

Mission Statement: FCSCD exists to promote soil, water, and resource conservation by offering financial, technical, informational and educational assistance and opportunities to the people of Foster County.

Goal 1: Improve/Conserve Natural Resources in Foster County

Objective	No.	Actions & Activities	Completion date	Lead/Co-lead	% Complete	Comments/notes	
Goal 1A: Soil conservation & improved soil health in cropland							
Goal 1B: Soil conservation & improved soil/range health in grassland							
1A/B.1	Promote improved management and provide technical assistance	1A/B.1.1	Soil Quality Shoptalks- up to 4 per yr?	Jan-Mar? Jun-Jul?	NRCS/Ext./Staff	0%	
		1A/B.1.2	Hold a pasture range tour for area livestock producers utilizing information available	June/July or Oct	Board/Staff/ NRCS/Ext.Agent	0%	(see 1C.1.2) - Aftermath grazing over corn/Spickler cover crops in early October? NDGLC might assist.
		1A/b.1.3	Update county ag producer and livestock producer mailing lists	Feb/Mar	Board/Staff/ NRCS/Ext.Agent	0%	
		1A/B.1.3	Hold a soil health tour for area producers, or cooperate with CREC effort (Central Dakota Ag Day).	June/Dec	Board/Staff/ NRCS/Ext.	0%	
		1A/B.1.4	Alliance for Climate-Smart Ag pilot project assistance		Staff	0%	Complete Yr 2 submissions and fund requests
Goal 1C: Improve Water quality and quantity							
1C.1	Promote improved management and provide technical assistance	1C.1.1	Salinity demo planting and field workshop	Spring June/July or Oct	Board/Staff/ NRCS/Ext.	0%	Replanted 2023 (initial planting 2018-Partlow), see 2B.8 below. Current status?
		1C.1.2	Include water sources information in range tour??			0%	(see 1A/B.1.2 above)
Goal 1D: Tree plantings for conservation and habitat							
1D.1	Promote tree plantings and programs	1D.1.1	LSF promotion - photos, testimonials, outreach (townships)?	Dec?	Staff	0%	
		1D.1.2	Send promotional mailing on tree planting and/or District policy on available services and charges	July?	Staff	0%	See 2A.3.1
		1D.1.3	Continued promotion: radio, postcard, tree sale, twshp/co meetings/mailings, Facebook, website, flyers		Staff	0%	
		1D.1.4	Tree care letter in April, survival and sweatshirt letter in Oct		Staff	0%	
		1D.1.5	Watering system promotion: Feature at booths, radio, news ad, April letter		Staff	0%	See 1D.1.4
1D.2	Provide assistance in planning and applying for tree plantings	1D.2.1	Assist with application to USDA, state, and private assistance programs including site assessments and planting plans		Staff	0%	
		1D.2.2	Provide windbreak assessment reports for NDFS programs		Staff	0%	
Goal 1E: Improve/maintain habitat for wildlife including pollinators							
1E.1	Provide information on habitat improvement	1E.1.1	Provide an article in Independent promoting habitat	Mar/Apr?	Board/Staff	0%	
		1E.1.2	Hold Wildlife and Outdoorsmen's Tour	Sept	Board/Staff/ NRCS/Ext.	0%	Plot for planting wildlife mixes arranged, EB planning planting. See also 2B.6.4
		1E.1.2a	For Outdoorsmen's Tour: Contact speakers, arrange for drone footage, plant cover plots	Mar-May	Board/Staff/ NRCS/Ext.	0%	
			Grant opportunities?				
			Another Poll. garden promotion/workshop?				
			NDGF: food plots? Fencing cropland?				
Products and Services							
1A/B/E	Provide services/products to promote soil health/conservation	1A/B/E.1	No-till drill, Brillion drill - rental or service including seed selection/order if requested	April-Sept	Board/Staff	0%	No-till drill annual goal: 12 users or 200 acres each of cover crops & permanent cover.
1C	Provide services/products to promote water quality	1C.1	Rain barrels	Mar-Nov; Sept. 19?	Board/Staff	0%	workshop held in 2025, repeat every 2-3 years
			Water quality monitoring??? Currently NA		Staff		
1D	Provide services/products to promote growing trees	1D.1	Trees, deer repellent, weed barrier, grass seeding, tree shelters, tree monitoring, net cutters, mowing, water system parts/installation	Apr-Oct	Staff	0%	Annual goal of 100,000 feet of trees planted;

