

Tuesday, October 29		Session 1		10:30 am - 12:00 pm	
Board Invigoration: It's Never Too Late to Rejuvenate!		Planting Trees with Landowners - A Beginner's Guide			
Track: Org Capacity Skill Level: All		Track: Basic Technical Skill Level: Beginner/Intermediate			
LGU Org: All		LGU Org: All			
<p>Even the very best boards begin to get stale over time. Re-energize with your board using some helpful strategies presented in this session. Participants will take away at least one effective strategy for livening up board members, getting them engaged, and crowning some champions. We'll discuss some ideas for stimulating board ownership and run through some real-life scenarios of how to stimulate strong support for the work you do.</p> <p><i>Trainers: Brett Arne & Matt Fischer – BWSR</i></p>		<p>This session will instruct attendees on how to assist private landowners with their tree planting goals. A panel of Department of Natural Resources staff, including an area silviculturist, forest health specialist, nursery supervisor and multiple foresters who work directly with landowners, will review the steps to consider when planning a planting project. Topics will include why landowners want to start a planting project, what to consider when choosing the right tree, where to get the trees to plant and how to plant those trees.</p> <p><i>Trainers: Steve Bartz, Rachael Dube & Matthew Thompson – MN DNR</i></p>			
Selling Conservation in MN		Understanding the Fiscal Landscape of BWSR Grants			
Track: Outreach Skill Level: Beginner/Intermediate		Track: Fiscal & Programs Skill Level: Beginner/Intermediate			
LGU Org: All		LGU Org: All			
<p>Working with landowners can be intimidating and difficult at times. In this session SWCD and NRCS staff will team up to share techniques on how to effectively sell conservation. We will address multiple scenarios pertaining to different landowners and programs. Conservation is not a one size fits all, and in this training, you will learn how to start conversations with landowners, earn their trust, and address their resource concerns.</p> <p><i>Trainers: Kim Melton – Wilkin SWCD & Travis Doeden – NRCS</i></p>		<p>Are you new to financial reporting on BWSR Grants or need a refresher? This session will provide a high-level overview of the Grants Administration Manual, how to determine BWSR billable rates, the requirements of time tracking, and what to expect during a financial reconciliation. Participants will leave the session with a better understanding of grantee fiscal responsibilities.</p> <p><i>Trainers: Jeannette Austin & Teresa Pickar – BWSR</i></p>			
Help Minnesota Put Down Roots: Opportunities for LGUs to Advance Continuous Living Cover		Governing Galaxies			
Track: Emerging Topics Skill Level: Intermediate		Track: Workshops Skill Level: Beginner			
LGU Org: All		LGU Org: All			
<p>Perennial and Winter Annual continuous living cover crops (like Kernza, Winter Barley, Hybrid Winter Rye & Winter Camelina) hold great potential to provide ecosystem services to landscapes around the state while providing farmers harvestable economic returns. Learn how these crops can fit into upper Midwest agricultural rotations as well as numerous support structures in place that help de-risk adoption and scaling. You'll also learn about current and future models of collaborative efforts that can provide targeted economic support on sensitive drinking water supply management areas.</p> <p><i>Trainers: Matt Leavitt, Sienna Nesser & Colin Cureton – University of Minnesota Forever Green</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: Pete Waller & Jeff Hrubes – BWSR</i></p>			
Unconventional Invasive Woody Management Strategies					
Track: Advanced Technical Skill Level: Intermediate/Advanced					
LGU Org: All					
<p>Management of invasive woody plants typically involves cutting and disposing of trees and shrubs and applying herbicide over several years to control resprouts. These practices are costly, require specialized equipment and herbicides, and must be implemented by trained professionals. Cut material must be chipped, burned, or left to decompose. Practitioners are exploring new ways of reducing buckthorn and other invasive trees and shrubs. This session will cover: 1) critical period cutting to eliminate buckthorn without power equipment and herbicides and 2) biochar or burning cut woody material in kilns creating a useful soil amendment and means of carbon storage. This session will explain how and when to implement these unconventional methods of land management.</p> <p><i>Trainers: Laura Domyancich-Lee – Friends of the Mississippi River & Todd Rexine – Great River Greening</i></p>					

