

Monday, October 29	Session 1	10:30 am - 12:00 pm
<p align="center">A Small Community: The Forgotten Partner</p>		<p align="center">Water Quality Tackle Box</p>
<p>Track: Org Capacity Skill Level: Beginner LGU Org: All</p>		<p>Track: Technical Skill Level: Beginner/Intermediate LGU Org: All</p>
<p>Of the 852 cities in Minnesota, 707 of them have populations less than 5,000!!! These smaller cities and communities often have the same kind of natural resource concerns as the larger cities but work in environments of smaller budgets and limited staff. Working with these smaller communities on conservation can be a win-win in that the smaller city can solve resource concerns while the conservation partner can showcase their programs to a new audience. Attendees will come away from this session with some skills on how to approach a smaller community to address conservation challenges and learn about the process of partnership development from the perspective of a small city employee and a conservation district.</p> <p><i>Trainers: Jason Weinerman – BWSR, Anne Oldakowski – Wadena SWCD, & Mike Lyonais – City of Cross Lake</i></p>		<p>This session will provide participants an overview of Water Quality models, tools, and available data and how this is best used for watershed planning, prioritization, and targeting implementation. This session will detail tools strengths, weaknesses, and best applied uses. Hands-on activity will demonstrate specific examples of how the tools can be used in the planning and implementation process.</p> <p><i>Trainers: Henry Van Offelen & Matt Drewitz – BWSR</i></p>
<p align="center">Conservation in the Classroom: Tips for Youth Outreach</p>		<p align="center">WCA Program Update</p>
<p>Track: Outreach Skill Level: Beginner/Intermediate LGU Org: All</p>		<p>Track: Program Skill Level: Intermediate LGU Org: All</p>
<p>This session will focus on developing conservation-related curriculum and lessons for classroom and outdoor outreach of kids of all ages. Been looking for a way to jazz up your 5th Grade Environmental Day? Looking for tips on working with high school teachers to teach ecology and water quality topics? This session is for you!</p> <p><i>Trainers: Katie Breth & Nathan Hylla – Stearns County SWCD</i></p>		<p>This session will provide an update on the ongoing Wetland Conservation Act rulemaking efforts, the development of the in-lieu of fee program (ILF), and developments in State's potential assumption of the Army Corps Section 404 program.</p> <p>Earn 0.4 Indirect WDCP Continuing Education Credits</p> <p><i>Trainers: Ken Powell, Les Lemm, & Tim Smith – BWSR</i></p>
<p align="center">Crop Trash to Soil Treasure - A New Take on Tillage Management</p>		<p align="center">Technical Training and Certification - Making it Work for Me</p>
<p>Track: Basics Skill Level: Beginner LGU Org: All</p>		<p>Track: Workshops Skill Level: Beginner LGU Org: SWCD/County</p>
<p>Tillage and crop rotations are production practices that influence soil health in ways that impact both long run productivity and environmental outcomes, such as nutrient run-off and carbon sequestration. These practices can also be adjusted in response to evolving weather and climate patterns in farmers' production environments.</p> <p>In this session you will learn why tillage is done, the effects on cropping plans, and tillage types. You will walk away from this session with skills, knowledge, and ability to talk smart about tillage programs and residue (trash) management.</p> <p><i>Trainer: Dorian Gatchell - Minnesota Agricultural Service</i></p>		<p>This session will provide substantial current information about the Technical Training and Certification Program (TTCP) and highlight a variety of tools and resources for advancing your Job Approval Authority (JAA) goals. This session includes 1) introduction to current players and roles in the TTCP; 2) explanation of how Individual Development Plans (IDPs), Area Technical Training Teams, and other input are used to prioritize training; 3) introduction to self-learning resources curated by BWSR's technical trainers; 4) hands-on review of IDPs and how to prepare for the next round for Training Needs Assessment; 5) a walkthrough of the new Ecological Science JAA Minnesota Supplement; and 6) new JAA Request Guidance (how to). Take home a refreshed understanding of Technical Training and Certification opportunities.</p> <p><i>Trainers: Megan Lennon, Aaron Peter, Scott A. Smith & Kelly Voigt – BWSR</i></p>
<p align="center">Seeding Plan Development and Tools</p>		
<p>Track: Repeats Skill Level: Beginner/Intermediate LGU Org: SWCD/WD</p>		
<p>A sound seeding plan is required for almost any kind of conservation practice that disturbs the soil. Recent changes in many practice standards now refer to NRCS Agronomy Technical Note 31 Herbaceous Vegetation Establishment Guide (Tech Note 31). The recent release of Tech Note 31 has a number of changes related to monarch seeding specifications in addition to changes in seeding rates, fertilizer rates, and expansion to additional practices. The course will be a review of Tech Note 31 and a chance to use some of the newly revised seeding tools. This session is for you if you work on practices: 327, 332, 342, 393, 512, 598C, 643, 645, and 657. To practice using the tools, participants should bring their own laptop to the session.</p> <p><i>Trainer: Lawrence Svien & Dan Shaw – BWSR</i></p>		

