

Tuesday, October 25		Session 1		10:30 am - 12:00 pm	
Building Public/Private Partnerships for Mutual Success			Conservation Practice Economics		
Track: Org Capacity		Skill Level: Intermediate/Advanced		Track: Basic Technical	
LGU Org: All				Skill Level: Beginner	
<p>Conservation work has never had so many opportunities! In the last five years there are new partners flooding to our conservation community and looking for partners to advance our mission of sustainable conservation efforts and profitable business models. Our work is intersecting with small ag cooperatives, emerging markets, and Fortune 500 companies. Soil health and forestry are working with carbon markets. Private business is leveraging sustainability as a service model for private business. This session will share perspectives on how we got here and why your role is so important to the future. We are all developing the playbook in real time. Bring your expertise and open mind as we workshop the future of our conservation mission.</p> <p><i>Trainers: Justin Hanson – BWSR & Doug Bos – Rock County SWCD</i></p>			<p>This course will cover key economic concepts and tools used in conservation planning for agriculture. By introducing economic concepts, exploring analytical techniques, and making use of best available data, participants will gain skills to assess conservation practices from an economics lens and evaluate trade-offs. Participants, please bring your laptops so you can participate in a demonstration of economics software.</p> <p>Laptop required.</p> <p><i>Trainer: Samuel Porter – USDA NRCS</i></p>		
Plant Power, Maximizing the Many Benefits of Vegetation			Grant Tracking in QuickBooks		
Track: Advanced Technical		Skill Level: Advanced		Track: Fiscal Management	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>Vegetation provides a wide range of landscape benefits. This session will cover plant selection for multiple benefits such as stormwater design, pollinators, and carbon sequestration. An update will be provided about State seed mixes and State vegetation standards, and there will be an exercise about evaluating a seed mix for plant function.</p> <p><i>Trainers: Karin Jokela – Xerces Society, Gina Hugo – Sherburne County, & Dan Shaw – BWSR</i></p>			<p>The focus of this session is to illustrate how you can use QuickBooks to simplify the grant and financial bookkeeping process (which means a simpler reconciliation and audit). We will discuss managing grant tracking with QuickBooks including recording of initial grant deposits, direct and project expenses, billable time, and recognizing unearned revenue on the balance sheet and profit and loss statements. We will also talk about QuickBooks tracking reports to help with eLINK entries and reconciling to eLINK. Other topics will include upcoming changes for government audits (leases), depreciation schedules, and how to use Accounts Receivable and Accounts Payable modules in QuickBooks.</p> <p><i>Trainers: Samantha Hoskins & Michael Peterson – Peterson Company Ltd.</i></p>		
Change! Again?			The Governing Galaxies: Orientation to Conservation in MN		
Track: Outreach		Skill Level: Beginner		Track: Workshops	
LGU Org: All				Skill Level: Beginner	
<p>The need to be adaptive and proactive in addressing water quality and other conservation concerns often involves a need to change the status quo and how things are done. This change may be met with acceptance or resistance. This interactive session is a basic introduction to change theory. Attendees will be introduced to key elements of change with participants leaving with an understanding of responses to change, reasons for resistance to change, and suggestions on how to address change. Come share your experiences with change and learn basic concepts to prepare you for the next change you encounter!</p> <p><i>Trainer: Barbara Radke – BWSR</i></p>			<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>		
How Do I Track That?					
Track: Programs		Skill Level: Intermediate/Advanced			
LGU Org: All					
<p>Ah, tracking. You've put a lot of effort into your plan. Have you asked yourself how you are going to use it? Making sure you consider how you will use your plan to fund projects, write work plans, and report your progress is just as important as polygons on the map. This session will help you make sure your plan is going to do the heavy lifting for you, or if it isn't, how you might be able to fix it. Examples of tools you can use, language you can try, or updates you can make.</p> <p><i>Trainers: Tara Ostendorf – Moore Engineering Inc., Cole Loewen – Stearns County, & Jared House – Grant SWCD</i></p>					

Tuesday, October 25

Session 2

1:30 pm - 3:00 pm

Many Hands Make Light Work

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

With the increasing number of county, WD, and SWCD staff working together to develop and implement Comprehensive Watershed Management Plans, how can these partnerships take a comprehensive look at their overall workload and current staffing levels and make strategic decisions on how best to fill staffing gaps or shortages to address the workload? And how do the Technical Service Areas (TSAs) fit into the puzzle? Learn about one approach that has been developed and is being used.

Trainers: Chris Pence, Chad Severts, & Jeff Hrubes – BWSR

Making MIDS Work for Your Communities and Watersheds

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

Legislation to create MIDS was supported by associations and state agencies to create consistent and achievable standards for protecting Minnesota’s water resources. After its three-year, MIDS has been widely adopted and adapted by watersheds and communities throughout Minnesota. In this session SWCD and watershed technicians will learn what MIDS is, how MIDS has been implemented, how the Community Assistance Package can be used to improve local standards and ordinances, and how to quickly and easily quantify load reductions utilizing the MIDS calculator. **Participants are encouraged to bring a laptop** for MIDS calculator exercises.

