

**Calvert Soil Conservation District**

**Strategic Business Plan**

**For the**

**Prince Frederick Field Office**

**FY24**

**SCD Approved:**

**January 8, 2024**



**Supervisors:**

**Thomas D. Briscoe, Chairman**  
**Walter L. Wells, Vice-Chairman**  
**David A. Cox, Treasurer**  
**Leonard R. Ogden, Supervisor**  
**Benson H. Tiralla, Supervisor**

**Associate Supervisors:**

**Charles L. Wells**  
**John A. Cosgrove, Jr.**  
**Charles R. Cox**  
**Phillip H. Jones, Sr.**

## **Executive Summary**

Why is an Annual Plan/Workload Analysis important?

Calvert Soil Conservation District Annual Plan/Workload Analysis is a tool for plotting our course to the future. It is meant to help direct the District in implementing its mission of conserving natural resources in Calvert County. It is not meant as a formal set of directives that must be consulted with each decision of the District Board of Supervisors. Rather it is a set of guidelines to help the District plan for the future.

Each year brings new opportunities for the District to promote conservation. Each year also brings new environmental problems that need to be addressed. As the District advances, it will be evermore important that these opportunities be used in a more effective way to achieve District goals and address the environmental concerns of our community.

This document has been prepared to give guidance and direction to District programming, to help with the decision-making process and to help assure that Calvert Soil Conservation District will be a vital part of the conservation effort in the 21<sup>st</sup> century.

### Mission Statement:

Calvert SCD's mission is to promote practical and effective soil, water and related natural resources programs and practices to all citizens through the District on a voluntary basis through leadership, education, cooperation, and local directions.

### Vision Statement:

The District, and independent agency, will be recognized as the lead organization for providing information and programs for the conservation of soil, water and related natural resources and improvement of water quality in Calvert County; and that the District supervisors and personnel are recognized as the conservation authorities for these programs.

### Organization:

The Calvert SCD is a political subdivision of the State of Maryland organized June 10, 1948, under Title 8 of the Annotated Code of Maryland, Agriculture Article Sections 1 through 5.

### Function:

To take available technical, financial, and educational resources, whatever their source and focus, and coordinate them to meet the needs of the local land user for conservation of soil, water, and related resources.

## Calvert SCD Workload Analysis and Strategic Business Plan for FY24

Whom we serve: The citizens and landowners of Calvert County.

Why we serve: To protect the natural resources and the living environment of Calvert County.

Statement of Intent:

1. Reduction of soil erosion through the development and implementation of soil conservation and water quality plans and nutrient management planning. Intent is to plan, implement and maintain SCWQ on all eligible land in Calvert County and to promote nutrient management.
2. Improvement of water quality through the implementation of local, state, and federal environmental programs (including erosion sediment control plan review and installation of best management practices). Intent is to obtain a significant reduction of nutrient and sedimentation through water quality initiatives.
3. Increase Agricultural Land Preservation through one-on-one contact with farmers and landowners. Intent is to increase acres preserved through local and state land preservation programs.
4. Continue rural and urban natural resource education through various outreach programs. Intent is to keep Calvert County citizens informed on environmental issues.

Staff Summary:

County: Ashley Brown, Acting Soil Conservation District Assistant Manager

Rebecca Willis, Executive Assistant

Ryan St Laurent, Erosion & Sediment Control Specialist

State: Eileen Beard, Agricultural Resource Conservation Planner III (Equine)(Regional)

Jennifer Carlson, Agricultural Resource Conservation Planner III (Regional)

Angella Hunter, Agricultural Resource Conservation Planner II

Taylor Quinn, Agricultural Resource Conservation Planner II (Equine)(Regional)

Nick Braciszewski, Agricultural Resource Conservation Planner I

Broderick Pascual, Soil Conservation Technician

Federal: Mitchell LeMueix, District Conservationist (Shared with Anne Arundel)

Jamare'e Taylor, Soil Conservationist

Jacob Koenig, Civil Engineer (Regional)

Valinda Clark, Program Support Specialist (shared with Charles and St. Mary's SCD)

### Priority 1

#### Protect soil resource base from degradation by erosion.

- Goal: Develop Soil Conservation and Water Quality plans on eligible acres to meet or exceed the 2025 WIP III goals of **12,000** acres. In 2024, the District will set a workload goal to develop **68** new conservation plans covering **3,037** acres.
- Goal: Implement all planned conservation compliance systems and install Best Management Practices (BMPs). In 2024, the District will set a workload objective to assist in the installation of **90** BMPs, including NRCS and MDA RI BMPs.
- Goal: Evaluate sediment control measures for non-agricultural construction sites and provide administrative and technical review of erosion and sediment control plans. In 2024, the District will set as a workload goal to review **1,000** erosion and sediment control plans and perform **25** pre-construction meetings.
- Goal: Provide service to clients relating to Federal, State, and local pollution prevention and water quality initiatives. In 2024, the District will set as a workload goal to provide education and outreach programs to **90** agricultural landowners and operators by promoting conservation education and outreach to maximize participation.
- Goal: Review and approve Standard Erosion and Sediment Control plans for forest harvest operations. In 2024, the District will set a goal of a 5-day review and approval period for each **10** standard plans covering **200** acres.

