

Tuesday, October 24		Session 1		10:30 am - 12:00 pm	
Dealing with Difficult People and Managing Conflict		Basic to Advanced Drones Use			
Track: Org Capacity Skill Level: Beginner/Intermediate LGU Org: All		Track: Basic Technical Skill Level: Beginner LGU Org: All			
<p>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.</p> <p><i>Trainers: Angie Becker Kudelka – The Nature Conservancy & Jenny Gieseke – BWSR</i></p>		<p>Attend this drone session to learn the basics and advance use for Drones. This session is for technical staff interested in drones and are curious how they're used in the conservation engineering field. The TSA has operated their drone for a few years and have various uses for it as is relates to their job:</p> <ul style="list-style-type: none"> •How TSAs and SWCDs (can) use drones •Costs – drone, software, licensing, maintenance (blades, batteries, etc.) •Time commitment – investment of staff time to learn, get licensed, operate •Liabilities, precautions, insurance, things to consider •Training materials and questions <p><i>Trainers: Mike Skoglund – SW Prairie TSA, Katy Rudolph – Frontier Precision & Mike Candler – Wright SWCD</i></p>			
Soil Microbiome: Measuring, Interpreting, and Cover Crops		Fraud and Internal Controls: OSA and Local Perspectives			
Track: Advanced Technical Skill Level: Intermediate LGU Org: SWCD & WD		Track: Fiscal & Programs Skill Level: Beginner/Intermediate LGU Org: All			
<p>Millions of organisms live in soil. Some like it hot, some like it cold, and many like to live on the roots of plants. We'll cover some soil food web basics, how to interpret PLFA tests, and how different cover crops are known to change your soil microbiome. Spoiler: cover crops can change who's there, but the effect of that shift on a cash crop, or outcomes like nutrient transformation and water infiltration, can be unpredictable.</p> <p><i>Trainers: Anna Cates & Jessica Gutknecht – UMN Extension</i></p>		<p>This practical course outlines different types of fraud observed in various local government settings. It describes real life examples of unauthorized transactions and fraud investigated by the Office of the State Auditor, and internal controls and practices you can use to reduce the opportunity for fraud and prevent problems before they arise.</p> <p><i>Trainers: Mark Kerr – MN Office of the State Auditor & Kay Gross – Cottonwood SWCD</i></p>			
Doubling Conservation Implementation		Governing Galaxies			
Track: Outreach Skill Level: Beginner/Intermediate LGU Org: All		Track: Bonus & Repeats Skill Level: Beginner/Intermediate LGU Org: All			
<p>Reaching women who typically own half of the land takes more than “add women and stir” to conservation programming and service. Discover changes you can make to help women thrive as learners and jump into action. Leave this session with a better understanding of how conversational styles rule your interactions and try 2 easy ways to improve your service interactions or outreach for women landowners (the most invisible) and women farmers who haven't yet found the conservation agency help they can use. I will share new research into women's uptake of conservation programs to double the conservation practices implemented in your area.</p> <p><i>Trainer: Jean Eells – E Resources Group, LLC</i></p>		<p>The government galaxies involved in protecting the State's water quality can make navigating the water quality universe difficult for the novice. Local, state, and federal agencies each exert influences and gravitational forces that can confuse new employees. Attendees to this session will get a firm understanding for how the many galaxies align and how best to navigate the system while avoiding the dreaded bureaucratic black hole.</p> <p><i>Trainers: Pete Waller & Jeff Hrubes – BWSR</i></p> <p style="text-align: right;">REPEAT</p>			
Strike the Right Chord with Your Board					
Track: Fundamentals Skill Level: Beginner/Intermediate LGU Org: All					
<p>This session will provide trips and tricks Local Government Staff can use when working with boards and building relationships. Attendees will learn how to communicate with their local board(s), what approach to use to make sure the board(s) are engaged and how to keep board members abreast of the LGU's progress towards the mission and goals of the organization.</p> <p><i>Trainers: Tyler Knutson – Yellow Medicine SWCD & Jamie Beyer – Bois de Sioux WD</i></p>					

Knowing How They Are Doing: Performance Appraisals (Part 1)

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

Your employees are hired to do a job. Are you happy with how you are evaluating how they are doing their job? What is your process for correcting deficiencies? Performance appraisals are a critical aspect of human resource management, but it can also be one of the most uncomfortable conversations a manager will have with their employees. These two sessions will provide managers with the tools to develop a formal employee appraisal program that meets the needs of the employee, the manager, and the organization. Attendees will also learn how to improve employee performance in a way that is meaningful, understandable, and legal. Attend this session if you want to improve your own performance around employee evaluations.

Trainers: Kay Gross – Cottonwood SWCD, Ann Goering & Erin Benson – RATWIK, ROSZAK & MALONEY, P.A.

Becoming a Pro at ArcGIS Pro

Track: Basic Technical **Skill Level:** Beginner
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.

Participant Requirements: Laptop with ArcGIS Pro installed and licensed. A 30-day trial version is available on the ESRI website.