Trainers: Mikael Isensee – Carnelian Marine St. Croix WD, Jay Riggs – Washington CD & Jay Michels – Water Ecology Community

**CRP & RIM:
 Are You Managing the Program or the Landowner?**

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

Join us for the basic ins and outs of CRP, conservation easement processing, and habitat management. Is your program the right fit for your landowner? Are you managing realistic expectations? Learn the process of beginning conservation programs with landowners through establishment and beyond. See how you can bring these programs back to your county and implement with confidence and promote them to your landowners for successful conservation.

Trainers: Becky Buchholz – Cottonwood SWCD & Laura Newberg – Pheasants Forever

**Unique Projects, Unique Funding.
 How to Make It All Work!**

Track: Fiscal Management **Skill Level:** Beginner/ Intermediate
LGU Org: All

Come hear how the Shell Rock WD and Mower SWCD have utilized multiple funding sources to fund their top priorities within their plans. Projects range in complexity and vary in costs from thousands to millions. Hear how these districts have been successful in bringing in LCCMR, LSOHC, CPL, BONDING, DNR FDR, ARPA, BWSR, USFWS, Hormel Foundation, and even Nature Conservancy funds to move the needle on conservation and water quality. They will discuss how these connections have helped their districts accomplish their goals. Come ready to discuss some of your district’s unique opportunities and how they could possibly help another district!

Trainers: Courtney Phillips – Shell Rock River WD & Cody Fox – Mower SWCD

Get the Word Out: Working with Media

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

Let’s explore how to reach people when media outlets (and attention spans) keep shrinking. We’ll talk about how to frame story pitches and connect with reporters. We’ll discuss how to identify good visuals and engaging “characters.” Hear from multimedia journalist Nora Hertel who spent four years with the St. Cloud Times and many more with outlets from local radio to The Associated Press. Nora is the founder of a digital news startup called The Optimist, serving greater Minnesota with solutions stories on the environment, business, and social issues. Come get a quick primer on movements in media, like solution-focused journalism, that can help you connect your community to soil and water stories.

Trainer: Nora Hertel – The Optimist

Becoming a Pro at ArcGIS Pro – Part 1

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

ArcGIS Pro is the future of Desktop GIS. It is where new ideas, new tools, and new technologies meet to improve the ease of use and accessibility of a variety of GIS operations. ArcGIS Pro will continue to improve with many updates that will not be available on Desktop. General topics include getting used to the ribbon, basics of editing, connecting to data online, specialized tools in ArcGIS Pro, and a brief overview of arc online. In this workshop, you will be provided with reference ESRI online training and hands-on labs. The labs will include several presentations and sample self-guided projects. Our goal will be to get participants comfortable enough to make a full switch to ArcGIS Pro.

Laptop required, with access to ESRI ArcGIS Pro.

Trainers: Zach Gutknecht – Beltrami SWCD & Jake Shaughnessy – Hubbard SWCD

**Pollinator Conservation Across Landscapes: Meaningful
 Habitat Development and Community Engagement**

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

In this session, you will hear about creative approaches for pollinator habitat establishment across landscapes, as well as strategies for benefitting at-risk invertebrate species. We will provide in-depth case studies that showcase thoughtful habitat enhancement methods led by local organizations from around the state. Throughout the session, there will also be opportunities to discuss lessons learned and options for your work area.

Trainers: Karin Jokela – Xerces Society, Gabe Ericksen – LandSpirit Design, Alyssa Bloss – Carlton SWCD, & Dan Shaw – BWSR

