

Regular Meeting of the Board of Directors

Tuesday January 13, 2026

4:00 – 6:00 pm

The hybrid meeting will be accessible via Zoom at: <https://us02web.zoom.us/j/89675733636>

A computer video camera is not required to participate. If you do not have a device with internet, or if your device does not have audio, you can call in by phone: (669) 900-6833 and enter Meeting ID 896 7573 3636 when prompted.

<p>1. Call to Order</p>
<p>2. Approval of Agenda</p>
<p>3. Introduction of Guests and Staff</p>
<p>4. Public Comment- The Board will hear comments on items that are not on the agenda. The Board cannot act on an item unless it is an emergency as defined under Government Code §54954.2.</p>
<p>5. Consent Agenda</p> <p>The Board of Directors approves:</p> <p>5.1. December 18, 2025 Draft Regular Meeting Minutes</p> <p>5.2. Fiscal Year 2025 Draft Financial Statements</p> <p>The Board of Directors receives into record:</p> <p>5.3. July 17, 2025 KALW episode, "Sea Level Rise – Growing community from a flood plain"</p> <p>5.4. January 7, 2026 Coastside Buzz article, "Resource Conservation District Works with Parks and Partners to Create Conditions in the Pescadero-Butano Watershed Where Coho Salmon Can Exist Again and Where Steelhead Can Thrive"</p>
<p>6. Regular Agenda</p> <p>6.1. Board will consider allocation of 2025 earnings for eligible employees to the Employer Sponsored 401K Plan.</p> <p>6.2. Board will consider rotating presidency.</p> <p>6.3. Directors will discuss their experience with the annual appeal.</p> <p>6.4. Executive Director's report</p> <p>6.5. USDA NRCS (Natural Resources Conservation Service) report</p> <p>6.6. Directors' connection and reports</p>
<p>7. Adjourn Meeting</p> <p>The next Regular Meeting of the Board of Directors will be February 19, 2026.</p>

Public records that relate to any item on the open session agenda for a regular board meeting are available for public inspection. Those records that are distributed less than 72 hours prior to the meeting are available for public inspection at the same time they are distributed to all members, or a majority of the members of the Board.



**Minutes of the Regular Meeting of the Board of Directors
Tuesday, January 13, 2026
4:00 – 6:00 pm**

Location: 80 Stone Pine Road, Suite 100, Half Moon Bay, CA 94019 and via Zoom

Directors: Barbara Kossy, Michelle Weil, Steve Stielstra, Troy Guy (On leave: Adrienne Etherton)

Associate Directors: Denise Phillips, Zahra Kassam, John Wade

RCD staff: Kellyx Nelson, Lau Hodges, Kati McHugh

NRCS staff: Drew Mather

Guests: Anne McMillion, Doug Nelson

1. Call to Order

Kossy called the meeting to order at 4:01 p.m.

2. Approval of Agenda

- Item 5.2 (Fiscal Year 2025 Draft Financial Statements) was moved from Consent to Regular Agenda.
- **ACTION:** Stielstra motioned to approve agenda as amended. Guy seconded. Motion passed unanimously.

3. Introduction of Guests and Staff

All in attendance introduced themselves.

4. Public Comment

There was no public comment.

5. Consent Agenda

- **ACTION:** Stielstra moved to approve the consent agenda as modified. Weil seconded. Motion passed unanimously.

5. Regular Agenda

5.2. Fiscal Year 2025 Draft Financial Statements

- Nelson presented a list of proposed copyedits focused on improving clarity and presentation of the financial statements, including formatting, document title, page numbering, consistency of labels, correcting table of contents, and clearly indicating that the allocation had been made to the operating reserve. She noted that property

tax revenues had increased in FY 2025 but were not reflected in the budget for FY 2026. She stated there were no concerns with the underlying numbers and noted the year ended slightly better than budgeted, with a positive variance.

- Discussion included support for the edits, the increase in donations in April, discomfort approving the statements before edits had been made, inconsistent use of rounding numbers, the miscellaneous income, clearer reporting of the operating reserve within the California CLASS account, the negative credit card liability as a timing issue, and effects of delays of approval on the audit and federally negotiated indirect cost rate process, need for Finance Committee to meet, and potential for a Special Meeting to approve financial statements.
- Finance Committee will discuss the best way to report the operating reserve within the CLASS account and how to treat vehicle depreciation.
- **ACTION:** Weil moved to table the item for a future meeting. Guy seconded. Motion passed unanimously.

6.1. Board will consider allocation of 2025 earnings for eligible employees to the Employer Sponsored 401K Plan.

- Discussion included review of the attached memo.
- **ACTION:** Stielstra moved to approve the 9% allocation as recommended by staff and stated by Nelson. Weil seconded. The motion passed unanimously.

6.2. Board will consider rotating presidency.

- The board continued its discussion from the previous meeting. Discussion included that other RCDs and small cities rotate presidency/ chairing; how rotation can sustain energy, build Board capacity, and allow staff to request additional support from the President without expecting someone to hold the role indefinitely; this support included reminding directors about Form 700 filings, ethics certifications, or other requirements since the RCD does not have a board clerk on staff; the challenges of a president communicating with the Board while complying with the Brown Act; how the public accountability/ scrutiny differs from non-profit boards and makes recruitment more challenging; whether the President could serve multiple years if no one else wished to assume the role; the idea of a seniority-based system in which the longest-serving director would be offered the role each year, with the option to decline; the model used by Midcoast Community Council and city councils in which a President and Vice President serve, with the Vice President positioned to become President the following year, and able to chair meetings when the President is unavailable.
- Stielstra said that if rotation placed him next in line, he would want a clearer understanding of Finance Committee responsibilities and governance protocols; he would want to meet with the Finance Committee and with Weil and Nelson before deciding whether to accept the presidency, and he would continue serving on the committee if he became President.

- Directors discussed additional responsibilities related to Board leadership, welcoming new directors, understanding Board member strengths, and supporting committee work. Kossy noted that many leadership tasks she performed were not exclusive to the President's role.
- Directors discussed whether more time was needed to decide on the concept of rotation, on accepting the next presidency, or both. Nelson suggested voting separately: first on whether to rotate annually and then determining who would serve during the February meeting.
- Weil asked that the Board establish a clear process for nominations, acceptance or decline, and selection, noting that MCC identifies nominees in advance while remaining Brown Act compliant and votes at the meeting. Directors discussed how seniority would guide nominations and how declining a nomination would move consideration to the next person in line.
- **ACTION:** Weil moved to approve beginning an annual rotation of the presidency starting at the next regular meeting in February. Guy seconded. Motion passed unanimously.

6.3. Directors will discuss their experience with the annual appeal.

- Nelson asked directors to share their experiences with the annual appeal and whether they were able to distribute materials, whether recipients donated, and whether additional support was needed for future efforts.
- One person made donations in honor of members of her hiking group, which helped introduce the RCD to new people; one sent links by text but does not know whether anyone donated or whom to thank; one had not yet distributed letters but thought about her children delivering them around the neighborhood or bringing them to the neighborhood "Soup Night."
- Nelson suggested that directors email staff the names of the people they contacted so staff could verify whether donations were received.
- Discussion included high fees for someone trying to set up a monthly donation; perceived barriers because the RCD is not a 501(c)(3) (Nelson encouraged directors to make an introduction so staff could donors navigate this issue); that the RCD has clear precedents for charitable fund giving and staff can assist case-by-case; some directors' discomfort with asking people who are not wealthy; how most charitable giving comes from lower-income donors making small contributions, and that even modest gifts build engagement and connection with the RCD; the importance of asking, noting that assuming someone will not give guarantees they will not donate; the return on investment of Coastside Gives and whether or not to participate; how the All You Seed is Love event helped directors make asks; the pros and cons of a mid-year appeal; a desire to receive materials earlier in the season with language for making the ask; the overwhelming volume of solicitations at the end of the year and whether an earlier appeal might help the RCD stand out and reduce fatigue; and a goal to distribute materials at the November meeting.

