



# STAFF REPORT

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**Meeting Type:** Board of Directors  
**Title:** Approval of the One Tam 2026-2027 Work Plan  
**From:** Shaun Horne, Director of Watershed Resources  
**Through:** Ben Horenstein, General Manager  
**Meeting Date:** January 20, 2026

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**TYPE OF ITEM:**        X        Action                      Information

**RECOMMENDATION:** Review and approve the One Tam 2026-2027 Work Plan

**SUMMARY:** In 2014, four land management agencies on and around Mt. Tamalpais (Marin Municipal Water District, National Parks Service, California State Parks, Marin County Parks, and the Golden Gate National Parks Conservancy) launched One Tam. The most recent 10-year term MOU was approved by the Board of Director's in April 2024 and outlines the individual agencies' responsibilities and the collective responsibilities. It also details the governance structure and process for developing Five Year Strategic Plans and bi-annual work plans that guide the One Tam Collaborative. One Tam develops a two-year Work Plan (Work Plan) that is structured around the six organizational areas of One Tam's 2024-2028 Strategic Plan. Those six areas include Landscape-Scale Science and Management, Projects, Programs, Partnership and Collective Impact, Philanthropy and Investment, and Communications. The Work Plan includes work related to the District's Forest Resilience Project, the West Peak Restoration Project, Potrero Meadows Restoration Project, the Azalea Hill Restoration Project, and community science programs and engagement. Staff recommends that the Board of Directors approve the One Tam 2026-27 Work Plan to continue collaboration and important programs with One Tam partners.

**DISCUSSION:** On March 14, 2024, the Memorandum of Understanding was signed by the Tamalpais Lands Collaborative (One Tam or collaborative) partner agencies. In alignment with the MOU, every five years the One Tam partners develop a Strategic Plan with a "5 Year List" of projects and programs that are compatible with the purpose, vision, and agencies' interests. The five-year strategic plan and 10-year term MOU were approved by the District Board of Directors in April 2024. To inform the implementation of the Strategic Plan, partner agencies also develop a two-year work plan. The updated Work Plan was developed through a series of meetings guided by the One Tam Steering Committee with input from the various working groups to inform priorities. As One Tam transitions from the first ten years into its next chapter, the collaborative seeks to maintain the spirit of ambition that delivered so many successes. The 2025-2026 Work Plan outlines an ambitious body of work, while also serving as a clear guide to staff across the partnership. The work outlined signals a transition from the startup work of One Tam to a more sustainable model. Staff across the partnership will utilize this

One Tam Work Plan to understand the shared priorities and resource allocation, to support decision making around the delivery of work, and to inform the development of each partner’s individual work plans.



The 2025-2026 work plan stems directly from shared goals articulated in the 5-year Strategy. Some are programmatic, and others are aimed at strengthening the foundations of the collaborative and improving how work occurs across the partnership. The strategic planning process undertaken in 2023 identified the need to refine best practices within the Steering Committee and other working groups to ensure One Tam is successful in implementing the 5-year Strategy and 2-year work plan. The 2026-2027 work plan was refined to provide clarity and focus on what could be achieved within the next two-year period. As part of this effort, the list of projects was revised to be reflective of more realistic goals. Like past work plans, the document centers around stewardship of the mountain and the community in six work areas as a framework for collective impact. Those six areas include Landscape-Scale Science and Management, Projects, Programs, Partnership and Collective Impact, Philanthropy and Investment, and Communications.

**ENVIRONMENTAL REVIEW:** Each agency will be responsible for conducting any environmental review that may be required for its work under the proposed plan. Much of the District’s work will fall under its existing plans and their respective environmental documents adopted pursuant to the requirements of the California Environmental Quality Act.

**FISCAL IMPACT:** None

**ATTACHMENT(S):**

1. One Tam 2026-2027 Two-Year Work Plan

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
Watershed	 Shaun Horne Watershed Resources Director	 Ben Horenstein General Manager