

Monday October 24	Session 1	10:30 am - 12:00 pm
<p align="center"><b>Grant Tracking: What's in Your Toolbox</b></p>		<p align="center"><b>Maintaining Stormwater Infiltration Practices: Ounce of Prevention for a Pound of Cure</b></p>
<p><b>Track:</b> Org Capacity      <b>Skill Level:</b> Beginner <b>LGU Org:</b> All</p>		<p><b>Track:</b> Technical      <b>Skill Level:</b> Intermediate <b>LGU Org:</b> All</p>
<p>Oversight and accountability go hand in hand. The purpose of this session is to give LGUs some practical tools for good financial management of the grant funds they receive from BWSR. Topics to be discussed include an overview of why there is oversight of grant funds, allowable costs, time tracking, and billing rates.</p> <p><i>Trainers: Jeannette Austin, Linda Donnay, Julie Krebs, Tim Dykstal – BWSR</i></p> <p align="right"><b>Also offered 10/26, 10:30</b></p>		<p>Stormwater runoff from roads, driveways, parking lots, and other impervious surfaces can be a significant contributor to water quality issues in urban areas. To tackle this issue, a variety of best management practices (BMPs) have been installed. These urban stormwater BMPs need to be inspected and maintained to retain their environmental effectiveness over time. This session will involve learning about two local stormwater maintenance programs for a large number of bioretention and infiltration basins. Topics will include an overview of inspections software and process, consideration for retaining maintenance in-house or hiring contractors, differentiating between maintenance and repair, annual maintenance program costs, and lessons learned.</p> <p><i>Trainers: Mike Isensee – Middle St. Croix WMO and Washington CD &amp; Paige Ahlborg – Ramsey-Washington Metro WD</i></p>
<p align="center"><b>Delineations: From Checklist to Field - Boost Your Review Skills</b></p>		<p align="center"><b>WCA 101</b></p>
<p><b>Track:</b> Wetlands      <b>Skill Level:</b> Beginner/Intermediate <b>LGU Org:</b> All</p>		<p><b>Track:</b> Basics      <b>Skill Level:</b> Beginner <b>LGU Org:</b> All</p>
<p>If you haven't heard, there is new joint guidance for submitting wetland delineations in Minnesota that came out in 2015. There is also new joint guidance for offsite hydrology and wetland determinations that came out in July of 2016. In this session we will review the checklist for determining a complete delineation report and introduce you to the new offsite hydrology guidance. Wetland delineation report examples will be given, as well as a discussion on data sheets, and group exercise on aerial photo review.</p> <p><b>Earn 1.5 Direct WDCP Continuing Education Credits</b></p> <p><i>Trainers: Ben Meyer &amp; Steve Hofstad – BWSR</i></p>		<p>This session will give participants an overview of the Wetland Conservation Act (WCA), focusing on the administrative requirements as well as introducing available exemptions and the no-loss criteria. This session will <i>not</i> explore WCA replacement plans, banking applications, or enforcement procedures. Staff members with less than two years' experience administrating WCA and/or serving as a Technical Evaluation Panel member will benefit the most from attending this session. The session will be a combination of lecture, small group exercise and discussion, and Q &amp; A.</p> <p><b>Earn 0.4 Indirect WDCP Continuing Education Credits</b></p> <p><i>Trainer: Cade Steffenson &amp; Jed Chesnut – BWSR</i></p>
<p align="center"><b>Conservation Universe – Orientation to the Who, Why, and How of Your Role in MN Conservation</b></p>		<p align="center"><b>One Watershed, One Plan</b></p>
<p><b>Track:</b> Workshop      <b>Skill Level:</b> Beginner <b>LGU Org:</b> All</p>		<p><b>Track:</b> Repeats      <b>Skill Level:</b> Intermediate <b>LGU Org:</b> All</p>
<p>This session will explore the “Conservation Universe” in Minnesota with a look at acronyms, a walk through a practice case study, and a 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 past BWSR Academies.</p> <p><i>Trainers: Angie Becker Kudelka, Ryan Hughes, &amp; Jenny Gieseke – BWSR</i></p> <p align="right"><b>Also offered 10/25, 2:45</b></p>		<p>Contrary to popular belief, comprehensive watershed management plans and One Watershed, One Plans are not only about data. Maps and tables don't set priorities, people do. Based on the resource values that are most important to them, people make decisions about how to utilize available financial and human resources to make a difference. Water quality and watershed data can be used to help support and document issues to address. The challenge is to integrate that information into a set of planned activities that provides direction to a diverse set of partners' work to address common resource issues. This session will focus on using available information along with new data gathered through the Watershed Restoration and Protection Strategy (WRAPS) process to ease the transition to a useful and usable Comprehensive Watershed Management Plan.</p>
<p align="center"><b>RIM Updates</b></p>		
<p><b>Track:</b> Program      <b>Skill Level:</b> Beginner <b>LGU Org:</b> All</p>		<p><i>Trainers: Jeff Hrubes &amp; Maggie Leach – BWSR</i></p> <p align="right"><b>Also offered 10/25, 1:00</b></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 &amp; Tabor Hoek – BWSR</i></p>		