6.4. Executive Director's Report

- The RCD owns 0 Pescadero Creek Road in Pescadero.
- Kossy asked for an update on how the dredge project performed during recent heavy rain. Nelson said that community members reported success and said flooding didn't go as far as it used to, didn't happen as soon as it used to, and the road drained faster than it used to. Flooding will still occur because the area is a floodplain and that the dredge was intended to reduce the extent, duration, and frequency of flooding.
- Guy and Wade shared their observations about improved conditions compared to previous years. Wade has observed the flooding for fifty years and said that flooding previously occurred after almost any rain and now requires a two-and-a-half to three-inch storm to create water over the road. Guy said he no longer has to determine whether the road is safe to cross.
- Nelson noted that farmers in town who have lived and farmed in the area for many decades, including before the marsh belonged to the state have reported its success.
- SB 707 updates Brown Act requirements for remote participation, including rules for establishing a quorum when a board member joins remotely. A quorum must be physically present; a remote participant must be both seen and heard; remote participation requires just cause and may be used for childcare, illness, physical or mental need, official government travel, immunocompromised status, medical emergency, or military service at least fifty miles away, subject to annual limits. If these terms are not met, a director may still participate without voting, which has been our practice anyway. Kossy had previously participated remotely with a quorum present and had not voted.
- The Regional Priority Plan (RPP) for forest health and wildfire resiliency across San Mateo, Santa Cruz, and Santa Clara counties is nearly complete and includes over one hundred projects, about half in San Mateo County. Staff is working with the Department of Conservation to secure block grant funding for implementation.
 - McMillan said she was pleased to learn her small community had been included in the La Honda Fire Break vegetation clearing and thanked staff for the effort.
- RCD will be involved with work to manage eucalyptus along evacuation routes near the Devil's Slide tunnel and areas in Pacifica where homes extend upslope and are surrounded by fuel.
 - Discussion included how project signage is determined case by case based on needs, sensitivities, and funder and partner requirements as well as safety regarding reading when driving; and project permitting determining timeline.
- The need continues to create a tool to communicate upcoming projects. Staff communication resources are currently focused on summarizing completed work for the impact report and preparing a strategic plan. The annual budget will provide a one-year look-ahead. Staff has been trying to find a tracking tool that would allow high-level monthly project updates meaningful to external audiences that integrates with project management software and doesn't add significantly to staff workload.
 - Discussion included the use of AI, whether it can integrate with RCD software, the complexity of reporting requirements across numerous funders and regulators; and the desire to be able to see what projects are ahead.

- She reported that the annual appeal brought in a little over \$10,000 from 21 donors, and that three unsolicited Giving Tuesday gifts brought the total to \$12,000 from 24 donors. Nelson said board participation had not yet reached the goal and encouraged all directors to contribute even in small amounts.
- We are working with federal lobbyists to pursue a congressional earmark for the water projects where state funding pools had diminished, specifically communities in the redwoods that rely on century-old water tanks and above-ground lines, vulnerable to drought and having limited fire suppression.
- The state anticipates \$2.09 billion budget deficit and the projected \$22 billion deficit the following year; delays to rolling out Proposition 4 funding allocations are a concern.
- She described the marbled murrelet and its habitat requirements and noted severe impacts from the 2020 fire. California Department of Fish and Wildlife (CDFW) issued avoidance guidance that is restrictive and compromises restoration projects. She raised concerns about scientific quality, lack of use of local data, and the appearance of underground rulemaking; she was engaged in discussions with CDFW about these concerns.
- Staff is partnering to release 79 adult coho salmon in Memorial Park and additional releases were planned; staff would like to see Butano releases and salmon have begun accessing the watershed.
- She is helping CARCD and state lobbyists working on cost-recovery to ensure sufficient project funding.
- County Parks Director Nicholas Calderon had moved to the County Executive Office as a Deputy County Executive, and that Sheena Sidhu, formerly of the RCD and most recently the Natural Resources Manager at Jasper Ridge, had joined County Parks.
 - Weil asked whether Hannah Ormshaw would assume a vacant role and Nelson said Hannah was on parental leave and Emma Gonzalez was serving in the interim without a permanent appointment.
- RCD website program pages are being written and expected to be completed by the end of February.
- Nelson hopes the three-year impact report will be complete in March; strategic planning will begin after the impact report is released.

6.5. USDA NRCS (Natural Resources Conservation Service) report

- Mather enjoyed the RCD holiday party and appreciated the invitation to join.
- Mather described a conversation with a Registered Professional Forester who was concerned about coastal zone management authority on a project in San Mateo County, and said that Nelson advised that NRCS conducts federal consistency determinations and that the RCD's programmatic permit and Public Works Plan may also apply.
- Mather reported meeting with Eliza Milio, Agricultural Ombudsman and discussed Association of Conservation Districts grant opportunities.
- Mather said he had another conversation with Joe Issel regarding the pollinator biologist who is currently helping from outside the area.
- Mather reported on the monthly meeting with Supervisor Alan Curry and the District Conservationists; he relayed that San Mateo County is considered in non-attainment for certain air quality measures, leading to interest in the tractor replacement

program. He explained that the San Joaquin Valley will receive ownership of all tractor program funding for the upcoming fiscal year. He said that the NRCS will still accept local applications for tractor replacement, but that funding likelihood this year is low. He said he will keep watching and see how it goes.

- Nelson clarified that the program upgrades older tractors to lower-emission models. Mather noted that Santa Cruz County's air quality status disqualifies it from participating.
- Wade commented on the usefulness of tractor upgrades for local producers.
- Mather reported receiving training on the regenerative agriculture pilot program and said that seven hundred million dollars was earmarked nationally for USDA and NRCS programs with a focus on soil health testing; fifteen practices are included and he highlighted those most relevant locally, including cover cropping, forest stand improvement, irrigation water management, mulching, nutrient management, and grazing management. He said the program requires a five-year commitment, similar to stewardship programs, and could be transformative for small and large farms seeking to improve soil health. He noted that compost and carbon amendment practices were not included and said NRCS had not yet explained how supporting practices would be integrated.
- Mather said growers had shared positive feedback about their experiences with NRCS and the RCD, including work with Jim Howard and Dillon Beatty, noting that Beatty is now working with the RCD. He reported growers had also expressed interest in applying for the regenerative agriculture program. Mather said he did not yet have application totals but expected a strong number ahead of the imminent deadline on January 15 and reported that NRCS can now accept electronically signed applications.