Tuesday, October 25		Session 3		3:30 pm - 5:00 pm	
Avoiding the Minimum: Aiming for Higher Organizational Achievement			Crop Production 101		
Track: Org Capacity LGU Org: All		Skill Level: Beginner/Intermediate		Skill Level: Beginner	
<p>As one of the most appropriate lines from the movie Office Space puts it - "Let me ask you a question; What do you think about someone who does just the bare minimum?" Of course, we all want to overachieve and wear those 37 pieces of "flair" but how do we move beyond the minimum of 15? The Performance Review and Assistance Program (PRAP) is here to help. We will discuss the standards PRAP uses to assess your organizational function; how we use them; and some tools, ideas, and questions you can use to look beyond the basics and move yourself out of storage room B.</p> <p><i>Trainers: Brett Arne & Jennifer Mocol-Johnson – BWSR</i></p>			<p>Have you wondered why farmers do the things they do? Do you find yourself wondering about some of the terminology commonly used by farmers or why you can't get a hold of them sometimes during the year? This session will provide an overview of crop production in Minnesota, focusing on regional crops and production tactics. We will explore why farmers do what they do, even though some of these practices might seem to conflict with conservation goals. We will also take a closer look at why farmers may not be returning your call. Attendees should leave this session with a better understanding of Minnesota crop production, ultimately helping you be more effective in your interactions with farmers.</p> <p><i>Trainers: Liz Stahl, Angie Peltier, & Dave Nicolai – U of M Extension</i></p>		
Improve Your Restorations! Lessons Learned from Restoration Evaluations			Becoming a Pro at ArcGIS Pro – Part 2		
Track: Advanced Technical LGU Org: All		Skill Level: Advanced		Skill Level: Intermediate	
<p>Learn from practitioners about how they have achieved successful outcomes from their restoration projects. Topics in this session focus on recommendations for improving future restorations from the Legacy Fund restoration evaluation program based on review of over 200 projects. Topics include improving documentation, using multidisciplinary project teams, planning, and planting for stream restorations, establishing design criteria for lakeshore projects, and accessing appropriate training. Participants will hear from practitioners about addressing common challenges and planning for success through brief presentations and small group topic discussions with peers. This session will provide participants with background information and practical advice for how to plan and manage a variety of restoration projects.</p> <p><i>Trainers: Wade Johnson – MN DNR & Greg Berg – Stearns SWCD</i></p>			<p>ArcGIS Pro is the future of Desktop GIS. It is where new ideas, new tools, and new technologies meet to improve the ease of use and accessibility of a variety of GIS operations. ArcGIS Pro will continue to improve with many updates that will not be available on Desktop. General topics include getting used to the ribbon, basics of editing, connecting to data online, specialized tools in ArcGIS Pro, and a brief overview of arc online. In this workshop, you will be provided with reference ESRI online training and hands-on labs. The labs will include several presentations and sample self-guided projects. Our goal will be to get participants comfortable enough to make a full switch to ArcGIS Pro. Laptop required.</p> <p><i>Trainers: Zach Gutknecht – Beltrami SWCD & Jake Shaughnessy – Hubbard SWCD</i></p>		
Supporting Ag for All: Emerging Farmers Working Group			Getting Wild in the City: Jumpstarting Essential Ecosystems		
Track: Outreach LGU Org: All		Skill Level: All		Skill Level: All	
<p>As we build the agricultural industry of the future, it's critical that all voices and ideas are at the table. The Department of Agriculture (MDA) is working hard to ensure that farmers from every community are engaged in an industry that is foundational to our state's culture and economy. In this session participants will learn about MDA's work to engage with and learn from historically underrepresented farmers. We'll explore the strategies being implemented to remove barriers that support the success of emerging farmers. This session will be interactive and give participants the opportunity to engage around struggles and obstacles emerging farmers may face in relationship to water and soil. We will also spend time discussing strategies to overcome the obstacles.</p> <p><i>Trainers: Patrice Bailey – Minnesota Department of Agriculture & Michael Birchard – Mitchell Hamline Law School</i></p>			<p>As development continues to expand, it becomes critically important to preserve, restore, and maintain natural areas for human health and biodiversity, while also protecting water quality. This session will provide case studies of habitat conservation and restoration occurring in the eastern Twin Cities Metro and the importance of partnerships to make these projects happen. We will present the results of work on shore buffers, parklands, and an iconic golf course. The session will also provide an overview of conservation corridors and the important role the community can play in regenerating biodiversity in our towns and cities. A summary of State and federal programs that help with this work will also be presented.</p> <p><i>Trainers: Bill Bartodziej – Ramsey-Washington Metro WD, Michael Goodnature – Ramsey County, & Paul Erdmann – BWSR</i></p>		
GAM-Bling -- (Bring Life to Navigating Grants)					
Track: Fiscal Management LGU Org: All		Skill Level: Beginner/Intermediate			
<p>BWSR's GAM (Grants Administration Manual) contains the ins and outs, ups and downs, and pro's and con's that apply across the spectrum of BWSR grants. This session will provide information on recent additions to the GAM and answer questions you may have about specific chapters within it. Reading the entire manual to find a piece of information is nobody's idea of a good time, but if you know where to start, you can put the odds of finding the correct answer in your favor.</p> <p><i>Trainers: Jeannette Austin & Jeff Hrubes – BWSR</i></p>					

