

Tuesday, October 28

Session 1

10:30 am - 12:00 pm

Budgeting for Biologists

Track: Org Capacity **Skill Level:** Beginner/Intermediate **LGU Org:** SWCD/WD
Room: Lakeside Ballroom A (across the Skyway)

Many conservation-oriented local government boards like to promote field staff to the manager position when a vacancy occurs. Local government field staff are outstanding conservationists; however, many find the transition from the field to management requires a set of skills that are not often taught in the natural resources-oriented curriculum. This session will provide some of the fundamentals involved in the process of developing and implementing the budget for a unit of local government. If you are new to the manager position or would like a bit more formal training in the budget process, you should attend this session! Also, bring your budgeting questions.

Trainer: Pam Thomsen – Central Lakes College Foundation

This One Tool Will Change How You Look At Wetlands Forever (MnRAM 3.4)

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

Why do we assess wetlands? It’s more than just how many cubic feet of water they hold. Unlike functions, values are measured by social ‘yardsticks’ and they make up a lot of why we want wetlands around. The Minnesota Routine Assessment Method for Wetlands was tailor-made to assess functions AND values of Minnesota wetlands for local regulators. It is field-ready, science-based, and court-tested.

This session will cover how MnRAM has been used on actual projects. Management Classification is an add-on with dial-up strength; you can sort for functions most desirable for your planning goals. The last part of the session will separate more-experienced users to discuss detailed approaches to commonly-confused situations. New to MnRAM? Get step-by-step guidance to prepare you to run MnRAM on your own for the first time.

Trainers: Natasha DeVoe, Brian Dwight, & Dale Krystosek – BWSR

Earn 1.5 Direct WDCP Continuing Education Credits

Class size limit - 50 participants

Putting the Pieces Together: Clean Water Fund

Track: Program **Skill Level:** Intermediate **LGU Org:** All
Room: Minnesota II

The Biennial Budget Request; the Nonpoint Priority Funding Plan; One Watershed, One Plan; Targeted Watershed Demonstration Program; and CWF Competitive Grants. How do all of these fit together and what will that mean for your organization? This session will relay BWSR’s vision on how all of the puzzle pieces are put together.

Trainers: Marcey Westrick, Melissa Lewis, Tim Koehler, Dave Weirens & Sarah Strommen – BWSR

Conservation Universe – Orientation to the Who, Why, and How of Your Role in Minnesota Conservation

Track: Workshops **Skill Level:** Beginner **LGU Org:** All
Room: Lakeside Ballroom B (across the Skyway)

The “Conservation Universe” in Minnesota session will explore this universe with a look at acronyms, walk through a practice case study, and dive into the rationale of WHY your organization has the power to do what it does. We’ll have some fun with statutes, too! You’ll leave this session with a better understanding of where you fit in the “conservation universe” and more ideas on how to get your next project completed. Please note that this much attended, strongly recommended session is a repeat from the 2012 and 2013 BWSR Academies.

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

Multifunctional Bang for Your Buck

Track: Technical **Skill Level:** Intermediate/Advanced **LGU Org:** All
Room: Pelican

Achieving multiple water quality and habitat benefits from conservation projects is increasingly sought after, but is often difficult to measure and quantify during the planning process. When comparing restoration and mitigation design alternatives, managers must rapidly assess the effects of design changes on natural resources, water quality and habitat. This presentation will walk participants through two examples of implemented wetland restorations in southwest and northwest Minnesota that were assessed using a combination of Habitat Evaluation Procedures (HEP) and the Hydrogeomorphic (HGM) Approach to Wetland Assessments. Participants will gain an understanding of how to streamline analysis and optimize desired multiple benefits utilizing a hybrid model to identify and balance key variables affecting habitat and water quality.

Trainers: Wade Johnson – DNR & Shawn Tracy – HDR, Inc.

Tuesday, October 28

Session 2

1:30 pm - 3:00 pm

Every Picture Tells a Story

Track: Org Capacity Skill Level: Beginner/Intermediate LGU Org: All
Room: Whitebirch II

A photograph has the ability to convey emotion, narrative, ideas and messages, all in a single frame. Compelling visuals add strength to your messaging and, used correctly, can drive home your organization’s story. At this session we will talk about what makes a good photo, the best ways to use your photos to tell your conservation stories, and we'll go over a few photography fundamentals for traditional cameras and smartphones. After all, it takes a little bit of work to take a picture worth 1,000 words.

