

Tuesday, October 27		Session 1		10:30 am - 12:00 pm	
Grants: Ever Wonder what a CWF Application & an Oil Change have in Common?		How to See the Tree Through the Woods: Growing Your Forestry Assistance Capacity			
Track: Org Capacity Skill Level: Intermediate LGU Org: SWCD/WD		Track: Technical Skill Level: Beginner/Intermediate LGU Org: SWCD			
BWSR staff attempt to take an existential approach to the world of grants. Many of us could use grant funds. Successful applicants present a convincing, compelling and strategic vision for how an applicant wants to accomplish their goals and the goals of the funder. This session will provide a somewhat light-hearted approach to telling your story and engage the audience in some real world scenarios in terms of approaching a grant application. <i>Trainers: Tom Gile, Jeff Hrubes – BWSR</i>		Ever get a call from a landowner asking for forestry assistance/ forestry related site visits and not know where to send them? Have a priority watershed that consists mostly of forestland and wonder how you're going to address water quality? During this session we'll cover a real life case-study of private forest management assistance provided in cooperation with SWCD and NRCS staff and discuss resources available to help SWCD and partner staff get training/certification and TAA for forestry planning and implementation. <i>Trainers: Will Bomier, Jon Sellnow – USDA-NRCS; Clean Water Forestry Coordinator – Minnesota Forestry Association</i>			
WCA Rule Interpretation: 50 Shades of Grey!		Get Your Wings with the Pilots of One Watershed, One Plan			
Track: Wetlands Skill Level: Intermediate LGU Org: All		Track: Program Skill Level: Intermediate LGU Org: All			
Staff involved with the administration of the WCA will undoubtedly find themselves faced with ambiguous areas in Chapter 8420. This ambiguity leads to frustration, delays, and if left untreated, paranoia. These ambiguous sections of rule may result in appeals or inadvertent wetland loss. The purpose of this training is to explore some of these grey areas and provide some interpretative guidance on these areas of rule. Topics will be chosen by submissions from LGU and BWSR staff as ones that are the most onerous. The session will utilize hands-on learning through a fun interactive format. A celebrity appearance might even be made and prizes may be awarded. Earn 0.4 Indirect WDCP Continuing Education Credits <i>Trainers: Jeremy Maul, Lynda Peterson – BWSR</i>		The One Watershed, One Plan pilots have a whole year under their belts, and they're ready to share their experiences. This session invites participants to chat and learn with the pilot watersheds - on what the successes and challenges have been throughout the whole planning process. A round-robin style discussion will include local government staff, BWSR staff, and other agency folks who have been ingrained in the process of completing a One Watershed, One Plan. <i>Trainers: Melissa Lewis – BWSR, Local Government & Other Agency Staff</i> Also offered 10/28, 8:30			
Climate Adaptation: The Expanding Role of Conservation Professionals		WCA 101			
Track: Emerging Issues Skill Level: Beginner/Intermediate LGU Org: All		Track: Wetlands Skill Level: Beginner LGU Org: SWCD, County			
Extreme storms and other problems associated with climate change are creating significant challenges for agriculture and the protection of water and soil resources. Conservation practices play an important role in climate adaptation and this is creating an expanding role for conservation professionals. Minnesota climate trends and their influence on natural resources will be covered in this session, along with current state and federal adaptation planning, and key conservation strategies for adapting to extreme weather events. <i>Trainers: Steven Pahs – Rice SWCD, Peter Mead – Becker SWCD, Kenny Blumenfeld – DNR State Climatology Office</i>		The purpose of this training session is to give participants a practical overview of the Wetland Conservation Act (WCA), focusing on administrative requirements. This session will be most useful for participants who are new to administering WCA and/or serving as a Technical Evaluation Panel member with less than two years experience. The session will be a combination of lecture, case study, and discussion. Earn 0.4 Indirect WDCP Continuing Education Credits <i>Trainers: Amber Steele, Cade Steffenson – BWSR</i>			

Tuesday, October 27	Session 2	1:30 pm - 3:00 pm
A Legal Perspective on Public Human Resource Management		Welcome to the [Urban] Jungle: Setting Stormwater BMPs up for Success in the Complex Urban Landscape
Track: Org Capacity Skill Level: Intermediate LGU Org: All		Track: Technical Skill Level: Beginner/Intermediate LGU Org: All
<p>This presentation will focus on best practices from an employment law perspective regarding managing and supervising employees. The presentation will address matters relating to employee performance management, documentation and discipline of employees in the public sector context. It will also address application of the Minnesota Government Data Practices Act to personnel data. Participants can expect to understand the do's and don'ts, from a risk management perspective, in managing employee performance, and can expect to understand the proper treatment of data generated in the performance management process.</p> <p><i>Trainers: Kristyn Anderson – Enterprise Human Resources, Minnesota Management & Budget</i></p>		<p>Considerable time, effort and money are expended on urban stormwater BMPs each year. These range from simple rain gardens to extensive underground storage/infiltration to stormwater reuse systems. The trainers will cover current techniques to plan for, design, sequence, and maintain urban stormwater BMPs. Along with exploring currently accepted BMPs, participants will hear about new and emerging stormwater management techniques as well as what is working and what is not working in urban stormwater management.</p> <p><i>Trainers: Andy Schilling – South Washington WD, Nate Zwonitzer – Capitol Region WD</i></p>
