



2011 BWSR Academy Concurrent Session Descriptions

Please use this document, containing descriptions of each concurrent session, to help you complete the registration form. The online form asks you to choose your session attendance for each day.

The session descriptions are organized by the day and time they are held for you to map out your attendance to best meet your training goals for the academy.

In addition to the title, descriptive abstract, and trainer names, each session also identifies the corresponding track, intended skill level, and intended audience.

Skill Level:

- Beginner: No topic-level experience required
- Intermediate: Participants should have functional knowledge or experience in topic
- Advanced: Participants already bring high skills and experience

LGU Org and Staff Focus:

- Organization: Session topic is applicable to SWCD, WD, and/or County staff
- Position: Session topic is applicable to Lead, Technical, or Administrative staff

Tracks:

- Organizational Capacity
This track will focus on building internal LGU capacity. Session participants will enhance their skills in managing their organizations and partnering with other LGUs.
- Programs
This track will focus on administrative requirements of BWSR programs.
- Technical
This track will focus on technical skills to help prioritize projects, use data sets, and install conservation practices.
- Wetlands
This track will include both administrative and technical requirements of the Wetland Conservation Act and developing wetland skills. Continuing Education credits will be available.
- Workshops
Some training topics require more in-depth practice and review. We'll offer half or full-day workshops for intermediate and advanced skill levels.

Conservation Universe – The Who, Why, and How of Your Role in MN Conservation

- **Organizational Capacity Track**
- **Skill Level: Beginner**
- **LGU Org and Staff Focus: All**

For those new to conservation and/or the role of local governments in the "Conservation Universe" in Minnesota, this session will explore this universe with a look at acronyms, walk through a practice case study, and dive into the rationale of WHY your organization has the power to do what it does. We'll have some fun with statutes, too! You'll leave this session with a better understanding of where you fit in the "Conservation Universe" and more ideas on how to get your next project completed.

Trainers: Jeff Hrubes, Angie Becker Kudelka, & Ryan Hughes, BWSR

They Said I Need to Check With You: The Basics of Minnesota Wetland Regulation (Part 1)

- **Wetlands Track**
- **Skill Level: Beginner**
- **LGU Org and Staff Focus: All**

This session wades through the murky waters of wetland regulation to clarify who regulates what, how it is regulated, and who is involved. The focus will be on the State Wetland Conservation Act (WCA) and the basics of how the regulations are administered. Instead of endless PowerPoints, the session will involve interactive approaches utilizing examples and small group exercises to focus on key aspects of WCA and other regulations. Participants will leave knowing the intent of WCA, regulatory roles of organizations and staff, basics of how WCA is administered, basic WCA terminology and concepts, and how to use the Rule Book to find needed information.

Earn 0.75 WDCP continuing education credits (if both parts attended)

Trainers: Ken Powell, Kane Radel, Joan Weyandt, & Steve Hofstad, BWSR

(Note: Credits from regulatory sessions can be used for up to half of total WDCP continuing education requirements for the two-year period.) **This is part 1 of a two-part workshop. Participants are expected to register for and attend both sessions.**

A Framework for Ensuring Selection of the Proper Water Quality / Watershed Model – How to Avoid Inappropriate Model Selection and Ensure Developing a Useful Problem Solving Tool

- **Technical Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: SWCD, WD, County; lead & technical staff**

Predictive computer models are considered an essential element of watershed and water quality analysis. They can also be complex and expensive to construct. In order to maximize the useful information the models provide, you must clearly identify what sort of information you want to know, how precise that information needs to be and understand the strengths and weaknesses of different types of models. During this session participants will learn some of the critical questions to ask during the planning process, the different types of models, and the limitations of what they can tell you. The presentation will be focused on the selection of watershed and receiving water quality models for the purposes of completing Total Maximum Daily Load (TMDL) studies, including the preparation of implementation plans and specific criteria for model selection.

Trainers: Mark Deutschman, Ph.D., P.E. & Stephanie Johnson, Ph.D., P.E., Houston Engineering, Inc.

Program Compliance: Data Practices and Open Meeting Law

- **Programs Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: All**

This presentation will cover the basics in how the Minnesota Government Data Practices Act works with emphasis on issues important to local government. It will also cover Minnesota Open Meeting Law requirements and include practical advice and tips on following the obligations of both laws.