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

The Power of People Skills: Strategies for Success

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

In this interactive session, we will explore the essential skills and strategies for becoming a personable conservation employee. Conservation work requires effective communication, collaboration, and relationship-building with diverse stakeholders, including colleagues, community members, and decision-makers. Through practical tips and real-life examples, we will delve into the art of building bridges and fostering positive connections. Discover techniques for active listening, empathetic communication, and conflict resolution that can enhance your ability to engage with others in a meaningful way. Learn how to cultivate trust, navigate challenging conversations, and promote teamwork while staying true to conservation goals. Join us to develop the skills that will elevate your effectiveness as a personable conservation employee and strengthen your impact.

Participant Requirements: Cell Phone

Trainer: Nate Hylla – Kanati Land Management

If You Plan It, Will They Come?

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

Your staff are brimming with conservation knowledge. How can it best be shared with the audiences you most want to engage? During this interactive session, Angie Hong and Barbara Heitkamp (East Metro Water Education Program & Lower St. Croix Watershed Partnership) will guide participants in thinking about different formats for in-person events. How do you pick a venue? Should it be indoors or outdoors? How do you promote your event to make sure your target audience attends? And once you get them there, how do you create a program that’s informative without being boring?

Trainers: Angie Hong & Barbara Heitkamp– Washington CD

Cooking Up eLINK Success!

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

The new eLINK system has arrived, and we are excited to share with you what’s new, what’s familiar, and the recipe for progress reporting success. Any BWSR grant recipients are encouraged to participate. With a goal of completing your progress reports completely and accurately the first time, you will leave this session hungry to prepare a successful eLINK report!

Trainers: Gwen Steel & Christa Branham-MacLennan – BWSR **REPEAT**

You Can Choose Your Friends, But Not Your Colleagues

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

Working with others can be a challenge. In this session we will use the Myers Briggs personality type indicators to better understand what drives our approach to communication, decision making, and teamwork. Participants will identify their own strengths and weaknesses and identify options for adapting their preferred workstyle when working in a team or partnership setting.

Trainer: Jenny Gieseke – BWSR

The Road-Stream Interface - Solving Your Culvert Quandaries

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

For many watersheds, problems with stream connectivity are a major issue. Whether your concerns are due to culvert washouts and resulting sediment contributions or aquatic organism passage, targeting culvert projects can be an important step in stream protection or restoration. The goal of this session is for participants to learn how to go from culvert inventory to on-the-ground projects and the partnerships and tools to make it happen.

Trainers: Melanie Bomier – Carlton SWCD & Matias Valero – TSA 3

Tuesday, October 24		Session 3		3:30 pm - 5:00 pm	
Knowing How They Are Doing: Performance Appraisals (Part 2)			ArcGIS Pro for Field Work and Conservation Outreach		
Track: Org Capacity		Skill Level: Intermediate		Track: Basic Technical	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>Your employees are hired to do a job. Are you happy with how you are evaluating how they are doing their job? What is your process for correcting deficiencies? Performance appraisals are a critical aspect of human resource management, but it can also be one of the most uncomfortable conversations a manager will have with their employees. These two sessions will provide managers with the tools to develop a formal employee appraisal program that meets the needs of the employee, the manager, and the organization. Attendees will also learn how to improve employee performance in a way that is meaningful, understandable, and legal. Attend this session if you want to improve your own performance around employee evaluations.</p> <p><i>Trainers: Kay Gross – Cottonwood SWCD, Ann Goering & Erin Benson – RATWIK, ROSZAK & MALONEY, P.A.</i></p>			<p>ArcGIS Pro is the future of GIS with increased integration with the internet making collaboration and data management easier than ever. The training will go over real-world use cases for the ArcGIS pro software in the conservation world. This training will focus on the creation and use of field maps and apps along with processing parcel data to use in outreach campaigns.</p> <p>Participant Requirements: Laptop with the ArcGIS Pro Installed and Licensed</p> <p><i>Trainers: Zach Gutknecht – Beltrami County SWCD & Jake Shaughnessy – Hubbard County SWCD</i></p>		
Effectively Communicating Soil Health Through Interactive Demonstrations			Soil and Water and Land – OH MY!		
Track: Advanced Technical		Skill Level: Intermediate		Track: Bonus & Repeats	
LGU Org: All				Skill Level: All	
<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 visual aids to help make your presentation impactful. Come prepared with your questions and experiences with running soil health demos and lessons learned.</p> <p>Participant Requirements: Clipboard for note taking.</p> <p><i>Trainer: Stephanie McLain – NRCS</i></p>			<p>Discover hands-on, natural resource focused activities that can provide the WOW for K-12 students to engage in STEM, social studies, language arts and environmental science education! Attendees will meet the Minnesota Agriculture in the Classroom (MAITC) team and gain first-hand experience with our favorite water quality, soil health, and conservation lessons and activities. These activities will serve as a starting point for participants to brainstorm and plan outreach opportunities and events in their communities. Access to FREE standards-based lessons, activities, videos and more will be shared! Bring a laptop and be prepared for hands-on opportunities to greatly expand your outreach options with Minnesota Agriculture in the Classroom resources, lessons, and support.</p> <p>Participant Requirements: Laptop</p> <p><i>Trainers: Ann Marie Ward – MN Agriculture in the Classroom, Inc. Foundation, Keri Sidle & Sue Knott – MN Agriculture in the Classroom/MN Department of Ag</i></p> <p style="text-align: right;">REPEAT</p>		
Conservation, All Bets are Off.... Welcome to Vegas			Watershed Planning: The First Thing To Do Is...		
Track: Outreach		Skill Level: Beginner		Track: Fundamentals	
LGU Org: All				Skill Level: Beginner/ Intermediate	
<p>Attendees will be part of a conversation about effectively communicating with our customers. This session will be an all-bets-are-off conversation, where nothing is held against anyone, and all discussions will be a learning opportunity. Tips and tricks to sell conservation. What happens in Vegas stays in Vegas!</p> <p><i>Trainers: Holly Hatlewick – Renville SWCD, Jennifer Hahn – University of Minnesota Extension, & Brian Pfarr – Redwood SWCD</i></p>			<p>Watershed planning has taken the state of Minnesota by storm. Quite a few plans have been completed but many groups are still in the planning or beginning implementation stage. Lessons have been learned and passed along via experience, guidance, and word of mouth. The variety of landscapes, partnerships and circumstances across the state means that we all will be learning new lessons and more efficient methods for quite some time. Join three experienced local staff that have been through the process from piloting the program, to navigating multiple organization structures and writing the plan locally. Learn some of the basic things to do and a few things NOT to do from learned experience.</p> <p><i>Trainers: Tyler Knutson – Yellow Medicine SWCD, Mike Hirst – Lake of the Woods SWCD, & Melanie Bomier – Carlton SWCD</i></p>		
Grant Programs: Piecing it All Together					
Track: Fiscal & Programs			Skill Level: Beginner		
LGU Org: All					
<p>An overview of available BWSR grant opportunities. Participants will gain a better understanding of the portfolio of BWSR grant programs, administration basics, the lifecycle and rules for grants, the annual calendar of grant activities, and where to find grant-related resources.</p> <p><i>Trainers: James Adkinson & Kari Keating – BWSR</i></p>					