Tuesday, October 29		Session 2		1:30 pm - 3:00 pm	
Culture Club: Your Values Determine Your Delivery			Grazing Management: Minnesota Can Have Happy Cows Too!		
Track: Org Capacity LGU Org: All		Skill Level: Beginner/ Intermediate		Skill Level: Beginner	
<p>We live in a time of change. Changes in staff, programs, elected officials and relationships can all influence your work and your relationship with partners, clients, and each other. How do you maintain stability in spite of an uncertain future? When is it easiest to embrace change and what factors throw us off our game when change happens? Learn how to recognize when your organization's culture needs to be reinforced or must adapt to new conditions. Veteran conservation leaders will help you identify how your organization's culture affects your conservation program delivery and provide strategies you can use to maintain and improve organization culture.</p> <p><i>Trainers: Angie Becker Kudelka – The Nature Conservancy & Jeff Hrubec – BWSR</i></p>			<p>Managed grazing done well can be a powerful conservation and production management tool. This session will cover basic principles of grazing management (frequency, timing, intensity, duration, pattern, stocking rate, stock density), livestock management (livestock classes, forage preferences, and how ruminants work), and forage management (quality, balancing energy and protein, and cool versus warm season species). We will provide a basic overview of grazing systems, fencing and watering systems, and tools for grazers. We will also discuss the social aspects of managed grazing and its importance in conservation planning. Learning objectives: With this information, participants will increase their understanding of managed grazing as a conservation practice and will be able to improve their communication with producers regarding grazing management.</p> <p><i>Trainers: Jeff Duchene – USDA NRCS & Kent Solberg – Sustainable Farming Association</i></p>		
Changing MN Demographics			State Agency Partners in Conservation		
Track: Emerging Topics LGU Org: All		Skill Level: Beginner/ Intermediate		Skill Level: Beginner	
<p>Megan Dayton is a Senior Demographer at the Minnesota State Demographic Center, where she has advanced demographic forecasting for Minnesota, its regions, and counties since 2012. As Minnesota's representative to the Federal-State Cooperative Program for Population Projections, Megan plays a key role in shaping demographic analysis and projections at state and national levels. Her work focuses on generating accurate demographic data for policy-making, particularly in school district funding and state agency planning. Megan's research aims to refine demographic modeling techniques and understand trends in fertility, mortality, and migration, directly informing her strategic approach to demographic analysis.</p> <p><i>Trainer: Megan Dayton – Minnesota Department of Administration, State Demographic Center</i></p>			<p>Working for local government, you are the professional putting conservation on the ground every day. But you're not alone. Minnesota's state agencies are here to help support your work. If you had a question about sealing a well, whether a shoreline project needed a permit, or the impairment status of a creek, would you know which agency to contact? Which division at that agency, or person? In this session, representatives from five state agencies involved in conservation will share the what, who, and how of their work, including opportunities for local – state collaboration. You will leave this session with a better understanding of Minnesota's conservation universe, and a list of contacts happy to help with your next challenge, or opportunity.</p> <p><i>Trainers: Justin Hanson & Annie Felix-Gerth – BWSR, Mark Wettlaufer – MDH, Melissa Lewis – MPCA, John Carlson – DNR & Luke Stuewe – MDA</i></p>		
The Magic of eLINK: Secrets Revealed!			Turning Red Acres Green Through Conservation		
Track: Fiscal & Programs LGU Org: All		Skill Level: Beginner/ Intermediate		Skill Level: All	
<p>Summon the magic of eLINK by learning the tips and tricks to make you an eLINK wizard. Work hands-on entering different types of sample projects from start to finish. All 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 with new magical powers to pull a successful eLINK report out of a hat! You are welcome to bring your own laptop if you would like to follow along, but it isn't required.</p> <p><i>Trainers: Christa Branham-MacLennan & Conor Donnelly – BWSR</i></p>			<p>Precision ag technology is used to make agronomic management decisions on farms. The principal analysis of the farms and fields is centered around profitability and return on investment (ROI). Underperforming areas (red acres) within fields are identified and more profitable alternatives are examined. The primary goal is to provide farmers with financial and technical information about alternatives that increase profitability, decrease risk, improve sustainability and create habitat (green acres).</p> <p><i>Trainers: Micah Ranum – Pheasants Forever & Nathan Hulinsky – University of Minnesota Extension</i></p>		
Tribals Relations: Understanding the Past and Looking to the Future – Part 1					
Track: Workshops LGU Org: All		Skill Level: Beginner/ Intermediate			
<p>Workshop attendees will be introduced to US American Indian history, treaties and treaty reserved rights, Indian Country and Tribal lands, and federal laws and policies that have had lasting effects on Tribal Governance.</p> <p><i>Trainers: Melissa King – BWSR, Tyler Kaspar – 1854 Treaty Authority, & Craig Tangren – Leech Lake Band of Ojibwe Division of Resource Management</i></p>					