Trainers: Celi Haga – BWSR & Dawn Pikula – Dawnaree Studios

RIM Practice Certification & Engineering Process

Track: Technical Skill Level: Intermediate LGU Org: SWCD
Room: Governor’s

Is the current vegetation up to snuff for RIM? What do I do now that all of the construction work has been completed on an easement? BWSR will answer your questions about practice installation and certification on RIM sites. Plan to learn more about what’s needed throughout the RIM process to get BWSR to sign off on everything you’ve worked hard to help get in/on the ground. We will cover both engineered and ecological practices.

Trainers: Tom Wenzel & Dave Rickert – BWSR

Repeated 10/29, 10:30 am

Floodplain Wetlands: In Depth

Track: Wetlands Skill Level: Intermediate LGU Org: All
Room: Minnesota I

Have you ever struggled with wetland delineations in a floodplain? Floodplains are very dynamic systems that can experience very wet and very dry conditions in the same growing season. These extremes, along with other factors, can make delineating them difficult. This session will offer insight on what to look for and consider when working in them. The session will also cover the unique functions that riparian wetlands and floodplains provide to the watercourse.

Trainer: Barbara Walther – U.S. Army Corps of Engineers

Earn 1.5 Direct WDCP Continuing Education Credits

BWSR Grants – Big or Small, Competitive or Not

Track: Program Skill Level: Beginner LGU Org: All
Room: Minnesota II

This session will provide you with a basic perspective on BWSR’s non-competitive and competitive grant programs. We will enlighten you with brief descriptions on all BWSR grant opportunities – big and small, competitive and not – with a quick intro to the grant execution process. This session is intended to answer the basic questions, so whether you are new to the world of BWSR grants or are seasoned but in need of a very basic refresher, we will see you there!

Trainers: Wayne Zellmer, Marcey Westrick, & Kari Keating – BWSR

Grant Tracking: What’s in Your Toolbox? (Part 1)

Track: Workshops Skill Level: Beginner/Intermediate LGU Org: All
Room: Whitebirch 1

Through its Grants Monitoring, Reconciliation, and Verification Policy, BWSR has increased the financial oversight that it exercises over its local partners. The purpose of this session is to give LGUs some practical tools to help them prepare for a grant verification or reconciliation, and generally to practice good financial management of the grant funds that they receive from BWSR. Topics to be discussed include time tracking and billing rates. The session will conclude with a panel of LGU participants who have been through the verification process. The panelists will discuss changes that they made to their financial systems as a result.

Trainers: Tim Dykstal, Jeannette Austin, & Julie Krebs – BWSR, Pam Tomevi – Koochiching SWCD, Helen McLennan – Morrison SWCD, & Jeanne Crump – Mower SWCD/Cedar River WD

Class size limit - 50 participants

Repeated 10/29, 8:30 am

Partnering for Pollinators – What We Can Do to Address Population Declines

Track: Technical Skill Level: Beginner/Intermediate LGU Org: All
Room: Pelican

The decline of pollinators and other beneficial insects has led to significant concern by bee keepers, conservation professionals, legislators and the public, as these species provide a foundation for food production, food webs and native plant populations. This session will cover suspected reasons for pollinator declines, provide a big picture view of what is being done in Minnesota, introduce BWSR’s new “Pollinator Initiative” and “Toolbox,” and go into detail about potential partnerships and steps for successfully restoring pollinator habitat. There will also be an opportunity to discuss project-specific challenges.

Trainers: Dan Shaw – BWSR & Carrie Raber & Jason Selvog – Stearns County SWCD

Tuesday, October 28

Session 3

3:30 pm - 5:00 pm

Data Practices Issues with Elected/Appointed Officials

Track: Org Capacity Skill Level: Any LGU Org: All
Room: Governor's

This session will examine issues surrounding the collection, creation and dissemination of data relating to elected officials. Attendees will be encouraged to participate via question and answer sessions and discussion of hypothetical situations. The audience will help drive the conversation during this session, so feel free to come with questions or examples related to the status of your board members.

Trainer: Scott T. Anderson – Rupp, Anderson, Squires & Waldspurger, P.A.

WCA 101

Track: Wetlands Skill Level: Beginner LGU Org: SWCD/County
Room: Minnesota I

The purpose of this training session is to give participants a practical overview of the Wetland Conservation Act (WCA), focusing on administrative requirements. This session will be most useful for participants who are new to administering WCA and/or serving as Technical Evaluation Panel members. The session will be a combination of lecture, case study, and discussion. Please bring your WCA Rulebook.