Wednesday, October 25	Session 1	8:30 am – 10:00 am
Conservation Farming is for Everyone		Drainage and Rural Hydrology 101
Track: Org Capacity Skill Level: Beginner LGU Org: All		Track: Advanced Technical/ Watershed Management LGU Org: All Skill Level: Intermediate
<p>Often when we talk about conservation farming, we focus on the large producers in our counties who tend to fit a stereotype – older, white, male, and usually from a family who has owned the land for over 80 years. Does that include all of the people farming and growing food in your community? How do we ensure that everyone and every farm is included?</p> <p>During this workshop we will talk about new initiatives to better include BIPOC (BIPOC = Black, Indigenous and People of Color) and immigrant farmers that have not historically worked with SWCDs and NRCS.</p> <p>This session will include interactive conversation, with opportunities for trainers and participants to share ideas, practices, and experiences working with new audiences.</p> <p><i>Trainers: Angie Hong – Washington CD & Kevin Ellis – Hennepin County</i></p>		<p>This presentation will provide a background in agricultural drainage in Minnesota from its original designs and how drainage and MN Statute 103E has evolved over time. Rural drainage in Minnesota is facing many challenges today with aging and failing drainage systems that are seeing an increase in flow from pattern tiling and increased precipitation. Drainage statute is well established and includes both repairs and improvements; both following separate paths with different procedural and design requirements. Today’s designs focus more on water storage and water quality while historical designs were directly designed on drainage.</p> <p><i>Trainers: Mark Origer, P.E. & Chuck Brandel, P.E. – ISG</i></p>
Ag 101 - Farm Economics and Operations (Part 1)		Wetland Conservation Act Refresher for SWCDs/TEPs
Track: Basic Technical Skill Level: Beginner LGU Org: All		Track: Fiscal & Programs Skill Level: Beginner/Intermediate LGU Org: All
<p>Ag 101 - This session will be an overview of agricultural economics - on farm. What does the data tell us and how can we apply it to our programs with farmers? What do crop and livestock budgets look like and how can I use FINBIN to help me on my job? Then a dive into common crop rotations, why, how, and what role they play in soil health.</p> <p><i>Trainers: Cory Detloff – Central Lakes College & Keith Olander – AgCentric</i></p>		<p>An introduction and review of the Wetland Conservation Act (WCA) covering the core competencies of the Rule. The session will also walk through how to properly address different common real world case studies.</p> <p><i>Trainers: David Demmer & Ben Meyer – BWSR</i></p>
Soil and Water and Land – OH MY!		Not Scary! Drainage Law...a Conservation Tool?
Track: Outreach Skill Level: All LGU Org: All		Track: Fundamentals Skill Level: Beginner/Intermediate LGU Org: All
<p>Discover hands-on, natural resource focused activities that can provide the WOW for K-12 students to engage in STEM, social studies, language arts and environmental science education! Attendees will meet the Minnesota Agriculture in the Classroom (MAITC) team and gain first-hand experience with our favorite water quality, soil health, and conservation lessons and activities. These activities will serve as a starting point for participants to brainstorm and plan outreach opportunities and events in their communities. Access to FREE standards-based lessons, activities, videos and more will be shared! Bring a laptop and be prepared for hands-on opportunities to greatly expand your outreach options with Minnesota Agriculture in the Classroom resources, lessons, and support.</p> <p>Participant Requirements: Laptop</p> <p><i>Trainers: Ann Marie Ward, Keri Sidle, & Sue Knott – MN Agriculture in the Classroom, Inc. Foundation/ MN Dept of Ag</i></p> <p style="text-align: right;">REPEAT</p>		<p>Did you know that Drainage Law can be a tool to implement conservation practices such as sediment BMPs and stream restoration? In this session, Drainage proceedings in accordance with MN Statutes 103E will be discussed. The basics of Drainage Law will be covered in addition to several other drainage related topics. Several case studies where conservation practices have been implemented along Public Drainage Systems will be covered to demonstrate how you can make use of this tool. Questions about Drainage Law and potential projects BWSR Academy attendees have submitted will also be discussed so that attendees have a game plan when they leave.</p> <p>Participant Requirements: To support group discussion submit questions, examples, and potential projects/problem areas along public drainage systems.</p> <p><i>Trainers: Erik Jones, P.E. & Joe Lewis, P.E. – Houston Engineering</i></p>
Private Sector Carbon and Sustainability Offerings		
Track: Bonus & Repeats Skill Level: Beginner/Intermediate LGU Org: All		
<p>This session will provide training to participants on private industry conservation efforts. It will detail the best conservation practices for capturing carbon along with educating attendees on carbon credits and markets and include content on sustainability.</p> <p><i>Trainers: Spencer Herbert & Matt Kruger – Truterra</i></p>		

