>, Karin Cleary-Rose <karin\_cleary-rose@fws.gov>, James Gannon <jgannon@blm.gov>, Kirsten Winter <kwinter@fs.fed.us>, Kris Preston <kpreston@usgs.gov>, Colton Kegler <coltonkeg45@yahoo.com>, Kimberly Seltmann <Kimberly.Seltmann@parks.ca.gov>, Richard Zembal <RZembal@ocwd.com>, Paulette Morales <paulette.morales@parks.ca.gov>, Ken Kietzer <kkietzer@parks.ca.gov>, Robert Hewitt <robert.hewitt@ca.usda.gov>, Bonnie Johnson <bjohnson@ocwd.com>, Kathleen Brundige <kbrundige@cvag.org>, Yvonne Moore <evemoore99@gmail.com>, Joe Sherrock <jsherrock@cnlm.org>, Kim Klementowski <kklementowski@cnlm.org>, Aaron Aechols <aechols@iercd.org>, Brian Shomo <bshomo@rctlma.org>, Sheri Shiflett <Sheri.A.Shiflett@usace.army.mil>, Mccutcheon, Sarah <smccutcheon@usgs.gov>, Kevin W Turner <kevin.turner@fire.ca.gov>

To

Date 2017-04-06 09:05



- Directions to RCD conference room.pdf (~370 KB)
- 04.13.17.pdf (~21 KB)

Hi, everyone.

The monthly Western Riverside County MSHCP Management/Monitoring Coordination Meeting will be held next Thursday, April 13, from 10 AM - 12 PM (normal time). We'll meet at our usual location in the Riverside-Corona Resource Conservation District (RCRCD) conference room (Bldg F near the Monitoring Program office in Riverside). Directions and the agenda are attached.

We're fortunate to have Rose Cook, the Tricolored Blackbird Survey Lead from my staff, present on MSHCP Monitoring of Tricolored Blackbird. We'll have the usual updates regarding ongoing MSHCP monitoring and management activities.

\*Please note that there will be a private staff meeting held immediately following this meeting. Thank you for understanding.

Hope to see you next week!  
 Karen



Western Riverside County MSHCP  
Management - Monitoring Coordination Meeting  
10:00am April 13, 2017  
RCRCD Conference Room (Bldg F)

**AGENDA**

- I. Introductions / Announcements
- II. RCA Update, if applicable
- III. Monitoring Program Activities Update
  - Camera stations
  - Golden Eagle
  - White-tailed Kite
  - Burrowing Owl
  - Riparian birds
  - Quino checkerspot butterfly
  - Vernal pools
  - Terrestrial herps
  - Rare plants
- IV. Management Program Activities Update
- V. Other management activity updates from the group?
- VI. Rose Cook (BMP) – MSHCP Monitoring of Tricolored Blackbird.
- VII. Next Meeting at RCRCD – May 11: Dr. Edith Allen (UCR) – “Soil Ecology and Restoration.”
- VIII. Adjourn! Private staff meeting following.