Earn 0.4 Indirect WDCP Continuing Education Credits

Trainers: Amber Steele & Ben Meyer – BWSR

Class size limit - 50 participants

Urban Stormwater Management: What's Working & What's Not

Track: Technical Skill Level: Beginner LGU Org: All
Room: Minnesota II

Considerable time, effort and money are expended on urban stormwater BMPs each year. These range from simple rain gardens to extensive underground storage/infiltration to stormwater reuse systems. The trainers will share current and developing techniques to control and treat stormwater in urban areas. Techniques will include construction as well as post construction stormwater management. Along with exploring currently accepted BMPs, participants will hear about new and emerging stormwater management techniques, and what is working and what is not working in urban stormwater management.

Trainers: Matt Moore – South Washington WD & Mark Doneux – Capitol Region WD

eLINK 201: Becoming an eLINK Ninja

Track: Program Skill Level: Intermediate LGU Org: All
Room: Pelican

The "new" eLINK system is more than one year old. Now that you've had the chance to complete some reporting – and maybe even an application – in eLINK, we'll go beyond the basics to talk about how to manage your grant reporting in eLINK, including examples and details on entering data and practices, linking activities, and generating reports.

Trainers: Gwen Steel & Conor Donnelly – BWSR & Brein Maki – Winona SWCD

Class size limit - 50 participants

Repeated 10/29, 1:00 pm

Grant Tracking: What's in Your Toolbox? (Part 2)

Track: Workshops Skill Level: Beginner/Intermediate LGU Org: All
Room: Whitebirch I

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Trainers: Tim Dykstal, Jeannette Austin, & Julie Krebs – BWSR, Pam Tomevi – Koochiching SWCD, Helen McLennan – Morrison SWCD, & Jeanne Crump – Mower SWCD/Cedar River WD

Class size limit - 50 participants

Repeated 10/29, 10:30 am

The Day After Tomorrow: Disaster Happens

Track: Program Skill Level: Beginner/Intermediate LGU Org: All
Room: Whitebirch II

They say it was a 500-year storm. All you can see is water and mud. What do you do now? Fortunately, state and many LGU staff have a great deal of hands-on experience in natural disaster recovery. Practical step-by-step guidance and lessons learned from experience will give you a foundation from which to begin and lead the process of recovery in your LGU. The roles and programs of FEMA and other federal agencies as well as BWSR and state agency assistance will be highlighted. A panel of battle-hardened LGU staff will tell their story of how they led their LGUs down the road of recovery from a natural disaster.

Trainers: Wayne Zellmer, Al Kean, Mary Peterson, & Ryan Hughes – BWSR, Brian Watson – Dakota SWCD, Beau Kennedy – Goodhue SWCD, R.C. Boheim – South St. Louis SWCD, & Chris Kleist – City of Duluth

Repeated 10/29, 8:30 am

Wednesday, October 29

Session 1

8:30 am – 10:00 am

Dealing with Difficult People and Managing Conflict

Track: Org Capacity Skill Level: Beginner LGU Org: All
Room: Minnesota II

Faced with difficult people and conflict at home or work? In this session you will learn to identify difficult behaviors and how to respond to them. We'll also explore the pros and cons of conflict, learn about our own reactions, identify issues that can trigger conflict and difficult behaviors, and we'll look for strategies that can be used to make sure conflict is productive. This session will focus practical management of difficult behaviors and conflict, and participants will use examples throughout the session to learn how to effectively manage and work through difficult situations in the future.

Trainers: Jenny Gieseke & Angie Becker Kudelka – BWSR

Class size limit - 70 participants

Repeated 10/29, 1:00 pm

Saturated Buffers – A New Practice in the WQ Toolbox

Track: Technical Skill Level: Beginner/Intermediate LGU Org: SWCD
Room: Whitebirch I

Vegetated Subsurface Drain Outlet (CP-739), aka "Saturated Buffer", is a relatively new conservation practice that has substantial application potential in Minnesota. This session will include a leading researcher for saturated buffers (Dr. Dan Jaynes), who has a number of years of data, and an on-the-ground coordinator of a multi-state Conservation Innovation Grant for saturated buffer demonstration that includes three sites in Minnesota (Nathan Utt). There will be time for Q & A and associated discussion.

Trainers: Dan Jaynes, Ph.D. – USDA-ARS Ames, IA & Nathan Utt – Ecosystem Services Exchange

**When is Enough, Enough and Who Decides Anyway?:
WCA Applications and Decisions in the Real World**

Track: Wetlands Skill Level: Intermediate/Advanced LGU Org: All
Room: Minnesota I

The WCA application evaluation and decision process appears rather simple and straightforward. However, many applications follow a convoluted path of multiple submissions and revisions rather than the simple process laid out in WCA rules. While the TEP can be extremely helpful in these situations, there is sometimes confusion and misunderstanding about the TEP's role in evaluation and decisions. This session will discuss common challenges faced by LGUs and TEPs in evaluating and processing applications. Specific examples will be used to illustrate common situations, and potential solutions will be presented and discussed. Participants will have an increased understanding of WCA application processing and tips to deal with difficult situations.

