

LGROW STRATEGIC PLAN 2022-2024 - Logic Model

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Inputs	Outputs			Responsibility	Indicators of Success	
	Long-Term Goals	Strategic Focus	Management Actions	Education/Engagement Actions	Committees & Workgroups	Desired Outcome
LGROW Staff LGROW Board of Directors LGROW Partners NPDES Stormwater Permits LGR Watershed Management Plan Community Support Scientific Research LGROW Committees Student Experiences Other Watershed Groups & Councils LGR Watershed Resilience Plan	Goal #1: Healthy Watersheds	Restore & Protect Waterways	-Support removal of fish passage barriers and restoration of altered hydrology -Coordinate identification and implementation of land protection methods and stewardship practices -Implement Total Maximum Daily Load (TMDL) Plan -Identify sustainable funding for restoration projects & program longevity	-Provide training, tools, and resources to municipal planners, developers, engineers, and local watershed groups on BMPs to restore and protect local waterways -Expose watershed groups to local watershed issues	Technical Committee SWOrd Committee Subwatershed Committee	Observed improvements of local waterways through monitoring and utilization of BMPs, and increased awareness of emerging threats to watersheds.
		Support Watershed Resiliency	-Complete and publish LGR Watershed Resilience Plan -Assist subwatershed groups in understanding and applying information from Subwatershed Action Plans for Resilience	-Elevate understanding of the function and purpose of green infrastructure in building resilient communities -Create common language & messaging around resiliency -Continue soliciting feedback from the public about obstacles & opportunities regarding resiliency -Establish leadership role in Urban Waters Federal Partnership	Sustainability Committee SWOrd Committee Subwatershed Committee	Increased confidence in communities and subwatershed groups to proactively take action on issues of watershed resiliency.
		Promote Sustainable Agriculture and Rural Character	-Assist partners with identification of potential agricultural BMP implementation sites -Support collaborations that promote and strengthen sustainable urban and rural agriculture -Identify funding sources for new agricultural partnerships	-Educate producers about opportunities to use BMPs in agricultural areas -Coordinate with local officials in rural areas on smart growth principles -Develop an understanding of diverse segments of rural communities to improve messaging and communication -Nurture and expand existing agricultural partnerships	Sustainability Committee Subwatershed Committee	Leveraged new and existing partnerships to increase the consistent use of agricultural BMPs with rural and urban producers, and develop trust with rural communities.
	Goal #2: Active Community	Engage the Public	-Implement updated Public Education Plan -Increase use of diverse media channels, including local news, social media, and partner platforms -Reactivate and build participation in subwatershed groups	-Promote annual forum to larger audience -Expand Community Science and Service activities -Offer watershed-focused experiential learning opportunities for students of all ages -Expand on adult environmental education offerings -Providing assistance for MS4 permits with nested agreements with schools	Public Engagement Committee Subwatershed Committee	Increased participation of existing network members and new communities in diverse programming.
		Incorporate Diversity, Equity, and Inclusion	-Incorporate DEI principles into workshop and event planning -Increase diversity in applicant pools for all staff, intern, and leadership positions -Continue promoting language accessibility with the help of culturally-specific partners	-Work with partners to reduce barriers to accessing environmental education -Coordinate environmental justice activities with community partners & across GVMC departments -Identify and understand under-engaged segments of communities LGROW works in to improve messaging and communication	LGROW Board of Directors All Committees	Environmental Justice and DEI Values considered as critical decision-making criteria in all programming and operations.
	Goal #3: Robust Organization	Expand Network & Develop Watershed Leaders	-Provide leadership opportunities -Continue to establish LGROW's unique role in West Michigan -Recruit committee members and event coordinators -Develop menu of environmental assistance available to municipalities -Engage in a DEI Assessment	-Invite the public, network members, and others to present at or attend lunch and learns -Utilize subwatershed groups as platforms for recruitment -Coordinate programmatic efforts across other GVMC departments -Provide training opportunities for emerging leaders/leaders in succession	LGROW Board of Directors All Committees	Increased opportunities available to network members to participate in leadership development and capacity-building training, and increased participation of all network members in such offerings.
Secure Sustainable Revenue & Strengthen Board		-Leverage funding from earned revenue -Establish Board's role in Organizational Funding Strategy -Create new opportunities for Board participation & engagement -Secure grant-writing support through collaborations with community partners or contracted staff -Identify partners to advocate for more public funding at the State level	-Engage Board in Strategic Plan implementation -Define Board role in community education and engagement activities -Issue annual Board survey to gain understanding of interests & skills -Conduct Board training sessions to build knowledge and capacity	LGROW Board of Directors Executive Committee	Created a succession plan for future leadership transitions and increased engagement of Board members in organizational activities, including securing operational funding.	