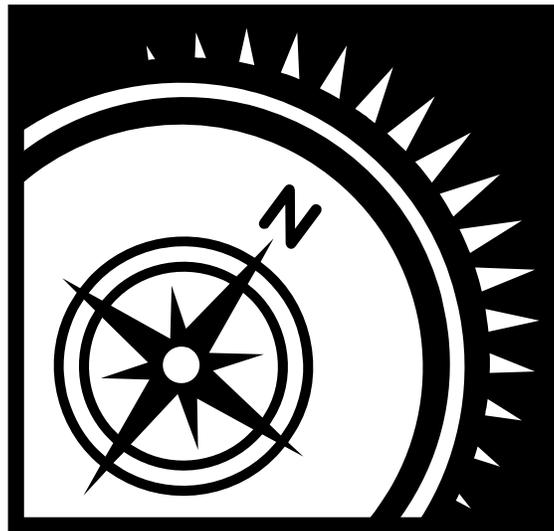


# Lancaster County Conservation District

Strategic Plan 2010-2015



*Charting the Path of Conservation*

# Lancaster County Conservation District

## 2010-2015 Strategic Plan

### Executive Summary

---

#### MISSION STATEMENT

##### *“Conserving Natural Resources”*

The mission of the Lancaster County Conservation District is to promote **stewardship** of the land, water, and other natural resources; to make all citizens **aware** of the interrelationships between human activities and the natural environment; to provide **assistance** for current efforts in natural resource conservation; and to develop and implement **programs** which promote the stewardship of natural resources; while enlisting and coordinating help from public and private sources in accomplishing this mission.

##### *Stewardship -- Awareness -- Assistance -- Programs (SAAP)*

#### VISION STATEMENT

The Lancaster County Conservation District will be the premier conservation organization regarded by all citizens as a leader in innovative stewardship of our natural resources. The District will effectively inspire and foster the application of natural resource conservation. With passion, the District will engage citizens and protect the environment for future generations while encouraging profitable business enterprises.

#### CORE VALUES

The Lancaster County Conservation District operates under the philosophy that the best way to advance the cause of conservation is to educate local citizens to become better environmental stewards. By building partnerships, providing technical assistance, and sharing information, we strive to achieve environmental compliance using common sense to build a culture of responsible stewardship.

#### STRATEGIC INITIATIVES

##### Short Term:

- Promote stream fencing (2011)
- Engage townships face to face to educate them on environmental issues and LCCD’s role. (2012)
- Develop a plan for sustainable funding for the future (2012)
- Develop and implement initiatives to increase board efficiency and effectiveness (2012)
- Develop priorities and plan of action in new areas of concern; carbon/nutrient trading, energy conservation, TMDLs, legacy sediment. (2013)

##### Long Term:

- Create tools and resources to support and develop watershed associations (2015)
- Develop and promote programs to help improve and remove streams from impaired list. (2015)
- Develop and implement a plan to increase LCCD’s role in preventing soil erosion in Agriculture. (2015)
- Evaluate and determine involvement in Stormwater Management regulatory programs. (2015)
- Develop and implement a plan for increased promotion and marketing of LCCD (2015)

## **STRATEGIC INITIATIVE: PROMOTING STREAM FENCING**

The majority of the streams in Lancaster County flow through open meadows of grazing livestock and for the past 20 years various programs, which put fencing in place, have come and gone. There are still many miles of unfenced streams in the county. Water quality is greatly reduced by herds of livestock tramping banks and standing in streams throughout the year. Farmers need to be educated about cattle diseases related to livestock being in streams as well as water quality issues and the benefits of buffers.

### **STATEMENT OF INTENT:**

*By 2011, the Lancaster County Conservation District will have a plan to significantly increase the number of miles of fenced streams.*

### **PRIORITY ACTIONS:**

1. Develop a stream fencing program which farmers, especially “Plain Sect”, are comfortable. This program should include funding for installation, with a variable setback distance from the stream.
2. Provide publications for the key individuals listed below to educate farmers about the benefits of stream fencing and buffers.
3. Provide education opportunities, like visiting the Stroud Water Research, Avondale, for community leaders (Amish, Mennonite, municipal),

### **KEY INDIVIDUALS:**

- LCCD Ag Technicians
- LCCD Watershed Specialist
- NRCS
- PSU Extension educators
- Veterinarians
- Amish and Mennonite community leaders
- Municipal Officials
- Ag Preserve Board and Lancaster Farmland Trust
- Watershed groups
- PA Fish & Boat Commission
- Ag Program Manager
- Ag Educators
- Private groups such as Trout Unlimited

