

## CULPEPER SOIL & WATER CONSERVATION DISTRICT

### 2010 - 2014 Strategic Plan

**Mission:** Promote the stewardship of soil and water and the conservation of our natural resources by educating and providing technical assistance to manage, protect, and enhance the land and water for the benefit and enjoyment of the citizens of Culpeper, Greene, Madison, Orange, and Rappahannock Counties and areas downstream.

Activity	Justification	Committee Responsible	Time Frame				Resources Needed	Indicators of Success
			2010-2011	2011-2012	2012-2013	2013-2014		
<b>Build on the CSWCD image as an honest Broker and become stronger advocates in the conservation of our natural resources at the local, state and national levels</b>								
<b>GOAL 1: Become stronger advocates in the conservation of our natural resources at the local, state and national levels</b>								
1.1 Promote voluntary actions to minimize impacts of non-point source pollution.	District Mission	Education Committee	x	x	x	x	Directors time Staff time	Incentives created or under consideration
1.2 Support conservation legislation that address natural resource issues of the District	District Initiative	Legislative Committee	x	x	x	x	Directors time Staff time	Increased enactment of solid conservation legislation
1.3 Inform and educate local, state and national elected representatives on conservation issues and priorities	District Initiative	Legislative Committee	x	x	x	x	Directors time	Informed officials
1.4 Identify the most critical resource problems and areas in the District and prioritize the use of programs	Internal process for prioritizing efforts	Operations Committee Technical Committee	x	x			Staff time Directors time	Identify and locate most critical natural resource issues
1.5 Develop regional strategies to provide protection of the natural resources of the District	Mission focus	Technical Committee	x	x			Staff time Directors time	Tool box of strategies to address resource concerns
1.6 Review District Blueprint based on common view of resource protection	Mission focus	Operations Committee	x	x			Staff time Directors time	Completion of plan
1.7 Conduct gap analysis between District Blueprint and current or proposed state	Mission focus	Operations Committee			x	x	Staff time Directors time	Completion of gap analysis

## CULPEPER SOIL & WATER CONSERVATION DISTRICT

### 2010 - 2014 Strategic Plan

**Mission:** Promote the stewardship of soil and water and the conservation of our natural resources by educating and providing technical assistance to manage, protect, and enhance the land and water for the benefit and enjoyment of the citizens of Culpeper, Greene, Madison, Orange, and Rappahannock Counties and areas downstream.

Activity	Justification	Committee Responsible	Time Frame				Resources Needed	Indicators of Success
			2010-2011	2011-2012	2012-2013	2013-2014		
<b>GOAL 2: Maximize the efficacy of the District's time, talents and resources.</b>								
<b>2.1 Analyze and restructure as appropriate, the organization of board and committee structure to support effective implementation of the strategic plan</b>	Internal need - as needed	Operations Committee	x		x		Directors time	To be determined
<b>2.2 Pursue grants and private funding</b>	Internal need	Operations Committee		x			Staff and Directors time	Increased amount of grants and/or donations.
<b>2.3 Educate local Supervisors and clientele on the value of District services and programs.</b>	Internal need	Education Committee	x	x	x	x	Directors time	Greater use of District services with appropriate added financial support
<b>2.4 Work through the VASWCD to advocate for increased District funding</b>	Internal need	Legislative Committee	x	x	x	x	Directors time	Increased state funding for CSWCD
<b>2.5 Negotiate appropriate level of support for implementation of all programs</b>	Internal need	Legislative Committee	x	x	x	x	Directors time	Increased state funding for CSWCD
<b>2.6 Develop Work Plan, based upon the Strategic Plan, complete an assessment of accomplishments and address priority issues</b>	State Mandate	Operations Committee	x	x	x	x	Directors time	Annual work plan designed to implement strategic plan. Accomplishments help implement strategic plan
<b>2.7 Analyze current allocation of District staff time as used to implement District priorities</b>	Internal need	Operations Committee	x		x		Staff time Directors time	Allocation of resources based upon current District annual plan
<b>2.8 Seek additional directors and associate directors</b>	Internal need	Directors	x	x	x	x	Directors time	Strong cadre of Associate Directors and Candidates for Directors

**Mission: Promote the stewardship of soil and water and the conservation of our natural resources by educating and providing technical assistance to manage, protect, and enhance the land and water for the benefit and enjoyment of the citizens of Culpeper, Greene, Madison, Orange, and Rappahannock Counties and areas downstream.**

Activity	Justification	Committee Responsible	Time Frame				Resources Needed	Indicators of Success
			2010-2011	2011-2012	2012-2013	2013-2014		
<b>2.9 Assure CSWCD personnel policies, procedures, and pay schedules are in line with and competitive with similar organizations</b>	Internal need	Personnel Committee	x	x	x	x	Staff and Directors time	Personnel manual is kept current and reflects competitive position.

