The Next Generation of Conservation

SERVING NATURE AND YOU

The Missouri Department of Conservation is proud to have overcome many difficulties to protect our fish, forests and wildlife, but the future challenges to our conservation resources may prove to be the most difficult yet. With your help we will face these challenges head-on while providing unparalleled public service.

This document explains our goals and commitments for the future. The title of this strategic plan, *The Next Generation of Conservation*, reflects the timeless fact that each generation determines the relative health of the natural resources left to their children. Therefore, conservation of fish, forests and wildlife is an ongoing responsibility. The plan identifies challenges and provides some examples of actions we will take to meet them.

Readers will see a repeated theme of conservation success through partnerships with individual citizens, local communities and conservation-minded organizations. Thanks to you, Missouri will continue as a national leader in delivering conservation results by remaining true to the most fundamental of democratic principles—citizen-led, citizen-driven governance. Passionate Missourians created the Department of Conservation in 1936 and a following generation approved a one-eighth of one cent sales tax in 1976. The coordinated efforts of all who care about Missouri's natural resources will be vital to ensuring our quality of life and healthy fish, forests and wildlife for the future.

As you study *The Next Generation of Conservation*, you are encouraged to learn more about conservation programs and the positive impact of outdoor activities to the state's well-being. The Missouri Conservation Commission and all Department employees are committed to the people and resources of this state and pledge to accomplish this plan. We invite you to share in our passion and to assist in leaving our fish, forest and wildlife resources in better condition for the next generation.

John Hoskins, Director

The Missouri Department of Conservation's mission, vision and goals communicate our never-ending pledge to serve Missourians and to meet the requirements of the Missouri Constitution (Article IV, Section 40(a) through 46).

Our Mission

- To protect and manage the fish, forest and wildlife resources of the state; to serve the public and facilitate their participation in resource management activities; and to provide opportunity for all citizens to use, enjoy and learn about fish, forest and wildlife resources.

Our Vision

- To have healthy, sustainable plant and animal communities throughout the state of Missouri for future generations to use and enjoy, and to have fish, forest and wildlife resources in appreciably better condition tomorrow than they are today.
- To have all Missourians understand the relationship and value of plant and animal communities to our social and economic well-being.
- To have citizens and government agencies work together to protect, sustain, enhance, restore or create sustainable plant and animal communities of local, state and national significance.

Our Goals for the Next Generation

- Conserving Plants, Animals and Their Habitats
- Protecting Clean and Healthy Waters
- Promoting Healthy Trees and Forests
- Preserving Missouri's Outdoor Recreation Heritage
- Teaching Missourians About Fish, Forest and Wildlife Resources
- Supporting Conservation in Our Communities
- Helping Private Landowners Advance Conservation
- Serving Nature and You on Conservation Areas
- Accounting for Department Operations

Conserving Plants, Animals and Their Habitats

Facing our challenges:

Missouri is a state with a magnificent variety of land and wildlife; however, much of Missouri has changed dramatically from what the first settlers experienced. Each generation sees the world for the first time and makes changes to the landscape that have a lasting impact.

Although some plants and animals have been successfully restored to sustainable populations, the continued loss of high-quality habitats all across Missouri has led to troubling declines in other important plants and animals. Future Missourians will only benefit from these important resources if high-quality habitats are conserved and carefully managed.

Results we want to achieve:

- Healthy and functioning natural communities that support a variety of native plants and animals.
- Minimal negative impacts from non-native species.
- Plants, animals and habitats managed for long-term health using the best scientific information.

What we will do:

- Protect and restore 6,000 additional acres of prairie on public and private lands by 2025 to support species such as bobwhite quail, greater prairie chicken and Topeka shiner.
- Protect and restore 3,000 additional acres of forested wetlands on public and private lands by 2025 to support species such as the wood duck, marbled salamander, cerulean warbler, swamp rabbit and alligator gar.
- Remove five species from the state endangered species list by 2015 through habitat management, threat reduction, education and monitoring.
- Develop and implement a comprehensive Invasive Species Plan by 2010 that identifies eradication efforts, potential regulations and public education needs.
- Establish or expand 40 Natural Areas to enhance Missouri's Natural Areas System and to protect the best examples of Missouri's ecological subsections.
- Conduct monitoring, evaluation and research to provide scientific information for the management of Missouri's fish, forests and wildlife.
- Focus restoration and management efforts with public and private partners in those areas of Missouri with the greatest opportunity for the conservation of plants, animals and natural communities.
- Continue Department hatchery programs to produce and stock fish, such as paddlefish and sturgeon, whose populations are not sustained naturally due to loss of spawning habitats.