Tuesday, October 29		Session 3		3:30 pm - 5:00 pm	
Operating in a Multi-Cultural Environment			Soil Health 101		
Track: Org Capacity		Skill Level: Beginner/Intermediate		Track: Basic Technical	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>Minnesota's ecological landscape is incredibly diverse ranging from dense forests to productive farmlands. Our social landscape is just as complicated with individuals having diverse backgrounds and experiences. We can find a sample of this social complexity in our organizations and among those with whom we work. To foster a sense of belonging among the diverse people with whom we work, it is important to understand the foundations of our multi-cultural social environment and develop the appropriate tools to engage with people in an inclusive manner. This session will provide attendees with the skills for understanding the fundamentals of multi-culturalism, explore their own identities, and acquire the skills to work with Minnesota's diverse peoples and communities.</p> <p><i>Trainer: Steve Reuter – Employee Assistance Program: Minnesota Management and Budget</i></p>			<p>Is your district wondering what to do with all the funding coming for soil health practices? Are you feeling overwhelmed on how to communicate soil health with producers? If you said yes, or are just interested in learning about soil health, this session is for you. From common cover crops, installation and termination methods, common equipment adjustments, and managing the transition to a soil health cropping system, this course will give participants all the tools needed to discuss soil health with producers and work to accelerate the adoption of soil health in their work area. This session will also give participants the opportunity to develop a cover crop plan based on common cropping scenarios seen throughout the state.</p> <p>Participant Requirement: Laptop</p> <p><i>Trainers: Kyle Richter & Pamela Winzenburg – Renville SWCD</i></p>		
Advanced Grazing Management: Changing How You See Things			The Magic School Bus Dives into Conservation Contracts		
Track: Advanced Technical		Skill Level: Intermediate/Advanced		Track: Fiscal & Programs	
LGU Org: All				Skill Level: Beginner/ Intermediate	
<p>This session will focus on developing goals and objectives with the producer, moving beyond fixed paddock rotations to adaptive and targeted grazing management, being intentional with making management decisions, and how to prioritize management objectives. We will discuss managing grazing to build soil health and the value of livestock integration in cropping systems. This session will also focus on the social dynamics of conservation and grazing management and the importance of changing mindsets to be able to make management decisions meaningful for conservation and the economic well-being of the producer. This session will provide participants with increased knowledge to have in-depth conversations with producers about improving grazing management.</p> <p><i>Trainers: Kent Solberg – Sustainable Farming Association & Jeff Duchene – USDA NRCS</i></p>			<p>Buckle your seat belts! This session will dive into financial assistance contracting with land occupiers. It will look at contracting from start to end using real project examples, and overview resources that can make participants life easier, including templates and the Contract Workbook. Finally, the session will briefly touch on the differences between the new Conservation Contracts Program and the former State Cost Share Program. Participants will leave the session with a better understanding of the magical world of conservation contracts and prepare them to assist land occupiers through their project adventure.</p> <p><i>Trainers: Matt Fischer, Jill Sackett Eberhart, Michelle Jordan & Pete Waller – BWSR</i></p>		
Maximize Engagement in Your Programs for Adult Learners			Modeling Cropland Nitrogen Loss to Target Soil Health Practices		
Track: Outreach		Skill Level: Intermediate		Track: Emerging Topics	
LGU Org: All				Skill Level: Beginner/ Intermediate	
<p>Join us for a fun and interactive session where we will learn and share ideas about how to create outreach and education programs to attract, inspire and motivate adult learners. We will discuss and try different program types, topics and strategies that encourage active participation to maximize learning and effectiveness and encourage long-term engagement. Come away with ideas and tools to help you identify your audiences, create a plan, and implement fun and engaging programs that keep people coming back for more.</p> <p><i>Trainer: Abby Moore – Mississippi WMO</i></p>			<p>How many acres in a soil health practice are needed to make a difference? When establishing changes to protect groundwater it is difficult to know how much is enough. In drinking water supply management areas (DWSMAs) the Minnesota Department of Agriculture (MDA) is using computer modeling of nitrogen loss below cropland to help answer that question and facilitate a conversation with ag stakeholders. This session will review some modeling tools being used and the conversations with landowners to encourage the use of soil health practices.</p> <p><i>Trainers: Luke Stuewe, Ryan Perish & Patrick Nash – Minnesota Department of Agriculture</i></p>		
Tribals Relations: Understanding the Past and Looking to the Future – Part 2					
Track: Workshops		Skill Level: Beginner/ Intermediate			
LGU Org: All					
<p>Members of environmental and natural resources staff representing Tribal Governments and an Inter-Tribal consortium will be part of this workshop to share their experiences and knowledge as it relates to their roles and work.</p> <p><i>Trainers: Melissa King – BWSR, Tyler Kaspar – 1854 Treaty Authority, & Craig Tangren – Leech Lake Band of Ojibwe Division of Resource Management</i></p>					