Also offered 10/29, 1:30

Monday, October 29	Session 2	1:30 pm - 3:00 pm
Being a Good Regulator: The Ins and Outs of Permitting		Buffers... Again.... This Time with a Twist of County
Track: Org Capacity Skill Level: Beginner/Intermediate LGU Org: All		Track: Program Skill Level: Intermediate LGU Org: All
<p>Being a regulator isn't always easy. Deadlines. Rules. Dealing with unhappy customers. This session will offer tips and tricks to making a difficult job a little easier. The session will include topics such as understanding and interpreting rules, statutes, and ordinances; documenting decisions; deadline management techniques; and working with other regulators to make your job a little less stressful.</p> <p><i>Trainers: Nick Tomczik – Rice Creek WD & Alyssa Core – BWSR</i></p>		<p>Basics of Buffer Law handoff between SWCD and County or WD. In this session, we will have County Planning and Zoning staff talk about how they envision the Buffer Law as a part of their programs as well as one pair of SWCD and County staff talking about how they worked together to make the program work for them. No worries, many lessons are applicable to SWCDs and WDs as well.</p> <p><i>Trainers: Tom Gile – BWSR, Garry Johanson – Norman County, Angelica Hopp – Kandiyohi County, & Ellie Dittes – Kandiyohi SWCD</i></p> <p style="text-align: right;">Also offered 10/30, 2:45</p>
Nothing Gets Done Unless the Landowner Says “Yes”		Seeding Plan Development and Tools
Track: Outreach Skill Level: Beginner/Intermediate LGU Org: All		Track: Technical Skill Level: Beginner/Intermediate LGU Org: SWCD/County
<p>Water systems traditionally have been viewed as separate from social systems. As a consequence, most conservation professionals have a technical background in calculating pollutant loads, and designing and installing conservation practices. However, most land is privately owned, and clean water depends on people and communities adopting conservation. This session will explore how to intentionally navigate complex social systems. We'll explore barriers and motivations, and what can be done to increase land owner willingness by playing “Wait, Wait Don't Adopt” – a takeoff of the popular game “Wait, Wait... Don't Tell Me!” which airs on public radio. The session will then cover methods for uncovering attitudes of individuals and communities toward conservation adoption and will close with how to measure results and discern whether your efforts are working.</p> <p><i>Trainers: Troy Kuphal – Scott SWCD & Paul Nelson – Scott County</i></p>		<p>A sound seeding plan is required for almost any kind of conservation practice that disturbs the soil. Recent changes in many practice standards now refer to NRCS Agronomy Technical Note 31 Herbaceous Vegetation Establishment Guide (Tech Note 31). The recent release of Tech Note 31 has a number of changes related to monarch seeding specifications in addition to changes in seeding rates, fertilizer rates, and expansion to additional practices. The course will be a review of Tech Note 31 and a chance to use some of the newly revised seeding tools. This session is for you if you work on practices: 327, 332, 342, 393, 512, 598C, 643, 645, and 657. To practice using the tools, participants should bring their own laptop to the session.</p> <p><i>Trainer: Lawrence Svien & Dan Shaw – BWSR</i></p> <p style="text-align: right;">Also offered 10/29, 10:30</p>
Storm Water Management: Part 1		“Who’s the Boss in this Watershed?”
Track: Workshops Skill Level: Beginner/Intermediate LGU Org: All		Track: Repeats Skill Level: Intermediate LGU Org: All
<p>The session will introduce the Minnesota Stormwater Manual, which is a useful tool that helps the user better manage stormwater. Topics to be discussed include overview of the Minnesota Stormwater Regulatory Framework, overview of urban hydrology and TR-55 and LID BMPs design considerations (referencing the Stormwater Manual and MnDOT specifications). Also during the session, you will complete an exercise that will estimate load reductions using the MIDS Calculator. Please bring a laptop with the MIDS Calculator loaded.</p> <p><i>Trainers: Mikael Isensee & Jay Riggs – Washington Conservation District, & Jay Michels – EOR Inc.</i></p>		<p>Water planning in Minnesota is quickly transitioning from County Water Plans to Comprehensive Watershed Management Plans through the One Watershed, One Plan process. While this is the next logical step forward in the evolution of water planning, this also requires the coordination of many local government units in the planning process. This workshop will provide staff with a contextual framework of how to work with multi-jurisdictional partnerships and practical advice on potential pitfalls to avoid. Participants will be given the opportunity to participate in role play situations that may be encountered during the multi-jurisdictional planning processes.</p> <p><i>Trainer: Chris Pence – BWSR</i></p>
The Governing Galaxies: Orientation to the Who, Why, and How of Your Role in MN Conservation		<p style="text-align: right;">Also offered 10/30, 1:00</p>
Track: Basics Skill Level: Beginner LGU Org: All		
<p>The government galaxies involved in protecting the State's water quality can make navigating among the stars difficult for the novice. Local, state, and federal agencies each have their own gravitational pulls that can confuse even the most intrepid new employee. And then there are those landowners. Without a good star map, it is maddening! Attendees to this session will get a firm understanding for how the many galaxies align and how best to navigate toward the Clean Water Nebula while avoiding the dreaded bureaucratic black hole. This session is a must for all new employees.</p> <p><i>Trainers: Jason Weinerman & Jennifer Mocol-Johnson – BWSR</i></p> <p style="text-align: right;">Also offered 10/31, 8:30</p>		

Monday, October 29

Session 3

3:30 pm - 5:00 pm

Project Management: A Road Map to Success

Track: Org Capacity **Skill Level:** Intermediate
LGU Org: SWCD/WD

Come along on a journey through the great State of Minnesota as we "stop" at the critical regions of project management. We will take you on a tour of some well-known and little-known attractions around the State and connect those places to the process of managing conservation projects. Along the tour we will discuss some navigation tools of project management that incorporate new technology and take a project from a road trip idea to rubber hitting the road. Hear from two project managers at SWCDs about success stories and lessons learned while gaining insight on managing your own projects. This session will help lead staff understand individual project implementation and technical staff understand planning.

