

# The East Merced Resource Conservation District Annual Work Plan



**EAST MERCED  
RESOURCE  
CONSERVATION DISTRICT**

**2022-2023**

Prepared For:

The East Merced Resource Conservation District Board of Directors

Prepared By:

EMRCD Staff

## Introduction

This work plan was developed to provide an annual roadmap for implementation of the existing East Merced Resource Conservation District (EMRCD) Long Range Strategic Plan, adopted in 2020. The Long-Range Strategic Plan identifies several Strategic Issues, with corresponding Goals and Desired Results, to be dealt with by the EMRCD over a four-year timeframe. The Activities proposed in this work plan relate directly back to the content of the Long-Range Strategic Plan, with each Issue and Goal identified by number. Each Activity represents one of the Desired Results from the Strategic Plan that has been converted to an action item. The responsible party, approximate cost and funding source for each Activity is identified when possible.

## Performance Measures

**Strategic Issue 1: Enhance the RCD's capability to implement its mission through continuous improvements in management, operations, and grant support of the RCD.**

### *Goal 1.1 - Improve efficiency of RCD operations and maintain a unified vision \**

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Staffing	District Manager/Admin from part time to full time	July, 2023	Board	\$32,000 PT \$65,000 FT	AFT-RCPP, CDFA-SWEEP, (secured) <i>FEMA SJV HUB, CARCD Monarch Habitat, IRWM (unsecured)</i>
Staffing	Conservation Planner - replace GrizzlyCorps fellow with PT/FT staff, bilingual preferred	July 15, 2022	Board	\$27,000 PT \$55,000 FT	AFT-RCPP, WETA (secured)
Intern	Summer program intern to meet grant deliverables, bilingual preferred	July 1, 2022	Board	\$16/hr	WETA
Training	IRPC training for evaluations	June 27-30, 2023	Board	\$1500	?

\*board considerations – CDFA and AFT-RCPP funds started in 2021. WETA starts in July 2022. *FEMA SJV HUB, CARCD Monarch Habitat, IRWM have been applied to as of May 2022, but haven't been granted funds yet.* There is \$\_\_\_\_\_ for staffing. There are options to choose FT or PT and share employees with ESRCD and Madera-Chowchilla RCD.

### *Goal 2.1 -Strengthen EMRCD's operations and capabilities through grant funding*

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Partnerships	Meeting with agencies and organizations in Merced County for potential projects	1 per month Aug 2022 to June 2023	District Manager	DM time Approx. 120 hrs	NACD. AFT-RCPP
Grant Planning	Evaluate grant availability and options for best-match	3 grants/year	District Manager	DM time Approx.	?

	funding and submitting applications			120 hours	
Fundraising	Implement fundraising opportunities	?	?	?	?

**Strategic Issue 2: Encourage communication between landowners and the EMRCD to develop programs that address resource priorities and aid landowners in conservation practices.**

*Goal 1.1 – Creation of Annual meeting for EMRCD stakeholders.*

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Outreach	Annual workgroup meeting in collaboration with NRCS DC where farmers can voice opinions, representing the county.	October or November	DM & DC, plus Conservation Planner	10 hours	All active grants
Engagement	Increase farmer engagement directly through one-on-one conversations during phone calls, workshops, events, etc	Ongoing	DM & DC, plus Conservation Planner	1 hour each/ week 156 hours	all active grants
Online Presence	Maintain website and newsletters	monthly	Conservation Planner	1.5 hrs week	all active grants
Outreach	EMRCD presentations/info booths at partner organizations	Ongoing	Conservation Planner and Jean	Dependent upon total events/time	all active grants

*Goal 1.2 – Increased participation in conservation programs by landowners*

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Outreach	Creation of effective outreach materials for our programs, including flyers, mail lists and partner organization contacts	Developing and ongoing	Staff Member	\$1,500 plus staff: 200 hrs	Specific applicable grant and EMRCD General Funds
Website development	find funding and develop translation of website and flyers	July 2023	District Manager	TBD	TBD

*Goal 2.1 – Develop, expand, and implement programs addressing resource priorities benefitting landowners.*

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Conservation Practices	Promote and expand <b>water</b> conservation programs, implementation	Ongoing	DM and CP	Staff time of 600 hrs	AFT-RCPP, CDFA-WETA
Conservation Practices	Promote and expand <b>soil</b> health conservation programs	Ongoing	Conservation Planner	Staff time of 600 hrs	AFT-RCPP

	implementation				
Conservation Practices	Promote and expand restoration and easements programs	Ongoing	Conservation Planner	?	AFT-RCPP, SALC CDFA-Pollinator Habitat Program
Restoration	Restoration activity along the Merced River	dependent on grant	Conservation Planner	TBD	FEMA SJV Hub, SALC

### Strategic Issue 3: Increase the visibility and outreach of the EMRCD in urban communities through engagement, networking, and education.

#### Goal 1.1 – Increased level of networking and strategic partnering

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Presentations	Give presentations on RCD activities and benefits at city, county and community events and community college ag classes.	1 per month in 2023	District Manager	DM time Approx. 120 hrs	NACD. AFT-RCPP
Translation	Hire a bilingual person for outreach to underserved communities	By July 2023	DM	20 hours	All grants for underserved communities

#### Goal 1.2 – Collaborate with research institutions and private industry in emerging technologies and conservation practices.

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
Collaborations	soil health outreach and demonstrations with research institutions and industry	1 before June of 2023	DM and Conservation Planner	CP time Approx. 40 hrs	Regenerative Ag cover cropping funding source

#### Goal 2.1 – Enhance conservation education through community & partner collaborations

Project/Program	Activity	Timing	Lead	Total Cost	Funding Source
River Education	Kayak rental program with interested parties, kayak instructor course to continue program offerings	2-5x May-October	DM, 2Trained Kayak Instructor and Jean	Instructor Approx. 20 hours	Rental Equipment Program
Farmer Workshops	Co host local workshops on funding opportunities for farmers with agency partners	2x/year	DM and Conservation Planner	20 hours	specific grants
Education	Provider credit-based conservation courses through workshops	1-2/year	District Manager	30 hours	specific grants