What Missourians tell us

- More than 90 percent of Missourians agree with the statement, "It is important for outdoor places to be protected even if you don't plan to visit the area."
- Eighty-four percent agree that "The Missouri Department of Conservation should designate natural areas to protect Missouri's best examples of forests, prairies, marshes and glades."
- More than three-quarters of Missourians agree that "The Missouri Department of Conservation should make an effort to restore animals that once lived here or are currently very rare in Missouri" (79 percent) and that the Department "should conserve and restore rare and endangered plants" (79 percent).

Goal: The Conservation Department will work to increase the number of high-quality Missouri natural communities, including wetlands, prairies, forests, woodlands, cliffs, streams, grasslands, savannas, glades and caves.

Protecting Clean and Healthy Waters

Facing our challenges:

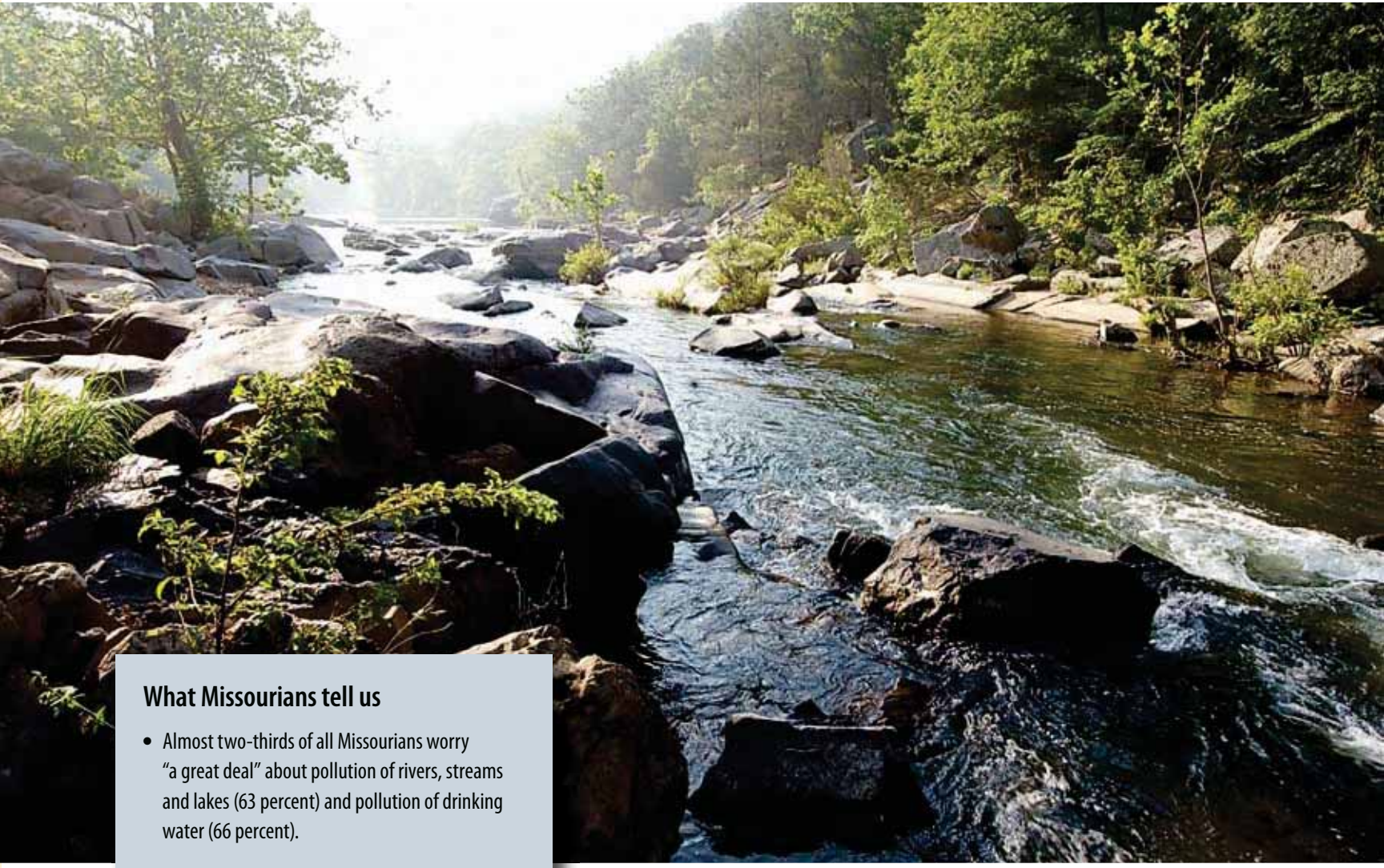
Good water quality will continue to be important to all Missourians. It is also essential to the health of the state's plants and animals. Threats to our stream and river habitats include uncontrolled storm water runoff, chemical pollution, water depletion and soil erosion (which alters stream channels, scours away stream banks and covers underwater habitat with sediment). Because stream problems often begin "uphill," maintaining or improving the health of any stream or river requires cooperation among all those who live or work within its watershed.