Trainer: Stacie Christensen, MN Department of Administration

Seeking Grants? Get Started Here.

- **Organizational Capacity Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: All**

This is an introduction to grant writing; you're no dummy – but how does an employee of a local governmental unit figure how who funds what, what expenses are eligible (or ineligible) for grant support, what forms or documentation is required, and still keep most of your hair? Don Hickman is the senior program officer of a regional community foundation (and former president of a County Coalition of Lake Associations) and will talk about practical tips to maximize your odds of success in seeking funds from private funders.

Trainers: Don Hickman, Initiative Foundation; John Curry, National Fish and Wildlife Foundation

MN's New Noxious Weed Law & Invasive Species Resources

- **Technical Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: All lead & technical staff**

This presentation will provide an update about the State's new Noxious Weed Law and new species list. Participants will learn how the law applies in their work and learn about what type of resources are available to assist in their invasive species control efforts. Aquatic invasive plant species will also be addressed – identifying the biggest threats and resources to deal with the threats. Questions will be welcome.

Trainers: Marsha J. Watland, Becker Soil & Water Conservation District; Dan Swanson, DNR - Brainerd

eLINK 101

- **Programs Track**
- **Skill Level: Beginner**
- **LGU Org and Staff Focus: Admin and Technical**

Have you been told that a part of your new job description involves reporting project details in eLINK? If you're brand new to using BWSR's web based project tracking tool and grant reporting system, this introductory session is right for you. We'll explain various uses of eLINK, the organization of data in the system and answer some common questions to help you get off on the right track.

Trainers: Conor Donnelly & Tim Ogg, BWSR

They Said I Need to Check With You: The Basics of Minnesota Wetland Regulation (Continued...Part 2)

- **Wetlands Track:**
- **Skill Level: Beginner**
- **LGU Org and Staff Focus: Admin and Technical**

This session wades through the murky waters of wetland regulation to clarify who regulates what, how it is regulated, and who is involved. The focus will be on the State Wetland Conservation Act (WCA) and the basics of how the regulations are administered. Instead of endless PowerPoints, the session will involve interactive approaches utilizing examples and small group exercises to focus on key aspects of WCA and other regulations. Participants will leave knowing the intent of WCA, regulatory roles of organizations and staff, basics of how WCA is administered, basic WCA terminology and concepts, and how to use the Rule Book to find needed information.

Earn 0.75 WDCP continuing education credits (if both parts attended)

Trainers: Ken Powell, Kane Radel, Joan Weyandt, & Steve Hofstad, BWSR

(Note: Credits from regulatory sessions can be used for up to half of total WDCP continuing education requirements for the two-year period.) **This is part 2 of a two-part workshop. Participants are expected to register for and attend both sessions.**

The Climb to Top Performance (Part 1)

- **Workshops Track**
- **Skill Level: Advanced**
- **LGU Org Staff Focus: Only lead management staff**

Organizations realize powerful benefits when all employees perform at the peak of their abilities. As managers and supervisors, your ability to influence others' performance is critical. In this practical and interactive session, you will identify ways to maximize daily discussions to ensure that everyone is clear about expectations, receives reinforcement and feedback, and is coached so they can tackle new and challenging responsibilities. Learn to streamline your interactions, make meetings more efficient, and help everyone become more effective performers. Take positive actions, get results quicker, and become more successful as individuals and as an organization.

Trainer: Eloise Thorson, Central Lakes College

This is part 1 of a two-part workshop. Participants are expected to register for and attend both sessions.

Selling Conservation. Not!

- **Organizational Capacity Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: All**

The models, techniques, and language of sales have often been applied to the conservation arena. Yet no matter how hard we tried, it just did not seem to work. This session will provide an overview of the “sales approach,” and then explain how this has to be modified to better fit the challenges of the conservation arena. The difference between empowering and selling will be emphasized. It is assumed that participants want to solve problems and not just manage programs.

Trainer: Pete Nowak, University of Wisconsin

Getting GIS Data Out of eLINK4Web (Really!)

- **Technical Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: All**

Have you always wondered where all those points, lines, and polygons go when you draw BMPs in eLINK? Have you pondered printing maps or doing GIS analysis on the spatial data you’ve added to eLINK? If so, then come to this session, which will demonstrate some practical examples of printing simple maps and extracting GIS data from eLINK using WebQuery. We’ll also demonstrate loading eLINK GIS data directly into your ArcMap client using WebMap Services. This allows you to always keep an up-to-date layer of BMPs from eLINK in your own map projects.

