

Plan of Work 2008/2009

This Plan of Work serves as the operational and management tool that directs a schedule of work toward projects that address the vision, goals and objectives outlined in the 2004 to 2009 Area Plan. This Plan of Work is intended to be a dynamic document that helps North Country RC&D, the USDA Natural Resources Conservation Service and other project partners and sponsors focus their resources on implementing projects contained in this plan.

This Plan of Work serves as the formal agreement that supports the USDA Natural Resources Conservation Service's annual funding for RC&D staffing and office support. A Plan of Work is adopted annually even though this Plan of Work is designed to cover a two-year period.

Guiding Goals of the North Country RC&D Area, Inc.

The North Country RC&D Area, Inc. has worked in the north country since 1967. Over this period there has been a wide variety of program activity, but the goals have remained consistent. Exact words may have changed, but the intent has been the same. (For the purpose of helping the user and reader of this document, we define a goal as "a desired future condition".)

Goal #1 - The north country is a working landscape of successful farms and actively managed and productive forest land.

Goal #2 - Raw agricultural and forest products are processed to the maximum value-added potential at north country facilities.

Goal #3 - In the north country, soil, water and related natural resources are conserved using sustainable practices.

Goal #4 - North country communities are capable of providing necessary municipal services and preserving their character as defined by their Master Plan.

Strategies and Objectives

The following objectives and strategies will be pursued in this plan period to reach the previously stated goals according to the North Country RC&D Area, Inc.'s authority, mission and vision.

C.1 Entrepreneurial and Business Development

C.1.1 - Expand marketing opportunities for existing agricultural and forest products.

C.1.2 - Find new uses and markets for low-grade, underutilized wood species and products.

C.1.3 - Research and assist the expansion and development of value adding processes.

C.1.4 - Create programs, networks and partnerships that help foster business expansion and creation.

Strategies and Objectives (continued):

C.2 Education & Technical Assistance

- C.2.1 - Help small, entry-level and limited resource farmers understand and gain access to conservation programs and business development opportunities.
- C.2.2 - Promote the values of "local" agricultural and forest products.
- C.2.3 - Help agriculturists and forest land owners/managers use appropriate "Best Management Practices".
- C.2.4 - Help communities and organizations understand "watershed" planning concepts.
- C.2.5 - Provide organizational development assistance to existing and new groups and organizations.
- C.2.6- Help communities assess fire related hazards, prepare to improve local Capacity to prevent and suppress fire.

C.3 Advocacy and Support

- C.3.1 - Encourage communities, organizations, agencies and government to develop policies and programs that facilitate the growth, processing and marketing of agricultural and forest products.
- C.3.5 - Be an advocate for the required use of recognized Best Management Practices for agricultural and forest land.
- C.3.6 - Be an advocate for better local and regional land use planning.

The following Project Worksheets detail the projects and activities for the North Country Resource Conservation and Development Area Council for the period of 2008/2009.

These Projects are designed to address the Goals, Objectives and Strategies identified in the North Country RC&D 2004 to 2009 Area Plan.

Approximately \$450,000 dollars will be needed to implement the Projects and Activities identified in this 2008/2009 Plan of Work.

North Country RC&D - 2008/2009 Plan of Work Project Worksheet

Project name: NH Agricultural Innovation Program

Relevance to Area Plan: Goals 1& 2
Strategies C.1.4, C.2.2, C.2.3, C.3.5

Relevance to National Performance Elements: Job/business creation, Land Conservation

NCRC&D's role: Lead

Board Liaison: Bob Harrington, Lisa Rixen

Geographic Impact: Statewide

Desired Outcomes: New farm/agricultural development business plans will be completed

Project team: USDA-Rural Development, SNHRC&D, UNH Cooperative Extension, NH Farm Bureau, NH Dept. of Ag, SBDC, Ex. Service Corps, private business consultants. (Advisory team - Lyn Milhiser, Bob Harrington, Lisa Rixen, Dick Babcock, Juli Brussell, Mike Scaibarrasi, John Porter, Rob Johnson, Gail McWilliam-Jellie, Jonathon Linowes, Charlene Andersen)

Resource Needs: Funds already in hand with grant from USDA-RD to operate program until September, 2008. Approximately \$28,000 still available. Need to secure additional funds to continue.