## **STRATEGIC INITIATIVE: TOWNSHIP SUPERVISOR EDUCATION OF ENVIRONMENTAL ISSUES AND DISTRICT'S ROLES AND CAPABILITIES**

The Lancaster County Conservation District understands the critical need to educate municipal officials regarding current environmental and agricultural regulations, best management practices and technology. LCCD also strives to make sure municipalities understand the roles, responsibilities and capabilities of the District. The District recognizes that open communication between the District and municipalities is important. The District offers a Memorandum of Understanding (MOU) with each municipality annually.

### **STATEMENT OF INTENT:**

*By 2012, LCCD will have a plan to have face to face communication with a representative from each municipality, to open the lines of communications and answer questions and remind municipalities of the roles and capabilities of the District. By 2015, the Lancaster County Conservation District will achieve representation from 100% of municipalities at all educational sessions.*

### **PRIORITY ACTIONS:**

1. Provide updated municipal/district MOUs annually
2. Offer county-wide and regional annual educational sessions for municipal officials and staff related to program changes for District delegated programs, environmental issues, agriculture, stormwater, E&S updates, watershed activities and other appropriate topics
3. Provide an LCCD staff liaison to all municipalities; LCCD staff person can serve as a reference person to the municipality for all questions related to responsibilities and capabilities the District has (agriculture programs, E&S regulations and programs, watershed issues, environmental education, NRCS programs, etc.)
4. Municipal officials will support District efforts to educate the public about the need to implement erosion and sedimentation control practices.
5. Pursue townships that are positioned to require a conservation plan on every farm (eg. the "Warwick" initiative).
6. Encourage townships to require conservation plans on farms in their township to receive any permit issued or decision made by the township.
7. Engage more township road masters in the Dirt & Gravel road program with support from the Watershed Specialist

### **KEY INDIVIDUALS:**

- Municipal supervisors, planning commission and paid staff
- County Planning Commission
- State Conservation Commission
- PA State Association of Township Supervisors (PSATS)
- Directors
- District Administrator
- District staff
- County Commissioners
- Environmental Educator
- Ombudsman

## **STRATEGIC INITIATIVE: SUSTAINABLE DISTRICT FUNDING**

Historically, the Lancaster County Conservation District has depended on funding from various sources: Federal, State, and Local Government, grants, and fees. In order to diversify and work long term, LCCD promoted the formation of a foundation to support their mission in 2007. All of the legal paperwork was filed to form the Conservation Foundation of Lancaster County (CFLC) in 2008, and the first outside revenue to the Foundation occurred in February, 2009. In order for the CFLC to be effective the CFLC directors need guidance and District staff need to understand how the CFLC functions to be a support to the District. This will be one part of an overall program to help guide LCCD forward in the direction of their mission.

### **STATEMENT OF INTENT:**

*By 2012, a plan to provide long term funding for the Lancaster County Conservation District will be created. It should emphasize the use of the Conservation Foundation of Lancaster County as the newest source of funding, but consider other streams of funding.*

### **PRIORITY ACTIONS:**

1. Review past funding situations where there were potential shortfalls, to better understand the dynamics of District funding.
2. Consider putting together a business plan for future funding to met the District's mission.
3. Within the next two years, consider the value of having the LCCD employ a grants coordinator to assist both the LCCD and CFLC in grant coordination, or assign a district employee to assist the CFLC to locate those grantors that target foundations
4. Prepare a director development plan for all CFLC directors to understand the role of the Conservation Foundation of Lancaster County
5. Encourage the CFLC to create an active plan for fundraising
6. Come up with criteria to evaluate and determine when it is beneficial to both the CFLC and the LCCD to run grant funding through the CFLC
7. Educate both CFLC and LCCD directors to understand what it takes to work effectively together in promoting the mission of the Lancaster County Conservation District
8. A business plan should be developed that would intentionally strengthen District resource accounts

### **KEY INDIVIDUALS:**

- CFLC directors
- LCCD directors
- LCCD District Administrator
- LCCD staff who work with grants

## **STRATEGIC INITIATIVE: INCREASED BOARD EFFICIENCY**

Director responsibilities have changed dramatically since 1938 when five directors went around the southern end of the county discussing the advantages of conservation with fellow farmers. Today directors are asked to define the district's mission, vision, philosophy, and set policy to meet the mission. They guide staff with deciding what grant support the District should accept and what agencies we will be working with. Directors work on committees behind the scene to propose items for official action at regularly scheduled meetings. Director involvement during the first year or two needs to go beyond attending monthly board meetings for them to be effective in directing the District forward.

