

Tired of doing NRCs programs to just get money - No time for district work

- No guidance on NLRs
- No training

New Op! -
Cover Crops

*Need
Media
training

- NMP's

Programs & Employees

- Need training or instruction on what they want us to do with NLRs.
FB seems to know more than we do.

- CRP & CPP are our main programs

- Conservation Education - holding meetings

- selling seed - ~~se~~ planting seed, drill →

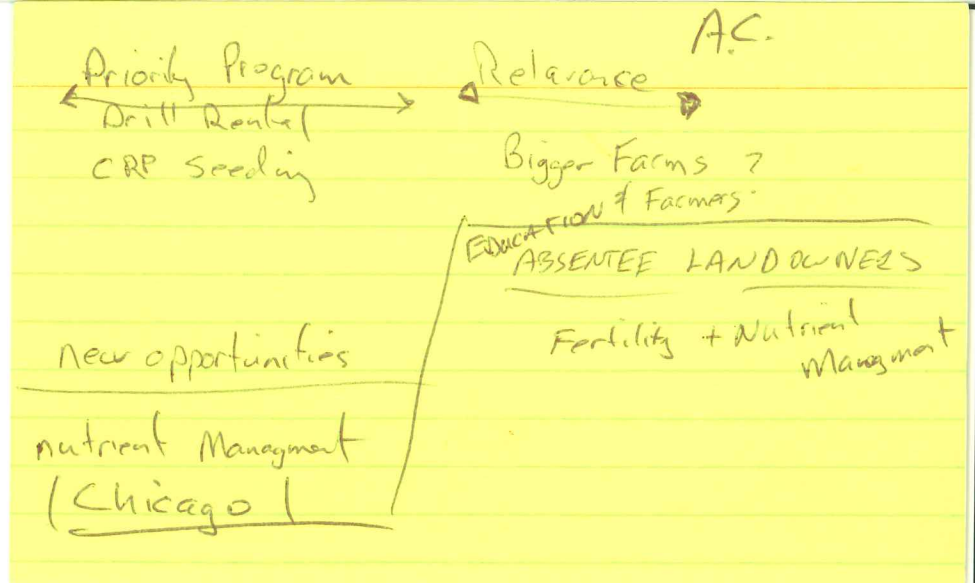
Programs & Employees

- Assistance to admin CRP - contribution Agreement with NLRs
- CPP
- I & E, survey & design of practices
- Rental Equipment drills, spreader, fabric
Plans
- Lack of trained employees because of lack of funding, or recent loss of employees
- Be the lead of NLRs

- Need Cost Share

- Relevancy varies by county
- Need individualized training
- Open up more HyLearn classes
- Once certified don't require full class in the future. Do smaller recertification classes

Programs	Relevance
Cons planning	the <u>meat</u> of SWCD
Implementation of BMPs	
MS4s	Urban conservation
School Education	youth



Rental.

new opp: NLRS

Nutrient Management
Cover Crops
Field Borders

Education, Training, Certifications

Cons Planner

NMP - Nutrient Mgmt Planner

CPESSC

Wetland Certifications

Equip. Rental available
more education with youth
ability to give in field onsite advice

- hard to motivate ^{young} ~~new~~ employees to train or get certs if they don't feel they will have a job
- Need to sell ourselves

* Water Testing, RePP, assist NRCS.

Need to be able to get out more and put action on the ground. Doing this would require funds. You can have all the classes you want but until you see it in action it is useless.

X Priority Programs NLRs, N stabilizers, Phosphorous loss. Cover Crops. Get hooked up with some funding groups to

you can't have programs without employees

CRP, PFC, conservation education, survey & design

~~No longer invested~~ to costs limit our ability to get training

NEW OPPS:

- NLRs - nutrient mgt., cover crops, field borders (CRP)

Education & Training

- Employees need more consistent training - especially with the new paperwork for grant agreements - When new stuff pops up - A guidance webinar would be perfect.

Programs & Employees

Priority - CRP, PFC/CRP
conservation education

water testing,
Engineering - survey & design of practice

Relevance - all important

need grant writing training + NLRs
Also need to hire a grant writer for

Programs & Employees

Programs & Services -

Relevance -

specific to A/C
for PL etc.

education/training/certification - More training
webinars - More guidance for reports
and required tasks everyone is doing -

Foot the bill.

Training - Make it available with less travel. Understaff can't miss office and costs to districts are large.

Find a way to keep employees. Obviously comes down to money.

districts.

We need a full time lobbyist.

Lack of trained employees due to lack of funding.

NUTRIENT LOSS PROGRAM NEEDS TO BE MADE MORE PUBLIC AND SOLUTIONS FOR IT. WE NEED FUNDING FOR OUR EMPLOYEE IT IS HARD TO KEEP A GOOD ONE WITH THE FUNDING WE DON'T GET. SO MANY TIMES THEY LEAVE FOR MORE MONEY & BENEFITS. IT SEEMS LIKE WE ARE FORCED TO ADD MORE WORK WITH NO EXTRA PAY.

KEEPING A GOOD STAFF IS VERY IMPORTANT - FAIR WAGES AND BENEFITS

*EDUCATION - VERY IMPORTANT - MIGHT NEED TO DO MORE TO KEEP FARMERS MORE INVOLVED TO KEEP CONSERVATION A HIGHER PRIORITY - SEVERAL DON'T TAKE IT VERY SERIOUSLY

Programs and NLRs
priority programs - Conservation assist w/ NLMP

service - conservation equipment + education
experience - partnership connections
relevance: little known by general public.
transect survey best data source on tillage out there
education, training + cert - very important, hard to find time w/ reduced or no staff

Programs + Employees
Some programs are good programs. But need funds

PRIORITY - COOPERATORS - PFC
YOUTH - EDUCATION
STRENGTH - VALUABLE PUBLIC SERVANT
SERVICES PROVIDED VERY BENEFICIAL
TO ALL PARTICIPANTS INVOLVED.

- Stable employees are needed for a good program delivery.

- Existing programs are in place. The funds to implement them are lacking
- Lack of employees, particularly experienced employees, impact the delivery of existing programs
- Education for the new Directors
- Area Based Training for new Directors
- Employees have been, and are, good Public Servants.
- Education continues to be very important

Services - water testing, Selling seed,
Arbor Day, Environment, Conservation
Outreach Day, Conservation Field Days
(with Grade) NLRS Meetings, Forestry nights
We need great writing training. We
need to have training for new employees