6.6. Directors' connection and reports

- Guy reported that he will be unavailable for the February meeting, and Weil also stated she will be out of town. Nelson said she will return on January 29; RCD staff would work offline to determine an alternative February Regular Meeting date.
- Kossy stated she plans to attend open house hosted by Sup. Mueller on Thursday, January 15, and Nelson thanked her for representing the RCD. Kossy said a private residence with a drainage issue was considering converting it into a pond, and Nelson suggested referring the landowner to Joe Issel. Kossy described creating an acronym list and shared that she has a URL for the document; Nelson said she can distribute the link to directors and associate directors. Kossy said the list is a work in progress and that others may add items consistent with the goal of the document.
- Weil reported beginning work with a new company developing a medical device for children with chronic ear infections and said the product is undergoing FDA clearance. She said the device received a Best of Innovation award in Digital Health at the Consumer Electronics Show in Las Vegas, and was featured in the keynote address and social media channels.
- Stielstra reported participating in CARCD calls and noted that the board election process is underway. He commented on upcoming SCMSN events and said Dylan Skybrook's session on risk sounded interesting. He shared that he is now working for a company called Naturion, which creates conservation lands and mitigation banks through collaborative partnerships with landowners, and said he is aware of potential conflicts. Nelson asked

whether the work involved mitigation banking, and Stielstra confirmed that it does while emphasizing the company's approach to restoring habitat on underutilized lands.

- Wade reported that his wife is beginning to recover from a recent illness.
- Phillips reported having a wonderful trip to London to visit family over the holidays.

7. Adjourn Meeting

- Meeting adjourned at 6:04 p.m.
- The next Regular Meeting of the Board of Directors will be rescheduled from its regular time.



Sea Level Rise

From the San Diego Tijuana Border all the way up to Humboldt Bay, here are seven original stories about some of the people and places dealing with flooding, coastal erosion, and pollution — all made worse by sea level rise.

Ep. 3: Sea Level Rise — Growing community from a flood plain

KALW | By [Sebastian Miño-Bucheli](#)

Published July 17, 2025 at 6:00 AM PDT



LISTEN • 12:30



SEBASTIAN MINO-BUCHELI / Coastside News

Irma Rodriguez Mitton stands on Pescadero Creek Road, a pivotal road that connects the town to Highway 1 and often gets flooded.

This story aired in the [July 17, 2025 episode of Crosscurrents](#).

Click the button above to listen.

Today, we have part three in a seven part series looking at sea level rise in California. From the San Diego / Tijuana Border all the way up to Humboldt Bay, we're visiting some of the people and places that are dealing with flooding, coastal erosion, and pollution... all made worse by rising tides.

KALW's Emergency and Disaster Preparedness reporter Wren Farrell is the lead producer on this series. He spoke with KALW's Crosscurrents host Hana Baba about the continuing series.

HANA BABA: Hi Wren.

WREN FARRELL: Hi Hana.

HANA: Ok, so we're on part three. For those who might have missed earlier episodes, what have we heard so far?

WREN: We've heard two stories about flooding so far. One was in Napa County, where a small community is struggling to agree about how to fix an aging levee. The second was in Humboldt County, where a restaurant owner has somehow managed to turn regular flooding at his restaurant into a business opportunity.

HANA: And so what're we listening to today?

WREN: Today, we have another story about a town where flooding is a regular occurrence. This time we're going down to Pescadero, a small farming town about two miles east of highway 1 on the coast.

HANA: How is a place two miles east of the ocean being impacted by sea level rise?

WREN: Pescadero has several creeks running through it. Bigger rainstorms, unmanaged debris, and erosion are already causing a lot of flooding. And as sea levels

HANA: And what makes this story different from the other ones we've heard so far?

WREN: Residents of the agricultural town of Pescadero in San Mateo County have been dealing with flooding for decades.

Members of the large immigrant and farmworker community say that flooding highlights a class divide, especially between renters and private landlords. In collaboration with Coastside News, Sebastian Miño-Bucheli is going to take a closer look at people who have had to deal with flooding in their homes for years, and the people who are trying to address this problem in a more equitable way.



SEBASTIAN MINO-BUCHELI/Coastside News

OneShoreLine installed new flood detectors to better inform Pescadero residents that Pescadero Creek Road has flooded.

Sound of walking in Pescadero with Irma Rodriguez Mitton

REPORTER: I'm in Pescadero, getting a tour from Irma Rodriguez Mitton. She's the executive director of Arriba South Coast. It's a non-profit that looks for community responses to climate change.

Rodriguez Mitton is taking me to spots in town that are known to flood after a big rain. The first place she takes me is Stage Road. It's the main street in this town of around

KALW

Today Explained

RODRIGUEZ MITTON: This is one of the most historic homes in Pescadero. This home is being raised three feet so it's above the floodplain.



SEBASTIAN MINO-BUCHELI/Coastside News

During Irma Rodriguez Mitton's tour of Pescadero, she points to one historic home that's in the process of being renovated which includes being lifted three feet to prevent more flooding.

REPORTER: The town of Pescadero was built on a flood plain. Rainwater runs down the Santa Cruz mountains and drains into a number of creeks that lead to a marsh and eventually the ocean. This all makes the [Pescadero-Butano](#) [watershed](#). [Sometimes flooding happens](#) when one of the creeks is clogged or during high tides when there's too much water coming in. This has been affecting businesses and residents here for decades. But Rodriguez Mitton says not everyone can just raise their home three feet.

RODRIGUEZ MITTON: If you're a property owner with means and you can raise your home. That's great. That's one home raised out of the flood plain. But the community isn't raised out of the flood plain.

REPORTER: That's the issue Rodriguez Mitton is trying to tackle.

I got a chance to meet a resident who lives on Pescadero Creek Road and has made the news for being open about the flooding issues in town.

MARIA JUANA ZAVALA RIZO: Mi nombre es Maria Juana Zavala Rizo y soy agricultora de flores ahorita en este momento. // My name is Maria Juana Zavala

KALW

Today Explained

REPORTER: She said she's a farmer that works with flowers. I met Zavala back in 2023 after [she attended a Board of Supervisors meeting](#) with the advocacy group, Del Campo Al Cambio, from Fields to Change. She talked to the Supervisors about problems going on in the South Coast.

ZAVALA: Esta casa está ubicada al lado del río de Pescador, el agua del río ha entrado a mi casa cada temporada de lluvia durante 28 años. // This house is located next to the Pescadero river..water of the river...has entered my home during the rainy season for the past 28 years.

REPORTER: Fighting tears, she says the home she's lived in for 28 years is located by the river and has flooded during the rainy season.

ZAVALA: En enero pasado, el agua estaba tan alta que tuve que usar botas de lluvia para displacer en la cocina. Preparo la cena con mis botas de lluvia. // Last January, the water was so high that I had to use rain boots to walk around in my kitchen. I prepared dinner with my boots.

REPORTER: Two years ago in January, the water was so high, she had to walk around in her kitchen wearing rain boots just to be able to make dinner.

Since that meeting, her landlord has installed cinder block walls in the lower parts of the home to keep the water out during rainy seasons. Her house doesn't flood anymore.

In her living room, Zavala shows me photos from one of those really bad rainstorms.

Sound of a conversation between Zavala and meZAVALA: Mira la banqueta.. Puedes ver la banqueta de mi casa. Aquí a frente. // Look at the sidewalk, can you see the sidewalk of my house? Here in front.

REPORTER (to Zavala): Cuantos pies era de agua? Eso eran dos pies de agua? // How many feet did the water rise? Was it two feet?

