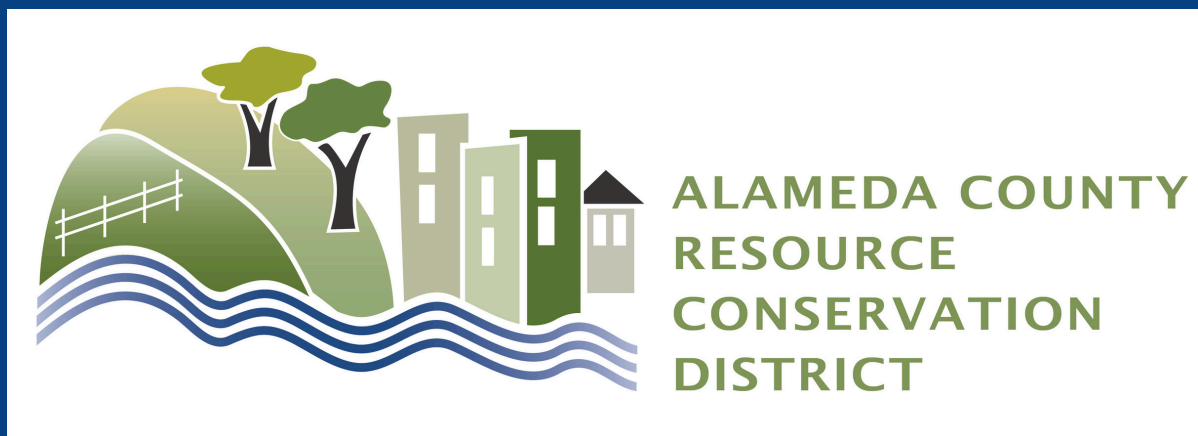




2023-2025 Combined Annual Report



Proudly Serving Alameda County Since 1972!

From The Board President & CEO

Dear Board Members, Partners, and Community Stakeholders,

As we reflect on the accomplishments and progress during fiscal years 2023-2025, we are pleased to present the ACRCDD Annual Report – FY2023-2025. It portrays our journey with you that advances resource conservation, habitat protection, and agricultural resilience across Alameda County. So many of you have been active and instrumental participants and partners.

Highlights and Achievements

ACRCDD continues many impactful projects and programs. Progress on our signature initiatives includes the Alameda County Clean Water Outreach Program, East Bay Wildlife Connectivity Project, Sunol AgPark Management, Urban Agriculture, Western Pond Turtle Conservation & Research, and Wildlife-Friendly Ponds. Strategic workshops and outreach efforts have included a rancher easement education program to support land retention and habitat protection, as well as two Conservation Partnership (ACRCDD and NRCS)-hosted local workgroup meetings, one focused on Urban Agriculture and the second eliciting community feedback on current conservation programs to inform future programming. We sustained and gained new funding successes via competitive grants, fee-for-service agreements with local agencies, and county property tax revenues to ensure resilience and operational capacity. Our budget grew approximately 18% over the 2024/25 fiscal year.

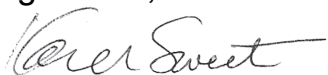
Looking Forward

As we look to the year ahead, our focus remains clear. We will expand our outreach through continued development of new and effective educational programs and community workshops. We will strengthen habitat and species conservation efforts, particularly to address wildlife corridors, urban agriculture, and native species preservation. We will amplify partnerships with landowners, public agencies, and non-governmental organizations to leverage resources and synergies.

In closing, we extend our sincerest appreciation to every member of our Board, staff, partners, and community who share our vision and dedication to serve natural resources and agriculture. Your unwavering support empowers the ACRCDD to continue delivering meaningful conservation outcomes across Alameda County.

Together, let us build on this year's momentum to create a more resilient, biodiverse, and sustainable future for the lands and communities we serve.

