

2023-2024

National Park Service
U.S. Department of the Interior



Guilford Courthouse National Military Park Priorities and Actions Document



NPS Mission

The National Park Service (NPS) preserves unimpaired the natural and cultural resources and values of the National Park System for the enjoyment, education, and inspiration of this and future generations. The Park Service cooperates with partners to extend the benefits of natural and cultural resource conservation and outdoor recreation throughout this country and the world.

NPS Core Values

Shared Stewardship: We share a commitment to resource stewardship with the global preservation community.

Excellence: We strive continually to learn and improve so that we may achieve the highest ideals of public service.

Integrity: We deal honestly and fairly with the public and one another.

Tradition: We are proud of it; we learn from it; we are not bound by it.

Respect: We embrace each other's differences so that we may enrich the well-being of everyone.

Guilford Courthouse NMP Purpose

The purpose of Guilford Courthouse National Military Park (NMP) is to preserve for historical and professional military study as well as the benefit, education, and inspiration of the public, the battlefield and the accounts of the Battle of Guilford Courthouse during the Southern Campaign of the American Revolution.



Guilford Courthouse NMP Core Values

Core values are traits or qualities that are not just worthwhile, they represent an individual's or an organization's highest priorities, deeply held beliefs, and core, fundamental driving forces. They are the "heart" of the organization, and what its employees stand for in the world.

Core values are not descriptions of the work we do or the strategies we employ to accomplish our mission; they are the traits that underlie our work and how we interact with each other.

Communication: Delivering accurate, timely information in such manner that helps things "go right" and fosters positive interactions amongst our staff and colleagues.

Empathy: Understanding, being aware of, being sensitive to, and vicariously experiencing the feelings, thoughts, and experience of another of either the past or present without having the feelings, thoughts, and experience fully communicated in an objectively explicit manner. Understanding people have influences that create their meaning of self, what brought them to this park and personal goals and responsibilities that make them individuals.

Integrity: Doing the right thing even when no one is looking. Engaging with each other in a manner that is authentic and demonstrates our core values.

One Park—One Team: Working together as one park—one Guilford Courthouse NMP/NPS team focused on preserving and protecting the park for future generations. Embodying the mindset that our success as a park depends on us reaching across divisions to accomplish our mission.

Resource Centered/Stewardship: Protecting the park's resources in accordance with the NPS Mission and the Organic Act.

Respect: Embracing each other's differences and enriching the well-being of everyone.

Did You Know:

Guilford Courthouse National Military Park protects 250 acres of the approximately 1,000 acres of the actual battlefield. The entire battlefield is listed on the National Register of Historic Places.

Emphasis Area

People

- Create mutual understanding of each other's operational needs.
- Demonstrate Guilford Courthouse staff's core values.
- Grow an inclusive environment and increase staff collaboration, cohesiveness, and actions.
- Grounded in our core values, promote employee well-being by fostering a respectful, inclusive, safe, and engaging work environment.
- Foster a ready and resilient workforce.
- Recruit and retain a diverse, dynamic workforce that addresses our priorities.
- Seek youth, non-profit, and other non-traditional staffing options to increase capacity and introduce people to careers within the federal government.
- Sustain a regular, proactive, and customized safety training program to meet the staff's varied needs.

Specific Actions

- Align public health requirements and required reporting with services provided by the city of Greensboro, including drinking water analysis and vector-borne illness information.
- Upgrade bandwidth to improve internet connectivity at all work locations.
- Remove and clean up clutter while replacing or disposing of obsolete equipment.
- Develop a records management plan (including a correspondence guide and a reporting requirements tracking mechanism) and archival plan.

Did You Know:

In March of 1917 Guilford Courthouse National Military Park became the first Revolutionary War battlefield to be set aside by the Federal Government. Before it was managed by the National Park Service it was managed by the War Department.



- Provide youth and alternative hire opportunities.
- Continually improve the park's overall safety culture through the use of the Safety E-Tool by auditing all three tiers and striving for improvement in tiers 2 & 3.
- Strengthen cross-functional, cross-divisional work planning and execution.
- Establish and strengthen existing programs and communication channels to improve collaboration, information sharing, and feedback throughout the organization.
- Build an organizational chart that meets the needs of the park, maximizes ONPS, and allows for non-traditional ways of funding positions.
- Support staff development by encouraging and promoting growth and training opportunities.
- Host four staff fellowship activities.
- Develop award and recognition programs grounded in the park's core values that celebrate the accomplishments of employees, divisions, and volunteers.
- Recharge the Safety Awards program by recognizing employees and volunteers whose actions contribute to the overall park's safety culture.
- Continue to engage with Guilford Battleground Company to support a culture of partnership and relationship building.
- Build and strengthen relationships with community members, elected officials, stakeholders, and other advocates by continuing the good neighbor policy.

