2015 Summer Conference

Session Ideas Proposed by ISWCDEA

- 1. Drainage Water Management site visit (follow-up to what we're having at Winter Training 2014).
- 2. SSRP training with Chris Haring (site visit?)
- 3. Vegetative Filter Strip tax reduction (maybe this is expiring soon?)
- 4. NRCS Grants (MRBI, CIG RCPP, ww.grants.gov, etc.) with Shannon Allen
- 5. IL Nutrient Loss Reduction Strategy (what do Districts do now? Go from here?) general session?
- 6. Insurance Coverage (Troxell umbrella policy, etc.) what is covered, who is covered, etc. A panel with AISWCD, Troxell and Vermost? General session for all?
- 7. CPESC Training

66th AISWCD Annual Meeting & Illinois Land and Water Resources Conference

	ase rate the following by placing an under your selection.	Excellent	Good	Fair	Poor	Not Applicable	No Answer
1.	Conference Registration	6	4	0	0	0	0
2.	Sunday Fun Night	0	0	0	0	9	1
3.	Opening Ceremonies	1	5	4	0	0	0
4.	Recognition Luncheon	3	2	0	0	5	0
5.	Employee's Forum	3	6	0	0	1	0
6.	Director's Forum	1	0	0	0	8	1
7.	Farm Family Banquet	2	2	1	0	5	0
8.	Live Auction	4	2	0 .	0	3	1
9.	Soil Stewardship Luncheon	2	3	0	0	4	1
10.	Overall Opinion of Sessions	3	6	1	0	0	0
11.	Annual Meeting	3	5	1	1	0	0
12.	Meeting Rooms and Facility	4	5	0	0	1	0
	Food Quality and Service	4	3	0	0	3	0
	Hotel Accommodations	4	3	2	0	1	0
13.	Overall Rating of 2014 Summer Conf.	2	6	1	0	1	0

Survey Results: Main Survey Surveys Received = 10

Comments on Above:

*Opening Ceremonies ended early, missing five partners. *Annual Meeting needs to start earlier

14. Please list any comments/suggestions on sessions:

No Answers = 3

Answers:

*Good sessions. IDOA sessions had good information. It would have been good to have a specialist with IEPA to explicitly detail Nutrient Loss Reduction Strategy.

*Started at 8:00 am on Monday and 9:00 am on Tuesday. Maybe could be at 9:00 for both to give travelers more time.

*Need a diverse choice of sessions (Not two on Cover Crops). It started too early on Monday. *DO NOT begin at 8:00 am on Monday.

*Opening – 5 Partners missing, skipped some of program. One and half hours of down time.

*Don't plan sessions after lunch. Lots of people leave and this is rude to afternoon sessions and planners.

*Sessions should include: board meeting successful tips and topics, budgeting, CPESC, grants, fundraising, PFC

15. Please list any comments/suggestions on meals:

No Answers = 4

Answers:

*Food is great here.

*Good food.

*Meal are way too high for quality. Too expensive.

*Meals were very good.

*Great meals!

*Focus more on the SWCD employees and directors.

16. What changes would you like to see?

No Answers = 3

Answers:

*More Director attendance – incentives to attend? Motivation? What did Summer Conference used to be like? *Have sessions during Annual Meeting.

*HR laws for District staff/Directors.

*More options.

*Need to find a way to increase Director attendance, especially with importance of Nutrient Loss Reduction Strategy in coming years. Maybe hold Director training and Annual Meeting on one day. Sessions for employees and info sessions for Directors on second day.

*Keep up with technical sessions like this year's.

17. Overall Comments/Suggestions:

No Answers = 1

Answers:

*Is there really a need for tickets? (For session entry)

*Start Annual Meeting at 8:30 am to not run late. Lots of down time Tuesday am to start.

*Start at 9:00 am on Monday since more people drive in on this day and start at 8:00 or 8:30 am on Tuesday. Opening Ceremonies was too short and then a long break with nothing to do!! Director Service Awards were supposed to be given out at Farm Family Banquet not Luncheon according to the form we filled out for the Director Service Award.

*Lots of downtime. Keep to a schedule.

*DO NOT begin at 8:00 am on Monday. Many Districts cannot afford to spend two nights.

*Ramada rooms where fair but so humid not as good as they have been in the past.

*During the recognition luncheon, I was disappointed that the slides were not showing (and still) while the award winners were being presented. It would have been nice to have seen the art work and photos presented instead of the scrolling photos of the AISWCD Board.

*No violin music during the luncheon. Cannot visit at the table when music is playing.

*Look for exciting social option on Sunday to attract Directors. And hold them to Monday for Annual Meeting to be sure good attendance for business agenda in important times in IL with agriculture. Maybe an option attractive to Director spouses. Also, start at 9:00 am Monday. Earlier is hard for people to get here. Cost is high for second night stay.

*Great meeting! Keep up the good work.

*Create an atmosphere of sessions that really draw in the SWCD employees again. Hit the big topic and how to improve day-to-day. More sessions on SWCD partnerships for income: pilot program, contribution agreement, CPESC, etc. Help each other with the in's and out's, problems/solutions with the programs.

No Till Cover Crops and Nutrient Management Surveys Received = 28

	Excellent	Good	Fair	Not Applicable	No Answer
Topic of Session	22	6			
Quality of Session	21	7	1		
Interest of Session	21	6	1		
Presenter	21	6	3		
Presenter's Information	20	6	2		
Presenter's Visual Aid/Handouts	19	7	1	1	
Overall rating of Presenter	19	8	1		

Additional Comments:

*Learned a lot.

*Great speakers – three farmer panel

*Should have brought water filtration kits.

*Good first-hand information. Good to have farmer's knowledge. Thought Provoking.

*More handouts IDOA! All speakers were great. It would be nice if there were tables so we could take notes better!

*Didn't make time for breakouts portion. Great topic, took notes. Excited to see RCPP proposals and see how they end up. Continue topic next year.

*Elliot need to keep the meeting on track!

*The three gave good ideas and what problems you need to expect and try to solve.

*Too long time wise

*Farmer panel wondered from topic too much.

Auxiliary: Master Gardner

Surveys Received = 15

	Excellent	Good	Fair	Not Applicable	No Answer
Topic of Session	11	4			
Quality of Session	11	4			
Interest of Session	11	4			
Presenter	12	3			
Presenter's Information	12	3			1
Presenter's Visual Aid/Handouts	11	4			
Overall rating of Presenter	12	2			1

Additional Comments:

*Maybe a local foods movement/workshop for various regions could be a topic of interest.

*Great presentation. Thoroughly enjoyed it!

*Very informative! Really enjoyed the session!!

*Interesting

Auxiliary: Jewelry and Scarves Display Surveys Received = 11

	Excellent	Good	Fair	Not Applicable	No Answer
Topic of Session	9	2			
Quality of Session	9	2			
Interest of Session	9	2			
Presenter	10	1			
Presenter's Information	9	2			1
Presenter's Visual Aid/Handouts	9	1	*		1
Overall rating of Presenter	10	1			

Additional Comments:

*I had fun!

*Had a great time! Keep it up.

*Very fun!

District and LUC Roles and Responsibilities Surveys Received = 9

	Excellent	Good	Fair	Not Applicable	No Answer
Topic of Session	6	2			1
Quality of Session	6	3			1
Interest of Session	5	3	1		
Presenter	5	3	1		
Presenter's Information	6	3			
Presenter's Visual Aid/Handouts	5	3	1		
Overall rating of Presenter	6	1	1		

Additional Comments:

NONE

Advanced QuickBooks Surveys Received = 19

	Excellent	Good	Fair	Not Applicable	No Answer
Topic of Session	11	4	2		1
Quality of Session	9	8	1		1
Interest of Session	11	5	2		1
Presenter	11	5	2		<u>1</u>
Presenter's Information	11	5	2		I
Presenter's Visual Aid/Handouts	12	1	4		1
Overall rating of Presenter	11	5			1

Additional Comments:

*Sally is so intelligent. Thank You! She knows way more then most!

*Great ideas of ways to do things different in QuickBooks.

*In-depth for things we don't use. You have more time on your hands apparently. If you use these, it was good I guess. Need to check what all districts do. If gov. is advised not use, don't train for it.

*Definitely needed tables to put laptops or pad onto to write. Not just chairs. Very inconvenient! Should have had more time. Video was a little fast, but it helps so we can go back and look.

*Everyone was lost. Not applicable to what other districts do.

*Presenter extremely knowledgeable but way over my head.

*Enjoyed the video presentations for visual aids.

*No more QuickBooks training!

Excel Surveys Received = 35

			Fair	Not Applicable	No Answer
	Excellent	Good	Fall	NocApphones	1
Topic of Session	25	9			-
Quality of Session	21	14			
Interest of Session	20	13	2		
	26	9			
Presenter	24	11			
Presenter's Information	23	11	1		
Presenter's Visual Aid/Handouts Overall rating of Presenter	24	10			1

Additional Comments:

*Letting us know if the information is beginner or advanced before attending.

*Darci was very informative and pleasant. It's great that she offered to answer questions later for us. I took a basic Excel class and this was more user friendly.

*Darci was very helpful!

*Great job making a complex program simple.

*Good session for beginner level.

*Very good presenter. Maybe a little basic for me. More SWCD specific info would be helpful but that's our responsibility to send the questions. Great job!

*Turn down air conditioning in all rooms.

*Good job. Good comments and questions from audience.

*Handouts were best, will help in the future. Darci was on point.

Indiana Conservation Cropping System Initiative Surveys Received = 38

			Fair	Not Applicable	No Answe
	Excellent	Good	Fair	Not Applicatio	1
Topic of Session	29	8			-
Quality of Session	29	9			
Interest of Session	26	12			
	29	9			
Presenter	27	11			
Presenter's Information	14	23	1		
Presenter's Visual Aid/Handouts	27	10			
Overall rating of Presenter	21	10			

Additional Comments:

*Love hearing from other states. Very well organized and energized. Would love to have them back.

*The most interesting point of the presentation was the collaboration of multiple organizations and assistance in

training and funding. In our tight budgets we need this type of thinking.

*Very good. Learned a lot.

*Cold in the room.

*Good information. A lot of ideas that can/should be put in motion in Illinois.

*Great topic! Very informative!

*Would have liked to have seen slate and filtration demo.

*More time for questions.

*Very beneficial! Question/answer format worked well.

*Slow start to program, very good message.

*Would like handouts before presentation.

*Very good session! Time for IL to get on board. This quantifying models is a must in reaching nutrient reduction for IL. AISWCD needs to pilot quantifying models for state soon.

*Indiana is light years ahead of IL on soil health and cover crop systems. IL NRCS is still all about programs not

soil conservation.

Director Training Part 1 Surveys Received = 13

	Excellent	Good	Fair	Net And I II	
Topic of Session	10	2	1 011	Not Applicable	No Answer
Quality of Session	0	5			
Interest of Session	8	3	2		
	9	3	1		
Presenter	9	2	2	1	
Presenter's Information	9	2	4		
Presenter's Visual Aid/Handouts	10				_
Overall rating of Presenter	10	2	1		
dditional Comments:	7	4	2		

Additional Comments:

*Don't stand and read PowerPoint slides. That is not a presentation. Handout with resources listed. Correct all misspellings in handouts.

*Director training should be provided other than at annual meeting. Too much information presented in a two hour period. Slide presentations should also be provided in a written handout. Not enough interaction between presenter and attendees.

