

MONTHLY BOARD MEETING MINUTES

- I. CALL TO ORDER - On Tuesday March 21, 2017, at 6:35 pm a regular meeting of the Board of Supervisors of the St Joseph County SWCD at the Centre Township Branch of the St. Joseph County Public Library was called to order by John Dooms, Chairman.**

PRESENT – SWCD

John Dooms, Chair/Supervisor
Mike Burkholder, Supervisor
Stacey Silvers, Supervisor
Dave Craft
Jan Ivkovich
Dru Wrasse

PRESENT – SWCD/NRCS

Rick Glassman, SWCD EEC
Sarah Longenecker, SWCD CC
Sandra Hoffarth, SWCD AA
Debbie Knepp, NRCS DC

Present - EX-OFFICIO

n/a
PRESENT – Public
David Straughn
Kevin Ott (City of South Bend
Organic Recourses Supervisor)

ABSENT – SWCD

Jeremy Cooper, Vice-Chair/Supervisor
Dave Vandewalle, Supervisor
Richard Schmidt
Randy Matthys
Dale Stoner
Arlene Schuchman
Chuck Lehman
Jim LaFree
Carole Riewe

- II. ADDITIONS TO AGENDA -**

III. REGULAR BUSINESS

- a. **Legislative Updates –**
- b. **Indiana Conservation Partnership Updates – n/a**
- c. **Minutes: February 21, 2017 board meeting –** Minutes were reviewed and approved as presented.
- d. **Treasurer’s Report: (2/18/17-3/21/17) –** The treasurer’s reports were both reviewed and approved as submitted.
- e. **Approval of Claims (2/18/17-3/21/17) –**A recommendation (Silvers, Wrasse) & motion (Silvers, Burkholder) was made to approve Claim Nos. 11214-11220 for a total of \$1,395.43 as presented. Both carried

IV. OLD BUSINESS

- a. **St. Joseph Co. Soil & Water Conservation Partnership Staff Written Reports –** The field office & Education reports were presented to the board & reviewed. (Attached). Debbie Knepp went over the NRCS Talking Points (attached)
- b. **Committee Reports**
 - i. **Education –** Glassman informed the board that the St. Joseph County Ag Days will be April 7, 8 & 9. A recommendation (Wrasse, Craft) and a motion (Silvers, Burkholder) was made to again rent tables and chairs in the amount of \$200. Both carried. Glassman also informed the board that Marshall County SWCD would like to split the cost with us to build an augmented reality sandbox. Estimate for the box, computer, sand, etc. is around \$1,500. The board would like to set up a time to see the box Elkhart County has for a live demonstration. Glassman will work with them to set up a time that would work and let the board know. Decision is tabled for further research.
- c. **Tri County Farming for the Future Workshop –** Longenecker gave a recap of the workshop. The survey results (attached) showed the participants went away with a positive feeling. There was only a handful of St. Joseph County participants. For next year’s workshop will be hosted by Starke County.
- d. **Statehouse Visit –** Burkholder gave a report on our successful visit to Indianapolis on March 7th. Burkholder, Cooper & Hoffarth were able to attend. We met with our lobbyist Cress Hizer who gave us a tour and helped us when we met with the Representatives and Senators to talk in more depth about our state budget concerns and overall conservation issues. We were able to meet with all our representatives except Representative Dvorak, which Hoffarth mailed a packet to him afterwards. We also didn’t meet with Senator Mishler since Kosciusko County had just met with him the week prior. We were also able to meet with Marie Davis who is the Director of Communications Strategy for Lt. Governor Crouch. Overall the day was a success and those who attended felt it was better than going down in January when they are fresh in office or getting back in the swing of things.