Wednesday, October 25	Session 2	10:30 am – 12:00 pm
Shared Services for Shared Success		Ag 101 - Conservation Economics and Related Technologies (Part 2)
Track: Org Capacity LGU Org: All	Skill Level: Beginner	Track: Basic Technical LGU Org: All Skill Level: Beginner
<p>Do you have a need for additional staff, but aren't sure about how to fully fund a new position? Have you considered a shared services agreement? Shared services can be a powerful tool for LGUs to meet the needs of multiple partners. By pooling resources, LGUs can hire more specialized and experienced personnel & expand the range of services provided. This can result in faster response times, better coordination and communication among partners, and improved service delivery and customer satisfaction.</p> <p>In this session we highlight agreements that the EOT SWCD has with its neighbors, including how they came to be, challenges and opportunities. We also look at examples within 1W1P partnerships and best practices when using state grant dollars.</p> <p><i>Trainers: Darren Newville –East Otter Tail SWCD & Michelle Jordan – BWSR</i></p>		<p>Ag 101 - This session will focus on the economics of cover crops and their impact on farm finances. This data comes from a 100+ farm economics study including some survey work with producers about cover crop practices. Additionally, water quality certification continues to have a positive impact on farm finances-we will explore the numbers behind this impact. Finally, we will wrap up this session with on-farm costs of adding precision agricultural practices and what some of those technologies look like to purchase, install, and utilize.</p> <p><i>Trainers: Cory Detloff – Central Lakes College & Keith Olander – AgCentric</i></p>
Risks, Rewards, and Applications of Innovative Stormwater BMPs		Evaluating Public Engagement
Track: Advanced Technical/ Watershed Management LGU Org: All	Skill Level: Intermediate	Track: Outreach LGU Org: All Skill Level: Beginner
<p>In the past 50 years, stormwater management objectives have shifted from strict conveyance to detention, sedimentation, volume reduction, treatment, and reuse. Given this growing list of demands and target pollutants, practitioners are faced with a need to expand their toolboxes. In this session, metro watershed district staff will share their stories about bringing new ideas and technologies from the lab (or manufacturer) to the field. Case studies will be presented on piloting several innovative BMPs including alum-injection, filtration media mixtures, and real-time controllers synched to weather forecasting. You will learn how to navigate some of the challenges associated with implementing new BMPs and how these technologies might be applied to solve your local priority issues!</p> <p><i>Trainers: Justine Dauphinais – Coon Creek WD, Eric Korte – Ramsey-Washington Metro WD & Forrest Kelley – Capitol Region WD</i></p>		<p>It is becoming an accepted understanding that in order to protect our natural resources, we need others to work with us. Engaging the public in these efforts takes intentionality and planning. So how do you know if your actions to engage with others through education, consulting, collaboration are working? Stepping back and evaluating your efforts and processes is important to moving forward. This session will be an interactive session to talk about the basics of evaluation for outreach/public engagement efforts. Participants will leave with a basic understanding of the role of evaluation and suggestions for moving forward with evaluation.</p> <p><i>Trainer: Mike Kennedy – MPCA</i></p>
CWMP - Tracking Fundamentals		When It's Hard, Do the Right Thing
Track: Fiscal & Programs LGU Org: All	Skill Level: Beginner/Intermediate	Track: Fundamentals LGU Org: All Skill Level: Beginner/Intermediate
<p>Comprehensive Watershed Management Plan (CWMP) tracking can feel like a daunting task. In this training, we will dive into the dos and don'ts of plan tracking. What should be tracked? How much data do you need to have? Break down your plan and simplify. We will also show you two different tracking systems that SWCDs have developed. You will hear the pros and cons of each system. This session will help you get on the right track and provide examples to help prepare for your future tracking needs.</p> <p>Participant Requirements: Laptop/Tablet encouraged.</p> <p><i>Trainers: Jared House – Grant SWCD & Arlyn Gehrke – Rock County Land Management Office</i></p>		<p>Decisions made by local government staff seem somewhat black and white. Is it allowed by policy, rule, or statute? Then we can do it. If not, then we cannot. However, reality is seldom black and white. There are shades of grey in which one's interpretation and discretion influence how one acts. This murky decision-making environment is where one's ethical framework becomes a vital part of the discussion. What is ethics? What are the influences that frame an ethical decision-making framework within the local government environment? These are big questions that can make us hesitate and question ourselves. In this session, we will explore the concepts of ethics and how they apply to local natural resource management.</p> <p><i>Trainer: Jason Weinerman – BWSR</i></p>
Cooking Up eLINK Success!		
Track: Bonus & Repeats LGU Org: All	Skill Level: Beginner/Intermediate	
<p>The new eLINK system has arrived, and we are excited to share with you what's new, what's familiar, and the recipe for progress reporting success. Any BWSR grant recipients are encouraged to participate. With a goal of completing your progress reports completely and accurately the first time, you will leave this session hungry to prepare a successful eLINK report!</p> <p><i>Trainers: Gwen Steel & Christa Branham-MacLennan – BWSR</i> REPEAT</p>		