		1D.2	Hold excess tree sale for the public	June	Staff	0%	
1E	Urban development	1E.1	Rainbarrels, trees, pollinator garden - see 2B.6.2?	Apr-Oct	Staff	0%	See 1C.1
		1E.2	Carrington boulevard tree program	May	Staff/crew	0%	
	New equipment/services???		New road signs??				2 signs now down

Goal 2: Effective education/information/outreach program

Objective	No.	Actions & Activities	Completion date	Lead/Co-lead	% Complete	Comments/notes
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Goal 2A: Producers (See also Goal 1)

2A.1	Achievement Award	2A.1.1	Select a Foster County farm to receive the Conservation Achievement Award	April	Board/Staff	0%	
		2A.1.1a	Acknowledgement at co. fair/rodeo.	June	Montgomery	0%	If fair board & producer willing; banquet even yrs?
		2A.1.1b	Receive jackets, plaque or certificate, farm photo	Nov	Staff	0%	
		2A.1.2	Leopold nomination?			0%	
2A.2	Tree Care Award	2A.2.1	Select a tree customer to receive the Tree Care Award	October	Board/Staff	0%	
		2A.2.1a	Present/install tree site award sign	Oct	Board/Staff	0%	
2A.3	Program outreach	2A.3.1	Postcard mailing on tree planting	July?	Staff	0%	See 1D.1.2
		2A.3.2	Postcard mailing on services?			0%	
		2A.3.3	District brochure with programs and services listed			0%	update
2A.4	Outreach at workshops	2A.4.1	Booth at Central Dakota Ag Day	Dec	Staff	0%	

Goal 2B: Public/community including producers

2B.1	Gain public input into conservation planning needs	2B.1.1	Convene over Local Work Group Meetings in providing advice to NRCS in implementing EQIP	Oct/ As needed	Board/Staff/NRCS	0%	
2B.3	News and Annual Report	2B.3.1	Publish annual report in local newspaper	Jan-Feb	Board/Schaaf	0%	
		2B.3.2	Publish regular newspaper articles - see schedule		Staff	0%	
2B.4	Stewardship Week	2B.4.1	Be a source for Soil Stewardship supplies for area schools/churches and schedule meeting with clergy	April	Klein/Staff	0%	
2B.5	Women's Ag Day	2B.5.1	Women's Ag Day planning and preparation	Odd # yrs	Staff	0%	start planning in fall 2026
2B.6	Conservation Education Outreach to General Public	2B.6.1	Provide informational display at the Foster County Fair	June	Staff/Board/NRCS	0%	
		2B.6.2	Provide a backyard conservation educational event	March or	Board/Staff/Ext./	0%	
		2B.6.3	Promote pollinator demo garden and root view boxes	April-Oct	Schaaf	0%	
		2B.6.4	Outdoorsman Tour: highlight tree planting and food plots; tie-in with NRCS and other programs for grass/trees/food plots, local business for promotion	Sept?	Board/Staff/Ext.	0%	See 1E.1.2
2B.7	Monthly outreach through media	2B.7.1	Provide current information through District website	Jan - Dec	Schaaf	0%	Update in winter
		2B.7.2	Provide a monthly radio program or promotion; see schedule for radio education program	Jan - Dec	Board/Staff/NRCS	0%	
		2B.7.3	Outreach through FaceBook as events occur		Staff	0%	
2B.8	Soil Health Education	2B.8.1	Set up soil principles plot???	???	???		Future development (see 1C.1.1 above)
2B.9	Arboretum	2B.9.1	Work with CREC on maintenance and improvement	April	Staff	0%	shrub row replants, weeding, labeling (talk to Mike O.)

Goal 2C: Youth

2C.1	Envirothon	2C.1.1	Inform teachers on organizing an Envirothon Team; sponsor/support local teams	Sept-June	Staff, Board	0%	
2C.2	Breakout Box Program??	2C.2.1	Utilize Breakout Box program to demonstrate the need for and results of sound soil and water conservation	Quarterly	Vigesaa		
		2C.2.2	Promote the use of Breakout Box programs in Districts/schools in Carrington and throughout the state	School year	Vigesaa		
2C.3	Outreach/education to Foster County Schools	2C.3.1	Bring soil tunnels to schools, fair, and/or library at least every third year, with alternate program in years between	May-July	Board/Staff	0%	
		2C.3.2	Encourage participation in Arbor Day and Earth Day activities: First Grade tree planting ceremony w/picture at 1st and 12th grade (Carrington). Provide trees to all Foster Co. 1st graders (Cgtn, Midkota, plus Kensal w/ presentation in even yrs)	Apr/May	Staff/Board	0%	