V. NEW BUSINESS

- a. **Schedules/ Upcoming Events / Any Related Claims -** calendars were handed out explaining upcoming special events & holiday schedules on the back of the agenda.
 - i. **Landfill Inspection –** Longenecker reminded the board that the inspection needs to be completed again this spring. Those who would like to attend, please let her know. Burkholder volunteered to be the supervisor representative. Longenecker will set up a date and time that works with the landfill staff.
- b. **Lydick Bog Improvement Project –** A letter was received (attached) by the staff from the Shirley Heinze Land Trust asking for funds to help purchase land that is adjacent to the Lydick Bog site. After a short discussion it was

decided to have Hoffarth send a letter on behalf of the board to let them know that we fully support their efforts and would like to work them on their future restoration projects but we cannot donate towards the purchase of land.

- c. **2018-2022 Business Plan** – The current plan (attached) will be expiring at the end of this year. A meeting with our District Support Specialist from ISDA Jennifer Thum will be held March 29th at 10:30 am at the office to start working on our new plan. Those who would like to assist are welcome to attend or let the staff know of any comments they'd like passed on. A draft will be presented to the board in a few months for further discussion.
- d. **Election of Officers** – Written ballots were conducted. John Doms was elected as the Chairman and Jeremy Cooper as the Vice Chairman for 2017. Nominations were taken for treasurer, Hoffarth was nominated and elected as the treasurer for 2017 via unanimous vote.

VI. PRIVILEGE OF FLOOR – A thank you letter from Former Senator Jim Arnold was read by Doms. Doms also read a letter from Jane Hardisty regarding our note to her about the outstanding work that Debbie Knepp does for our district.

VII. ADJOURNMENT – The board meeting adjourned at 7:36 pm.

Respectfully submitted,

Sandra Hoffarth

Administrative Assistant

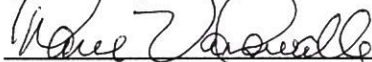
St. Joseph County Soil & Water Conservation District

2903 Gary Drive, Plymouth, IN 46563

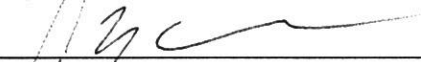
Email: Sandra.hoffarth@in.nacdnet.net

www.stjosephswcd.org

Approved by:



Supervisor



Supervisor



Supervisor

Supervisor

Supervisor

Field Office Report February 20 through March 17, 2017

Environmental Quality Incentive Program (19 applications)

Ranking – 2 cover crop applications, 2 Invasive Species apps, 1 Grade Stabilization Structure,
Forage Planting, Pollinator Habitat, Grazing system, inter-seeding of forage, Animal Trails and Walkways
Modification of contract
Field Visits – Certify Seasonal High Tunnel
Deliver 2 Grade Stabilization Structures plans for gully erosion issues
Assist Grazing Specialist with Prescribed Grazing Plan
Mail Ineligible letters - 2

Wetland Reserve Enhancement Program (5 applications)

4 Field visits/ranking; 4 processed/submitted for funding
Field visit with Drainage Board on legal drain re-route

Wetland Reserve program (WRP)

Compatible use Request
Wetland monitoring – 3 properties

Conservation Stewardship program (12 applications)

Familiarize ourselves with screening tool
Screen/rank applications – Forest – 5; Ag land - 1

Conservation Reserve program

Grassed Waterway checklist to tech team

Wetlands – 5 wetland determinations

Highly Erodible Determinations - 3
Farming For the Future Workshop
Civil Rights Office Review

Meetings:

Staff Meetings – 3

Indiana Conservation partnership

Joint NRCS/FSA meeting

Elkhart County SWCD Soil Health meeting

Webinar – EQIP/CSP Technical

CSP/Wildlife Evaluation

Economics of Soil Health

Office Closed – February 20

Education Report

February 21, 2017 – March 17, 2017

Growing Summit Amphibians/Reptile presentation – 50 participants

IUSB Hoosier Riverwatch presentation

10 in-school program days for 17 different schools.

