



2022 Draft Action Plan

As presented to the Armstrong Conservation District
on Wednesday, October 20, 2021

<u>Who is Responsible</u>	<u>Capacity Building</u>
Board	Continue to offer training and professional development opportunities to staff, interns, directors, and associate directors within established budget limits. Continue implementation of the Employee succession process.
Directors Associate Directors Staff	Work to implement the current <u>Vision Statement</u> of the District – "The communities of Armstrong County, guided by the District and partners, fulfill the needs of citizens through efficient and responsible natural resource use."
Manager	Conduct staff meetings on a bi-weekly basis.
Manager	Review and update job descriptions as needed with staff on an annual basis. Discuss staff suggestions to the Annual Action Plan and report to the Board. Continue current performance evaluation system. Refine as directed by the Board. Use competitive salaries/benefits to help retain staff.
Board	Have a minimum of two directors or associate directors or the manager attend at least one PACD Executive Council or regional PACD meeting.
Manager/Board/Armsdale Building Coordinator	Continue to seek funding for the 4 agency Agricultural and Conservation Service Center (ACSC). Make every effort to construct the ACSC on or before October 01, 2023. Continue to utilize the County phone system, internet and IT department for technology resources.
Staff	Continue to expand the Cooperator Assistance Program by making the information available to the public. The District will continue to provide outreach through social media, brochures, and fair displays and producer workshops.
Board	Continue District participation in the AmeriCorps Program with a conservation assistant and development positions as resources and space permits.
Board Staff	Implement partnership opportunities with the staff and Board of the Armstrong County Tourist Bureau, the Armstrong Center for Community Learning (ACCL), the Armstrong County Sewage Enforcement Agency and other organizations sharing a similar Conservation Mission.
MED Coordinator/AmeriCorps Watershed Educator	The District will continue to expand their Education/ Outreach Program through the use of the Mobile Environmental Display (MED). Continue to seek funding to replace existing displays within the MED.
Watershed Educator Ag Tech AmeriCorps DGLVR Specialist	Apply for Growing Greener, DCED, RCAP, Commonwealth Finance Agency (CFA), DCED or PENNVEST grants to continue watershed restoration projects and any other grants as directed by the Board. Apply for DEP Environmental Education Grants as directed by the Board. Administer Growing Greener, CFA, or PENNVEST grants for the Armstrong County Farm Bureau and other conservation organizations as directed by the Board. Partner with the Armstrong County Conservancy and Armstrong Trails to seek out new private and corporate foundation funding sources that

	complement the District Mission and Program.
Board	Appoint voting delegates to and have those delegates attend at least one meeting per year for PACD, WPCAMR, RC&D, the QAB, and any other organization that the Board chooses for membership.
Watershed Educator	Continue to assist individuals in the Buffalo Creek and Redbank Creek Watersheds as they grow watershed associations within their respective areas. As time permits assist Roaring Run, Cowanshannock Creek, Kiskiminetas River and Crooked Creek watershed associations with project development.
Manager Directors Associate Directors	Review the current Strategic Plan on an annual basis and use the planning document to guide future action plans of the District. Adjust future Action Plans as needed for unforeseen circumstances or to capture new opportunities. Begin the process to secure funding and development of a new Strategic Plan to guide the District over the next 5-7 years
<u>Who is Responsible</u>	<u>Technical Assistance</u>
Watershed Educator Manager	As requested and directed by the Manager, the Watershed Educator will provide technical assistance within the limits of available staff time to all Armstrong County Watershed Associations, the Armstrong County Conservancy and the Armstrong Trails to help these organizations attain their goals. Administer and be fiscally responsible for Growing Greener Grants, CFA, DCED, RCAP or PENNVEST Grants accepted by the Board of Directors. File all progress reports, final reports, and requests for financial reimbursement in a timely fashion.
DGLVR Specialist Ag Tech AmeriCorps	The DGLVR Specialist and Ag Tech, with assistance from AmeriCorps member, will work with the County GIS Consultant to update and maintain the theme layers of all farms participating in Ag Security Areas (ASA's) and theme layers essential to Farmland Preservation scoring criteria.
AmeriCorps Manager Board	Continue workshops and meetings to bring non-governmental conservation organizations together for information sharing and the development of a coordinated effort to protect and restore natural resource concerns within the County.
DGLVR Specialist	Conduct at least one local workshop utilizing DGLVR BMP's annually with participating Municipalities.
Ag Tech	Finish work on the Stubrick, and B. Kimmel Growing Greener Ag BMP Grants and request extensions on any other GG grants that may expire. Begin work on the Culp Ag BMP Grant. Begin outreach efforts in the Buffalo Creek watershed to implement the RCPP project with the Western Pa. Audubon Society by identifying agricultural producers in the watershed.
Watershed Educator AmeriCorps	Monitor the effectiveness of Huling's Run AMD Watershed restoration project by gathering quarterly water samples. Monitor the effectiveness of the passive wetland treatment systems at Darmac#14 and Silver Rock Phase I and II. Utilize existing data loggers to gather information when possible.