WCA 301: Examples of “Real World” Applications & the Review Process		Conservation Universe: Orientation to the Who, Why, & How of Your Role in Minnesota Conservation
Track: Wetlands Skill Level: Advanced LGU Org: All		Track: Program Skill Level: Beginner LGU Org: All
<p>This session will focus on LGU application review. The course will consist of reviewing difficult or unusual WCA applications in small groups, then discussing the results of the application review. We will focus on determining complete applications, and filling out complete Notice of Applications and Notice of Decisions as well.</p> <p>Earn 0.4 Indirect WDCP Continuing Education Credits</p> <p><i>Trainers: Ben Meyer – BWSR, Andrew Grean – Wright County SWCD</i></p>		<p>The “Conservation Universe” in Minnesota session will explore this universe with a look at acronyms, walk through a practice case study, and dive into the rationale of WHY your organization has the power to do what it does. We’ll have some fun with statutes, too! You’ll leave this session with a better understanding of where you fit in the “conservation universe” and more ideas on how to get your next project completed. Please note that this much attended, strongly recommended session is a repeat from the 2013 and 2014 BWSR Academies.</p> <p><i>Trainers: Jeff Hrubes, Angie Becker-Kudelka, Ryan Hughes – BWSR</i></p>
Field Office of the Future: Utilizing Innovative Technology		Working in Accounting is Not All Fun and Games! Part 1
Track: Emerging Issues Skill Level: Intermediate LGU Org: All		Track: Workshops Skill Level: Intermediate LGU Org: All
<p>It's so easy a LGU can do it! Learn about simple, relatively low-cost solutions to streamlining workflows, data collection, design and implementation. From AutoCad and VRS survey and time-saving LiDar tricks to iPads and cloud computing, take a look at 21st century approaches to squeezing the most out of time in the field as well as back at the desk. Whether its field work, site inspections, practice design, AIS prevention, marketing or reporting, simple investments and training can yield great benefits to district operations.</p> <p><i>Trainers: Peter Mead – Becker SWCD, Josh Knopik – DNR</i></p>		<p>This session will have five sections. First, we will discuss the differences between cash and accrual accounting. You will realize the importance of year-end adjustments. We will highlight the crucial figures when reviewing financials. Second, we discuss the importance of a standardized chart of accounts, the difference between debits and credits. We will define unearned revenue; discuss what makes up unearned revenue and how to track it correctly. Third, we will discuss the purpose an audit, review what goes into a financial audit, and the items most commonly adjusted or corrected. The fourth section will focus on sharing ideas to make Year End “as fun” as possible. Participants should be willing to share their lessons learned and struggles along the way. Lastly we will discuss if your organization passes the “sniff test”? You will receive resources for guidance on allowable and unallowable uses of public funds. Case studies of expenditures of public money to pay for expenses will be part of this workshop.</p> <p><i>Trainers: Michael Peterson, Samantha Wocken – Peterson Company Ltd.; Karen Flom – Renville SWCD; Jeannette Austin, Julie Krebs – BWSR</i></p>
RIM Updates & Opportunities		
Track: Program Skill Level: Intermediate LGU Org: SWCD		
<p>This session is offered to keep SWCD staff up to date on current RIM programs/signups, new practices/policies and updates to the easement process.</p> <p><i>Trainers: Bill Penning, Tabor Hoek – BWSR</i></p>		

Also offered 10/28, 1:00

Tuesday, October 27	Session 3	3:30 pm - 5:00 pm
Conflict Resolution: Real Skills for the Real World		Introduction and Overview of the New BWSR Wetland Restoration Guide
Track: Org Capacity Skill Level: Intermediate LGU Org: All		Track: Technical Skill Level: Any LGU Org: All
<p>When done right, conflict resolution skills have the power to heal relationships, resolve thorny public issues, and transform communities. In this interactive session, participants will learn and practice skills, applying them to your professional context. The skills will include: identifying the hidden drivers of the conflict including unmet needs, emotions, and identity concerns, dealing with strong emotion, unlocking the incredible power of listening to transform conflict by hearing what the other person really means, how to speak so that others will really hear you, interest based negotiation, and developing sustainable solutions.</p> <p><i>Trainer: Mariah Levison – Minnesota State Office for Collaboration & Dispute Resolution</i></p>		<p>In 1992 BWSR published its first “Minnesota Wetland Restoration Guide”. This Guide had an emphasis on engineering design and technical guidance for restoring drained wetlands. Since that time, BWSR has seen many changes within its own wetland restoration programs and its approach to restoring drained and altered wetlands. These changes include development of new ecological based restoration practices and strategies in addition to new, updated technical guidance. All of these new concepts, strategies, and techniques are incorporated into the new Minnesota Wetland Restoration Guide. Included is current updated research and hands-on experience of practitioners from across the state. The result is a comprehensive multidisciplinary document that offers sound engineering and ecological principals and strategies for restoring functional and sustainable wetlands in Minnesota.</p> <p><i>Trainers: Tom Wenzel, Dan Shaw – BWSR</i></p>