Trainers: Nathan Hylla – Stearns County SWCD & Curt Coudron – Dakota County SWCD

Ag Economics 101: Discovering the Data & Talking the Talk

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

This session will focus on the recent trends and current status of the farm economy in Minnesota, with a look at cost of production and forecasted profitability for the year. This session will also include resources on where to find data and develop financial reports using the FINBIN database to help you better understand Minnesota farmers. Having a general idea of whether manure is applied to crop fields or how many acres of sweetcorn are in your watershed can be helpful when targeting projects and clientele.

Please bring a laptop or tablet.

Trainer: Pauline Van Nurden – University of Minnesota Center for Farm Financial Management

Writing a Tree Planting Project Plan

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

Participants will write a tree planting plan using the Implementation Requirements form for Conservation Practice Standard 612 - Tree and Shrub Establishment. Participants will learn how to inventory site conditions including soils, identify the Conservation Tree/Shrub Group for a site, select tree/shrub species, and design a planting plan that meets standards as well as customer objectives. Discussions will include site preparation, mulching/weed control, browse protection, and other project maintenance needs. **Please bring a laptop.**

Trainers: Kelly Voigt & Lawrence Svien – BWSR

Foreign Language of Financial Statements

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

District managers and financial staff - this session is for you! Attend to learn how to break down the foreign language of financial statements into understandable terms. Bring your most recent audited financial statements to learn insights into interpreting the information and presenting it to your Board of Directors. We'll review related accounting terminology and increase awareness of internal controls you could implement within your organization.

Trainers: Jeremy Olson & Tara Ostendorf – BWSR & Mark Kerr – Office of the State Auditor

Hard Conversations: How to have Them Without Getting an Ulcer

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

Whether it's a coworker whose perfume is too strong, or a staff member who isn't meeting expectations, we often put off or avoid having conversations that make us uncomfortable. However, we also know that the earlier situations like these are addressed, the better. In this session, you will learn how to make difficult conversations less stressful. We'll cover how assumptions can interfere with solutions, how to manage strong emotions, how to spot the ways we might be sabotaging our own best efforts, and how to stay focused on the end goal. Difficult conversations are never easy, but this session will help you tackle them with less stress - and fewer antacids.

Trainer: Jenny Gieseke – BWSR

Also offered 10/31, 8:30

Storm Water Management: Part 2

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

The session will introduce the Minnesota Stormwater Manual, which is a useful tool that helps the user better manage stormwater. Topics to be discussed include overview of the Minnesota Stormwater Regulatory Framework, overview of urban hydrology and TR-55 and LID BMPs design considerations (referencing the Stormwater Manual and MnDOT specifications). Also during the session you will complete an exercise that will estimate load reductions using the MIDS Calculator. **Please bring a laptop with the MIDS Calculator loaded.**

Trainers: Mikael Isensee & Jay Riggs – Washington Conservation District, & Jay Michels – EOR Inc.

Drainage Law Issues and Opportunities

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

Drainage and drainage water management practices have a major influence on large portions of Minnesota's landscape. This session will begin with an overview of drainage law and the new drainage manual to develop an understanding of foundational principles. It will then review opportunities and case studies for improved drainage system management, including innovative approaches and funding opportunities to implement multi-purpose drainage management and ensure that drainage related goals are incorporated into watershed planning.