Wednesday, October 30		Session 1		8:30 am – 10:00 am	
Acquiring Talent: Bringing on the Best People			Embracing the Climate Future: Promoting Lake Resilience		
Track: Org Capacity		Skill Level: Beginner/ Intermediate		Track: Advanced Technical	
LGU Org: All				Skill Level: Intermediate/Advance	
<p>Effective water management requires dedicated and innovative personnel, often hard to find through traditional recruitment. Organizations face challenges in identifying and attracting the right talent. Implementing strategic talent acquisition techniques can help. This starts with recognizing staffing needs, enhancing job descriptions, crafting compelling postings, recruiting exceptional candidates, conducting interviews, making selections, negotiating terms, and finalizing hires. While this may seem overwhelming, the Minnehaha Creek Watershed District has developed a successful model. Attendees will learn about this model and gain practical tips and tools to help them recruit top talent for their organizations.</p> <p><i>Trainer: Tessa Vacek – Minnehaha Creek WD</i></p>			<p>Minnesota’s lakes are warming, and rain events are intensifying, accelerating algae growth, erosion, and nutrient flows. At the same time, we are losing our natural shorelines, a key element in sustaining lake resilience or the ability to adapt to and recover from disturbances. Participants will gain an understanding of how climate change is affecting lakes; how changing climate exacerbates shoreline degradation and affects water quality and the benefits of natural shorelines. Participants will also gain the ability to use climate tools to support and further their work.</p> <p>Participant Requirements: Laptops and/or mobile device</p> <p><i>Trainers: Nick Newman – Stearns County Environmental Services, Lienne Sethna – St. Croix Watershed Research Station & Ceil Strauss – MNDNR</i></p>		
Land of 10,000 Salty Lakes?			1W1P - Assess, Amend, Engage!		
Track: Basic Technical		Skill Level: All		Track: Fiscal & Programs	
LGU Org: All				Skill Level: Intermediate	
<p>Since 2009 the Minnesota Pollution Control Agency (MPCA) has been leading efforts to address chloride pollution. The MPCA has been working on addressing chloride for many years and has recently created a Chloride Reduction Program to assist partners and permittees reduce the amount of chloride entering Minnesota's waters at the source. Come learn about the assistance and resources that are available to communities across MN including our groundbreaking Smart Salting Tool that can assist communities better understand where chloride pollution is coming from and provide guidance for how to reduce it, as well as providing reporting options that are consistent with MPCA’s regulatory reporting requirements. Together let’s keep our waters fresh!!</p> <p><i>Trainer: Brooke Asleson – MN PCA</i></p>			<p>The partnerships that took on the role of “pilot” for the One Watershed, One Plan program are at it again! They are now the first to enter the next phase of planning: mid-point assessments and plan renewal amendments. Evaluating progress toward plan goals, looking at new information, and amending plans so they stay relevant and useful are all important ways to maintain our collective planning investments. In this session, SWCD staff will share their perspective on the mid-point process and the importance of keeping local leaders engaged in maintaining the plan. Participants will gain a better understanding of the mid-point process, plan amendments, and ideas for effective engagement and participation in plan maintenance.</p> <p><i>Trainers: Peter Nelson – Pennington SWCD, Caitlin Meyer – Olmstead SWCD & Julie Westerlund – BWSR</i></p>		
Planning & Facilitating Effective Meetings			Strategies to Successfully Evaluate and Restore Drained Wetlands Part 1		
Track: Outreach		Skill Level: Intermediate		Track: Workshops	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>Meetings are a pain point for most people in most organizations. And that makes sense. The planning and facilitative skills that turn a ‘meh’ meeting into an engaging one are not taught in schools, universities, or post-professional development for the most part. So how do we become better meeting planners and facilitators? The answer is: Part skill, part practice. You will learn tools and methods for meeting preparation, engaging participants, dealing with conflict, and getting buy-in, including what works best in in-person, virtual, and hybrid meetings.</p> <p><i>Trainer: Moriya Rufer – Houston Engineering</i></p>			<p>Design and construction strategies that are commonly used to restore drained and altered wetlands in Minnesota’s diverse landscape will be presented. Included will be discussion of drainage rights and other legal issues often encountered when restoring wetlands. Also included will be discussion of how existing utilities, roads, and even airports can influence restoration opportunities and outcomes. By attending Part One of this two-part workshop, you will have a better understanding of both the technical and legal aspects of restoring drained and altered wetlands and be able to apply that knowledge to successfully evaluate and plan your next project.</p> <p><i>Trainers: Tom Wenzel, Josh Swanson & Mike Anderson – BWSR</i></p>		
Water Management Issues and Opportunities: Balancing Drainage and Storage					
Track: Emerging Topics		Skill Level: Intermediate			
LGU Org: All					
<p>Infrastructure to drain water (ditches and tiles) are prominent landscape features in large areas of Minnesota. In many areas, much of the landscape's natural storage of surface waters has been lost due to drainage. Water managers are increasingly aware of the need to add surface storage back to the landscape to better manage drainage systems while navigating drainage law, funding, and regulatory challenges. This session provides an overview and dive into some details about effective approaches to improved management of drainage systems for multipurpose benefits, identify and evaluate water storage practices, and increase landscape resiliency.</p> <p><i>Trainers: Rita Weaver & Henry Van Offelen – BWSR</i></p>					