There are No Easy Delineations		World’s Best Bragger: How to Tell Everyone How Great You Are
Track: Wetlands Skill Level: Intermediate LGU Org: All		Track: Program Skill Level: Intermediate LGU Org: All
<p>This session will be a hands-on review of atypical and problem area delineations. Participants will be split into small groups to review and discuss delineations, and what techniques that could be used to complete the delineation. The groups will then present their delineation scenario, and how they would proceed.</p> <p>Earn 1.5 Direct WDCP Continuing Education Credits</p> <p><i>Trainers: Dennis Rodacker, Steve Hofstad – BWSR</i></p> <p style="text-align: right;">Also offered 10/29, 8:30</p>		<p>Let's face it, none of us are great at talking about ourselves, and when it comes to grants the competition is fierce, the money is scarce, and you're not getting any support or recognition. You have to brag it up! Local folks are doing great projects all the time - whether it's that great grassed waterway at Jimbo's place or that snazzy rain garden at the library - you do a lot of great work. Now start telling people about it! This session aims at opening your eyes to different strategies to advertise your work, to get you on the map, to tell your STORY! Join us for a great session to help you get the recognition you deserve, and put your face (and projects) on the map.</p> <p><i>Trainers: Celi Haga, Tom Gile, Brett Arne – BWSR</i></p>
Planning & Zoning 101 for Conservation Professionals		Working in Accounting is Not All Fun and Games! Part 2
Track: Emerging Issues Skill Level: Any LGU Org: SWCD, WD		Track: Workshops Skill Level: Intermediate LGU Org: All
<p>Planning and Zoning is the process through which property is improved in Minnesota Counties yet many people who work in natural resource conservation and protection are unaware of the legal basis and process requirements for land use regulations. This session would explain the basics of Planning and Zoning from the enabling statutes all the way through Public Hearing processes with the Planning Commission and Board of Adjustment. Planning and Zoning is unique in that it is created in statute and rule while also being very technical scientifically in the day to day operations. People sometimes can be unaware of the laws and then are frustrated when a decision has been made that may seem contrary to conservation best management practices.</p> <p><i>Trainer: Chris Pence – Minnesota Association of County Planning & Zoning</i></p>		<p>See Part 1 above for description and trainers.</p> <p>eLINK 101: Help! I’m lost in eLINK!</p> <p>Track: Program Skill Level: Beginner LGU Org: All</p> <p>eLINK is the electronic grants management system that BWSR uses to collect data about how local governments use state funding. This information is used to track progress made in protecting and restoring the state’s resources. It is important that information is entered into the system accurately and with enough detail that it provides a clear picture of grant outcomes. This is a beginner level eLINK session that will explain the basics of the database along with some tips and tricks to make life easier.</p> <p><i>Trainers: Matt Fischer – BWSR, Darren Carlson – Kittson SWCD, Jen Wentz – Becker SWCD</i></p> <p style="text-align: right;">Also offered 10/29 at 8:30</p>

Wednesday, October 28	Session 1	8:30 am – 10:00 am
Collaboration: Unraveling the Mystery		Preliminary Guidance on SWCD Role in the 2015 Soil Erosion Legislation
Track: Org Capacity Skill Level: Beginner/Intermediate LGU Org: All		Track: Technical Skill Level: Beginner LGU Org: All
<p>Now more than ever, we are being asked to collaborate in our work. Making that collaboration effective is not a mystery, but it takes some thought to make it work. In this session, we'll explore key factors of successful collaboration, how to map your collaboration efforts, and tips that can help you succeed.</p> <p><i>Trainer: Denise Stromme – University of Minnesota</i></p>		<p>This session will provide a brief history on “soil loss limits” legislation in MN leading up to the 2015 legislative amendments to Sec. 103F.401 “soil erosion”. BWSR staff will provide an interpretation of the 2015 state amended soil erosion legislation and preliminary guidance on the roles and responsibility of the SWCD. Plus an LGU’s insight into how it has implemented a local soil loss limits ordinance.</p> <p><i>Trainers: Doug Thomas, Greg Larson (retired) – BWSR; Donna Rasmussen – Fillmore SWCD</i></p>
Using MnRAM for Ag Banks, ENRV, & Preservation		RIM 101: The Basics
Track: Wetlands Skill Level: Intermediate LGU Org: All		Track: Program Skill Level: Beginner LGU Org: SWCD