Director Training Part 2 Surveys Received = 8

	Excellent	Good	Fair	No. A. H. LL	
Topic of Session	6	2	raii	Not Applicable	No Answer
Quality of Session	1	2			
Interest of Session	4	3	1		
Presenter	4	4			
	5	2	1		
Presenter's Information	7	1			
Presenter's Visual Aid/Handouts	6	1	4		
Overall rating of Presenter	6		1		
ditional Comments:	0	1	1		

Additional Comments:

*Need examples to clarify slides. In addition to the presenters experience it would help to have other experience people attend. There seems to be some redundancy in the modules.

* Director training should be provided other than at annual meeting. Too much information presented in a two hour period. Slide presentations should also be provided in a written handout. Not enough interaction between presenter and attendees.

*These three did a very good job of presenting the topic at hand. For future maybe we could have a round table discussing staff issues and dealing with that.

NRCS Pilot Program

Surveys Received = 8

	Excellent	Good	Fals		
Topic of Session	Δ	0000	Fair	Not Applicable	No Answer
Quality of Session		4			
Interest of Session	4	4			
Presenter	4	4			
Presenter's Information	4	4			
	4	4			
Presenter's Visual Aid/Handouts	2	2	2	2	
Overall rating of Presenter	4	4		2	
ditional Comments:					

Additional Comments:

*Great Session, panel, discussion.

*Great topic. Wished more attendance. Great panel and feedback/interaction.

WASCOBS

Surveys Received = 4

		a 1	Fair	Not Applicable	No Answer
	Excellent	Good	Fair	Not Applicante	
Topic of Session	3	1			
Quality of Session	2	1	1		
Interest of Session	3	1			
Presenter	3		1		
Presenter's Information	3		1		
Presenter's Visual Aid/Handouts	2	1	1		
Overall rating of Presenter	3		1		

Additional Comments:

NONE

Education Training Surveys Received =

			Fair	Not Applicable	No Answer
	Excellent	Good	Fair	NOL Applicable	
Topic of Session	8				
Quality of Session	8				
Interest of Session	8				
Presenter	8				
Presenter's Information	8				
Presenter's Visual Aid/Handouts	8				
Overall rating of Presenter	8				

Additional Comments:

*Great job!

*Very motivated speaker.

*I really enjoyed this session. Our county is looking to get more involved in educational programs. These were wonderful interactive ideas.

*Loved it! She is wonderful. Excellent! Loved her enthusiasm and great ideas.

NRCS Conservation Delivery Streamlining Initiative Surveys Received = 8

		Cood	Fair	Not Applicable	No Answei
	Excellent	Good	Tan		1
Topic of Session	5	2			
Quality of Session	5	2			1
	5	2			1
Interest of Session	E	2			1
Presenter	5	2			1
Presenter's Information	5	2			1
Presenter's Visual Aid/Handouts	5	2			1
Overall rating of Presenter	5	2			

Additional Comments:

*Interesting topic. Should be expanded with full session at winter conference. Pilot Programs could be important revenue stream for Districts.

IDOA Farmland Protection Programs

Surveys Received = 8

Excellent	Good	Fair	Not Applicable	
4	2	1 411	Not Applicable	No Answer
4				1
4	3		<u> </u>	11
5				1
5	2			1
4	2			11
				1
	Excellent 4 4 5 5 4 4 4 4 4 4 4	Excellent Good 4 3 4 3 4 3 5 2 5 2 4 3 4 3	Excellent Good Fair 4 3 - 4 3 - 4 3 - 5 2 - 5 2 - 4 3 - 4 3 - 5 2 - 4 3 - 4 3 -	Excellent Good Fair Not Applicable 4 3

NONE

Lincoln Museum Tour Surveys Received = 6

	Excellent	Good	Fair	Not Applicable	
Topic of Session	6		1 011	Not Applicable	No Answer
Quality of Session	6				
Interest of Session	6				
Presenter	6				
Presenter's Information	6				
Presenter's Visual Aid/Handouts	6		· · · · · · · · · · · · · · · · · · ·		
Overall rating of Presenter	6		·····		

Additional Comments:

*We could have used a little more time in the museum. Very interesting!

Policy #	Type	Covere		
			Policy Period	Company
BCP 0011368 00P597937	Directors and Officers Liability	overs the Master AISWCD board and the boards of the bllowing counties: Montgomery, iatt, Saline, Union, Whiteside County	11/22/2012 - 11/22/2015 Cincinneti lus Common	Cincinnati Inc Commun.
		2014 Dodge Caravan #227609	08/05/2014 - 08/05/2015	Pekin Insurance
		Hired and Non-owned Liability coverage for all offices. This covers bodily injury and property damage caused by a		
EBA 0149769	Business Auto	venicle you hire (including rented or borrowed vehicles) or caused by non-owned vehicles (vehicles owned by others, including vehicles owned by your employees).	07/01/2014-07/01/2015	Cincinnati Ins Comnawy
		I have requested a copy of the dec pages so you have. It covers the property and general liability of the operations of		Amduno
EPP 0149769	Package policy - property, inland marine and general liability	all county offices and master office. It also includes inland marine coverage for your main office and county offices.	בנטכן זטן בט כנטכן וטן בט	
EPP 0149769	Umbrella policy		CT07/T0//0-2T02/T0//0	uncinnati ins Company
			U//U1/2012 - 07/01/2015 Cincinnati Ins Company	Cincinnati lns Company
0101WP1022649	Workers Compensation	Work comp coverage fro main office and all county offices	07/01/2014 - 07/01/2015	07/01/2014 - 07/01/2015 Midwest Insurance Company

J. Timothy Cravens, C.P.A. Todd J. Anderson, C.P.A. Dorinda L. Fitzgerald, C.P.A.

Pehlman & Dold, P.C.

CERTIFIED PUBLIC ACCOUNTANTS

Joseph E. Pehlman, C.P.A. (1941 - 1984) Joseph B. Dold, C.P.A., Retired Robert E. Ritter, C.P.A., Retired

100 North Amos Avenue Springfield, IL 62702 217-787-0563 FAX 217-787-9266

TO: BOARD OF DIRECTORS, ASSOCIATION OF ILLINOIS SOIL AND WATER CONSERVATION DISTRICTS

FROM: TIM CRAVENS, CPA

RE: EXAMINATION OF POTENTIAL ASSET MISAPPROPRIATION

DATE: OCTOBER 20, 2014

I. Background

On September 24, 2014, The Executive Director Kelly Thompson and President Myron Kirby of AISWCD, in Springfield, IL met with Tim Cravens in regards to finding approximately \$20,000 in checks that had not been deposited, after Administrative Coordinator Sherry Finn resigned on September 19, 2014. They felt that there was more revenue received then what they had found and had not been deposited.

Based upon the initial findings, an examination was conducted, which involved reviewing the available accounting records and all relevant bank accounts for the period January 1, 2014 through date of resignation.

II. Executive Summary

The examination commenced when Myron Kirby and Kelly Thompson contacted Tim Cravens regarding deposits that had been made into the Association's bank accounts. AISWCD employees found approximately \$20,000 in undeposited checks, and found that no deposits had been made in July and August unless electronically deposited.

Mrs. Finn had been the Administrative Coordinator and performed the bookkeeping services to the Association for several years. At the time the examination commenced she had recently resigned. Prior to that she was the only person with access to the QuickBooks files and reconciled all the bank statements.

Pehlman & Dold, P.C. reviewed the activity in all bank accounts in which Mrs. Finn had access to and/or was responsible for the accounting records for. The examination included a review of all bank activity in 2014, a detailed look at unrecorded activity in the accounting records, as well as several discussions with AISWCD employees. Upon review of 2014 activity it was determined that deposits for the Association's annual auction had not been made and the petty cash withdrawn in order to have change for cash payments had not been returned.

After it was determined that the cash received and the petty cash taken out for the auction had not been deposited in the current year, Pehlman & Dold was asked to review prior year auction deposits. After reviewing deposits from 2009-2014 it was determined that from 2010-2014 Mrs. Finn had not deposited the cash received during the auction.

After reviewing sufficient documentation, it was determined that from 2010-2014 \$8,241 in cash had not been deposited into the AISWCD accounts.

III. Scope

The objective of the examination was as follows:

• Determine the existence of possible misappropriation of assets by Sherry Finn. Once misappropriation is established examine accounts to sufficiently estimate the amount misappropriated.

IV. Approach

Team Members

Tim Cravens, CPA, Pehlman & Dold, P.C.; Matt Hamstra, staff, Pehlman & Dold, P.C.

Procedures

As part of the examination of this matter, the Team took the following actions:

• Obtained, reviewed, and analyzed bank statements and reconciliations for the following accounts for the years 2009, 2010, 2011, 2012, 2013 and 2014.

Bank of Springfield:

3106152 - Association General Fund

3105814 - Association Envirothon

3114228 – Association Grants

3106039 – Foundation General

5602734 - Foundation Affiliate Membership

Williamsville State Bank:

315125 – Association Building

- Obtained, reviewed, and analyzed financial records
- Analyzed all unrecorded activity for misappropriations
- Obtained deposit slips from the bank for all items that were considered misappropriated during the analysis
 of the accounts

V. Findings

Based on the documents reviewed, information collected, and discussions with various Association representatives during the course of the examination, the Team finds as follows:

1. Did the Team determine the existence of a possible misappropriation of assets by Sherry Finn?

Yes. The documents and information reviewed by the Team during the course of the examination indicate that Sherry Finn did not deposit cash from 2010 through 2014. This continued until discovered in September 2014. During the examination, the Team analyzed financial documents to corroborate the original concerns brought forth by the Association. The following is a summary of the evidence and information supporting the Team's findings for each year:

2009 No Findings

2010

The first year that asset misappropriation was found. The deposits made from the auction were less than the revenue received for the auction. There was also no deposit made for the check written in order to withdraw cash for money in order to have change for when people paid for items in cash.

Total auction sales – per summary	\$4,380.00
Check #6942 written to cash	300.00
Auction revenue deposited	(<u>3,360.00</u>)
Total misappropriated	\$ <u>1,320.00</u>

2011

10

101

In 2011 we found checks from districts had been deposited and applied to auction revenue in QuickBooks. After review of the documentation and discussion with the districts, it was determined that these checks were written to pay for registration to the annual meeting. These checks were wrongly classed in order to cover up for the missing cash in action revenue. There also was no deposit made for the \$300 taken out for petty cash.

Total auction sales – per summary	\$7,171.00
Check #7412 written to cash	300.00
Auction revenue per QuickBooks	(6,952.00)
Wrongly classed registration revenue	<u>1,410.00</u>
Total misappropriated	\$ <u>1,929.00</u>

2012

In 2012 districts registration money was again wrongly classed to auction income in order to cover for missing cash. There was also no deposit for the \$350 petty cash or for the \$325 Sherry Finn purchased at the auction.

Total auction sales – per summary	\$9,099.00
Check #7752 written to cash	350.00
Auction revenue per QuickBooks	(9,144.00)
Wrongly classed registration revenue	1,143.50
Auction amount owed from Sherry Finn	325.00
Total misappropriated	\$ <u>1,773.50</u>

2013

In 2013 replacement checks for 2012 payments and registration revenue were wrongly applied to auction revenue. There was also no deposit for the \$350 written for petty cash.