Wednesday, October 26	Session 1	8:30 am – 10:00 am
Small Scale DEI		Effectively Communicating Soil Health Through Interactive Demonstrations
Track: Org Capacity Skill Level: Beginner LGU Org: All		Track: Basic Technical Skill Level: Beginner/Intermediate LGU Org: All
<p>Diversity, Equity, and Inclusion (DEI) can be intimidating when looking at local government implementation. However, not all DEI efforts have to be large or result in significant organizational changes. There are many small changes that a local government can consider that will improve their ability to reach out to diverse audiences and broaden their ability to be more equitable and inclusive when engaging with their local communities. This session will introduce a variety of small-scale DEI efforts that will allow participants to engage in an intentional dialogue about ways to redesign their organization's engagement with broader segments of their local communities.</p> <p><i>Trainer: Jason Weinerman – BWSR</i></p>		<p>Whether it's the rainfall simulator or the slake test, soil health demonstrations are an effective tool in communicating the impacts of management on soil function. This session aims to support and teach technical staff to confidently deliver key soil health messaging to their customers, conservation staff, and the public through the power of interactive demonstrations. Participants in this course will learn how to perform soil health demonstrations including soil collection and processing, set-up, and talking points (including what to do when things don't go as planned!) We will also share resources and visuals aids to help make your presentation impactful.</p> <p><i>Trainers: Stephanie McLain – USDA NRCS & Kristin Brennan – BWSR</i></p>
I'm a Cow with Legs: Let's Use Them!		Grants Accounting: It All Adds Up!
Track: Advanced Technical Skill Level: Intermediate/Advanced LGU Org: All		Track: Fiscal Management Skill Level: Beginner/Intermediate LGU Org: All
<p>In MN, many producers feed livestock for 6-7+ months of the year but may have opportunities to extend the grazing season. In this session, we will discuss opportunities to incorporate cropland/hayland into a grazing system to extend the grazing season and build soil health. Participants will be given a planning scenario to work through as well. The main objective of the training will be to provide education and training on incorporating cropland into the grazing plan/system.</p> <p><i>Trainers: Dean Thomas – Fillmore County SWCD, Brady Blasher – Pheasants Forever, & Jace Stallman – USDA NRCS</i></p>		<p>The goal of this session is to provide an overview of fiscal grants management in the implementation of BWSR grants. We will discuss BWSR requirements for determining a billing rate and time tracking. How to track BWSR grants will also be reviewed. The session will showcase various time tracking and grant tracking methods utilized across the state.</p> <p><i>Trainers: Julie Krebs & Jeannette Austin – BWSR</i></p>
Let's Settle This Like Adults: Conflict Resolution		Shoring Up Shores with Coir and More – Part 1
Track: Outreach Skill Level: Beginner LGU Org: All		Track: Workshops Skill Level: Beginner/Intermediate LGU Org: All
<p>When working together on a project or event, there will be differing perspectives and viewpoints. Differences can lead to disagreement and conflict or a better resolution depending on how conflict is viewed and managed. Understanding conflict basics is a first step along with knowing ways to effectively manage conflict. This interactive session will explore conflict, share experiences with conflict, and provide tips for managing conflict.</p> <p><i>Trainers: Andy Albertsen – Swift SWCD & Jessica Albertsen – Douglas SWCD</i></p>		<p>Got Shoreline? Learn to keep it that way. This session will focus on tried, tested and proven vegetative approaches to shoreline stabilization and restoration. Technical staff will cover site assessment, product suitability, site preparation and plant material selection, as well as offer tips and tricks on time saving practices and equipment for the planning, installation, and maintenance of successful shoreline projects.</p> <p>Laptop required, with downloaded Excel workbook.</p> <p><i>Trainers: Logan Riedel & Brandon Dahring – Becker SWCD</i></p>
Connecting Local Ordinances to Your Water Plan Goals		
Track: Programs Skill Level: Intermediate LGU Org: All		
<p>Are your plan goals being met? Learn how to work with local partners to achieve your water plan goals through local ordinances, power of partnership, and planning together as water planning becomes bigger than county lines.</p> <p>In this session you will hear about successful collaborations in Morrison County that have been happening for multiple years to achieving water plan goals. Also hear from Todd County on how they plan to make their goals more achievable but are at the beginning stages of the collaborations.</p> <p><i>Trainers: Amy Kowalzek – Morrison County & Adam Ossefoort – Todd County</i></p>		

Wednesday, October 26	Session 2	10:30 am – 12:00 pm
They're from the State, and They CAN Help You!		Management of Grassland, Wetland, Brushland and Forested Habitats
Track: Org Capacity LGU Org: All	Skill Level: All	Track: Basic Technical LGU Org: All Skill Level: Beginner/Intermediate
<p>How does your local government tap into the opportunities that exist by working with various state agencies and the resources those agencies can bring to your project or program? Hear about experiences from Holly Kovarik with Pope SWCD and how they have partnered with a variety of state agencies over time to do important work on the Rosholt Farm, owned by the SWCD. You will come away with tips on how your organization can identify and collaborate with state agencies and other potential partners to further both your missions.</p> <p><i>Trainer: Holly Kovarik – Pope SWCD</i></p>		<p>The purpose of this session is to provide local governments and partners with strategies for maintaining and enhancing habitat on existing grassland, wetland, brushland, and forest habitats across the state. Well maintained habitats benefit wildlife, water quality, soil erosion, and other environmental concerns. Topics include: methods, available cost-share, local resources, frequency, and necessity. Methods will include brush or woody vegetation management, weed control, prescribed fire, grazing, haying, and mowing. We will include an interactive portion where we will break into small groups to look at example sites and discuss what management goals and methods could be used on each site.</p> <p><i>Trainers: Kristopher Oja & Will Gallman – Pheasants Forever</i></p>
Best Management Practices for Efficient Herbicide Use and Cover Crop Termination		Digital Accessibility Fundamentals
Track: Advanced Technical LGU Org: SWCD/WD	Skill Level: Intermediate/Advanced	Track: Outreach LGU Org: All Skill Level: Beginner/Intermediate
<p>Conservation employees interact everyday with farmers and landowners who use agriculture chemicals in their day-to-day work activities. From cover crop burndown and pest management decisions to seedbed prep for native grass seedings and tree plantings, pesticide and herbicide usage has the potential to support numerous conservation practices. Technical staff need to understand and talk about chemical usage issues with the farmers, landowners, and public that they work with every day. In this session, participants will learn about best management practices for herbicide efficacy, cover crop termination options, potential interactions between herbicides and cover crops and the importance of checking herbicide labels.</p> <p><i>Trainers: Stephanie McLain – USDA NRCS, & Liz Stahl, Dave Nicolai & Angie Peltier – UMN Extension</i></p>		<p>Cities and counties are adopting digital accessibility policies because it makes sense to ensure that all users have equitable access to all information and services. What does that mean for you? Learn:</p> <ul style="list-style-type: none"> •The basics of digital accessibility – what it is and why it’s important •Digital documents – how to make accessible documents •Websites – how to find out if your websites are accessible and what to do about it •Meetings – best practices for accessible virtual meetings <p>Laptop or other mobile device required with a Wi-Fi connection.</p> <p><i>Trainers: Jay Wyant & Rita Williams – MNIT Office of Accessibility</i></p>
Making Sure Watershed Projects are Buildable AND Billable		Shoring Up Shores with Coir and More – Part 2
Track: Fiscal Management LGU Org: All	Skill Level: Intermediate/Advanced	Track: Workshops LGU Org: All Skill Level: Beginner/Intermediate
<p>Watershed partnerships require a level of trust among partners. There is also a basic level of accountability, documentation, and tracking that goes with any financial transaction. This session will highlight the basic steps needed to ensure that partnerships have an adequate system for documenting the movement of funds among and between partner organizations.</p> <p><i>Trainers: Zach Gutknecht – Beltrami SWCD, Julie Krebs & Jeff Hrubes – BWSR</i></p>		<p>Got Shoreline? Learn to keep it that way. This session will focus on tried, tested and proven vegetative approaches to shoreline stabilization and restoration. Technical staff will cover site assessment, product suitability, site preparation and plant material selection, as well as offer tips and tricks on time saving practices and equipment for the planning, installation, and maintenance of successful shoreline projects.</p> <p>Laptop required, with downloaded Excel workbook.</p> <p><i>Trainers: Logan Riedel & Brandon Dahring – Becker SWCD</i></p>
Connect 3: Utilizing Reduction Estimators for Your Water Plan		
Track: Programs LGU Org: All	Skill Level: Intermediate	
<p>As watershed planning becomes implementation learn how SWCD, County, and Watershed staff utilize different pollutant reduction estimators. Speakers are using different tools including HSPF-SAM, PTMapp and spreadsheets to report pollutant reductions and track progress toward plan goals. This session will cover how to utilize the reduction tools for various types of projects. There will also be discussion on different scales at which the reduction estimator fits the plan. See how customizing PTMapp helps prioritize practices on the landscape with second round of implementation funding. Learn how using PTMapp for annual reporting using HSPF-SAM for the plan goals. Hear how a Watershed plans to use HSPF-SAM to report back to their recently approved implementation funding.</p> <p><i>Trainers: Arlyn Gehrke – Rock County Land Management / SWCD, Ashley Gallagher– Dakota County SWCD, & Courtney Phillips – Shell Rock River WD</i></p>		