<p>This session will inform participants on how MnRAM can be used to determine replacement credit and eligibility in WCA. This functional assessment tool can be used to compare pre- and post-restoration wetland conditions. Ag Banking uses several sections of the MnRAM assessment for eligibility and crediting. Documenting the conditions of wetlands is becoming more and more important so come learn how MnRAM can help.</p> <p>Earn 0.4 Indirect WDCP Continuing Education Credits</p> <p><i>Trainers: John Overland, Ryan Heinen – BWSR</i></p>		<p>Overview and basics of the RIM Reserve program and easement acquisition process. Learn what you will need to do locally with your landowners and the BWSR to be able to secure conservation easements that will help to treat and protect the natural resource concerns in your county.</p> <p><i>Trainers: Tim Fredbo, Dave Rickert – BWSR</i></p>
Using Innovative Technologies to Mitigate Phosphorus Impacts from Urban & Ag Runoff		Soils & Plant Lab – Part 1
Track: Emerging Issues Skill Level: Intermediate LGU Org: All		Track: Workshops Skill Level: Intermediate LGU Org: All
<p>Phosphorus impacts to surface water resources has been a concern for many decades and continues to be a significant problem. In recent years, new technologies have been developed, such as the iron-enhanced sand filter practice, to help reduce the impacts of dissolved P from runoff. This session will be led by practitioners who are working directly with this and other new technologies in the field to provide both a technical and practical perspective. Examples of both urban and agricultural applications will be provided through this training.</p> <p><i>Trainers: Mike Isensee – Middle St. Croix WMO, Joe Jacobs – Wright SWCD, Andy Erickson – St. Anthony Falls Laboratory</i></p>		<p>Hydric soil indicators are complex and confusing; this training will interactively teach you how to use the indicator manual. Since you cannot ID a hydric soil without knowing how to color and texture soil, we will also have hands-on exercises to sharpen those skills. The plant section will cover basics of plant anatomy, with a field exercise and scavenger hunt to investigate local wetland and upland species.</p> <p>Earn 1.5 Direct WDCP Continuing Education Credits</p> <p><i>Trainers: Dennis Rodacker, Dan Shaw – BWSR</i></p> <p style="text-align: right;">Soils portion also offered 10/29, 10:30</p>
Get Your Wings with the Pilots of One Watershed, One Plan		
Track: Program Skill Level: Intermediate LGU Org: All		
<p>The One Watershed, One Plan pilots have a whole year under their belts, and they're ready to share their experiences. This session invites participants to chat and learn with the pilot watersheds - on what the successes and challenges have been throughout the whole planning process. A round-robin style discussion will include local government staff, BWSR staff, and other agency folks who have been ingrained in the process of completing a One Watershed, One Plan.</p> <p><i>Trainers: Melissa Lewis – BWSR, Local Government & Other Agency Staff</i></p> <p style="text-align: right;">Also offered 10/27 at 10:30</p>		

Wednesday, October 28	Session 2	10:30 am – 12:00 pm
Time Flies		Conservation Buffers & Upland Treatment
Track: Organizational Capacity Skill Level: Beginner LGU Org: All		Track: Technical Skill Level: Intermediate/Advanced LGU Org: All
<p>So many projects, so little time. Sound familiar? We know we can't add more hours to the day, but what if we found ways to make better use of the time we have? In this session, we'll help you detect your time-wasters, identify peak performance times and learn ways to improve your overall productivity.</p> <p><i>Trainer: Melissa Barrick – Crow Wing SWCD</i></p>		<p>What are conservation buffers and how does upland treatment impact their effectiveness? This session will include a review of the NRCS practices standards that relate to the diverse conservation buffers and the identified resource concerns. It will also cover supporting practices and the science behind it all.</p> <p><i>Trainers: Shannon Carpenter, Ryan Galbreath – USDA-NRCS</i></p> <p style="text-align: right;">Also offered today at 1:00</p>
Practical Application of MPARS & Environmental Review for Wetland Projects		Getting Automatic with the Grants Administration Manual
Track: Wetlands Skill Level: Intermediate LGU Org: All		Track: Program Skill Level: Intermediate LGU Org: All
<p>The purpose of this training session is to give participants a practical overview of the MN Permitting and Reporting System (MPARS) as well as the Environmental Review process. Discussion will include the link(s) between MPARS, mandatory EAW thresholds, and wetland protection. The session will be useful to staff involved with project planning, review, and wetland regulation. The session will be a combination of lecture and case study.</p> <p>Earn 0.4 Indirect WDCP Continuing Education Credits</p> <p><i>Trainers: Kate Frantz, Darrin Hoverson – MN DNR</i></p>		<p>In theory, the BWSR Grants Administration Manual (GAM), posted online at http://www.bwsr.state.mn.us/grants/manual/, is intended to be a one-stop shop for information regarding the proper (and efficient) administration of BWSR grants. In practice, the GAM is a living document, with a mixture of older sections, consolidated from other grant programs; and some recently revised and even brand-new sections. Even with regular updates about revisions to the GAM (communicated through the BWSR Grants Quarterly newsletter), it can get confusing, for a first-time or even an experienced user. The goal of this session is to describe what's in the GAM and explain why it's in there, so that BWSR grantees can "get automatic" with using its policy and guidance.</p> <p><i>Trainers: Tim Dykstal, Chad Severts, Wayne Zellmer – BWSR</i></p> <p style="text-align: right;">Also offered today at 2:45</p>
Crossing the Line: Sharing Services Across LGU Boundaries		Buffer Program: Where are we now? Where are we going?
