



**C O N S E R V A T I O N**  
Employee Training

August 10 - 13, 2015 | Hickory



**Conservation**

**Contagious Enthusiasm**

## **Special thanks to these sponsors:**

NCDA&CS Division of Soil & Water Conservation  
N.C. Association of Soil & Water Conservation Districts  
N.C. Conservation District Employees Association  
N.C. Foundation for Soil & Water Conservation  
USDA Natural Resources Conservation Service

## Message from Commissioner Troxler



On behalf of the N.C. Department of Agriculture and Consumer Services, I would like to welcome you to Conservation Employee Training and hope this training is indeed “Contagious Enthusiasm.”

Your job is important, and the enthusiasm you bring to it helps spread the message of conservation to the people in your district.

Soil and Water Conservation Districts lead the way for conservation and preservation of our state’s farms, forestlands and open spaces that maintain our state’s top business as well as the natural environmental beauty. I hope you have a great time with fellow district employees and receive the tools you need to take the enthusiasm back with you. Thank you for your commitment to your district and to North Carolina.

Sincerely,

## Message from the Division Director

Welcome to the 2015 Conservation Employee Training! I want to thank each of you for making the sacrifice of leaving your jobs and families behind to travel to Hickory. You’ve acknowledged the importance of professional development by being here ready to learn. The various planning committees have done an outstanding job on this year’s program, but I must warn you. Contagious enthusiasm will begin with the feeling of accomplishment you’ll experience as you increase your knowledge, hone your skills and learn your craft as administrators, educators and conservationists. When you return home, my hope is that your contagious enthusiasm will continue to grow and spread to others as we partner together and collectively advance soil and water conservation on private lands for the public benefit of all.

Best wishes for a successful workshop!  
Pat Harris

## Message from the NCASWCD President



Why do we have Soil & Water Conservation Districts today? It's because Dr. Hugh Hammond Bennett answered the *Call of Conservation* to establish a national conservation program. But he didn't just answer it. He answered it with a contagious enthusiasm that is the root of our success today. He had a strong commitment that, over time, spread from person to person.

This is why I selected as my theme for 2015, "*Conservation – Contagious Enthusiasm*" and I think it is an appropriate theme for this CET. We need to accept the challenges that lie before us such as job proficiency and strong customer service.

How do we do that? Through training and the demonstration of our skills and abilities each and every day. Be enthusiastic about your training this week. Take advantage of each and every opportunity. And do that not just with enthusiasm, but with a *contagious enthusiasm* that was characteristic of Dr. Bennett. You, the conservation partnership, our customers, and our state-wide conservation program will all be better because of it.

*Manly M West*



# MONDAY, August 10, 2015

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10 a.m. – 4 p.m.

Lobby

## **Registration Open**

10 a.m. – 12 p.m.

Crowne Room

## **NC Conservation District Employee Association Board Meeting**

1 – 5 p.m.

Hampton/Embassy Rooms

## **General Session**

*Mr. Brian Hacker, Kentucky native and Past President for the Southeastern Conservation District Employees Association will set the tone for this year's Conservation Employees Training through his motivational comments and unique perspective on soil and water conservation.*

*The Conservation Action Team, through the Sandy Bottom District Players, will use an engaging mock board meeting format to illustrate the relevance of local conservation efforts. The session will highlight the district's operational agreement and employee responsibilities to promote conservation planning, take advantage of training opportunities, secure job approval authority, and the list goes on. The session will end with a brief NCCDEA membership meeting. Our common goals and missions make this a session you don't want to miss!*

5:30 p.m. – until

Devine Farms

## **Gab, Gobble & Games**

*Fishing derby with prizes, volleyball, skeet shoot, and horse shoes. Bring your lawn chair and a fishing pole. The Mobile Soils Classroom plans to be onsite, too, for those of you who have not had a chance to see what great things it can bring to your district. There is a separate fee for supper for this evening of excellent team building activities.*

## TUESDAY, August 11, 2015

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7:30 a.m. – 2 p.m.

Lobby

**Registration Open**

### All Day Workshops 8 a.m. - 5 p.m.

#### **Watering Facilities & Piping, Field/Class Workshop**

Crowne Room

Amanda Schaller, Gowon Goode & Jill Malton; NRCS  
*Participants will have the opportunity to learn about water systems delivery on pasture operations, including use and development of water sources, water conveyance infrastructure, supporting conservation practices and the watering facilities themselves. An on-farm planning component in the afternoon will be a part of the session. 7 CCP credit hours available*

#### **Floodplain Management Class**

Parlor Room

Dan Brubaker, NCDPS; Joshua Grant & Eric Carlton, Lincoln Co. Planning Dept; Matt Flint, NRCS  
*Participants will take part in a discussion on federal floodplain management regulations, the use of NRCS CPA-52 form, and how both affect the implementation of conservation practices. This session will include scenarios in which participants will determine regulatory requirements during the planning process. 7 CCP credit hours available*