ZAVALA: No pues, te salías para fuera y te llega a la rodilla. // Well, no. If you went outside, the water would go up to your knees.

REPORTER: Zavala tells me that the flood was so bad, her front yard was underwater.

Sound of Zavala laughing

She laughs a little looking at the photos now, but Zavala tells me that, after her house flooded 5 times in one year, she suffered from a long depression.

What really hurt was how the floods drowned her prized garden.



SEBASTIAN MINO-BUCHELI/Coastside News

Maria Zavala stands in her garden, a testament to continuing living in Pescadero despite the threats of floods.

ZAVALA: Yo miraba tan hermoso mi patio de plantas que yo había plantado. Después que se inundó, sentí como un desaliento. Como desánimo. Aye porque planto? // I looked at my garden and how beautiful it looked with the plants I planted. After the flood, I felt discouraged. Why would I plant?

REPORTER: She says, after the floods wrecked her garden, she felt discouraged. Why plant more flowers if they would just be taken by the river in the next flood?

And solutions – like putting cement walls around flooding areas – that can be difficult for renters like Zavala and her family, who can't make upgrades without landlord approval.

Irma Rodriguez Mitton and I drive further west out Pescadero Creek Road, which connects the town to Highway 1 on the coast. She says some of the homes here get flooded almost every time the water in the creek is high.

RODRIGUEZ MITTON: So the combination of a rain storm with high water levels

REPORTER: We arrive at another point on Pescadero Creek Road that floods a lot. The source at this spot is Butano Creek.

RODRIGUEZ MITTON: This is where Butano creek flows into Pescadero Marsh. And on the other side, Pescadero creek is coming into Pescadero, also in the marsh.

REPORTER: Sometimes the flooding is so bad on the road that it cuts off direct access to the town for days. Even the town's fire station gets flooded, making it harder to respond to emergencies in Pescadero.

RODRIGUEZ MITTON: And then you can see, this is the low point of the road. So it would fill up this field and then you can see this where the creek would essentially go.

REPORTER: OneShoreLine [is a county-wide agency](#) working to address sea level rise, flooding, and coastal erosion. It recently installed a monitoring system in Pescadero to help residents figure out just how flooded the road is and if it's too dangerous to drive.

RODRIGUEZ MITTON: Yeah so this is the new monitoring that OneShoreLine was able to put in for us. The roadway flashes when it does detect water on the road.

REPORTER: Before OneShoreLine intervened, the only way residents could guess if the road was safe enough to cross was by looking at an old marker, a metal sign with a white line painted on it.

RODRIGUEZ MITTON: I got a little car, if I can still see the white lines that mark the road I might be safe. If I can't see the white lines, I probably shouldn't go through it.

REPORTER: As we look at Butano Creek, I notice a lot of wood and other debris. I ask Rodriguez Mitton: whose responsibility is it to clean the creek up?

RODRIGUEZ MITTON: That's a really good question.. Another good question for RCD.

REPORTER: The RCD or the Resource Conservation District. Every county in the state

as flooding in Pescadero, there have to be multiple solutions.

NELSON: You know that expression, it takes a village, I like to say it takes a watershed.

REPORTER: She says, the RCD works with property owners, the state and the county. Which all have different needs.

On state property, the RCD can tackle floods by dredging: deepening creeks to remove excessive sediment. On county property, she says, the RCD does work on roadways and bridges. As for the private land owners that live along the creek?

NELSON: The landowners partnered with us and let us do work on their property. They've been partnering with floodplain restoration, sediment management and all of this other stuff.

REPORTER: She says, in addition to the current flooding problems, the RCD is planning for future uncertainties—like heavy storms, historic drought, and sea level rise.

NELSON: Ocean water is coming up further up inland which forms its own dam for the fresh water from the rain that's coming down in the mountains. So that fresh water backs up into town.

REPORTER: But a lot of these solutions have to be coordinated. Because if just one person or entity does it on their own...

NELSON: It will ultimately fail, probably catastrophically, and it may make matters worse for their neighbor...

REPORTER: Nelson says, the RCD is trying to get homeowners along Pescadero Creek Road to agree to a kind of radical solution: if each one gives up a little bit of their property and allows the RCD to plant willows and add rock, that may just stabilize the shore, slow down the rapid water, and reduce erosion.

She says that the landowners partnership matters because some backyards have been lost in a storm and now they resemble cliffs.

REPORTER: Maybe, in the future, a solution like this could help renter Maria Zavala, who lives by the creek.

ZAVALA: Mira esta casa estaba hasta ya. Todo este terreno se lo comió el río. // Look this home's backyard used to extend over there. The land has eroded into the river.

REPORTER: Just steps out of the back of the house, Zavala shows me the property used to be a few yards deeper but the land has eroded into the creek. She shows me her garden where she has about 100 different types of flowers and herbs. Her lavender, birds of paradise, mint, roses. It's all thriving in the spring weather.

ZAVALA: Como puedes ver, ahorita ya puedo ver mi jardín, ya este año no hizo destrozos ni el año pasado. // If you can see, right now I can see my garden. This year and last there was no damage done to the garden.

REPORTER: Zavala tells me that last year and this year, there wasn't any damage done to her garden.

While the garden is beautiful, I can't help but hear just how strong the water in the creek is flowing. A constant reminder that until something changes, flooding is still a threat.

Tags

Crosscurrents

Climate



Sebastian Miño-Bucheli

Sebastian Miño-Bucheli is a multimedia journalist and California Local News Fellow with Coastside News in Half Moon Bay. He's originally from the San Fernando Valley in Los Angeles, but he's been loving his past four years here in the Bay Area. Sebastian is an Ecuadorian-American who reports stories for the Latinx community.

[See stories by Sebastian Miño-Bucheli](#)

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of 2025

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THE FREIGHT

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ETHIO-JAZZ

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Resource Conservation District Works with Parks and Partners to Create Conditions in the Pescadero-Butano Watershed Where Coho Salmon Can Exist Again and Where Steelhead Can Thrive

January 7, 2026

VIDEO. From the [San Mateo County Board Parks Commission](#) regular meeting on Thursday, December 4th, 2025 at 4:00pm, as a hybrid meeting with remote comment.