### **STATEMENT OF INTENT:**

*By 2012, the Lancaster County Conservation District will have a director development program in place that will be proactive to get each new director up and running during his/her first year. Other strategies such as strengthening Board committees will be considered to make the regularly scheduled board meetings more efficient.*

### **PRIORITY ACTIONS:**

1. Staff shall review material prepared by PACD for director development and prepare an orientation guide that would be given to each new director at their first board meeting. Within four months of the director's appointment, a unique training plan would be developed including target dates for completion, signed by the chairman
2. Provide for a one year review of training plan progress (one year from the signature date)
3. Provide information to nominating organizations similar to a job description that would highlight the type of skills that the next director should have that would be of value to the Board. The name of associate directors completing a formal training plan should be forwarded to each nominating organization. Attempts should be made to diversify board representation
4. Every voting and associate director should serve on at least one Advisory Committee and one Program & Operations Committee.
5. Committee meeting schedules should be established on a regular schedule (monthly, quarterly, bi-annual, etc) in January every year and published to the Board and staff.
6. Committee recommendations should be presented to the Board, pertinent questions should be asked for clarification purposes, and recommendations should be acted upon by the Board, avoiding excessive time spent on discussion at Board meetings.
7. Consider the pros and cons of term limitations for voting Board members
8. Make sure directors are informed of each district program area by highlighting accomplishments in each program area at board meetings throughout the year
9. Involvement of at least one director will be encouraged at the state and national level
10. Consider the use of a board executive committee

### **KEY INDIVIDUALS:**

- District Administrator
- Voting and Associate Board Members
- Program Managers and Staff

## **STRATEGIC INITIATIVE: DEVELOPING DISTRICT PRIORITIES**

There are numerous issues that keep surfacing and clamor for the attention of District personnel. Among them are Carbon and Nutrient Trading, Energy Conservation, Total Maximum Daily Loads (TMDLs), and Legacy Sediment.

### **STATEMENT OF INTENT:**

*By 2013, the Lancaster County Conservation District will have better defined its role with new and emerging environmental issues.*

### **PRIORITY ACTIONS:**

1. Annually the Board and Administration Team will evaluate and decide how each new and emerging environmental issue relates to the mission of the Lancaster County Conservation District. A current list of emerging environmental issues has been identified as:
  - a. Nutrient Trading
  - b. Carbon Trading
  - c. Energy Conservation
  - d. Community Digesters
  - e. Biomass Facilities
  - f. Stormwater Delegation
  - g. Total Maximum Daily Loads
  - h. Legacy Sediment
2. Staffing to handle suggested District involvement will be addressed by the Board and Administration.

### **KEY INDIVIDUALS:**

- SCC Executive Director
- LCCD Board of Directors
- LCCD Administration Team
- Waste Water Treatment Plants
- Local Aggregators & Brokers
- District Administrator

## **STRATEGIC INITIATIVE: SUSTAINING WATERSHED ASSOCIATIONS**

The formation and sustainability of local volunteer watershed associations is vital to achieving water quality improvements throughout the county. Traditional funding sources that have assisted these groups in the past have declined and local conservation organizations have struggled to move forward with limited funding. Couple this with volunteer burnout, citizen apathy, and a lack of community watershed education and one can see where sustainability issues might arise. LCCD needs to foster new groups where currently none exist while still maintaining our present volunteer groups and provide them with the tools necessary to continue their conservation efforts.

### **STATEMENT OF INTENT:**

*By 2015, the Lancaster County Conservation District will have assisted in the formation of new watershed organizations while creating tools and resources to sustain existing watershed groups with the end result being to improve local water quality.*

### **PRIORITY ACTIONS:**

1. Create an overarching organization that would act as a county-wide watershed group which would assist all local conservation groups while striving to improve water quality.
2. Work with the Conservation Foundation of Lancaster County to create a funding mechanism to assist watershed organizations for small local projects.
3. Promote and foster Environmental Advisory Councils in every municipality to assist with conservation planning issues at a local level.
4. Work with municipalities, schools, businesses, civic groups, and local citizens to create grassroots watershed organizations where current gaps exist throughout the county.
5. Educate municipalities, citizens, school children, and others on the importance of volunteerism in their community to protect water resources for future generations.