Results we want to achieve:

- Healthy watersheds that sustain fully functioning streams.
- Streams managed for long-term health using the best scientific information available.
- Missourians directly involved in the conservation of Missouri's waters.
- Improved water quality and quantity to sustain healthy and diverse aquatic life.

What we will do:

- Prior to the 2008 school year, develop a stream education program for Missouri students to increase their understanding of how land use and water quality affect the lives and health of people, fish, forests and wildlife.
- Increase the number of volunteer Stream Teams to 6,000 to expand Missourians' personal involvement in protecting stream and water resources.
- Provide private landowners with more affordable and effective options to control stream bank erosion by testing six new methods on Conservation Areas by 2012.
- Manage all riparian corridors on Conservation Areas to serve as role models for healthy streams by 2030.
- Work with citizens to increase the effectiveness of federal programs dedicated to restoring lost floodplain habitats along the Missouri and Mississippi rivers.
- By 2010, provide publications, web pages, and video to private landowners, communities and developers that communicate effective techniques to protect, restore and manage streams for long-term conservation benefits.



What Missourians tell us

- Almost two-thirds of all Missourians worry "a great deal" about pollution of rivers, streams and lakes (63 percent) and pollution of drinking water (66 percent).
- Almost two-thirds (65 percent) of those polled said they worry "a great deal," "a fair amount" or "a little" about channelized or altered streams.
- In the last 15 years, participation in stream protection programs has grown to include more than 40,500 volunteers in more than 2,650 Stream Teams statewide.

Goal: The Conservation Department will focus efforts to increase the health of Missouri streams.

Promoting Healthy Trees and Forests

Facing our challenges:

Healthy forest communities support a variety of plants and animals and contribute to our quality of life. Missouri's forests, 82 percent of which are privately owned, support a wood-products industry that annually generates $4.4 billion in economic activity, creates $54 million in state sales tax revenue and supports 32,250 jobs. Public forest areas are also valuable recreation destinations in the Ozarks and throughout Missouri.

Threats to forest health in Missouri include uncontrolled fire, invasive plant species, disease, insects and land conversions that result in smaller, fragmented forests. Responsible management of our forests will result in abundant renewable resources and improve the quality of forest habitats. Healthy forests also limit erosion and water runoff that lower stream quality and degrade aquatic habitat.

Results we want to achieve:

- Functioning, sustainable forests to support healthy natural communities.
- Forest lands managed for long-term health using the best scientific information.
- Enhanced benefits to the Missouri economy from responsible harvest of forest products.

