

Sierra Nevada Conservancy

# **2025 – 2026 ACTION PLAN**

---

This Action Plan is the second plan of the Sierra Nevada Conservancy (SNC) 2024 – 2029 Strategic Plan (Strategic Plan). It covers September 1, 2025, through June 30, 2026. Under this Action Plan, staff will advance all Regional Goals and SNC’s organizational goals, which have been condensed for reference below. An icon has been created for each goal and placed next to each action that advances that goal. For a complete description of each Regional and organizational goal, and their supporting objectives, please refer to the [Strategic Plan](#).



## Healthy Forests and Watersheds

The Strategic Plan identifies four primary objectives that support the Healthy Forests and Watersheds Regional goal: to build capacity of Regional partners; to support partners’ readiness for and implementation of large-landscape programs of work; to administer grant programs and support other funding opportunities through which partners may access SNC funding; and to support the planning and development of infrastructure to process and utilize woody biomass generated by forest health and restoration projects.



## Resilient Sierra-Cascade Communities

The Strategic Plan identifies two primary objectives that support the Resilient Sierra-Cascade Communities Regional goal: to deepen relationships and expertise regarding the social and economic challenges facing the Region; and to administer funding for projects and plans that advance community resilience.



## Sustainable Recreation, Tourism, and Equitable Outdoor Access

The Strategic Plan identifies objectives that support the Sustainable Recreation, Tourism, and Equitable Outdoor Access Regional goal: to build the capacity of partners to plan, prioritize, and implement projects; to administer grant programs and support other funding opportunities through which partners may access SNC funding for plans and projects; to support increased access to nature for communities that have not traditionally had equitable access; and to support partners’ readiness for and implementation of large-landscape programs of work.



## Conservation and Stewardship of Natural & Working Lands

The Strategic Plan identifies four primary objectives that support the Conservation and Stewardship of Natural & Working Lands Regional goal: to build the capacity of partners to plan, prioritize, and implement projects; to administer grant programs and support other funding opportunities through which partners may access SNC funding for plans and projects; to support conservation and stewardship efforts by partners that have not historically participated in or benefitted from traditional land-conservation actions; and to support partners' readiness for and implementation of large-landscape programs of work.



## Organizational Goals

The Strategic Plan identifies several primary objectives that support organizational goals: to secure consistent, reliable, and diverse funding to ensure long-term organizational health and the ongoing ability to provide needed resources across the Region; to focus on equity in support of fostering a welcoming and inclusive environment, and in the way the SNC approaches its work with external partners; to maintain strong internal operations; and to support staff as the SNC's greatest asset.

Along with the primary objectives outlined in the Strategic Plan, the organizational goals also include the ongoing core activities that are essential to SNC's operation that are performed by each division to help the SNC allocate resources effectively and make strategic decisions that enhance performance and growth while serving the Region.

Examples of SNC's core activities include state-level policy engagement and development, field project development and technical assistance, grant management and grant program administration for direct and reimbursable funding, policymaker and partner relationship development, funding strategy development, Regional science engagement and geospatial analysis, capacity building, tribal engagement and coordination, human resources and organizational wellness, business services, financial services, information technology services, legal services, and government accountability.

## 2025-2026 Actions

- a. Position the SNC for future funding through communications and public policy engagement on California's Nature-Based Solutions Climate Targets.



- b. Launch the Governing Board-approved funding partnership with the California Department of Water Resources State Water Project in the Feather River Watershed and implement a communications strategy focused on increasing awareness of the benefits of the partnership's investment in source watersheds.



- c. Accept Proposition 4 Regional Project funding, finalize the SNC's landscape-scale investment approach, make first-round funding recommendations to the Governing Board, and communicate about the benefits of investing in landscape-scale restoration.



- d. Begin the development of the SNC's Regional Priority Plan (RPP) virtual platform, a deliverable for the SNC's RFFCP block grant from the California Department of Conservation, with RFFCP subgrantees and engage in the California Wildfire & Forest Resilience Task Force's work to develop Regional investment strategies informed by the RPP.



- e. Complete the capacity-building workshop phase of SNC's Tribal Capacity Building Pilot, funded by the RFFCP, and launch the demonstration project phase.



- f. Expand access to SNC's Tribal Capacity Building Pilot technical assistance workshops beyond pilot cohort members to all tribes and tribal organizations across the Region.



- g. Submit request to bring SNC's accounting functions in-house to increase operational efficiencies and provide savings to the state.



- h. Explore deployment of California Natural Resources Agency Project Tracking and Reporting (RAPTR) system for Proposition 4 reporting on completed projects, including evaluating whether transitioning all current grant management to RAPTR could be advantageous to the department and stakeholders.



- i. Increase opportunities for staff engagement by establishing and encouraging the use of a virtual suggestion box, establishing and launching an annual anonymous employee satisfaction survey, establishing an employee recognition board, and evaluating meetings to increase efficiency, benefit, and productivity.



- j. Complete oversight coordination and management of Forest & Watershed Health Project activities and Biomass Utilization Fund activities associated with the National Disaster Resilience grant.



- k. Develop Wildfire and Forest Resilience Directed Grant Program proposals in conjunction with Regional partners. Evaluate proposals, make recommendations to the SNC Board for approval, and execute grant agreements.



- l. Develop Sustainable Recreation, Tourism, and Equitable Outdoor Access Grant Program proposals in conjunction with Regional partners.



- m. Update grant documents (proposal forms, reporting templates, etc.) per California Natural Resources Agency guidance on Proposition 4.



- n. Revise *Managing Your Grant Handbook* and distribute it to grantees.



- o. Conduct outreach to 96 conservation easement holders established by the Pacific Forest & Watershed Lands Stewardship Council to ascertain the performance of their duties in preparation for SNC's required report to the California Public Utilities Commission.



- p. Expand understanding about the social and economic challenges facing the Region by deepening relationships, building new partnerships, scoping what expertise may be needed and what questions to explore for SNC to adapt and improve its services.



- q. Develop and institutionalize an updated process for tracking and reporting SNC project impacts.



- r. Engage and inform SNC staff on the upcoming statewide California State Payroll System (CSPS) project that will impact timekeeping and payroll processes. Create a CSPS employee awareness plan and invite staff to provide feedback and input. Participate in the planning process and ensure that SNC employee voices are heard.