Trainers: Henry Van Offelen, Mark Hiles & Al Kean – BWSR

Tuesday, October 30		Session 1		8:30 am – 10:00 am	
Grow and Maintain Your Partnership		Engaging with the Public: Where Do I Start?			
Track: Org Capacity Skill Level: Intermediate LGU Org: All		Track: Outreach Skill Level: Beginner LGU Org: All			
<p>Usually, a partnership gets established to address a specific need or opportunity for collaboration. Many new partnerships are forming or evolving throughout Minnesota.</p> <p>But, once you've come together, how can you, as a leader or member of the partnership, help it grow and keep it thriving so it continues to deliver benefits to you and the other members? In this session, you will learn about different leadership types and work with case studies from real partnerships that will help you provide the "care and feeding" your partnership needs.</p> <p><i>Trainers: Jason Weinerman – BWSR, Kay Gross – Greater Blue Earth River Basin Alliance, Ashley Brenke – Martin SWCD, & David Bucklin – Greater Blue Earth River Basin Alliance</i></p>		<p>When engaging the public it is important to start with identifying the purpose of the engagement and the role of the public. This session will introduce you to a resource, the IAP2 Spectrum, and provide examples of engagement at the inform, consult, involve, collaborate, and empower categories of engagement. Through active learning, you will have an opportunity to become familiar with this resource and practice applying it in your work setting.</p> <p><i>Trainers: Barbara Radke – BWSR, Chessa Frahm – Lac qui Parle SWCD, & Jan Voit – Heron Lake Watershed District</i></p>			
GIS to the Rescue		MN CREP: Updates and Observations			
Track: Technical Skill Level: Intermediate LGU Org: SWCD		Track: Program Skill Level: Intermediate LGU Org: SWCD			
<p>This session is for those with a working knowledge of ESRI ArcMap software. Attendees will learn and use tips and tricks to be more productive with their daily use of GIS, learn where to go for data (including a demo on setting up DNR Quick Layers), how to use ArcGIS for web/story maps, and how to collect data using the Collector app. Attendees are highly encouraged to bring a laptop with ArcMap software installed.</p> <p><i>Trainers: Mitch Brinks – MASWCD TSA Area 8 & Lawrence Svien – BWSR</i></p> <p style="text-align: right;">Also offered 10/30, 10:30</p>		<p>The MN CREP signup has been ongoing since May 2017. Easement staff will provide updates and share some observations from the signup. This session will highlight and share with participants a few projects other local staff are working on, and bring your questions!</p> <p><i>Trainers: Dave Rickert & Tim Koehler – BWSR</i></p>			
Dream Big and Budget Well		Outreach Options: Social Media, Photography, and Writing Tips			
Track: Basics Skill Level: Beginner LGU Org: SWCD/WD		Track: Repeats Skill Level: Beginner/Intermediate LGU Org: All			
<p>Through proper planning, you can dream big and turn those dreams into reality. Know where your organization has been and where you want to go so the number crunching becomes easier and more effective. This session will discuss how to look at financial trends, establish a financial target for operations, understand concepts behind managing decisions to meet financial goals, and use the tools needed to work effectively with your board on financial planning. Want to take a closer look? Following this session, office hours will be available to work one-on-one with you to answer questions related to these topics and financial management. You are encouraged to bring your own financial information (i.e. financial statements, budgets) for the office hours.</p> <p><i>Trainers: Mike Kinney – Comfort Lake Forest Lake WD & Gerry Maciej – Benton SWCD</i></p>		<p>Social media. Concise writing. Photography from the field. All three can help reach your target audience and spread the word about conservation. Learn why and how you might consider making Facebook, Instagram, and Twitter part of your outreach — or how to improve existing social media channels to expand your reach. Delve into best practices. Explore potential pitfalls. Hear how one SWCD employee fits social media into the workload. We'll offer writing and photography tips meant to help you more effectively communicate your message. Good news: Shorter is better! Yes, you can get great images on a cellphone!</p> <p><i>Trainers: Ann Wessel – BWSR & Virginia Westlie – Goodhue SWCD</i></p> <p style="text-align: right;">Also offered 10/30, 10:30</p>			
Soils & Plant Lab: Part 1					
Track: Workshops Skill Level: Intermediate LGU Org: All					
<p>Hydric soil indicators are complex and confusing. This training will interactively teach you how to use the indicator manual. Since you cannot identify 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 and identification of common plants. Weather permitting, there will be a field exercise to investigate local wetland and upland species.</p> <p>Earn 3.0 (1.5 per Part) Direct WDCP Continuing Education Credits</p> <p><i>Trainers: Ben Meyer, Carol Strojny, Paul Erdmann & Dennis Rodacker – BWSR</i></p>					

Tuesday, October 30		Session 2		10:30 am – 12:00 pm	
The Nuts and Bolts of Local Government Partnerships			Can You Dig It?! Assessments with the NRCS Soil Quality Test Kit		
Track: Org Capacity		Skill Level: Intermediate		Track: Technical	
LGU Org: All				Skill Level: Beginner	
<p>The management of the State's water resources is increasingly becoming a multi-jurisdictional effort. Even small watershed projects can involve two or more local government entities. Therefore, it is more important than ever to understand the legal details for establishing and maintaining multi-jurisdictional partnerships. This session will cover MOUs, MOA, and JPAs and include the perspective of a county attorney who works with local government partners in drafting these agreements.</p> <p><i>Trainers: Jen Wolf– Minnesota Counties Intergovernmental Trust & Kathleen Heaney – Sherburne County Attorney's Office</i></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 session will demonstrate how to use the USDA-NRCS Soil Quality Test Kit as a screening tool to give a general understanding of the health of your soil ecosystem. Participants will learn how to properly use the kit and interpret test results. Please dress for the field, rain or shine! Participants should bring: clipboard, pen/pencil, water bottle, sunscreen, bug spray, umbrella.</p> <p><i>Trainers: Kristin Brennan & Jennifer Wollenweber – USDA-NRCS</i></p> <p style="text-align: right;">Also offered 10/30, 1:00</p>		
Outreach Options: Social Media, Photography, and Writing Tips			Test Drive GRAPS on the Road of Watershed Planning		
Track: Outreach		Skill Level: Beginner/Intermediate		Track: Program	
LGU Org: All				Skill Level: Intermediate	
<p>Social media. Concise writing. Photography from the field. All three can help reach your target audience and spread the word about conservation. Learn why and how you might consider making Facebook, Instagram, and Twitter part of your outreach — or how to improve existing social media channels to expand your reach. Delve into best practices. Explore potential pitfalls. Hear how one SWCD employee fits social media into the workload. We'll offer writing and photography tips meant to help you more effectively communicate your message. Good news: Shorter is better! Yes, you can get great images on a cellphone!</p> <p><i>Trainers: Ann Wessel – BWSR & Virginia Westlie – Goodhue SWCD</i></p> <p style="text-align: right;">Also offered 10/30, 8:30</p>			<p>In this interactive session, local water resource professionals will learn how to integrate groundwater information presented in the Groundwater Restoration and Protection Strategy (GRAPS) report into the One Watershed, One Plan (1W1P) planning process. Using actual watershed examples, participants will work in small groups to: 1) become familiar with the GRAPS report content, 2) utilize GRAPS maps and groundwater summary to identify and target groundwater issues to be addressed in the 1W1P, 3) establish measurable goals, and 4) identify appropriate actions to achieve restoration or protection goals.</p> <p><i>Trainers: Annie Felix-Gerth – BWSR & Carrie Raber – Minnesota Department of Health</i></p>		
Money, That's What I Want			Soils & Plant Lab: Part 2		
Track: Basics		Skill Level: Beginner		Track: Workshops	
LGU Org: All				Skill Level: Intermediate	
<p>They say the best things in life are free but free doesn't install pollinator projects (birds and bees) or erosion control and water quality improvements. Everyone says "There are things to be done and time's a-wastin'" and "Now give me the money, a whole lot of money (that's what I want)." Money to do a project may give you a thrill and paperwork doesn't pay the bills. Join this session to learn about the paperwork, i.e. the basics of grant terminology, grant management and grant procedures to increase the efficiency of turning those grants into projects. Or in other words being successful with grants and the thrill of receiving the money to do a project.</p> <p><i>Trainers: Nicole Clapp, Jeff Hrubes, & Brad Wozney – 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 identify 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 and identification of common plants. Weather permitting, there will be a field exercise to investigate local wetland and upland species.</p> <p>Earn 3.0 (1.5 per Part) Direct WDCP Continuing Education Credits</p> <p><i>Trainers: Ben Meyer, Carol Strojny, Paul Erdmann & Dennis Rodacker – BWSR</i></p>		
GIS to the Rescue					
Track: Repeats		Skill Level: Intermediate			
LGU Org: SWCD					
<p>This session is for those with a working knowledge of ESRI ArcMap software. Attendees will learn and use tips and tricks to be more productive with their daily use of GIS, learn where to go for data (including a demo on setting up DNR Quick Layers), how to use ArcGIS for web/story maps, and how to collect data using the Collector app. Attendees are highly encouraged to bring a laptop with ArcMap software installed.</p> <p><i>Trainers: Mitch Brinks – MASWCD TSA Area 8 & Lawrence Svien– BWSR</i></p> <p style="text-align: right;">Also offered 10/30, 8:30</p>					