Trainer: Conor Donnelly, BWSR

LGU Accounting and Financial Q&A

- **Programs Track**
- **Skill Level: Intermediate and Advanced**
- **LGU Focus: SWCD office/clerical staff**

Struggling to understand the State financial reporting standards? Confused by terms like “depreciation of assets” or “management discussion and analysis”? Not sure what the recent changes mean? Then this is a session you won’t want to miss! Join us as we take a look at LGU general accounting frameworks and guide you step-by-step through the year-end financial reporting process. Round table discussion at the end of the session will allow for individual Q & A so gather up your questions and sign up today!

Trainers: Bill Eisele, BWSR; Pam Tomevi, Koochiching SWCD

Technical Review of Wetland Banking/Replacement Plans

- **Wetlands Track**
- **Skill Level: Intermediate and Advanced**
- **LGU Org and Staff Focus: Technical staff**

LGUs and TEPs have an important role when it comes to reviewing wetland replacement plans for WCA. Whether it is engineering and construction features or components related to establishment of native vegetation, the review and approval process is critical to ensure long-term sustainability and ecological suitability for these projects. If you are responsible for reviewing and approving wetland replacement projects in wetland regulatory or other restoration programs, you will come away from this session with useful knowledge that will help you be more informed and successful in this process. You will learn about restoration and construction strategies that generally lead to success and also strategies that should be avoided. You will also learn about the review process, information a plan needs to include to be successfully implemented, and where necessary, how to negotiate and respond to questionable projects.

Trainers: Tom Wenzel, Dan Shaw, & Jeremy Maul, BWSR

The Climb to Top Performance (Continued... Part 2)

- **Workshops Track**
- **Skill Level: Advanced**
- **LGU Org Staff Focus: Only lead management staff**

Organizations realize powerful benefits when all employees perform at the peak of their abilities. As managers and supervisors, your ability to influence others' performance is critical. In this practical and interactive session, you will identify ways to maximize daily discussions to ensure that everyone is clear about expectations, receives reinforcement and feedback, and is coached so they can tackle new and challenging responsibilities. Learn to streamline your interactions, make meetings more efficient, and help everyone become more effective performers. Take positive actions, get results quicker, and become more successful as individuals and as an organization.

Trainer: Eloise Thorson, Central Lakes College

This is part 2 of a two-part workshop. Participants are expected to register for and attend both sessions.

Marketing 101 – It’s More Than Mailings

- **Organizational Capacity Track**
- **Skill Level: Beginner, Intermediate, and Advanced**
- **LGU Org and Staff Focus: All**

Do you want to learn the basics of marketing? Do you want to reach out to landowners you typically don’t have connections with that need or would like to implement conservation practices on their property? This session will explore marketing techniques beyond standard mailings. Local government unit staff have historically been great at working with landowners who walk through the door. This session will provide direction and tools for getting those landowners to walk through the door.

Trainer: Pat Swarthout, Central Lakes College

BWSR Grants Allocation: A New Way of Doing Business

- **Programs Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Focus: All lead and program staff**

Did you hear? BWSR is changing the way we receive grants. Join this portal to the Grants Allocation Initiative (GAI) and the Biennial Budget Request (BBR). BWSR, through the BBR, is changing the business of grant-making. BWSR will be asking LGUs for a list of future projects and operations and in turn will ask the legislature for project and operation funding. You will see the BBR and learn about the BBR process, learn how to complete a BBR, and then collaborate with others as you complete an actual BBR

Trainers: Chris Hughes & Dave Weirens, BWSR

Construction Management and Inspection

- **Technical Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: All technical staff**

The implementation of conservation programs often requires the planting of native vegetation, earthwork, or the installation of structures. This session will advance your knowledge and capabilities in construction management, whether you have little or much experience. You will gain practical insights that will improve your skills in all aspects of the construction process - from contractor bidding and selection, construction layout and inspection, through project close out and certification. While the focus of this training will be for construction activities associated with restoring uplands and wetlands on conservation easements, the information presented is applicable to most all conservation programs and practices. Included in the discussions will be examples of common construction pitfalls and strategies to avoid them.