Wednesday, October 25		Session 3		1:00 pm – 2:30 pm	
Connect Soil Health Practices to Water Quality Goals			Pollinator Plants! Ecology and Identification		
Track: Fundamentals		Skill Level: All		Track: Basic Technical	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>Many practices come under the umbrella of soil health, each can alter soil properties differently, and those soil properties have downstream effects on water quantity and quality. We'll disentangle what we know about these connections, to help you identify in-field practices that will help reach local water quality goals. Expect some deep dives into the N, P, and water cycles to illustrate how cover crops might differently affect N and P outcomes as well as how changing soil physical properties can lead to both nutrient retention and loss. Check out this Soil Health Nexus whitepaper for more details.</p> <p><i>Trainers: Anna Cates – UMN Extension & Marcelle Lewandowski – UMN Water Resources Center</i></p>			<p>Pollinators decline due to habitat loss, pesticide use, climate change, and other factors has the potential to cause significant declines in food production and threaten the health of our ecosystems. Integrating pollinator-friendly plants into native gardens, best management practices, and landscape restorations helps to provide floral and nectar resources to these at-risk species. This session will provide a preliminary overview of the characteristics of pollinator plant families, the ecology of common pollinator species, and their use in native plantings. Participants will use a dichotomous key to identify plant specimens. Learning objectives include a basic understanding of the differences in plant families and the identification of at least five pollinator species.</p> <p><i>Trainers: Brett Stolpestad & Tara Kelly – Washington Conservation District</i></p>		
Stream Restoration: Fluvial Geomorphology Concepts and Implementation on Impaired Streams (Part 1)			General Accounting Update and Grant Tracking in QuickBooks		
Track: Advanced Technical/ Watershed Management		Skill Level: Intermediate		Track: Fiscal & Programs	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>Excess sediment is the leading cause of water quality impairments for the United States, affecting 40% of the assessed river miles. Sediment source studies indicate larger proportions of sediment load originating from in-channel sources than overland sources. This session will introduce you to general fluvial geomorphology principles and processes and discuss how to apply this knowledge to targeting, planning, and implementing stream projects. Effective channel restoration directly addresses the processes driving channel instability while achieving multiple objectives, not typically achieved with spot stabilization or off-channel BMPs alone. Multiple benefits of stream restoration as well as challenges will be covered. Despite the complexity of successfully completing channel restoration projects, the benefits of this holistic approach are worth the effort.</p> <p><i>Trainers: Karl Koller & Nick Proulx – MN DNR</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 1099's, W-2's and W-3 preparation, and how to correct errors in QuickBooks. Any changes in audit standards will be addressed as well, if relevant.</p> <p><i>Trainers: Michael Peterson, Samantha Hoskins & Melanie King – Peterson Company Ltd.,</i></p>		
Nurturing Successful Partnerships			What to Expect When You're Expecting.... A New Program....		
Track: Outreach		Skill Level: Beginner/Intermediate		Track: Bonus & Repeats	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>Partnerships are a key element to watershed management. This session will highlight the importance of creating and maintaining successful partnerships, provide insights on collaborating and communicating effectively, and offer suggestions for working with multiple partners to advance shared goals. Those who attend will leave with tips for navigating group dynamics, along with several practical tools for building trust and engagement with new and existing partners.</p> <p><i>Trainer: Jody Horntvedt – University of Minnesota</i></p>			<p>New programs are hard. Whether you are developing or delivering programs there are opportunities to position you and your organization for success. This session will talk about a number of factors to think about and approaches to program development that can prove successful. More importantly we'll position ourselves to frame up strategies that work well in developing our plans forward.</p> <p><i>Trainer: Tom Gile – BWSR</i></p>		
Leading Through Change					
Track: Org Capacity		Skill Level: Beginner			
LGU Org: All					
<p>This session will provide attendees with the opportunity to learn about concepts relating to successful change management. Special attention will be paid to how leaders can attune to human behavior and emotion throughout the change process so their teams can feel included and engage positively. This training will include some lecture, private reflection, as well as small group discussion which will offer participants the chance to learn from their colleagues' experiences.</p> <p><i>Trainer: Ellen Fitzharris – Minnesota Management & Budget</i></p>					

