



MARIN WATER STRATEGIC PLAN

WATERSHED STEWARDSHIP GOAL & OBJECTIVES

NOVEMBER 27, 2023

PURPOSE AND DISCUSSION

PURPOSE:

Refine and align Goal 3: Watershed Stewardship.

DISCUSSION:

- Is the goal framed correctly to guide the organization for the next 5 years?
- Do the objectives capture the important interests of the board, staff, and community?

STRATEGIC PLANNING FRAMEWORK





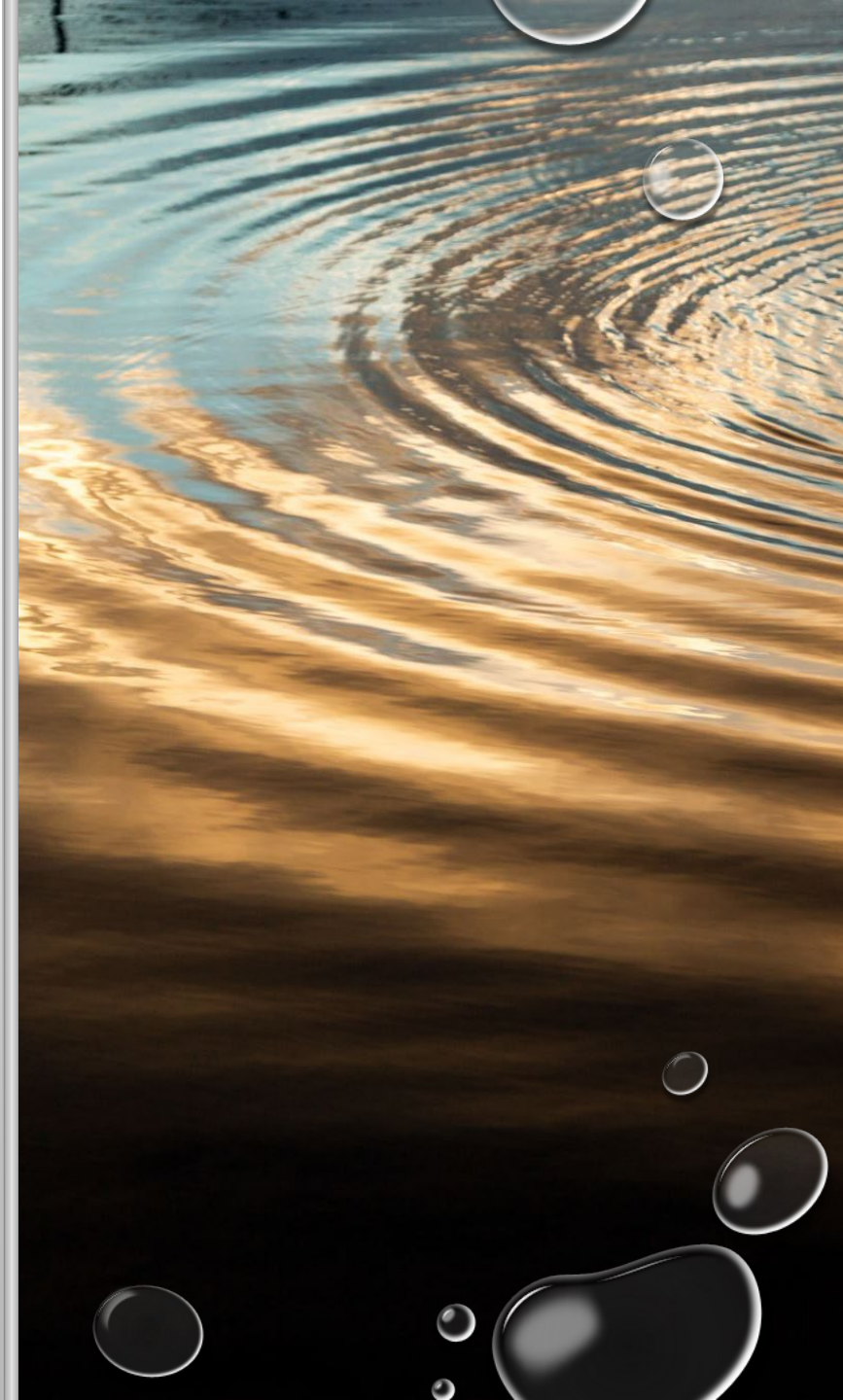
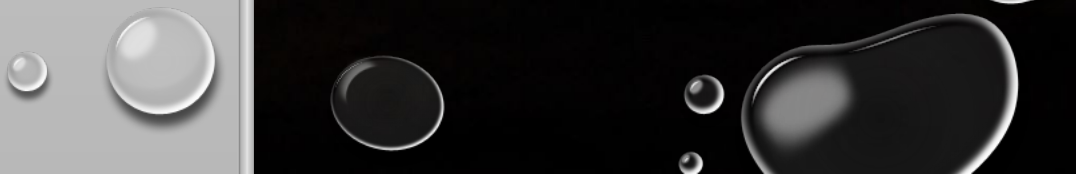
DRAFT VISION & MISSION

