Welcome to the 2012 Conservation Employee Training conference. This is an special year as we celebrate Hugh Hammond Bennett’s 75-year legacy of soil and water conservation. The nation owes a debt of gratitude to this man who tirelessly worked to improve soil and water conditions.

Thank you for continuing to uphold this living legacy in your districts. Without healthy soil and water, farmers cannot produce healthy food, and we would lose the beautiful, scenic view that bring so many people to our great state.

The work you do is important and I encourage you to continue working hard. I hope you learn some valuable information. And I look forward to seeing some of you on my farm.

Sincerely,

[Signature]

Message from Pat Harris

2012 marks 75 years of conservation stewardship in North Carolina. Districts should be very proud that their efforts, through sound conservation planning, have and will continue to protect natural resources for the public benefit of all citizens.

This year’s Conservation Employee Training is focused on creating more than just conservation awareness. The planning committee has designed training sessions that enable participants to leave with skill sets to improve and enhance the delivery of district services. It reflects the continued drive to achieve stewardship, both as professionals and as a partnership.

2012 is a special year. It marks the one-year anniversary of the division’s highly successful transfer to NCDA&CS. It also marks the beginning of the next 75 years of conservation stewardship....and I have no doubt the living legacy will continue through the outstanding employees who deliver conservation every day!
Pre-Conference Training & Events

Monday, August 13, 2012

10 am – 4:30pm
**School Gardens Workshop**
Steve Bennett, Session Moderator

*Outdoor Learning Centers*
Renee Ray, Buncombe SWCD
Growing healthy families through school and community gardens
Karen Neill, Guilford Cooperative Extension Agent
Afternoon tour of local school gardens

10 am – Noon
**RUSLE 2 Training - Basic**
Eric Pare, Session Moderator
Dana Ashford-Kornburger, NRCS State Agronomist

1:30 – 4:30 pm
**RUSLE 2 Training - Advanced**
Eric Pare, Session Moderator
Dana Ashford-Kornburger, NRCS State Agronomist

Noon – 1 pm
**Lunch for Pre-Conference Sessions**

1 – 5 pm
**Benefit Golf Tournament**
*Crooked Trees Golf Course*
Charles Bass, Tournament Director

7 – 9 pm
**NC CDEA Governing Board Working Supper**
Edward Davis, Session Moderator

Pre-Conference Training & Events

Tuesday, August 14, 2012

9 – 11:30 am
**NC Cost Share Introductory & Refresher**  
Salon B/C  
Kelly Ibrahim, Session Moderator  
Ken Parks, Lisa Fine, & David Harrison  
DSWC Cost Share Specialists  
Overview of cost share programs, contracting, program policies

9 – 11:30am
**Irrigation Design Introductory Class**  
Salon A  
Joe Hudyncia, Session Moderator  
Terri Ruch, NRCS Civil Engineer  
Hamid Farahani, NRCS Water Management Engineer  
Emphasis on micro irrigation, NRCS standards, principles & concepts

9 am – 11:30 am
**School Gardens Workshop**  
Guilford  
Steve Bennett, Session Moderator

*Lessons learned working with an alternative school garden*  
Amanda Sand, Chatham SWCD

*Environmental Education Certification*  
Marty Wiggins, DENR Office of Environmental Education  
Learn about the PCEP educational training plan template

10 am – 12:45 pm
**SWC Commission Work Session**  
Terrace Room  
Pat Harris, Session Moderator

11 am – 2:30 pm
**Registration Opens**  
Hotel Lobby  
Davis Ferguson, Debbie Clayton

**Auction Items Accepted**  
Hotel Lobby  
Leanna Staton, Linda Hash

11:30 am - 12:30 pm
**Lunch**  
Madison
Conservation Employee Training Conference

Tuesday, August 14, 2012

1 – 3:30 pm
Opening General Session
Salon A/B/C
Jerry Dorsett, Session Moderator

Welcome

New Website Introduction
Pat Harris, DSWC Director

Shale Gas Exploration in NC
Dr. Kenneth Taylor, Chief of NC Geologic Survey

Stormwater Recycling & Eco-classroom Project
Gail Hughes, Orange SWCD

National Drug Take Back Initiative
Sergeant Daryl Loftis, Guilford County Sheriff’s Office

Employees Association Meeting
Edward Davis, NCCDEA President

Cost Share Program Updates
State - Julie Henshaw, DSWC Non Point Source Chief
Federal – Matt Flint, NRCS Assistant State Conservationist

3:30 - 5 pm
SWC Commission Meeting & Feedback Session
Salon A/B/C

5 – 6 pm
Open Forum
Guilford Cost Share Staff, Technical Services Staff, NRCS Staff