Track: Emerging Issues Skill Level: Beginner LGU Org: SWCD, WD		Track: Emerging Issues Skill Level: Any LGU Org: All
<p>Local government units face a variety of staffing challenges. While the desire to provide all staffing within house is understandable, for many duties, it is simply not feasible. So, how do you get services for your LGU that you cannot provide within your organization? Sometimes, you can work with a neighboring local government to share services in a way that provides benefits to both governments and provides for greater governmental efficiencies. This panel discussion will present two case studies (managerial and technical shared services) and an understanding of some of the intricacies in entering into a shared services arrangement.</p> <p><i>Trainers: Susan Shaw – Mille Lacs SWCD, Pam Tomevi – Koochiching SWCD, Jennifer Wolf – MICT</i></p>		<p>In June, the Minnesota legislature passed and the Governor signed into law Minnesota's Buffer Initiative. This new statute requires that all public waters and public drainage systems have a buffer of a certain specified width. While the Department of Natural Resources is busy with the process of developing maps of where these buffers should be, many local government employees are fielding questions from landowners, elected officials, and other interested residents about how this new buffer law will change land management. Come to this Academy session to learn about the buffer law and where we anticipate going in the next few months and years as this initiative matures.</p> <p><i>Trainers: BWSR Staff</i></p> <p style="text-align: right;">Also offered 10/29 at 10:30</p>
Soils & Plant Lab Part 2		
Track: Workshops Skill Level: Intermediate LGU Org: All		
<p>See Part 1 above for description and trainers.</p> <p>Earn 1.5 Direct WDCP Continuing Education Credits</p>		

Wednesday, October 28	Session 3	1:00 pm – 2:30 pm
Meeting Best Practices, Open Meeting Law		Projects Without Lawsuits: Getting Your Plans in the Ground
Track: Org Capacity LGU Org: All	Skill Level: Intermediate	Track: Technical Skill Level: Beginner/Intermediate LGU Org: All
<p>Ever wonder how to conduct a meeting effectively? This training session will provide best practices that you can use during your staff or board meetings. There will also be discussion on the open meeting law, and your LGU's responsibility under this law.</p> <p><i>Trainers: Jennifer Wolf, Evan Cordes – Minnesota Counties Intergovernmental Trust</i></p>		<p>You have approved plans and are ready to get your project in the ground. How do you select a contractor? What is your discretion when evaluating bids? How do you structure your bid form and contract documents to head off disputes during construction? Mr. Meehan (engineer) and Mr. Holtman (lawyer) will review legal requirements and best practices to get you from final plans to the exhilarating moment when you sign the notice to proceed.</p> <p><i>Trainers: Chuck Holtman – Smith Partners PLLP, Chris Meehan – Wenck Associates, Inc.</i></p>
The Newest WCA Statute & Anticipated Rule Changes		RIM Updates & Opportunities
Track: Wetlands LGU Org: All	Skill Level: Any	Track: Program Skill Level: Intermediate LGU Org: SWCD
<p>“Whiskey is for drinking; water is for fighting over.” Over 100 years later, an amendment to this quote, commonly attributed to Mark Twain, may be appropriate: “Whiskey is for drinking, water is for fighting over, and wetlands mean war!” This may better describe the seemingly endless interest in the Minnesota Wetland Conservation Act (WCA) statutes and administrative rules. Since the WCA rules were last amended (2009), State statute has been amended three times (2011, 2012, and 2015). The newest rule update will incorporate all of the previous statute changes as well as other changes to improve the implementation of WCA. Come learn about the upcoming changes and there may be an opportunity to provide your input into the new rules.</p> <p>Earn 0.4 Indirect WDCP Continuing Education Credits</p> <p><i>Trainers: Les Lemm, Dave Weirens – BWSR</i></p>		<p>This session is offered to keep SWCD staff up to date on current RIM programs/signups, new practices/policies and updates to the easement process.</p> <p><i>Trainers: Bill Penning, Tabor Hoek – BWSR</i></p> <p style="text-align: right;">Also offered 10/27 at 1:30</p> <p style="text-align: center;">Conservation Buffers & Upland Treatment</p> <p>Track: Technical Skill Level: Intermediate/Advanced LGU Org: All</p> <p>What are conservation buffers and how does upland treatment impact their effectiveness? This session will include a review of the NRCS practices standards that relate to the diverse conservation buffers and the identified resource concerns. It will also cover supporting practices and the science behind it all.</p> <p><i>Trainers: Shannon Carpenter, Ryan Galbreath – USDA-NRCS</i></p> <p style="text-align: right;">Also offered today at 10:30</p>
Maximizing Pollinator Habitat – Part 1		Prioritize, Target, & Measure (PTMing): What it Means & Does for You – Part 1
Track: Emerging Issues LGU Org: All	Skill Level: Beginner/Intermediate	Track: Workshops Skill Level: Intermediate LGU Org: All