Trainers: Ken Powell – BWSR, Jed Chesnut – Washington Conservation District, & Nick Tomczik – Rice Creek Watershed District

Earn 0.4 Indirect WDCP Continuing Education Credits

Repeated 10/29, 1:00 pm

The Day After Tomorrow: Disaster Happens

Track: Program Skill Level: Beginner/Intermediate LGU Org: All
Room: Governor's

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Trainers: Wayne Zellmer, Al Kean, Mary Peterson, & Ryan Hughes – BWSR, Brian Watson – Dakota SWCD, Beau Kennedy – Goodhue SWCD, R.C. Boheim – South St. Louis SWCD, & Chris Kleist – City of Duluth

Repeated 10/28, 3:30 pm

Conservation Marketing: To Whom and How To (Part 1)

Track: Workshops Skill Level: Beginner/Intermediate LGU Org: All
Room: Pelican

Targeting is a key component of effective natural resource management. One component of targeting is finding the right place for the right project. The second part of targeting is finding the right landowner with whom you can install the right project. This workshop will consist of two parts. First, you will learn how to identify the attitudes and interests of the landowners within your districts. Second, you will learn how to use this information to develop a marketing plan to reach the specific landowners, private property and business owners, and managers who are most likely to install those conservation practices that will be most effective.

Trainers: Mae Davenport & John Bilotta – University of Minnesota

Class size limit - 40 participants

Grant Tracking: What's in Your Toolbox? (Part 1)

Track: Workshops Skill Level: Beginner/Intermediate LGU Org: All
Room: Whitebirch II

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Trainers: Tim Dykstal, Jeannette Austin, & Julie Krebs – BWSR, Jerad Bach – Blue Earth SWCD, Deb Holtz – Meeker SWCD, & Kristine Jenson – Vadnais Lake Area WMO

Class size limit - 50 participants

Repeated 10/28, 1:30 pm

Wednesday, October 29

Session 2

10:30 am – 12:00 pm

Building a Better Organization

Track: Org Capacity Skill Level: Beginner LGU Org: All
Room: Whitebirch I

Do you have the responsibility of setting agendas or preparing information packets for your Board meetings? This session will look at roles and responsibilities of Boards and staff. Board members of local governments generally have a responsibility not only as a Board member but as a community leader and possibly as an elected official. Examples of how to achieve a balanced organization that keeps your Board and staff working together will be provided.

Trainer: Brian Watson – Dakota County SWCD

RIM Practice Certification & Engineering Process

Track: Technical Skill Level: Intermediate LGU Org: SWCD
Room: Governor’s

Is the current vegetation up to snuff for RIM? What do I do now that all of the construction work has been completed on an easement? BWSR will answer your questions about practice installation and certification on RIM sites. Plan to learn more about what’s needed throughout the RIM process to get BWSR to sign off on everything you’ve worked hard to help get in/on the ground. We will cover both engineered and ecological practices.

Trainers: Tom Wenzel & Dave Rickert – BWSR

Repeated 10/28, 1:30 pm

Restoration Techniques

Track: Wetlands Skill Level: Any LGU Org: All
Room: Minnesota I

This training will focus on lessons learned during wetland and associated upland vegetative restoration. We will cover what has worked and what has not. In addition, we will examine case studies of projects to illustrate how dynamic sites can be, and how to adapt your installation and maintenance activities.

Earn 0.4 Indirect WDCP Continuing Education Credits

Trainers: Dan Shaw – BWSR & Jason Husveth – Critical Connections Ecological Services

One Watershed, One Plan – Past, Present, and Future

Track: Program Skill Level: Beginner/Intermediate LGU Org: All
Room: Minnesota II

The vision of One Watershed, One Plan is to align local water planning on major watershed boundaries with state strategies towards prioritized, targeted and measurable implementation plans – the next logical step in the evolution of water planning in Minnesota. Participants in this session will explore the history of the One Watershed, One Plan initiative and look into the future of where the program is heading.

