

# North St. Louis Soil & Water Conservation District Strategic Planning Meeting Agenda

February 24, 2026, 9:00 am-3:30 pm



## 9:00-9:15 Welcome, Purpose, and Ground Rules

- a) Welcome and introductions
  - o Identify name, role, and one hope for the District's future
- b) Review meeting objectives
  - o Describe decisions or outputs we aim to leave with
- c) Agenda overview and norms
  - o Participation expectations, timekeeping, decision-making approach

**Outcome:** Shared understanding of why we're here and how we'll work together

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## 9:15-10:15 District Snapshot: Where We Are Now (60 minutes)

- a) Key accomplishments since last strategic plan (Excel spreadsheet)
- b) Current challenges and constraints
- c) Review workload priorities
- d) Map out who is currently responsible for what

**Outcome:** Shared understanding of the District's current reality

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## 10:15-10:30 Break

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## 10:30-11:30 Mission, and Values Check (60 minutes)

- a) Review current mission
  - o The mission of the North St Louis Soil & Water Conservation District is to encourage sustainable use of our natural resources by engaging people in soil and water conservation in northern St. Louis County.
- b) Whole group discussion:
  - o Does the mission still reflect what we are trying to accomplish and who we serve?
  - o What are our values (how we work and make decisions)?
  - o Are we organized in a way that makes efficient and effective use of our time? What would we like to do differently? (Prioritize this in light of Anita's pending retirement)

**Outcome:** Updated or reaffirmed mission and values

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## 11:30-12:00 Lunch

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**12:00-1:45 Strategic Priorities & Focus Areas**

- a) Small group breakout: What must the District focus on to have the greatest impact?

Identify potential priority areas:

- Current grant work plan priorities
- Staffing and workload
- Tracking systems
- Succession planning for key positions
- Key component list for each role and instructions for them
- Framework for transition of district administrator role

- b) Full group discussion and prioritization

- Narrow to 3–5 strategic priorities

**Outcome:** Clear, agreed-upon strategic focus areas

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**1:45-2:00 Break (15 minutes)**

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**2:00-3:15 Goals, Strategies, and Measures of Success**

- a) For each strategic priority, define 1–3 clear goals
- Identify high-level strategies or actions
  - Discuss indicators of success (metrics, outcomes)
- b) Consider capacity and feasibility
- Do we have sufficient resources: staff, board, funding, partnerships

**Outcome:** Draft goals and strategies tied to each priority

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**3:15-3:30 Next Steps, Reflection and Closing**

- a) Agree on roles and actions:
- Board vs. staff roles in implementation
  - Immediate next steps after the meeting
  - Timeline for finalizing the strategic plan
  - Final questions and feedback
  - Confirm follow-up communications

**Outcomes:** Clear path from planning to action; shared ownership and momentum