Program	# of presentations
Am/Rep	7
Animals of IN	1
Bats of IN	1
Earthworms	10
Endangered Species	1
Hollow tree	1
Insects	1
Invasive Species	2
Nature Games	1
Owls of IN	2
Riverwatch	2
Sense of Wonder	4
Spirit of America	2
Tree ID	1
Water and You	3
Wetlands	5
Wildlife Dynamics	2

DC Talking Points

February, 2017

NEW ADMINISTRATION TRANSITION

There has been a successful transition to the new administration. Over the next few weeks we can expect to see new priorities and direction coming from national headquarters as we work to ensure that we're aligning ourselves with the new administration. In the meantime, we have received initial guidance from the Department and headquarters staff on several operating procedures that affect us here in the state. These procedures pertain to communications, agreements, and hiring.

Hiring and Personnel Actions - NRCS is under a hiring freeze as of noon January 22, 2017. Until further guidance is received, NRCS is placing in suspense all job offers and other related hiring activities as of January 22.

Agreements –All proposed inter-agency agreements with other federal agencies and non-federal cooperators will need advanced review from the Department before moving forward. Current active agreements can continue to be implemented. Until further notice, NRCS has suspended any new contracts or agreements that would provide additional staff capacity and circumvent the intent of the hiring freeze.

FARM BILL UPDATES

Conservation Stewardship Program (CSP) –The application deadline for CSP 2017-1 is February 3, 2017. The evaluation process for these applications will begin soon and continue over the next few months. The new CSP helps producers better evaluate their conservation options and the benefits to their operations and natural resources. Changes that producers can expect to see include nearly double the enhancements and conservation practices offered and better reporting tools to tell them the results of their conservation efforts on their land. Also, agricultural producers and forest landowners earn payments for actively managing, maintaining, and expanding conservation activities like cover crops, ecologically-based pest management, buffer strips, and pollinator habitat – all while maintaining active agriculture production on their land. CSP is for producers who are already established conservation stewards and who want to add more conservation benefits on their land. Information about CSP, including national and state ranking questions and enhancement descriptions, is available at www.nrcs.usda.gov/csp.

Environmental Quality Incentives Program (EQIP) - EQIP Conservation Activity Plan applications are accepted and funded on an ongoing basis pending available funding and program eligibility. Participants must use a Technical Service Provider found in TechReg to write any Conservation Activity Plan.

Beginning in Fiscal Year 2017, a Nutrient Management Conservation Activity Plan (CAP 104) will be needed as the plan component when applying through EQIP for Nutrient Management (590). This only applies to new applications beginning in 2017. Producers can apply for a CAP 104 at the same time they apply for 590. Applications for CAPs can be accepted/evaluated immediately, and funded if program eligibility requirements are met.

The 2017 General EQIP application deadline ended on January 20th. NRCS has over 1,400 applications already entered into our system.

Regional Conservation Partnership Program (RCPP) - USDA is now accepting proposals for new Fiscal Year 2018 RCPP projects. Pre-proposals are due April 21. For more information on applying, visit the RCPP website:



<https://www.nrcs.usda.gov/wps/portal/nrcs/detail/national/programs/farmland/rcpp/?cid=nrcseprd1309629> and contact Jill Reinhart, ASTC Partnerships, at jill.reinhart@in.usda.gov

PROGRAM SUPPORT SERVICES AND CONSERVATION RESERVE PROGRAM AGREEMENTS

The Program Support Specialist (PSS)-CRP agreement is in place. IASWCD is currently sending out contracts to the participating SWCDs. Standard Operating Procedures (SOPs) are being developed along with recorded training webinars. As they are completed they can be found on the IN NRCS SharePoint site under the Programs tab in the PSS folder. Whiney McGrew, IASWCD agreement coordinator, has gathered access needs from the district staff is working with Susan Meadows, NRCS CTA Specialist to gain computer access. State Conservationist Jane Hardisty has sent letters to the SWCD supervisors explaining NRCS needs and asking them to come along side us and assist through the PSS-CRP agreement. Hardisty has also sent letters to the NRCS field staff asking for their support in making this agreement successful. It is important that the District Conservationists continue to communicate with SWCD employees to discuss concerns, needs, and how to implement this partnership agreement in your county. NRCS issues or concerns should be brought to susan.meadows@in.usda.gov and SWCD employees should work with whitney.mcgrew@in.nacdnet.net.