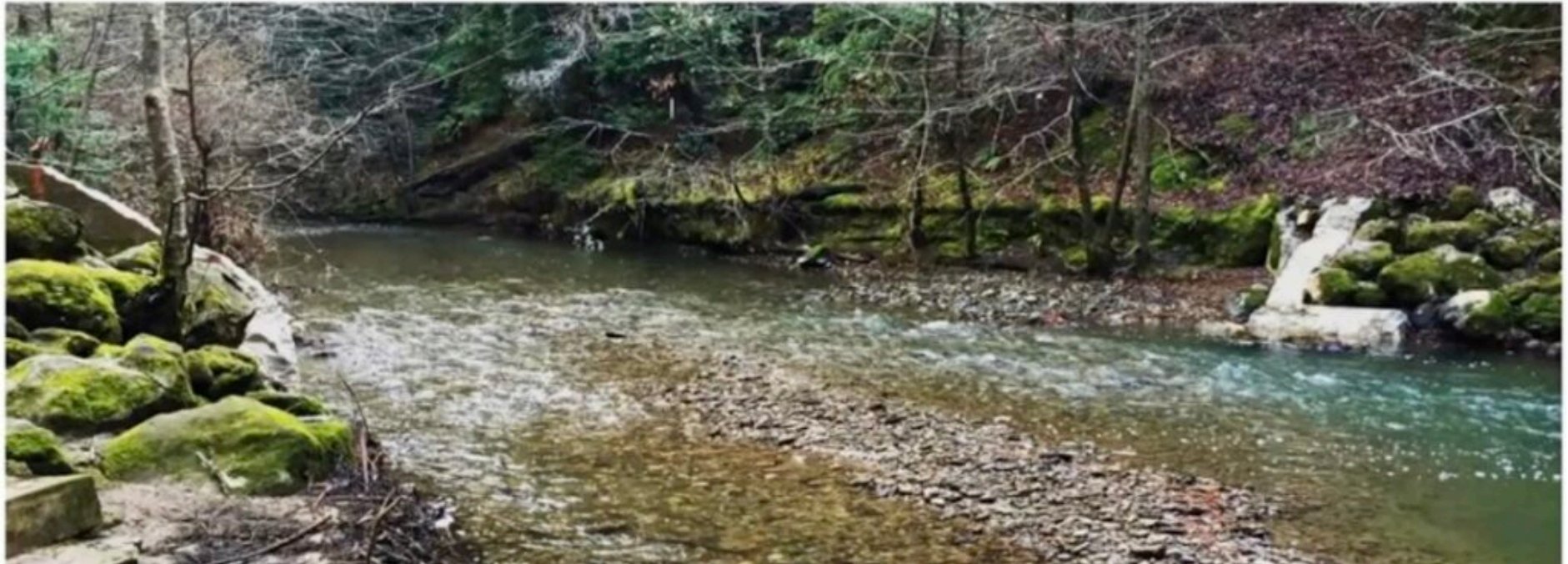
[Agenda](#). Item #6.2: "San Mateo Resource Conservation District Presentation, recipient of 2024 Fish & Game Propagation Fund grant."

San Mateo County Parks Commission Meeting - December 4, 2025





 English



 English



Coho Salmon on top. Steelhead on bottom.