With gratitude,



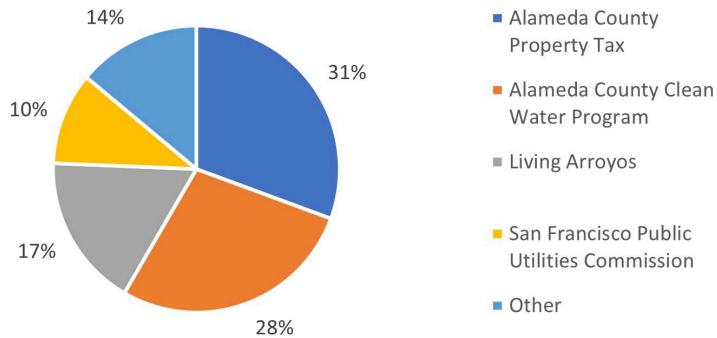
Karen Sweet, Board President



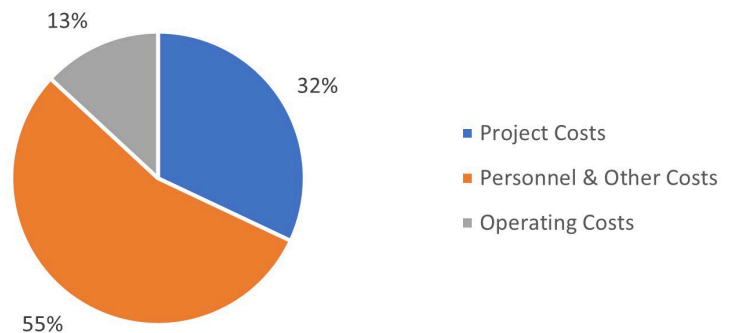
Marilyn Harvey, Chief Executive Officer

2023-2024 Financials

FY 2023-2024 Income Sources

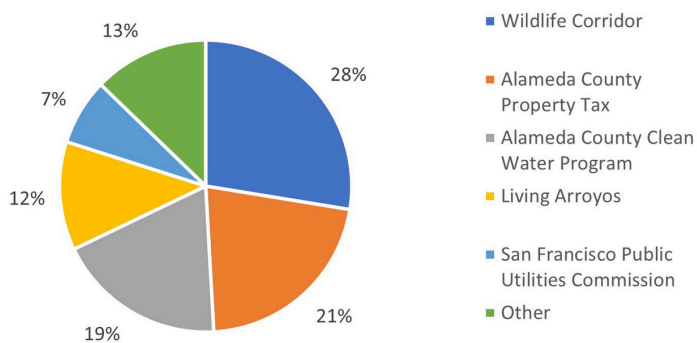


FY 2023-2024 Expenses

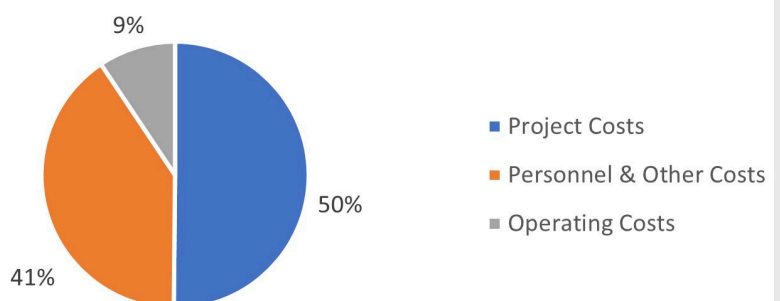


2024-2025 Financials

FY 2024 - 2025 Income Sources



FY 2024 - 2025 Expenses



Staff



MARILYN
HARVEY, CEO



IAN HOWELL,
COO



COLLEEN
HOTCHKISS



COURTNEY
COON



FARLEY
CONNELLY



JULIA
GAUDIO



CYNTHIA
BUTLER

Programs



Agriculture Permitting &
Restoration Site Management

Agriculture Policy & Process
Recommendations

Carbon Farming & Soil Health
Management

Citizen Science & Volunteer
Clean-Up Events

Clean Water Program Outreach

Compost for Agriculture

Conservation Grants

Conservation Planning

East Bay Wildlife Connectivity

Environmental Education &
Outreach

& Services



Habitat Restoration

Interagency Collaboration &
Contract Management

Living Arroyos

Natural Resource Project Planning
and Management

Pond Design and Restoration

Sensitive Species Research &
Management

State of the Alameda Creek
Watershed Conference

Sunol Agriculture Park
Management

Urban and Rural Agriculture
Technical Assistance

Wildlife & Vegetation Monitoring

Staff



OWEN
SOWERWINE



JENNIFER
TREVIS



ALLISON
RODACKER



AIMEE
ERLICH



JOSEPH
STEELMAN



MARGARET
MOODY



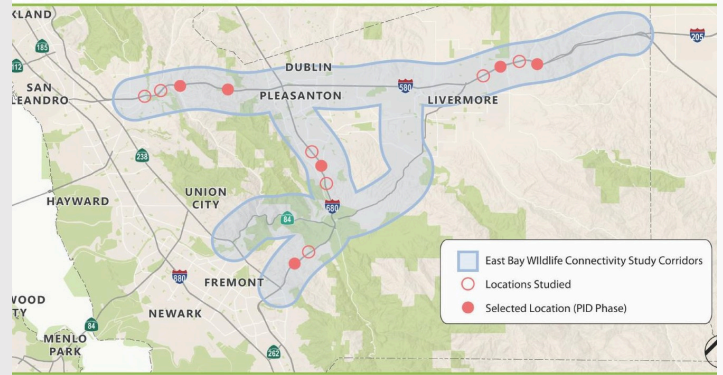
LIVING
ARROYOS
INTERNS

Project Highlights



Compost for Agriculture

The Alameda County Compost for Agriculture Program (ACCAP, “Compost for Ag”) was developed by the Alameda County RCD in partnership with the County of Alameda and the Alameda County Waste Management Authority (StopWaste) to incentivize compost use on agricultural land across Alameda County. A Pilot Program ran from 2023 to early 2025 when the permanent Compost for Ag Program launched. ACCAP provides financial assistance for the purchase and