Ask your questions (DSWC/NRCS/IBeam/FOOTF)

5:30 – 7 pm
Welcome Reception Cookout
Courtyard

7 – 9 pm
Team Building Activities Benefit
Courtyard/Jamestown

Cornhole Tournament
Charlie Bass, Tournament Director

Conservation Bingo Tournament
Pam Steuer, Tournament Director

$10 donation requested includes both Monday & Tuesday evening events
Wednesday, August 15, 2012

7 am – 9 am
**Registration**

**Hotel Lobby**

**Conservation Planning in the Field**

7:45am

*Load vans or find your carpool*  
*Outside Hotel Lobby*  

8 am

*Leave hotel*

8:45am

*Field assignment to groups*  
*Troxler Farm*

9 am - Noon

**Field Session**

Natalie Woolard, Session Moderator

*Welcome*

Commissioner Steve Troxler

*Cropland Planning for Soil & Water Conservation*

Robert Horton, NRCS Resource Conservationist  
Matt Flint, NRCS Assistant State Conservationist

*Completing a Pond Site Assessment*

Cindy Safrit, DSWC Engineer  
Vincent Lewis, DSWC Soil Scientist

8:30 – 11:30am

**MS Excel Computer Lab**  
*Salon A*

Eric Pare, Session Moderator  
Dave Plafker, Wake County Information Services

8:30 – 11:30am

**“Water..the Cycle of Life” Resource Session**  
*Guilford*

Susan Woodard, Session Moderator  
Holly Denham, Division of Water Resources

*Project WET activities, old & new, that you can use with students to teach about ‘Water..the cycle of life.’ Receive Project Wet K-8 correlations to the new Science, Social Studies and Healthy Education Essential Standards as well as other water education resources.*

8:30 – 11:30am

**Effective Leadership, County Relationships**  
*Terrace*

Brenda Williams, Session Moderator

*Effective vs. Good Leadership – Is There a Difference?*

Dick Fowler, NCASWCD Executive Director

*Marketing Your District to County Administrators*

Lynn Sprague, Polk County Agricultural Economic Development
Wednesday, August 15, 2012

8:30 – 11:30 am

**Conservation Districts Office Skills**
Steve Bennett, Session Moderator

*Filing and Other District Procedures*
Betty Whitley, Johnston SWCD

*Document Retention & Records Management*
Al Hargrove, NC Office of Archives & History
Jason Woolf, Local Government Records Analyst

**Yearly Calendar for Soil & Water Conservation Districts**
Steve Bennett, DSWC Area Coordinator

11:30 am –1:15 pm

**LUNCH**

Madison

1:30 – 4:30 pm

**Conservation Planning Process**
Joe Hudyncia, Session Moderator

*Review of Pond Site Assessment Form and Field Activities*
Cindy Safrit, DSWC Engineer
Vincent Lewis, DSWC Soil Scientist

*Comparison of Plan Alternatives on Predicted Erosion*
Robert Horton, NRCS Resource Conservationist
Dana Ashford, NRCS State Agronomist

*Successful Conservation Planning With or Without Toolkit*
Kelly Whitaker, Randolph SWCD
Millie Langley, Guilford SWCD
Natalie Woolard, DSWC Technical Services Section Chief

*Utilizing Google Earth for Conservation Planning*
Ed Shipman, NCDA&CS GIS Programmer
Dan Madding, NCDA&CS Information Support Services

1:30 – 4:30 pm

**MS Publisher Computer Lab**
Eric Pare, Session Moderator
Dave Plafker, Wake County Information Services
Wednesday, August 15, 2012

1:30 – 4:30 pm
**Correlating This Year’s Contest Theme, “Water .. the Cycle of Life” to the 5th Grade Essential Standards Course of Study**
Guilford

Steve Bennett, Session Moderator
Kay Bullard, Cumberland SWCD
Susan Woodard, Johnston SWCD

*Increase the success of your classroom presentations and contest participation by targeting the grade level curriculum’s main points.*

1:30 – 4:30 pm
**Setting Professional Goals**
Terrace

Andy Miller, Session Moderator

*Performance Management*
Dr. Deanna Putney, OSP Performance Solutions HR Consultant

*Technical & Managerial Templates*
Mike Pardue, Wilkes SWCD

*Administrative Template*
Dennis Testerman, Cabarrus SWCD

*NRCS Training Plan Template*
Matt Flint, NRCS Assistant State Conservationist - Technology

*How work plans, training plans and Professional Conservation Employee Program templates can be used to establish and reach professional career goals*

1:30 – 4:30 pm
**Organize, Communicate, and Manage Conflict: A Survival Guide**
Salon B

Brenda Williams, Session Moderator
Carolyn Miller, Chatham County HR Leadership Academy

*Conflict resolution, time management and organizational skills*
Wednesday, August 15, 2012

6:30 – 8 pm
**Banquet**
Edward Davis, President NC CDEA, presiding
Banquet Ballroom
Awards (Golf tournament, Corn Hole tournament, Conservation Bingo)
Drawing for Cash Raffle
Installation of NC CDEA Officers
Live Auction

9 – 11 pm
**Evening Networking Fund Raising Event**
Madison
Music, Dancing, and Fellowship

$10 donation requested includes both Monday & Tuesday evening events

Thanks to the planning committees for your time and expertise.