INFORMATION SECURITY AWARENESS TRAINING

All USDA employees, partners, TSPs, volunteers and contractors who have access to a CCE compliant computer must complete the mandatory annual information security awareness training. This training is required by law and is an essential part of keeping the information systems secure. The deadline for completing this training is February 1, 2017. Aglearn may list a later deadline, but the training must be completed by February 1. Those who do not complete the training by this deadline will have their access to USDA computer systems suspended until the training is complete.

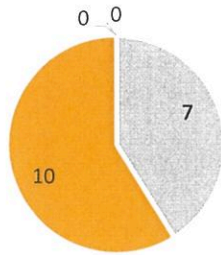
LIVESTOCK SAFETY ISSUES

On January 9th, USDA issued a statement that the presence of Eurasian/North American reassortant H5N2 avian influenza had been detected in a wild mallard duck in Fergus County, Montana. No illness or mortalities in domestic poultry in the U.S. have been reported. It appears to be one of the strains seen during the outbreak in 2014 and 2015 and serves as a reminder that there is still HPAI circulating in wild birds, and producers need to continue to be vigilant about biosecurity to protect domestic poultry. NRCS employees have been reminded of the need to continue to follow biosecurity protocols regarding visits to livestock farms.

- Until further notice, Level 2 Biosecurity measures must be implemented on all poultry production facilities and fields where litter has been applied within the last six months. NRCS employees will call ahead to confirm if there are any specific biosecurity instructions at that farm, wear boots, and disinfect equipment after field visits to sites associated with poultry.
- NRCS employees will call and ask producers prior to field visits if they have poultry, litter onsite, or if litter applications have been made if not readily known (e.g., backyard flock or poultry litter spread or stored on-site), and adhere to the producer's decision of whether or not to allow access to NRCS employees.
- The Indiana Board of Animal Health recently announced that a case of Bovine Tuberculosis has been linked to an Indiana farm. Policy requires NRCS employees to implement Level 1 Biosecurity measures during all livestock farm visits – it is anticipated that adhering to this policy will suffice to limit the potential spread of this recent threat.

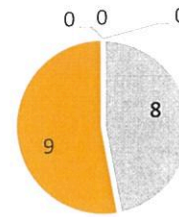


How well was the material organized and presented?



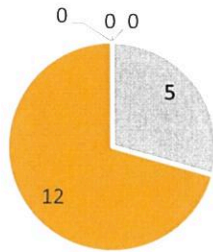
■ Poor ■ Fair ■ Good ■ Excellent ■ No Opinion

How would you rate the information presented in this workshop



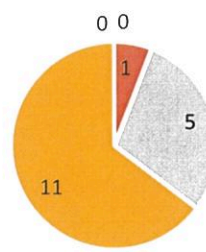
■ Poor ■ Fair ■ Good ■ Excellent ■ No Opinion

What do you think about the length of this workshop?



■ Poor ■ Fair ■ Good ■ Excellent ■ No Opinion

What is your overall impression with the workshop?



■ Poor ■ Fair ■ Good ■ Excellent ■ No Opinion

Are there additional topics you would like to see in the future?

Equipment Needed
 Neonicitinoids (effects of insecticides on pollinators)
 More on Nutrient Cycling
 market veg & fruit farming, small scale, low budget, with cover crops
 profit margin

What was your main reason for attending this workshop?