Trainers: Tom Wenzel, Terry Ragan, Jim Luniewski, & Dan Shaw, BWSR

In the Trenches: Practical Application of Wetland Regulations (Part 1)

- **Wetlands Track**
- **Skill Level: Beginner**
- **LGU Org and Staff Focus: All technical staff**

This session will focus on real-life wetland regulatory situations and dilemmas through small group exercises and example-based presentations. Topics include: WCA compliance for ag activities, determining complete applications, landowner application assistance, application review tips, project interrogation (asking the right questions), wetland determinations for landowners, and WCA file requirements. Participants will learn practical approaches to applying wetland regulations and further their understanding of their role in regulatory process.

Earn 0.75 WDCP continuing education credits (if both parts attended)

Trainers: Ken Powell, Kane Radel, Les Lemm, Steve Hofstad, & Jeremy Maul, BWSR; Brian Watson, Dakota SWCD

(Note: Credits from regulatory sessions can be used for up to half of total WDCP continuing education requirements for the two-year period.) This is part 1 of a two-part workshop. Participants are expected to register for and attend both sessions.

Applying the Science of Stream Stability and Geomorphology to Watershed Projects (Part 1)

- **Workshops Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: lead and technical staff**

Local governments are increasingly involved in addressing streams impaired by excess sediment. The developing applied science of how landscape hydrologic processes affect the sediment balance of stream systems is rapidly becoming part of the baseline understanding of watersheds. Understanding the link between land use impacts on hydrology and the mechanism of how this ultimately impairs biological function is essential to devising implementation strategies that address the cause of the problem, are efficient, durable, and maximize biological restoration. In this workshop we will provide an introduction to the five-component framework for riverine systems, focusing on fluvial geomorphic processes, including the concepts of stream stability and channel evolution, while providing the watershed practitioners baseline techniques and tools for project prioritization and application.

Trainers: Keith Anderson, Area III Technical Services; Karl Koller, DNR

This is part 1 of a two-part workshop. Participants are expected to register for and attend both sessions.

Sharing the Load: Collaboration Across Political Boundaries

- **Organizational Capacity Track**
- **Skill Level: Intermediate and Advanced**
- **LGU Org and Staff Focus: SWCD lead staff**

Adaptation to change is a fundamental component of ecological systems. Organizations that experience change also need to adapt or face possible extinction. This panel discussion will explore how different types of local government have collaborated to adapt to the changing conditions within their political boundaries. Participants will learn what drove the organizations to establish a collaborative relationship and how that relationship has grown. The ideas discussed by the panelists will provide a framework through which other organizations can begin to explore collaborations in their regions. There will be plenty of time for questions, so if you are thinking of a new partnership, these panelists are a great resource.

Trainers: Doug Bos, Rock County; Angie Hong, Washington Conservation District; Gerry Maciej, Benton SWCD; Jamie Schurbon, Anoka Conservation District

Persistence and Patience: A Case Study on a 25-Year Stormwater Project

- **Technical Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: All**

Do you have projects with multiple agencies and landowners? Are you having problems getting everyone to agree? Come and learn how a 25-year old stormwater problem was resolved through collaboration of the Thirty Lakes Watershed District, landowners, timeshare holders, Breezy Point Resort, Lake Association, consultants, and SWCD. This case study will include the history of the project, partners involved, solution to the stormwater problem, walking tour of the Breezy Point Raingardens, and an Q & A session (be prepared to go outside).

Trainers: Beth Hippert, Crow Wing Soil and Water Conservation District; Tasha Lauer, Thirty Lakes Watershed District; Tim Ramerth, Westwood; Glen Gustafson, Crow Wing County Lakes and Rivers Alliance

The Basics of Local Water Management Planning

- **Programs Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Focus: All lead staff**

Local water planning is the basis for most of the activities associated with Total Maximum Daily Load projects, Clean Water Fund projects, and a key factor for other sources of funding. What's the history behind Comprehensive Local Water Management Plans and Watershed District Plans? How have they evolved over time? How can today's plans be used to maximize resource protection and accumulate the resources to do so?