### **KEY INDIVIDUALS:**

- Volunteer Watershed Associations
- County Commissioners
- NRCS
- Municipal Officials
- Conservation Foundation of Lancaster County
- Lancaster County School Districts (Private and Public)
- Watershed Specialist
- Conservation Educator
- Lancaster County Planning Commission

## **STRATEGIC INITIATIVE: IMPROVING IMPAIRED STREAMS**

Of the over 1,400 miles of streams in Lancaster County nearly 700 miles or 47% are listed on the Pennsylvania's list of impaired streams (integrated non attaining list). This means that they are not meeting their designated use and are polluted by one or more sources. The main impairments to Lancaster County streams center around sediment and nutrients from nonpoint source pollution sources. LCCD's goal should be to foster/promote efforts to remove these streams from the state's impaired streams list.

### **STATEMENT OF INTENT:**

*By 2015, the Lancaster County Conservation District will have fostered and/or promoted programs that remove streams from the state's impaired streams list and improved local water quality throughout the county.*

### **PRIORITY ACTIONS:**

1. Make a concerted effort to allocate funding and conservation programs to watershed/streams listed on the state's impaired stream list.
2. Work closely with other agencies, municipalities, conservation groups, and others to assist in removing streams from the impairment list.
3. Annually provide to the state a list of streams/watersheds that should be reevaluated for possible removal from the impairment list.
4. Develop a priority list of those impaired watersheds/streams that should be focused on by LCCD, watershed plans or TMDL's that impact those watersheds, and action plans to remove these streams from the impairment list. (Where no plan exists LCCD should be a catalyst to get an organization interested in developing such a plan.)

### **KEY INDIVIDUALS:**

- Volunteer Watershed Organizations & Private Organizations
- County Commissioners
- NRCS
- Municipal Officials
- Citizens of Lancaster County
- Lancaster County Conservation Foundation
- Watershed Specialist
- PA Fish & Boat Commission

## **STRATEGIC INITIATIVE: ADDRESSING SOIL EROSION FROM AGRICULTURE**

Soil loss from agricultural activities continues to be a major concern. The District is convinced that comprehensive Conservation or Ag E&S plans are essential for the logical progression of efficient implementation of BMP's on an agriculture operation. The District is also of the opinion that follow-up visits after a plan is developed is an essential element to the successful implementation of BMP's recorded in a plan to address all identified concerns. The District needs to evaluate its ability to provide these services for long-term resource protection.

### **STATEMENT OF INTENT:**

*By 2015, the Lancaster County Conservation District will strive to have an Erosion and Sediment Control Plan (E&S Plan) on every farm in Lancaster County.*

### **PRIORITY ACTIONS:**

1. Continue the "Super Tech" philosophy.
2. Pursue townships that want to and are positioned to implement the "Warwick" initiative.
3. Encourage townships to require conservation plans on farms in their township to receive any permit issued or decision made by the township.
4. Develop an SOP for follow-up visits with agriculture operators much like the Act 38 NM program.
5. Focus attention during conservation planning activities, field days and publications on how to reduce soil loss from end rows and farm lanes.
6. Conservation planners will encourage soil quality improvement practices and lower "T" goals during their farm Conservation Plan development
7. Work with Lancaster Farmland Trust to develop conservation plans for their clients

### **KEY INDIVIDUALS:**

- SCC Executive Director
- County Commissioners
- NRCS
- Municipal Officials
- Authorities
- General Public

## **STRATEGIC INITIATIVE: STORMWATER PROGRAM DEVELOPMENT**

Stormwater management has been and continues to be a controversial topic. Stormwater management is complicated and reaches far into many branches of regulation and public concern, from the federal government to state programs, to local municipal ordinances. Conservation Districts are increasingly being asked to become more involved in the stormwater management process. The LCCD needs to evaluate to what extent the District should be involved, and what that involvement means in terms of staffing, funding, and time.