Wednesday, October 25	Session 4	2:45 pm – 4:15 pm
Partnerships: Friendly or Formal		Meaningful Engagement Through Partnerships and Presence
Track: Org Capacity LGU Org: All	Skill Level: Beginner/Intermediate	Track: Outreach Skill Level: Beginner/Intermediate LGU Org: All
<p>Did you know the federal government defines a partnership as “arrangements that are voluntary, mutually beneficial and entered into for the purpose of mutually agreed upon objectives”? With Minnesota’s focus on protecting and enhancing our water resources and the shift toward watershed-based planning and implementation, partnerships are becoming critical. At the watershed level, formal partnerships allow for a clear understanding of who is doing what, when, and where. At the local level, informal partnerships allow local governments to engage with community groups to meet mutually beneficial outcomes by maximizing each other’s skills and resources. Session attendees will come away with the tools to optimize the benefits found in both formal and informal partnerships.</p> <p><i>Trainers: Cole Loewen – Stearns County Environmental Services, Tiffany Determan – Isanti SWCD & Danielle Anderson – Douglas SWCD</i></p>		<p>This session will focus on meaningful community engagement methods for your projects and programs that meet people where they are. We will focus on examples of the power of partnerships, the arts community, and how to utilize your existing engagement resources for greater impact.</p> <p>This session is for engagement staff and project or program managers looking to enhance public engagement. We will share success stories of our engagement initiatives, and you will get a chance to try an exercise that you can apply to a current project or program. You’ll leave this session with tools to help you do your work in new and creative ways!</p> <p>Participant Requirements: Cell Phones</p> <p><i>Trainers: Jessica Bromelkamp & Lindsay Schwantes – Capitol Region WD</i></p>
Forest Stewardship for Small Tract Private Landowners		Buffer and RIM/CREP Program Updates
Track: Basic Technical LGU Org: All	Skill Level: Beginner/Intermediate	Track: Fiscal & Programs Skill Level: Beginner/Intermediate LGU Org: All
<p>Enhancing wildlife habitat, controlling invasive species and disease, and protecting water quality are three topics that small tract private landowners frequently request from conservation professionals across the state. In dry years as we are experiencing now, managing forested vegetation on small tracts of private lands is critical to preventing catastrophic losses of life and property by wildfires. This session will share relevant information on the financial and technical assistance and forest conservation services that DNR Forestry administers to local units of government and private landowners manage small tracts woodlands (less than 20 acres).</p> <p><i>Trainers: John Carlson & Jennifer Teegarden – MN DNR Forestry, & Lindberg Ekola – BWSR</i></p>		<p>This session will be a joint session between the Buffer and Easement programs. The Buffer session will provide an update on Buffer Law statewide, compliance and enforcement numbers, and other topics as applicable from members of the BWSR Buffer and Soil Loss team. The RIM/CREP portion will cover updates on the current available programs along with upcoming programs presented by members of the BWSR Easement section.</p> <p><i>Trainers: Ethan Dahl, Kevin Roth & Laura DeBeer – BWSR</i></p>
Stream Restoration: Applying Natural Channel Design to Restore Impaired Streams (Part 2)		Restoring & Protecting Minnesota’s Natural Shorelines: Resources & Partnerships
Track: Advanced Technical/ Watershed Management LGU Org: All	Skill Level: Intermediate	Track: Bonus & Repeats Skill Level: Beginner LGU Org: All
<p>Natural Channel Design (NCD) is a stream restoration approach in which a stable stream channel is used as a template to restore an unstable stream’s form (morphology) and re-establish natural processes that promote stability while improving ecological function. The first part of this session will introduce the basics of NCD and importance of defining objectives for stream projects. The remainder of the session will discuss additional details such as funding opportunities, strategies for writing competitive grant applications, and how to overcome permitting issues. Case studies will also be presented to demonstrate the benefits of collaboration and describe outcomes of completed projects as well as lessons learned.</p> <p><i>Trainers: Karl Koller & Nick Proulx – MN DNR, & Justine Dauphinais – Coon Creek WD</i></p>		<p>Many of Minnesota’s lakes are in trouble. About half of Minnesota’s natural shorelines have been lost, and natural shorelines continue to vanish at an alarming rate. Shoreline vegetation protects clean water, provides habitat, adds to lakeshore character, and allows for recreation. The Natural Shoreline Partnership promotes information and resource sharing among non-profits organizations and state and local governments to collectively support the work of restoring and protecting Minnesota’s natural shorelines and water quality. This interactive session will provide an overview of the Natural Shoreline Partnership’s efforts, identify resources and barriers to protecting and restoring shorelines, showcase programs and success stories, connect participants to resources and a network of people doing this work, and gather input for potential shoreline initiatives in Minnesota.</p> <p><i>Trainers: Beth Carreño – Comfort Lake – Forest Lake Watershed District, Jeff Forester – MN Lakes & Rivers Advocacy, & Greg Berg – Stearns SWCD</i></p>
Governing Galaxies		
Track: Fundamentals LGU Org: All	Skill Level: Beginner/Intermediate	
<p>The government galaxies involved in protecting the State’s water quality can make navigating the water quality universe difficult for the novice. Local, state, and federal agencies each exert influences and gravitational forces that can confuse new employees. Attendees to this session will get a firm understanding for how the many galaxies align and how best to navigate the system while avoiding the dreaded bureaucratic black hole.</p> <p><i>Trainers: Pete Waller & Jeff Hrubes – BWSR</i></p> <p style="text-align: right;">REPEAT</p>		