Tuesday, October 30		Session 3		1:00 pm – 2:30 pm	
“Who’s the Boss in this Watershed?”			Who Let the Cows Out? Planning and Implementing Prescribed Grazing		
Track: Org Capacity		Skill Level: Intermediate		Track: Technical	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>Water planning in Minnesota is quickly transitioning from County Water Plans to Comprehensive Watershed Management Plans through the One Watershed, One Plan process. While this is the next logical step forward in the evolution of water planning, this also requires the coordination of many local government units in the planning process. This workshop will provide staff with a contextual framework of how to work with multi-jurisdictional partnerships and practical advice on potential pitfalls to avoid. Participants will be given the opportunity to participate in role play situations that may be encountered during the multi-jurisdictional planning processes.</p> <p><i>Trainer: Chris Pence – BWSR</i></p>			<p>This session will explore considerations for grazing management in Minnesota and will include exercises for grazing lands inventory, evaluation and development of recommendations for both infrastructure and management. Expect to come away from the session with a better understanding of how to navigate the complexity of planning and implementing grazing management systems in Minnesota.</p> <p><i>Trainers: Dean Thomas – Fillmore County SWCD & Jeff Duchene & Tom Gervais – USDA-NRCS</i></p>		
Also offered 10/29, 1:30					
Event Planning that gets Results!			Soil Loss and Drainage 101		
Track: Outreach		Skill Level: Beginner		Track: Program	
LGU Org: All				Skill Level: Intermediate	
<p>From educational workshops and clean-ups to ribbon cuttings and award ceremonies, there's no shortage of events to engage people in your organization's work. But how do you plan an event that attracts people and accomplishes your goals? This interactive session will provide you the know-how to create, implement, and evaluate events that will impress and inspire.</p> <p><i>Trainers: Telly Mamayek & Darren Lochner– Minnehaha Creek WD</i></p>			<p>This session will provide some context on what, if any, next steps exist in the Soil Loss Law program as a result of the latest updates and discussions with several partners. Included will be some basic training on the current statute and rule. Beyond this snippet of the Soil Loss Law, we'll spend some time discussing Drainage Law basics, ranging from some terminology to some examples of real world projects...and, of course, a couple of common questions as the Drainage Law relates to the Buffer program (mainly because Tom just can't help himself).</p> <p><i>Trainers: Tom Gile & Al Kean – BWSR</i></p>		
WCA 101			Personnel Management & Human Resources: Part 1		
Track: Basics		Skill Level: Beginner		Track: Workshops	
LGU Org: All				Skill Level: Intermediate	
<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 NOT explore WCA replacement plans, banking applications, or enforcement procedures. Staff members with less than two years' experience administering WCA and/or serving as a Technical Evaluation Panel member will benefit the most from attending this session. Please bring a copy of the Wetland Conservation Act Rulebook.</p> <p>http://www.bwsr.state.mn.us/wetlands/wca/CH8420-August2009.pdf</p> <p>Earn 0.4 Indirect WDCP Continuing Education Credits</p> <p><i>Trainers: Ben Carlson, Alyssa Core, & John Hansel – BWSR</i></p>			<p>Are you a new SWCD or WD Manager or Administrator? Or are you a seasoned Manager that wants to gain a new perspective to freshen up your HR skills? Issues involving personnel and employment always stimulate concern and can result in litigation. Critical to managing the human resource is the development and implementation of a performance management system. An effective performance management system provides for consistent and uniform treatment and development of employees and can be an organization's best defense when dealing with an aggrieved employee. This session focuses on job descriptions, file maintenance, evaluations, dealing with unsatisfactory performance, discipline, and other related issues.</p> <p><i>Trainer: Jennifer Wolf – Minnesota Counties Insurance Trust</i></p>		
Can You Dig It?!					
Assessments with the NRCS Soil Quality Test Kit					
Track: Repeats		Skill Level: Beginner			
LGU Org: All					
<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 understanding of the health of your soil ecosystem. Participants will learn how to properly use the kit and interpret test results.</p> <p>Please dress for the field, rain or shine! Participants should bring: clipboard, pen/pencil, water bottle, sunscreen, bug spray, umbrella.</p> <p><i>Trainers: Kristin Brennan & Jennifer Wollenweber – USDA-NRCS</i></p>					
Also offered 10/30, 10:30					