Trainers: Doug Thomas, Comfort Lake-Forest Lake WD; Dan Steward & Chris Hughes, BWSR

In the Trenches: Practical Application of Wetland Regulations (Continued... Part 2)

- **Wetlands Track**
- **Skill Level: Beginner**
- **LGU Focus: technical staff**

This session will focus on real-life wetland regulatory situations and dilemmas through small group exercises and example-based presentations. Topics include but not limited to WCA compliance for agricultural activities, determining complete applications, landowner application assistance, project interrogation (asking the right questions); wetland determinations for landowners, application review tips, and WCA file requirements. Participants will learn practical approaches to applying wetland regulations and further their understanding of their role in regulatory process.

Earn 0.75 WDCP continuing education credits (if both parts attended)

Trainers: Ken Powell, Kane Radel, Les Lemm, Steve Hofstad, & Jeremy Maul, BWSR; Brian Watson, Dakota SWCD

(Note: Credits from regulatory sessions can be used for up to half of total WDCP continuing education requirements for the two-year period.) **This is part 2 of a two-part workshop. Participants are expected to register for and attend both sessions.**

Applying the Science of Stream Stability and Geomorphology to Watershed Projects (Continued... Part 2)

- **Workshops Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: lead and technical staff**

Local governments are increasingly involved in addressing streams impaired by excess sediment. The developing applied science of how landscape hydrologic processes affect the sediment balance of stream systems is rapidly becoming part of the baseline understanding of watersheds. Understanding the link between land use impacts on hydrology and the mechanism of how this ultimately impairs biological function is essential to devising implementation strategies that address the cause of the problem, are efficient, durable, and maximize biological restoration. In this workshop we will provide an introduction to the five-component framework for riverine systems, focusing on fluvial geomorphic processes, including the concepts of stream stability and channel evolution, while providing the watershed practitioners baseline techniques and tools for project prioritization and application.

Trainers: Keith Anderson, Area III Technical Services; Karl Koller, DNR

This is part 2 of a two-part workshop. Participants are expected to register for and attend both sessions.

Understanding Grant Agreements

- **Organizational Capacity Track**
- **Skill Level: Intermediate and Advanced**
- **LGU Org and Staff Focus: All**

Grant Agreements (contracts) which Local Government Units (LGUs) enter into with BWSR (the State) have expectations and clauses that must be fulfilled. Dissect the grant agreement (contract) into its 3 – 4 major parts to become familiar with the clauses and learn about the implications and obligations for State grantees. This is an opportunity for you to ask questions and leave with a better understanding of the content of the Grant Agreement.

Trainers: Alyssa Haugen, Office of Grants Management, MN Department of Administration

Drainage Project Review: Is it maintenance or improvement?

- **Wetlands Track**
- **Skill Level: Intermediate and Advanced**
- **LGU Org and Staff Focus: technical staff**

Have you ever struggled with drainage projects that involve wetlands? Don't worry – we all have! This session will address the challenges of drainage projects and provide participants with the ability to acquire the necessary information, or ask the right questions of the project proponent, to appropriately review and process such a project. This session will be interactive with real-life examples, stories and lessons learned, and focus on the basic technical concepts and WCA-related issues critical to LGU and SWCD staff.

Earn 0.4 WDCP continuing education credits

Trainers: Steve Hofstad & Kane Radel, BWSR

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

The Future of Water Planning

- **Programs Track**
- **Intermediate and Advanced**
- **LGU Org and Staff Focus: All lead staff**

County water planning is approaching 25 years of existence. Watershed District plans have evolved over time and SWCDs have annual and comprehensive planning requirements. Local water management plans are the critical foundation for implementation of future Clean Water Funding and the LGU roundtable has been discussing opportunities and challenges that exist with the current collective water planning framework. This discussion session will highlight existing combinations and partnerships among organization types and provide feedback on the discussions that the committees from the LGU Roundtable have discussed.

Trainers: Brian Dwight & Jeff Hrubes, BWSR; Matt Moore, South Washington WD; Josh Stromlund, Lake of the Woods County/SWCD; Teresa Wickham, Kanabec County/Snake River JPB; Justin Hanson, Mower SWCD

Water Quality Monitoring Isn't Just for Chemists Anymore

- **Technical Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: All lead and technical staff**

Monitoring is critical to determining water quality. That general statement is true, but doesn't tell the whole story. Why are you monitoring? What are you monitoring for? How does it help you track trends or conditions? How have you determined where monitoring will take place? Whether you are setting up your own monitoring program, participating in a larger watershed effort, or just want to be able to explain some of the nuances of monitoring to local citizens, this session will cover the basics of several facets of water quality monitoring that may help answer questions that you have.