Monday, October 24	Session 2	1:30 pm - 3:00 pm
<b>Reel 'em In and Keep 'em</b>		<b>Section 404 Clean Water Act – Whats, Hows, and Wherefores</b>
<b>Track:</b> Org Capacity <b>LGU Org:</b> All	<b>Skill Level:</b> Beginner	<b>Track:</b> Wetlands <b>LGU Org:</b> All <b>Skill Level:</b> Beginner
<p>The purpose of this session is to give managers tips on hiring qualified candidates and how to retain them with proper onboarding. Topics to be discussed include interviewing tips, what employees expect when they are hired, and how to successfully onboard.</p> <p><i>Trainers: Nicole Gebheim – BWSR &amp; Emily Paoli Johnson – MN Management &amp; Budget</i></p>		<p>This session will provide information on the basics of the Clean Water Act, such as what it covers, why it is necessary, how it functions, and how it is similar to the WCA.</p> <p><b>Earn 0.4 Indirect WDCP Continuing Education Credits</b></p> <p><i>Trainer: Jill Bathke – USACE</i></p>
<b>Groundwater: Managing an Invisible Resource</b>		<b>Ag. 101: Understanding Landowner Land-use Decisions – Part 1</b>
<b>Track:</b> Technical <b>LGU Org:</b> All	<b>Skill Level:</b> Beginner/Intermediate	<b>Track:</b> Basics <b>LGU Org:</b> All <b>Skill Level:</b> Beginner
<p>Groundwater is an essential resource in Minnesota. It supplies drinking water to ¾ of Minnesotans; supports lakes, rivers, and wetlands; and is the largest part of the State’s fresh water. But even in water-rich Minnesota, it is threatened by contamination and overuse. In this interactive, hands-on session, come learn the basics of groundwater to prepare yourself to protect this invisible, irreplaceable resource. You'll learn how groundwater affects surface waters, the vocabulary of groundwater, the settings that contain groundwater, the importance of groundwater as a drinking water source, and "who does what." Then explore where to find information on groundwater in your area, tools to help make decisions, and how to apply them to local problems.</p> <p><i>Trainers: Eric Mohring – BWSR, Tannie Eshenaur – MN Dept. of Health, Peggy Knapp – Freshwater Society, &amp; Sharon Pfeifer – MN Dept. of Natural Resources</i></p>		<p>Many factors can influence landowner land-use decisions and adoption of conservation practices. A broad understanding of agricultural economics and farming practices can assist technical staff when working with landowners to target and implement conservation practices. This session will explain the basics of agronomics, whole farm planning, and the culture of agriculture in Minnesota. Followed by actual landowner accounts of factors that influenced them and others to incorporate conservation practices into their operation.</p> <p><i>Trainers: Ian Olson – Central Crop Consulting, William Fitzgerald – MN Dept. of Agriculture, &amp; Judy Barka - AgCentric</i></p>
<b>A Change Would Do You Good – Update on Changing WCA Rules</b>		<b>Water Quality Tools for Implementing Strategies, Programs, and Projects Locally – Part 1</b>
<b>Track:</b> Repeats <b>LGU Org:</b> All	<b>Skill Level:</b> Beginner/Intermediate	<b>Track:</b> Workshops <b>LGU Org:</b> All <b>Skill Level:</b> Intermediate
<p>BWSR has once again been tasked with updating the WCA Rule to reflect a number of statute changes passed by the legislature. The last Rule change was in 2008 when there was a major overhaul of the organization and content of the Rule. This rulemaking effort will incorporate statutory changes from 2011, 2012, and 2015. BWSR has started the process of soliciting input from stakeholders and brainstorming changes to the WCA Rule. Our intent is to incorporate new and revised statutes as well as improve the clarity of the Rule. This session will include an overview of statutory changes, a review of the rulemaking process and schedule, and a review of preliminary BWSR proposals for the new Rules.</p> <p><b>Earn 0.4 Indirect WDCP Continuing Education Credits</b></p> <p><i>Trainers: Les Lemm &amp; Ken Powell – BWSR</i></p> <p style="text-align: right;"><b>Also offered 10/26, 8:30</b></p>		<p>Water quality tools and models are being used more and more by local governments to help prioritize and target work on the ground. This workshop will provide a general overview and comparison of common models, tools, and calculators utilized by State agencies and local governments. Local practitioners will provide examples of how they use models and tools in their job, and participants will work in small groups to discuss and develop an approach for using water quality tools and models in a hypothetical situation. NOTE: there will be some pre-work required for this workshop, including watching video presentations on different water quality models.</p> <p><i>Trainers: Matt Drewitz – BWSR, Stephanie Johnson – Mississippi River WMO, &amp; Holly Kovarik – Pope SWCD</i></p>
<b>Cut the Cord &amp; Leave your Desk! – Mobile Tech Made Easy</b>		
<b>Track:</b> Program <b>LGU Org:</b> SWCD	<b>Skill Level:</b> Beginner/Intermediate	
<p>Why work at your desk when you can be in the field? Paper? Who needs it? The answer is likely in your pocket already. Come learn about harnessing simple mobile solutions for completing inspections, tracking compliance, creating maps, and documenting your work. We'll cover free and low-cost hardware and applications, and workflows for "going mobile". The session will also include a hands-on exercise evaluating and tracking Buffer Law compliance using mobile tablets (provided).</p> <p><i>Trainer: Peter Mead – Becker SWCD/TSA 1</i></p>		

Monday, October 24

Session 3

3:30 pm - 5:00 pm

**Can Your Staff Meet Demands?**

**Track:** Org Capacity **Skill Level:** Beginner  
**LGU Org:** All

To capitalize on the strengths of all employees, the needs of the organization and capabilities of the staff you employ must first be understood. The purpose of this session is to cover the basics of what is involved in measuring hours of work needed against staff hours available, as well as addressing staff abilities. LGUs will learn to identify resource gaps and help plan for future needs.