Trainers: Melissa Lewis – BWSR, Kay Clark – Cottonwood SWCD, Mark Gamm – Dodge County, & Myron Jesme – Red Lake WD

Conservation Marketing: To Whom and How To (Part 2)

Track: Workshops Skill Level: Beginner/Intermediate LGU Org: All
Room: Pelican

Targeting is a key component of effective natural resource management. One component of targeting is finding the right place for the right project. The second part of targeting is finding the right landowner with whom you can install the right project. This workshop will consist of two parts. First, you will learn how to identify the attitudes and interests of the landowners within your districts. Second, you will learn how to use this information to develop a marketing plan to reach the specific landowners, private property and business owners, and managers who are most likely to install those conservation practices that will be most effective.

Trainers: Mae Davenport & John Bilotta – U of M

Class size limit - 40 participants

Grant Tracking: What’s in Your Toolbox? (Part 2)

Track: Workshops Skill Level: Beginner/Intermediate LGU Org: All
Room: Whitebirch II

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Trainers: Tim Dykstal, Jeannette Austin, & Julie Krebs – BWSR, Jerad Bach – Blue Earth SWCD, Deb Holtz – Meeker SWCD, & Kristine Jensen – Vadnais Lake Area WMO

Class size limit - 50 participants

Repeated 10/28, 3:30 pm

Wednesday, October 29

Session 3

1:00 pm – 2:30 pm

RIM Updates, Processes, & Policies

Track: Program Skill Level: Intermediate LGU Org: SWCD
Room: Whitebirch II

Attend this session to learn about all of the initiatives that RIM will be offering over the course of this next year. We'll also expose you to all of the RIM policies (food plot, pollinator, haying & grazing, alteration request, boundary creation) and where they fit in with new and current easements. Plan to learn about the new SWCD implementation grant process and what that means for you.

Trainers: Dave Rickert, Tabor Hoek, Tim Fredbo, & Seth Weeks – BWSR

eLINK 201: Becoming an eLINK Ninja

Track: Program Skill Level: Intermediate LGU Org: All
Room: Pelican

The "new" eLINK system is more than one year old. Now that you've had the chance to complete some reporting – and maybe even an application – in eLINK, we'll go beyond the basics to talk about how to manage your grant reporting in eLINK, including examples and details on entering data and practices, linking activities, and generating reports.

Trainers: Gwen Steel & Conor Donnelly – BWSR & Brein Maki – Winona SWCD

Class size limit - 50 participants

Repeated 10/28, 3:30 pm

When is Enough, Enough and Who Decides Anyway?: WCA Applications and Decisions in the Real World

Track: Wetlands Skill Level: Intermediate/Advanced LGU Org: All
Room: Minnesota I

The WCA application evaluation and decision process appears rather simple and straightforward. However, many applications follow a convoluted path of multiple submissions and revisions rather than the simple process laid out in WCA rules. While the TEP can be extremely helpful in these situations, there is sometimes confusion and misunderstanding about the TEP's role in evaluation and decisions. This session will discuss common challenges faced by LGUs and TEPs in evaluating and processing applications. Specific examples will be used to illustrate common situations, and potential solutions will be presented and discussed. Participants will have an increased understanding of WCA application processing and tips to deal with difficult situations.

Earn 0.4 Indirect WDCP Continuing Education Credits

Trainers: Ken Powell – BWSR, Jed Chesnut – Washington Conservation District, & Nick Tomczik – Rice Creek Watershed District

Repeated 10/29, 8:30 am

Expanding the Pie: Non-Governmental Granting Organizations

Track: Org Capacity Skill Level: Intermediate LGU Org: SWCD/WD
Room: Governor's

Local government staff often ask for grant writing training. With the BWSR Clean Water Fund grant applications reaching a high level of quality, the competition for state funds is intense and the state grant pot is not getting larger. However, there is an entire world of organizations outside of state government with funding sources that can align with the conservation mission of BWSR's local government partners. This session will give attendees a better understanding of corporate, community, and not-for-profit sector organizations. By learning how this world operates and how local governments can better interact with this community, you can learn how to expand the financial resource pie outside of traditional state government grant opportunities.

Trainer: Paul Vliem – MN Council of Nonprofits

Class size limit - 50 participants

Hydric Soil Indicator Puzzle & Plant ID Exercises (Part 1)

Track: Workshops Skill Level: Intermediate LGU Org: All
Room: Whitebirch I

Hydric soil indicators are complex and confusing. Not to worry! This training will interactively teach you how to use the indicator manual. Since you cannot ID a hydric soil without knowing how to color and texture soil we will also have a hands-on, get-dirty exercise to sharpen those skills.

The plant section will cover basics of plant anatomy, with a field exercise and scavenger hunt to investigate local wetland and upland species.