Our Vision:

Marin Water is a leader in water and natural resource management and addressing the complexities of a changing environment.

Our Mission:

Marin Water manages the lands, water, and facilities in our trust to provide reliable, high-quality water and adapt and sustain these precious resources for the future.





GOALS



STRATEGIC PLAN GOALS

GOAL 1: RELIABLE WATER SUPPLY

GOAL 2: RESILIENT WATER SYSTEM

GOAL 3: WATERSHED STEWARDSHIP

GOAL 4: FISCAL RESPONSIBILITY

GOAL 5: ORGANIZATIONAL EXCELLENCE



NEXT STEPS

- DECEMBER 5
 - GOAL 1 – WATER SUPPLY RELIABILITY
 - GOAL 4 – FISCAL RESPONSIBILITY
- DECEMBER 19
 - GOAL 2 – RESILIENT WATER SYSTEM
- JANUARY 9
 - GOAL 5 – ORGANIZATION EXCELLENCE
- JANUARY 30
 - DRAFT STRATEGIC PLAN
- MARCH 14
 - BOARD RETREAT – ANNUAL WORK PLAN

Watershed Stewardship Goal

The District's 19,800 acres of watershed lands serve as the bedrock foundation for the District's operations providing essential ecological services that directly influence water quality and availability and support the region's rich biodiversity. This Watershed Stewardship Goal encapsulates our dedication to multifaceted initiatives that span environmental stewardship, wildfire resiliency, watershed restoration, the enhancement of watershed facilities, and the support for education and recreation, which connects the community to their watershed lands. Stewardship of these lands safeguards our precious water resources and cultivates a resilient and thriving ecosystem that benefits our community and future generations. This goal reflects our commitment to maintaining high-quality drinking water while preserving the biodiversity of the region and fostering a deep connection between the community and watershed lands.

Watershed Stewardship Objectives

Objective 1 - **Creek Restoration**

Objective 2 - **Wildfire Resiliency**

Objective 3 - **Stewardship**

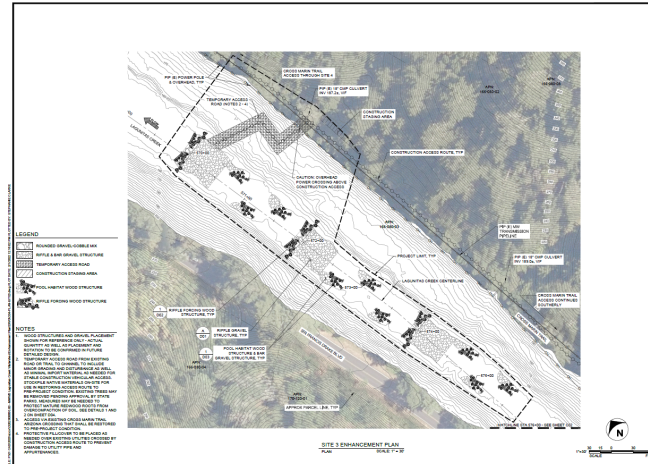
Objective 4 - **Recreation**

Objective 5 - **Facilities**



Objective 1: Creek Restoration

The District will strive to protect and restore watershed lands to improve upland habitat and streams to help establish a resilient landscape that can help buffer against climate-induced risks. Through active restoration and monitoring the District will help the community steward the unique biological resources of the Mt. Tamalpais Watershed and Lagunitas Creek.