Total auction sales – per summary	\$6,182.00
Check #8266 written to cash	350.00
Auction revenue per QuickBooks	(6,182.00)
2012 replacement checks	110.00
Wrongly classed registration revenue	1,114.50
Total misappropriated	\$ <u>1,574.50</u>

2014

The 2014 auction revenue was not deposited into the bank or recorded on QuickBooks by Sherry Finn. The checks were discovered after she resigned. They were then deposited. The 2014 auction also currently has \$670 that is yet to be received. All cash received including the initial \$450 taken out for petty cash was never deposited.

Total auction sales	\$6,182.50
Check #8765 written to cash	450.00
Auction revenue deposited	(4,318.50)
Receivables from auction	(
Total misappropriated	\$ <u>1,644.00</u>
1 ottal model	

VI. Summary

This report reflects that Sherry Finn, Administrative Coordinator who was in charge of bookkeeping for the Association of Illinois Soil and Water Conservation Districts did misappropriate funds by not depositing cash earned during the annual auction.

VII. Impact to the Association

Over the course of a time frame beginning in 2010, Mrs. Sherry Finn did not keep accurate records for the Association, and did not deposit all revenue into the Association's bank accounts. The total discovered amount of misappropriated assets by Mrs. Finn was \$8,241.

VIII. Recommendations

At this time due to the circumstances that allowed this fraud to occur we would recommend a full review of internal controls should be conducted to determine how such incidents can be detected or avoided in the future. Policies and controls over cash receipts should be reviewed. A single person should not be able to collect, handle, and deposit cash received without any additional controls. Proper policies should be developed and followed that include, proper documentation of revenue when received and, when feasible, two people performing different parts of the cash receipts process.

Respectfully,

Kehlm +D.S

PEHLMAN & DOLD, P.C. CERTIFIED PUBLIC ACCOUNTANTS SPRINGFIELD, ILLINOIS



association of illinois



4285 north walnut street road springfield, il 62707 (217) 744-3414 fax (217) 744-3420 www.aiswcd,org

October 17, 2014

AGREEMENT BETWEEN MS. SHEERY FINN AND AISCWD EXECUTIVE BOARD CONCERNING REPAYMENT OF MISAPPROPRIATED FUNDS

On October, 15, 2014, the Association of Illinois Soil and Water Conservation Districts (AISWCD): President, Myron Kirby; Secretary, Van Bitner; Executive Director, Kelly Thompson; and Administrative Coordinator, Gina Bean met with AISWCD former employee, Ms. Sherry Finn, to discuss findings revealed through a recent Exit Audit. The Exit Audit was initiated upon Ms. Finn's departure from AISWCD on Friday, September 19, 2014. Ms. Finn notified AISWCD of her resignation on Tuesday, September 9, 2014 that her last day with AISWCD would be Tuesday, September 30, 2014.

The Exit Audit revealed an initial estimate of approximately \$8,241.00 missing cash donations from AISWCD bank accounts. (See attached report for detailed information.)

During the aforementioned meeting, President Myron Kirby advised Ms. Finn the AISWCD believes the total amount of missing donations is closer to \$10,000.00. Ms. Finn was presented with two options: 1) Repayment of misappropriated funds totaling \$10,000 plus an additional 50% incurred for expenses associated with the Exit Audit and employee hours dedicated to the purpose; or 2) submitting an insurance claim to AISWCD's insurance company, which will require the filing of a police report with local law enforcement.

Ms. Sherry Finn agreed to option 1, the repayment of misappropriated funds in the amount of \$10,000 plus the additional 50% for related expenses, totaling \$15,000 in the form of a cashier's check or certified funds. By signing below, Ms. Finn is admitting to the misappropriation of AISWCD funds.

A copy of this letter along with the meeting minutes will be filed in Ms. Finn's permanent personnel file at AISWCD. AISWCD is allowed to discuss this matter with AISWCD Board members and Soil and Water Conservation Districts as deemed necessary. AISWCD is also allowed to inform any potential employers conducting background investigations and/or seeking letters of reference of this agreement.

Therefore be it resolved, once all terms of this agreement are satisfied, being of sounds state and mind and under no duress, both parties signing below, AISWCD and Ms. Sherry Finn, agree to not seek any legal action concerning this matter.

M ʹMs Shefry Finn フタ resident AISWCD Executive Director

Date

Dat

officers

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Administrative Assistant SHERRY FINN

Watershed/IUM Coordinator MATTHEW HANAUER

Office Assistant GINA BEAN

CREP Resource Specialists SHERYL PHILLIPS Peoria SWCD

JEREMY PRUDEN Brown SWCD

TIM ROYER McDonough SWCD

DAN SAHM Schuyler SWCD

JAKE VANCIL Sangamon SWCD

mission

"to represent and empower illinois' swcds"



association of illinois



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October 18, 2014

officers

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Treasurer KENNY VOSHOLLER 8341 County Line Road Cutler, IL 62238 (618) 967-5450

staff

Executive Director KELLY THOMPSON

Administrative Assistant SHERRY FINN

Watershed/IUM Coordinator MATTHEW HANAUER

Office Assistant GINA BEAN

CREP Resource Specialists SHERYL PHILLIPS Peoria SWCD

JEREMY PRUDEN Brown SWCD

TIM ROYER McDonough SWCD

DAN SAHM Schuyler SWCD

JAKE VANCIL Sangamon SWCD

mission

"to represent and empower illinois' swcds"

DECLINING FINAL PAYCHECK AND PAYMENT OF TWO VACATION DAYS

Former AISWCD employee, Sherry Finn, has declined receiving her last paycheck and two vacation days due the incident that took place with misappropriation of AISWCD funds.

erry Finn

Kirby, AISWCD President

Director Kelly Thompson, Executive

<u>Y. XUY</u> <u>19-20(</u>4 Date

Date

Date

Association of IL Soil and Water Conservation Districts Balance Sheet As of January 1, 2014

Jan 1, 14	65,602.76 13,576.32 72,577.31 9,035.30	160,791.69 160 701 60	-84,818.30 -84,818.30 31,933.85 273,416.19 11,274.53	231,806.27	231,806.27 392 597 96		-53.77	-53.77	-53.77	-53.77	-53.77	142,907,23 249,775,14 -30,64	392,651.73	392,597.96
	ASSETS Current Assets Checking/Savings 1 · CASH-BOS GENERAL FUND 2 · CASH-BOS GENUROTHON 3 · CASH-BOS GRANTS 4 · CASH-WSB BUILDING	Total Checking/Savings Total Current Assets	Fixed Assets 1401 · FIXED ASSETS 1550 · ACCUMULATED DEPRECIATION 1500 · FURNITURE, FIXTURES & EQUIP 1450 · BUILDING 1475 · Vehicles	Total 1401 · FIXED ASSETS	Total Fixed Assets TOTAL ASSETS	LIABILITIES & EQUITY Liabilities	Current Liabilities Other Current Liabilities 2100 · Payroll Liabilities 2120 · SUTA PAYABLE	Total 2100 · Payroll Liabilities	Total Other Current Liabilities	Total Current Liabilities	Total Liabilities	Equity 3200 - RETAINED EARNINGS - PRIOR 3900 - Retained Earnings Net Income	Total Equity	TOTAL LIABILITIES & EQUITY

Association of IL Soil and Water Conservation Districts Profit & Loss January 1 through December 8, 2014

•	
	Jan 1 - Uec 8, 14
Ordinary Income/Expense	
SWCD Dues	
4000 · DUES	1.610.10
4001 · MEMBERSHIP DUES	130,463.61
Total SWCD Dues	132,073.71
4100 · GRANT REVENUE	
4115 · CREP Resource Specialists	435,853.26
4111 - IUM-Urban Manual Update-3191103 4109 - IIIM Coordinator Grant 3400804	85,373.18
4109-4 · Travel	1.215.48
4109-03 · Indirect	368.52
4 103-02 · Administration	2,/01.39
Total 4109 · IUM Coordinator Grant 3190801	4,285.39
4100 · GRANT REVENUE - Other	0.00
Total 4100 · GRANT REVENUE	525,511.83
4200 - ANNUAL MEETING REVENUE	
4201 · ANNUAL MEETING REGISTRATION	19,094.54
4202 · ANNUAL MEETING AUCTION	4,843.50
4204 · ANNUAL MEETING SPONSORSHIP	1,750.00
Total 4200 · ANNUAL MEETING REVENUE	25,688.04
4300 · ENVIROTHON REVENUE	
4320 · Kegional Stewardship Challenge	23,356.50
4301 · IEAWI REGISTRATION FEES 4303 · VOLLINTEER/DRECENTED MEALS	2,950.00
4304 · SPONSORSHIPS	7,018.20
Total 4300 · ENVIROTHON REVENUE	33,527.05
4400 · Miscellaneous REVENUE	
4412 · ISWCDEA	192.56
4411 · Insurance Revenue	2,478.65
4402 · MISCELLANEOUS REVENUE	559.79
4403 · Earth Stewardship Day Revenue	2,900.00
4400 · Miscellaneous REVENUE - Other	34,688.45
Total 4400 · Miscellaneous REVENUE	40,819.45
4500 · INTEREST INCOME 4501 · ENVIROTHON INTEREST	20.02
4502 - GRANTS INTEREST	J9.20 220 16
4503 · GENERAL FUND INTEREST	220.10 204.68
4504 · BUILDING INTEREST	8.33
Total 4500 · INTEREST INCOME	572.40

Page 1

Association of IL Soil and Water Conservation Districts Profit & Loss January 1 through December 8, 2014

	Jan 1 - Dec 8, 14
Total Income	
Expense 6520 · NRCS Pilot Program-Contract Agr 5000 · DAVEOU ·	7 30, 192.48 285.60
5001 - SILARIES 5001 - SILARIES 5005 - EICAMMEDICADE	262,800.83
5003 FUTA EXPENSE	20,178.49 14.111 E4
5004 · SUTA EXPENSE 5005- · Bonuses	787.28
5000 · PAYROLL - Other	8,501.75 34,895.81
Total 5000 · PAYROLL	341 275 67
5100 · EMPLOYEE HEALTH INS. 5112 · Emply Healthins (Off. Asst.)	5.048.10
5107 · Emply Health ins (CRS) 5107 · Emply Healthins (Project Cood)	28,675.75
5106 · EMPLOYEE HEALTH INS (Adm Asst)	5,127.23 4 442 98
5101 - EMPLY HEALTH INS (ExecDir) 5100 - EMPLOYEE HEALTH INS - Other	1,393.43
Total 5100 · EMPLOYEE HEALTH INS.	2,244.42
5200 · INSURANCE 5206 · Business Auto-Package 5205 · Package Policy 5202 · INSURANCE-DIRECTORS & OFFICERS 5200 · INSURANCF · Other	579.91 579.00 42,879.00
Total 5200 · INSURANCE	1/8.00
5300 · CONTRACTUAL SERVICES 5301 · Public Affairs Coodinator	44,154.91 24 000 00
Total 5300 · CONTRACTUAL SERVICES	
5400 · PROFESSIONAL SERVICES 5405 · Other 5401 · REGULAR AUDIT	562.50 562.50
Total 5400 · PROFESSIONAL SERVICES	5 212 EC
5500 · TRAVEL 5501 · EMPLOYEE MILEAGE 5502 · EMPLOYEE TRAVEL	767.93 1.659 a3
Total 5500 · TRAVEL	
5600 · ANNUAL MEETING 5603 · ANNUAL CONF-AWARDS 5604 · ANNUAL CONF-MEALS 5605 · ANNUAL CONF-TRAVEL & LODGING	2,427.00 1,908.39 12,876.06 1,498.56