2025 Board of Supervisors

 English



District 1
Jackie Speier



District 2
Noelia Corzo
Vice President



District 3
Ray Mueller

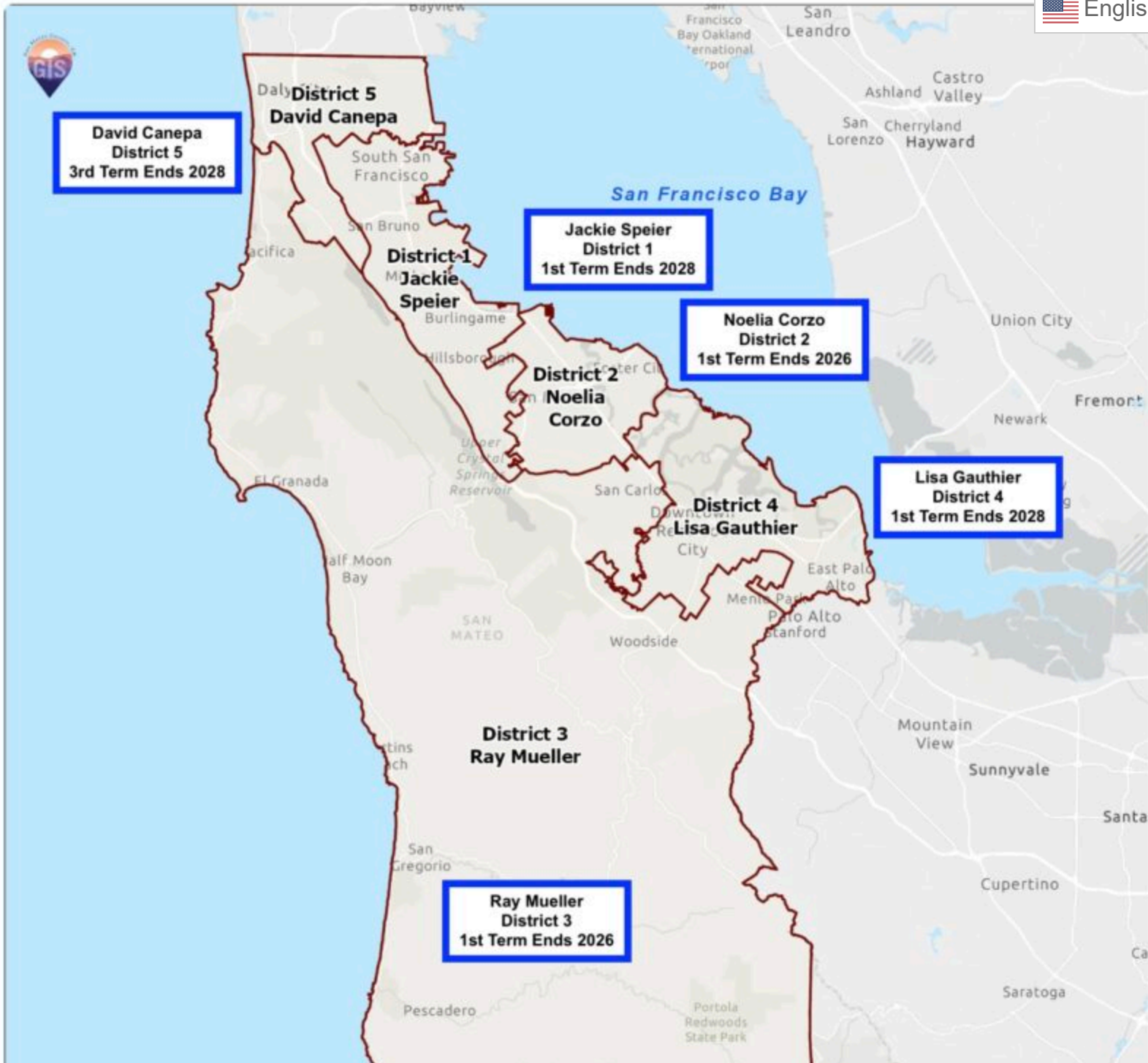


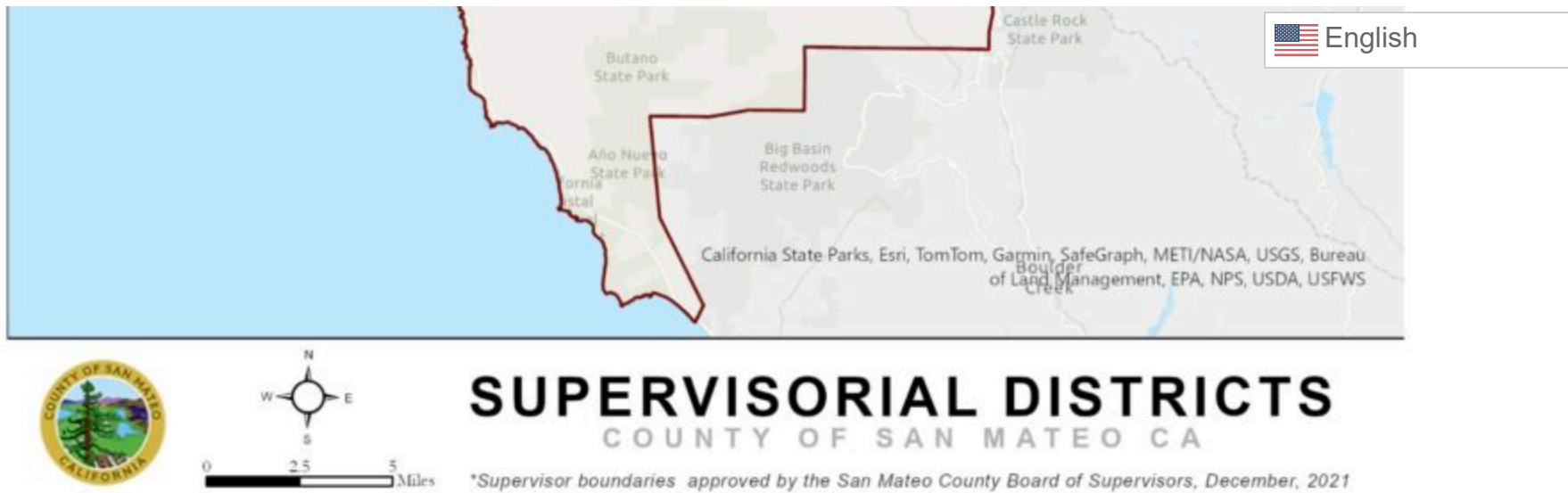
District 4
Lisa Gauthier



District 5
David Canepa
President

 English





← Sewer Authority Mid-Coastside Approves Installation of Effluent Pumps but Director Ruddock Notes that the JPA Needs to be Amended to Separate General Budget from CIP

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Looking for a Way to Volunteer One-on-One with Adults? Half Moon Bay Library Adult Literacy Tutoring Program Can Help People Get Better Jobs, Go to College and Read to their Kids

January 7, 2026



San Mateo County Harbor District Approves Charging Trailer Space for Big Wave Open Ocean Drone to Transmit Real-time Weather Data to the NOAA System from the Half Moon Bay Buoy

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As the California Coastal Commission Looks for More "Blue Economy" Innovations, They Approve a 12 Month Pilot for a Fort Bragg Off-Shore, Floating, Wave-Powered Desalination System

January 7, 2026



Resource Conservation District Works with Parks and Partners to Create Conditions in the Pescadero-Butano Watershed Where Coho Salmon Can Exist Again and Where Steelhead Can Thrive

January 7, 2026



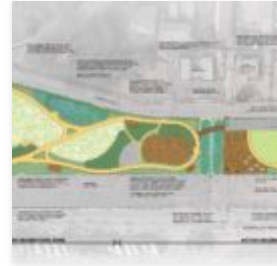
Sewer Authority Approves Installation of Effluent Pumps but Director Ruddock Notes that the JPA Needs to be Amended to Separate General Budget from CIP

January 7, 2026



San Mateo County Supervisors Approve Three Year Agreement with Pacific Coast Dream Machines at the Half Moon Bay Airport to Continue Fundraising for the Coastside Adult Day Health Center

January 7, 2026



Granada Community Services District Reviews Granada Park Plan Changes for Parking, Ditch Realignment, Bathroom and Entry Plaza Requested Through the County's Pre-Application Comments

January 7, 2026

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SAN MATEO RESOURCE CONSERVATION DISTRICT

FINANCIAL STATEMENTS

AS OF JUNE 30, 2025

SAN MATEO RESOURCE CONSERVATION DISTRICT

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San Mateo Resource Conservation District
Budget vs Actual
As of June 30, 2025

	FY 24-25 Budget	06.30.25 Working Actual	Remaining Budget	% of Budget
REVENUE				
<u>Program Revenue</u>				
Agricultural Ombudsman	166,234	145,923.67	20,310.33	88%
Agricultural Stewardship	932,340	1,670,220.52	(737,880.52)	179%
Conservation Technical Assistance	467,054	228,010.36	239,043.64	49%
Cutting Green Tape	75,000	3,872.98	71,127.02	5%
Erosion and Sediment Management	578,390	470,391.13	107,998.87	81%
Forest Health and Fire	3,627,290	4,030,911.20	(403,621.20)	111%
Habitat Enhancement	5,143,896	3,379,327.63	1,764,568.37	66%
Santa Cruz Mountains Stewardship Network	243,706	229,616.11	14,089.89	94%
Water Quality	997,152	490,627.66	506,524.34	49%
Water for Farms Fish & People	4,563,463	3,702,558.09	860,904.91	81%
General	-	(140.00)	140.00	0%
Subtotal Program Revenue	16,794,525	14,351,319.35	2,443,205.65	85%
<u>Other Revenue</u>				
County Contributions	-	-	-	-
Donations	100,000	144,331.31	(44,331)	144%
Interest Income	2,000	9,496.67	(7,497)	475%
Misc. Income	-	18,989.61	(18,990)	0%
Property Tax	90,000	106,030.63	(16,031)	118%
Subtotal Other Revenue	192,000	278,848.22	(86,848.22)	145%
Total Revenue	16,986,525	14,630,167.57	2,356,357.43	86%
EXPENSES				
<u>Operating Expenses</u>				
Personnel (Salaries & Fringe)	3,856,464	3,310,487.73	545,976.27	86%
Other	523,034	425,069.56	97,964.44	81%
Subtotal Operating Expenses	4,379,498	3,735,557.29	643,940.71	85%
<u>Program Expenses</u>				
Agricultural Ombudsman	69,495	60,683.45	8,811.55	87%
Agricultural Stewardship	567,613	1,115,628.01	(548,015.01)	197%
Conservation Technical Assistance	77,137	29,025.69	48,111.31	38%
Cutting Green Tape	50,000	8,896.06	41,103.94	18%
Erosion and Sediment Management	565,000	417,034.16	147,965.84	74%
Fire and Forestry	2,714,066	2,960,025.01	(245,959.01)	109%
Habitat Enhancement	3,823,732	2,336,818.11	1,486,913.89	61%
Santa Cruz Mountains Stewardship Network	117,698	99,993.66	17,704.34	85%
Water Quality	551,500	193,929.15	357,570.85	35%
Water for Farms Fish & People	3,897,251	3,005,124.13	892,126.87	77%
Subtotal Program Expenses	12,433,492	10,227,157.43	2,206,334.57	82%
Total Expenses	16,812,990	13,962,714.72	2,850,275.28	83%
NET	173,535	667,452.85	(493,917.85)	
Operating Reserve Allocation	350,000			

THESE FINANCIAL STATEMENTS REFLECT WORKING ACTUALS, ARE NOT FINAL, HAVE NOT BEEN SUBJECTED TO AN AUDIT, REVIEW OR COMPILATION ENGAGEMENT, AND NO ASSURANCE IS PROVIDED ON THEM