### Priority 2

#### Strengthen business operations by providing high-quality products and services to customers.

- Goal: Maintain and update the NRCS engineering workload priorities list and the MDA Conservation Tracker database regularly. In 2024, the District will hold **12** workload meetings to discuss workload progress and priorities.
- Goal: Utilize the Program Support Specialist (PSS) to reduce the amount of administrative work being done by technical staff.
- Goal: Support marketing, promotion, and participation in FSA, NRCS and MDA grant programs by conducting public information campaigns and outreach programs.
- Goal: Endorse, promote, and participate in Federal, State, and local initiatives/programs such as Cover Crop, Manure Transport, and MDA Buffer Program, to mitigate effects of nutrients, animal waste, and pesticides.
- Goal: Assist landowners/operators in submitting **14** EQIP applications, **6** CSP applications, and **10** MACS (Maryland Agricultural Cost-Share) applications.
- Goal: Promote and provide technical assistance to help farmers comply with the Maryland Nutrient Management Program.

Goal: Review County and State budgets and amend as necessary to carry out District programs.

### **Priority 3**

#### Facilitate program delivery through a locally led conservation approach.

- Goal: Improve efficiency, effectiveness, quality and equality of soil and water conservation program services and operations through training, sharing resources, and upgrading hardware and software.
- Goal: Expand partnership, coalitions, and outreach at the local, State and National levels to reach historically underserved populations.
- Goal: Support Equal Employment Opportunities.
- Goal: Provide all services on a non-discrimination basis, without regard to race, color, national origin, sex, age, religion, marital status, or handicap.
- Goal: Share training opportunities with all district staff to improve technical and administrative skills. This includes on-the-job training across District boundaries with other SCDs and partners. Communicate training needs with the partnership.
- Goal: Represent the District at MASCD Board of Directors meetings, MASCD Summer and winter Meetings, RC&D quarterly meeting.
- Goal: Ensure well-informed agricultural landowners and operators through information and educational programs through regular website and Facebook updates, emails, and newsletters.
- Goal: Provide quality customer service.
- Goal: Maintain and update data into the MDA Conservation Tracker. Data entry will be done as information is provided to staff. Entry of plans, BMPs, and reports will be done by the designated planner.
- Goal: Have all Soil Conservation and Water Quality Planners from all partners obtain Planner III Certification through NRCS.
- Goal: Have all Soil Conservation and Water Quality Planners from all partners obtain Nutrient Management Certification through MDA.
- Goal: Expand staff capacity (Federal, State, and local) to meet 2025 WIP goals. In 2024 the District will hire an NRCS technician and RC&D grant technician.
- Goal: Disseminate all technical information provided the field office to appropriate staff members.

**Priority 4**

Expand and promote Calvert SCD's local priorities.

- Goal: Promote and expand the District's agricultural equipment lease program.
- Goal: Assist with developing conservation plans for agricultural land preservation programs as requested by the landowner or cooperator. Assist with compliance checks for agricultural land preservation programs.
- Goal: Participate in MASCD Bay Friendly Farms. The District will set a 2024 goal of certifying 2 farms for the BFF program.
- Goal: Support and assist farmers and operators in establishing/constructing BMPs to achieve Calvert WIP III goals.

**Priority 5**

Inform and educate citizens of Calvert County while promoting District activities.

- Goal: Exhibit a District display at the Calvert County Fair.
- Goal: Increase outreach opportunities. The District will set a 2024 goal of exhibiting a District/NRCS/MDA display at 4 additional venues.
- Goal: Provide public outreach material per request and as funding allows.
- Goal: Organize and participate in pasture walks. The District will set a 2024 goal of 1 pasture walk.
- Goal: Prepare and publish an annual report for mass distribution.
- Goal: Provide training for and hold a local Envirothon competition for high school student teams. Support the local winning team in the Maryland State Envirothon competition.
- Goal: Hold a cooperators' dinner to inform farmers about programs and previous years' accomplishments.
- Goal: Maintain the District's website and social media pages to provide updates on a regular basis.
- Goal: Participate with the Curriculum for Agriculture Science Education (CASE) Program with Calvert County Public Schools and Natural Resources PAC Committees.

**Priority 6**

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Reduce sedimentation and nutrient runoff from urban construction, residential, and forest harvest sites.

- Goal: Review and approve standard erosion and sediment control plans for timber harvest plans.
- Goal: Hold preconstruction meetings for all proposed projects that require an engineered erosion and sediment control plan.
- Goal: Provide technical assistance to non-agricultural landowners on erosion, stormwater management, and nutrient reduction.
- Goal: Provide technical assistance to property owners regarding current MDE and Critical Area regulations.
- Goal: Conduct regular on-site inspections of active construction projects to record both successful and unsuccessful erosion and sediment control measures. This will improve our understanding of effective strategies and pitfalls, leading to more efficient erosion and sediment control approvals.
- Goal: Participate on County committees and offer input on the development of local ordinances that would have an impact on District operations, such as grading, stormwater management, and erosion and sediment control.