Tribal Government Relationships**Track:** Org Capacity
LGU Org: All**Skill Level:** All

Respect and understanding are foundational to building and maintaining meaningful relationships with Tribal Governments. Tribal Nations have unique legal status, absolute rights, and sovereign authority to protect and enhance the health, safety, and welfare of their citizens and territory -- and work on a government-to-government basis with the United States and State of Minnesota. Join this session to gain a better understanding of tribal sovereignty, the cultural and spiritual relationships to the land, nature, and ecosystems, the unique intergovernmental relationships that exist, and how to incorporate this information into your work.

Trainers: Shannon Kessner – MDA, & Melissa King & Craig Engwall – BWSR

BMPs for Converting Old Fields to Pollinator Habitat**Track:** Advanced Technical
LGU Org: All**Skill Level:** Advanced

With increasing interest and funding available for pollinator habitat, many marginal fields composed of non-native perennial vegetation are being considered for restoration. These sites are challenging places to introduce and maintain high quality, diverse native prairie. In this session, we'll discuss how to reliably and successfully convert non-native stands to native prairie grasses and wildflowers. Participants will learn how to: (1) recognize remnant vegetation and how to enhance it; (2) understand when to 'start over' vs. interseed; (3) select the best site prep methods to minimize competition; (4) choose appropriate seed mixes; and (5) develop post-planting management plans. Case studies will illustrate how best practices have played out in the real world.

Trainers: Karin Jokela – Xerces Society & Jeff Zajac – Minnesota DNR

Community Based Social Marketing: An Introduction**Track:** Outreach
LGU Org: SWCD & WD**Skill Level:** Beginner/Intermediate

Landowner outreach and engagement is a critical first step in terms of protecting and improving the state's soil and water resources. One of the fundamental aspects of outreach and engagement is seeking to change behavior from the current condition to one that is producing a more desirable result for the landowner and the community. Community Based Social Marketing is a formal system upon which local governments can develop their engagement efforts to see meaningful and measurable results that change behavior in a way that improves the condition of the landscape. This session will provide an introduction and some tools to allow local government staff to develop a systematic approach for engaging with landowners that will produce results.

Trainer: Jason Weinerman – BWSR

Jeopardy - The Financial Assistance Game Show**Track:** Fiscal & Programs
LGU Org: All**Skill Level:** Beginner/Intermediate

This is Jeopardy! Participants will test their knowledge on providing financial assistance to land occupiers in this fun, interactive session. The session will be based off the famous game show Jeopardy, but unlike the real show, some of the answers here might not be as black and white, which should lead to some interesting discussion. Participants will not only have a good time but will leave with an expanded understanding of the different financial assistance tools in the toolbox (percent-based cost share, flat-rate cost share, and incentives) and the requirements for providing financial assistance with BWSR programs.

Trainers: Pete Waller, Jeff Hrubes & Jason Beckler – BWSR

From Little Acorns, Cones and Pods, Mighty Forests Grow**Track:** Fundamentals
LGU Org: SWCD & WD**Skill Level:** Beginner/Intermediate

Landowners have a variety of objectives for managing their forestland. And there's more than one way to assist them in accomplishing their goals. Whether it's focusing on wildlife, partnering with private foresters for planning and management activities to using traditional and nontraditional funding to assist with management, there are resources and guidance to help encourage landowners to manage their land and to find them the tools to do so.

Participant Requirements: Weather permitting, dress for outdoors.

Trainers: Zach Evans – North St. Louis SWCD, Aly Bergstrom – Beltrami SWCD, & Kaysie Maleski – Carlton SWCD

Tackling the 1 Million Acre Reforestation Goal through RIM and PFM**Track:** Bonus & Repeats
LGU Org: All**Skill Level:** Beginner/Intermediate

Minnesota has lost 15 million acres of forests since 1800. Over 90 percent of this historic forestland loss happened on private lands. One of the best ways to protect water quality while sequestering carbon is the protection and reforestation of today's open lands, private tracts that once were forested. It will take a dramatic upswing in equipment, manpower, nursery growing stock, and funding – delivered by local teams – to make a measurable difference in protecting water quality while increasing carbon sequestration. Reforestation of open lands brings added benefits – habitat, source water protection, outdoor recreation – all while supporting forest economy. Learn how partners are taking an "all hands-on deck" approach to meet these challenges.