Sandra Weitzel  
Steve Bennett  
Ralston James  
Eric Pare  
Pat Harris  
Natalie Woolard  
Julie Henshaw  
Edward Davis  
Millie Langley  
Susan Woodard  
Sheila Jones  
Kay Bullard  
Renee Ray  
Cindy Phelps

Jenny Parks  
Andy Miller  
Brenda Williams  
Amanda Sand  
Elizabeth Williams  
Jamey Walker  
Robert Horton  
Matt Flint  
Cindy Safrit  
Daphne Cartner  
Joe Hudyncia  
Kelly Ibrahim  
Dana Ashford
Thursday, August 16, 2012

8:30 – 11:30 am  Completing an Agricultural Water Use Assessment  Salon C
Natalie Woolard, Session Moderator
Dr. Garry Grabow, NCSU Biological & Agricultural Engineering

8:30 – 11:30 am  Grant Funding Basics for SWC Districts  Guilford
Steve Bennett, Session Moderator
Will Summer, Clean Water Management Trust Fund
Michelle Lovejoy, NC Foundation for Soil and Water Conservation
Jeff Bruton, Division of Water Resources (invited)

Tom Hill, DSWC CCAP Coordinator, will lead a panel of representatives from grantors’ organizations.

8:30 – 11:30 am  Marketing Your District Programs  Salon A
Ralston James, Session Moderator

Syngenta’s marketing strategic plan
Ron Williams, Marketing Specialist, Syngenta

Basics of marketing, picking your target audience, hands on activity

8:30 – 11:30 am  Board Meeting Procedures  Salon B
Pat Harris, Session Moderator

Writing Effective Minutes
Cindy Phelps, Franklin SWCD

Robert Rules of Order for Small Meetings
Bruce Miller, Rowan SWCD Supervisor

Travel Vouchers
Tammy Wall, DSWC Business Officer

11:30 am – 1:30pm  Closing Luncheon  Madison
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* Name changed to Conservation Employees Training
Celebrating the living legacy...

**Brown Creek Soil and Water Conservation District**

**Nation’s First Soil Conservation District**

On August 3, 1937, N.C. Secretary of State Thad Eure made history when he signed the certificate establishing the Brown Creek Soil Conservation District as the first in the state, the nation, and the world.

The original Brown Creek Soil Conservation District contained only the parts of Anson and Union Counties within the Brown Creek watershed. Included in this area was the birthplace of Hugh Hammond Bennett, the father of soil & water conservation. In 1947, the boundaries were expanded to include 5 counties, including Anson, Union, Stanly, Montgomery, and Richmond. Over time these other counties formed separate soil & water conservation districts. Today, Anson County retains the original title, Brown Creek Soil & Water Conservation District.

Today, North Carolina has 96 Soil & Water Conservation Districts covering all 100 counties in the state.

**HUGH HAMMOND BENNETT**

April 15, 1881 - July 7, 1960

Hugh H. Bennett devoted nearly half a century to fighting soil erosion. Known internationally as the “father of soil conservation,” he directed the U.S. Soil Conservation Service from its inception until October 1951 when he became Special Assistant to the Secretary of Agriculture. Dr. Bennett’s service was extended a year beyond retirement by Executive Order of President Truman. Immediately following his University of North Carolina graduation in 1903, Dr. Bennett began his professional career in the old Bureau of Soils.

Field surveys led him to the conviction that soil erosion was the most pressing of all agricultural problems. His government pamphlet, “Soil Erosion, A National Menace,” resulted in his appearance before a Congressional Committee. Dr. Bennett’s excellent presentation is credited with planting a seed that flowered into the Soil Conservation Service in 1935. He was author of five books and hundreds of pamphlets and articles. Holder of two honorary degrees - an LL.D. from UNC and a D.Sc. from Clemson Agricultural College, Dr. Bennett was honored during his lifetime with medals, plaques and certificates from seven of the country’s leading professional societies, and received the U.S. Department of Agriculture Gold Medal for Distinguished Service.