Tuesday, October 30		Session 4		2:45 pm – 4:15 pm	
Gender Awareness: Managing for Inclusivity			Native Species Selection for Vegetation Establishment		
Track: Org Capacity		Skill Level: Beginner		Track: Technical	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>The demographics of those working in natural resources and those who are seeking natural resource management assistance is becoming ever more diverse. It is important for local government employees to be aware of a variety of issues when it comes to working across gender lines. The first half of this session will focus on ensuring employee safety when working in the field with a diverse clientele and the skills needed for navigating a gender diverse workplace. The second half of the session will provide local government staff with some core concepts that will be useful to ensuring that women are considered and included when it comes to promoting and delivering the conservation message.</p> <p><i>Trainers: Tiffany Determan – Isanti SWCD, Bridget Holcomb – Women Food and Ag Network, & Scott Goddard – Crow Wing County Sheriff</i></p>			<p>This session will provide participants with the opportunity to use several resources for selecting native plant species for conservation projects. The resources that will be used are Marschner presettlement vegetation maps, Field Guides to the Native Plant Communities of Minnesota, USDA PLANTS database, and the Minnesota Biological Survey. There will be discussions about matching species to site specific conditions as well as sourcing seed as locally as possible. If the participants have the Field Guide to Native Plant Communities of Minnesota in their office, please bring it. Also, laptops will be helpful in making the course interactive.</p> <p><i>Trainers: Kelly Voigt, Lawrence Svien, & Dan Shaw – BWSR</i></p>		
Communicating with Decision-Makers			RIM: Title and Mapping		
Track: Outreach		Skill Level: Beginner/Intermediate		Track: Program	
LGU Org: All				Skill Level: Intermediate	
<p>Whether you're communicating with legislators, county commissioners, or landowners, knowing how to talk about the work you're doing in local conservation and the impact it is making is incredibly important. Day-to-day work, project successes, challenges in moving the needle, each of these areas provides opportunity to educate – and advocate – for the work you do with people who have the power to help. From case studies to one-pagers, PowerPoints to one-on-one conversations, this interactive session will provide you with tips and tools to tell your story and help you leverage your conservation successes to better relationships with decision-makers.</p> <p><i>Trainers: Celi Haga, Mary Juhl, & Hannah Pallmeyer – BWSR</i></p>			<p>RIM: Title and Mapping will be a combination of both subjects with an in-depth look at title work for RIM Conservation Easements covering general and advanced topics. Discussions will include what it is, what's involved, and how to do it. Participants will leave this session with a deeper understanding of what to do with a title commitment and how to handle issues when they arise. Covered in the mapping portion of this session is RIM easement GIS data, including boundaries and maps. Other topics will include spatial data products, accuracy and limitations, and what needs to be included with an easement application.</p> <p><i>Trainers: Luke Anderson, Pat Sherman, & Mace Wescott – BWSR</i></p>		
The eLINK Reporting Rink			Buffers... Again.... This Time with a Twist of County		
Track: Basics		Skill Level: Beginner/Intermediate		Track: Repeats	
LGU Org: SWCD				Skill Level: Intermediate	
<p>This eLINK training plan will get you in shape for grant reporting season! This beginner-friendly session will familiarize you with the user interface and workflow of eLINK. You'll be able to navigate your grants and grant agreements, manage activities, report expenditures and outcomes, and submit progress reports and payment requests like a pro.</p> <p><i>Trainer: Gwen Steel – BWSR</i></p> <p style="text-align: right;">Also offered 10/31, 10:30</p>			<p>Basics of Buffer Law handoff between SWCD and County or WD. In this session, we will have County Planning and Zoning staff talk about how they envision the Buffer Law as a part of their programs as well as one pair of SWCD and County staff talking about how they worked together to make the program work for them. No worries, many lessons are applicable to SWCDs and WDs as well.</p> <p><i>Trainers: Tom Gile – BWSR, Garry Johanson – Norman County, Angelica Hopp – Kandiyohi County & Ellie Dittes – Kandiyohi SWCD</i></p> <p style="text-align: right;">Also offered 10/29, 1:30</p>		
Personnel Management & Human Resources: Part 2					
Track: Workshops		Skill Level: Intermediate/Advanced			
LGU Org: SWCD/WD					
<p>Are you a new SWCD or WD Manager or Administrator? Or are you a seasoned Manager that wants to gain a new perspective to freshen up your HR skills? This session will provide two local perspectives of districts (Stearns and Pope) that have been succeeding at retaining and hiring staff and are leaders in getting work accomplished in their districts. This includes being successful at planning and then attaining grants for implementation. Information will be shared on long-term goal planning (using different tools such S.W.O.T., Strength Finder 2.0, and Sow, Grow and Harvest as examples as well as additional HR Training Opportunities), identifying work load associated with conservation plan implementation activities that are important and knowing where to start (local and 1W1P), hiring the right staff (position descriptions, where to advertise, educational requirements), performance management, staff retention, and succession planning, and more.</p> <p><i>Trainers: Dennis Fuchs – Stearns County SWCD & Holly Kovarik – Pope SWCD</i></p>					