Earn 1.5 Direct WDCP Continuing Education Credits

Trainers: Dennis Rodacker, Dan Shaw, Carol Strojny, & Amber Steele – BWSR

Class size limit - 40 participants

Repeated 10/30, 10:30 am (just Hydric Soil Indicator Puzzle)

Watershed Planning Tools

Track: Technical Skill Level: Beginner/Intermediate LGU Org: All
Room: Minnesota II

Tools, tools, tools. How to decide which of the many options of models and tools to use in watershed planning? This session will discuss and provide an overview of planning tools and methodologies under investigation through One Watershed, One Plan as well as provide a more in depth look at HSPF, the primary model used in development of Watershed Restoration and Protection Strategies (WRAPS). After attending this session, you will have a better idea of what questions to ask about models and tools, when in the planning process to consider which tool, and other criteria to consider when selecting watershed planning tools.

Trainers: Melissa Lewis – BWSR, Justin Hanson – Mower SWCD, Ben Ruley – Stearns SWCD, Andrea Plevan & Jennifer Olsen – Tetra Tech, & Rachel Olm – U of M

Wednesday, October 29

Session 4

2:45 pm – 4:15 pm

Help, All My Coworkers are Retiring! Succession Planning 101

Track: Org Capacity Skill Level: Any LGU Org: All
Room: Governor’s

Are people within your organization getting ready to retire in the next few years? Are you already feeling the effects of losing staff who hold key organizational knowledge? Do you worry that you will not have people ready to replace vital positions in your organization? Well, you are not alone. This session will provide information on the “perfect storm” regarding workforce and succession planning. We will discuss how to create a strong succession plan, including developing internal staff and recruiting external staff. Finally, we will discuss ways to capture, preserve and protect critical knowledge before staff retire. This session will be an overview and is appropriate for anyone interested in succession planning.

Trainer: Emily Paoli Johnson – MN Management and Budget
Class size limit - 45 participants

Beating Burnout – Staying Motivated Through Job Highs and Lows

Track: Org Capacity Skill Level: Beginner LGU Org: All
Room: Whitebirch II

Long hours, big or particularly stressful projects, unwilling partners, budget woes and job-related stress – for many of us, no matter how much we love what we’re doing, burnout happens. When it does, the fallout can include missed promotional opportunities, lowered productivity, reduced morale or even staff turnover, any of which can be harmful to an organization. This session will highlight new ideas about what motivates staff, what you can do to avoid burnout in the first place, and how to recover and move forward if you’re already there. Staff and managers alike will benefit from this session, leaving with action steps to motivate yourself and your team.

Trainers: Jenny Gieseke – BWSR & Pam Tomevi – Koochiching SWCD
Class size limit - 70 participants **Repeated 10/30, 10:30 am**

Working with your County Attorney – Legal Aspects of Wetland Enforcement

Track: Wetlands Skill Level: Intermediate LGU Org: All
Room: Minnesota I

In this session various legal aspects of the Wetland Conservation Act will be covered, including misdemeanor prosecutions, LGU requirements, public hearings, appeals, evidentiary concepts and creating a record. This is a unique area of the law, probably unfamiliar to your county attorney. Navigating the legal systems, court and administrative, may be unfamiliar territory for you. We will cover both what your county attorney needs from you, and what you need from the attorney.

Earn 0.4 Indirect WDCP Continuing Education Credits
Trainers: David Hauser – Otter Tail County Attorney, Steve Hofstad – BWSR, & Kyle Westergard – Otter Tail County Land and Resource Management

Linking Pollution Estimates to Water Quality Goals

Track: Technical Skill Level: Intermediate LGU Org: All
Room: Minnesota II

Submitting a grant application that needs pollution estimates before your BMP is designed? Struggling to communicate how your project is contributing toward a water quality goal? Need to verify that your pollution reduction estimate is reasonable and in the ball park? This interactive session will review the basics of calculating pollution reduction estimates while providing context on how to apply those reduction estimates to an overall water quality goal. You will experience active learning that you can replicate back in the office.

Trainers: Marcey Westrick – BWSR & Andrea Plevan & Jennifer Olsen – Tetra Tech

RIM Title Insurance – What is title insurance, why do I have to get it, and how do I resolve issues?

Track: Program Skill Level: Any LGU Org: SWCD
Room: Pelican

The purpose of this session is to enable participants to walk away with a clear understanding of what title insurance is and why they need to obtain it, as it relates to RIM Conservation Easements. We will discuss common issues people may run across in their quest to obtain title insurance and how to resolve them. Participants should come prepared with three written questions (no names required) that will be collected in a drop box at the beginning of the session. Questions can range from very beginner-type questions to complex. ALL questions are welcome as we know there many new staff out there. Lastly, come prepared to take a 10-question quiz based on the RIM 101 training on the BWSR website.