Association of IL Soil and Water Conservation Districts Profit & Loss January 1 through December 8, 2014

	Jan 1 - Dec 8, 14
5606 - ANNUAL CONF-AUCTION 5607 - ANNUAL CONF-OTHER	2,098.75
5608 - ANNUAL CONF-SPEAKER	186.80
2000 · ANNUAL MEETING - Other	0.00
Total 5600 · ANNUAL MEETING	19,507.86
5700 · QUARTERLY BOARD MEETINGS 5705 · BOARD MEETINGS-Conf Calls	85 08
5701 · BOARD MEETINGS-LODGING	470.40
5702 · BOARD MEETINGS-MEALS 5703 · BOARD MEETINGS-TRAVEL	2,672.06 274.40
Total 5700 · QUARTERLY BOARD MEETINGS	3,501.94
5900 · LEGISLATIVE 5910 · Sustainable Solutions Tour	00 700
5906 · Legislative-Miscellaneous	122.00
5904 · LEGISLATIVE DAY	2,249.34
Total 5900 · LEGISLATIVE	2,702.57
6000 · AISWCD OFFICER(S) EXPENSE	78.40
6120 · Regional Stewardship Challenge	13 107 31
6116 · Envirothon Miscellaneous Exp	204.85
6115 · Envirothon Coordinator	10,125.00
6102 · NATIONAL EXPENSES	172.71
	6,351.92
Total 6100 · ENVIROTHON EXPENSE	30,261.79
6200 · OFFICE NEEDS	
6201 · OFFICE SUPPLIES 6202 · FOILIPMENT	1,526.21
6203 . PRINTING	1,627,25
6204 · COPIER LEASE	000.12
6205 · POSTAGE/DELIVERY	1 046 75
6200 · OFFICE NEEDS - Other	83.40
Total 6200 · OFFICE NEEDS	5,876.45
6300 · BUILDING EXPENSES	
6302 · UTILITES 6303 · SNOW REMOVAL/LAWN CARE	818.29
6306 · PROPANE	1.840.00
6307 · MAINTENANCE ACCOUNT	1,505.99
6310 · SECURITY SYSTEM	481.00
	219.00
6300 · BUILDING EXPENSES - Other	2,232.44
	118.21

	Jan 1 - Dec 8, 14
Total 6300 · BUILDING EXPENSES	8,929.93
6400 · MEMBERSHIPS/REGISTRATIONS 6401 · MEMBERSHIPS/REGISTRATIONS 6400 · MEMBERSHIPS/REGISTRATIONS - Other	235.00 720.00
Total 6400 · MEMBERSHIPS/REGISTRATIONS	955.00
6500 · GRANTS EXPENSE 6515 · IFDC Grant-2014 6510 · 604 B-IUM Expense	1,722.50
6510-5 · Subcontracts	135.00
oo10-4 · Equipment, Materials, Supplies 6510-3 · Travel	270.65 1.583.56
6510-2 - Indirect Costs	260.88
6510 · 604 B-IUM Expense - Other	777.44 90.69
Total 6510 · 604 B-IUM Expense	3,118.22
6550 · IUM Coordinator Expense 6550-3 · Thompson-IUM Coordinator 6550-1 · Conferences	2,983.74 324.93
Total 6550 · IUM Coordinator Expense	3,308.67
6505 · 3191103-IL Urban Manual Update 6505-5 · Subcontractor-Standards Updates	4.185.00
6505-4 · Consultants	7,227.26
6505 · 3191103-IL Urban Manual Update - Other	42.17 4,588.50
Total 6505 · 3191103-IL Urban Manual Update	16,043.53
6502 · CREP 6502-01 · 3191202-CREP RS Accti 6502 · CREP - Other	148,115.95 -1,137.44
Total 6502 · CREP	146,978.51
Total 6500 · GRANTS EXPENSE	171,171.43
6600 - VEHICLE 6604 - Sticker-Registration/Title 6605 - Interest (Loan) 6603 - INSURANCE-VEHICLE	104.50 309.09 273.00
Total 6600 · VEHICLE	686.59
6700 · INTERNET/WEBSITE 6701 · WEBSITE MAINTENANCE 6702 · INTERNET SERVICE	83.40 959.40

Page 4

Cash Basis

Association of IL Soil and Water Conservation Districts Profit & Loss January 1 through December 8, 2014

1 D42 80
7.791.80
7.791.80
17,197.38 372.00
200.00
629.31
16,823.51
15.00
2,955.86
4,037.36
42,230.42
759 005 43
-812.95

-812.95

Net Income

5:58 PM

12/08/14 Accrual Basis

Association of IL Soil and Water Cons. Dist. Foundation Profit & Loss January 1 through December 8, 2014

	Jan 1 - Dec 8, 14
Income 4200 · Miscellaneous Revenue 4207 · Foundation Affiliate Membership	710.16
4210 · PayPal	196.22
4215 · Regional Stewardship Challenge	-244.20
Total 4200 · Miscellaneous Revenue	662.18
4410 · INTEREST INCOME	83.82
Total Income	746.00
Expense	
6210 · ANNUAL REPORT FILING FEES	15.00
6500 · AISWCD Foundation Expense 6600 · Foundation Affiliate Membership	500.00
6605 · Bank Service Charge	88.31
6600 · Foundation Affiliate Membership - Other	240.00
Total 6600 · Foundation Affiliate Membership	328.31
Total Expense	843.31
Net Income	-97.31

6:01 PM

12/08/14 Accrual Basis

Association of IL Soil and Water Cons. Dist. Foundation **Balance Sheet** As of January 1, 2014

	Jan 1, 14
ASSETS	
Current Assets	
Checking/Savings 1020 · CHECKING-BOS FOUNDATION 1021 · BOS Affiliate Membership 1022 · CASH-BANK OF SPFLD SAVINGS 1026 · FOUND. ENDOWMENT BOS-Building	30,783.29 537.14 2,054.37 3,830.94
Total Checking/Savings	37,205,74
Total Current Assets	37,205.74
TOTAL ASSETS	37,205.74
LIABILITIES & EQUITY	
Equity 3210 · TEMP RESTRICTED NET ASSETS 3220 · NET ASSETS RESTRICTED 3900 · Retained Earnings	4,925.19 25,545.74 6,734.81
Total Equity	37,205.74
TOTAL LIABILITIES & EQUITY	37,205.74

Page 1

SWCD of Illinois Insurance Plan Administrator's Report to AISWCD November, 2014

COBRA –We currently have no members on COBRA. Two COBRA Initial Notices were sent, one COBRA election notice was mailed.

Administration – Administration included:

- 1. The December billing shows a total of 156 enrolled members, with 126 on Managed Care, 13 on Quality Care, and 17 having waived coverage.
- 2. Enrolled one new employee
- 3. Terminated two employees
- 4. Processed November life/disability invoice and payment which was due
- 5. Completed October end of month reports and shared with IDoA, AISWCD, ISWCDEA and the insurance committee
- 6. Updated a few employee salaries with The Standard. This was necessary as new contracts were completed beginning September 1, 2014
- 7. Completed volume 2.4 of the insurance newsletter
- 8. Provided several new employees with enrollment information for enrollment after their probation period in early 2015

Financials – Income for November was \$0.56 with expenses totaling \$132,329.00, resulting in a net income of \$-132,328.44. The balance in the account at the end of November is \$65,202.49.

Billings for December are as follows:

CMS:	\$	132,262.00
The Standard:	\$	4,498.49

At this time, there is not enough money in the account to pay both bills. Diane Reed at CMS has been contacted and is willing to wait for the payment without cancellation. The FY 2015 grant agreement has been signed by all parties and we are awaiting a deposit of funds. The bill for The Standard has been paid.

Sincerely, Melissa Cauble Montgomery County SWCD

2:39 PM 12/04/14 Accrual Basis

SWCD OF ILLINOIS INSURANCE Balance Sheet Prev Year Comparison As of November 30, 2014

	Nov 30, 14	Nov 30, 13	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
AISWCD - Illinois Funds	65,215.07	782,931.93	-717,716.86	-91.67%
Total Checking/Savings	65,215.07	782,931.93	-717,716.86	-91.67%
Accounts Receivable				
Accounts Receivable	-12.58	-12.48	-0.10	-0.8%
Total Accounts Receivable	-12.58	-12.48	-0.10	-0.8%
Total Current Assets	65,202.49	782,919.45	-717,716.96	-91.67%
TOTAL ASSETS	65,202.49	782,919.45	-717,716.96	-91.67%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts Payable	266,333.00	267,871.00	-1,538.00	-0.57%
Total Accounts Payable	266,333.00	267,871.00	-1,538.00	-0.57%
Total Current Liabilities	266,333.00	267,871.00	-1,538.00	-0.57%
Total Liabilities	266,333.00	267,871.00	-1,538.00	-0.57%
Equity				
Retained Earnings	402,505.32	418,016.48	-15,511.16	-3.71%
Net Income	-603,635.83	97,031.97	-700,667.80	-722.1%
Total Equity	-201,130.51	515,048.45	-716,178.96	-139.05%
TOTAL LIABILITIES & EQUITY	65,202.49	782,919,45	-717,716.96	-91.67%

2:50 PM 12/04/14 Accrual Basis

SWCD OF ILLINOIS INSURANCE Profit & Loss Budget Performance November 2014

		Noven	November 2014		
	Nov 14	Budget	Jul - Nov 14	YTD Budaet	Annial Budget
Ordinary Income/Expense					
Income					
AISWCD Life-LTD Premiums	0.00	00.0	544.64	302.18	010 50
COBRA Paid Premiums	0.00	2.530.62	850.68	5 004 78	15 405 70
Emplovee Paid Own Premiums		00 680 6			13,103.12
	0.0	2,463.00	126, 160.00	153,086.00	293,621.50
	0,56	50.15	7.11	131.92	391.51
Miscellaneous Income	0.00	00.0	0.00	0.00	397.50
State Allocation	0.00	1,376,755.00	0.00	1,376,755.00	1.376.755.00
STD Insurance	00'0	560,79	10,835.70	14,975.97	31,485,58
Voluntary Life Insurance	0.00	85.50	4,739.92	5,162.23	10,302.28
Total Income	0.56	1,382,265.06	143,138.05	1,556,408.08	1,729,156.77
Expense					
Administrator Expenses	0.00	2,230.20	5,688.34	5,792.33	8.948.45
AISWCD Life/LTD Expense	0.00	0.00	0.0	191.34	191.34
Fiduciary Liability Expense	0.00		1,825.00		
Liability Insurance	0.00	518.33	0.00	518.33	518.33
LTD Premiums	0.00	753.43	3,907.58	3,787.36	9,221.86
Miscellaneous	0.00	172.59	3,104.07	259.23	681.88
Monthly Employee Paid Premiums	0.00	0.00	0.00	50,005.06	50,005.06
Monthly Premium Health	132,329.00	141,017.00	671,748.00	637,147.00	1,574,783.00
Monthly Premium Life	0.00	553.74	2,800.76	2,739.44	6,451.52
Monthly Premium Voluntary Life	0.00	781.40	4,187.86	4,022.86	10,000.14
Postage	0.00	7.35	00.00	50.05	146.87
Reconciliation Discrepancies	0.00		-0.10		
STD Insurance Premiums	0.00	2,281,08	11,835.37	11,701.87	27,969.52
Wrk Comp - Liability Insurance	0.00	0.00	41,677.00	1,825.00	3,648,00
Yearly CPA Audit	00.00	2,000.00	00.0	2,000.00	2,000.00
Total Expense	132,329.00	150,315.12	746,773.88	720,039.87	1,694,565.97
Net Ordinary Income	-132,328.44	1,231,949.94	-603,635.83	836,368.21	34,590,80