<p>Pollinators are an increased focus of conservation projects, but we often have many questions about how to maximize pollinator habitat. How should projects be prioritized? What type of assessment work should be done? What types of habitat are important? How should projects be arranged on the landscape? What species should be chosen? What site prep options are available? What types of management can maintain diversity? This session will help answer these and other questions to help us develop projects that more effectively support declining pollinator populations. During an interactive part of the session, participants will learn how to use a habitat assessment tool to evaluate existing pollinator habitat and prioritize enhancement actions in a given landscape, based on existing resources and needs.</p> <p><i>Trainers: Dan Shaw – BWSR, Sarah Foltz Jordan – The Xerces Society</i></p>		<p>This half-day session will provide you with a perspective on what we (BWSR) are thinking when we ask you about your PTM (prioritize, target and measure) efforts. Those that have PTMed will provide insight into their efforts and the resulting benefits with real life examples. We will then expose you to the latest advances that are being developed in the world of PTMing.</p> <p><i>Trainers: Marcey Westrick – BWSR, Holly Kovarik – Pope SWCD, Chuck Fritz – International Water Institute, Casey Thiel – Chisago SWCD, Dan Schutte – Lake SWCD</i></p>

Wednesday, October 28	Session 4	2:45 pm – 4:15 pm
Strategic Planning & Visioning for Your Conservation Organization		Assessing & Maintaining Stormwater BMPs: Sediment to Vegetation
Track: Org Capacity Skill Level: Intermediate LGU Org: SWCD, WD		Track: Technical Skill Level: Beginner/Intermediate LGU Org: All
<p>Local staff share their experiences in some exercises they use to provide a vision and strategic plan for their conservation organization. Experiences ranging from Board meeting interaction to implementation can all be affected through various means of setting a vision and strategic plan. And some examples can be quite easy to bring back to your organization.</p> <p><i>Trainers: Tom Gile – BWSR, Tim Kelly – Coon Creek WD, Holly Kovarik – Pope SWCD</i></p>		<p>How do you maintain a stormwater BMP project that has not been kept up since its installation? Where do you begin? What is the best approach? In this session we will discuss how one local government, the Minnehaha Creek Watershed District, has worked to develop its Project Maintenance & Land Management program. Utilizing project examples (stormwater ponds, shoreline restorations, raingardens, etc.) from around the Twin Cities, we will walk through how to assess sites and ultimately make management decisions.</p> <p><i>Trainers: Tiffany Schaufler, Laura Domyancich – Minnehaha Creek WD; Tory Christensen – Wetland Habitat Restorations</i></p>
Got Findings? TEP Procedures & Writing Concise Findings of Fact		RIM Title Insurance – What is Title Insurance, why do I have to get it, & how do I resolve issues?
Track: Wetlands Skill Level: Intermediate/Advanced LGU Org: All		Track: Program Skill Level: Any LGU Org: SWCD
<p>The purpose of this training is to help WCA TEP members write recommendations and findings that are effective, defensible and consistent with the TEP's role in the WCA regulatory program. This session will be most useful for participants who are typically tasked with writing findings and recommendations on behalf of the TEP, but will also be of use to all participants that serve on TEPs. This will primarily be an interactive session where small groups will evaluate and compose example TEP findings followed by an overall discussion of the results with the entire group. There will be a few short presentations intermixed with the group exercises.</p> <p>Earn 0.4 Indirect WDCP Continuing Education Credits</p> <p><i>Trainers: Ken Powell, Steve Hofstad, Les Lemm, Cade Steffenson – BWSR</i></p>		<p>The purpose of this session is to enable participants to walk away with a clear understanding of what title insurance is and why they need to obtain it, as it relates to RIM Conservation Easements. We will discuss common issues people may run across in their quest to obtain title insurance and how to resolve them. Participants should come prepared with three written questions (no names required) that will be collected in a drop box at the beginning of the session. Questions can range from very beginner type questions to the more complex. ALL questions are welcome as we know there are a lot of new staff out there. Lastly, come prepared to take a ten-question quiz based on the RIM 101 training that's on the BWSR website.</p> <p><i>Trainers: Kristie Mack, Polly Remick – BWSR</i></p>
Maximizing Pollinator Habitat – Part 2		Prioritize, Target, & Measure (PTMing): What it Means & Does For You – Part 2
Track: Emerging Issues Skill Level: Beginner/Intermediate LGU Org: All		Track: Workshops Skill Level: Intermediate LGU Org: All
See Part 1 above for description and trainers.		See Part 1 above for description and trainers.