Wednesday, October 30		Session 2		10:30 am – 12:00 pm	
Human Resources Management in 2024: What's New?			Farming with Conservation in Mind		
Track: Org Capacity		Skill Level: Intermediate/ Advanced		Track: Basic Technical	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>Did you know that in the last two years, there have been over 15 new employment and labor laws passed in Minnesota alone? In addition to a hot labor market, the law surrounding the workplace especially the public sector workplace – including these state laws as well as federal laws, agency actions, court cases, and other developments -- is complicated and ever changing. This session will provide an overview of recent developments, an overview of other considerations (such as public relations, social media, etc.), and practical tips and guidance about how to navigate this landscape.</p> <p><i>Trainer: Jana O’Leary Sullivan – League of Minnesota Cities</i></p>			<p>In this session, attendees will learn about the effort needed to convert from a traditional farming operation to a more conservation friendly operation. You will hear about things to consider when switching. Changes to equipment, rotation and even seed types will all be discussed.</p> <p>When finished with the session, you will have a better understanding of the changes that are needed. With this knowledge, will come more confidence when talking with prospective clients and hopefully the clients will have more faith in you as well.</p> <p><i>Trainers: Andrew Lambert & Amy Robak – Centra Sota Coop</i></p>		
Source Water Protection Success Stories			Strategies to Successfully Evaluate and Restore Drained Wetlands Part 2		
Track: Advanced Technical		Skill Level: Intermediate/Advanced		Track: Workshops	
LGU Org: All				Skill Level: Beginner/Intermediate	
<p>Stories will be shared highlighting successful groundwater protection strategies. Learn the background on the rule and science behind Wellhead Protection – including delineations, vulnerability assessments, and hydro-implementation support in Minnesota. Water sampling and monitoring will be discussed. From there, real-life examples of the application of soil health principles and nutrient management targeting drinking water protection. Participants will also learn about opportunities to create successful partnerships in their local areas.</p> <p><i>Trainers: Aaron Meyer & Katie Breth – Minnesota Rural Water Association & Trent Farrum – Minnesota Department of Health</i></p>			<p>With an understanding of effective wetland restorations design and construction strategies, this session provides techniques and discussion for how to effectively investigate and evaluate potential restoration sites, understand where opportunities and challenges might exist, and provide the tools necessary to effectively work with landowners and programs to successfully complete projects. Attendees will have the opportunity to work in small groups and apply the presented concepts and strategies in assessing and evaluating potential restoration sites.</p> <p>Participant Requirement: Attendance in Part One workshop is required</p> <p><i>Trainers: Tom Wenzel, Josh Swanson & Mike Anderson – BWSR</i></p>		
Residential Landscape Planning for Pollinator Conservation			Graphic Design for Non-Designers		
Track: Fiscal & Programs		Skill Level: All		Track: Outreach	
LGU Org: All				Skill Level: Beginner	
<p>Integrating native plants into residential landscapes is an important component of state-wide pollinator conservation efforts in Minnesota. For many landowners, learning how to design, establish and maintain native landscapes for pollinator habitat can be challenging. Our goal as technical service providers is to make it as easy as possible for landowners to succeed in their conservation efforts. In this session, we will introduce the different types of pollinators present throughout our region, provide an overview of the pollination process and specialized plant-insect relationships, and discuss ways of supporting at-risk insects at the residential landscape scale. Participants will come away with a better understanding of pollinator diversity in our region, pollinator habitat requirements, and residential landscape design considerations.</p> <p>Participant Requirement: Laptop Required</p> <p><i>Trainers: Brett Stolpestad – Washington CD & Alan Richie & Erin Loeffler – BWSR</i></p>			<p>In this session, we will cover the basics of “good design” from font selection and white space, to graphs, messaging and more. Participants will practice evaluating materials and applying design principles to improve them, as well as creating their own from scratch. You will leave the session with skills to apply to the next flyer, PowerPoint presentation, report, or other materials that you create. Your trainers, Barbara Heitkamp and Michelle Jordan are not graphic designers. They are conservation professionals with a passion for science communication, who have picked up tips and tricks along the way and want to share them with you!</p> <p>Participant Requirement: Laptop is recommended</p> <p><i>Trainers: Barbara Heitkamp – Washington CD, Lower St. Croix Watershed Partnership & Michelle Jordan – BWSR</i></p>		
Conservation Opportunities in Urban Agriculture					
Track: Emerging Topics		Skill Level: Beginner/Intermediate			
LGU Org: All					
<p>Urban agriculture provides important opportunities for sustainable food production and community engagement. Examples of urban, small-scale, and innovative producers can be found throughout Minnesota, including in small towns and tribal communities. While their individual footprint is small, there is a big opportunity to assist these producers understand their role in protecting water quality and implement conservation practices. This session will explore the world of urban agriculture and share data of a recent study of small farms. Participants will learn how they can better serve urban producers in conservation.</p> <p><i>Trainer: Natalie Hoidal – UMN Extension</i></p>					