Wednesday, October 26		Session 3		1:00 pm – 2:30 pm	
Cost Share the Verb. That's What's Happening.			Practice Standards are Merely Guidelines, Right?		
Track: Programs		Skill Level: Beginner/Intermediate		Track: Basic Technical	
LGU Org: All				Skill Level: Beginner	
<p>Join BWSR staff at this School House Rock session! To conserve. To collaborate. To sign. To date. To certify complete. To cost share. That's what's happening. Cost Share is no longer just a noun, the name of a BWSR grant program. It is most definitely a verb, an action that takes place as part of many different BWSR grant programs. This session will focus on BWSR cost share requirements and documents, project assurances, and collaboration on such things as WBIF.</p> <p><i>Trainers: Jill Sackett Eberhart, Steve Christopher & Pete Waller – BWSR</i></p>			<p>With well over 100 practices in our conservation toolbox, and so many of them very similar in their application, it can be challenging just to know where to begin. Which practices treat which resource concerns? What is the format of practice standards? What helps me distinguish their correct use? And do I really need to do everything it says in there? New staff or staff that have been stumbling over how to get started with ecological or engineering practices will benefit from this training! Participants will leave this session with several practical steps they can take to match conservation practices to resource concerns on the landscape.</p> <p>Laptop required.</p> <p><i>Trainers: Kelly Voigt & Aaron Peter – BWSR</i></p>		
Enhancing Multiple Benefits of Green Stormwater Infrastructure			Bigger and Better		
Track: Advanced Technical		Skill Level: Intermediate/Advanced		Track: Fiscal Management	
LGU Org: WD				Skill Level: Beginner/Intermediate	
<p>For many years, stormwater practices were designed only for managing water quality or quantity. We now realize these practices can provide additional benefits, such as carbon sequestration, habitat, energy savings, aesthetics, and more. In this session we discuss potential multiple benefits of several stormwater practices, including design, construction, and O&M considerations. Attendees will work through example scenarios of incorporating green stormwater infrastructure practices into hypothetical situations. Upon completion the attendee should understand the multiple benefits of different stormwater practices and how to design practices and projects to achieve those benefits.</p> <p>Laptop required.</p> <p><i>Trainers: Mike Trojan & Carlee Kjeldahl – MPCA</i></p>			<p>Watershed partnerships can be both challenging and rewarding. Learn from other's mishaps and successes along their journey to partner with small communities, transportation departments, and drainage authorities to implement large-scale watershed projects. Projects varied, but common elements included stitching funding together, partners taking tasks within their strength zone, project management, and maintaining fund integrity throughout the project</p> <p><i>Trainers: Jamie Meyers – Bois de Sioux WD, Melissa Barrick – Crow Wing SWCD & Carol Andrews – St. Louis County Transportation Department</i></p>		
OH NO! I Have to Plan Another Event!			Can You Dig It?! Intro to Soil Survey Resources for Conservation Planning – Part 1		
Track: Outreach		Skill Level: Beginner		Track: Workshops	
LGU Org: All				Skill Level: Beginner	
<p>Do you have to plan another event? Do you struggle with balancing the workload and event prep along with the event day anxiety? Taking the right step-by-step guide ahead of time could be the crucial difference between a successful event and a dud. Attend this session to learn techniques that you can take back with you to make your next event planning a smooth experience. Topics will include venues, food, checklists, event surveys, how to organize successful event planning meetings, and other main topics to make planning a fun positive experience for everyone!</p> <p><i>Trainers: Lindsey Zeitler – Freeborn SWCD & Mark Gutierrez – Minnesota Soil Health Coalition</i></p>			<p>Soils and soil surveys are foundational to conservation planning. In this workshop, participants will learn how to access sources of soil information and generate interpretive products to support the planning process. Basic field methods common to soil surveys will be discussed and participants will have the opportunity to gain experience with field guides, tools, and survey methods, including hand texturing of various soil samples. Participants are asked to bring a laptop computer for interactive Web Soil Survey exercises. Get ready to get dirty!</p> <p>Laptop required.</p> <p><i>Trainers: Miranda Berge, Joseph Brennan, Mike Rokus, & Lindsey Weiss – USDA NRCS</i></p>		
Pass It On: Strategies for Knowledge Sharing					
Track: Org Capacity			Skill Level: Beginner		
LGU Org: All					
<p>Dealing with a revolving door of new colleagues? Worried about experts who may be leaving your organization? The workforce is changing for a variety of reasons, and you may be left grabbing the baton. Join us as we talk about knowledge sharing and transfer strategies. We know, it sounds horrible, but these strategies will help you adapt. Plus, we will make it fun.</p> <p><i>Trainers: Nicole Miner – MN Senate & Emily Johnson – Department of Human Services</i></p>					