Trainer: Scott Niemel, MPCA; Corey Hanson, Red Lake WD; Greg Kruse, DNR

Ecological Ranking Tool & LiDAR Terrain Analysis GIS Workshops (Part 1)

- **Workshops Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: Staff with a working knowledge of GIS use and analysis (i.e. more than just viewing data)**

Recently higher expectations and increasingly limited resources have placed greater emphasis on targeting conservation practices to achieve local conservation goals. The time is ripe to begin applying current GIS analysis techniques to achieve this. In this series of two technical GIS workshops, local and state GIS staff will learn how to interpret and use pre-calculated layers for soil loss risk, critical overland flow areas, wildlife habitat quality, and combined environmental benefits to prioritize areas for conservation project implementation. Staff will also learn how to calculate LiDAR based terrain analysis products such as the Stream Power Index (SPI) and the Compound Topographic Index (CTI) and incorporate these and other ancillary data with the ecological ranking data, making them more meaningful.

SPECIAL NOTES: This Four-Session workshop is held:

- Wednesday from 1:30 to 5:00 pm and Thursday from 8:30 am-12:00 noon
- Off site location: Central Lakes Community College.
- Participants must be able to attend both days.
- Participation is limited to the [first 25 registrations](#) after which there will be a wait list for cancellations. Follow-up email to registrants will include further details.

PRE REQ: Participants must be comfortable using GIS systems. They should have experience using both vector and raster data with ArcGIS v9.x or later. Participants should also have a basic understanding of DEMs, raster processing, and/or elevation data. For those users who have not previously worked with elevation data, techniques will be introduced through in-class exercises.

Trainers: Aaron Spence, BWSR; Joel Nelson, University of MN

This is part 1 of a four-part workshop. Participants are expected to register for and attend all four sessions.

Consultant is not a Four-Letter Word

- **Organizational Capacity Track**
- **Skill Level: Intermediate and Advanced**
- **LGU Org and Staff Focus: SWCD lead staff**

SWCDs have access to various technical resources, including NRCS, the TAA system, and Technical Service Area engineering staff. Increased Clean Water Funding availability may tax this system. This session will discuss the potential use of private sector consultants to deliver specific expertise, expand the capabilities of your organization, and increase the delivery of conservation implementation in a timely manner.

Trainers: Greg Berg, Stearns SWCD; Bill Davison, Stearns County

Developing and Defending a Lake Protection Water Quality Strategy

- **Technical Track**
- **Skill Level: Intermediate and Advanced**
- **LGU Org and Staff Focus: SWCD, WD, County lead & technical staff**

The conventional wisdom holds that protecting water quality is much cheaper and easier than restoring it. There are practical limitations in the application of funds, staff and management strategies to protect those resources. How can local governments evaluate water quality risks, determine critical parameters, and develop strategies that maximize the effectiveness of water quality protection efforts? This session will present several tools in various stages of development that can help frame this discussion.

Trainers: Pete Jacobson, DNR; Tim James, MPCA; Jeff Hrubes & Dan Steward, BWSR

Cost-Share and the NEW Grant Administration Manual

- **Programs Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: Admin and lead staff**

Understand the rationale, history, and background of the new Cost-Share Rule and policy changes – and what this means for future changes at the local level. Learn how the new Grant Administration Manual can be used with virtually any fund, and how to use this information when entering into contracts. Leave this session with a “top ten list” of changes to the State Cost Share rule and an understanding of the information contained in the new Grant Administration Manual via navigating the web site.

Trainers: Jeff Nielsen & Pete Waller, BWSR

Monitoring Wetland Hydrology

- **Wetlands Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: All technical staff**

The session will present the various approaches to hydrologic monitoring at wetland sites, including wetland hydrology indicators, measurements in boreholes, surface water level measurements, and monitoring wells. Participants will gain familiarity with the different options and with how the different approaches can be used to answer various types of questions. The session will emphasize defining the question(s) to be answered by monitoring and selecting the monitoring approach best suited to answer the question(s).

Earn 1.25 WDCP continuing education credits

Trainer: Eric Mohring, BWSR

Ecological Ranking Tool & LiDAR Terrain Analysis GIS Workshops (Part 2 of 4)

See part 1 (Wednesday, 1:00-2:30 session) for specific details and special notes on this workshop.

