

2025-2026

National Park Service
U.S. Department of the Interior



Guilford Courthouse National Military Park Priorities and Actions Document



*This flag is associated with the Battle of
Guilford Courthouse March 15, 1781.
Courtesy of North Carolina Museum of History.*



Guilford Courthouse National Military Park Desired Conditions

National Park Service 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.

National Park Service 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 National Military Park 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.

Cultural Resources

An uninterrupted battlefield landscape provides visitors with a seamless experience from Hoskins Farm through the First, Second, and Third Lines of the battle.

The landscape reflects, to the extent practical, how it looked to those who fought in the Battle of Guilford Courthouse in 1781. Visitors are still able to see some of the features of the landscape that played a direct role in how the battle was fought, as well as other historic features that were later added to the battlefield landscape.

Historic structures associated with the March 1781 battle, gravesites, and later commemorative features are protected and minimally impacted from visitor use and park operations.

Visitor Use and Experience

Visitors have the opportunity to learn and experience a variety of historical and cultural interpretive stories that aligned with the battle timeline on March 15, 1781.

The park will provide a gateway experience for all visitors who may or may not be familiar with the broader National Park Service system. By providing an inclusive and welcoming visitor experience at the park, visitors will embark on further exploration of other NPS sites.

Recreational activities will be appropriate for the appreciation of park resources and will not conflict with the solemnity or reverent experience that other visitors come to the park to enjoy.

While visitors can find exciting and adventurous recreation activities in the areas surrounding the park, visitors to the National Military Park have the opportunity for recreational experiences that do not compromise the solemnity of the battleground. Visitors will be aware that they are in an area managed with different intents and purposes than other adjacent park sites.

Guilford Courthouse National Military Park 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.

Open Communication: Delivering accurate, timely information across work groups and up and down the organization in such manner that helps things “go right” and fosters positive interactions amongst our staff and colleagues. Staff can openly express their thoughts and ideas to one another without fear of repercussion.

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 and educating the public about 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.

Emphasis Area

People

- Create mutual understanding of each other's operational needs.
- Demonstrate Guilford Courthouse 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 park 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.
- Continue to 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 starting in 1933 the park was managed by the War Department.



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.
- Continue to conduct interpretation and education programs that appeal to new audiences.
- Implement recommendations from Development Concept Plan.

Did You Know:

Guilford Courthouse National Military Park protects 255 acres of the approximately 1,000 acres of the actual battlefield. The entire battlefield is listed on the National Register of Historic Places.

- Continue to 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.
- Evaluate organizational chart to ensure it 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.
- 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.

- Continue to build thriving volunteer in parks program that aligns with best management practices and park goals.
- 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.
- Create a temporary exhibit space that allows for timely exhibitions aligned with emphasis months and other opportunistic interpretive and educational park goals.
- Align the park with national and regional A250 planning efforts.
- Continue to acquire properties that meet the congressional intent—the preservation of the battlefield.
- Demolish recently acquired properties.
- Create plan to update all baseline documentation including the Cultural Landscape Report and Cultural landscape Inventory by building it into Park’s 5 year SCC plan.
- Build relationships with tribes and tribal leaders to improve engagement in the park.
- Continue to 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.
- Remove 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.
- Build on 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.
- Work with the city of Greensboro to acquire public right of ways in locations where the NPS is adjacent land owner.
- Make and implement a plan for encampment area that incorporates recommendations from the DCP and continues to activate space for the benefit of park visitors.
- Using the Annual Work Plan, identify mutual goals with Guilford Battleground Company that support the visitor experience and the management of natural and cultural resources.
- Work with park stakeholders to ensure that together we apply best management practices to hosting special events.

- Build the Implementation Strategy from the Long Range Interpretive Plan into employee workplans and the Annual Work Plan with Guilford Battleground Company.
- Implement actions from the Road Safety Audit completed in spring of 2024.
- Work to address storm water runoff by maintaining the shoulders of the tour road and ensuring that culverts and drain ditches are free flowing and not hindered with debris.
- Work to reduce fire load as recommended in the Fire Management Plan.
- To create normalcy, transparency and consistency, formalize park budget process that can be applied to any fiscal year and the allocation of funds from the regional office.

- Building on the success of the citizen archivist project, create more virtual volunteer opportunities.
- Using nontraditional recruitment methods, continue to grow the diversity of the volunteer corps.
- Continue to grow relationships with likeminded city partners like the Greensboro History Museum, Greensboro Parks and Recreation, and Greensboro Public Library to leverage opportunities for collaboration and partnership.
- Host one public facing art based interpretive or educational program.
- By continually evaluating and re-evaluating priorities and workloads supervisors create space for employees to complete tasks and projects well before any deadlines.

Did You Know:

In fiscal year 2024 the National Park Service committed nearly \$5 million dollars of project funds to Guilford Courthouse. This is the largest investment in the park since the Bi-Centennial commemoration in 1976.



Completed Specific Actions from P&A V.1

- Develop award and recognition programs grounded in the park's core values that celebrate the accomplishments of employees, divisions, and volunteers.
- Remove and clean up clutter while replacing or disposing of obsolete equipment.
- Conduct interpretation and education programs that appeal to new audiences.
- Work with the Southeast Region subject matter expert to evaluate the Volunteer-in-Park (VIP) program and implement recommendations.
- 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.
- 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.
- Work with subject matter experts to preserve the park's cultural resources, specifically the monuments, park museum collection, and archeological resources.
- Using scholarly material and subject matter expertise, develop a new program that focuses on the monuments located within Guilford Courthouse NMP.
- Work with Eastern National to evaluate the scope of sales for the bookstore.
- 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.
- Re-establish the park's working relationship with local police, EMS, and fire units.
- Evaluate the park's management plans and complete the Development Concept Plan for Guilford Courthouse NMP.