#### **Stream Crossing Variations & Design**

Hampton Room

Jeff Young & Daphne Cartner, DSWC

**Two-day Workshop** *Participants will have the opportunity to learn about the various types of stream crossings, complete activities to determine site selection, plan and design stream crossing and learn about installation considerations. An on-farm planning component Tuesday afternoon will be a part of the session. Participants will complete a design for the site on Wednesday. Laptops are required. Must attend both days. 14 CCP credit hours available*

#### **Grant Writing Essentials**

Newton Room

Michelle Lovejoy, NCFSWC

**Two-day Workshop** *Come for a crash course in project management and grant writing. By the end of the session you will have a draft for a proposal and have a better understanding of how to engage the right people to get the project done! The workshop will focus on developing a budget, organizing a planning team and drafting common sections of a grant proposal. Open to veteran grant writers and beginners and time will be used to exchange ideas between Districts. Must attend both days.*

8 a.m. – 5 p.m.

South Mountain State Park

#### **It's Our Water, Educational Workshop**

Holly Denham, DWR

*This special 'It's Our Water' workshop will have an emphasis on the 2015 contest theme 'We all live in a watershed.' It will qualify as a Criteria 1 workshop for NC Environmental Education Certification credit.*

## TUESDAY

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8 a.m. – Noon

Terrell Room

### **Administrative Resource Review Class**

Jason Woolf, DCR; Kristina Fischer, DSWC

*Join us for a review of the division website and to share resource materials for districts related to NC General Statute – Chapter 139 – “District Law”, Open Meetings Law, minutes, filing and public records, supervisor travel, financial administration, and more. Draft Document Retention Schedule for SWCDs will also be presented with an opportunity for districts to provide comments. This session is geared toward district administrators that are familiar with the legal and statutory requirements for districts.*

12 p.m. – 1 p.m.

**Lunch** Lobby Atrium Area & Piedmont Park Restaurant

1 – 5 p.m.

Terrell Room

### **Effective Presentations Class**

Roger Montague

*Are you cool, calm, and collected when you speak before groups? Join us as Roger Montague offers suggestions and tips so your audiences will really remember the information you shared. Guidance will be appropriate for any presentation setting from County Commissioners to 3<sup>rd</sup> Grade Field Days. A textbook of handy tips and suggestions will be provided to participants.*

3 – 5 p.m.

Carolina Room

### **NC Soil & Water Conservation Commission Work Session**

5:45 – 6:45 p.m.

**Welcome Supper** Lobby Atrium Area & Piedmont Park Restaurant

7 – 8:30 p.m.

Hampton/Embassy Rooms

### **NC Soil & Water Conservation Commission Meeting**

9 p.m. – until

Terrell Room

### **Mr. DEA Fund Raiser**

*(Dressing room area – Conover Board Room)*

Wednesday, Aug. 12, 2015

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7:30 a.m. – 2 p.m.

Lobby Area

**Registration Open**

**All Day Workshops 8 a.m. - 5 p.m.**

**Stream Crossing Variations & Design** Hampton Room  
*Continuation of Tuesday's session. Must attend both days.*

**Grant Writing Essentials** Newton Room  
*Continuation of Tuesday's session. Must attend both days.*

**Fencing, Field/Class** Crowne Room  
Amanda Schaller, NRCS & Dr. Matthew Poore, NCSU  
*Participants will have the opportunity to learn about fence construction, plan specifications, and materials used. An in the field, on-farm planning component in the afternoon will be a part of the session as well as demonstrations of electric fence set-up and use, and an opportunity to troubleshoot fencing problems. 7 CCP credit hours available*

**Conservation Compliance Plans Class** Parlor Room  
Patty Gabriel & Matt Flint, NRCS; Tim Jones, FSA;  
Josh Vetter, Wake SWCD  
*Students will have the opportunity to learn about Farm Bill conservation compliance requirements, agency roles and responsibilities, best management practice alternatives to assist with compliance, and avenues where districts can provide assistance. 7 CCP credit hours available*

**Effective Interpersonal Skills Class & Fundamentals of Management Class** Terrell Room  
Roger Montague,

*Morning: Do you ever wonder, "Why did they do or say that?" In order to build effective working relationships, it's important to understand human behavior. Understand behavioral traits and generational differences, and how they impact your ability to communicate more effectively. It's a fun-filled look at our behaviors and how they impact our success. A personalized textbook of how to improve your skills will be provided to participants.*

*Afternoon: Improve your managerial skills by exploring the functions of management and how they apply to your district job. We will continue the discussion of the impact of interpersonal skills on the job of a manager. In addition we will cover time management, listening skills, and operational planning. This session will be relevant for district employees serving in managerial positions. A textbook with "how to" information will be provided to participants.*