Page 1 of 2

2:50 PM 12/04/14 Accrual Basis

SWCD OF ILLINOIS INSURANCE Profit & Loss Budget Performance

November 2014

Annual Budget	34,590.80
YTD Budget	836,368.21
Jui - Nov 14	-603,635.83
Budget	1,231,949.94
Nov 14	-132,328,44

Net Income

Please note that amounts for the November Standard bill for life/disability are not showing due to the fact that the bill was paid on October 28, Page 2 of 2

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SURANCE y Account t cir split Amount Balance	SWCD OF ILLINOIS INSURANCE Transaction Detail by Account November 2014 Num Name Memo Cir Spi Interest V Interest V Intere	VF ILLINOIS INSU tion Detail by / November 2014 Name Memo	WCD OI ansact ^{Num}	Date 11/30/20	Type Deposit	04/14 AISWCD - Illinois Funds Total AISWCD - Illinois Funds
--	---	--	------------------------------------	------------------	------------------------	---

TOTAL

0.56

0.56

Page 1 of 1

HOTEL/ DATE HOURS POSTAGESUPPLIES MILEAGE MEALS TYPE OF ACTIVITY Prepared October reports for sharing with AISWCD, ISWCDEA, IDoA and insurance committee, reconciled 11/3/2014 October bank statement, added new CREP employee to AdminEase, spoke with an employee about new employee insurance, reconciled statement from CMS 7 Sent COBRA letter and insurance letter to a retiree, 11/7/2014 sent termination paperwork to an employee, assisted Kent Reeves with audit 8 0.69 Attended ISWCDEA teleconference to report on 11/13/2014 insurance items, received new employee forms on a new employee in Saline County 5 Spoke with an employee about sending me his medicare card, emailed Steve Chard about our account 11/14/2014 balance and the amount owed to CMS Spoke with an employee in Peoria county about her insurance enrollment, spoke with an employee about 11/18/2014 his retirement and termination paperwork, began working on insurance newsletter 6 11/19/2014 Worked on insurance newsletter 3 Completed insurance newsletter and sent it to il.all email, spoke to an employee about retirement benefits, 11/20/2014 spoke with an employee about change in watershed coordinators 4 Filing, spoke with an employee about her termination and adding her replacement, added recent new 11/21/2014 employees to the spreadsheet and starting dates spreadsheet Δ Spoke with a new employee about enrolling in health insurance, followed up with a new employee about her 11/24/2014 health insurance provider choices 2 Forwarded an employee's insurance enrollment forms 11/28/2014 to CMS, sent COBRA initial notices to two employees 2 1.38 2.07 Total hours 42 \$0.00 0 0 \$703.50 Total hours x \$16.75=wages Website reimbursement \$10.00 Total of reimburseable expenses S 2.07 0 S 0

\$715.57

Total wages+expenses

INSURANCE ADMINISTRATION LOG SHEET--MELISSA CAUBLE1

USDA FSA Conservation and Environmental Programs Division Report December 9, 2014

Conservation Reserve Program (CRP)

With the expiration of the Farm Bill on September 30, 2013 we had no authority to accept applications or approve CRP contracts for over 8 months. With the passage of the Agricultural Act of 2014, on June 9, 2014, County Offices were authorized to begin accepting new CRP offers.

On September 30, 2014, Illinois had approximately 96,500 acres expire from CRP. Approximately 60,000 of those acres re-enrolled and as of October 31, 2014, Illinois had 74,896 contracts for a total of 883,633 acres.

COF's were authorized to issue CRP payments on October 9, 2014 and have been busy working on that task.

The new farm bill offered producers the opportunity for an 'early out' for certain CRP contracts during the 2015 fiscal year as long as those contracts have been in effect for at least 5 years. The signup period for CRP participants to terminate acreage under the 'early out' provisions is August 6, 2014, through January 30, 2015. Eligible practices include CP1, CP2, CP3, CP10 and CP11. Land with an EI of 15 or greater are ineligible as well as well head protection areas, land enrolled in CREP or in a CRP easement.

The Transition Incentives Program was reauthorized with the new farm bill as well. This is a transition of land enrolled under an expiring CRP contract, from a retired or retiring owner or operator, to a veteran or beginning farmer to return the land to production. In return for this the retiring owner or operator may receive up to two additional annual rental payments after the CRP contract expires. Illinois has been allocated \$685,000 and this was based on the number of expiring CRP contracts. Illinois has two contracts enrolled in this program.

OLLCCNEWS

Lincoln Land Community College · Office of Public Relations and Marketing 5250 Shepherd Road · P O Box 19256 · Springfield, IL 62794-9256 · 217.786.2218 · 800.727.4161, ext. 6.2218

FOR IMMEDIATE RELEASE

Oct. 1, 2014

Contact: Lynn Whalen, 217.786.2219

LLCC awarded \$883,000 grant to establish agricultural watershed and landscape lake management training programs

SPRINGFIELD – Lincoln Land Community College has been awarded an \$882,863 grant to develop workforce training programs in agricultural watershed and landscape lake management. The funding is part of the Trade Adjustment Assistance Community College and Career Training (TAACCCT) competitive grant program, which is co-administered by the U.S. Department of Labor and U.S. Department of Education.

LLCC is one of four community colleges in Illinois to receive grants as part of the Building Illinois' Bioeconomy Consortium. Southern Illinois University-Edwardsville is serving as consortium leader. Total award to the consortium is \$9,956,011. Other consortium members are Lewis and Clark, Carl Sandburg and Southeastern Illinois Colleges.

The training programs developed by the consortium will allow students to earn industry certifications and postsecondary certificates, along with degrees in water management, storm water management, agricultural watershed management, bioprocessing, process maintenance and biofuels. Specifically, LLCC will be developing new stackable certificates, one-year programs and associate in applied science programs in agricultural watershed and landscape lake management.

"We will be training students for careers in water management and protecting the safety of our water supply through filtering systems," said Dr. Judy Jozaitis, vice president of workforce development and community education. "These programs will be at the forefront of an issue of vital importance to all of us: the continued safety and availability of water. The programs are closely related to agriculture and managing the run-off of agricultural chemicals into rivers, lakes and streams."

The programs will be targeted to dislocated workers and those seeking retraining to enter into a new career, but will be open to anyone who wishes to prepare for anticipated regulations in the field of agricultural watershed and water management.

According to the U.S. Department of Labor, the \$450 million in job-driven training grants announced Monday will provide community colleges and other higher education institutions with funds to partner with employers in expanding education and career training programs to help job seekers get the skills they need for in-demand careers.
Illinois Nutrient Loss Reduction Strategy

Key Strategy Components

- 1. Extends ongoing regulatory and voluntary efforts
- 2. Identifies priority watersheds for nutrient reduction efforts
- 3. Establishes the Nutrient Monitoring Council to coordinate water quality monitoring efforts by government agencies, universities, nonprofits, and industry
- 4. Creates the Nutrient Science Advisory Committee to develop numeric nutrient criteria
- 5. Forms the Agricultural Water Quality Partnership Forum to oversee outreach and education efforts
- 6. Establishes the Urban Stormwater Working Group to coordinate and improve stormwater programs and education
- 7. Lays out strategies for improving collaboration among government, nonprofits, and industry
- 8. Defines a process for regular review and revision

Nutrient pollution is a major threat to water quality in Illinois. State and local efforts over the decades to control nutrients have yielded positive results, but new strategies are needed to improve the effectiveness of existing water quality programs and secure the long-term health of water bodies in Illinois and throughout the Mississippi River Basin.

What is nutrient pollution?

Plants and animals need nitrogen and phosphorus to survive. But when too much of either is carried in runoff from city streets and farm fields or flows out of wastewater treatment plants, it can fuel algae blooms that decrease oxygen needed by aquatic plants and animals. In the Gulf of Mexico, nutrients washed down by the Mississippi River have created a 'dead zone' that covers thousands of square miles. Algae blooms also lower property values, hinder recreation, and threaten public health. In addition, nutrient pollution can degrade drinking water quality and require utilities to install costly treatment equipment.

What is Illinois doing to address the problem?

To help protect local streams and the Gulf, Illinois and 11 other states in the Mississippi River Basin have pledged to develop strategies to reduce the nutrient loads leaving their borders. These strategies are part of a national plan developed by the Mississippi River, Gulf of Mexico Watershed Nutrient Task Force to reduce the size of the Gulf of Mexico hypoxic zone.

The Illinois Nutrient Loss Reduction Strategy builds on existing efforts by state and local governments, as well as non-profits and industry, to protect and restore Illinois waterways.

What does the strategy call for?

The Illinois Nutrient Loss Reduction Strategy lays out a comprehensive suite of best management practices for reducing loads from wastewater treatment plants and urban and agricultural runoff. Recommended activities target the state's most critical watersheds and are based on the latest science and best-available technologies. Along with water quality standards currently being developed, these practices will help the state achieve its ultimate goal of reducing phosphorus and nitrate loads by 45 percent.

The strategy also calls for more collaboration among state and federal agencies, cities, non-profits, and technical experts on issues like water quality monitoring programs, funding, and nutrient reduction outreach.

Nutrient Loss Reduction Strategy











November 2014 Publication 37104

How was the Illinois Nutrient Loss Reduction Strategy developed?

The strategy was developed by a policy working group led by the Illinois Water Resources Center, the Illinois Environmental Protection Agency, and the Illinois Department of Agriculture. Group members included representatives from state and federal agencies, agriculture, and non-profit organizations as well as scientists and wastewater treatment professionals. By relying on the expertise of diverse stakeholders, the working group developed a cost-effective strategy that meets community and industry needs while still reducing the negative impacts of nutrient pollution on environmental and public health.

What can I do to help?

Illinois residents can help improve the state strategy by reviewing the practices and sharing their thoughts during the public comment period. The draft version is available at **www.epa.state.il.us/water/nutrient/nlrs.html**. Comments must be postmarked by midnight, **January 23, 2015** and mailed to NLRS Comments, Illinois Environmental Protection Agency, Bureau of Water, 1021 North Grand Ave. East, P.O. Box 19276, Springfield, IL 62794-9276 or emailed to Simon.Daniels@illinois.gov.

For more information:

- www.epa.state.il.us/water/nutrient/
- water.epa.gov/type/watersheds/named/msbasin/

This report was prepared using United States Environmental Protection Agency funds under Section 319 of the Clean Water Act distributed through the Illinois Environmental Protection Agency. The findings and recommendations contained herein are not necessarily those of the funding agencies.

Photo 4 courtesy of David Riecks; other photos courtesy of Illinois-Indiana Sea Grant

Executive Summary

The Illinois Nutrient Loss Reduction Strategy (Illinois NLRS or the strategy) is a framework for using science, technology, and industry experience to assess and reduce nutrient loss to Illinois waters and the Gulf of Mexico. The strategy will direct efforts to reduce nutrients from point and non-point sources in a coordinated, primarily voluntary, and cost-effective manner.

Nutrient loss and runoff is a major threat to water quality in Illinois. State and local efforts over the decades to control nutrients have yielded positive results, but new and expanded strategies are needed to secure the future health of our water throughout Illinois and the Mississippi River Basin.