Wednesday, October 26		Session 4		2:45 pm – 4:15 pm	
The Beginning, Middle and End: Best Practices for Employee Management			Across the Divide: Building Relationships for Systems Change		
Track: Org Capacity		Skill Level: Beginner/Intermediate		Track: Outreach	
LGU Org: All				Skill Level: All	
<p>This session will focus on best practices of four areas of employee management. They are Best Hiring Practices, employee retention, employee separation, and ancillary topics in human resources. For best hiring practices, we will cover topics of recruitment, advertisement, interviews, and employment offers. Employee retention topics include performance evaluations, professional development, and salary administration. The topic of employee separation will discuss employee separation, discipline, and COBRA. Finally, we will include several ancillary human resources topics including position descriptions, benefits, employee handbook, and organizational culture. Learning Objective: Come away from this session with a baseline understanding of the best practices for employee management including example forms, checklists, and procedures for best practices in hiring and retaining employees, managing separations, writing Position Descriptions, and establishing a high-level organizational culture.</p> <p><i>Trainer: Mark Doneux – Capitol Region WD</i></p>			<p>As priorities intersect with communities, businesses, government, and nature, how do we move beyond serving our own mission(s) to build framework for strategic partnerships that last into the future? In a world with finite funds and infinite work we're quick to seek partners as opportunities arise. Seldom, however do we step back and ask "What makes a partner the right collaborator? What value am I bringing to the table? Does this partner want help? What does help look like to them? How does partnership fill a need that existing collaborations don't address?". In this session we will examine using openness, transparency, respect for differences and clear communication to build trust and mutual understanding in partnerships to achieve common resource goals.</p> <p>Cellphone, tablet or laptop required.</p> <p><i>Trainers: Peter Mead – The Nature Conservancy & Erin Loeffler – BWSR</i></p>		
103E Drainage - Past, Present, and Future			eLINK for the Win!		
Track: Basic Technical		Skill Level: Intermediate		Track: Fiscal Management	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>This session will cover the basics of 103E systems and why and how SWCD, county, or watershed district staff may be involved with them. We will discuss historical design of 103E systems and how design approaches have changed based on current climate conditions and land use changes. Lastly, we will discuss how our conservation projects, specifically ones with a storage component, affect our 103E systems. The objective of this session will be to understand how the work you are doing can change the drainage characteristics in your area (and why you should care!).</p> <p><i>Trainer: Rita Weaver – BWSR</i></p>			<p>Reporting may not be your favorite sport, but it is a necessity for BWSR grant recipients. Learn how to plan for a successfully reporting season, gamify your reporting, and smash that "Submit" button with a sense of accomplishment! All grant recipients are welcome to play. With a goal of completing your progress reports completely and accurately the first time you will leave this session as your team's MVP.</p> <p><i>Trainers: Gwen Steel & Christa Branham-MacLennan – BWSR</i></p>		
Practical Uses for New High-Definition LiDAR			Can You Dig It?! Intro to Soil Survey Resources for Conservation Planning – Part 2		
Track: Advanced Technical		Skill Level: Intermediate/Advanced		Track: Workshops	
LGU Org: All				Skill Level: Beginner	
<p>LiDAR has been available statewide in MN for over a decade, but new, high definition lidar is being collected on a regional basis and will be available to help with your work in the near future. Staff from BWSR and DNR will talk about details of this new lidar data, where and when it will be available, go over a list of practical uses for this data, and where to learn more about how to use it. Goodhue County was a pilot for the new LiDAR. Goodhue SWCD District Manager and Goodhue County GIS specialist will go over examples of how this data is used on a daily basis.</p> <p><i>Trainers: Beau Kennedy – Goodhue SWCD, Rick Moore – MNIT DNR, Alan Laumeyer – Goodhue County & Matt Drewitz – BWSR</i></p>			<p>Soils and soil survey are foundational to conservation planning. In this workshop, participants will learn how to access sources of soil information and generate interpretive products to support the planning process. Basic field methods common to soil survey will be discussed and participants will have the opportunity to gain experience with field guides, tools, and survey methods, including hand texturing of various soil samples. Participants are asked to bring a laptop computer for interactive Web Soil Survey exercises. Get ready to get dirty!</p> <p><i>Trainers: Miranda Berge, Joseph Brennan, Mike Rokus, & Lindsey Weiss – USDA NRCS</i></p>		
Gear Up for Implementation!					
Track: Programs		Skill Level: Intermediate/Advanced			
LGU Org: All					
<p>You've completed a comprehensive watershed management plan* and funding is rolling in. Have you wrapped your head around how much money is coming? Are you ready to spend it? In this session, you'll learn how to set yourself up for success: structuring programs to drive demand in priority areas, finding additional sources of funding to implement your plan, figuring out who will do the work, and having a strategy to be flexible when things don't line up just right. *maybe you're still working on it, but you'll learn how to be ready in this session.</p> <p><i>Trainers: Doug Bos – Rock County/SWCD, Jared House – Grant SWCD & Julie Westerlund – BWSR</i></p>					