Objective 1: Creek Restoration

- Advance the implementation of the Lagunitas Creek Watershed Enhancement Plan in collaboration with State Parks, funding partners, and resource agencies to enhance critical habitat and geomorphic processes that are needed to sustain threatened and endangered species.
- Lead fisheries lifecycle monitoring and habitat enhancement effectiveness monitoring, in alignment with the Lagunitas Stewardship Plan; coordinate with the Lagunitas Technical Advisory Committee and regional monitoring efforts to update the Lagunitas Creek Stewardship Plan.
- Integrate new monitoring technology by expanding a network of Passive Integrated Transponders Antennas to improve fisheries monitoring data.
- Support with technical expertise regional restoration planning efforts for Walker Creek and other watersheds within District boundaries; participate in technical conferences and regional working groups to share out restoration methods and fisheries monitoring data.

Objective 2: Wildfire Resiliency

The District will continue implementing multi-benefit restoration treatments to maintain a resilient watershed by scaling up the Biodiversity Fire, and Fuels Integrated Plan (BFFIP) and One Tam Forest Health Strategy. Through proactive management and collaboration with regional partners, the District will advance landscape-scale stewardship efforts on watershed lands that will help safeguard our communities, ecosystems, and water resources for a resilient and sustainable future.



Objective 2: Wildfire Resiliency

- Maintain effective partnerships between watershed rangers and local, regional, and state emergency response agencies to enhance interagency collaboration to support emergency response and mitigation strategies.
- Sustain organizational capacity to increase the pace and scale of the BFFIP to enhance forest resiliency, protect water infrastructure, manage invasive plants, and achieve wildfire risk reduction.
- Advance strategic partnerships to secure funding for stewardship activities outlined in the BFFIP and as part of other long-term watershed restoration efforts.
- Support workforce development through advancing the Ranger Trainee Program and in partnership with California Conservation Corps, California Conservation Corps North Bay, AmeriCorps Programs, and other regional natural resources and wildfire training efforts.
- Replace aging wildland firefighting and vegetation management equipment to ensure the District has the operational capabilities for emergency response and watershed forest restoration and fuel reduction.

Objective 3: Stewardship

The District will foster participation and collaboration with the community, creating a strong connection between the public and the Mt Tamalpais Watershed. The District will advance stewardship and climate adaptation strategies through technical studies and regional partnerships. By participating in the District's volunteer program, community members can contribute towards preserving our water supply, protecting biodiversity, and caring for our shared natural resources.



THANKS FOR TAKING A WALK IN THE WOODS WITH US!

Let us know what you thought of this self-guided experience by emailing info@onetam.org

HOW YOU CAN HELP

LEARN MORE - get started at onetam.org/learn-more and check onetam.org/volunteer for more on events where you can be a hero.

VOLUNTEER - [join at onetam.org/volunteer](mailto:onetam.org/volunteer) to support our work and access member events.

CLEAN YOUR SHOES - before taking a walk in the woods, be sure to brush any dirt off your shoes & wipe them off to bring along. It helps remove weed seeds and pathogens that may be hitching a ride.



GLOSSARY

Boardwalk - A way used to cross sensitive areas that are difficult to traverse, such as wetlands, riparian areas, and other sensitive habitats. They provide a safe path for hikers and other visitors while minimizing impact on the ecosystem and protecting sensitive resources.

Forest health - A condition of a forest's ability to resist and recover from natural disturbances and human impacts. Forest health is a dynamic concept that changes over time. There are many factors that can affect forest health, including climate change, invasive species, and human activities.

Forest stewardship - The practice of managing a forest to meet the needs of present and future generations. It involves a variety of activities, including monitoring forest health, protecting sensitive resources, and promoting sustainable use.

Grading - A process of leveling or sloping land to a desired grade. It is often used in construction and landscaping.

Map - A diagram or drawing that shows the location and features of a geographical area. It can be used for navigation and planning.

Maple - A genus of trees in the family Sapindaceae. They are known for their characteristic red, orange, and yellow autumn foliage.

Native plants - Plants that are indigenous to a particular region. They are often adapted to the local climate and soil conditions.

Native species - Species that are native to a particular region. They are often adapted to the local environment and play a key role in the ecosystem.