What we will do:

- Monitor diseases and insect threats, like the gypsy moth, that are detrimental to Missouri's forests and implement necessary control measures.
- Maintain statewide wildfire suppression efforts through education, firefighting and the support of local rural fire departments.
- Increase forestry technical assistance to serve 3,000 landowners annually and provide at least $250,000 in cost-share assistance each year for private landowners interested in forest management.
- Restore formerly forested lands on Conservation Areas by 2030 to support wildlife species dependent upon glades, savannas, woodlands and forests.
- Expand partnerships with the forest industry to promote sustainable practices and conservation training across Missouri.
- Increase comprehensive community forestry programs such as Tree City USA to improve tree health in Missouri's urban areas.

What Missourians tell us

- More than three-quarters of Missourians feel that it is very important that "Forests improve the quality of waters in rivers, streams and lakes" (79 percent) and that "Forests provide habitat for wildlife" (84 percent).
- Almost all Missourians approve of cutting trees "to improve forest health or condition" (91 percent) and to "remove diseased or dying trees" (94 percent).
- A majority of Missourians approve of cutting trees "to provide places for wildlife to live" (68 percent) and "to make lumber or other wood products" (51 percent).
- Missourians feel it is very important that "Forests provide scenic beauty" (55 percent), that "Forests provide lumber and other wood products" (55 percent) and that "Forests provide a place for recreation" (50 percent).

Goal: The Conservation Department will promote management of Missouri's forests using practices that yield healthy, high-quality and sustainable resource benefits.

Preserving Missouri's Outdoor Recreation Heritage

Facing our challenges:

A lack of time, knowledge and access to outdoor areas reduces some Missourians' ability to enjoy fishing, hunting, exploring streams, hiking, birdwatching or other outdoor pursuits. Outdoor activities are popular and create strong personal connections to nature that increase our understanding and support for conservation efforts.

Missourians who hunt, trap and fish provide an essential service in controlling some populations of fish and wildlife. In addition, conservation recreation annually contributes $3.4 billion to the state economy, supports nearly 30,000 jobs and generates almost $79 million of state sales taxes.

Passionate outdoor enthusiasts created the Department of Conservation in 1936, and a following generation, recognizing that conservation requires a long-term commitment, voted for the conservation sales tax in 1976. Current Missourians must continue passing along outdoor traditions to guarantee the future of our outdoor recreation heritage.

Results we want to achieve:

- More Missourians participating in fish-, forest- and wildlife-related recreation.
- Hunting, fishing and trapping valued as important recreational activities and population management tools.
- Increased benefits of outdoor recreation to Missouri's economy.

What we will do:

- Increase fishing opportunities close to home by providing management assistance, hatchery production and additional public access on streams, rivers, ponds and lakes.
- Renovate Missouri's oldest managed wetlands by 2015, including Duck Creek, Schell-Osage, Fountain Grove, Montrose and Ted Shanks, to provide quality hunting and wildlife watching opportunities.
- Support hunters' ability to manage populations like white-tailed deer through easy-to-understand regulations and easy-to-use permits.
- Ensure a sufficient quantity and quality of trout fishing opportunities by renovating Department trout hatcheries by 2014 and acquiring public access to 10 additional miles of coldwater streams.
- Develop a new Missouri Outdoor Families program by 2008 to provide families across the state with opportunities to experience nature and develop broad-based outdoor skills.
- Encourage and mentor new hunters and anglers through youth hunting seasons, kids fishing days, free fishing days, youth hunt workshops, beginning trapping clinics and other special events.
- Increase opportunities for diverse outdoor activities using emerging technologies, such as GPS, to draw Missourians outdoors to learn about natural landscapes and conservation management activities.
- Develop five new shooting range facilities by 2012 in partnership with communities, colleges and other organizations.

What Missourians tell us

- Most Missourians (93 percent) are interested in Missouri's fish, forests and wildlife.
- Thirty-six percent of Missourians say they fish, and 27 percent say they hunt.
- Many Missouri households have one or more participants who watch birds and wildlife (72 percent), garden (66 percent), feed birds and wildlife at home (64 percent), use conservation areas (62 percent) and observe wildflowers (61 percent).
- Almost all Missourians polled (87 percent) said, "I wish I had more time to enjoy nature," and 68 percent "strongly agree" that they enjoy observing wildlife.
- Eighty percent of Missourians watch programs on television about the outdoors, 75 percent make driving trips to enjoy scenery, and 74 percent read about nature and wildlife.
- Fifty-four percent of Missourians hike in the outdoors, 44 percent photograph wildlife, wildflowers or other natural things, 44 percent visit nature centers, and 41 percent camp.