*Trainers: David Johnson, Julie Krebs – BWSR & Jay Riggs – Washington CD*

**Local Road Program Explained**

**Track:** Wetlands **Skill Level:** Beginner/Intermediate  
**LGU Org:** All

This session will help you understand and prepare applications for use of the Local Government Road Wetland Replacement Program (LGRWRP). We will answer questions such as: What is the Road Program? How does it function? What are the process and procedures for LGUs and TEP members? And most importantly, what type of projects qualify and what information needs to be included in the application?

**Earn 0.4 Indirect WDCP Continuing Education Credits**

*Trainers: Dennis Rodacker & Ken Powell – BWSR*

**Successful Multipurpose Drainage Management (MDM) Partnerships**

**Track:** Technical **Skill Level:** Beginner/Intermediate  
**LGU Org:** All

There are two drainage authorities in Red Lake County: Red Lake County and the Red Lake Watershed District. For years these two drainage authorities have partnered with the Red Lake Soil and Water Conservation District to implement multipurpose drainage management practices on and in the watershed of their 103E drainage systems. A representative from the Red Lake Watershed District and the Red Lake Soil and Water Conservation District will share about the value of their partnership. There will be an opportunity for the participant to look at their existing or potential partnerships and to plan how to strengthen or initiate them.

*Trainers: Tim Gillette – BWSR, Myron Jesme – Red Lake WD, & Tanya Hanson – Red Lake SWCD*

**Ag. 101: Understanding Landowner Land-use Decisions – Part 2**

**Track:** Basics **Skill Level:** Beginner  
**LGU Org:** All

Many factors can influence landowner land-use decisions and adoption of conservation practices. A broad understanding of agricultural economics and farming practices can assist technical staff when working with landowners to target and implement conservations practices. This session will explain the basics of agronomics, whole farm planning, and the culture of agriculture in Minnesota. Followed by actual landowner accounts of factors that influenced them and others to incorporate conservation practices into their operation.

*Trainers: Ian Olson – Central Crop Consulting, William Fitzgerald – MN Dept. of Agriculture, & Judy Barka - AgCentric*

**Water Quality Tools for Implementing Strategies, Programs, and Projects Locally – Part 2**

**Track:** Workshops **Skill Level:** Intermediate  
**LGU Org:** All

Water quality tools and models are being used more and more by local governments to help prioritize and target work on the ground. This workshop will provide a general overview and comparison of common models, tools, and calculators utilized by State agencies and local governments. Local practitioners will provide examples of how they use models and tools in their job, and participants will work in small groups to discuss and develop an approach for using water quality tools and models in a hypothetical situation. NOTE: there will be some pre-work required for this workshop, including watching video presentations on different water quality models.

*Trainers: Matt Drewitz – BWSR, Stephanie Johnson – Mississippi River WMO, & Holly Kovarik – Pope SWCD*

**Prep for CREP**

**Track:** Program **Skill Level:** Beginner/Intermediate  
**LGU Org:** SWCD/WD

This session will educate LGU staff on the details of CREP with practices, policies, and timeline of events.

*Trainers: Bill Penning & Tim Koehler – BWSR*

**Cloudy with a Chance of Buffers**

**Track:** Repeats **Skill Level:** Intermediate  
**LGU Org:** All

This session will provide overviews of several Buffer Program guidance documents and provide examples of implementation. Primary topics will include delineation of the "top of bank" and "Alternative Practices". Other topics may be covered based on conversations in the session.