Trainers: Don Bajumpaa – East Otter Tail SWCD, Andrew Seagren – Crow Wing SWCD, & Bill Penning – BWSR

Soil Apps - Digital Resources for Planning & Assessment**Track:** Basic Technical
LGU Org: All**Skill Level:** Beginner/Intermediate

Soil Apps - Digital Resources for Planning & Assessment: Do you need help with your soil app-athy? This session will summarize and provide tips for users of soil information to understand and communicate soil information. Participants will learn how to develop custom reports and manuscripts in Web Soil Survey, and effectively use other apps for analyzing and collecting data such as SoilWeb, SoilExplorer, LandPKS.

Participant Requirements: Encourage Laptop and an iPad or mobile device.

Trainers: Joseph Brennan & Brandon Defoe – NRCS

Understanding Future Workload - Why It Matters

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

Is your District and neighboring districts ready to meet the growing expectation of SWCDs to support the locally led implementation of Watershed Based Implementation Funding, USDA Climate Smart awards in Minnesota, Federal Inflation Reduction Act funding for NRCS/FSA programs, and state initiatives for soil health and water storage and treatment, to name a few. In this session you will gain insight into 1) statewide demand/expectations of SWCDs, 2) local SWCD/TSA perspectives on changing demand for SWCD technical assistance and TSA operational structure, 3) an introduction to one method for assessing current and future SWCD technical assistance workload, and 4) local perspective on having workload conversations with TSA and SWCD Boards.

Trainers: Doug Thomas – Houston Engineering Inc, Leann Buck – MASWCD, & Melissa Barrick – Crow Wing SWCD/TSA 8 Host District

Hidden Treasures: Modeling Tools to Help Reduce Nutrient Losses

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

The Runoff Risk Advisory Forecast (RRAF) is a website tool designed to provide farmers and commercial applicators the most current forecast information about the potential for runoff in the coming days. This tool helps manure applicators identify the best application time to minimize the risk of off-site movement. Additionally, information about the MDA's efforts on groundwater modeling will be discussed along with a University of Minnesota developed tool for estimating regional nitrate leaching from land management activities and related best management practices. Attendees will learn what these tools are, how to navigate the RRAF website, and where to find/how to use the leaching tool so that they can take advantage of them and effectively promote their use.

Participant Requirements: Cell Phone

Trainers: Katie Rassmussen & Pat Nash – MN Department of Agriculture

Telling Conservation Stories

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

We'll share story ideas, writing tips, time-saving techniques, and formatting ideas (AKA: one story tailored to many platforms). We'll discuss why project stories are really people stories, and ways to go about telling them.

Trainers: Brittany Lenzmeier – Stearns County SWCD & Ann Wessel – BWSR

Grants Fiscal: Making it Make Cents

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

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. Fiscal agent responsibilities and grant match requirements will be discussed. The session will showcase various time tracking and grant tracking methods utilized across the state.

Trainers: James Adkinson, Jeannette Austin, & Teressa Pickar – BWSR

Habitat Unlocked: Maximizing Wildlife Benefit on Conservation Acres

Track: Advanced Technical **Skill Level:** Intermediate/ Advanced
LGU Org: SWCD & WD

Conservation lands are vital for the survival of wildlife. These lands hold a great deal of potential for providing much-needed habitat. This training will teach a whole- systems approach to habitat management on prairie and wetland eco-systems in Minnesota. This session will explore strategies to plan, implement, and manage projects to maximize wildlife habitat benefits on every acre. Habitat examples for common wildlife species will be used as examples. A mixture of lecture, discussion, and hands-on activities will be used.

Trainers: Nate Fore & Jason Andersen – Pheasants Forever and Quail Forever

Moving the Needle for Forestry Implementation – Making it Happen!

Track: Bonus & Repeats **Skill Level:** All
LGU Org: All

Districts are key partners in moving the needle for implementing water quality strategies through land protection and forest stewardship. DNR Forestry is committed to increasing efforts with districts to implement landscape scale approaches through 1W1Ps. The USDA Forest Service has recognized DNR Forestry and partners for this collaboration as a national model. Together, this partnership has accomplished significant progress in protecting water resources while increasing private forest management. Hear how the watershed success stories came about. Learn about methods and tools to make it happen from the state's private forestry leader and the GIS wizard to advance your implementation success.

Participant Requirements: Cell Phone

Trainers: Gary Michael – DNR Forestry, Dan Steward – Retired BWSR, & Mitch Brinks – TSA 8

Water, Water Everywhere but Here's the Drop to Drink

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

Water is critical to our quality of life and natural resource professionals are often tasked with working with others to protect this resource. In this session, participants will be introduced to what a Drinking Water Management Area is, enhance their skill set to target vulnerable areas and how to build a successful local groundwater program in partnership with other Local and State partners. You will leave this session equipped to continue the important work of protecting our shared water resources.

Trainers: Aaron Meyer – MN Rural Water Association, Kimberly Kasier – MN Dept of Ag. & Trent Farnum – MN Dept of Health