Thursday, October 27

Session 1

8:30 am – 10:00 am

Project Management: Managing a Successful 1W1P Contract

Reading Wetland “Hydroscaapes” – The Relationship of Geomorphology, Hydrology, Soil, and Wetlands

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

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

In this session you will learn about management of schedule, budget, scope and deliverables. Tools like earned value management and critical path. Resource loaded scheduling along with keeping partners engaged of planning goals in relation to your project as regards your implementation strategies and funding. This session will include presentation, group discussion and small group exercises with report outs.

From siting restoration projects, determining conservation best management practices and conducting wetland delineations; natural resource professionals rely on interpreting landscapes. This session will demonstrate the correlation between geomorphology, hydrology, soils, wetlands and plant communities. It will then explore examples across the State of Minnesota where and how these elements interact and relate.

Trainer: David Johnson– Houston Engineering, Inc.

Trainers: David Demmer & Ben Meyer – BWSR

Kayaking the Media Stream: Outreach Strategies to Stay Afloat

Local Government Budgeting Redux

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

Track: Fiscal Management **Skill Level:** Beginner/Intermediate
LGU Org: All

Communicating with the public can be viewed like kayaking a river. Your office’s work and goals are the kayak. Your level of communication is the river, which has tributary streams that each represent a tool for outreach, such as social media, traditional media, annual reports, public events, flyers, school outreach and videos, among others. Learn the importance of communicating; how to do it with limited staffing; and the various options for communicating in a fun, effective way with your public, partners and funding sources.

Local government budgeting is a complicated science and a challenging art as we found out during the 2021 BWSR Academy when we ran short of time. We are bringing three new local government administrators who will provide a different perspective relating to their local budgeting process. Some of the topics we will cover during this discussion are the information that goes into developing a budget, working with your boards to approve a budget, how to use the budgeted/actual information, and budgeting for off years. Come prepared to take notes and ask questions during what promises to be a fascinating discussion into the budgeting process at the local level.

Laptops are recommended but not required.

Trainers: Tim Ruzek – Mower SWCD and Cedar River WD& Angie Hong – East Metro Water Resource Education Program

Trainers: Beau Kennedy– Goodhue SWCD, Dr. Tim Houle – Crow Wing County, & Tracy Halstengard – Roseau River WD

Trees Sales - Check, What's Next?

Selling Conservation – Part 1

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

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

This session will detail how SWCDs can take a tree sales program to the next level - getting started with a forestry program. Stearns SWCD and the local MN DNR Forestry office have partnered together to offer landowners Woodland Stewardship Plans and provide DNR Forestry cost-share for tree planting, woodland management, and invasive species management. Each area of the state has an opportunity to work with a local DNR forester to offer technical and financial resources to woodland landowners. This session will highlight how the partnership between DNR and Stearns SWCD came about and how you can do the same in your area. No matter where you are in Minnesota, there are forestry opportunities out there!

Ever heard of Smokey the Bear? Marketing techniques can be designed to influence behavior change (only YOU can prevent forest fires). Marketing does not involve selling an unwanted product. It’s about understanding customer needs and providing services/products to meet those needs. Understanding people, building trust, and selling conservation are critical to program delivery. Don’t sell a program just because there’s funding. Know your audience, target your customer’s needs. In this workshop learn to prioritize issues, develop partnerships, and identify needs to address those priorities. We’ll discuss how to get your foot in the door, read social cues, build customer trust and overview marketing strategies, how to use marketing to create awareness and instill your customers with a call to action.