Watershed Educator	Provide technical assistance to Brady's Bend Township if they receive funding to reduce flooding along Sugarcreek. Plan for an "urban demonstration" project when requested by this or another Municipality.
Watershed Educator AmeriCorps	Deploy and regularly monitor at least three data logger devices within impaired stream stretches.
Manager	Direct staff to be active participants in various planning functions and committees as the Board determines to assign staff as participants.
DGLVR Specialist/Watershed Educator	The DGLVR Specialist will work with and assist interested municipalities with the Dirt, Gravel, and Low Volume Road (DGLVR) Program for reassessment, identification, and scope of work of potential work sites. Work with municipalities to develop DGLVR Project proposals. Provide all information to the QAB and the Board of Directors in a timely fashion to allocate Dirt, Gravel, and Low Volume Road Funds. Administer all contracts between the District and participating Municipalities. File all reports and replenishment requests in a timely fashion. Perform Aquatic Organism Passage (AOP) evaluations as requested by eligible Municipal entities for potential funding opportunities.
Watershed Educator	Collect water samples and other data for use in the Sugarcreek Watershed for use in developing a plan to capture AMD set aside dollars available through SMCRA.
Manager Directors	Ensure that adequate funds are available for the necessary cross-training of staff. Make staff aware of training opportunities with a goal of having all staff cross-trained within 5 years across all major program areas of the District. Focus efforts on having at least 2 staff members certified to do Nutrient Management Plan reviews and be proficient in administering the Farmland Preservation Program.
<u>Who is Responsible</u>	<u>Resource Conservation</u>
E&S Tech	The E&S Tech will review plans and conduct all site inspections within the E&S delegation agreement with the Commonwealth. All earthmoving complaints will be investigated in accordance with the current delegation agreement. Required educational activities shall be conducted in accordance with the current delegation agreement. Report on all activities monthly to the Manager and the Board of Directors.
Ag Tech AmeriCorps	Continue the District participation in Project Grass and GLFCC program. Apply for Project Grass, Nutrient Management, and Manure Management grants for 4H livestock producers and provide technical and financial assistance to area producers.
Ag Tech AmeriCorps	Start application process for additional farms to be preserved. Focus efforts in the Buffalo Creek Watershed using RCPP funding. Technical and administrative assistance will be provided to the ACALPB in accordance with the current MOU between the Boards. Annual inspections will be conducted of all preserved farms. Prepare an annual operating budget for the ACALPB.
	Sponsor an earthmoving contractor workshop and an engineers / plan