To see about cost share dollars
 improving ecosystem health
 cover crops information
 education
 Dr. Comberato
 to meet new producers in the area
 learn more about soil biology

Any additional comments?

rotate 2 presentations x 30 minutes vs 1 at 60 min
 farmer panel a little hard to hear without microphone at times
 right amount of time
 good job
 nice meeting



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www.heinzetrust.org

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Ken Schoon
Angela Smith
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Ray Szarmach
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Lance Werner
Robert Wolfe

Kristopher Krouse
Executive Director

February 23, 2017

Rick Glassman
St. Joseph / Marshall County USDA Service Center
2903 Gary Drive
Plymouth, IN 46563

Dear Rick,

How far would you travel to see a Bog? In St. Joseph County, you may not have to go very far at all.

A bog is a rare type of habitat that forms over centuries under particular conditions. Bogs nurture a distinctive array of animals, plants and fungi, including the carnivorous pitcher plant and tamarack.

Two years ago a bog was discovered outside the little town of Lydick, just west of South Bend. It is one of the last remaining bog habitats in Indiana. Last year Shirley Heinze Land Trust acquired the bog and the property surrounding it; now we are working with partners in St. Joseph County to restore it, make it accessible to the public, and preserve it for future generations. We need your help!

This Spring we must exercise an option to purchase an abandoned farmstead adjacent to the bog site. The property will provide space for a Trailhead, parking, restrooms, and equipment storage. We must also restore the bog by removing invasive plants, and we will construct trails and install interpretive signs to make the area accessible for hiking, birding, and environmental education programs in conjunction with organizations like Camp Ray Bird.

All of that will cost about \$250,000; of that amount, our immediate need is \$50,000 to purchase the farmstead property.

Only two other bogs are open for public use in Michiana -- Mud Lake Bog in Berrien County and Pinhook Bog in the Indiana Dunes National Lake Shore. A gift from you will help us preserve this rare and endangered site and make it available for public use. It's a once-in-a-lifetime opportunity!

I hope you'll join us and our partners in St. Joseph County. Please send your contribution in the enclosed envelope.

Thanks for your help!

Sincerely,

A handwritten signature in black ink that reads "Kris Krouse".

Kris Krouse
Executive Director

P.S. You are invited to our Spring Partnership Luncheon on Friday, April 7 at the Century Center in South Bend. The program will provide an opportunity to learn about land trusts, bogs, and Shirley Heinze Land Trust's work in St. Joseph County. Please visit our website at www.heinzetrust.org to RSVP.



Lydick Bog Improvement Project

What took centuries to create can be destroyed overnight – by disturbance of surrounding habitat that affects the Bog’s source of water – by overgrowth from non-native plants – by human traffic.

We are very proud to be able to preserve this rare and significant property as our first effort in St. Joseph County. Shirley Heinze Land Trust now seeks philanthropic support to protect Lydick Bog and make it available for public education and enjoyment forever.

We have completed Phase One of the project, which included the purchase of the 176-acre parcel in June of 2016, including 12 acres of rare bog habitat. The property contains wetlands interspersed with high ridges and islands of upland forest. Many interesting plant species characteristic of bog habitats have been identified on site, including round-leaved sundew, pitcher plant, winterberry, tamarack, and large cranberry.

The organization received encouragement and support from environmental and community leaders in St. Joseph County. The Indiana Bicentennial Nature Trust, U.S. Fish & Wildlife Service, The Conservation Fund, and NIPSCO were integral to this achievement. This acquisition came about thanks to many relationships and partnerships within the St. Joseph County Community. Shirley Heinze Land Trust will continue to develop these partnerships and to advance land conservation in the area.

We are currently seeking support for the purchase of an adjacent 2-acre farmstead property to facilitate access. A total of \$50,000 is required to exercise the option to purchase this property by April 30, 2017. Individual contributions will provide critical funding for this effort. To date, \$12,000 has been secured for this phase of the project.

“The protection of the Lydick Bog, with its unique plant life, is a significant acquisition and an important step in preserving the natural heritage of St. Joseph County. We are thrilled that Shirley Heinze Land Trust has committed to working in St. Joseph County, since a land trust has been sorely lacking here. We are looking forward to collaborating with Shirley Heinze Land Trust, its staff and outstanding volunteers, on future educational projects and endeavors that connect people to our natural resources.”