Getting Automatic with the Grants Administration Manual		
Track: Program Skill Level: Intermediate LGU Org: All		
<p>In theory, the BWSR Grants Administration Manual (GAM), posted online at http://www.bwsr.state.mn.us/grants/manual/, is intended to be a one-stop shop for information regarding the proper (and efficient) administration of BWSR grants. In practice, the GAM is a living document, with a mixture of older sections, consolidated from other grant programs; and some recently revised and even brand-new sections. Even with regular updates about revisions to the GAM (communicated through the BWSR Grants Quarterly newsletter), it can get confusing, for a first-time or even an experienced user. The goal of this session is to describe what's in the GAM and explain why it's in there, so that BWSR grantees can "get automatic" with using its policy and guidance.</p> <p><i>Trainers: Tim Dykstal, Chad Severts, Wayne Zellmer – BWSR</i></p> <p style="text-align: right;">Also offered today at 10:30</p>		

Thursday, October 29	Session 1	8:30 am – 10:00 am
Successful Facilitation		Don't Treat Your Soil Like Dirt
Track: Org Capacity Skill Level: Beginning/Intermediate LGU Org: All		Track: Technical Skill Level: Beginner/Intermediate LGU Org: All
<p>Facilitation is defined as "to make easier" but if you've ever tried to facilitate a meeting, you know that it's often anything BUT easy. In this session you will learn what a facilitator really does, and doesn't do. You will also get tips for creating buy in, engaging participants, keeping the meeting on track, and making sure your objectives are met. This will be an interactive session, with opportunities for hands on practice. Facilitation takes careful planning, but once you know what you what to do, you can make it look "easy"!</p> <p><i>Trainers: Angie Becker Kudelka, Jenny Gieseke – BWSR</i></p>		<p>The soil is a world all of its own! Many have never seen the soil close-up and the wonders it beholds. This may sound a little theatrical, but very true. By attending this session you will learn about the surprising interrelations within the soil. From the unique variability across the state down to the power of the tiniest microbe, what makes a healthy soil and why should we care? We'll take a look at the potential our soil has to help the farmer and the environment and explain what practices a farmer can put into place to improve their soil health.</p> <p><i>Trainer: Jodi Delong-Hughes – U of M Extension</i></p>
An Overview of Peatland Restoration Techniques		eLINK 101: Help! I'm lost in eLINK!
Track: Wetlands Skill Level: Advanced LGU Org: SWCD, County		Track: Program Skill Level: Beginner LGU Org: All
<p>Peatland restoration in North America initiated ~35 years ago. Original restoration efforts focused on restoring mined over bogs. Recent advances in peatland restoration in NA has expanded the original concepts and methodology. Restoration efforts in NA now include restoring peatlands from many diverse types of disturbances (e.g., roads, mining, grazing, erosion, forestry) and occur in many different peatland types (e.g., fens). Because fens are groundwater driven, techniques to restore hydrology of fens is generally more complicated than for bogs. Restoring more variety of peatland types has also led to the need of new techniques for reestablishing a broader array of plants other than Sphagnums, including non-Sphagnum mosses, sedges, shrubs and trees.</p> <p>Earn 0.4 Indirect WDCP Continuing Education Credits</p> <p><i>Trainers: Dr. Rodney A. Chimner PhD – Michigan Technological University, Dale Krystosek – BWSR</i></p>		<p>eLINK is the electronic grants management system that BWSR uses to collect data about how local governments use state funding. This information is used to track progress made in protecting and restoring the state's resources. It is important that information is entered into the system accurately and with enough detail that it provides a clear picture of grant outcomes. This is a beginner level eLINK session that will explain the basics of the database along with some tips and tricks to make life easier.</p> <p><i>Trainers: Matt Fischer – BWSR, Darren Carlson – Kittson SWCD, Jen Wentz – Becker SWCD</i></p> <p style="text-align: right;">Also offered 10/27 at 3:30</p>
What about Bob? Putting People into PTM!		Farm Bill Assistance Workshop – Part 1
Track: Emerging Issues Skill Level: Intermediate/Advanced LGU Org: SWCD, WD		Track: Workshops Skill Level: Intermediate LGU Org: SWCD
<p>When natural resource managers plan to achieve conservation goals, it is all too easy to forget the most critical resources on the land, the people! This session will introduce (or reintroduce) resource managers to some of the social sciences in a way that will allow them to include the human dimension into the prioritize, target, and measure framework. Attendees will leave with a suite of options and tools for assessing and understanding the landowners who live, work and play in the landscape we are trying to manage for clean water and productive soils.</p> <p><i>Trainer: Jason Weinerman – BWSR</i></p>		<p>The Farm Bill Assistance Workshop will provide detailed information on multiple programs administered by multiple agencies as well as training on technical proficiencies needed to be successful at promoting, targeting, installing and managing conservation practices that address wildlife and clean water objectives. This workshop will cover topics such as USDA Farm Programs, crop insurance, nontraditional conservation programs, and tools that help prioritize landowner outreach.</p> <p><i>Trainers: Tabor Hoek, Others – BWSR</i></p>