Emphasis Area

Programs

- Protect, preserve, and restore cultural, natural, and historical resources.
- Create interest and engagement through stories that inspire people of all backgrounds to visit and care about these treasures for now and future generations.
- Understand and communicate Guilford Courthouse NMP history and significance to city of Greensboro.
- Improve accessibility throughout the park.
- Align our work with key resources and visitor needs.
- Ensure the park's focal areas are safe and sustainably managed.
- Protect resources and reduce criminal activities using problem-solving strategies, community policing, and progressive law enforcement methods.
- Strengthen and sustain coalitions and partnerships to focus on our priorities.
- Enhance our ability to provide quality services and experiences through partnerships and external opportunities.
- Create the next generation of park volunteers, advocates, and patrons.



Specific Actions

- Use technology and grow digital platforms to augment the onsite and virtual experience, create a virtual museum, and assist in trip planning.
- Implement the recommended actions from the most recent safety assessment, striving toward a hazard free and safer work environment for employees and visitors.
- Create and implement a tree management plan.
- Conduct interpretation and education programs that appeal to new audiences.

Did You Know:

The park's museum collection contains nearly 170,000 artifacts, including American Revolutionary War weapons, equipment, and other archeological and historical artifacts.

- Evaluate the park's management plans and complete the Development Concept Plan for Guilford Courthouse NMP.
- Work with the Southeast Region subject matter expert to evaluate the Volunteer-in-Park (VIP) program and implement recommendations
- Create a robust 5-year plan that is aligned with the Capital Investment Strategy while leveraging all funding sources available to the park.
- Host one naturalization ceremony.
- Continue to work with North Carolina Department of Transportation and the city of Greensboro on the US 220 Battleground Avenue widening project to minimize and mitigate impacts to the park.
- Complete trail planning efforts and move forward with construction to improve accessibility and sustainability of park trails.
- Conduct law enforcement program review intended to make recommendations for the future of the Guilford Courthouse NMP law enforcement program.
- Work with Guilford Battleground Company to determine how to move the Centennial Challenge project forward.
- Create a temporary exhibit space that allows for timely exhibitions aligned with emphasis months and other opportunistic interpretive and educational park goals.
- Improve existing exhibits by updating information in the museum; updating the wayside signs in the park; adding exhibits on the battlefield and updating signage at Hoskins.
- Align the park with national and regional A250 planning efforts.
- Continue to acquire properties that meet the congressional intent—the preservation of the battlefield.

- Work with subject matter experts to preserve the park’s cultural resources, specifically the monuments, park museum collection, and archeological resources.
- Create a new park brochure.
- Continue efforts to improve safety for pedestrians along the park tour road.
- Update and refresh park signage including park identification signs at multiple locations in the park.
- Install bike racks at strategic locations to encourage bike use while ensuring compliance with park regulations.
- Replace sections of stacked, split rail fence in high visibility areas of the park.
- Increase interpretive and educational opportunities and informal ranger contacts with the public at key locations in the park.
- Work with Eastern National to evaluate the scope of sales for the bookstore. Look for ways through the store to grow stewardship of Guilford Courthouse NMP and the NPS to extend the park experience.
- Using scholarly material and subject matter expertise, develop a new program that focuses on the monuments located within Guilford Courthouse NMP.
- Re-establish the park’s working relationship with local police, EMS, and fire units.
- Assess existing surveillance systems and determine how to use technology to deter crime and assist in investigations.
- Initiate All Employee Meetings that allow for exchange of information and have an element of fellowship.
- Create an employee award and recognition plan specific to Guilford Courthouse NMP.