### **STATEMENT OF INTENT:**

*By 2015, the Lancaster County Conservation District will have evaluated their opportunities for involvement in both educational and regulatory stormwater programs.*

### **PRIORITY ACTIONS:**

1. Participate in educational outreach sessions, in conjunction with other partnering agencies (municipalities, county, and state).
2. Evaluate and decide on whether or not to accept new delegation authority as delegations with DEP change.
3. Evaluate and decide whether or not to participate in new opportunities presented to the LCCD by organizations or groups outside of DEP.
4. Focus attention on the fact that stormwater reaches out to all LCCD programs and is not specific to any one program.
5. Train or expose staff to education development on stormwater history and current regulations.

### **KEY INDIVIDUALS:**

- LCCD Staff
- DEP
- County Government
- Municipalities
- Other Organizations or Cooperating Agencies
- E&S Program Manager
- Building Industry Associations

## **STRATEGIC INITIATIVE: INCREASED MARKETING AND PROMOTION**

Marketing the good news of the Lancaster County Conservation District (LCCD) will be renewed and strengthened to reach new audiences and critical stakeholders. A marketing plan will serve as a road map to promote programs and services. Conservation District marketing has to do with **access** and **accountability**. Clients must have **access** to programs offered by the District. The District must also be **accountable** to stakeholders funding programs by developing materials that celebrate successes and how the natural resources are better off because of the participation of county residents in District programs.

This can be accomplished through two techniques: Education – present the facts in a way the target audience can easily understand and, Persuasion – present a view that will motivate the audience to accept the program offered.

### **STATEMENT OF INTENT:**

*By 2015, the Lancaster County Conservation District will have increased name recognition and educational and outreach programs to the residents of Lancaster County by 75%.*

### **PRIORITY ACTIONS:**

1. Educate municipalities, teachers, students, farmers, engineers, and county residents about conservation of soil, water, and other vital natural resources.
2. Target promotion of Conservation District programs to general public, municipalities, farmers, teachers, students, and engineers.
3. Utilize a marketing plan to effectively reach new audiences and stakeholders.
4. Work together with other agencies/organizations or programs to reach communities.
5. Furnish information to create demand using different marketing techniques including: news articles (eg. a regular column in Lancaster Farming), web-based communications, presentations, posters, flyers, direct mail, and others.
6. Share the “Good News” stories of the District on a consistent basis.
7. Have Education/Outreach employees create plan of work for individual time commitment for marketing and promotion. i.e. 5-10%.
8. Develop a contact list for agencies, organizations, civic groups, non-profits, etc.
9. Identify who the partnering groups are for each outreach event, educational effort, or other task.
10. Provide information on current LCCD activities through the form of newsletters, emails, website or other communications.

### **KEY INDIVIDUALS:**

- LCCD Education Coordinator
- LCCD Watershed Specialist
- LCCD Ombudsman
- LCCD Plain Sect Outreach
- LCCD Board of Directors
- LCCD Administrator
- LCCD Ag Program Manager
- LCCD E&S Program Manager
- LCCD Technology Committee
- Private Consultant

## NATURAL RESOURCE NEEDS ASSESSMENT SURVEY RESULTS

One of the first steps taken in the 2015 Lancaster County Conservation District's Strategic Planning process was the creation and distribution of an online survey to key stakeholders the Conservation District works with. The idea of the survey was to gauge responses from those we work closely with in order to better assess where the District should head for the future. The Needs Assessments Survey was completed by 187 people ranging from many different walks of life. Below are the responses to the eight questions posed in the survey. It should be noted that not all comments are listed in this abbreviated version of the survey but the overarching responses are consistent with the majority of the stakeholders who filled out the survey.

### 1) Check the group that best represents your connection to LCCD

Farmer	10%		County Agency	4%
Engineer/Contractor	15%		State/Federal Agency	7%
Lancaster County Resident	9%		Lancaster County Municipality	4%
Agricultural Business	2%		NRCS Staff	2%
Educator	14%		LCCD Staff	11%
Member of Local Conservation Group	17%		LCCD Director	4%
Conservation Foundation of Lancaster County	1%			

### 2) What should be LCCD's most important priorities for the overall conservation of the natural resources of Lancaster County? (1 being the most important)