	<b>WIP Acres</b> (MDA Planner Goal)	<b>WIP Acres</b> (To meet WIP: 3,037ac/yr)	<b>Plans</b> (#)	<b>Outreach</b>	<b>BMPs Installed</b> (MDA RIs and NRCS BMPs)	<b>CREP*</b>
<b>Angella Hunter</b> <b>MDA ARCS II</b>	700	825	18	5	10	
<b>Nick Braciszewski</b> <b>MDA ARCS I</b>	500	625	12	5	10	
<b>Taylor Quinn</b> <b>MDA ARCS III</b> (Shared with AA)	450	550	12	2	10	
<b>Jennifer Carlson</b> MDA <b>ARCS III</b> (Shared with Charles)	450	550	12	2	10	
<b>Jamare'e Taylor</b> <b>NRCS Soil</b> <b>Conservationist</b>	450	550	14	4	10	
<b>Broderick Pascual</b> <b>SCT III</b>				4	10	
<b>Jacob Koenig</b> <b>NRCS ET</b>				1	10	
<b>Vacant</b> <b>NRCS Tech</b>				1	10	
<b>Vacant</b> <b>RC&amp;D Grant Tech</b>				1	10	

*\*At the time of print, CREP is not funded in the Farm Bill.*

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2024 Calendar

<p><b><u>January</u></b></p> <ul style="list-style-type: none"> <li>• MASCD Winter Meeting Registration</li> <li>• Annual Report Draft</li> <li>• Update website/social media</li> <li>• Pay NACD Dues</li> <li>• Mail Invites to Annual Cooperators' Dinner</li> <li>• Hay and Pasture Conference</li> </ul>	<p><b><u>July</u></b></p> <ul style="list-style-type: none"> <li>• Attend MASCD Summer Meeting</li> <li>• Discuss Quarterly WIP Progress</li> <li>• Update website/social media</li> </ul>
<p><b><u>February</u></b></p> <ul style="list-style-type: none"> <li>• Attend MASCD Winter Meeting</li> <li>• Print Final Draft of Annual Report</li> <li>• Update website/social media</li> </ul>	<p><b><u>August</u></b></p> <ul style="list-style-type: none"> <li>• Mail invitations for Annual Southern Maryland Dinner Meeting, hosted in 2024 by Calvert SCD</li> <li>• Update website/social media</li> </ul>
<p><b><u>March</u></b></p> <ul style="list-style-type: none"> <li>• Host Annual Cooperators Dinner</li> <li>• Attend MASCD Board of Directors Meeting</li> <li>• Discuss MASCD Awards</li> <li>• Update website/social media</li> </ul>	<p><b><u>September</u></b></p> <ul style="list-style-type: none"> <li>• Calvert County Fair Exhibit</li> <li>• Pay MASCD Dues</li> <li>• Update website/social media</li> </ul>
<p><b><u>April</u></b></p> <ul style="list-style-type: none"> <li>• Review Annual Plan and Progress</li> <li>• County Envirothon Competition</li> <li>• Discuss Quarterly WIP Progress</li> <li>• Update website/social media</li> </ul>	<p><b><u>October</u></b></p> <ul style="list-style-type: none"> <li>• Discuss Quarterly WIP Progress</li> <li>• Maryland 5-Star Outreach</li> <li>• Attend MASCD Board of Directors Meeting</li> <li>• Cover Crop Acres Installed Report</li> <li>• Hold Southern Maryland Annual Dinner Meeting</li> <li>• Discuss Annual Plan</li> <li>• Update website/social media</li> </ul>
<p><b><u>May</u></b></p> <ul style="list-style-type: none"> <li>• Discuss MASCD Summer Meeting</li> <li>• Attend MDA Resource Conservation Annual Meeting</li> <li>• Submit MASCD Awards</li> <li>• Update website/social media</li> </ul>	<p><b><u>November</u></b></p> <ul style="list-style-type: none"> <li>• UME Crops Conference</li> <li>• Envirothon Training</li> <li>• Election of Officers</li> <li>• Pay Maryland Envirothon Dues</li> <li>• Approve Annual Plan</li> <li>• Update website/social media</li> </ul>
<p><b><u>June</u></b></p> <ul style="list-style-type: none"> <li>• Submit 2010 Chesapeake Trust Fund Request</li> <li>• Approve MDA General Fund Budget Request</li> <li>• Cover Crop Sign Ups</li> <li>• State Envirothon Competition</li> <li>• Register for MASCD Summer Meeting</li> <li>• Update website/social media</li> </ul>	<p><b><u>December</u></b></p> <ul style="list-style-type: none"> <li>• Review Annual Plan Accomplishments</li> <li>• Discuss WIP Progress</li> <li>• Update website/social media</li> </ul>