Wednesday, October 31		Session 1		8:30 am – 10:00 am	
Hard Conversations: How to have Them Without Getting an Ulcer			Know your Audience, Know Success		
Track: Org Capacity Skill Level: Beginning/Intermediate LGU Org: All		Track: Outreach Skill Level: Beginner/ Intermediate LGU Org: All			
<p>Whether it's a coworker whose perfume is too strong, or a staff member who isn't meeting expectations, we often put off or avoid having conversations that make us uncomfortable. However, we also know that the earlier situations like these are addressed, the better. In this session, you will learn how to make difficult conversations less stressful. We'll cover how assumptions can interfere with solutions, how to manage strong emotions, how to spot the ways we might be sabotaging our own best efforts, and how to stay focused on the end goal. Difficult conversations are never easy, but this session will help you tackle them with less stress - and fewer antacids.</p> <p><i>Trainer: Jenny Gieseke – BWSR</i></p> <p style="text-align: right;">Also offered 10/29, 3:30</p>			<p>The shift to a statewide culture of conservation action requires an artful mix of science, clear information, well-timed invitations to act, and valuable services from conservation professionals. However, none of those things matter much without first understanding people, our places and communities.</p> <p>In this session Nancy North (NewGround) draws on work done with Ron Meiners (farmer, respected field technician/Root River Field To Stream Partnership, former Houston County SWCD director) to shed light on landowner perspectives and how to proactively build good working relationships. You will actively experience and learn from attitudes and practices that have helped Ron earn trust, conduct productive field walkovers, and prompt rapid adoption of field practices.</p> <p><i>Trainer: Nancy North – NewGround, Inc.</i></p>		
Auto Levels to GPS, A Review, Surveying 102 (Session 1 of 2)			Measure This! Setting Goals and Evaluating Progress		
Track: Technical Skill Level: Beginner LGU Org: All		Track: Program Skill Level: Advanced LGU Org: All			
<p>This training will repeat some of last year's Basic Survey academy session, but then build on it with specific GPS info and survey procedures, hands-on practice (outdoors!), and information needed to utilize design tools such as NRCS Engineering Field Tools (EFT).</p> <p>Basic Topics: Survey terms, policies, equipment, survey notes, and basic procedures. Intermediate Topics: GPS VRS systems and total stations overview, Exporting surveys to EFT/ArcMap, Topographic and baseline surveys.</p> <p><i>Trainer: Aaron Peter – BWSR</i></p>			<p>A key element for the One Watershed, One Plan and Watershed-Based Funding programs is setting measurable goals that will allow you to demonstrate progress as you implement your plan. In this session, participants learn about goal setting and planning tools. They will examine goal statements, indicators, and associated actions from real plans and practice writing measurable goals of their own. Pre-requisite: Before the session, watch the "logic model video." A link will be emailed to you after October 9th.</p> <p><i>Trainers: Julie Westerlund & Marcey Westrick – BWSR & Peter Holt – DNR</i></p>		
The Governing Galaxies: Orientation to the Who, Why, and How of Your Role in MN Conservation			QuickBooks for Grants Accounting: Part 1		
Track: Repeats Skill Level: Beginner LGU Org: All		Track: Workshops Skill Level: Beginner LGU Org: SWCD			
<p>The government galaxies involved in protecting the State's water quality can make navigating among the stars difficult for the novice. Local, state, and federal agencies each have their own gravitational pulls that can confuse even the most intrepid new employee. And then there are those landowners. Without a good star map, it is maddening! Attendees to this session will get a firm understanding for how the many galaxies align and how best to navigate toward the Clean Water Nebula while avoiding the dreaded bureaucratic black hole. This session is a must for all new employees.</p> <p><i>Trainers: Jason Weinerman & Jennifer Mocol-Johnson – BWSR</i></p> <p style="text-align: right;">Also offered 10/29, 1:30</p>			<p>Part 1- Technology is great if used correctly. Learn how to customize QuickBooks to account for grant revenues and expenses. We'll review grants accounting primarily using classes and subaccounts within QuickBooks with some discussion related to jobs and items methodology. The basis of an accounting system is its chart of accounts which enables better accounting of grant revenues and expenses, produces accurate reporting through the balance sheet/profit and loss statement, and flows through to the financial statements. In addition, we'll look at various ways to charge payroll to grants within QuickBooks. Prerequisite for this workshop is a basic understanding of QuickBooks. Must attend parts 1 and 2 to obtain full session content/training.</p> <p><i>Trainers: Michael Peterson & Blake Lindquist – Peterson Company Ltd. & Angela Edelman – Smash Tax</i></p>		
How Could They Approve that Variance?					
Track: Basics Skill Level: Beginner LGU Org: All					
<p>Local land use regulations in Minnesota can be frustrating and confusing to understand. This workshop will provide the participant with an understanding of the laws behind land use regulations and how they are implemented at the local level. Participants will also be provided the opportunity to role play as the Planning Commission/Board of Adjustment and review land use variance applications, develop findings of facts and make final decisions whether something is approved or denied!</p> <p><i>Trainer: Chris Pence – BWSR</i></p>					