The Illinois NLRS builds upon existing programs to optimize nutrient loss reduction while promoting increased collaboration, research, and innovation among the private sector, academia, non-profits, wastewater agencies, and state and local government. It does not call for new regulations for either point or non-point sources.

The plan will be introduced and followed throughout the state with leadership from the Illinois Environmental Protection Agency, the Illinois Department of Agriculture, the Illinois NLRS policy working group, and newly formed committees. Emerging science, new technology, and practical experience will continue to identify the financial benefits and costs of the strategy's recommendations and inform future policy. Success will require that stakeholders closely collaborate and acknowledge their evolving and increasing mutual dependency.

Development of the Illinois Nutrient Loss Reduction Strategy

The strategy was developed in response to the U.S. Environmental Protection Agency (U.S. EPA) 2008 Gulf Hypoxia Action Plan, which calls for each of the 12 states in the Mississippi River Basin to produce a plan to reduce the amount of phosphorus and nitrogen carried in rivers throughout the states and to the Gulf of Mexico. In 2011, U.S. EPA provided a recommended framework for state plans. Illinois' strategy follows this framework.

The Illinois NLRS was developed by a policy working group that includes representatives from local, state, and federal agencies, the agricultural industry, and non-profit organizations as well as scientists, academics, and wastewater treatment professionals.

Key Strategy Components

• Extends ongoing regulatory and voluntary efforts. The strategy describes a comprehensive suite of best management practices for reducing loads from wastewater treatment plants and urban and agriculture runoff. These practices will help the state reduce its phosphorus load by 25 percent and its nitrate-nitrogen load by 15 percent by 2025. The eventual target is a 45 percent reduction in the loss of these nutrients to the Mississippi River. These actions will also assist in addressing water quality problems in Illinois rivers, lakes, and streams.

- Identifies priority watersheds for nutrient loss reduction efforts. Recommended practices target the state's most critical watersheds and are based on the latest science and best-available technology.
- Establishes the Nutrient Monitoring Council to coordinate water quality monitoring efforts by government agencies, universities, non-profits, and industry.
- Creates the Nutrient Science Advisory Committee to develop numeric nutrient criteria for Illinois waters. This committee will evaluate all available research, data, and methodologies and recommend a credible approach.
- Identifies strategies for improving collaboration among government, non-profits, and industry. This includes formation of an Agriculture Water Quality Partnership Forum to steer outreach and education efforts to help farmers address nutrient loss and an Urban Stormwater Working Group to coordinate and improve stormwater programs and education.
- Defines a process for regular review and revision by the policy working group, as well as for measuring progress and reporting to the public.

The Illinois NLRS outlines cost effective strategies that meet community and industry needs while reducing the negative impacts of nutrient loss on the environment, industry, and public health.

	Critical Case	Lead Partner	Lead Project State	Who to Contact
Dalifornía Bay Delta	CCA Expanding and Enhancing Irrigation and Nutrient	ervation Areas		
	Application Efficiency, Water Quality Protection and	Central Valley Dai	γ California	Jean-Pierre Cativiela
a de la companya de	Water Conservation on Dairy Farnms in California's Ba	Representative		
	Delta Region	y Monitoring Progra	m	
Dalifornia Bay Delta (CCA Expansion of Waterbird Habitat Enhancement Program		2 N N	
	on Central Valley Agricultural Lands	1	California	Paul Buttner
Dalifornia Bay Delta C	CA Improving Water Quality in the California Bay Delta	Commission		
	and amproving water Quality in the California Bay Delta	San Joaquin Count	y California	John Brodie
		Resource		
		Conservation Distri	ct	
Balifornia Bay Delta C				
Demontia Day Deita C		Kern-Tulare Water	California	Steven Dalke
Balifornia Bay Delta C	Project	District		otoven baike
Buildinia Day Della C	eee conversion to managed wetlands in the	Sacramento-San	California	Campbell Ingram
	Sacramento-San Joaquin Delta	Joaquin Delta		campben nigram
B-life i p p is a		Conservancy		
Balifornia Bay Delta Co	Englisher Hojection Off-Farm Flood	Kings River	California	D. 110.11
	Conveyance, Capture and Groundwater Project	Conservation Distric		David Orth
Dalifornia Bay Delta CC	A Protection of Agricultural Lands to Provide Wildlife Habi	tat Ducks Unlimited In		
	in Priority Regions of California's Sacramento Valley	all backs of anniced, in	California	Virginia Getz
🛛 alifornia Bay Delta CC	A Protection, Restoration, and Enhancement of Tricolored	Audubon California		
	Blackbird Habitation Agricultural Lands	Audubon California	California	Meghan Hertel
Dalifornia Bay Delta CC	A Sacramento River Watershed Rangeland Conservation			
	Project	Northern California	California	John W. Hunt
Dalifornia Bay Delta CC		Regoinal Land Trust		
	Riparian Program	d Delta Conservancy	California	Kristal Davis Fadtke
Zalifornia Bay Delta CCA	A Sierra Valley Conservation Partnership Project			
	Partnership Project	Northern Sierra	California	Lucy Blake
Balifornia Bay Delta CCA	Tulara Laka Paris A	Partnership		
		y North West Kern	California	Nicole Bell
	Improvement Project	Resource		
		Conservation District		
lalifornia Bay Delta CCA				
amornia Bay Deita CCA		West Stanislaus	California	Chaster Anderson
	Enhancement in the Middle San Joaquin River Watershed	Resource		Chester Anderson
		Conservation District		
hesapeake Bay	Accelerating Chesapeake Bay Watershed Implementation	Maryland Departmen	Maryland	
atershed CCA			I Viar ylariu	Louise Lawrence
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normali- D		of Agriculture		
	America'a River System Approach			
	America'a River System Approach	Chandler Van Voorhis	Virginia	Chandler Van Voorhis
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20lumbia River Basin CCA	Coordinated Conservation Implementation in the Upper Deschutes Watershed	Board of Control	Oregon	Marc Thalacker
Dolumbia River Basin	Lower John Day River Whole Watersheds Resoration	Gilliam SWCD	Oregon	Sandy McKay
CCA Dolumbia River Basin CCA	Initiative North Slope Ochoco Holistic Restoration Project	Wheeler Soil and Water Conservation District	Oregon	Herb Winters
Bolumbia River Basin CCA	Oxbow Dredge Mining Restoration Phase 5	Confederated Tribes of the Warm Springs Reservation of Oregon	Oregon	Brian Cochran
Dolumbia River Basin CCA	Pine Creek Fish Passage Improvements	Grant Soil and Water Conservation District (Grant SWCD)	Oregon	Jason Kehrberg
Bolumbia River Basin CCA	Save Water Save Energy - Columbia River Basin	Wy'East Resource Conservation and Development (Wy'East)	Oregon	Robert Wallace
Dolumbia River Basin	Upper Columbia Irrigation Enhancement Project	Trout Unlimited	Washington	Lisa pelly
CCA Dolumbia River Basin CCA	Upper Salmon Basin Watershed Partnership	Upper Salmon River Basin Watershed Program	Idaho	Daniel Bertram
Øolumbia River Basin CCA	White River Irrigation Efficiency and Stream Flow Restoration Project	Wasco County Soil and Water Conservation District	Oregon	Josh Thompson
Øolumbia River Basin CCA	Yakama Nation On-Reservation Lower Yakima Basin Restoration Project	Confederated Tribes and Bands of the Yakama Nation	Washington	Phil Rigdon
Bolumbia River Basin CCA	Yakima Basin Integrated Water Resource Management Plan Implementation	Yakima Basin Plan Integrated Water Resource Management Plan Committee	Washington	Derek Sandison
Breat Lakes Region CCA	100 Grazing Farm Initiative	Glacierland RC&D, Inc	Wisconsin	Greg Hines
₿reat Lakes Region CCA	Creating a Great Lakes Demonstration Farm Network t Reducing Excess Nutrients in Two Priority Watersheds	Great Lakes Commission	Michigan	Gary Overmier
Breat Lakes Region CCA	Initiative for Upper Great Lakes Healthy Forest	Michigan Department of Agriculture and Rural Development	Michigan	Stephen Shine
Breat Lakes Region CCA	Lake Michigan Fruitbelt Conservation Partnership	Grand Traverse Band of Ottawa & Chippewa Indians	Michigan	DJ Shook
Breat Lakes Region CCA	Marinette County Agricultural Runoff Management Project	Marinette County Land and Water Conservation Division	Wisconsin	Greg Cleereman
Breat Lakes Region CCA	Northern Great Lakes Partnership for Improved Regional Conservation	Superior Watershed Partnership	Michigan	Carl Linquist
Breat Lakes Region CCA	Saginaw Bay Watershed Conservation Partnership	The Nature Conservancy	Michigan	Mary Fales
Breat Lakes Region CCA	The Greater Milwaukee Regional Conservation Partnership Program	Great Lakes Commission	Wisconsin	Victoria Pebbles
Breat Lakes Region CCA	Tri-State Western Lake Erie Basin Phosphorus Reduction	Michigan Department of Agriculture and Rural Development	t Michigan	Stephen Shine
	Coastal Headwaters Forest - Longleaf Conservation and	The Conservation	Alabama	Andrew Schock

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Eongleaf Pine Range	Northeast Florida Ecosystem Restoration Team Assista	nce Wildland Restoratio	n Florida	Bob Bale
CCA	to Private Landowners in the Longleaf Landscape	International, Inc.		
Eongleaf Pine Range CCA	Partnering for Longleaf Restoration and Management of Private Lands Range-wide	Wildlife Foundation	Virginia	Suzanne Sessine
Eongleaf Pine Range CCA	Restoring Longleaf Pine Forests in the Central Gulf Coas Region	Wildlife Foundation		James Cummins
Eongleaf Pine Range CCA	Securing Private Working Forests to Benefit Longleaf Pi Threatened and Endangered Species and Military Readiness	ne, U.S. Endowment for Forestry and Communities		Peter Stangel
Eongleaf Pine Range CCA	The Flatwoods Conservation Initiative	National Wild Turke Federation	y South Carolina	Mark Hatfield
₿ississippi River Basir CCA	Bayou Meto - Lower Arkansas Regional Conservation Partnership Proposal	Bayou Meto Water Management Distric	Arkansas t	Tom Fortner
Mississippi River Basin CCA	Beaver Lake Watershed Initiative	Beaver Lake	Arkansas	John Pennington
Mississippi River Basin CCA	Driftless Region Integrated Partnership	Watershed Initative Trout Unlimited	Wisconsin	Jeff Hastings
⊠ississippi River Basin CCA	Fusing Traditional Conservation Programs and the Latest Science to Improve Water Quality in Targeted Illinois Watershed	t American Farmland Trust (AFT)	Illinois	Jennifer Filipiak
⊠ississippi River Basin CCA	Improving Ecological Integrity, Water Quality, and Reducing Flood Risk in a West Tennessee Agricultural Watershed	The Nature Conservancy	Tennessee	Jeffrey Fore
⊠ississippi River Basin CCA	Improving Nutrient Management and Soil Health in Western Ky	Kentucky Association of Conservation Districts Area 1	Kentucky	Rod Murphy
⊠ississippi River Basin CCA	lowa Targeted Demonstration Watershed Partnership Project	lowa Department of Agriculture and Land Stewardship	lowa	Matt Lechtenberg
Mississippi River Basin CCA	Lake Harrisonville (LH) Watershed Management Plan	City of Harrisonville	Missouri	Jerry Gibbs
Mississippi River Basin CCA	Mississippi Delta Sustainable Water Resources Project	B.F. Smith Foundation, Delta F.A.R.M.	Mississippi	Dan Prevost
Vississippi River Basin CCA	Ohio-Licking Rivers Confluence Ecosystem Restoration	Kenton County Kentucky Conservation District	Kentucky	Mark Hult
Aississippi River Basin CA	Our Missouri Waters Targeted Conservation	Missouri Department of Natural Resources	Missouri	Kurt Boeckmann
Aississippi River Basin CA	Precision Conservation Management: A Farm Enterprise Approach to Promoting Conservation Practices	Illinois Council on Best Management Practices	Illinois	Laura F Gentry, Ph D
1ississippi River Basin CA	Reducing Total Phosphorus and Sediment Loads in the Yahara Watershed Through Wisconsin's Adapive Management Option	Dane County land and Water Resources Department	Wisconsin	Kevin Connors
ississippi River Basin CA	Shorebird Conservation Acreage Via Drainage Water Runoff Control (SCARC)	Department Natural Resources and Environmental Sciences	Illinois	Michael Ward
ississippi River Basin CA	Southeast Missouri Mississippi Alluvial Floodplain Migratory Bird		Missouri	Joe Tousignant
ssissippi River Basin A	Subsurfing the Cumberland River: Mitigation of Nutrient Loading in the Cumberland Basin through Subsurface Injection of Poultry Litter from Concentrated Animal Farm Operations in Kentucky a nd Tennessee		Tennessee	Mekayle Houghton
ssissippi River Basin A	Tri-State Conservation Program	The Nature /	Arkansas	Ron Seiss
	Upper Minnesota River Nutrient Reduction and Water		South Dakota	Dennis Skadsen