delivery of compost to producers’ agricultural land – ACRCDD operates the program and provides technical assistance for program participants. Technical assistance includes, but is not limited to, compost sourcing, selection, and use recommendations in addition to delivery coordination. By subsidizing compost, ACCAP helps local producers expand or enable on-farm compost use to enhance soil health and function. During FYs 23-24 and 24-25, the combined Pilot Program and ACCAP supported 12 producers’ purchase of 800 cubic yards of compost across the County. Several farms participated more than once. As of July 2025, the Compost for Ag Program continues to fund compost procurement to meet the County’s organic waste diversion goals under SB 1383.



East Bay Wildlife Connectivity

Major highways fragment habitats and reduce genetic diversity. When wildlife are able to access highways, it poses risks to both wildlife and public safety. In 2018, with funding from the Altamont Landfill Open Space Committee and in partnership with the UC Davis Road Ecology Center, the Alameda County Resource Conservation District began studying wildlife movement through major transportation corridors. This research led to a 2023 California Wildlife Conservation Board grant to identify potential wildlife crossing sites along I-580, I-680, and CA-84. Over the course of the grant, three sites will advance through Caltrans’ process to the 65% design phase, preparing them for permitting, right-of-way planning, and construction.

The project began in September 2023. Over the 2023–2025 fiscal years, our team evaluated existing structures being used by wildlife and used ecological modeling to identify the most suitable areas where new crossings are most needed. We also met with dozens of stakeholder organizations - including local agencies, conservation groups, and tribes - to gather input on potential sites and ensure the project reflects both scientific priorities and community values.