*Trainer: Tom Gile – BWSR*

**Also offered 10/25, 2:45**

Tuesday, October 25	Session 1	8:30 am – 10:00 am
<b>I Can't Say What?</b> <b>Data Practices for New Government Employees</b>		<b>WCA in the Real World:</b> <b>Has Sequencing Been Met?</b>
<b>Track:</b> Org Capacity <b>Skill Level:</b> Beginner <b>LGU Org:</b> All		<b>Track:</b> Wetlands <b>Skill Level:</b> Intermediate <b>LGU Org:</b> All
<p>Information is one of the most valuable resources in today's society. Government agencies require and hold significant amounts of data on people that is necessary for providing technical and financial assistance. However, not all of this information should be treated the same. This session will provide employees new to government service with the knowledge and tools to know the different kinds of information and data and how to both protect and disseminate information and data in a legal and responsible manner.</p> <p><i>Trainers: Jennifer Wolf &amp; Karen Ebert – MCIT</i></p>		<p>Do you review Replacement Plan Applications? Are you an LGU or a member of the TEP? Are applicants getting more creative and projects getting more difficult? If you answered "yes" to any of these questions, this is the session for you! We will review the sequencing section of WCA Rule: avoid, minimize, replace. We will present and discuss real world applications and decisions.</p> <p><b>Earn 0.4 Indirect WDCP Continuing Education Credits</b></p> <p><i>Trainers: Ben Meyer &amp; Jed Chesnut – BWSR</i></p>
<b>Forest Cover and Water Quality...the Missing Link</b>		<b>Storytelling for Water Quality Programs</b>
<b>Track:</b> Technical <b>Skill Level:</b> Beginner/Intermediate <b>LGU Org:</b> SWCD		<b>Track:</b> Program <b>Skill Level:</b> Beginner <b>LGU Org:</b> All
<p>As information from Watershed Restoration and Protection Strategy (WRAPS) become increasingly available, local units need a methodology to implement conservation strategies on private lands within the priority minor watersheds. This session will cover the science supporting the 75% recommendation for watershed protection. Heather Baird, DNR Fisheries, will present on the forest cover and water quality connection and its impact on habitat. This session will also provide a methodology for moving from planning to implementation of conservation practices on private lands in minor watersheds. This section of the session will focus on prioritizing parcels and getting down to the individual parcel level. The methodology will also help local units pursue funding for protection priorities.</p> <p><i>Trainers: Dan Steward – BWSR &amp; John Carlson, Heather Baird – MN Dept. of Natural Resources</i></p>		<p>To connect with citizens, elected officials and program partners, you need to be able to tell your organization's story by relating how the work you do impacts water quality. BWSR and other organizations often require reporting to meet program requirements, but reports don't always translate to a story the general public can relate to. In this session you will hear tips on how to develop stories, hear firsthand accounts from people who have been able to put their story telling ability into action, learn strategies for communicating environmental outcomes to the public, and have an opportunity to work in small groups to develop messages for your projects.</p> <p><i>Trainers: Matt Drewitz, Celi Haga – BWSR, Justin Hanson – Mower SWCD, &amp; Melissa Barrick – Crow Wing SWCD</i></p>
<b>Where's the Easy Button?</b> <b>(Using Maps Effectively in Water Planning)</b>		<b>Farm Bill Assistance Workshop</b> <b>Part 1</b>
<b>Track:</b> Basics <b>Skill Level:</b> Beginner/Intermediate <b>LGU Org:</b> SWCD/County		<b>Track:</b> Workshops <b>Skill Level:</b> Beginner/Intermediate <b>LGU Org:</b> SWCD
<p>If you have a water plan update or revision coming up, this may be just what you are looking for to help you write a plan that "works" for you. Main themes for this session include developing an overall goal for your water plan, asking better questions (prioritizing), telling your story with water planning (marketing), and how to effectively utilize some simple tools and maps for PTM (prioritization, targeting, and measuring) (funding). There will be hands-on activities with tips for selecting appropriate maps, how to identify what indicators you should look for in the maps, the importance of scale, and how to choose the right maps to represent priority resource concerns and create actions that can measure success.</p> <p><i>Trainers: Mitch Brinks – North Central MN JPB &amp; Maggie Leach – 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. Attendees at this training will leave with an increased working knowledge of Federal and State conservation programs that will foster new ideas for targeting, promoting, and installing conservation practices that provide the biggest impact for wildlife and clean water.</p> <p><i>Trainer: Tabor Hoek – BWSR</i></p>
<b>eLINK 101: "The Beginning of a Beautiful Friendship"</b>		
<b>Track:</b> Repeats <b>Skill Level:</b> Beginner <b>LGU Org:</b> All		
<p>eLINK is BWSR's web-based conservation tracking system, used to manage grant applications and awards, work plan development, and reporting. The information reported in eLINK is used to track progress and communicate outcomes made in protecting and restoring the State's resources at the local and state level, which is why detailed and accurate reporting is so important. This beginner level eLINK session will explain the basics of the interface along with some tips and tricks to make life easier.</p> <p><i>Trainers: Gwen Steel – BWSR &amp; Ashley Brenke – Martin SWCD</i></p> <p style="text-align: right;"><b>Also offered 10/25, 1:00</b></p>		