*NOTE: You do not have to participate in the afternoon session, but you have to attend the morning session to attend the afternoon session.*

## Wednesday

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8 a.m. – Noon

Conover School

### **Pollinator Service Learning Field Project**

Nancy Adamson, NRCS

*Help plan and install a pollinator garden at a local school.*

8 a.m. – Noon

### **Advanced Project Wild – Raptor Workshop**

CC King, WRC

Carolina Room

*This 4 hour short-course will cover birds of prey or raptors, specifically raptor families, profiles, local species, conservation projects and the practice of falconry in NC. It will include portable and trail-friendly hands-on activities for mixed age groups, such as identifying raptors in flight. Join CC King of the NC Wildlife Resource Commission to start down the path to exploring the wonder of our aerial predators. This session qualifies for 4 hours of Criteria III credit for the EE Certification. This session qualifies for 4 hours of Criteria III credit for the EE Certification.*

12 p.m. – 1 p.m.

**Lunch** Lobby Atrium Area & Piedmont Park Restaurant

1– 5 p.m.

Carolina Room

### **Outdoor Learning Environments & Centers Class**

Roger Moore, NCSU School of Design; Gary Higgins, Buncombe SWCD

Roger Moore of the School of Design will share a set of best practices for planning and building outdoor learning centers to help enhance your district's effectiveness with outdoor learning centers. Also, hear how one SWC District is using 'crowd sourcing' to finance an outdoor learning center . This session will qualify for Criteria III EE Certification credits

1 – 5 p.m.

Crowne Room

### **Mobile Soils Classroom**

Richard Hayes, Soil Scientist/Chatham SWCD Supervisor  
*Get acquainted with the mobile soils trailer and the available demonstrations.*

6:30 – 8:00 p.m.

Ballroom

### **Banquet**

## THURSDAY – August 13, 2015

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8 – 10:30 a.m. Hampton/Embassy Rooms

### **Division Program Updates**

Cost Share Specialists, DSWC

*Join us to make sure your district has the most up-to-date information on Soil and Water Conservation Commission Cost Share Program changes effective for FY2016. Division staff will highlight new and revised BMPs, and new tools and resources available for all programs.*

8 a.m. – Noon Crowne Room

### **Funding District Grant Projects Class**

Michelle Lovejoy, NCFSWC

*Have a great project idea, but not sure where to find funds to support it? This session will introduce you to different grant funding sources for district projects. The session will end with a panel discussion with a variety of funding organizations. This session is open to any partnership employees interested in learning where to find funds for a variety of project types.*

8 a.m. – 12 p.m. Newton Room

### **A Watershed of Ideas for teaching the contest watershed theme**

Louise Wooten, Iredell SWCD, and a host of SWCD Education Specialists

*Join a group of enthusiastic SWC District educators to discuss and sample techniques for teaching about watersheds and water quality. Explore hands on watershed demonstration tools for use with classroom groups, field day groups, and older citizens too. Walk away with BMP solutions and a make-n-take resources for your watershed classroom presentations. Receive the watershed theme alignment to the standard course of study along with printed and web watershed resources. Criteria III EE Certification credit will be available for this session.*

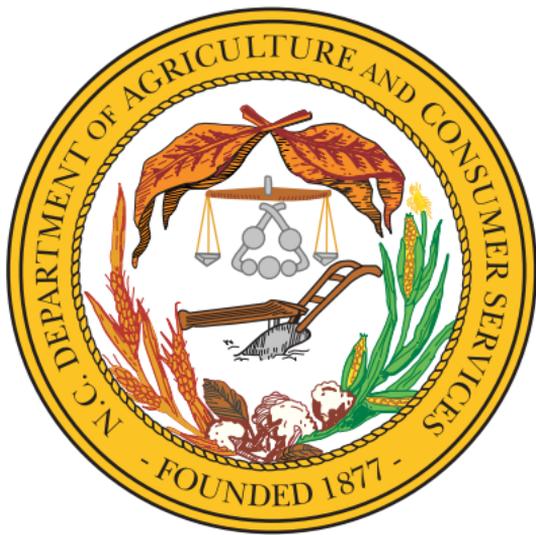
10:30 – 12 p.m. Hampton/Embassy Rooms

### **Conservation Planning Persuasive Skills**

Roger Montague

*Join us as Roger Montague helps us understand why farmers say “no” and what to do about it. He will cover how to ask better questions so agreement can be reached more effectively and efficiently. This session will be relevant for anyone that does conservation planning. Participants will be provided with a handy tip sheet on communicating better in a conservation planning situation. 1.5 CCP credit hours available*





North Carolina Division of  
**SOIL & WATER**

**CONSERVATION**

*Yours for Life*