Wednesday, October 30	Session 3	1:00 pm – 2:30 pm
Reporting Outcomes using PTMApp and HSPF		Seeing Forests for the Trees, and Fish Too!
Track: Emerging Topics LGU Org: All	Skill Level: Intermediate	Track: Basic Technical LGU Org: All
<p>Prioritize, Target, and Measure Application (PTMApp) and Hydrologic Simulation Program-FORTRAN (HSPF) based Watershed Pollutant Reduction Calculator Tool (WPLRCT) are two commonly used watershed tools being used by Local Unit Government Staff in Minnesota. This training will provide an overview and appropriate use of these tools to effectively report the outcomes of implementation of conservation practices for planning and annual reporting activities. Participants will be given pre-session materials and exercises to review beforehand to prepare for this training session.</p> <p>Participant Requirements: Bring a laptop and have access to a copy of their 1W1P goals, if applicable</p> <p><i>Trainers: Udai Singh – BWSR, Matt Drewitz – MPCA & Scott Kronholm – Houston Engineering</i></p>		<p>Minnesota has 5,400 fishing lakes plus 15,000 miles of fishable rivers and streams. Maintaining abundant fish populations requires high quality aquatic habitat. Forest land cover in the watersheds of these lakes and streams is key to protecting water quality.</p> <p>This session will link forestry practices that contribute to water quality through watershed-based forestland protection and management. Learn about the science and methodology supporting the 75% recommendation for watershed protection. Learn how to prioritize watersheds and parcels. An interactive exercise will help you apply the principles of PTM to your district's forestry program. This session will provide insights on leveraging Clean Water funds for increasing forestry cost share and staff capacity.</p> <p><i>Trainers: Dan Steward & Pete Jacobson – Hubbard SWCD & Gary Michael – DNR Forestry</i></p>
Practical Climate Adaptation Tools and Resources That You Can Use in Your Work!		General Accounting Update and Q & A
Track: Advanced Technical LGU Org: All	Skill Level: Intermediate /Advanced	Track: Fiscal & Programs LGU Org: SWCD
<p>Intentional climate adaptation planning has become a necessary part of the job for many natural resources professionals. Yet, one of the major challenges in adapting ecosystems to climate change is in the translation of broad concepts to specific, tangible actions. This training will showcase where to find climate change resources and explore a decision-support framework that can be used when integrating climate considerations into conservation planning. This interactive session is of interest to those managing agriculture and forest lands, and water resources.</p> <p><i>Trainers: Danielle Shannon – USDA Northern Forests Climate Hub, Martha Sample – University of Minnesota & Katie Frerker – USDA Forest Service</i></p>		<p>The focus of this session is to provide general accounting updates and information on the following items: 1099's, chart of accounts setup in QuickBooks, QuickBooks modules and how they can be used to track bills and invoices better in QuickBooks, sales tax tracking in QuickBooks, and year-end close out. We will also briefly go over how you can use QuickBooks to simplify the grant tracking for Unearned Revenue and financial bookkeeping process (which means a simpler reconciliation and audit).</p> <p><i>Trainers: Michael Peterson & Samantha Hoskins – Peterson Company Ltd.</i></p>
Design Lab: Getting Others to Help Shape Your Good Idea		Visual Storytelling Workshop – Part 1
Track: Outreach LGU Org: All	Skill Level: Beginner	Track: Workshops LGU Org: All
<p>In this introductory training, learn the technique of "harvesting" the good ideas of others using a process known as Design Lab. This process brings together people in your area to assist in designing a project, meeting, event, happening, or some complex idea that getting insights and perspectives from others could help shape and make happen. We will review the concept, how to implement this in your area, and practice with a few "real projects". When using this process, you will gain co-creation and facilitation skills while generating support and tapping into wise advice about concrete outcomes you are seeking.</p> <p><i>Trainer: Michael J. Kennedy – MPCA-Duluth</i></p>		<p>Show your successes, promote your programs, and introduce your organization! You can create compelling content without a big investment in time or equipment. Learn tools and techniques for shooting engaging photos and videos via smartphone, writing an attention-getting message, and targeting your audience. Aimed at those whose primary duties are not communications related.</p> <p>Participant Requirements: Smartphone. Prior to training install the following apps and become familiar with: Canva; your choice of photo-editing app with ability to crop, adjust exposure. This session is a prerequisite for Part 2.</p> <p><i>Trainers: Ann Wessel– BWSR, Dave Schwarz – Minnesota Pheasants Forever and Quail Forever & Brittany Lenzmeier – Stearns County SWCD</i></p>
Managing Your Projects or Projects Managing You?		
Track: Org Capacity LGU Org: All	Skill Level: Intermediate/Advanced	
<p>Conservation planning and management, almost by definition, requires paying attention to many things at once. Deadlines, communication, meetings, plans, documents, and managing team workload are all on different schedules and have different partners. Keeping track of all that without something falling through the cracks requires, discipline, organization and a system that equips you to stay on top of it all. This session will help you develop habits, techniques, and tools that allow you to meet your responsibilities, delegate to and manage your team, and potentially free some time for creative solutions and adaptive management.</p> <p><i>Trainer: Moriya Rufer – Houston Engineering</i></p>		