Exit Strategy: When project is complete

Startup/Completion timeframe: Estimated completion is 12/31/08

Status: 04/17/08 - Current, Ongoing, High priority

North Country RC&D - 2008/2009 Plan of Work Project Worksheet

Project name: 2008 Northern New England Small & Beginning Farmer Conference

Relevance to Area Plan: Goals 1, 2, 3, 4
Strategies C.2.1, C.2.2, C.2.3, C.3.5

Relevance to National Performance Elements: Development of resource-based industries, job enhancement/creation, education, food security, farmland protection, Land Conservation, Land Management

NCRC&D's role: Support to S&BFNH and Conference Organizing Committee

Board Liaison: Lisa Rixen, Bob Harrington

Geographic Impact: Northern New England (NH, ME, VT, MA)

Desired Outcomes: Build on existing momentum of past successful conferences

Project team: Conference Organizing Committee (BFNH, USDA/FSA & NRCS, SNHRC&D) (Karen Booker, Bob Harrington, Lisa Rixen, Dick Babcock, Sandra Brocaar, Keith Farrell)

Resource Needs: Conference will need to raise funds. NCRC&D needs to decide on a financial contribution. Main need is time.

Exit Strategy: Complete when conference is over

Startup/Completion timeframe: Now through Conference completion

Status: 04/17/08 – At this time it is understood that the S&BF of NH will take responsibility for organizing the conference. NCRC&D will supply support as requested.

North Country RC&D - 2008/2009 Plan of Work
Project Worksheet

Project name: Livestock Processing

Relevance to Area Plan: Goals 1 & 2

Strategies: C.1.3

Relevance to National Performance Elements: Job/business creation, resource based industry, food security, Community Development

NCRC&D's role: Convener, then supporter

Board Liaison: Dan McLaughlin, Lisa Rixen

Geographic Impact: Statewide

Desired Outcomes: Conduct feasibility assessment on idea of forming a livestock servicing company as in New York State or some other means of facilitating NH meat products at USDA inspected facilities in other states.

Likely partners: SNHRC&D, Farm Bureau, NH Dept. of Ag, NH Coalition for Sustaining Ag, NH Farm Viability Task Force, Center for a Food Secure NH, USDA

Resource Needs: Time TBD

Exit Strategy: TBD

Startup/Completion timeframe: TBD

Status: 04/17/08 - Start-up, Low priority

North Country RC&D - 2008/2009 Plan of Work **Project Worksheet**

Project name: Groveton Distributed Energy/District Heating Project

Relevance to Area Plan: Goals 2, 3, 4
Strategies C.1.1, C.1.2, C.1.4, C.3.1

Relevance to National Performance Elements: Job/Business Creation, resource based industries, satisfaction of essential needs, food security, economic development, energy conservation/development, Community Development

NCRC&D's role: Lead, Feasibility Study

Board Liaisons: Russ Dowd, Jeff Hayes

Geographic Impact: North Country area inclusive

Desired Outcomes: Complete a feasibility study that will assess the potential to implement a distributed energy/district heating concept in Groveton, NH

Partners: North Country Council, Economic Development Administration, NH Office of Energy and Planning, PSU Ctr for Rural partnerships, Local Advisory Committee, Groveton Regional Economic Action Team (GREAT)

Resource Needs: Technical and financial. Form an advisory team and fund the study. Projected costs are \$33,500. Funding provisionally to come from EDA Sudden and Severe Funding

Exit Strategy: Once study and dissemination complete.

Startup/Completion timeframe: Hoping for 6 to 10 months from start. Target completion date, June, 2008

Status: 04/17/08 - Underway, High priority

North Country RC&D - 2008/2009 Plan of Work
Project Worksheet

Project name: Community Based Biomass Heating

Relevance to Area Plan: Goals 1, 2, & 4
Strategies C.1.1, C1.2, C.2.2, C.3.1

Relevance to National Performance Elements: Job/business creation, resource based industries, satisfaction of essential services, economic development, energy conservation/development, Community Development

NCRC&D's role: Convener and leader

Board Liaison: Russ Dowd

Geographic Impact: Statewide

Desired Outcomes: Convene and introduce NH schools and private businesses to the opportunity of converting or building new heating/cooling plants that utilize renewable energy, particularly wood and wood related products and processes.

Partners: NHTOA, NH Office of Energy and Planning, SNHRC&D, NH Dept. Education (Ed Murdock), DRED, NARC&DC Renewable Energy Committee, Biomass Energy Resource Center, US Forest Service, Advisory Committee

Resource Needs: \$75,000 grant received from USFS and \$75,000 in matching contributions. Technical/time and funding for feasibility studies and education/outreach activities.