Trainers: Kristie Mack & Polly Remick – BWSR

Hydric Soil Indicator Puzzle & Plant ID Exercises (Part 2)

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Room: Whitebirch I

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The plant section will cover basics of plant anatomy, with a field exercise and scavenger hunt to investigate local wetland and upland species.

Trainers: Dennis Rodacker, Dan Shaw, Carol Strojny, & Amber Steele – BWSR
Earn 1.5 Direct WDCP Continuing Education Credits
Class size limit – 40 participants **Repeated 10/30, 10:30 am (just Hydric Soil Indicator Puzzle)**

Thursday, October 30

Session 1

8:30 am – 10:00 am

Tracking Landowners: From Hello to Last Goodbye

Track: Org Capacity **Skill Level:** Beginner/Intermediate **LGU Org:** All
Room: Minnesota II

Conservation involves working with landowners who are managing their own resources. As local government staff interact and work with these landowners, it is important to track them from initial contact through project completion and final certification to the inactive file. In addition, it is also important to track those landowners who have expressed no interest in active conservation, or at least expressed no interest at this time. Jay and Troy will present their landowner tracking systems and answer questions relating to opportunities and challenges that have arisen from the use of their tracking systems.

Trainers: Troy Kuphal – Scott SWCD, Jay Riggs – Washington Conservation District, & Nathan Hylla – Stearns SWCD
Class size limit - 60 participants

Farm Bill Assistance Training (Part 1)

Track: Workshops **Skill Level:** Beginner/Intermediate **LGU Org:** SWCD
Room: Governor’s

Farm Bill Assistance staff work with a number of conservation programs, each of them having different priorities and available options for landowners. This workshop will provide information on programs, practices, and outreach techniques that are used by Farm Bill Assistance staff to deliver conservation on privately owned land that benefits both the resources and the landowner. We will discuss the ins and outs of RIM easements and USDA practices along with contract development. This workshop will also cover proper site prep for a native grass seeding and how to develop a seed mix that meets standards and is suited for the site.

Trainers: Jason Beckler – BWSR, Dennis Pederson – Habitat Forever, Ian Olson – Control Crop Consulting, Inc., Robert Koltes – NRCS, & Farm Bill Assistance Staff
Class size limit - 50 participants

When it Gets Fuzzy: Wetland Crediting and Performance Standards for Replacement Wetlands

Track: Wetlands **Skill Level:** Intermediate/Advanced **LGU Org:** All
Room: Pelican

Reviewing wetland banking applications under the Wetland Conservation Act (WCA) can be complicated for LGUs that infrequently see or deal with wetland banks in their jurisdiction. Particularly troublesome is the application of eligible credit actions to complicated projects and the selection of appropriate performance standards for wetland crediting. This session will - through the use of specific examples - identify tips, techniques, considerations and sources of information for evaluating crediting and performance for proposed wetland banks. Participants will learn that the WCA Rule does not account for all circumstances of wetland bank crediting and performance that are encountered in practice, and that there are times where the reasonable application of flexibility may be warranted.

Trainers: Ken Powell, Steve Hofstad, & Dennis Rodacker – BWSR

Earn 0.4 Indirect WDCP Continuing Education Credits

The When and The What of Formal Agreements Between Local Governments

Track: Program **Skill Level:** Intermediate **LGU Org:** All
Room: Whitebirch II

Collaborative arrangements are an efficient and effective service delivery model to address operational needs. MCIT has examined successful collaborations and found that the one aspect they have in common is that they are built on a strong foundation. This session explains the building blocks of a successful joint powers arrangement. It will provide an overview of the types of agreements, key provisions to include in those agreements and considerations for which type of agreement is appropriate.

Trainers: Jennifer Wolf – MCIT & Jeff Nielsen – BWSR

Soil – How to be Healthy, Wealthy, and Wise

Track: Technical **Skill Level:** Intermediate/Advanced **LGU Org:** All
Room: Minnesota I

Soil health is a hot topic garnering lots of attention. Yet farmers and landowners are still hesitant to implement new practices. While quick adoption through cost-sharing may yield short-term conservation benefits, long-term adoption depends upon an understanding of the concepts and strategies of soil health and cover crops. This session will cover the ins and outs of cover crops, from goals to selection to management, so you can provide valuable guidance. This session will also provide 10 messaging strategies to maximize communication effectiveness to reach producers and deftly cut through assumptions and bad information hampering cover crop adoption. This information will allow precious cost-sharing dollars to go further and result in higher long-term conservation gains.