Non-native species - Species that are introduced to a region from elsewhere. They can sometimes become invasive and threaten native species.

Pathway - A route or way through a forest or other natural area. It can be used for hiking, biking, or other recreational activities.

Trail - A path or route through a forest or other natural area. It is often used for hiking and other recreational activities.

Trailhead - The starting point of a trail. It is often marked with a sign or other indicator.

Trail sign - A sign that provides information about a trail, such as its name, length, and difficulty. It is often placed at the trailhead or along the trail.

Trail map - A map that shows the route of a trail and other features of the surrounding area. It is often used by hikers and other trail users.

Trail user - A person who uses a trail for recreational or other purposes. This can include hikers, bikers, and equestrians.

Trail user agreement - A document that outlines the rules and regulations for using a trail. It is often signed by trail users before they begin their hike.

Trail user education - Programs that provide information and training to trail users about trail etiquette and safety. This can include talks, workshops, and other educational activities.

Trail user survey - A survey that asks trail users about their experiences and needs. The information gathered from these surveys can be used to improve trail management and user satisfaction.

Trail user feedback - Comments or suggestions from trail users about trail management or other issues. This feedback can be used to make improvements to the trail and the user experience.

Trail user appreciation - Programs that recognize and thank trail users for their contributions to the trail. This can include awards, certificates, and other forms of recognition.

Trail user volunteer - A person who volunteers their time and skills to help with trail management or other trail-related activities. This can include tasks such as trail maintenance, trail sign installation, and trail user education.

Trail user volunteer program - A program that organizes and coordinates trail user volunteer activities. This can include providing training, supplies, and other support for volunteers.

Trail user volunteer recruitment - Efforts to attract and recruit new trail user volunteers. This can include advertising, outreach, and other recruitment activities.

Trail user volunteer retention - Efforts to keep trail user volunteers engaged and motivated. This can include providing ongoing support, recognition, and opportunities for growth and learning.

Trail user volunteer satisfaction - The degree to which trail user volunteers are satisfied with their experience. This is an important metric for evaluating the success of a trail user volunteer program.

Trail user volunteer satisfaction survey - A survey that asks trail user volunteers about their satisfaction with their experience. The information gathered from these surveys can be used to improve the volunteer program and the user experience.

Trail user volunteer satisfaction data - The information gathered from a trail user volunteer satisfaction survey. This data can be used to analyze trends and identify areas for improvement.

Trail user volunteer satisfaction analysis - The process of analyzing trail user volunteer satisfaction data to identify trends and areas for improvement. This can involve statistical analysis and other data analysis techniques.

Trail user volunteer satisfaction report - A report that summarizes the findings of a trail user volunteer satisfaction survey. This report can be used to communicate the results of the survey to trail management and other stakeholders.

Trail user volunteer satisfaction action plan - A plan that outlines the steps that will be taken to address the findings of a trail user volunteer satisfaction survey. This plan can be used to guide trail management and other actions.

Trail user volunteer satisfaction monitoring - The process of tracking and measuring trail user volunteer satisfaction over time. This can be done through regular surveys and other monitoring activities.

Trail user volunteer satisfaction improvement - Efforts to improve trail user volunteer satisfaction. This can involve a variety of strategies, including providing better support, recognition, and opportunities for growth and learning.

ONE TAM

WHAT IS A HEALTHY FOREST?

A SELF-GUIDED WALK AT LAKE LAGUNITAS, MT. TAMALPAIS

Background - A self-guided walk offers a glimpse into efforts to restore forests. Forest and woodlands comprise one of the most valuable resources we have. They provide clean air, drinking water, recreational opportunities, habitat for native species, and much more. They also have significant cultural value.

Today's forests face threats such as climate change, invasive species, and human activities. These threats can affect forest health and the many benefits that forests provide. One Tamalpais is committed to addressing these threats on our public lands, improving forest health, and ensuring our understanding of forest health.

This self-guided walk aims to show both the effects of forest health - in particular, fire exclusion - and working led by Marin Resource One Tam partner to restore forest health.

The walk starts in the Lake Lagunitas parking lot and leads past a trailhead where you can see a 2.5-mile loop with 276 feet of elevation, with the option to shorten to 1.7 miles.

