Gilchrist Soil & Water Conservation District

Goals and Objectives | 2024–2028 | FY 2025–2026 Performance Evaluation

TARGET AREA: Conservation of Natural Resources & Agricultural Sustainability

Goal	Timeline	Partners	Resources Needed	Success Measures	Performance Evaluation (2026)
Work with other soil and water conservation districts on legislative proposals and efforts to preserve effective district services.	Oct. 2024–Sept. 2028	Legislators; FCDEA; SWCDs; agricultural producers; commodity groups	Staff time; legislative outreach and coordination	Document legislative outcome and continued district engagement.	Proposed legislation to dissolve districts did not pass. District employees continued coordination on district relevance and developed a “10 Ways Districts Can Help You” informational flyer. Legislative monitoring remains ongoing.
Monitor legislation and coordinate with FDACS and partner districts regarding any changes to district organization or operations.	Oct. 2024–Sept. 2028	FDACS-OAWP; FCDEA; other SWCDs	Staff and supervisor time	Monitor applicable legislation and respond to adopted requirements.	District staff continued monitoring legislative developments and FDACS actions concerning districts that did not meet statutory requirements. No regional district work plan was implemented.
Provide grower education on conservation practices and agricultural sustainability.	Oct. 2024–Sept. 2028	UF/IFAS; USDA-NRCS; FDACS-OAWP; producers	Staff time; event travel; outreach materials	Participation in conservation education and outreach events; events documented annually.	Staff attended the Watermelon Institute, Hay & Forage Field Day, and Farm Bureau CARES banquet in 2026.

TARGET AREA: Special Projects

Goal	Timeline	Partners	Resources Needed	Success Measures	Performance Evaluation (2026)
Support local youth agricultural and livestock programs through	Oct. 2024–Sept. 2028	Gilchrist Fair Boosters; local youth livestock exhibitors	Board-approved funding; staff coordination	Board-approved support provided and dollar	District donated $5,000 to Gilchrist Fair Boosters to support youth market-

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approved district contributions.				amount documented.	animal exhibitors.
Provide educational scholarships to eligible graduating seniors pursuing agriculture-related careers.	Oct. 2024–Sept. 2028	Applicants; schools; scholarship committee	Scholarship funds; staff review time	Applications reviewed, eligible awards made, and funding documented annually.	One application was received and one $2,500 scholarship was awarded. Eligibility requires the student to pursue an agriculture-related profession.
Work with FDACS-OAWP to maintain competitive employee compensation and staff retention.	Oct. 2024–Sept. 2028	FDACS-OAWP	Contract negotiations; staff time	Annual compensation adjustment secured through contract term.	Funding was secured for annual 5% cost-of-living adjustments through the current FDACS-OAWP contract term ending in 2028. Objective achieved for the current contract term.

TARGET AREA: Board of Supervisors & Public Outreach / Education

Goal	Timeline	Partners	Resources Needed	Success Measures	Performance Evaluation (2026)
Conduct a producer satisfaction survey to evaluate District services.	Oct. 2024–Sept. 2028	Producers; FDACS-OAWP	Staff time; survey distribution and analysis	Survey distributed annually; responses reviewed and results summarized.	Achieved — producer satisfaction surveys were distributed in June 2025 and June 2026. Responses received were satisfactory, with no negative reviews reported. The survey-distribution objective was met; the separate written-testimonial target was not.
Solicit written testimonials from producers regarding BMP enrollment, cost-share projects and implementation verification.	Oct. 2024–Sept. 2028	Producers; FDACS-OAWP; USDA-NRCS	Staff time; survey and outreach materials	Five or more usable testimonials.	Not achieved — five written testimonials were the stated target. The District included requests for written comments and testimonials in producer

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					satisfaction surveys distributed in June 2025 and June 2026; however, no written testimonials were submitted. The District completed the outreach within its control but cannot require voluntary responses from producers. This objective will be carried forward, with continued requests for voluntary testimonials.
Maintain participation in conservation and agriculture events by staff and supervisors.	Oct. 2024–Sept. 2028	Conservation and agricultural organizations	Travel funds; staff and supervisor time	Three events per employee and one per supervisor annually.	District reports that staff and supervisors met annual participation targets through conservation and partner-agency events. Individual event records should be retained to substantiate the measure.
Continue the annual Stewardship Banquet and recognize conservation achievements.	Oct. 2024–Sept. 2028	Producers; partner organizations; elected officials	Event funding; staff time	Annual banquet held; attendance documented.	Annual Stewardship Banquet held in January 2026, with approximately 100 attendees. Annual event objective achieved.

TARGET AREA: BMP Program Delivery, Partnerships & District Operations — Proposed Additions

Goal	Timeline	Partners	Resources Needed	Success Measures	Performance Evaluation (2026)
Deliver FDACS-OAWP contracted technical assistance, including BMP enrollments, verification, site visits and cost-share	Oct. 2024–Sept. 2028	FDACS-OAWP; producers	Contract-funded technician time; project resources	Completion of contracted BMP enrollments, implementation	BMP technicians performed new enrollments, implementation

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support.				verifications, producer site visits, and cost-share assistance; annual activity documented through FDACS-OAWP contract reporting.	verifications, producer site visits, and cost-share project activities under the FDACS-OAWP contract. Activity totals are maintained in contract reporting; no unverified counts are stated here.
Strengthen partnerships and provide agricultural education and community outreach.	Oct. 2024–Sept. 2028	UF/IFAS; 4-H; neighboring SWCDs	Staff/supervisor time; travel	Document collaborative activities and outreach.	Staff and supervisors participated in UF/IFAS field days; staff judged a 4-H speech contest and maintained coordination with neighboring district administrators and partner agencies.
Maintain compliant District governance, public notices, records and annual reporting.	Oct. 2024–Sept. 2028	Board of Supervisors; district administrator	Administrative time; records and website management	Public meeting notices, agendas and minutes maintained; annual five-supervisor public meeting documented under s. 582.195, F.S.; required reports, fees and public-records responses tracked.	The District reports maintaining meeting agendas and minutes, paying its special district fee, and responding to public-records requests. The FY 2025–2026 performance report is scheduled for website publication by December 1, 2026; publication is not yet recorded as complete in this evaluation. The District satisfied the annual five-supervisor public meeting requirement in January 2026, as documented in the meeting minutes published on the District's website.

Originally adopted October 15, 2024. FY 2025–2026 updates reviewed by the Board in September 2026.

Statutory reporting: Section 189.0694, Florida Statutes, requires the annual goals, objectives, and performance measures report to be published on the District website by December 1 each year.