Exit Strategy: When it is determined that all that can be reasonably done to inform schools and NH businesses of the opportunity has been done.

Startup/Completion timeframe: Project team formed in August of 2006. Completion anticipated by September, 2008

Status: 04/17/08 - , Underway, High priority

North Country RC&D - 2008/2009 Plan of Work
Project Worksheet

Project name: NH Rural Fire Protection Initiative

Relevance to Area Plan: Goal 4

Strategies: C.2.6, C.3.6

Relevance to National Performance Elements: Water Management, Community Development

NCRC&D's role: Lead, with SNHRC&D

Board Liaison: Dan McLaughlin with Jim Moore from SNHRC&D

Geographic Impact: Statewide

Desired Outcomes: Complete town-wide water resource plans for rural fire protection as part of the communities' hazard mitigation plan.

Partners: SNHRC&D, NHBEM, RPCs, FEMA, participating towns

Resource Needs: Grant funds and staffing (Pat Tarpey and Karl Berardi) in place. Existing funds of about \$20,000 in place, grant proposal for \$135,000 pending.

Exit Strategy: When completed - Also need to determine during this project if NCRC&D will continue or pass this on to a partner organization.

Startup/Completion timeframe: TBD

Status: 04/17/08 - Current, Ongoing, High Priority

North Country RC&D - 2008/2009 Plan of Work
Project Worksheet

Project name: Winnepesaukee Watershed Project

Relevance to Area Plan: Goal 3
Strategies: C.2.4, C.2.5

Relevance to National Performance Elements: Water Management, Community Development

NCRC&D's role: Support LWWA, LRPC, PSU

Board Liaison: John Hodsdon

Geographic Impact: Belknap and Carroll Counties

Desired Outcomes: Support continued tributary sampling and watershed assessments for targeted tributaries; conduct public outreach and education in those sub-watersheds; organize multi-town watershed planning. End product being a watershed plan for whole Winni basin

Partners: LWWA, LRPC, Watershed communities, PSU, DES, UNH

Resource Needs: Time, Money (approximately \$16,000 of total grant from NH DES of \$76,000), and Staff.

Exit Strategy: When project is completed

Startup/Completion timeframe: TBD

Status: 04/17/08 - Current, Ongoing, High priority

North Country RC&D - 2008/2009 Plan of Work Activity Worksheet

Activity name: Re-print of Guide to Developing/Re-developing Shoreland Property in NH

Relevance to Area Plan: Goal 3
Strategy: C.2.4

Relevance to National Performance Elements: Watershed Planning, education, Water Management

NCRC&D's role: Lead

Board Liaison: John Hodsdon

Geographic Impact: Statewide

Desired Outcomes: Update, re-print and distribute the "Guide"

Likely partners: DES, NHLA, river councils, RPCs, Lake Associations, real estate associations, landscape associations, SNHRC&D

Resource Needs: Funds are in-hand to do re-print (Approx \$5500.00). Time of partners is needed to develop strategy to do it and distribute it.

Exit Strategy: When done and a partner has been found to take on the job of future re-prints.

Startup/Completion timeframe: Within 2 year plan

Status: 04/17/08 - Start-up, High priority. Decision at 5/30/06 Board Meeting was not to wait until the NH Shoreland Protection Act was finalized, but rather to make reference to it and where to get the latest information on it.

North Country RC&D - 2008/2009 Plan of Work
Project Worksheet

Project name: Coos County Economic Action Strategy, Energy Technical Review Committee

Relevance to Area Plan: Goal: 4
Strategies C.1.2, C.1.4, C.3.1, C.3.6

Relevance to National Performance Elements: Area wide plans with RC&D assistance

NCRC&D's role: Facilitator

Board Liaison: Russ Dowd

Geographic Impact: Coos County

Desired Outcomes: Specific, measurable, implementable energy related actions

Project team/Partners: North Country Council, Coos County Economic Development Corp, Coos County EAS Steering Committee, Energy TRC

Resource Needs: Time. NCRC&D to receive \$5000 for its services

Exit Strategy: When recommended actions are accepted by Coos County EAS Steering Committee.

Startup/Completion timeframe: Complete by June, 2008

Status: 04/17/08- Energy TRC is formed and met on January 15, 22 and 29. Present its recommendations to the Steering Committee on Feb 6, 2008.