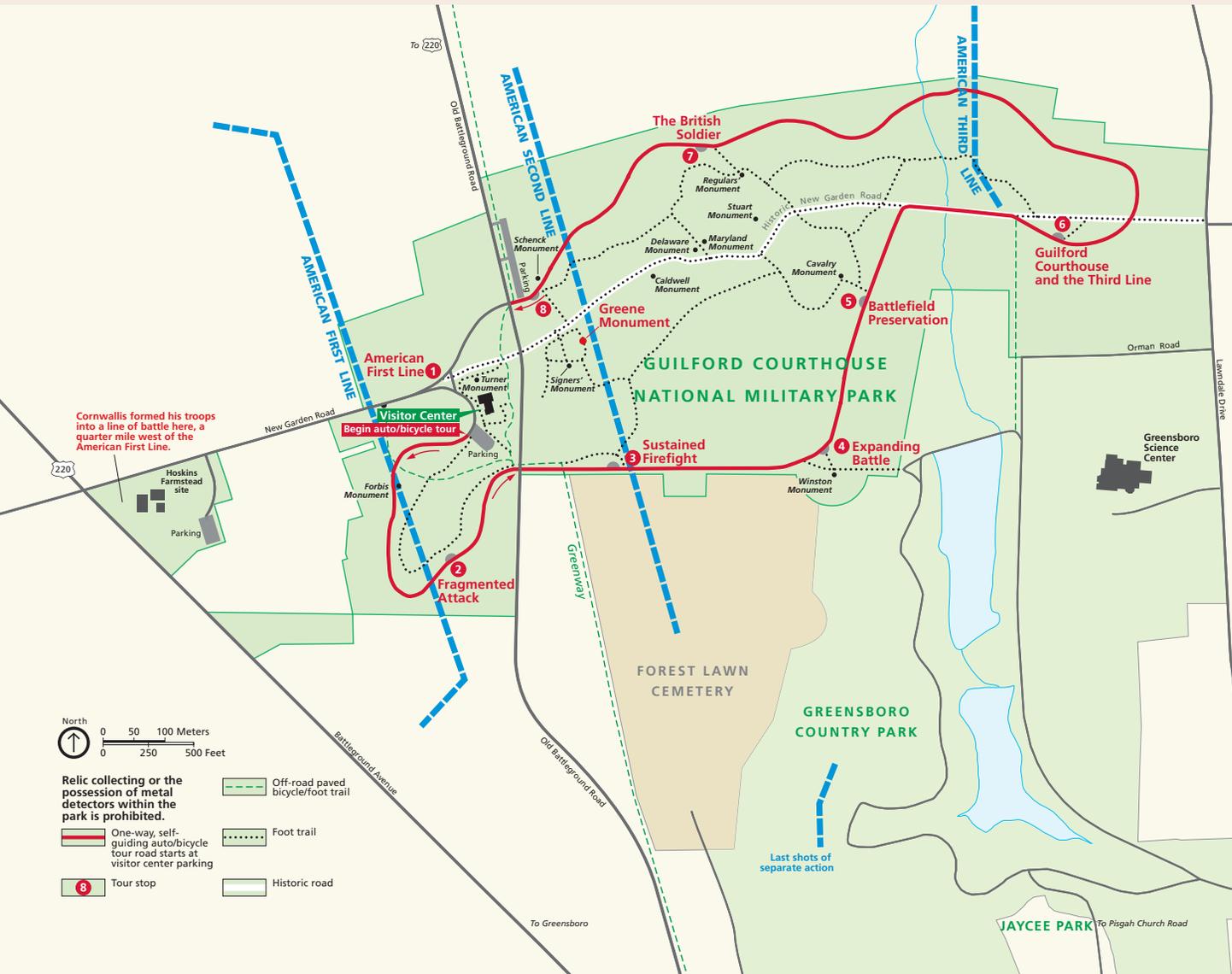
Guilford Courthouse NMP

By The Numbers

<p>Guilford Courthouse was the first Revolutionary War battlefield protected by the federal government.</p>		<p>\$16 Million in Economic Output</p>
<p>Approximately 250 acres (and growing)</p>		<p>49 other assets such as trails, bridges and monuments</p>
<p>212,000 Annual Visitors</p>	<p>15 Buildings</p>	<p>Rare, Threatened, or Endangered Species</p>
<p>3 Miles of Trails</p>	<p>2 Miles of Paved Roads</p>	<p>1 Mile of Unpaved Roads</p>
<p>City of Greensboro: 3rd Council District</p>		<p>Congressional District: North Carolina 10th</p>
<p>\$412,000 in Annual Routine Maintenance Cost</p>	<p>\$2.9 Million in Deferred Maintenance and Needed Repairs</p>	

Map

Guilford Courthouse National Military Park



Established in 1917 and managed by the War Department until the National Park Service took over management in 1933, Guilford Courthouse National Military Park was the first Revolutionary War site designated by the federal government.

Prior to federal government management, the battlefield was managed by the Guilford Battleground Company (GBC), incorporated by the North Carolina legislature in 1887 "for the benevolent purpose of preserving and adorning the grounds on and over which the battle of Guilford Courthouse was fought."

Starting in 1887 and reforming in 1984, the GBC, a 501(c)3 non-profit, has been instrumental in the preservation of the sites and stories surrounding the Battle of Guilford Courthouse and the continued commemoration of that battle. The mission of the Guilford Battleground Company is to support the Guilford Courthouse National Military Park by preservation, protection, and educational efforts and projects that enhance the visitor experience.



Guilford Courthouse National Military Park



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