ississippi River Basin CCA	Wisconsin River Bank Stabilization on the Dastle Rock and Petenwell Flowages	Resource Institute Inc.	Wisconsin	Charles Anderson
Prairie Grasslands Region CCA	Agate Prairie Conservation Legacy, Colorado	Colorado Cattlemen's Agricultural Land Trust	Colorado	Erik Glenn
Brairie Grasslands Region CCA	Canadian River Watershed Restoration (CRWR)	Canadian River Riparian Restoration	New Mexico	Jack Chatfield
Brairie Grasslands	East Sidney Watershed Project	City of Sidney	Nebraska	Gary Person
Region CCA Prairie Grasslands Region CCA	Honey Bee and Monarch Butterfly Habitat Partnership	Pheasants Forever	North Dakota	Peter Berthelsen
Prairie Grasslands Region CCA	Improving Habitat for at risk grassland bird species while maintaining sustainable land use practices in the Northern Great Plains	American Bird Conservancy	Montana	Daniel Casey
Brairie Grasslands Region CCA	Little Otter Creek Watershed Project	Caldwell County Commission	Missouri	Terry Rumery
Prairie Grasslands Region CCA	New Mexico Ogallala Preservation & Conservation Initiative	New Mexico Association of Conservation Districts	New Mexico	Debbie Hughes
Brairie Grasslands Region CCA	Oaks and Prairies Joint Venture Grassland Bird Restoration	Oaks and Prairies Joint Venture	Texas	Jim Giocomo
Brairie Grasslands Region CCA	Partnership to Remove Wildlife hazards on the Lower Brule Indian Reservation, South Dakota	Lower Brule Sioux Tribe	South Dakota	Shaun Grassel
Brairie Grasslands Region CCA	Platte River Habitat Management	Platte River Recovery Implementation Program	Nebraska	Jerry Kenny
Brairie Grasslands Region CCA	Red River Basin of the North Flood Prevention Plan	Red River Retention Authority	North Dakota	Pat Downs
Brairie Grasslands Region CCA	Restoring Habitat for Colorado's Grassland Wildlife	Colorado Parks and Wildlife	Colorado	Trent Verquer
Brairie Grasslands Region CCA	The Republican River	Republican River Water Conservation District	Colorado	Deb Daniel
Brairie Grasslands Region CCA	Using EQIP to Enhance Prairie Grouse Habitat in Central Nebraska Landscapes	Nebraska Game and Parks Commission	Nebraska	Eric Zach
Brairie Grasslands Region CCA	Working Grasslands In Minnesota	Minnesota Board of Soil and Water Resources	Minnesota	Bill Penning
	Nationa	1		
	ABC: Improving Forest Health for Wildlife Resources in MN	American Bird Conservancy	Virginia	Andrew Rothman
National	WI MI Accelerated Implementation of Agricultural and Forestry	State of Vermont Agencies of Agriculture, Food and Markets, and Natural		
National	Conservation Practices in the Lake Champlain Watershed of Vermont and New York	Resources	Vermont	Laura DiPietro
	Apalachicola Chattahoochee Flint Rivers (ACFR) Conservation partnership for Alabama, Florida, and	Flint River soil and Water Conservation District	Georgia	Martin L. McLendon
National	Georgia	Puerto Rico Department of Natural and Environmental		
Vational	Caribbean At Risk Species Conservation Initiative	Resources Appalachian	Puerto Rico	Miguel A Garcia
lational	Cerulean Warbler Appalachian Forestland Enhancement	Mountains Joint Venture (AMJV)	Virginia	Todd Fearer
Vational	Colorado and Wyoming Regional Riparian Improvement and Education Project	Resource Institute, Inc.	Colorado	Charles Anderson - 2
National	Conserving Surface Water and Reducing Groundwater Pumping in the Eastern Snake River Plain Aquifer - Idaho	Goose Creek Irrigation District	Idaho	Nolan Critchfield

a section of	Conserving Wet Meadows on Working Ranches in	Intermountain West		
National	Southern Oregon and Northeastern California	Joint Venture	Oregon	Dave Smith
	Critical Habitat Use and Resource Selection of Roosevelt	Alaska Department o		
National	Elk on Afognak Island Alaska	Fish and Game	Alaska	Nathan Svoboda
National	Dairy Emission, Water, and Energy Reduction Program	EnSave, Inc	Vermont	Craig Metz
	Delaware River Watershed Working Lands Conservation	American Farmland		
National	and Protection Partnership	Trust	Pennsylvania	33
and the second	Demonstrating the contributions of improved soil health			55
	to agricultural productivity, profitability, and	National Corn		
National	environmental sustainability.	Growers Association	3.61	
	District Water Conservation, Modernization and Recharg		Missouri	Nicholas Goeser
National	Partnership Project			
		District	California	Aaron Fukuda
		Water Resource Board	1	
		of the Duck Valley		
National	Duck Valley Reservation Irrigation Improvement Project	Indian Reservation	Nevada	Dennis Heaps
		The Nature		
National	Floodplains and Oxbows of the Lower Wabash Tributaries	Conservancy	Indiana	Brad Smith
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	Fostering a Sutainable Certainty Program through Cons.	Maryland Department		
ational	Incentivation	of Agiculture	Maryland	Caller Inner
	Grassland Conservation and Restoration in the Malpai		iviaryiano	Colin Jones
lational	Borderlands	Malpai Borderlands		
utional		Group	Arizona	Bill McDonald
lational	Croster Case and U.L.	The Nature		
ational	Greater Sage-grouse Habitat Conservation Partner Project	Conservancy	Colorado	Nancy Fishbein
	Helping Forests Remain Viable to Further Conservation,			
	Restoration, and Sustainable use of soil, water, wildlife			
ational	and other ecosystem services	Florida Forest Service	Florida	Anthony Grossman
	Implementing Education, Outreach, and Conservation			
	Practices on Tribal Land for Socially Disadvantaged	Tyonek Tribal		
ational	Producers and Alaska Tribal Conservation Districts		Alaska	Christy Cincotta
				Chinady Childotta
	Implementing State Nutrient Reduction Strategies &			
	Related Conservation Practices to Improve Water Quality	Miccouri Danastarast		
ational	and Soil Health in Upper Mississippi River Basin	Missouri Department		
		of Agriculture	Missouri	Harry Bozoian
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	Improving Water Quality Through the Issuel			
	Improving Water Quality Through the Implementation of			
	Forestry Practices and the Assessment of Riparian	Kansas State		
itional	Improving Water Quality Through the Implementation of Forestry Practices and the Assessment of Riparian Systems in Kansas' Priority Watersheds		Kansas	Larry Biles
itional	Forestry Practices and the Assessment of Riparian Systems in Kansas' Priority Watersheds		Kansas	Larry Biles
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itional	Forestry Practices and the Assessment of Riparian Systems in Kansas' Priority Watersheds Increasing streamflows, reducing nutrient loading and improving instream habitat in the Klamath Basin	University Klamath Basin	Kansas Oregon	Larry Biles
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	Forestry Practices and the Assessment of Riparian Systems in Kansas' Priority Watersheds Increasing streamflows, reducing nutrient loading and improving instream habitat in the Klamath Basin	University Klamath Basin Rangeland Trust National Center for Appropriate	Oregon	Jared Bottcher
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		Navajo Nation		
	Navajo National Tribal Ranches Water Conservation &	Department of	Arizona	Ivan J. Becenti
National	Distribution	Agriculture	Arizona	Ivan J. Becenu
		New Mexico		
	New Mexico Restoration Initiative for Rangeland,	Association of		
National	Forestland and Wildlife on Ranches with Federal Lands		New Mexico	Debbie Hughes
National	Owyhee Ranchland Project - Improving Water Availability	Trout Unlimited	Oregon	Pam Harrington
	Palouse River Watershed (WRIA 34) Implementation	Palouse Conservation		
National	Partnership	District	Washington	Jennifer Boie
National		Washington State	WESHINGTON	
	Precision Conservation for Salmon and Water Quality in	Conservation		
National	Puget Sound	Commission	Washington	Ron Shultz
	Reforestation of Mined Lands to Improve Water and Air	The American		for the second
National	Quality and Improve Habitat for At-Risk Species	Chestnut Foundation	North Carolina	Michael French
		The Missouri		
	Regional Grassland Bird and Grazing Land Enhancement	Department of		
National	Initiative	Conservation	Missouri	Lisa Potter
	Rice Stewardship Partnership - Sustaining the Future of			······································
lational	Rice	Ducks Unlimited	Mississippi	Scott Manley
	Sentinel Landscape Partnerships - Collaborative	Center for Natural		
Vational	Conservation of Endangered Species	Lands Management	Washington	Patrick Dunn
		Shoshone Paiute		· .
lational	Shoshone Paiute Range Management Plan	Tribes	Nevada	Lindsey Manning
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		Michigan Department		
		of Agriculture and		
Vational	St. Joseph River Watershed Conservation Partnership	Rural Development	Michigan	Jack Knorek
· · · :		North Carolina	5.	
		Association of Black		
		Lawyers Land Loss		
	Sustainable Forestry and conservation, African American	Prevention Project		
lational	and Native American Land Retention	(LLPP)	North Carolina	Savonala Horne
		Oregon Association of		
lational	The Oregon Model to Protect Sage-Grouse	Conservation Districts	Oregon	Jerry Nicolescu
		Pacific Northwest	1	
		Direct Seed		
		Association	Washington	Kay Meyer
lational	The Sustainable Farming Initiative	ABSOCIACION		
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lational	The Sustainable Farming Initiative			
	Tiered Water Conservation and Migratory Bird Habitat Creation in the Lower Mississippi River Valley	Yazoo Mississippi Delta Joint Water Management District	Mississippi	Dean Pennington
	Tiered Water Conservation and Migratory Bird Habitat Creation in the Lower Mississippi River Valley	Yazoo Mississippi Delta Joint Water		Dean Pennington
lational	Tiered Water Conservation and Migratory Bird Habitat Creation in the Lower Mississippi River Valley Twilight Water Quality Improvement Zone	Yazoo Mississippi Delta Joint Water Management District		Dean Pennington Nicole Sullivan
lational	Tiered Water Conservation and Migratory Bird Habitat Creation in the Lower Mississippi River Valley	Yazoo Mississippi Delta Joint Water Management District Owyhee Watershed	Mississippi	
lational	Tiered Water Conservation and Migratory Bird Habitat Creation in the Lower Mississippi River Valley Twilight Water Quality Improvement Zone	Yazoo Mississippi Delta Joint Water Management District Owyhee Watershed Council	Mississippi	
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Kentucky	Conservation Practices	Conservation	Kentucky	Kimberely Richardson
		The Nature		haile the set
Kentucky	Upper Green River Riparian Corridor Protection Project	Conservancy	Kentucky	Mike Hensley
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	and the second	Louisiana Department		1
		of Agriculture &		
	Lousiana Soil & Water Stewardship: Conservation	Forestry/Office of Soil		C THE A CONTRACT
Louisiana	Outreach for the Landowner and Producer	& Water Conservation	Louisiana	Caitlin Lambert
				Aliaia Micoman
Louisiana	Rice Stewardship Program	Ducks Unlimited, Inc.	Louisiana	Alicia Wiseman
	Improving Connectivity for Coldwater Salmonids in Maine	Atlantic Salmon		Andrew Goode
Maine	Headwater Streams	Federation	Maine	Andrew Goode
		CASWCD, McCain		
		Foods USA, MDOT,		
		MEDACF, STVSWCD,		
		SASWCD, MACD, and		
	Public-Private Partnerships to Improve Soil Health and	Maine Rural Water		L
Maine	Improve Water Quality in Aroostook County, Maine	Association	Maine	Timothy Hobbs
				All and a second second
		Maryland Department		
Maryland	Targeted Conservation Easement Acquisitions	of Natural Resources	Maryland	Shawn Clotworthy
an a				
		Cape Cod		
Massachusetts	Cape Cod Water Resources Restoration Project	Conservation District	Massachusetts	Mark R. Forest
		Massachusetts	la de la composición de	
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Massachusetts	Integrating Sustainable Forestry	Recreation	Massachusetts	Fletcher Clark
Wildssechuseets	11008/00100	Michigan Dept. of		
		Agriculture and Rural		
		Development		
Michigan	MAEAP Verifications: Maximizing Conservation Benefits	(MDARD)	Michigan	Elaine Brown
WiemBan		Michigan Dept. of		
		Natural Resources-		and the second second
	Training Foresters to Enhance the Sustainable	Forest Resources	100 C	A second second
Michigan	Management of Private Forest Land	Division	Michigan	Mike Smalligan
WICH Ball	Migratory Bird Habitat Development in the Mississippi	Mississippi Fish and		
Mississippi	Delta	Wildlife Foundation	Mississippi	James Cummins
14113313310-01	Wetland Habitat Restoration for Wildlife and Water		14 C	
Mississippi	Resources	Delta Wildlife, Inc	Mississippi	Sam Franklin
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		Jackson County Soil		
	NW Missouri Urban and Rural Farmers United for	and Water		
Missouri	Conservation	Conservation District	Missouri	Rob Montgomery
HIJJUUN				A State of the second second
	Restoring Glade and Woodland Communities for	Missouri Department		
Missouri	Threatened Species in the Ozarks of Southeast Missouri	of Conservation	Missouri	Joe Tousignant
Missouri				Missouri Headwaters and
				Lower Gallatin Basin
	Missouri Headwaters and Lower Gallatin Basin	Gallatin Valley Land		Conservation and
	Conservation & Restoration	Trust	Montana	Restoration
Montana	Southern Crown Conservation Partnerships	Blackfoot Challenge	Montana	Gary Burnett
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		Nebraska Association		
	and the Distance Internetion Definition Desin Wathands			
	Divets in the Pivots: Integrating Rainwater Basin Wetlands	Districts	Nebraska	Jennifer Swanson
Nebraska	in Ag Operations	Districts	, tebr usite	
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	Ogallala Aquifer & Platte River Recovery	Resources District	Nebraska	Lyndon Vogt
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Nebraska	Synergizing Sage Grouse and Lahontan Cutthroat Trout		1	
Nebraska	Synergizing Sage Grouse and Lahontan Cutthroat Trout Conservation in Nevada: Priority Watershed-Scale			la sera Denne-
Nebraska Nevada	Synergizing Sage Grouse and Lahontan Cutthroat Trout Conservation in Nevada: Priority Watershed-Scale Restoration for Imperiled Species Recovery	Trout Unlimited Inc	Nevada	Jason Barnes
	Synergizing Sage Grouse and Lahontan Cutthroat Trout Conservation in Nevada: Priority Watershed-Scale	Trout Unlimited Inc The Nature Conservancy	Nevada New Hampshire	Jason Barnes