Balance Sheet
As of June 30, 2025

	Jun 30, 25
ASSETS	
Current Assets	
Checking/Savings	
1030 - Checking Account (5269)	3,319,279.27
1031 - Checking Account #2 (5012) (Butano Channel)	2,998.55
1032 - Operating Reserve (0202)	3,047.37
1033 - CA CLASS Working Funds Account	5,955,602.23
Total Checking/Savings	9,280,927.42
Accounts Receivable	
1200 - Accounts Receivable	6,545,668.34
Total Accounts Receivable	6,545,668.34
Other Current Assets	
1999 - Undeposited Funds	0.00
Total Other Current Assets	0.00
Total Current Assets	15,826,595.76
Fixed Assets	
1500 - Ford Truck	46,136.73
Total Fixed Assets	46,136.73
Other Assets	
1610 - Prepaid Expenses	8,534.98
Total Other Assets	8,534.98
TOTAL ASSETS	15,881,267.47
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 - Accounts Payable	1,726,132.91
Total Accounts Payable	1,726,132.91
Credit Cards	
2025 - Visa - Nelson - 2778	-1,200.65
2035 - Visa - Issel - 0129	-15,667.70
Total Credit Cards	-16,868.35
Other Current Liabilities	
2045 - Accrued Payroll	250,566.86
2060 - Accrued Time Off	156,896.73
2400 - Deferred Revenue	
2401 - NFWF - San Bruno Mtn Butterfly	344,395.76
2405 - NFWF - Bonde Weir	3,263.86
2406 - CARCD - Pesc. Water Monitoring	1,921.74
2408 - Cutting Green Tape	75,000.00
2410 - Santa Cruz Mountain Stewardship	493,671.22
2411 - SCMSN - Atlas Project	8,423.99
2412 - SCMSN-Spotlight Stewardship	3,698.19
2414 - SCMSN - Veg Gen	23,411.87

Balance Sheet

As of June 30, 2025

2416 · SCMSN - COVID	23.74
2417 · SCMSN - Science Symposium	12,000.00
2419 · Sempervirens - Gazos Watershed	12,557.13
2420 · MROSD - Driscoll Ranch	60.35
2421 · MROSD - Apple Orchard	14.97
2425 · Randtron Antenna	2,607.48
2426 · Water Resources Fund	1,560,377.90
2427 · Rose Foundation First Flush	27,000.00
2429 · PG&E - Apple Orchard	174,767.83
2430 · PG&E - Butano Mitigation Proj.	103,314.95
2431 · PG&E - Project Development	33,668.57
2432 · PG&E Foundation - Hedge Rows	3,014.54
2433 · PG&E - Tree Planting	42,897.51
2434 · PG&E - San Bruno Mountain	1,994.49
2435 · Cloverdale Ponds	75,132.38
2446 · SMC - Ag Plastics Recycling	789.13
2447 · STATE - North Marsh Pond	2,004,464.88
2448 · STATE - Portola/Peter's Creek	720,000.00
2449 · STATE - Evan's Creek Fish Pass.	694,245.84
2465 · NACD - Urban Farming TA	19,663.24
2466 · NACD - Conservation TA	50,064.52
2468 · SVCF - Water Farm, Fish, People	76,156.68
2470 · SVCF - Carbon Farm Planning	-61.34
2471 · SVCF - Mobile Laundry Grant	2,232.00
2473 · RLF - TMDL Pescadero Butano	3.76
2475 · SAM - First Flush	42,013.49
2477 · COP - First Flush	3,900.10
2478 · COP - San Pedro Creek FP	59.19
2481 · Local Carbon Farming Fund Pilot	39,135.00
2488 · POST - Back 40 Grant Writing	5,000.00
2489 · PAR - Carbon Farm Planning	9,971.73
2491 · POST - Rangeland Compost	2,772.76
2492 · Ag Stewardship Food Hub	1,290.21
2493 · POST - Potrero Nuevo Pond	40,000.00
2495 · POST - Backfield	175,000.00
2497 · Climate & Agriculture	20,650.79
2498 · Barranca-Knolls/Cougar Ridge	4,094.30
2499 · Streamgages	
2499.1 · Pilarcitos Streamgage	13,696.92
2499.3 · San Gregorio&Butano Streamgages	95,189.06
Total 2499 · Streamgages	108,885.98
Total 2400 · Deferred Revenue	7,023,550.73
Total Other Current Liabilities	7,431,014.32
Total Current Liabilities	9,140,278.88
Long Term Liabilities	

Balance Sheet
As of June 30, 2025

2530 - Moore Foundation	5,000,000.00
Total Long Term Liabilities	5,000,000.00
Total Liabilities	14,140,278.88
Equity	
3500 - Net Assets	1,073,535.74
Net Income	667,452.85
Total Equity	1,740,988.59
TOTAL LIABILITIES & EQUITY	15,881,267.47

Profit Loss

July 2024 through June 2025

	Jul '24 - Jun 25
Ordinary Income/Expense	
Income	
4010 · Contracts	14,351,319.35
4020 · Donations	144,331.31
4040 · Interest	9,496.67
4055 · Property Tax	106,030.63
4080 · Stipend	2,633.90
4090 · Other Income	1,267.32
Total Income	14,615,079.18
Gross Profit	14,615,079.18
Expense	
5100 · Personnel	
5110 · Salary	2,982,026.59
5120 · Benefits	328,461.14
Total 5100 · Personnel	3,310,487.73
5200 · Operating Expense	
5205 · Bank Fees	532.28
5206 · RCD Vehicle	2,670.01
5210 · Communications	4,765.39
5215 · Dues-Membership-Subscriptions	18,672.16
5220 · Equipment	13,405.63
5225 · Information Technology	84,737.40
5230 · Insurance	70,890.36
5235 · Office Supplies	1,732.32
5240 · Rent	100,194.60
5245 · Accounting Services	26,886.75
5250 · Legal Services	3,190.90
5255 · Misc. Consulting Services	39,670.00
5260 · Development and Fundraising	18,861.73
5265 · Discretionary	9,150.19
5270 · Prof. Development & Meetings	29,709.84
Total 5200 · Operating Expense	425,069.56
5300 · Program Expenses	
5310 · Project Implementation	10,212,069.04
Total 5300 · Program Expenses	10,212,069.04
Total Expense	13,947,626.33
Net Ordinary Income	667,452.85
Net Income	667,452.85