**Mission: Promote the stewardship of soil and water and the conservation of our natural resources by educating and providing technical assistance to manage, protect, and enhance the land and water for the benefit and enjoyment of the citizens of Culpeper, Greene, Madison, Orange, and Rappahannock Counties and areas downstream.**

Activity	Justification	Committee Responsible	Time Frame				Resources Needed	Indicators of Success
			2010-2011	2011-2012	2012-2013	2013-2014		
<b>GOAL 3: Expand the District's information and education efforts to reach the students, their parents, elected officials, land owners and operators, developers and contractors in the cities, suburbs and on the farm.</b>								
<b>3.1 Work with educational institutions to include instruction on conservation of natural resources</b>	Local need	Education Committee	x	x	x	x	Staff time Directors time	Curriculums include natural resource information
<b>3.2 Develop on-going environmental awareness program targeting specific groups, i.e. new land owners, developers, contractors, etc.</b>	Mission focus	Education Committee	x	x	x	x	Staff time	Program developed
<b>3.3 Educate the public on local, state and federal policies and their interconnection.</b>	Local need	Education Committee	x	x	x	x	Staff time	Disseminated publication

## CULPEPER SOIL & WATER CONSERVATION DISTRICT

### 2010 - 2014 Strategic Plan

Mission: Promote the stewardship of soil and water and the conservation of our natural resources by educating and providing technical assistance to manage, protect, and enhance the land and water for the benefit and enjoyment of the citizens of Culpeper, Greene, Madison, Orange, and Rappahannock Counties and areas downstream.								
Activity	Justification	Committee Responsible	Time Frame				Resources Needed	Indicators of Success
			2010-2011	2011-2012	2012-2013	2013-2014		
<b>GOAL 4: Become more involved and proactive in addressing erosion, sedimentation and water quality issues arising from the development and management of the land.</b>								
<b>4.1 Promote compliance with federal, state and local regulations</b>	Identified need	Education and Technical Committee	x	x	x	x	Staff and Directors time	Increased compliance with state and local regulations
<b>4.2 Administer state programs and provide technical assistance in support of nonpoint source pollution reduction and Bay TMDL reductions</b>	State Mandate	Technical Committee	x	x	x	x	Staff and Directors time	Effective implementation of all state programs
<b>4.3 Manage and maintain District watershed dams</b>	State Mandate	Technical Committee	x	x	x	x	Staff and Directors time	Well managed and maintained structures
<b>4.4 Promote TMDL implementation planning for local watersheds</b>	Local need	Technical Committee and Operations Committee	x	x	x	x	Staff time	Increased opportunities for implementation projects

Mission: Promote the stewardship of soil and water and the conservation of our natural resources by educating and providing technical assistance to manage, protect, and enhance the land and water for the benefit and enjoyment of the citizens of Culpeper, Greene, Madison, Orange, and Rappahannock Counties and areas downstream.

Activity	Justification	Committee Responsible	Time Frame				Resources Needed	Indicators of Success
			2010-2011	2011-2012	2012-2013	2013-2014		
<b>GOAL 5: Strengthen partnerships and coordinate efforts with other entities and organizations in the conservation and protection of the natural resources.</b>								
5.1 Develop process to determine when and how the District gets involved in the county planning process	Local need	Directors	x		x		Director and staff time	Policy in place
5.2 Explore networking opportunities with non-governmental organizations	Local need	Operations Committee	x	x	x	x	Director and staff time	Identifiable benefits as a result of networking
5.3 Maintain and Strengthen Existing Partnerships	Local need	Education Committee	x	x	x	x	Director and staff time	Identifiable increased patterning activities



Robert Brame, Chairman

1/4/2011  
Date