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New Hampshire	Ecological Priorities Project Carroll and S.E. Coos County	Tin Mountain	Name the second of	
	Coos County	Conservation Center	New Hampshire	Mike Cline
a second and the second s		New Jersey		
New Jersey	New Jersey Soil and Water Quality Protection Initiative	Conservation		
	Protection Initiative	Foundation	New Jersey	Greg Romano
	Raritan Piedmont Wildlife Habitat Partnership: Working			
	with Central New Jersey Farmers and Landowners to			
New Jersey		Duke Farms		
IVEVV JEISEY	Implement the RPWHP Comprehensive Conservation Plan		New Jersey	Michael Catania
New Mexico	New Mexico Acequia Revitalization on Historic Irrigated	NM Acequia Assoc.,		
INEW IVIEXICO	Lands	NMACD, NM ISC	New Mexico	Norman Vigil
New Mexico	North Central New Mexico Watershed Restoration Projec	t Claunch-Pinto SWCD	New Mexico	
		Greater Adirondack	INEW MEXICO	Dierdre Tarr
		Resource		
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	Greater Adirondack Agriculture Environmental	Conservation and		
New York	Enhancement Program	Development Council		
New York		Inc	New York	Victor Putman
New York	Reclaiming Our Water: Agricultral Stewardship in the	C (5 11 C)		
	Peconic Estuary	Suffolk County	New York	August Ruckdeschel
		NCDA Division of Soil		a start and a start of the
Jorth Caroline		and Water		
North Carolina	NC Impaired and Impacted Streams Initiative	Conservation	North Carolina	Julie Henshaw
lath Careline	Western North Carolina Stream, Wetland, and Water			
Iorth Carolina	Quality Initiative	Resource Institute, In	North Carolina	Charles Anderson
	中国語 관계: 이번 전 기관에 다.	Northern Plains		
		Resource	1	
	How Far North Can We Grow?: 49th Parallel Cover Crop	Conservation &		
lorth Dakota	Project	Development	North Dakota	Paul Overby
	Medora Grazing Association North Billings Prairie	Medora Grazing		1
orth Dakota	Grasslands Conservation Project	Association	North Dakota	Rene Fick
hio ^{ra} Bal	East Fork Watershed Nutrient Reduction Initiative	Clermont Soil and Water Conservation Districts	Ohio	
hio	East Fork Watershed Nutrient Reduction Initiative	Water Conservation Districts	Ohio	John McManus
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	East Fork Watershed Nutrient Reduction Initiative Promoting BMPs for Phospohorus	Water Conservation Districts Delaware Soil & Water Conservation District	Ohio	John McManus Bonnie Dailey
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hio	Promoting BMPs for Phospohorus Elk City Lake Watershed Regional Conservation	Water Conservation Districts Delaware Soil & Water Conservation District Oklahoma Conservation	Ohio	Bonnie Dailey
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South Carolina	Soil Health Trailblazers	Sciences	South Carolina	Dara Park
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		Minnehaha	Cauth Dakata	Para Para
South Dakota	Central Big Sioux Water Quality Project	Conservation District	South Dakota	Barry Berg
		Brookings County		
	Ostava ad Labas Mater Quality Improvement Project	Conservation District	South Dakota	Barry Berg
South Dakota	Oakwood Lakes Water Quality Improvement Project		Journ Dakota	Darry Derg
	In the Ohion Binor	University of		
_	Increasing Row Crop Sustainability in the Obion River	Tennessee Extension	Tennessee	Lori A. Duncan
Tennessee	Watershed	State of Tennessee,	Tennessee	
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-	Providing TA Assistance to Address More Soil and Water	Agriculture	Tennessee	John McClurkan
Tennessee	Resource Concerns in Impaired Watersheds of Tennessee	Texas Water	remessee	
)	Resources Institute	Texas	Dr. Kevin Wagner
Texas	Lower Rio Grande Valley Water Improvement Initiative	Resources institute	1 EXd5	DI. Kevin Wagner
*	Tayon Culf Coast Stream and Watland Initiative	Resource Institute, Inc	Texas	Charles Anderson
Texas	Texas Gulf Coast Stream and Wetland Initiative	Utah Division of		
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	Governor Gary Herbert's Catastrophic Wildfire Reduction	State Lands	Utah	Brian L. Cottam
Utah :	Strategy Initiative South Fork Chalk Creek Watershed Restoration	Trout Unlimited	Utah	Paul Burnett
Utah	South Fork Chark Creek Watershed Aestoration	Franklin Watershed		
	Lake Carmi Pilot Project	Committee	Vermont	Alisha Sawyer
Vermont				
		Vermont Association		
	Planning for Accelerated Conservation Implementation in	of Conservation		
Vermont	the Lake Champlain Watershed of Vermont	Districts	Vermont	Ryan J Patch
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		Virginia Department		
Virginia	Forests- Fundamental for Conservation in Virginia	of Forestry	Virginia	Dean Cumbia
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Virginia	TA for Structural Agricultural BMPs and Easements	Conservation	Virginia	Darryl Glover
		Confederated Tribes	· · · · · · · · · · · · · · · · · · ·	
		of the Colville		
Washington	CTCR Water Quality and Habitat Restoration Project	Reservation	Washington	Todd Thorn
		Whatcom		
Washington	Puget Sound WRIA1 Regional Salmon Recovery	Conservation District	Washington	Frank Corey
		West Virginia		
	West Virginia's Chesapeake Headwaters Conservation	Agricultural Land		
West Virginia	Partnership	Protection Authority	West Virginia	Lavonne Paden
		Sauk County		
		Conservation,		
		Planning and Zoning	Winner	Molissa Koopan
Wisconsin	Baraboo River Watershed	Department	Wisconsin	Melissa Keenan
	Oconomowoc River Watershed Water Quality and Soil	City of Open	Wieconcin	Tom Steinbach
Wisconsin	Loss Improvements	City of Oconomowoc	Wisconsin	Tom Steinbach
		The Nature		
		Conservancy-	Musming	Carrie Rogaczewski
Wyoming	Tongue River Water Quality and Habitat Improvement	Wyoming Chapter	Wyoming	Carrie Rogaczewski
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	Upper North Platte Watershed Restoration	Encampment-Rawlins Conservation District	Wyoming	Joe Parsons
Wyoming				