	Jul 24	Aug 24	Sep 24	Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	Apr 25	May 25	Jun 25	TOTAL
Ordinary Income/Expense													
Income													
4010 · Contracts	107,053.38	6,975.57	3,836,376.34	116,741.00	349,792.26	2,875,539.66	-206,971.31	0.00	2,616,796.99	3,135.00	13,468.94	4,632,411.52	14,351,319.35
4020 · Donations	919.17	25,416.17	11,299.00	66,673.50	2,421.16	4,554.66	9,599.65	99.00	199.00	21,350.00	700.00	1,100.00	144,331.31
4040 · Interest	96.69	85.75	72.44	89.43	56.69	113.67	105.47	170.07	158.67	146.77	305.47	8,095.55	9,496.67
4055 · Property Tax	1,276.47	4,566.61	12.45	3,217.60	4,094.48	41,481.53	5,193.22	5,544.18	4,530.03	25,473.87	9,282.92	1,357.27	106,030.63
4080 · Stipend	0.00	100.00	3,600.00	0.00	0.00	0.00	433.90	0.00	0.00	-1,500.00	0.00	0.00	2,633.90
4090 · Other Income	464.20	0.00	0.00	303.12	0.00	0.00	0.00	0.00	0.00	500.00	0.00	0.00	1,267.32
Total Income	109,809.91	37,144.10	3,851,360.23	187,024.65	356,364.59	2,921,689.52	-191,639.07	5,813.25	2,621,684.69	49,105.64	23,757.33	4,642,964.34	14,615,079.18
Gross Profit	109,809.91	37,144.10	3,851,360.23	187,024.65	356,364.59	2,921,689.52	-191,639.07	5,813.25	2,621,684.69	49,105.64	23,757.33	4,642,964.34	14,615,079.18
Expense													
5100 · Personnel													
5110 · Salary	-11,332.68	275,088.17	269,528.56	260,805.95	465,955.85	-42,417.75	267,540.39	238,636.12	220,968.87	267,573.75	513,834.57	255,844.79	2,982,026.59
5120 · Benefits	14,218.47	13,137.56	12,657.04	13,411.23	10,444.76	20,508.04	208,448.60	8,656.87	-2,680.19	24,774.89	7,313.89	-2,430.02	328,461.14
Total 5100 · Personnel	2,885.79	288,225.73	282,185.60	274,217.18	476,400.61	-21,909.71	475,988.99	247,292.99	218,288.68	292,348.64	521,148.46	253,414.77	3,310,487.73
5200 · Operating Expense													
5205 · Bank Fees	30.04	20.00	20.36	23.68	15.20	0.00	55.00	25.00	25.00	221.08	50.92	46.00	532.28
5206 · RCD Vehicle	111.96	93.76	35.25	345.29	200.79	68.92	226.20	54.11	138.95	289.29	139.97	965.52	2,670.01
5210 · Communications	722.66	532.99	572.95	506.17	391.51	1,023.80	123.98	128.65	218.65	197.45	138.67	207.91	4,765.39
5215 · Dues-Membership-Subscriptions	236.00	14,099.00	0.00	362.00	0.00	775.00	2,410.00	20.99	0.00	0.00	19.17	750.00	18,672.16
5220 · Equipment	123.07	179.90	2,565.82	1,242.88	1,498.90	0.00	2,277.64	42.96	2.82	220.00	767.72	4,483.92	13,405.63
5225 · Information Technology	1,550.07	3,132.48	6,144.09	8,844.06	4,252.88	4,390.77	5,596.04	26,530.68	9,895.26	3,402.21	4,472.00	6,526.86	84,737.40
5230 · Insurance	24,177.60	0.00	3,565.73	241.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42,905.25	70,890.36
5235 · Office Supplies	213.54	58.29	116.99	106.89	324.79	85.59	0.00	0.00	383.87	100.39	282.46	59.51	1,732.32
5240 · Rent	8,072.40	8,414.98	24,217.20	685.16	0.00	16,249.96	16,829.96	0.00	17,189.96	0.00	8,534.98	0.00	100,194.60
5245 · Accounting Services	1,121.25	4,772.50	3,756.50	1,806.50	1,545.25	1,200.25	2,709.25	2,678.75	4,252.75	1,290.00	1,092.50	661.25	26,886.75
5250 · Legal Services	469.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,520.00	0.00	201.60	0.00	3,190.90
5255 · Misc. Consulting Services	1,975.00	540.00	150.00	1,125.00	10,000.00	395.00	100.00	0.00	0.00	5,500.00	16,200.00	3,685.00	39,670.00
5260 · Development and Fundraising	0.00	1,060.00	312.42	10,110.31	1,500.00	116.23	5,469.92	0.00	0.00	0.00	185.05	107.80	18,861.73
5265 · Discretionary	85.40	2,941.90	481.62	1,475.60	74.47	2,964.63	0.00	105.00	0.00	250.00	703.00	68.57	9,150.19
5270 · Prof. Development & Meetings	581.16	348.12	805.80	12,747.80	1,713.20	6,813.17	3,608.68	9.94	964.18	314.09	1,048.27	755.43	29,709.84
Total 5200 · Operating Expense	39,469.45	36,193.92	42,744.73	39,623.12	21,516.99	34,083.32	39,406.67	29,596.08	35,591.44	11,784.51	33,836.31	61,223.02	425,069.56
5300 · Program Expenses													
5310 · Project Implementation	842,484.01	814,224.33	1,173,148.69	1,292,855.88	747,621.82	487,765.24	335,433.11	282,964.76	757,297.97	699,200.87	969,963.66	1,809,108.70	10,212,069.04
Total 5300 · Program Expenses	842,484.01	814,224.33	1,173,148.69	1,292,855.88	747,621.82	487,765.24	335,433.11	282,964.76	757,297.97	699,200.87	969,963.66	1,809,108.70	10,212,069.04
Total Expense	884,839.25	1,138,643.98	1,498,079.02	1,606,696.18	1,245,539.42	499,938.85	850,828.77	559,853.83	1,011,178.09	1,003,334.02	1,524,948.43	2,123,746.49	13,947,626.33
Net Ordinary Income	-775,029.34	-1,101,499.88	2,353,281.21	-1,419,671.53	-889,174.83	2,421,750.67	-1,042,467.84	-554,040.58	1,610,506.60	-954,228.38	-1,501,191.10	2,519,217.85	667,452.85
Net Income	-775,029.34	-1,101,499.88	2,353,281.21	-1,419,671.53	-889,174.83	2,421,750.67	-1,042,467.84	-554,040.58	1,610,506.60	-954,228.38	-1,501,191.10	2,519,217.85	667,452.85

Memorandum

Date: January 13, 2026
To: Board of Directors
From: Kellyx Nelson
Re: Recommendation for Allocation to Employee 401K Plans

Staff Recommendation

Staff recommends that the Board of Directors approve an allocation of 9% of calendar year 2025 earnings for each eligible employee to the RCD's Employer Sponsored 401K Plan. The estimated cost to the RCD would be \$210,911.

Background

The RCD participates in an Employer Sponsored 401K Plan through Paychex, with Fidelity Investments as the money manager. Eligible employees who enroll in the program can contribute to their 401K plan. In addition, the RCD offers a discretionary match (also with Paychex and Fidelity Investments) in which the employer contribution allocation can vary from year to year based on the RCD's financial position rather than a standard annual employer match or profit share. The discretionary match program was chosen as the most feasible option for the RCD to offer employees the benefit of an employer contribution to a 401K plan when the organization's revenues depend heavily on grants and contracts which are inherently uncertain. The Board of Directors annually determines the RCD's discretionary contribution allocation towards staff 401K plans for the previous calendar year. The Board approved a 9% allocation the previous three calendar years.

Staff recommends a 9% allocation for calendar year 2025 as a reasonable expense given:

1. The RCD's current financial position can afford this one-time expense and the structure of the retirement plan does not require a future commitment at this rate.
2. Unlike comparable governmental entities, the RCD does not offer a pension plan and tries to make allocations that are competitive when financially feasible.
3. The RCD's strategic plan includes goals to be an attractive workplace.

Eligibility

Eligibility requirements for the 401K Plan, set by the financial institution and not by the RCD, are that participants must 1) be at least 21 years of age and 2) have been an employee of the RCD for 12 months and worked a minimum of 1,000 hours in that period. The employer contribution is available only to employees who are eligible and enrolled in the RCD's Sponsored 401K Plan. Employees are not required to contribute to the 401K Plan to receive

the employer contribution. For calendar year 2025, 25 people are eligible¹- 23 are current staff and two are former staff who left the RCD in 2025, and six current staff members are not yet eligible.

¹ This does not include the Network Manager of the Santa Cruz Mountains Stewardship Network, who is also eligible. He will receive a separate allocation as determined by the network's leadership. The RCD is the fiscal sponsor of the network but does not make compensation decisions for the Network Manager.