Goal: The Conservation Department will make it easier for Missourians to experience an increased quality of life by participating in fish-, forest- and wildlife-related recreation.

Teaching Missourians About Fish, Forest and Wildlife Resources

Facing our challenges:

When Missourians were asked what the Department of Conservation could do to better serve the people of our state, the most frequent response was "educate the public." In today's busy society adults struggle under the burden of too little time to get everything done and children are more likely to play a computer game than to play in a stream or catch fireflies. It is in this context that we strive to help Missourians enjoy and learn about the natural resources of our state. Increased understanding of the needs of fish, forests and wildlife will allow citizens to make better decisions about the future of their natural resources and to experience the many benefits that nature has to offer.

Results we want to achieve:

- Increased availability and use of conservation-related information.
- Missourians understand present and future threats to fish, forest and wildlife resources and participate in the protection of these resources.
- Missourians appreciate the natural world and the numerous benefits that derive from healthy fish, forest and wildlife resources.

What we will do:

- Create a new, school-based Learning Outdoors program by 2008 that features wildlife, ecology and aquatic units designed to meet testing standards while providing exciting, hands-on learning experiences for Missouri students.
- Put the Learning Outdoors program into action by providing $500,000 in grants annually for field trips, outdoor classrooms, learning kits, special presentations and outdoor skills equipment.
- By 2010, develop a series of publications and materials for Scout, 4-H, home school and after-school programs to help youth learn about nature.
- Provide free, high-quality conservation information to Missourians through the *Missouri Conservationist* magazine, *Missouri Outdoors* TV show, news releases and a world-class Web site.
- Support the growth of the volunteer Master Naturalists so that, by 2015, more than 3,000 adults acquire the skills they need to initiate conservation projects in their communities.
- Provide a variety of exhibits, programs and experiences through Conservation Nature Centers, Department Visitor Centers, Shooting Ranges and Outdoor Education Centers.
- Educate Missourians about the benefits of using native plants in their yards, on their farms and on commercial sites by working with appropriate partners to provide annual Grow Native! landscaping workshops.

What Missourians tell us

- "Not enough information" is one of the top three obstacles that keep Missourians from participating in outdoor activities.
- Seventy-one percent of Missourians said they could use information about nearby places to enjoy the outdoors, 56 percent said they could use information about landscaping with native plants, and 63 percent wanted information about planting and caring for trees and shrubs.
- Fifty percent of Missourians said they could use information about backyard bird feeding, 47 percent wanted to know about nearby places to fish, and 49 percent wanted to know more about Missouri's designated natural areas.
- Missourians report that they obtain conservation information from Department publications (50 percent), the *Missouri Outdoors* television program (51 percent), the *Missouri Conservationist* magazine (52 percent), friends or neighbors (61 percent), the local newspaper (67 percent) and television news programs (68 percent).

Goal: The Conservation Department will make conservation information easier to find and understand.

Supporting Conservation in Our Communities

Facing our challenges:

Fish, forests and wildlife in Missouri face the loss of important habitats due to increased development. Only when conservation needs are a key part of planning for community growth can we protect our valuable resources and improve the quality of life for present and future Missourians.