Tuesday, October 25		Session 2		10:30 am – 12:00 pm	
<b>All Hands on Deck: Partnering for Water Quality</b>			<b>Enhancing Local Opportunities with BWSR Grants</b>		
<b>Track:</b> Org Capacity <b>LGU Org:</b> All		<b>Skill Level:</b> Beginner/Intermediate		<b>Skill Level:</b> Beginner	
<p>With all the work to do for water quality an "all hands on deck" approach through partnering can increase collective capacity for results. This session will explore both partnering with citizens through civic engagement and partnering among local government units to enhance the planning and collaboration for watershed co-management. Learn about the components for effective partnering with both these audiences along with tips and techniques.</p> <p><i>Trainers: Shaina Keseley – MN Pollution Control Agency &amp; Barbara Radke – BWSR</i></p>			<p>Need a grant? Need to figure out what you can, must, or shouldn't do with the bazillion different BWSR grants you are eligible for? OMG, the struggle is real! This session will provide you with a basic perspective on BWSR's grant programs, helping you match BWSR grant opportunities with your local needs. If you are new to the world of BWSR grants, we will see you there!</p> <p><i>Trainers: Wayne Zellmer, Marcey Westrick, Gwen Steel, &amp; Kari Keating – BWSR</i></p>		
<b>Can You Dig It?! Assessments with the NRCS Soil Quality Test Kit</b>			<b>Decisions, Decisions! Exploring the WCA NOD</b>		
<b>Track:</b> Technical <b>LGU Org:</b> SWCD/WD		<b>Skill Level:</b> Beginner		<b>Skill Level:</b> Beginner/Intermediate	
<p>Soil quality integrates the physical, chemical, and biological components of soil and their interactions. To capture the holistic nature of soil quality or health, a number of parameters should be measured. This session will demonstrate how to use the USDA-NRCS Soil Quality Test Kit as a screening tool to give a general direction of soil quality. Participants will learn how to properly use the kit and interpret test results. Weather permitting, a portion of the session will be outdoors, so bring appropriate clothing.</p> <p><i>Trainer: Kristin Brennan – USDA-NRCS</i></p> <p style="text-align: right;"><b>Also offered 10/25, 1:00</b></p>			<p>LGUs are faced with a myriad of procedures, processes, and technical requirements when dealing with a WCA project application. Furthermore, complications of WCA Rule clarity and differing perspectives from landowners or consultants can make the creation of a solid Notice of Decision (NOD) downright impossible! The purpose of this session is to provide the LGU with guidance on how to effectively write a concise findings and decision summary which meets WCA requirements, clearly supports the decision, and provides a strong record. The session will also explore the Notice of Application (NOA), application amendments, and incorporation of technical evaluation panel (TEP) findings. This session structure will include staff presentations, small group exercises, and group discussion.</p> <p><b>Earn 0.4 Indirect WDCP Continuing Education Credits</b></p> <p><i>Trainers: Cade Steffenson &amp; Steve Hofstad – BWSR</i></p>		
<b>A Solid Framework – Boards and Staff Working Together</b>			<b>Farm Bill Assistance Workshop Part 2</b>		
<b>Track:</b> Basics <b>LGU Org:</b> SWCD		<b>Skill Level:</b> Beginner/Intermediate		<b>Skill Level:</b> Beginner/Intermediate	
<p>Working for local government boards is a different experience for many new staff. There are basic responsibilities and relationships between the board and staff that can improve the effectiveness of the organization and their interaction with the public. This session will cover legal responsibilities and duties of the board that staff need to take into consideration, preparing effective agendas, minutes and information for the board in a timely and effective manner, and perspectives on the relationship from a board member's point of view.</p> <p><i>Trainers: Barb Molskness, Bryan Malone – Pennington SWCD, Jennifer Wolf – MCIT, &amp; Tom Schulz – Wadena SWCD &amp; BWSR Board Member</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. Attendees at this training will leave with an increased working knowledge of Federal and State conservation programs that will foster new ideas for targeting, promoting, and installing conservation practices that provide the biggest impact for wildlife and clean water.</p> <p><i>Trainers: Tabor Hoek – BWSR</i></p>		
<b>Soils (Only) Lab</b>					
<b>Track:</b> Repeats <b>LGU Org:</b> All		<b>Skill Level:</b> Intermediate			
<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 your skills.</p> <p><b>Earn 1.5 Direct WDCP Continuing Education Credits</b></p> <p><i>Trainers: Dennis Rodacker &amp; Ben Meyer – BWSR</i></p>					