Wednesday, October 31		Session 2		10:30 am – 12:00 pm	
Using Social Assessment to Design Programs that Inspire Action		Providing \$'s for BMP's - We're All in this Together!			
Track: Org Capacity Skill Level: Intermediate LGU Org: All		Track: Program Skill Level: Beginner/Intermediate LGU Org: SWCD			
<p>Measuring knowledge, attitudes, and behavior among your stakeholders can be a daunting task. This session will give you practical tips from social science for low-cost ways to better understand the people you are trying to reach. Doing so will help you 1) improve the design of your outreach programs, and 2) evaluate whether your programming is making a difference. Participants will learn how to identify stakeholder groups (which sectors of "the public" do you want to reach?), and explore do-able ideas for incorporating a better understanding of your stakeholders into your programming.</p> <p><i>Trainer: Jason Weirnerman, BWSR</i></p>		<p>Duct tape & WD-40 cannot fix everything. Sorry! This session will focus on contracting with landowners, from completing vouchers to site inspections to several case studies, and ultimately how to run a successful cost share program. Bonus: A JeoParody game should provide an enjoyable learning experience. Remember: We're pullin' for Ya. After all, we're all in this together.</p> <p><i>Trainers: Pete Waller, Tara Ostendorf & Jason Beckler – BWSR & Tyler Knutson – Yellow Medicine SWCD</i></p>			
The Role of Marketing to Target Conservation		Using Magical Rays From Above, Surveying 201 (Session 2 of 2)			
Track: Outreach Skill Level: Beginner/Intermediate LGU Org: All		Track: Technical Skill Level: Beginner/Intermediate LGU Org: All			
<p>Big brands sell stuff with savvy branding and marketing. What if we combine authentic relationships and connections with those powerful tools, to draw attention to your local project, present information clearly and consistently, and build a culture of conservation action in Minnesota?</p> <p>Clear, effective communications are not just for big companies. Branding begins with a need. It builds a story. It is a thoughtful process for focusing your work, considering the community you serve, and communicating with purpose and intention. Communications disciplines help us think ahead, then stay clear and consistent while we invite, convey information, and build momentum for our work across time.</p> <p>See how branding and marketing principles anchor work in one of Minnesota's 80 major watersheds. Learn basics. Consider options for using tools to advance your work, and how to put them in place.</p> <p><i>Trainers: Nancy North – NewGround, Inc. & Sheila Harmes – Winona County</i></p>		<p>This training will build on Surveying 102 with specific GPS survey techniques, hands-on survey work, and information needed to utilize design tools such as NRCS Engineering Field Tools (EFT). The plan is to have this session outdoors in order to get hands-on experience.</p> <p>Topics include: How to perform adequate topographic surveys in order to create surfaces/TINs (for CAD or EFT use), techniques for completing Waterway and Basin surveys using GPS, using Stakeout and Roads in Trimble Access. Participants should bring a survey-grade GPS unit and data collector if available. Participants are not required to have a GPS unit, but as many as possible will allow the most hands-on time. Label your equipment!</p> <p><i>Trainers: Aaron Peter & Scott Smith – BWSR; Ryan Jones, Greg Schemmel, & Josh Smith – TSA 6; Mike Skogland – TSA 5; Chris Nelson – TSA 7; & Jeff Haverland – TSA 1</i></p>			
Water Under Our Feet: Groundwater in Minnesota		QuickBooks for Grants Accounting: Part 2			
Track: Basics Skill Level: Beginner LGU Org: All		Track: Workshops Skill Level: Beginner LGU Org: SWCD			
<p>What do we know about water that comes from a faucet? Groundwater is the drinking water source for 75 percent of Minnesota's population. It is also a fundamental, but often overlooked, part of the water cycle. Groundwater provides base flow to streams, rivers, and lakes; water supply for irrigation and industrial use; and is a critical resource for animals, plants, and microbes living at or near the surface water-groundwater interface. The goal of this session is to help provide a better understanding of how water moves through the subsurface, both in terms of pathway and rate. Specific topics covered are geologic containers - aquifers and aquitards - and how they vary across the State.</p> <p><i>Trainer: Robert Tipping – Minnesota Geological Survey</i></p>		<p>Part 2- Technology is great if used correctly. Learn how to customize QuickBooks to account for grant revenues and expenses. We'll review grants accounting primarily using classes and subaccounts within QuickBooks with some discussion related to jobs and items methodology. The basis of an accounting system is its chart of accounts which enables better accounting of grant revenues and expenses, produces accurate reporting through the balance sheet/profit and loss statement, and flows through to the financial statements. In addition, we'll look at various ways to charge payroll to grants within QuickBooks. Prerequisite for this workshop is a basic understanding of QuickBooks. Must attend parts 1 and 2 to obtain full session content/training.</p> <p><i>Trainers: Michael Peterson & Blake Lindquist – Peterson Company Ltd. & Angela Edelman – Smash Tax</i></p>			
The eLINK Reporting Rink					
Track: Repeats Skill Level: Beginner/Intermediate LGU Org: SWCD					
<p>This eLINK training plan will get you in shape for grant reporting season! This beginner-friendly session will familiarize you with the user interface and workflow of eLINK. You'll be able to navigate your grants and grant agreements, manage activities, report expenditures and outcomes, and submit progress reports and payment requests like a pro.</p> <p><i>Trainer: Gwen Steel– BWSR</i></p>					
				Also offered 10/30, 2:45	