Wednesday, October 30		Session 4		2:45 pm – 4:15 pm	
Policies: So, What is a Policy Anyway?			How to Write Something They'll Want to Read		
Track: Org Capacity LGU Org: All		Skill Level: Intermediate/Advanced		Track: Outreach LGU Org: All	
<p>Policies, policies, policies everywhere! During this session you will learn what a policy is and why they are important. Participants will gain a better understanding of the different types of policies we run into as conservation organizations and what the benefits of policies are. Attendees will also hear about steps that the Swift SWCD recently took to update their organization's policies and how they used a Performance Review and Assistance Program (PRAP) grant to pay for professional services. Participants will go home with a better understanding of how they can use these steps to update policies in their own offices.</p> <p><i>Trainers: Andy Albertson – Swift SWCD & Ann Goering – Ratwik, Roszak, & Maloney</i></p>			<p>Your conservation organization is doing amazing work, but are you successfully sharing your story? Whether you are writing for a newspaper, your website, a special mailing, or a board report, it's important to be able to capture your audience's attention and share your messages simply and effectively. During this training, we'll discuss: 1) How to adapt your writing for different audiences and communication platforms. 2) How to explain scientific and technical topics in a manner that is easy to understand and interesting to a lay audience. 3) Pairing text with photos and images to tell a more meaningful story. 4) How to avoid common pitfalls, such as "government speak", passive voice, and burying the lede.</p> <p>Participant Requirements: Laptops and a pad of paper.</p> <p><i>Trainer: Angie Hong – Washington Conservation District</i></p>		
Migrating from ArcMap to ArcPro			Wetland Conservation Act Introduction		
Track: Basic Technical LGU Org: All		Skill Level: Beginner/Intermediate		Track: Fiscal & Programs LGU Org: All	
<p>Making the transition from ESRI's ArcMap software to ArcPro can be scary. Do not fear, it isn't as bad as it may seem! This session will demo some basics of the software, how it compares with ArcMap and integrates with ArcGIS online, and work through some simple conservation scenarios utilizing the capabilities of ArcPro. A demo on using ArcPro to generate ArcGIS online content, including a simple webapp and dashboard will be provided as well as an overview of adding your favorite mapping resources to ArcPro, such as aerials, USGS topo maps, DNR Quick Layers and NRCS Engineering tools.</p> <p>Participant Recommendation: Laptop optional</p> <p><i>Trainers: Mitch Brinks – TSA 8 & Jarrett Drileck – Crow Wing SWCD</i></p>			<p>This session will provide a basic overview into the Wetland Conservation Act (MN Rule 8420). Program objectives, details and terminology will be covered to provide participants an understanding in wetland regulation in Minnesota. The concepts of wetland banking, replacement plans, delineation and exemptions will provide a taste of rule detail to those unfamiliar. 2024 Legislative changes to WCA will also be discussed and how they could impact local regulation.</p> <p><i>Trainers: David Demmer & Ben Meyer – BWSR</i></p>		
Flying Through Projects Using the Latest Technology			Visual Storytelling Workshop – Part 2		
Track: Advanced Technical LGU Org: All		Skill Level: Beginner/Intermediate		Track: Workshops LGU Org: All	
<p>Come learn how the latest technologies are being used in the conservation field which could benefit your work. Hear about a drone that collects topographic data in heavily vegetated areas, the Trimble R12i with tilt compensation technology that increases the accuracy of the collection points, and software used to create machine control files that can reduce the amount of construction inspection time. Have you ever wondered how your SWCD can benefit from using a drone? The Wilkin SWCD will share the different ways they use their drone and the requirements that come with flying one. You will also hear from NRCS about how ArcGIS Survey 123 is being used to gather soil health information and soils applications for field use.</p> <p><i>Trainers: Mike Skoglund – Southwest Prairie TSA #5, Kim Melton – Wilkin SWCD & Brandon DeFoe – USDA/NRCS</i></p>			<p>Put what you learned in Part One into practical use. Gain hands-on experience composing environmental portraits and group shots, practice writing with impact, and then package images and words to create a message. Expect to create and share sample posts. Be prepared to spend some time photographing outside.</p> <p>Participant Requirements: Smartphone. Prior to training install the following apps and become familiar with: Canva; your choice of photo-editing app with ability to crop, adjust exposure. Part 1 is a prerequisite.</p> <p><i>Trainers: Ann Wessel – BWSR, Dave Schwarz – Minnesota Pheasants Forever and Quail Forever & Brittany Lenzmeier – Stearns County SWCD</i></p>		
A.I.: Useful Tool or Plagiarism Engine?					
Track: Emerging Topics LGU Org: All		Skill Level: Beginner/Intermediate			
<p>Artificial Intelligence technologies have an opportunity to increase productivity for your communications and writing work. But before you dive into the world of AI, there are some important things to consider - is it a good idea? Whose work is it, anyway? This session will provide an overview of A.I. now, how we got here and how to use it for communications work.</p> <p>Participant Recommendation: Laptop optional</p> <p><i>Trainer: Lisa Schwarz – Minnesota Newspaper Association Minnesota News Media Institute</i></p>					

New Thinking for New Times: Unleash your Creativity!

Track: Emerging Topics **Skill Level:** Intermediate
LGU Org: All

There's never been a better time to be in conservation, with lots of new money and new programs. Can the old ways of doing business accommodate the new opportunities? Maybe, but there's always room for improvement from small changes or major program renovations. In this session, we'll explore ways to think outside the box, come up with new ideas, and get people excited about participating. Get inspired by some of the interesting things your peers are doing to improve their programs and walk away with new ideas.

Trainers: Julie Westerlund & Jeff Hrubes – BWSR

Construction Zone: Lanes Merge Ahead

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

Do you wear many hats in your organization? Is construction oversight a little out of your lane but you need to merge into it now? We'll cover inspecting and managing engineering projects including working with contractors, reading construction plans and specifications, and certifying final construction documents. Examples of engineering plans and documents will be provided. We'll focus on wetland restoration construction with BWSR staff, but also tie in other common engineering conservation practices.

Trainers: Aaron Peter & Bruce Wilken – BWSR

Goldilocks and the Three Bears of Workload Management

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

Once upon a time there was an organization who only had a handful of programs to manage. Over the past decade or so, conservation organizations have seen a dramatic increase in new programs and new funding. Managing workload and adding staff capacity to meet growing programs can be challenging. In this session you will hear creative examples of how the Becker SWCD added staff capacity, through partnerships, to meet workload needs. Participants will also hear about effective strategies used by the Stearns SWCD to manage their district's workload. Learning from these examples will be beneficial to your organization whether your workload is too little, too much, or just about right.

Trainers: Bryan Malone – Becker SWCD & Kyle Weimann – Stearns SWCD

Exploration of RIM Easement Programs

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

Explore opportunities through the diverse array of perpetual and long-term easements programs offered by BWSR. Participants will gain a better understanding of the current RIM programs available, eligibility, site selection, and will receive applicable program updates. The basics of each easement program will be covered, with an emphasis on the current program changes and updates.

Trainers: Kevin Roth, Sara Reagan & Lucy Dahl – BWSR

Designing Engagement Using Systems Theory

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

Conservation outreach seeks to change behavior. While we spend time on designing content to deliver our message and performing an audience analysis, how often do we consider the larger world that drives landowner behavior? When we think about those with whom we are engaging, there are inputs that influence behavior, there are behavioral outputs, and there are feedback loops that can hinder or reinforce our behavioral change efforts. By using the tools of Systems Theory, we can understand the larger environment in which our audience is living so that we can target our activities to align with the system that is influencing behaviors rather than working in ways that will be resisted by forces we do not understand.