		2C.3.3	Provide tree or free tree certificate to all "Keep ND Clean Contest" winners in Foster County	May	Staff	0%	Contact DEQ to confirm receiving local winners.
		2C.3.4	Participate in Eco Ed Program involving area 6 th grade students	Sept	Staff/Board/NRCS	0%	
		2C.3.5	Participate in Extension Service's Progressive Ag Safety Day event for local 4-6th graders if possible; provide Stewardship Week or Project WET materials	May	Board/Staff	0%	
		2C.3.6	Provide veg seeds/pots to schools (Cgtn and Midkota) as requested; support Midkota summer garden/greenhouse	April/May	Board/Staff	0%	
		2C.3.7	Accelerated reader book donations to Cgtn/Midkota school and Cgtn city libraries	Sept/Oct	Staff	0%	
		2C.3.8	Job Fair at Carrington High School	Sept/Oct	Staff/NRCS	0%	

Goal 3: Effective Operations

	Objective	No.	Actions & Activities	Completion date	Lead/Co-lead	% Complete	Comments/notes
3.1	Maintain Board Information and Responsibilities	3.1.1	Attend 1 professional development workshop or other field trip (Menoken Farm, Area meetings, local events, etc.)	by Dec	Board	0%	
		3.1.2	Meet annual training requirements. Include online videos, podcasts as needed	As needed	Board	0%	
3.2	Maintain Staff Performance and Responsibilities	3.2.1	Annual Staff Performance Review	January	Board	100%	01/12/26
		3.2.2	Review and update District Staff Policy	January	Board	0%	6/9/25
		3.2.3	Review and update District job descriptions	January	Board	0%	4/14/25
		3.2.4	Review and update District Staff salaries	January	Board	100%	1/12/26
		3.2.5	Attend workshops/trainings	As sched.	Staff		See Maint. Sheet
		3.2.6	Complete/update Manager Resources Binder	February	Schaaf	0%	edit business notes
3.3	District Planning and Information/Networking	3.3.1	Develop an Annual Work Plan for Foster County	Nov-Jan	Board	100%	01/12/26
		3.3.2	Review and update the Long Range Work Plan of Operations	Nov-Dec	Board	0%	review every 5 years, due end of 2026
		3.3.3	Attend local Area I meeting if available (or during state mtg)	Nov	Board/Staff	0%	
		3.3.4	Attend NDASCD Convention	Nov	Board/Staff	0%	
3.4	Good Financial Management	3.4.1	Develop an Annual Budget	January	Board/Schaaf	100%	1/12/26
		3.4.2	Pursue grants and sponsors for district programs (plots?)	As needed	Staff		See Maint. Sheet;
		3.4.2a	Pursue state trust grant for educational aids and/or outdoor learning area	As needed	Staff	0%	
3.5	Maintain/Improve Facilities/equipment/services	3.5.1	Keep up with office and equipment loan payments	Ongoing	Board/Schaaf	0%	
		3.5.2	Review/update 6-year Equipment Plan	2-4x/yr	Board/Brown	0%	
		3.5.3	Research office rental details and rates before 2028 renewal		Board/Schaaf		follow up in 2027
		3.5.4	Replace roof on curvette equipment building		Board/Staff	0%	
		3.5.5	Add fill at industrial park lot		Board/Schaaf	0%	Pipeline no contact. Trucks/side dumps/drivers?
			Plant shrub row at industrial park lot	May	Staff		Need to finish adding fill first
		3.5.6	Develop plan and specifications for bids for tree/shop bldg on new lot, prep grant application		Board/Schaaf		Need to finish adding fill first
		3.5.7	Meet requirements on rental tractors agreements	As needed	Board/Staff	0%	
		3.5.8	Tractor and driver for no-till drill, etc.?		Board/Staff	0%	
		3.5.9	New/updated services/equipment??				Reel for irrigation hose? Interseeder??
		3.5.10	Possible Future additions:				
			Outdoor education area at school(s)?			???	info sent to Supt in 2022, needs follow-up
			Local cost-share or discount program??				
			Field-to-table education?				alt w/ WAD? Work w/ garden club?