There are No Easy Delineations		
Track: Wetlands Skill Level: Intermediate LGU Org: All		
<p>This session will be a hands-on review of atypical and problem area delineations. Participants will be split into small groups to review and discuss delineations, and what techniques that could be used to complete the delineation. The groups will then present their delineation scenario, and how they would proceed.</p> <p>Earn 1.5 Direct WDCP Continuing Education Credits</p> <p><i>Trainers: Dennis Rodacker, Steve Hofstad – BWSR</i></p> <p style="text-align: right;">Also offered 10/27 at 3:30</p>		

Thursday, October 29	Session 2	10:30 am – 12:00 pm
The “E”ssentials of Leadership: Empowerment, Encouragement, Engagement		Hydrology 101: How Hydrology Relates to Most of What We Do
Track: Org Capacity Skill Level: Intermediate LGU Org: All		Track: Technical Skill Level: Beginner/Intermediate LGU Org: All
<p>Knowing how to maximize your employees' potential is an essential skill you need to thrive in your supervisory role. This course will provide you with tools and techniques to enhance your employees' talent through orienting, training, and coaching. You will learn how to leverage the strengths of your direct reports to optimize organizational success. The process will help you set effective performance goals and build the performance climate that your employees need to achieve desired results.</p> <p><i>Trainer: Eloise Thorson – Central Lakes College</i></p>		<p>This session will present an introduction to hydrology so that you will understand the hydrologic terms and units most commonly used in conservation activities. Hydrology and hydraulics are involved in most conservation activities. Some aspects are used in planning and design ranging from a field diversion or terrace to a large impoundment dam. Upon completion of this session the participant will be able to: (1) Define hydrology and hydraulics. (2) Describe the physical processes that together make up the hydrologic cycle. (3) Identify and derive the terms or units commonly used in hydrology. And (4) Identify and locate common NRCS references used in hydrology.</p> <p><i>Trainers: Scott Smith, Amanda Smith – USDA-NRCS</i></p>
Off-Site Resource Reviews: Tools & Tips		The Cure for What You’ve Contracted
Track: Wetlands Skill Level: Intermediate LGU Org: All		Track: Program Skill Level: Intermediate LGU Org: SWCD, WD
<p>This session will provide valuable information into all things relating Off-Site reviews. In today's era, we have more information available to use than ever before, but do you know about everything that's out there? Learn about recent changes to the NWI layer, learn how to georeference aerial photos in ArcMap, and recent changes to the Off-Site Hydrology methods. Do you know how to swipe (and no, not the swiping on your smartphone.)? We'll teach you this and much more.</p> <p>Earn 1.5 Direct WDCP Continuing Education Credits</p> <p><i>Trainers: Aaron Spence – MN.IT@BWSR; Jeremy Maul, Kane Radel – BWSR</i></p>		<p>This session will provide participants a hands-on training experience in the wonderful world of contracting. Topics to be covered include general contracts with landowners and/or other partners, BWSR's requirements as well as special contract documents and how and when they should be used. Additionally participants will have a chance to go through a complete contracting simulation which will help reinforce the training materials and help participants apply these techniques back on the job.</p> <p><i>Trainers: Jared House – Pomme de Terre River Association, Peter Waller, Brett Arne – BWSR</i></p>
Buffer Program: Where are we now? Where are we going?		Farm Bill Assistance Workshop – Part 2
Track: Emerging Issues Skill Level: Any LGU Org: All		Track: Workshops Skill Level: Intermediate LGU Org: SWCD
<p>In June, the Minnesota legislature passed and the Governor signed into law Minnesota’s Buffer Initiative. This new statute requires that all public waters and public drainage systems have a buffer of a certain specified width. While the Department of Natural Resources is busy with the process of developing maps of where these buffers should be, many local government employees are fielding questions from landowners, elected officials, and other interested residents about how this new buffer law will change land management. Come to this Academy session to learn about the buffer law and where we anticipate going in the next few months and years as this initiative matures.</p> <p><i>Trainers: BWSR Staff</i></p> <p style="text-align: right;">Also offered 10/29 at 10:30</p>		<p>See Part 1 above for description and trainers.</p> <p style="text-align: center;">Soils Lab</p> <p>Track: Workshops Skill Level: Intermediate LGU Org: All</p> <p>Hydric soil indicators are complex and confusing; this training will interactively teach you how to use the indicator manual. Since you cannot ID a hydric soil without knowing how to color and texture soil, we will also have hands-on exercises to sharpen those skills.</p> <p>Earn 1.5 Direct WDCP Continuing Education Credits</p> <p><i>Trainer: Dennis Rodacker – BWSR</i></p> <p style="text-align: right;">Plant & Soils Lab also offered 10/28 at 8:30</p>

Note: WDCP Continuing Education Credits from regulatory (indirect) sessions can be used for up to half of total WDCP continuing education requirements for the two-year period.