Trainers: Ryan Rothstein – Stearns SWCD, Tony Miller & John Carlson – MN DNR

Trainers: Laura DeBeer – Pipestone SWCD, Casey Thiel – Chisago SWCD, Tom Cotter – Minnesota Soil Health Coalition and others

eLINK for the Win! - REPEAT

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

Reporting may not be your favorite sport, but it is a necessity for BWSR grant recipients. Learn how to plan for a successfully reporting season, gamify your reporting, and smash that "Submit" button with a sense of accomplishment! All grant recipients are welcome to play. With a goal of completing your progress reports completely and accurately the first time you will leave this session as your team's MVP.

Trainers: Gwen Steel & Christa Branham-MacLennan – BWSR

Easy Steps to Build the Best Board

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

Local governments work under an elected or appointed board. Boards can be assets if they are informed about their roles and responsibilities. Building an effective board member begins before the election/appointment process and continues throughout the year to ensure members can effectively participate in meetings and provide adequate governance and guidance. This session will provide skills to on-board board members, provide proper tools to engage in meetings, create an organizational structure that allows them to bring their assets to governance and to serve effectively. We will also explore how to work through difficult and contentious meetings because, believe it or not, they do sometimes happen.

Trainers: Brett Arne & Jason Weinerman – BWSR

Being Resourceful with Drones: Let Conservation Take Flight!

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

Want to learn how to fly a drone? Attend this session to learn the basics of getting started and how to fly a miniature aircraft. This session is for decision makers and technical staff. The Benton County SWCD has operated their drone for one year with recent experience on how to get started. In this session, attendees will learn: how SWCDs can use drones, costs for drone, software, licensing, maintenance (blades, batteries, etc., time commitment for investment of staff time to learn/ get licensed/operate, liabilities, precautions, insurance, things to consider and Training materials and questions

Trainers: Katy Rudolph – Frontier Precision & Jessica Hoheisel – Benton County SWCD

Back to the Basics for Public Engagement

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

Engaging with the public to address water quality and other conservation issues is being more and more recognized as an important step toward the success of projects. This interactive session will introduce you to some of the basic elements of effective engagement and share how to start and plan for engaging the public. Participants will explore how public engagement can be included in their projects and leave with tips and techniques to engage the public.

Laptop recommended.

Trainer: Jolén Simon – Koochiching SWCD

Understanding the Details of Pay Equity

Track: Fiscal Management **Skill Level:** Intermediate
LGU Org: All

Minnesota Local Governments are required to regularly provide a Pay Equity report to the Minnesota Management and Budget office. Why are you required to submit a pay equity report? How to use this information? How can I streamline my reporting so that I am submitting the right information in a timely manner? This session will give you the background you need to understand pay equity and provide you with the tools to ensure the right information is going to the right person at the right time.

Trainer: Dominique Murray – Minnesota Management and Budget: Enterprise Human Resources

Raingardens to the Rescue: Let It Soak In

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

Raingardens provide many important benefits including stormwater treatment, improved drainage, reduced erosion, climate resilience, and pollinator habitat. Communities are seeing an increase in interest among residents for these green infrastructure solutions. This workshop will provide participants with a review of the benefits of raingardens, five factors critical for raingarden placement and success, an overview of beneficial raingarden plants, and maintenance needs. Participants will increase their understanding of how raingardens can address localized and neighborhood stormwater and landscape issues, identify and promote situations where raingardens are well-suited, provide residents with information and support regarding raingardens and maintenance, identify statewide resources, and participate in raingarden installation projects. **Laptop required.**

Trainers: Molly Nelson – Rice Creek WD & Beth Carreño – Comfort Lake - Forest Lake WD

Selling Conservation – Part 2

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

Ever heard of Smokey the Bear? Marketing techniques can be designed to influence behavior change (only YOU can prevent forest fires). Marketing does not involve selling an unwanted product. It’s about understanding customer needs and providing services/products to meet those needs. Understanding people, building trust, and selling conservation are critical to program delivery. Don’t sell a program just because there’s funding. Know your audience, target your customer’s needs. In this workshop learn to prioritize issues, develop partnerships, and identify needs to address those priorities. We’ll discuss how to get your foot in the door, read social cues, build customer trust and overview marketing strategies, how to use marketing to create awareness and instill your customers with a call to action.

Trainers: Laura DeBeer – Pipestone SWCD, Casey Thiel – Chisago SWCD, Tom Cotter – Minnesota Soil Health Coalition and others

Running a Successful Forestry Program

Track: Programs **Skill Level:** All
LGU Org: All

This session’s purpose is to engage districts that provide forestry services to private landowners in peer-to-peer discussions on ways to grow and manage a successful forestry program. Wadena and Koochiching SWCDs have partnered with MN DNR Forestry for over 15 years to coordinate and deliver the full range of forestry services to private landowners. Both districts have been key partners with DNR Forestry in securing significant federal and state funding to support their forestry programs. This session will highlight specific actions that your district can take to grow an effective forestry program through partnerships with DNR, BWSR, NRCS, consulting foresters and environmental organizations.

Trainers: Gary Michael – DNR Forestry, Anne Oldakowski – Wadena SWCD & James Aasen – Koochiching SWCD