Project Highlights



Living Arroyos

Living Arroyos is a unique community engagement opportunity that enhances urban stream and riparian (streamside) habitat in the Livermore-Amador Valley and re-establishes the connection between people and the arroyos in their backyards. Launched in 2013 to restore and protect natural resources, this multi-agency partnership between the Cities of Livermore, Dublin, Pleasanton, and Zone 7 Water Agency has been implemented by the ACRCDD since 2022. The program engages the community through paid internships and volunteer events raising awareness, improving water quality, and enhancing habitats. From 2023-2025, approximately 500 unique volunteers participated in 17 volunteer cleanup events and removed 7,296 gallons of trash. Additionally, Living Arroyos staff and interns restored creek-side habitat by installing 149 plant stakes, 37 container plants, removing 2,635 gallons of invasive plants, and watering native plantings with 40,000 gallons of water. The Adopt-A-Creek sub-program allows individuals and community groups to adopt creek reaches and lead their own volunteer cleanups.



Clean Water Outreach Program

For over 15 years, the RCD has coordinated the Clean Water Outreach Program for Alameda County and the Alameda County Flood Control & Water Conservation District (ACFC&WCD) to help raise awareness and encourage community involvement in protecting local creeks, watersheds, and the Bay. Key activities include working with the Countywide Clean Water Program on regional outreach tasks, hosting informational booths at local community events in the Unincorporated Area and cities within the ACFC&WCD boundary, giving educational presentations to community groups, organizing volunteer litter clean-ups, hosting a popular clean water poster contest for 3rd and 4th graders in the unincorporated area, maintaining the Alameda County Watershed Map online tool and running year-round stormwater pollution prevention outreach campaigns. During the 2023–2025 fiscal years, the program achieved significant results, including more than 122 cubic yards of litter removed through 30+ clean-ups, participation in 56 outreach events, 650 clean water poster contest entries, and meaningful engagement with thousands of community members committed to clean water.

Project Highlights



Wildlife Friendly Ponds

The Alameda County Conservation Partnership's Wildlife-Friendly Pond Program continued to build on nearly two decades of collaboration with local ranchers, the USDA Natural Resources Conservation Service (NRCS), and Contra Costa Resource Conservation District to restore stock ponds that benefit both wildlife and cattle. These ponds provide habitat for species impacted by land use change, bolster drought resilience, and improve livestock distribution across working rangelands. In FY2023–FY2025, momentum remained strong. The Partnership hosted a celebration acknowledging long-standing relationships and the more than 75 ponds restored since the program began. Fieldwork remained a priority, with 12 ponds restored or improved across Alameda and Contra Costa Counties with funding support from NRCS' Environmental Quality Incentives Program (EQIP) and grants. These restoration projects extend pond hydroperiods to support breeding habitat for sensitive species such as the California red-legged frog and California tiger salamander while also ensuring reliable water for grazing operations. The Partnership looks forward to continuing this essential work for years to come.



Urban Farms Programs

In addition to funding and technical support provided to ranchers in Alameda County, the ACRCDC also provides technical assistance to urban farmers and small acreage producers growing diversified vegetables, cut flowers, and other crops. In FY2023-FY2025, ACRCDC provided technical assistance to 23 small farms, more than 50% of whom were historically underserved producers. Technical assistance included site visits, soil testing, soil health and integrated pest management recommendations, and more. Through ACRCDC's Urban Farms Conservation Mini-Grants Program, 4 farms in FY2024 and 6 farms in FY2025 were awarded a total of \$22,500 to implement on-farm conservation projects. These projects engaged more than 125 volunteers, dozens of students, and more than 130 community members at free events. More than 150 native and pollinator plant species and fruit trees were planted at urban farms and school gardens, water-saving irrigation systems were installed at 7 sites, rainwater catchment barrels were installed at 4 sites, and compost systems were installed or improved at 3 sites.

Project Highlights



Wildlife Monitoring

ACRCD is advancing two complementary wildlife monitoring projects in Alameda and Contra Costa counties. Through GPS and mark-recapture studies, over 40 Western Pond Turtles have been tracked, revealing extensive male movements during the breeding season—including one traveling over four miles—and identifying key upland nesting sites used by females near ponds and creeks. Concurrently, ACRCD's environmental DNA (eDNA) program is surveying over 30 livestock ponds and several creeks to map regional biodiversity using non-invasive sampling. Early results show that eDNA can detect cryptic species such as mountain lions, river otters, and bats, while engaging local producers in voluntary conservation. Together, these efforts are improving understanding of wildlife movement, habitat use, and connectivity on working lands, helping guide restoration and management strategies across the East Bay.