E&S Tech	preparers' workshop. Sponsor any other required educational activities such as a loggers E&S workshop in accordance with the current E&S / NPDES delegation agreement. Conduct E&S outreach utilizing the District social media resources.
Watershed Educator	Implement the Huling Run AMD Phase II Growing Greener and OSM grants.
<u>Who Is Responsible</u>	<u>Outreach & Education</u>
Ag Tech AmeriCorps	Provide education to the public through workshops and through articles in the Armstrong County Farm Bureau and Armstrong County Penn State Cooperative Extension Service outreach activities. Continue to provide technical, administrative and financial assistance to farm cooperators of the District.
Watershed Educator/Ag Tech AmeriCorps	Continue to provide staff assistance to the Outdoor Discovery Center (ODC) within the limits of current staff resources. The Ag Tech may serve on the steering committee of the ODC to implement the Mission of the District
Ag Tech Watershed Educator AmeriCorps	Plan and implement a tour for Directors, Associate Directors, elected officials and members of the press to highlight conservation projects throughout the County. Within the limits of current staff resources, assist the ODC with school classes and other public programs.
Ag Tech AmeriCorps/Watershed Educator	Continue the countywide Envirothon including all high schools within our service area. Seek sponsorships for the event. Begin the process of creating a Junior Envirothon for middle school aged students.
AmeriCorps	Geotrail – Continue to implement and maintain the Conservation District Geotrail with up to 15 caches featuring local farms, watershed restoration projects and DGLVR Projects.
MED Coordinator/Watershed Educator/ Staff Board	Mobile Environmental Display (MED) – Schedule MED for various events throughout the County and continue partnering with other CD's and NGO's to utilize the MED. Scheduling efforts to be coordinated through the MED Coordinator with assistance from the Watershed Educator. Contact school districts to set up MED for teacher in service days to incorporate MED into curriculum.
Watershed Educator	Work with the Penn's Corner RC&D Council to implement outreach efforts within the RC&D council area. Seek out interested landowners to develop and implement an "urban conservation project" demonstrating backyard conservation techniques.
Ag Tech Watershed Educator AmeriCorps	Continue an Arbor Day Program that distributes evergreen seedlings to all third grade students in Armstrong County and conduct and expand the annual District fruit tree and seedling sale.
Watershed Educator/Office Manager	Provide routine maintenance to keep the District webpage and brochures current. Maintain the website. Maintain the District Facebook Page.
E&S Tech	Contact each Municipality to determine their involvement in the ACT 167 stormwater management process. Work with the Armstrong County Planning Commission staff to address the phase II of the Countywide Act 167 plan.

	Assist Municipalities as they begin the process toward MS-4 compliance. Obtain copies of their current Municipal ordinances and assist those Municipalities and their engineers interested in adopting stormwater management ordinances.
Manager	Sponsor a District Cooperator and Awards Annual Banquet with FSA, Armstrong County Farm Bureau and the Armstrong County Penn State Cooperative Extension Service.
Manager Office Manager	Plan for and conduct a meeting of nominating organizations, the Armstrong County Commissioners, the Armstrong County Chief Clerk, and the DEP Field Representative, to explain the current District Director nomination procedure, any updates to the process, and explain the selection process to all.
Staff	Publish an Annual Report of District activities on the District website and email to the State Conservation Commission in conformity with established SCC policy.
Board Staff	The District will continue outreach efforts by attending their functions and making presentations to ATV owners and riders within the County to encourage respect for private landowners and their private property rights.
Board Staff	The District will work with the Armstrong County Commissioners and ATV owners and riders by participation with the Armstrong County Planning staff through a DCNR funded study to provide safe, environmentally friendly off road places. Volunteer to serve on the County ATV study committee.
Ag Tech AmeriCorps	Provide information to interested Ag producers regarding the REAP Program. The Ag technician will review applications for consistency with the program and inform producers of filing deadlines. District participation in REAP will be evaluated annually by the Board.
Staff Board	Sponsor an Elected Officials Breakfast or similar other event for Local, State, and Federal elected officials to showcase the District projects from the previous year and present budget information for the up coming fiscal year.
DGLVR Specialist	Allocate funds for District Staff, QAB members, and municipal officials to attend an Environmentally Sensitive Maintenance (ESM) Dirt, Gravel, and Low Volume Road workshop in 2022.
Ag Tech AmeriCorps	Continue to assist local producers and municipal officials by contacting each Township that currently has an Ag Security Area (ASA) and by reaching out to those that do not currently have ASA's to solicit interest in the program. Provide each Municipality with information regarding the criteria to establish and continue ASA's within their municipal boundaries.

Legend

Board – ACD Board / Associate Directors
 Manager – Holly Laird
 E & S Tech – Kodie Rearick
 DGLVR Specialist – A Gregg Smith
 Watershed Educator – Maria Sorce

MED Coordinator – Laura Sue Stewart
 Ag Tech – Jessica Schaub
 AmeriCorps Member – Jacob Kennedy
 Staff – Employees / AmeriCorps Member
 Office Manager – Kerri Gray (Revised 10/14/2021)