Trainers: Ryan Stockwell – National Wildlife Federation & Kent Solberg – Sustainable Farming Association

Thursday, October 30

Session 2

10:30 am – 12:00 pm

Beating Burnout – Staying Motivated Through Job Highs and Lows

Track: Org Capacity Skill Level: Beginner LGU Org: All
Room: Minnesota II

Long hours, big or particularly stressful projects, unwilling partners, budget woes and job-related stress – for many of us, no matter how much we love what we’re doing, burnout happens. When it does, the fallout can include missed promotional opportunities, lowered productivity, reduced morale or even staff turnover, any of which can be harmful to an organization. This session will highlight new ideas about what motivates staff, what you can do to avoid burnout in the first place, and how to recover and move forward if you’re already there. Staff and managers alike will benefit from this session, leaving with action steps to motivate yourself and your team.

Trainers: Jenny Gieseke – BWSR & Pam Tomevi – Koochiching SWCD
Class size limit - 70 participants

Repeated 10/29, 2:45 pm

Hydric Soil Indicators Puzzle & Plant I.D. Exercises

Track: Workshops Skill Level: Intermediate LGU Org: All
Room: Whitebirch I

Hydric soil indicators are complex and confusing. Not to worry! This training will interactively teach you how to use the indicator manual. Since you cannot ID a hydric soil without knowing how to color and texture soil we will also have a hands-on, get-dirty exercise to sharpen those skills.

Earn 1.5 Direct WDCP Continuing Education Credits

Trainer: Dennis Rodacker – BWSR

Class size limit - 35 participants

Repeated 10/29, 1:00/2:45 pm with Plant ID Exercises

Wetlands in the Minnesota Landscape: Not What We Think?

Track: Wetlands Skill Level: Intermediate LGU Org: All
Room: Minnesota I

Wetland management in Minnesota is complicated by variation among wetland types and changing proportions of wetland habitats across geographic regions. Small wetlands are seldom valued in proportion to their importance and often receive less consideration than other aquatic habitats. Many small wetlands have been lost or converted, increasing functional importance of remaining wetlands and shallow lakes. Drainage ditches, roadways, and other features all contribute water to these remaining areas. This increasing surface connectivity facilitates transfer of nutrients and organisms to an extent that has never been seen. Wetland management in modern landscapes offers unique challenges. However, ecological characteristics of wetlands and shallow lakes must guide management in these landscapes.

Trainers: Mark Hanson – DNR & Kyle Zimmer – University of St. Thomas

Earn 0.4 Indirect WDCP Continuing Education Credits

Farm Bill Assistance Training (Part 2)

Track: Workshops Skill Level: Beginner/Intermediate LGU Org: SWCD
Room: Governor’s

Farm Bill Assistance staff work with a number of conservation programs, each of them having different priorities and available options for landowners. This workshop will provide information on programs, practices, and outreach techniques that are used by Farm Bill Assistance staff to deliver conservation on privately owned land that benefits both the resources and the landowner. We will discuss the ins and outs of RIM easements and USDA practices along with contract development. This workshop will also cover proper site prep for a native grass seeding and how to develop a seed mix that meets standards and is suited for the site.

Trainers: Jason Beckler – BWSR, Dennis Pederson – Habitat Forever, Ian Olson – Central Crop Consulting, Inc., Robert Koltes – NRCS, & Farm Bill Assistance Staff

Class size limit - 50 participants

Exposed: Unique Watershed District Authorities

Track: Program Skill Level: Beginner LGU Org: All
Room: Whitebirch II

This session will give full exposure to “unique” watershed district statutory authorities/opportunities that can be pursued by watershed districts and/or partnering LGUs to deliver water management projects and programs. Those that have used these opportunities will be on hand to share the inside scoop on how and why these unique authorities worked for them.

Trainers: Jim Haertel – BWSR & Local Government Unit(s)

Technical Assurance: What is it? Why is it important?

Track: Technical Skill Level: Any LGU Org: SWCD
Room: Pelican

What is Technical Assurance? Why’s it important? What responsibilities and impacts does it have for local government units? What are potential non-traditional sources used for technical sign-off? This session will touch on all these questions and more by discussing why it’s required, hearing from a MCIT representative and a panel of LGU staff sharing how and where they’ve gotten technical assurances for various types of projects.

Trainers: Al Kean – BWSR, Don Bajumpaa – Wilkin SWCD & Jennifer Wolf – MCIT, Anne Koliha – Fillmore SWCD

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