

***NORTHUMBERLAND COUNTY CONSERVATION DISTRICT
2010 GOALS AND OBJECTIVES***

AREA OF CONCERN: Erosion and Sediment Control

GOAL: Minimize accelerated erosion of the land and sediment in streams.

OBJECTIVES TO ATTAIN GOAL

1. Continue to serve as the erosion and sediment control plan review and inspection agency for Northumberland County as delegated by DEP.
2. Seek to obtain multiple MOUs for a municipality without one.
3. Maintain and update a yearly fee schedule for plan reviews and the NPDES program.
4. Participate in and complete projects for the Dirt & Gravel Roads program.
5. Look into an MOU with the County planning commission.
6. Develop and maintain a spreadsheet of MOUs with municipalities.
7. Review the Dirt & Gravel Roads program.
8. Conduct two workshops per year for more public outreach, one for engineers and another for contractors.

AREA OF CONCERN: Education and Youth

GOAL: To inform persons of the value of natural resource conservation and the district's responsibility.

OBJECTIVES TO ATTAIN GOAL

1. Sponsor a winter conference and present a variety of conservation topics for the Ag community, with assistance from cooperating agencies.
2. Conduct a contractor and/or engineers workshop in cooperation with surrounding counties.
3. Conduct 2 Twilight meetings for the Ag community and a Women In Ag program.
4. Encourage environmental education through awards and/or additional scholarships for environmental education course work, and pursue funding for additional scholarships.
5. Assist teachers and schools to incorporate the Academic Standards for Environment and Ecology in their curriculum.
6. Continue to sponsor National Wildlife Week, Birth of a Tree, High School and Middle School Envirothons, Water Quality Education Programs, Soil Stewardship Week, and other school programs.
7. Continue involvement in one of the following workshops: Project Food, Land and People, Project Wet, PA Songbird, Out of the Rock, Project Learning Tree, Project WILD, Energy Thinking and other natural resource teaching tools.
8. Update web site.
9. Seek funding for Environmental Education Center materials and programs.
10. Publish a brochure with programs offered by the district.
11. Hold youth programs during the summer months, i.e. YAC and Ag-Citement, jointly with Penn State Extension.
12. Help one school do a field day program.
13. Host a wildlife workshop with the Game Commission and the Bureau of Forestry every other year.
14. Offer Chesapeake Bay Education programs funded by the Department of Education.
15. Investigate satellite downlink programs, video conferencing and other educational program opportunities.
16. Assist with development and implementation of COALS educational projects.
17. Sponsor and promote the district's award program with the following:
 - a) Cooperator of the Year
 - b) District Scout Patch
 - c) Environmental Education Teacher
 - d) Forest Conservation
 - e) Wildlife Conservation
 - f) Speech Contest
 - g) Swank Outstanding Organizations
 - h) Poster Contest
 - i) McWilliams Merit Scholarship
 - j) Shaffer Memorial Scholarship
 - k) Best Practice Contractor
 - l) Swank Scholarship
 - m) Conservation Leadership School
 - n) Photography of the Year
 - o) Cotner Scholarship

AREA OF CONCERN: District Operations and Personnel

GOAL: To operate the district effectively and efficiently.

OBJECTIVES TO ATTAIN GOAL

1. Seek grant opportunities and other sources of income.
2. Encourage at least one representative of cooperating agencies to attend district meetings.
3. Conduct committee meetings. Have each committee meet at least once per year.
4. Conduct an annual tree sale and encourage involvement of community organizations.
5. Encourage more involvement from the Associate Directors.

6. Review and update personnel policy manual.
7. Develop District program policy manual to be completed in 2010.
8. Review and evaluate district goals and objectives half way through the year and provide a report to the directors.
9. Conduct Directors' tour each year.
10. Conduct an annual presentation for the County Commissioners.
11. Conduct employee evaluations in January and July.
12. District Manager will conduct bi-monthly employee evaluations.
13. Negotiate rent agreement in 2010.

AREA OF CONCERN: District Image and Public Relations

GOAL: Develop a strong and respectable district image to indicate conservation leadership.

OBJECTIVES TO ATTAIN GOAL

1. Work with news media to produce feature stories on individuals involved in agricultural programs, conservation work, publicize the district's awards program, and coordinate publicity on projects involving other agencies or groups.
2. Publish one newsletter and an annual report on the district website. Continue to broaden the spectrum of the newsletter to include a variety of environmental topics; requesting articles from the NRCS, Bureau of Forestry, Game Commission, FSA, etc.
3. Publish an Environmental Education newsletter for teachers.
4. Provide the Northumberland County Conservation District display to at least 5 public locations/events, and update display on a yearly basis.
5. Support and promote area agencies and organizations as needed
6. Pursue signage designating Northumberland County Conservation District at county lines.

AREA OF CONCERN: Land and Water Resources

GOAL: Provide guidance and programs for land use decisions and to protect our water resources.

OBJECTIVES TO ATTAIN GOAL

1. Promote the installation of and oversee BMP's to control agricultural pollution on high priority farms through the Chesapeake Bay Program. Seek alternate funding sources for additional projects.
2. Promote and encourage the development/implementation of nutrient management plans.
3. Participate with local representatives of agricultural and environmental agencies to outline activities to train and educate the public in agricultural related issues.
4. Seek funding for watershed restoration and reclamation projects.
5. Work in close cooperation with the staff of the Northumberland County Planning Commission on matters pertaining to land use; invite a representative of the commission to a district meeting.
6. Promote the formation of watershed associations, and provide assistance.
7. Promote the Chesapeake Bay Program through at least 10 meetings or newspaper articles.
8. Administer the Nutrient Management and Gypsy Moth programs as needed, and the Agland Preservation program as delegated by the state.
9. Support and encourage implementation of conservation and resource management plans.
10. Work with NRCS and other local, state, and federal agencies to actively encourage the establishment of riparian forested buffers; and promote streambank fencing, NMGIP, EQIP, CREP, GRP (Grassland Reserve Program), WHIP, and CSP.
11. Implement and update the Chesapeake Bay Tributary Strategy.
12. Support new/potential environmental projects as deemed appropriate by BOD. Ex. NCCTC environmental education center, Rails to Trails, environmental educator training, etc.
13. Attend township meetings to promote use of riparian buffers.

AREA OF CONCERN: Local, Regional, State, and National Actions

GOAL: Take action on environmental issues.

OBJECTIVES TO ATTAIN GOAL

1. Encourage board attendance and staff representation at state, regional, and national conferences, executive council meetings, and other important conferences.
2. Participate with NRCS, FSA, and Penn State Cooperative Extension in a cooperative manner.
3. Support PACD in their efforts to promote the conservation of our natural resources, so that districts speak as a unified voice. Invite PACD representatives to a District meeting.
4. Cooperate with conservation districts in surrounding counties to promote regional efforts and activities.
5. Contact legislators to keep them informed of district activities and provide comments on conservation related legislation. Invite legislators to district functions; hold a legislative breakfast in the spring.