North Country RC&D - 2008/2009 Plan of Work Project Worksheet

Project name: North Country Farm Fresh Cooperative

Relevance to Area Plan: Goal: 1, 2, 3
Strategies C.1.1, C.1.4, C.2.1, C.2.2, C.3.1

Relevance to National Performance Elements: Business/job creation and retention

NCRC&D's role: Provide TA to fledgling group. Connect group with other sources of TA and FA. Serve as fiscal agent until NCFFC is capable of handling its own affairs

Board Liaison: Lisa Rixen

Geographic Impact: Northern Coos County

Desired Outcomes: A functional corporation growing, marketing and selling products to local markets and becoming successful businesses.

Project team/Partners: Cooperative Development Institute, NH Cooperative Ext, USDA-RD, Heifer Int, DRED

Resource Needs: FA (\$45,000 proposal to USDA RD pending, \$1000 received from NH DAM&F, contributions totaling over \$1500) and TA

Exit Strategy: When organization is capable of handling its own affairs

Startup/Completion timeframe: Complete by March, 2009

Status: 04/17/08- Adopted as a project on 11/13/07. Draft Agreement between NCRC&D and NCFFC still needs to be finalized. Grant from NH Dept of Ag secured. Rural Business Enterprise Grant submitted to USDA RD.

North Country RC&D - 2008/2009 Plan of Work
Activity Worksheet

Activity name: Board Development, By-Law review/update

Relevance to Area Plan: NA

Relevance to National Performance Elements: NA

NCRC&D's role: The Financial committee has recommended several policies that would require a change in By-Laws. There may be other changes in the By-Laws that would be beneficial at this time.

Board Liaison: Leadership team

Geographic Impact: NA

Desired Outcomes: The current set of By-Laws will be reviewed and updated as needed.

Likely partners: NA

Resource Needs: Time to make the review and proposed changes

Exit Strategy: When done

Startup/Completion timeframe: Complete by December, 2008

Status: 04/17/08 - Start-up, but make an Ongoing effort, Medium priority, complete by next annual meeting

North Country RC&D - 2008/2009 Plan of Work
Activity Worksheet

Activity name: Board Development, Board Training

Relevance to Area Plan: NA

Relevance to National Performance Elements: NA

NCRC&D's role: Develop a model training plan for each board member.

Board Liaison: Leadership team

Geographic Impact: NA

Desired Outcomes: Each NCRC&D Board member will fully understand the purpose, intent & policies of the national RC&D program to be able to implement at the RC&D Council level.

Likely partners: SNHRC&D, National and New England Associations of RC&D

Resource Needs: Time and funds to attend training sessions

Exit Strategy: NA

Startup/Completion timeframe: Complete by December 31, 2008

Status: 04/17/08 - Start-up, High priority

North Country RC&D - 2008/2009 Plan of Work
Activity Worksheet

Activity name: Board Development, Recruitment strategies for each county

Relevance to Area Plan: NA

Relevance to National Performance Elements: NA

NCRC&D's role: Develop a county by county recruitment plan to fill all empty seats on the NCRC&D Board.

Board Liaison: NA - each county will caucus to develop their own recruitment plan. Exception is Coos, which will need to be addressed by whole Board

Geographic Impact: NA

Desired Outcomes: All 15 seats on the NCRC&D Board of Directors will be filled and a list of potential Associate members developed. The Board will be diverse and reflective of the population of the North Country RC&D Area.

Likely partners: NA

Resource Needs: Time

Exit Strategy: NA

Startup/Completion timeframe: TBD

Status: 04/17/08 - Ongoing, High priority

North Country RC&D - 2008/2009 Plan of Work
Activity Worksheet

Activity name: Board development, External Communications Plan

Relevance to Area Plan: NA

Relevance to National Performance Elements: NA

NCRC&D's role: Implement the external communications plan that includes paper and electronic media to tell the NCRC&D story to the Area, State and Region that was approved in 2006.

Board Liaison: Joan Turley

Geographic Impact: NA

Desired Outcomes: NCRC&D will have a clear message of it's role and regular, consistent & informative external communications so that NCRC&D is recognized as a leader in natural resource and rural community development in NH and the region.

Likely partners: NRCS, SNHRC&D

Resource Needs: Time and funds

Exit Strategy: NA

Startup/Completion timeframe: Plan in place. Implementation is on-going

Status: 04/17/08 - Ongoing, High Priority.