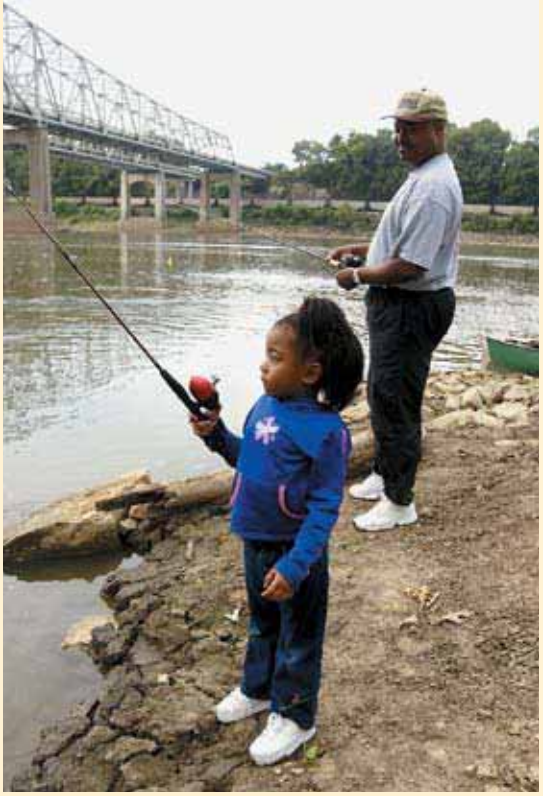
The Conservation Department has a long tradition of offering conservation information and technical assistance to individuals. This support will now be expanded to households, neighborhoods, local governments and businesses as they work to include quality habitat for both people and nature in their communities.

Results we want to achieve:

- More communities experiencing economic benefits and an enhanced quality of life from healthy fish, forests and wildlife.
- Missourians applying conservation principles in their homes, neighborhoods and communities.
- Developers and planners using fish, forest and wildlife management and conservation land practices in the design of projects.

What we will do:

- Improve the health of community trees by providing over $250,000 annually in matching tree improvement grants to local communities and neighborhoods.
- Support local fire departments by providing over $350,000 annually in grants for equipment, training and organizing Volunteer Fire Assistance programs.
- Develop a virtual "conservation neighborhood" model and on-the-ground examples that demonstrate conservation-friendly construction methods and the economic value of amenities like neighborhood greenspace, trails, forest buffers, wildlife habitat corridors, stream corridor protection and wildlife viewing opportunities.
- Help communities and neighborhoods access programs and grants for community conservation projects such as stormwater drainage systems, riparian reforestation, stream habitat improvement, landscaping with native plants and public recreational opportunities.
- Assist individuals, communities, corporations and neighborhoods to control nuisance wildlife and provide annual training for private companies offering damage-control services.
- Provide fisheries management assistance and funding for fishing docks, boat ramps, cleaning stations and other accessible facilities at 20 additional community-owned lakes.



What Missourians tell us

- Nearly three-quarters of Missourians worry "a great deal" or "a fair amount" about the loss of natural habitat for wildlife near their home, and 69 percent worry about urban sprawl.
- Seventy-nine percent of Missourians agree that the Department "should assist communities that want to include trees and green spaces in housing, business and shopping developments."
- Fifty-seven percent of urban and community officials responsible for urban tree care say that their communities are not adequately addressing tree loss during development, and 54 percent say that their communities are not providing enough resources to manage and maintain publicly owned trees.
- Only a few communities in Missouri have a full-time person employed for urban forestry work (25 percent), and even fewer employ someone with forestry training (7 percent).

Goal: The Conservation Department will encourage and support partnerships between communities, local governments and developers to reduce the impact of Missouri's growth upon our fish, forest and wildlife resources.

Helping Private Landowners Advance Conservation

Facing our challenges:

Improving conservation efforts on the privately owned lands that constitute more than 90 percent of the state is essential to the overall well-being of Missouri's fish, forests and wildlife.

Landowners, whether they have large agricultural tracts or small residential parcels, need access to timely information and professional assistance. This will help farmers and landowners implement practices that benefit natural resources and serve their own needs. In some cases, landowners may require specialized equipment or a helping hand from several sources to achieve their objectives in a manner beneficial to conservation.

Results we want to achieve:

- Private landowners and farmers actively managing their land for natural resource and financial sustainability.
- Landowners working together to achieve conservation successes on a larger scale.
- Landowners effectively using state, federal and private conservation assistance programs and technical support.

What we will do:

- Aid private landowner conservation efforts by responding to 40,000 requests annually for information and assistance.
- Provide on-site, technical assistance to over 6,000 landowners per year.
- Develop a comprehensive web-based, interactive guide by 2010 that helps landowners understand and implement conservation actions.
- Showcase effective land management by hosting special field days, workshops or farm tours for landowners.
- Provide staff assistance to take full advantage of conservation-related cost-share programs and work with other public and private partners to increase conservation incentives available to private landowners and farmers.
- Facilitate annual training workshops to support and increase the number of private contractors who provide resource management services directly to landowners.
- Emphasize assistance efforts to landowners who want to work as a group to restore or conserve local natural communities, such as streams, wetlands or native prairies.