**Ranked in order of Avg. Score**

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>Avg. Score</u>
Soil & Land conservation	31%	20%	16%	11%	4%	4%	4%	4%	6%	3.2
Water quality & conservation	21%	22%	17%	10%	7%	7%	6%	7%	3%	3.6
Nutrient management conservation	9%	16%	16%	16%	12%	12%	12%	2%	5%	4.4
Land use & development	16%	10%	13%	11%	12%	11%	12%	5%	10%	4.6
Stormwater control	5%	8%	12%	17%	16%	17%	10%	11%	4%	5.1
Watershed assessments	5%	7%	12%	11%	16%	18%	16%	8%	7%	5.2
Floodplain management & flood control concerns	3%	7%	8%	12%	14%	16%	18%	14%	8%	5.7
Air Quality	7%	7%	3%	7%	9%	8%	9%	20%	30%	6.5
Energy conservation	4%	4%	6%	7%	11%	8%	14%	25%	21%	6.5

### 3) What should be LCCD's highest priority for conserving the soil & land resources of Lancaster County?

(1 being the most important)

**Ranked in order of Avg. Score**

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>Avg. Score</u>
Preparation of farm conservation plans	36%	11%	9%	9%	7%	7%	7%	6%	5%	3 %	3.8
Review & Inspection of non-ag E&S projects per state standards	13%	11%	11%	11%	13%	11%	8%	6%	7%	9%	5.0
Respond to farm E&S complaints	8%	14%	12%	11%	12%	10%	13%	8%	8%	4%	5.0

Provide technical assistance for design & construction of structural BMP's that address E&S	11%	12%	13%	10%	11%	9%	12%	10%	8%	4%	5.0
Provide agronomic assistance for non-structural BMP's that address E&S	3%	13%	12%	14%	12%	13%	9%	9%	10%	5%	5.3
Respond to urban E&S complaints	3%	12%	12%	10%	9%	14%	12%	12%	8%	8%	5.6
Provide education & outreach regarding soils & land conservation to schools & county residents	15%	3%	7%	10%	9%	13%	7%	10%	10%	16%	5.8
Random follow-up reviews of farm conservation plans to verify progress on implementation	1%	14%	11%	13%	10%	6%	9%	11%	13%	12%	5.8
Provide cost share assistance for structural & non-structural BMPs that address E&S	6%	8%	6%	10%	7%	7%	10%	13%	15%	18%	6.5
Assist other agencies with required farm conservation plan review	3%	4%	9%	3%	11%	12%	11%	16%	14%	17%	6.8

4) What should be LCCD's most important priority for managing & conserving the water resources of Lancaster County? (1 being the most important)

Ranked in order of Avg. Score

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>Avg. Score</u>
Review nutrient management & conduct on-site status reviews as per Act 38	25%	15%	11%	9%	7%	8%	11%	5%	9%	4.0
Promote programs to remove Lancaster's impaired stream from the state impaired list	20%	10%	14%	14%	5%	10%	10%	8%	9%	4.4
Respond to nutrient pollution related complaints	10%	11%	20%	12%	11%	7%	12%	8%	9%	4.7
Develop water conservation programs for the farm & in the home	13%	11%	6%	10%	19%	12%	9%	12%	8%	4.9
Provide education & outreach regarding water quality to schools & Lancaster County residents	11%	14%	9%	6%	13%	13%	15%	14%	5%	5.0
Write nutrient management plans for volunteers farms not regulated by Act 38	4%	19%	12%	8%	10%	15%	12%	14%	6%	5.0
Provide assistance to new & existing watershed groups	4%	9%	12%	13%	18%	11%	11%	11%	11%	5.3
Assist townships with floodplain management & stormwater issues	7%	5%	10%	20%	10%	16%	9%	11%	12%	5.4
Provide water, tissue & soil testing services for landowners as a screening tool	7%	6%	7%	6%	7%	8%	12%	17%	30%	6.4

5) Please provide any natural or conservation resource program ideas that the Conservation District should consider implementing?