Tuesday, October 25		Session 3		1:00 pm – 2:30 pm	
<b>Back to the Basics: Writing Refresher for Conservation Professionals</b>			<b>Healthy Rivers: Stream Restoration Challenges and Solutions</b>		
<b>Track:</b> Org Capacity		<b>Skill Level:</b> Beginner/Intermediate		<b>Track:</b> Technical	
<b>LGU Org:</b> All				<b>Skill Level:</b> Intermediate	
<p>Years of college and time spent in the conservation community often changes the way we communicate and can make us unintelligible to those who are not in our field. Many of us have adopted the dense bureaucratized writing style that is foreign to most people. This writing style can hinder our ability to communicate our main message and can influence our success in projects ranging from grant applications to press releases. Come to this session for a refresher on some basic writing skills so that you can better communicate your conservation message.</p> <p><i>Trainer: Dr. Cari Kenner – Saint Cloud State University</i></p>			<p>Healthy and stable river systems provide invaluable ecological, recreational, and economic services. The alterations of our stream networks via ditches, dams, culverts, and land use have diminished their ability to be healthy and stable, and the consequences go largely overlooked, or are poorly understood. However, with education and restoration efforts we can change this pattern and restore these ecosystems. Minnesota DNR staff will go over fundamental concepts in stream stability, technical aspects of a handful of case study stream restoration projects, and funding opportunities.</p> <p><i>Trainers: Amy Childers, Neil Haugerud &amp; Amanda Hillman – MN Dept. of Natural Resources</i></p>		
<b>Tracking Minnesota's Wetland Vegetation Quality</b>			<b>One Watershed, One Plan</b>		
<b>Track:</b> Wetlands		<b>Skill Level:</b> Beginner/Intermediate		<b>Track:</b> Program	
<b>LGU Org:</b> All				<b>Skill Level:</b> Intermediate	
<p>In 2011-12 the MPCA initiated a survey to establish a wetland quality baseline for all Minnesota's wetlands. The survey will be repeated on a five-year basis to measure wetland quality changes over time and complement DNR's wetland quantity status and trends survey. Combined, they provide our best overall approach to assess if Minnesota's no-net-loss wetland goals are being met. We measure wetland quality based on vegetation and an approach called Floristic Quality Assessment (FQA). The 2011-12 statewide results will first be presented. For local applications, "Rapid" FQA was developed. The Rapid FQA is accessible for those with a moderate level of botanical expertise and can provide the same results as our survey. With the right level of expertise and training, you can have high quality wetland assessments for your projects that directly relate to the status and trends of Minnesota's wetlands.</p> <p><i>Trainer: Michael Bourdags – MN Pollution Control Agency</i></p>			<p>Contrary to popular belief, comprehensive watershed management plans and One Watershed, One Plans are not only about data. Maps and tables don't set priorities, people do. Based on the resource values that are most important to them, people make decisions about how to utilize available financial and human resources to make a difference. Water quality and watershed data can be used to help support and document issues to address. The challenge is to integrate that information into a set of planned activities that provides direction to a diverse set of partners' work to address common resource issues. This session will focus on using available information along with new data gathered through the Watershed Restoration and Protection Strategy (WRAPS) process to ease the transition to a useful and usable Comprehensive Watershed Management Plan.</p> <p><i>Trainers: Jeff Hrubec &amp; Maggie Leach – BWSR</i></p> <p style="text-align: right;"><b>Also offered 10/24, 10:30</b></p>		
<b>eLINK 101: "The Beginning of a Beautiful Friendship"</b>			<b>Can You Dig It? Assessments with the NRCS Soil Quality Test Kit</b>		
<b>Track:</b> Basics		<b>Skill Level:</b> Beginner		<b>Track:</b> Repeats	
<b>LGU Org:</b> All				<b>Skill Level:</b> Beginner	
<p>eLINK is BWSR's web-based conservation tracking system, used to manage grant applications and awards, work plan development, and reporting. The information reported in eLINK is used to track progress and communicate outcomes made in protecting and restoring the State's resources at the local and state level, which is why detailed and accurate reporting is so important. This is a beginner level eLINK session that will explain the basics of the interface along with some tips and tricks to make life easier.</p> <p><i>Trainers: Gwen Steel – BWSR &amp; Ashley Brenke – Martin SWCD</i></p> <p style="text-align: right;"><b>Also offered 10/25, 8:30</b></p>			<p>Soil quality integrates the physical, chemical, and biological components of soil and their interactions. To capture the holistic nature of soil quality or health, a number of parameters should be measured. This sessions will demonstrate how to use the USDA-NRCS Soil Quality Test Kit as a screening tool to give a general direction of soil quality. Participants will learn how to properly use the kit and interpret test results. Weather permitting, a portion of the session will be outdoors, so bring appropriate clothing.</p> <p><i>Trainer: Kristin Brennan – USDA-NRCS</i></p> <p style="text-align: right;"><b>Also offered 10/25, 10:30</b></p>		
<b>Soils &amp; Plant Lab Part 1</b>					
<b>Track:</b> Workshops		<b>Skill Level:</b> Intermediate			
<b>LGU Org:</b> All					
<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><b>Earn 1.5 Direct WDCP Continuing Education Credits</b></p> <p><i>Trainers: Dennis Rodacker, Ben Meyer, &amp; Dan Shaw – BWSR</i></p>					