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.



By the Numbers

Guilford Courthouse National Military Park

Guilford Courthouse was the **first Revolutionary War battlefield protected by the federal government.**



\$37 Million
in Economic Output

Approximately
255 acres
(and growing)



49 other assets such as trails, bridges and monuments

405,000
Annual Visitors



15
Buildings



Rare, Threatened, or Endangered Species

FY23 Annual Appropriation
\$1,316,000

FY22 Fix Cost
60% of Annual Appropriation

Over \$4.4 million
in FY23 Project Funds



Over 170,000 objects in the park's museum collection

3 Miles of Trails



2 Miles
of Paved Roads



1 Mile
of Unpaved Roads



City of Greensboro:
3rd Council District



Congressional District:
North Carolina 5th



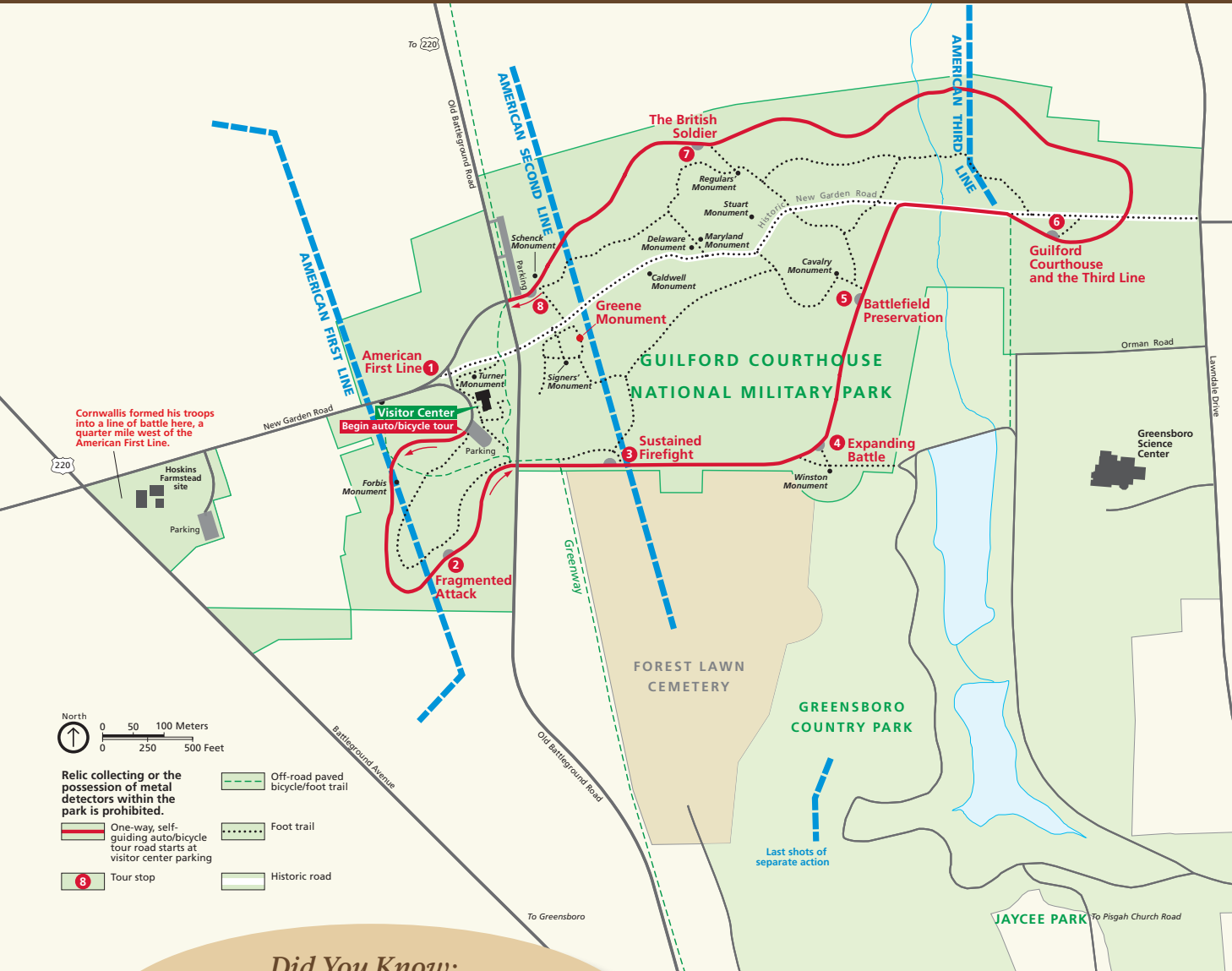
\$460,000
in Annual Routine Maintenance Cost
(increased \$50,000 over 2022 year)

\$4.7 Million
in Deferred Maintenance and Needed Repairs



Map

Guilford Courthouse National Military Park



Did You Know:

The Battle of Guilford Courthouse constitutes one of the final links in a chain of events that led to ultimately American victory in the Revolutionary War.



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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