What Missourians tell us

- Most Missourians (82 percent) agree that the Department should "help private landowners who want to restore native communities of plants and animals."
- Thirty-six percent of Missourians report that they own a farm or rural property, and 70 percent of those landowners use their property for walking or watching wildlife.
- Sixty-three percent of Missourians report that they could use information from the Missouri Department of Conservation about planting and caring for trees and shrubs, and 56 percent wanted information about landscaping with native plants.
- Only 10 percent of landowners report that they have asked the Department for help with their property.
- More than one-half of Missourians report that they are "not aware" of management assistance activities for private landowners. Nearly half of the landowners who have received assistance from the Department own fewer than 125 acres, 70 percent of them spend time in a non-farm job, and 86 percent earn less than 10 percent of their income from farming activities.

Goal: The Conservation Department will expand efforts to help private landowners and address the key factors limiting the ability of some to effectively manage their land—knowledge, time, money and equipment.

Serving Nature and You on Conservation Areas

Facing our challenges:

Public land is becoming increasingly important for Missourians to enjoy a variety of outdoor recreational activities and for the conservation of our fish, forests and wildlife.

Managing land for people can conflict with the needs of our natural resources. The Conservation Department's challenge is to provide service that will benefit both Missourians and the fish, forest and wildlife resources that Missourians cherish.

Conservation lands, which represent less than 2 percent of the state, will be managed so that they provide nourishing habitat for our state's wildlife, as well as easy access and comfortable facilities so that people can enjoy them with friends or family.

Results we want to achieve:

- Conservation Areas managed for long-term conservation of fish, forests and wildlife.
- Diverse and balanced outdoor recreation opportunities on public land that are consistent with resource management goals.
- Safe and enjoyable outdoor experiences at clean, well-maintained facilities that invite public use.

What we will do:

- Actively manage Conservation Areas to serve as role models for best management practices and natural community conservation that benefits a diversity of wildlife.
- Enhance public opportunities for recreation on 10 Conservation Areas close to urban areas by providing a combination of restrooms, drinking water, security lighting, picnic tables, trails, interpretive signs, enforcement patrol and paved parking lots by 2025.
- Encourage public use by hosting 16 annual "Serving Nature and You" events statewide to demonstrate recreational opportunities available on Department lands.
- Respond to Missourians' desire for walking, hiking, bicycling and horseback-riding opportunities by expanding and renovating trails on 40 Conservation Areas by 2015.
- Expand opportunities for family-oriented outdoor experiences on select Conservation Areas by designating camping areas that include drinking water, picnic tables, restrooms and trails by 2015.
- Provide, by 2008, an online Conservation Atlas that includes photographs of features and facilities available on Conservation Areas.
- Include features in Conservation Area construction projects that allow people of all ages and abilities to better access the outdoors.

What Missourians tell us

- Almost three-quarters (73 percent) of Missourians agree that "Land should be acquired for fish, forest and wildlife conservation."
- When asked about the less than 2 percent of Missouri's land owned or managed by the Department of Conservation, only 2 percent of those polled report that this is "too much."
- When asked about their need for activities within 20 minutes of their home: 63 percent listed hiking and walking trails; 60 percent, picnicking; 59 percent, nature center or nature viewing; 54 percent, boating or canoeing; 51 percent, fishing or camping; and 50 percent, bicycling.
- "Not enough time," "Not enough money," "Not enough information," and "Crowded activity areas" are the most frequent responses when Missourians are asked about obstacles keeping them from outdoor activities.

Goal: The Conservation Department will manage public lands to produce the highest benefit to fish, forests, wildlife and the Missourians who enjoy these resources.

Accounting for Department Operations

Facing our challenges:

Effective internal operations maximize the amount of resources available to further on-the-ground habitat improvements and recreation opportunities. We intend to further strengthen Missourians' confidence by continually improving our operations, responding to public needs and investing conservation revenues wisely. In everything the Department does, we will strive to ask and listen to Missourians, use science-based information, be frugal with taxpayer funds and hire excellent employees.