Tuesday, October 25		Session 4		2:45 pm – 4:15 pm	
<b>Help From Friends - Leveraging a Network Approach</b>			<b>Cloudy with a Chance of Buffers</b>		
<b>Track:</b> Org Capacity		<b>Skill Level:</b> Beginner/Intermediate		<b>Track:</b> Technical	
<b>LGU Org:</b> All				<b>Skill Level:</b> Intermediate	
<p>As the work in watersheds grows, practitioner mindsets about how to accomplish that work also need to expand. This session on leveraging a network approach in a watershed context provides a primer on the role, development, and maintenance of networks. Drawing from June Holley's network weaving framework, attendees will learn and practice the skills to launch a network approach in their neck of the woods. This workshop will speak to those who are ready to actively engage the public in meaningful roles to take a systems approach to improving water quality.</p> <p><i>Trainer: Eriks Dunens – UMN Center for Community Vitality</i></p>			<p>This session will provide overviews of several Buffer Program guidance documents and provide examples of implementation. Primary topics will include delineation of the "top of bank" and "Alternative Practices". Other topics may be covered based on conversations in the session.</p> <p><i>Trainer: Tom Gile – BWSR</i></p> <p style="text-align: right;"><b>Also offered 10/24, 3:30</b></p>		
<b>Drain, Drain Go Away!</b>			<b>Contracting Prison Break - Filing your Way to Freedom</b>		
<b>Track:</b> Wetlands		<b>Skill Level:</b> Beginner/Intermediate		<b>Track:</b> Program	
<b>LGU Org:</b> All				<b>Skill Level:</b> Beginner	
<p>This session will be an overview of the basics of drainage and drainage systems. We will cover common drainage terms, types, and uses as it relates to issues commonly seen by WCA LGUs. We will cover how WCA defines drainage and discuss exemptions commonly used for drainage projects. There will be instruction on the use of drainage setback tables and the related guidance. We will also discuss the influences soils have on the effectiveness of drainage systems. A portion of the course will be dedicated to discussion of difficult situations that LGUs may encounter with drainage projects.</p> <p><b>Earn 0.4 Indirect WDCP Continuing Education Credits</b></p> <p><i>Trainers: Jeremy Maul &amp; Kane Radel – BWSR</i></p>			<p>This session will provide participants with a hands-on training experience in the wonderful world of contracting and file management. Topics to be covered include general contracts with land occupiers and/or other partners, BWSR's requirements as well as special contract documents and how and when they should be used. Additionally, participants will be exposed to some tips and tricks for project file management, including checklists and naming conventions to keep them organized. Finally, a chance to go through a complete contracting simulation which will reinforce the training materials and help participants apply these techniques back on the job.</p> <p><i>Trainers: Brett Arne, Pete Waller – BWSR &amp; Jared House – Pomme de Terre River Association</i></p>		
<b>Grant Writers in the Sky</b>			<b>Soils &amp; Plant Lab Part 2</b>		
<b>Track:</b> Basics		<b>Skill Level:</b> Beginner		<b>Track:</b> Workshops	
<b>LGU Org:</b> All				<b>Skill Level:</b> Intermediate	
<p>Applying for grants is serious business for the applicant, the reviewers, and the funders. A lot of work goes into all aspects of the process. A successful project benefits the environment and reflects well on everyone involved. Information pulled together for the application can be used multiple times in a variety of venues should a particular application be funded or not. This session will focus on grant writing basics and using the application to your advantage to tell your story so that it can be most useful to you and your organization.</p> <p><i>Trainers: Jeff Hrubes &amp; Brian Dwight – BWSR</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><b>Earn 1.5 Direct WDCP Continuing Education Credits</b></p> <p><i>Trainers: Dennis Rodacker, Ben Meyer, &amp; Dan Shaw – BWSR</i></p>		
<b>Conservation Universe – Orientation to the Who, Why, and How of Your Role in MN Conservation</b>					
<b>Track:</b> Repeats			<b>Skill Level:</b> Beginner		
<b>LGU Org:</b> All					
<p>This session will explore the "Conservation Universe" in Minnesota with a look at acronyms, a walk through a practice case study, and a 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 past BWSR Academies.</p> <p><i>Trainers: Angie Becker Kudelka, Ryan Hughes, &amp; Jenny Gieseke – BWSR</i></p> <p style="text-align: right;"><b>Also offered 10/24, 10:30</b></p>					

Wednesday, October 26	Session 1	8:30 am – 10:00 am
<b>Hug your Consultant!</b>		<b>Planting for Pollinators, Biodiversity, and Resilient Landscapes</b>
<b>Track:</b> Org Capacity <b>Skill Level:</b> Beginning/Intermediate <b>LGU Org:</b> All		<b>Track:</b> Technical <b>Skill Level:</b> Beginner/Intermediate <b>LGU Org:</b> All
<p>The objectives of this session are to help participants to enhance their project management (PM) skills, identify PM red flags, and to learn how to effectively work with outside project consultants.</p> <p><i>Trainer: David Johnson – BWSR</i></p>		<p>Plantings of native vegetation are playing an increasingly important role in supporting declining pollinator populations and overall biological diversity. This session focuses on methods to select, establish and maintain native vegetation and features case studies of projects designed to provide multiple landscape benefits. Emerging practices and tools will also be discussed.</p> <p><i>Trainers: Beth Hippert – Crow Wing SWCD &amp; Dan Shaw – BWSR</i></p>
<b>RIM 101</b>		<b>Grants Circle of Life Part 1</b>
<b>Track:</b> Program <b>Skill Level:</b> Beginner <b>LGU Org:</b> All		<b>Track:</b> Workshops <b>Skill Level:</b> Beginner <b>LGU Org:</b> All
<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: Dave Rickert &amp; Tim Fredbo – BWSR</i></p>		<p>So you received a grant. Now what? This session will go through the ins and outs of the grant agreement, requesting payments, fulfilling your reporting requirements, and telling your story. Participants will get hands-on experience in grant administration from BWSR Board Conservationists who have walked the walk and made all the mistakes you won't have to make after attending this workshop.</p> <p><i>Trainers: Brett Arne &amp; Matt Fischer – BWSR</i></p>
<b>State Cost-Share Program 101 – Old Dog, New Tricks</b>		<b>A Change Would Do You Good – Update on Changing WCA Rules</b>
<b>Track:</b> Basics <b>Skill Level:</b> Beginner <b>LGU Org:</b> SWCD		<b>Track:</b> Wetlands <b>Skill Level:</b> Beginner/Intermediate <b>LGU Org:</b> All
<p>The State Cost-Share Program is a mainstay for delivering conservation in the State of Minnesota with over 37 years of providing financial and technical assistance to landowners. This session will provide the tools necessary to successfully administer and deliver the NEW! FY17 State Cost-Share Program. Attendees of this session will gain a better understanding of the new State Cost-Share policy, lessons learned from the field office, and how to acquire Job Approval Authority (JAA).</p> <p><i>Trainers: Pete Waller– BWSR, Anna Bramblett, Ryan Galbreath – USDA-NRCS, &amp; Doug Bos – Rock SWCD</i></p>		<p>BWSR has once again been tasked with updating the WCA Rule to reflect a number of statute changes passed by the legislature. The last Rule change was in 2008 when there was a major overhaul of the organization and content of the Rule. This rulemaking effort will incorporate statutory changes from 2011, 2012, and 2015. BWSR has started the process of soliciting input from stakeholders and brainstorming changes to the WCA Rule. Our intent is to incorporate new and revised statutes as well as improve the clarity of the Rule. This session will include an overview of statutory changes, a review of the rulemaking process and schedule, and a review of preliminary BWSR proposals for the new Rules.</p> <p><b>Earn 0.4 Indirect WDCP Continuing Education Credits</b></p> <p><i>Trainers: Les Lemm &amp; Ken Powell – BWSR</i></p> <p style="text-align: right;"><b>Also offered 10/24, 1:30</b></p>
<b>Tools and Techniques for Effective Invasive Plant Management</b>		
<b>Track:</b> Repeats <b>Skill Level:</b> Beginner <b>LGU Org:</b> All		
<p>Invasive species pose a significant threat to the integrity of natural areas and conservation lands. A case study with common buckthorn management will be presented. Participants will identify and report buckthorn then discuss control options, timing and communication to develop a management strategy, including long-term monitoring. Backpack sprayer calibration and use will be demonstrated. Participants will use mobile devices to report buckthorn and control treatments.</p> <p><i>Trainers: Mike Reichenbach – UMN &amp; Monika Chandler – MN Dept. of Agriculture</i></p> <p style="text-align: right;"><b>Also offered 10/26, 10:30</b></p>		