North Country RC&D - 2008/2009 Plan of Work
Activity Worksheet

Activity name: Board Development, Self Sustainability

Relevance to Area Plan: NA

Relevance to National Performance Elements: NA

NCRC&D's role: NCRC&D needs to think ahead to a possible time when administrative support from USDA no longer meets the needs of the NCRC&D Council. A plan is needed to start NCRC&D on a path of self-sustainability

Board Liaison: Leadership team

Geographic Impact: NA

Desired Outcomes: Should USDA not be able to provide a coordinator, office assistant or office, the NCRC&D will be able to continue to function normally.

Likely partners: TBD

Resource Needs: Time to develop the plan

Exit Strategy: NA

Startup/Completion TBD

Status: 04/17/08 - Start-up, High Priority

North Country RC&D - 2008/2009 Plan of Work
Activity Worksheet

Activity name: Development of 2009-2014 Area Plan

Relevance to Area Plan: NA

Relevance to National Performance Elements: All national Performance Elements will be addressed

NCRC&D's role: Lead the effort to develop a new 5 year strategic plan.

Board Liaison: NA, Effort of whole Board with assistance from Coordinator

Geographic Impact: Area-wide

Desired Outcomes: A new 5 year strategic plan is in place for adoption at the 2009 Annual Meeting

Likely partners: All

Resource Needs: Primarily time. Possibly fees for subscription to Survey Monkey

Exit Strategy: When new Area Plan is complete

Startup/Completion June, 2008 through December 2008

Status: 04/17/08 – Action pending

Equal Employment Opportunity Statement

North Country RC&D is a program of the U.S. Department of Agriculture (USDA) that prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD). To file a complaint of discrimination, write to USDA, Director, Office of Civil Rights, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, or call (800)795-3272 (voice) or (202) 720-6382 (TDD). USDA is an equal opportunity provider and employer.

Compliance Statement

THE NORTH COUNTRY RC&D AREA , INC. AGREES THAT THE RC&D PROGRAM WILL BE CONDUCTED IN COMPLIANCE WITH THE NON-DISCRIMINATION PROVISIONS AS CONTAINED IN TITLE VI AND VII OF THE CIVIL RIGHTS ACT OF 1964 AS AMENDED, THE CIVIL RIGHTS RESTORATION ACT OF 1987 (PUBLIC LAW 100-259) AND OTHER NON-DISCRIMINATION STATUTES; NAMELY, SECTION 504 OF THE REHABILITATION ACT OF 1973, TITLE IX OF THE EDUCATION AMENDMENTS OF 1973, THE AGE DISCRIMINATION ACT OF 1975, AND IN ACCORDANCE WITH THE REGULATIONS OF THE SECRETARY OF AGRICULTURE (7CFR-15, SUBPARTS A AND B), WHICH PROVIDE THAT NO PERSON IN THE UNITED STATES SHALL, ON THE GROUNDS OF RACE, COLOR, NATIONAL ORIGIN, AGE, SEX, RELIGION, MARITAL STATUS, OR HANDICAP/DISABILITY BE EXCLUDED FROM PARTICIPATION IN, OR BE DENIED THE BENEFITS OF, OR BE OTHERWISE SUBJECTED TO DISCRIMINATION UNDER ANY PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL (OR TECHNICAL) ASSISTANCE FROM THE U.S. DEPARTMENT OF AGRICULTURE OR ANY AGENCY THEREOF."

NORTH COUNTRY RC&D AGREES THAT THE SIGNING OF THIS DOCUMENT CONSTITUTES AGREEMENT TO COMPLY WITH FEDERAL LAWS CONCERNING RESTRICTIONS ON LOBBYING, A DRUG-FREE WORKPLACE, AND RESPONSIBILITIES FOR NON-PROCUREMENT, DEBARMENT AND STATE REVIEW.

SIGNATURES

NORTH COUNTRY RC&D HEREBY ADOPTS THIS RC&D 2007/08 PLAN OF WORK AND AGREES TO EFFECTIVELY USE THE ASSISTANCE PROVIDED BY THE U.S. DEPARTMENT OF AGRICULTURE TO REALIZE THE GOALS AND OBJECTIVES OUTLINED HEREIN.

North Country RC&D, State of New Hampshire

By _____ Date _____
Chairman, North Country RC&D

Attest: _____
Secretary/Treasurer

This action authorized at an official meeting of the North Country Resource Conservation and Development Area Board of Directors on _____, 2008.

U.S. Department of Agriculture – Natural Resources Conservation Service

The State Conservationist hereby acknowledges the attached Area Plan of North Country RC&D as meeting the requirements under Public Law 107-171 to receive assistance from the USDA.

Acknowledged by:

State Conservationist Date _____