Results we want to achieve:

- Missouri citizens providing frequent input into Conservation Department decisions and programs.
- Conservation efforts led by a highly trained, diverse, technologically skilled and professional staff.
- Fair and ethical business methods that enable Missourians to see how public funds are spent on conservation priorities.

What we will do:

- Listen to Missourians through public meetings, public forums, one-on-one conversations, the Ombudsman, surveys and focus groups.
- Recruit and retain a professional workforce and implement programs that more closely reflect the diverse demographics, interests and needs of Missouri citizens.
- Create an annual report for distribution to Missourians detailing Department actions, performance and budget for each fiscal year.
- Analyze Department business systems and processes and continually seek improvement.
- Continue to employ full-time internal auditors who perform regular, independent audits to ensure that public funds are expended in a responsible manner.
- Accelerate conservation efforts by securing additional federal and private funding for key conservation priorities.

What Missourians tell us

- Nearly two-thirds of Missourians rate the Conservation Department as doing an "Excellent" or a "Good" job in providing services for themselves (64 percent), their family (63 percent), their community (61 percent) and the state of Missouri (67 percent).
- One in four Missourians responded "Don't know" about the services the Conservation Department is providing for themselves, their family, their community and the state of Missouri.
- This tells us that there are still opportunities for the Conservation Department to improve its effectiveness and to inform Missourians about its efforts.

Goal: The Conservation Department will operate effectively with accountability for public funds and respect for Missouri citizens.

Conclusion

We pledge to work with you and for you to ensure a quality outdoors. Your actions, like the actions of generations before you, will determine if future generations will benefit from healthy fish, forests and wildlife.

> *There really is no Department of Conservation as such. There are only people, who have come together under a common pledge to work for a quality outdoors in Missouri.*

What Missourians tell us was compiled from Department of Conservation surveys of the general public, landowners and outdoor users as well as from public meetings and individual comments. All of the information presented was collected from 1996–2005. More information is available on our Web site.

www.missouriconservation.org

What We Believe

Excellent public service is what we will provide. We are committed to providing excellent public service in a manner that benefits the fish, forests, wildlife and people of Missouri. We will be courteous, responsive and flexible in all of our actions. We will set the example we want others to follow as we responsibly manage the fish, forests, wildlife, lands and habitats under our stewardship.

All citizens are important; we value their trust and their point of view. All Missouri citizens deserve respect. Our job is to listen, understand and personally deliver programs and services that will benefit each Missourian.

Missourians are our partners to achieve conservation success. We will work together with Missourians, communities and organizations in our conservation efforts and we will encourage everyone to be active conservationists.

Employees are the Department's most important resource. All employees deserve a safe, high quality work environment that promotes opportunities for professional and personal growth, teamwork and individual respect. We will empower employees to make timely and innovative decisions. We will encourage diversity and be open to new ideas. We will create an enjoyable workplace because we have a passion to help others and we believe in our conservation mission.

Fairness, objectivity, sound science, integrity and accountability will guide our actions. Our decisions and behavior will be based on fairness, objectivity and the best scientific information. We will act with the highest degree of integrity and ethical consideration, expecting the best of ourselves and one another. We will be accountable to the citizens of Missouri to do what we say.

Excellent public service is what we will provide.

Employees are the Department's most important resource.

All citizens are important; we value their trust and their point of view.

Fairness, objectivity, sound science, integrity and accountability will guide our actions.

Missourians are our partners to achieve conservation success.

To learn more about

CONSERVATION,

subscribe to the *Missouri Conservationist* at

www.missouriconservation.org

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Equal opportunity to participate in and benefit from programs of the Missouri Department of Conservation is available to all individuals without regard to their race, color, national origin, sex, age or disability. Questions should be directed to the Department of Conservation, P.O. Box 180, Jefferson City, MO 65102, (573) 751-4115 (voice) or 800-735-2966 (TTY), or to the U.S. Fish and Wildlife Service Division of Federal Assistance, 4401 N. Fairfax Drive, Mail Stop: MBSP-4020, Arlington, VA 22203.