**Did s/he really say that? Detecting Workplace Discrimination**

**Track:** Org Capacity **Skill Level:** Beginner  
**LGU Org:** All

Today's environmental community is made up of people from many different backgrounds. This diversity is also reflected in local governments involved with natural resources management. This diversity can often lead to difficult communication and frequent misunderstandings. In some cases, this diversity can lead to work place discrimination and harassment. This session will focus on how local government employees can identify discriminatory and/or harassing behavior related to a protected class and what the employees can do, both informally and formally, if they believe they have experienced harassment or discrimination.

*Trainer: Kevin Lindsey – MN Dept. of Human Rights*

**Tools and Techniques for Effective Invasive Plant Management**

**Track:** Technical **Skill Level:** Beginner  
**LGU Org:** All

Invasive species pose a significant threat to the integrity of natural areas and conservation lands. A case study with common buckthorn management will be presented. Participants will identify and report buckthorn then discuss control options, timing and communication to develop a management strategy, including long-term monitoring. Backpack sprayer calibration and use will be demonstrated. Participants will use mobile devices to report buckthorn and control treatments.

*Trainers: Mike Reichenbach – UMN & Monika Chandler – MN Dept. of Agriculture*

**Also offered 10/26, 8:30**

**Keep Calm and Enforce:  
The Basics of WCA Enforcement**

**Track:** Wetlands **Skill Level:** Beginner/Intermediate  
**LGU Org:** All

Inevitably, the LGU will be faced with a wetland violation in which enforcement action is needed. This session will focus on the options and tools available, the procedures and players, and the link with other regulatory programs. Tips on case preparation and management and writing a concise, enforceable restoration order will also be included. The session will involve presentation, small group exercise, and plenty of examples for group discussion.

**Earn 0.4 Indirect WDCP Continuing Education Credits**

*Trainers: Lynda Peterson – BWSR & Robert Haberman – MN Dept. of Natural Resources*

**RIM Title Insurance 101**

**Track:** Program **Skill Level:** Beginner  
**LGU Org:** SWCD

The purpose of this session is to enable participants to achieve 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 issues that may be encountered while trying to obtain title insurance, and how to resolve these issues.

*Trainers: Kristie Mack & Luke Anderson – BWSR*

**Coffee Cups to Computers –  
Using Available Tools to Develop Conservation Projects**

**Track:** Basics **Skill Level:** Beginner  
**LGU Org:** SWCD and WD

Preparation, planning, persistence, and perspective are words that describe successful landowner relationships. Attending this session will give new and seasoned staff some tips and tools for starting and maintaining productive conversations with landowners that lead to meaningful conservation implementation. Getting started by getting out of the office, actively listening to the landowner's views, and presenting a range of technical alternatives are some of the topics that will be discussed by this team of conservation professionals.

*Trainers: Kevin Kuehner – MN Dept. of Agriculture, Ron Meiners – Fillmore SWCD, Ross Reiffenberger – West Central Technical Service Area, & Ben Ruley – Stearns SWCD*

**Grants Circle of Life  
Part 2**

**Track:** Workshops **Skill Level:** Beginner  
**LGU Org:** All

So you received a grant. Now what? This session will go through the ins and outs of the grant agreement, requesting payments, fulfilling your reporting requirements, and telling your story. Participants will get hands-on experience in grant administration from BWSR Board Conservationists who have walked the walk and made all the mistakes you won't have to make after attending this workshop.

*Trainers: Brett Arne & Matt Fischer – BWSR*

**Grant Tracking:  
What's in Your Toolbox**

**Track:** Repeats **Skill Level:** Beginner  
**LGU Org:** All

Oversight and accountability go hand in hand. The purpose of this session is to give LGUs some practical tools for good financial management of the grant funds they receive from BWSR. Topics to be discussed include an overview of why there is oversight of grant funds, allowable costs, time tracking, and billing rates.

*Trainers: Jeannette Austin, Linda Donnay, Julie Krebs & Tim Dykstal - BWSR*

**Also offered 10/24, 10:30**