Trainer: Jason Weinerman – BWSR

A Pollinator Powerhouse: Raingardens are the Answer! – Part 1

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

This two part workshop will provide attendees with the tools to work with landowners on installing and maintaining raingardens. In the first part session, we will focus on the conceptual side with a focus on the importance of raingardens, site assessment and planning, design, and tools and materials that can help with the layout. And of course, we will discuss job approval authority related to raingarden design, installation, and certification.

Trainers: Patrick Schultz & Dan Shaw - BWSR, & Alyssa Bloss – Carlton SWCD

Discover Free, Fast, and Easy GIS with MNAtlas

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

Get acquainted with the online Minnesota Natural Resource Atlas, an interactive mapping tool paired with a comprehensive database of over 500 data layers including agriculture, biota, geology, geography, imagery, water, watersheds, infrastructure, administrative boundaries, and more. The Atlas is designed to provide people and organizations without specialized GIS software or skills full access to the information in spatial data. Users can view multiple data layers simultaneously, measure, draw, filter and summarize data, print, and share information. By the end of the session, users will be able to create their own maps and easily share them with others.

Participant Recommendation: Laptop or Tablet

Trainers: Cindy Hagley & Will Bartsch – Natural Resources Research Institute, University of Minnesota Duluth

Plans, Plans, Everywhere There's Plans

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

Life was simple when all you had to worry about was a single watershed plan. You might have been the lead or maybe just a member of the team but then another plan came along, then another and maybe another. You might have different roles depending on the watershed characteristics or the percentage of land in your organization's boundaries. Even though these plans are based on watersheds, the work intersects right in the middle of your office. How do you devise a system to make your life easier and develop routine operations that adapts to the individual watersheds yet allows you to operate efficiently? This session will provide some tips and lessons learned as multiple watershed plans are developed.

Trainers: Paul Swanson – Pine County SWCD & Kay Gross – Cottonwood SWCD

Right Seed Right Place for Conservation Seed Mixes

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

Conservation seed mixes and approaches to restoring native vegetation continue to evolve as we work to address habitat loss, declining pollination populations, water quality issues, climate change and other challenges. This session will cover new developments with conservation seed mixes and their selection. Learn how to select and customize seed mixes for conservation programs, DIY plantings, and mitigation projects. We'll also cover matching seed mixes to soil and moisture conditions and when containerized plants should be used to supplement seeding projects, and recommendations for selection and establishment methods.

Participant Requirement: Smartphone or Laptop

Trainers: Dan Shaw – BWSR & Jeff Potts – Pheasants Forever

Building Bridges: Working With New and Challenging Partners

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

Are you facing unknown territory or roadblocks with your partners? Working with new and challenging partners can be time-consuming and frustrating. Yet, we know that by working together with our partners, we can achieve greater conservation success. How can you find common goals, values and visions with your partners so that you can build bridges instead of encountering roadblocks? In this session you will learn about and practice tools for building bridges including assessing potential partners and identifying commonalities that can be used to identify and strengthen the relations between your groups.

Trainer: Jason Weinerman – BWSR

Building a WCA Enforcement Case File

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

This presentation will cover methods and considerations of building an effective Wetland enforcement case file. Enforcement is never easy and knowing how to document and track an enforcement file is important. You will walk away from this presentation knowing enforcement procedures, how to track key events, what to document in the field when investigating an enforcement, how to write findings of facts to support your decisions, how to draft a restoration order, and then what happens after a restoration order is issued.

Trainers: Dilan Christiansen & David Demmer – BWSR & Andrew Grean – Wright County SWCD

New GIS Tools - How to Develop a Water Storage Strategy for Your Watershed

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

Adding water storage to the landscape is becoming increasingly important to increase the resiliency of MN watersheds to changing hydrology. New GIS tools combined with hydrologic modeling are available to assist watershed planners and implementers in identifying, prioritizing, and evaluating water storage sites. The purpose of this session is to teach participants to use these new ArcGIS Pro tools to explore water storage sites and develop a water storage strategy for a HUC 12 watershed.

Participant Requirements: Laptop with ArcGIS Pro 3.2.1

Trainer: Henry Van Offelen – BWSR

A Pollinator Powerhouse: Raingardens are the Answer! – Part 2

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

Now that you have learned the conceptual background on the reasons for, design, and installation of a raingarden, it's time to apply what you have learned. In part 2, we will take the information acquired in part 1 and practice some components related to the design of a raingarden. And, we will also go outside to actually stake a raingarden. Make sure you bring the appropriate clothing as fall weather is always unpredictable.

Trainers: Patrick Schultz & Dan Shaw - BWSR, & Alyssa Bloss – Carlton SWCD

Climate-Smart Forestry

Track: Emerging Topics **Skill Level:** Beginner/Intermediate
LGU Org: All

Minnesota's climate is changing and warming temperatures and increased weather extremes are threatening forests throughout the state. New research from UMD demonstrates that planting seedlings adapted to warmer climates can improve forest health and resilience. This session will cover how you can incorporate assisted migration techniques into projects to improve forest health, resiliency and mitigate invasive species impacts like Emerald Ash Borer. It will also cover the important role local tree sales and farmers play in providing a source for climate-smart tree seedlings.

Trainer: David Abazs – MN Rural Water Association