MAP INSIDE!



Objective 3: Stewardship

- Sustain annual biological monitoring to inform our scientific knowledge of the watershed and to support environmental compliance for District operations and long-term planning.
- Engage and contribute technical expertise as part of regional stewardship efforts through One Tam, TOGETHER Bay Area, and the Golden Gate Biosphere Network.
- Lead habitat restoration, trail maintenance, environmental education, and community science projects and programs that provide opportunities for the community to engage in stewardship, improve the health of the watershed, and make a positive impact on our environment.

Objective 4: Recreation

The District will maintain a welcoming and enriching environment to support visitors engaging in nature based recreational activities.

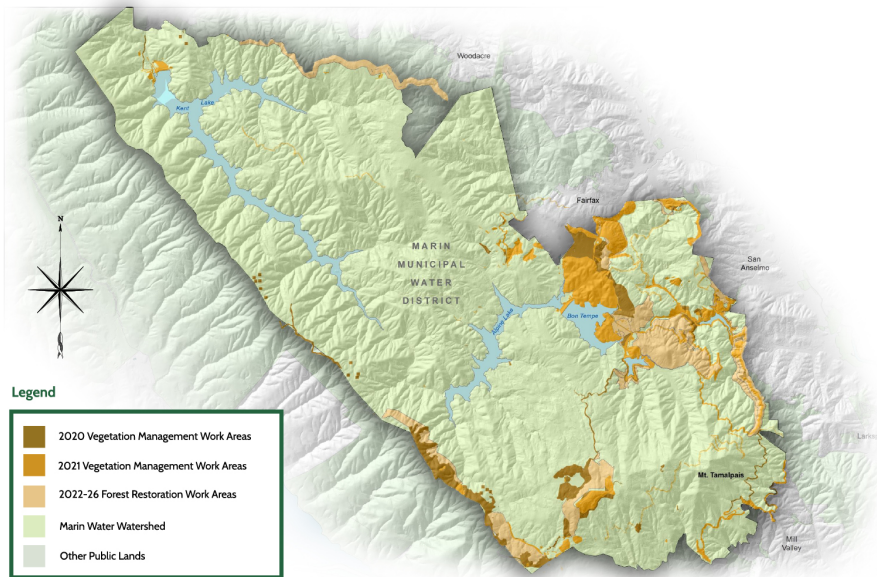


Objective 4: Recreation

- Advance priority outcomes of the Watershed Recreation Management Planning Feasibility Study to better support visitors and protect the watersheds biodiversity as an ongoing adaptive management strategy.
- Complete the Azalea Hill Trail Restoration Project through enhancement of trail facilities and removal of social trails to restore sensitive habitats.
- Advance improvements along the Cataract Trail to replace aging trail infrastructure and establish a more sustainable trail network and trail head.
- Create nature-based self-guided tours and outreach materials to help educate the community about the watershed's biodiversity, water resources, wildfire issues, and climate change.
- Evaluate priority Roads and Trails to inform adaptive management to guide improvements to recreational facilities, including hiking trails, fire roads, picnic areas, parking lots and restrooms.

Objective 5: Facilities

The District will ensure that watershed facilities are operational and well-kept, thereby supporting four critical aspects: emergency response readiness, water system operations, visitor access for recreational and educational purposes, and ongoing environmental restoration efforts within the watershed.



Objective 5: Facilities

- Carry out multi-benefit watershed maintenance projects that preserve the function of watershed facilities while improving the watersheds ecological services.
- Integrate watershed facilities into the Facilities Master Plan to guide key updates to watershed facilities, improve Sky Oaks Headquarters, and evaluate opportunities for environmental education facilities.
- Enhance Ranger residences while evaluating opportunities for watershed seasonal employee housing to help remove barriers for early career professionals looking to work in the natural resources field in Marin County.
- Advance priority elements of the West Peak Restoration Project Conceptual Plan to remove degraded infrastructure to improve wildlife corridor and habitat while advancing visitor access improvements.
- Apply modern best practices to updating the Roads and Trails Management Plan to support ongoing maintenance of watershed facilities to protect water quality, support a sustainable road and trails network, preserve biodiversity, and provide the community with facilities that support nature-based experiences on the watershed.