This is part 2 of a four-part workshop. Participants are expected to register for and attend all four sessions.

Space is limited to the first 25 registrants.

Dealing With Difficult People (Part 1)

- **Organizational Capacity Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: All**

This highly interactive workshop will focus on working with people you might consider to be "difficult" because they resist, become emotional, appear delusional, or seem completely disengaged from a given situation. Using an innovative new model, you will explore how your reactions might differ from others involved in the same situation and how to respond to different types of difficult people. This workshop has a strong focus on practical application, and you will practice with your own, as well as with other situational examples throughout the workshop, to learn how to effectively manage and work through these "difficult" situations in the future. Besides enhancing your existing skills, you will also receive a 'tips and applications' take-home sheet to use when the going gets tough.

Trainers: Megan Rounds, Ed.D., Perculcha, LLC; Angie Becker Kudelka, BWSR

This is part 1 of a two-part workshop. Participants are expected to register for and attend both sessions.

Pollution Reduction Estimators: Getting in the Ballpark

- **Technical Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: All lead and technical staff**

Submitting a grant application that needs pollution estimates before your BMP is designed? Need to verify that water quality modeling results are reasonable and in the ball park? This interactive session will review the basics of pollutant calculations. You will experience active learning that you can replicate back in the office using simple methods of pollutant removal calculations. Leave with the general knowledge to make ball park estimates for grant applications or check the results from BWSR calculators to verify the results are reasonable.

Trainers: Andrea Plevan, Emmons & Olivier Resources; Marcey Westrick & Eric Mohring, BWSR

Wetland Banking – What’s new and improved!!

- **Wetlands Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: All WCA technical staff**

Participants will have a better understanding on the confusing wetland banking process. They will understand why site selection is so important, why location on the landscape is important, and better be able to assist applicants who choose to participate in the banking program. Also, the banking process is being revised and LGUs need to be aware of the new process.

Earn 0.4 WDCP continuing education credits

Trainers: Les Lemm, Ken Powell, & Lynda Peterson, BWSR

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

Reinvest in Minnesota (RIM) Reserve Easements 101

- **Programs Track**
- **Skill Level: Beginner**
- **LGU Org and Staff Focus: All SWCD staff**

For newer SWCD staff and those who may have been away from the RIM Reserve Conservation Easement Program for a while, this presentation will provide a historical overview of the program plus the basic programmatic steps connected with acquiring easements and installing conservation practices, including: Program inception and history, Funding history, Program accomplishments, What is an easement and how does it work, Basic steps in acquiring an easement and SWCD roles in the process, Conservation Practice Plan development, and Terminating or changing boundaries of recorded easements

Trainer: Tim Fredbo, BWSR

Ecological Ranking Tool & LiDAR Terrain Analysis GIS Workshops (Part 3 of 4)

See part 1 (Wednesday, 1:00-2:30 session) for specific details and special notes on this workshop.

This is part 3 of a four-part workshop. Participants are expected to register for and attend all four sessions.

Space is limited to the first 25 registrants.

Dealing With Difficult People (Continued... Part 2)

- **Organizational Capacity Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: All**

This highly interactive workshop will focus on working with people you might consider to be "difficult" because they resist, become emotional, appear delusional, or seem completely disengaged from a given situation. Using an innovative new model, you will explore how your reactions might differ from others involved in the same situation and how to respond to different types of difficult people. This workshop has a strong focus on practical application, and you will practice with your own, as well as with other situational examples throughout the workshop, to learn how to effectively manage and work through these "difficult" situations in the future. Besides enhancing your existing skills, you will also receive a 'tips and applications' take-home sheet to use when the going gets tough.

Trainers: Megan Rounds, Ed.D., Perculcha, LLC; Angie Becker Kudelka, BWSR

This is part 2 of a two-part workshop. Participants are expected to register for and attend both sessions.

Drainage Law – How it Works and Why it Matters

- **Technical Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: All technical staff**

Drainage and Drainage Law are increasingly important for all local government units involved with helping manage runoff for multiple purposes. Maybe your WD or county serves as a drainage authority, or maybe your SWCD serves as a drainage inspector, helps facilitate wetland restorations on public drainage systems, or implements conservation drainage practices. You can learn the basics of how Minnesota Drainage Law works in this session. Participants will also learn about revisions to Drainage Law in past and recent years that help address multiple purposes and why this matters for conservation in Minnesota. Also included will be an overview of current studies and research projects about drainage and associated conservation practices, as well as time for questions and discussion.