Land Access Grant

In collaboration with the Cities of Oakland and Hayward, ACRCD is developing a pilot program for long-term agricultural leases on publicly owned land to expand opportunities for beginning and continuing urban farmers. The project addresses barriers to land and capital access by creating a streamlined process for cities and farmers for 5+ year leases that enable farmers to invest in infrastructure, soil health, and community well-being. Over the five-year grant term (2024-2029), ACRCD will also expand its Urban Farms Conservation Mini-Grants Program, providing ~30 grants over 5 years to support conservation practices at urban farms, prioritizing those in or serving disadvantaged communities. Together, these initiatives will strengthen local food systems, create green jobs, improve food security, and generate environmental benefits such as increased biodiversity, carbon sequestration, and stormwater retention, thereby building a more resilient and equitable agricultural landscape in Alameda County.

*Photo credit: Oliver Thompson

Project Partners

Collaboration is at the heart of the Alameda County Resource Conservation District's mission to enhance natural resource conservation, preserve wildlife and habitat, and support resilient rangeland and agricultural management. Our work is made possible through strong, trusted partnerships with local landowners, farmers and ranchers, community organizations, and regional agencies who share a commitment to stewardship. *The following list is not exhaustive; we truly value every individual and organization with whom we collaborate.

Agroecology Commons

Alameda County

Alameda County Fish and Game Commission

Alameda County Flood Control & Water Conservation District

Alameda County Waste Management Authority (StopWaste)

Altamont Landfill Open Space Committee

Audubon California

California Association of Resource Conservation Districts

California Department of Fish and Wildlife

California Department of Food and Agriculture

California Department of Transportation

California Rangeland Trust

City of Dublin

City of Fremont

City of Hayward

City of Livermore

City of Oakland

City of Pleasanton

City of San Leandro

Contra Costa Resource Conservation District

Dudek

East Bay Regional Park District

East Bay Stewardship Network

eDNA Explorer

Greater Bay Area Conservation Hub

Kitchen Table Advisors

Mark Thomas

New Mexico State University

Project Partners

North Santa Clara Resource Conservation District

Oakland Zoo

Point Blue Conservation Science

Private Landowners, Farms, and Ranches

San Francisco Public Utilities Commission

San Francisco Zoo

SF Bay Area Chapter, Western Section of the Wildlife Society

Sonoma State University

State Coastal Conservancy

Strategic Growth Council

Swaim Biological

Tri-Valley Conservancy

U.S. Fish and Wildlife Service

University of California Berkeley

University of California Cooperative Extension

USDA Farm Service Agency

USDA Natural Resources Conservation Service

Wildlife Conservation Board

Zero Foodprint

Zone 7 Water Agency

Board of Directors



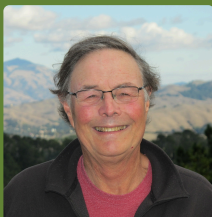
Brenda Vieux
Treasurer



Karen Sweet
President



Michael Fredrich
Vice President



Dick Schneider
Member



Katherine Connolly
Member



Carol Garberson
Member



Merry Carter
Member



Mission

The mission of the Alameda County Resource Conservation District (ACRCD) is to provide leadership in the county and region to enhance natural resources conservation, preserve wildlife and habitat, and improve rangeland and agricultural management through partnerships, education, outreach, resource services and technical assistance to clients, and funding support.

**To make a tax-deductible donation
scan the QR code. Thank you!**



Contact us if we can provide a conservation service to your organization or address a natural resource concern on your land.

Phone: +925-453-3863

Email: info@acrcd.org

Website: <https://acrcd.org>