Create fees for services now offered for free where possible
An online repository of creative ideas & examples of ways for farms & others to be proactive with protecting natural resources
Alternative Energy Workshops
Increase public relation efforts to inform the public of what the LCCD does
Residential stream bank protection programs
Making the link between air quality & water quality
Urban Conservation
Given the current investment in the future of agriculture, the LCCD should do all it can to move agriculture operations in the direction of compliance
Getting info directly into the hands of landowners & homeowners about who & what the Cons. District does & why & what landowners & homeowners could & should be doing on their own
From the Agricultural side of things, conservation planning (including the wise use of nutrients) & implementation is the key to soil conservation & water quality improvements. Any program that maintains staff to aid in these measures, in a voluntary role, is a worth while program. Programs that provide cost share incentives to implement these measures are important but secondary.
1. I believe stream bank buffers & riparian buffers (at least 50' or <) is the key to controlling overland erosion & nutrient pollution. Riparian buffers also help maintain a streams equilibrium; limiting sediment transport. 2. At the present time there is limited focus on urban nutrient load (lawn fertilizers). About 20% of nitrogen pollution to the Bay derives from urban stormwater discharge.
Provide education at the adult level - within the corporate setting, with community organizations, etc
Permitting & design for watershed groups.
Evaluation of 15 +year communities with out dated controls. Retro-fit activities to provide compliance to the new standards (WQ/ VC). HOA outreach.
Extend Warwick Twp farm conservation plan outreach model to other townships
Urban tree planting programs & assistance to reduce storm water runoff.
Mandatory well drilling & testing standards...include wells for heat exchange
Periodic "share" sessions regarding any innovative BMPs design professionals come up with.
Increased education & partnering with plain sect
Increase collaboration/partnerships with local/regional conservation groups to get "more bang for the buck"
Establishing riparian buffers along all streams, rural & urban.
Remember if your not helping farmers stay in business & taking care of our natural resources your vision is blurred

6) Please list the top three clientele for whom the Conservation District should provide services:

	<u>1</u>	<u>2</u>	<u>3</u>
Farmer (farms, agriculture, farmland owners, ag. community, farmers/operators, farmer groups)	139 ½	17	9 ½
Developers (land developers, contractor, land development community)	7	51 ½	24
Municipal Officials (townships, municipalities, officials, local government, land use decision makers)	13 ½	46	47 ½
Homeowners (local residents)	7	28	26 ½
Students	8	14	22 ½
Conservation Groups (watershed group, environmental group, college conservation groups)	7	18	37 ½

Citizens of Lancaster County (public at large, community organizations)	1	6	5
Education Groups (educators, schools)		1	6
Other potential clientele mentioned: Lancaster County Comprehensive Plan, Engineers, Chesapeake Bay Waterman, Preserved farms that do not have implemented conservation plans, Consultants, Public communicators, Property owners having substantial riparian property, Small Rural Businesses	4	4 ½	3 ½

7) To what degree should the LCCD continue with its involvement with regulatory conservation programs, most of which are through delegated agreements with Pennsylvania?

<b>None</b>	<b>Decrease Emphasis</b>	<b>Same Emphasis</b>	<b>Increase Emphasis</b>
1%	10%	67%	22%

8) Any other comments you may have for LCCD to consider in its 2015 Strategic Plan

Our strongest assets are the character and work ethic of our employees starting at the top!
Conservation District needs to market itself better to citizens who do not know what we do.
We need to work more closely educating municipal officials about District services and developing a series of seminars on how they can help protect the natural resources of their municipality.
Urban Conservation. Reach a higher percentage of the population
LCCD emphasis should be sound science, common sense, with a long range vision.
Education effort needs to continue to farmers who need improvement and non-farm community on efforts being made by farmers
LCCD should continue its effective role as a knowledgeable "friend" and trust-worthy adviser to all local officials and their citizens concerning environmentally-wise natural resource conservation decisions.
Educating the public should be your number one priority, whether it's students or adults.
The district was founded on a belief that it was the voice of the local population. From the 1930's till today a huge effort has been underway to clean up this county. And yet all the public sees & hears about is the bad side of things (good TV ratings, I guess). It is long over due that a Thanks goes out to everyone involved in making this county a much more environmentally friendly county then it use to be (farmers, developers, DEP, the District itself, NRCS, Watershed groups, etc.) A Public recognition program should be developed that celebrates achievements over the past decades & showcases beneficial changes to the environment where the public can come & see the effort that has been put forth & is continuing, that educations the public on environmental practices & there importance. This effort might have to be showy.
Meeting TMDLs will be major challenge for Lancaster County. LCCD can lead this effort that will take everyone!
I would like to see LCCD focus on water quality & stream restoration in both rural & urban settings.
Consider how to promote unified or similar regulations across multiple townships
Include in your scope of work the review of local storm water mgmt ordinances.
Assist farmers with technical & financial assistance to conserve soil & water resources to allow farming to be a viable occupation while preserving these resources in a responsible cost-effective manner
LCCD has been a leader & should continue to look for ways to set the bar higher for all Conservation Districts
Keep working with the Amish to improve the streams in Lancaster County.
Service of helping those who are managing the land!