Trainer: Al Kean, BWSR

SWCD Year End and Financial Reporting

- **Programs Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: SWCD Admin and lead staff**

Does annual reporting make you run and hide? Take the mystery out of this BWSR requirement and become informed on how to comply with annual reporting. Learn how to avoid the top ten mistakes grantees make with annual reporting! Much of this required information is reported in eLINK, so attendees will also get some tips on how to work with eLINK during the annual reporting process. All who prepare annual reports should attend.

Trainer: Bill Eisele, Wayne Zellmer & Conor Donnelly, BWSR

The Interaction Between Corps of Engineer and Department of Natural Resources Permitting and the Wetland Conservation Act

- **Wetlands Track**
- **Skill Level: Intermediate**
- **LGU Org and Staff Focus: lead and technical staff**

This session will focus on the permitting processes used by COE and DNR and how they impact WCA decisions made by the LGUs. Topics include COE's GP, LOP, IP, jurisdictional and non jurisdictional calls, how it affects WCA LGU decisions and educates LGUs as to how the COE needs to be brought into the permitting process. When does DNR waive jurisdiction to WCA and why, what is the DNR process for permitting mining activities throughout the State and what do they consider "self" mitigating. Participants will be able to explain to landowners what is needed and who is to be contacted when permits come in since they are usually the first point of contact.

Earn 0.4 WDCP continuing education credits

Trainers: Barbara Walther, Corps of Engineers; Doug Norris, Dept. of Natural Resources

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

Ecological Ranking Tool & LiDAR Terrain Analysis GIS Workshops (Part 4 of 4)

See part 1 (Wednesday, 1:00-2:30 session) for specific details and special notes on this workshop.

This is part 4 of a four-part workshop. Participants are expected to register for and attend all four sessions.

Space is limited to the first 25 registrants.

Is Giving Away Money REALLY the Hardest Thing to Do?

- **Organizational Capacity Track**
- **Skill Level: All Beginner/Intermediate/Advanced**
- **LGU Org and Staff Focus: SWCD, WD, County lead and administrative staff**

The 2012 Clean Water Fund Community Partners Conservation Program is structured to encourage local governments to work with community groups, associations, and non-profits to increase the scope and effectiveness of the available Clean Water Funds. Most local governments are familiar with grant applications, but may not be as familiar with the structure needed to identify criteria, solicit and receive applications, and ensure fair and equitable funding of those applications that ensures transparency and accountability for those funds. This session will focus on staff and board roles to ensure successful implementation of a local grant program.

Trainers: Don Hickman, Initiative Foundation; Jim Steenerson, Northwest Minnesota Initiative Foundation; Jeff Hrubes, BWSR

BWSR Grants Allocation: A New Way of Doing Business

- **Programs Track**
- **Skill Level: Beginner/Intermediate**
- **LGU Org and Staff Focus: All lead and program staff**

Did you hear? BWSR is changing the way we receive grants. Join this portal to the Grants Allocation Initiative (GAI) and the Biennial Budget Request (BBR). BWSR, through the BBR, is changing the business of grant-making. BWSR will be asking LGUs for a list of future projects and operations and in turn will ask the legislature for project and operation funding. You will see the BBR and learn about the BBR process, learn how to complete a BBR, and then collaborate with others as you complete an actual BBR. (Repeated session).

Trainers: Chris Hughes & Dave Weirens, BWSR

Twigs, Buds and Shriveled Leaves, Reveling in the Challenge of Late Season Plant ID

- **Technical Track**
- **Skill Level: Beginner and Intermediate**
- **LGU Org and Staff Focus: All technical staff**

Are you interested in sharpening your late season plant identification skills, or just enjoying the outdoor and digesting everything that you learned at the BWSR Academy? Then join us for a walk around Breezy Point Resort to identify plants in BMP plantings, as well as the lakeshore and larger grounds. We will also discuss the role of the plants in the landscape and management needs. Be ready to ask questions and share your knowledge.

Earn 1.5 WDCP continuing education credits

Trainers: Dan Shaw & Carol Strojny, BWSR