Evelyn Kirkwood, Director of St. Joseph County Parks

Once the 2-acre parcel has been acquired, the existing (unusable) structures will be demolished and public amenities will be added to include a parking lot and restrooms. A pole barn will be erected to house stewardship equipment storage. Trails will be installed, a boardwalk and bog overlook will be built, and preserve and interpretive signage will be completed. A conservation plan will be developed and implemented to protect additional natural areas surrounding the Bog.

Shirley Heinze Land Trust will permanently protect Lydick Bog for generations to come. This is of vital importance to the quality of life for current and future residents of St. Joseph County as there are few high-quality natural areas remaining in the South Bend area. Lydick Bog will become a preeminent nature preserve where the public – children and adults alike – can learn, recreate and enjoy nature.

This land is being conserved, in part, by funding and technical assistance made available as mitigation for impacts caused by the construction and maintenance of the Reynolds Topeka Electric System Improvement Project in partnership with the United States Fish and Wildlife Service.

Lydick Bog

Lydick Bog is a 176 acre property located west of the City of South Bend that contains diverse freshwater wetlands including approximately 12 acres of rare bog habitat, which is about half of the total area of the existing bog. Shirley Heinze intends to manage the property as a natural area, undertake restoration work to enhance its environmental value, work to protect more of the bog and surrounding habitat, and make it available as a community resource for educational and recreational activities.



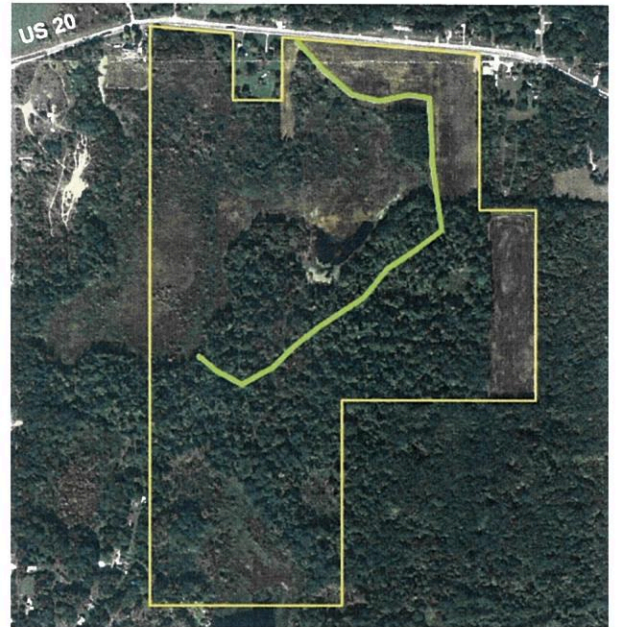
Aerial view of bog with surrounding wetlands and forest



Aerial view of bog

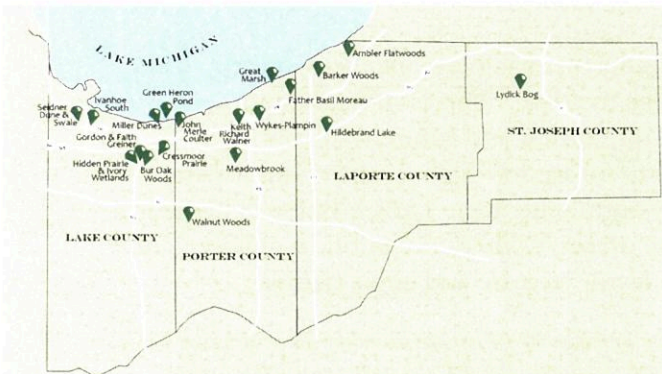


Bog habitat - photo courtesy of Steve Sass



Proposed Trail

About Shirley Heinze Land Trust



Shirley Heinze Land Trust has been protecting and preserving natural land since 1981. The organization accomplishes its work through a partnership of volunteers, donors, and professionals. Shirley Heinze nature preserves feature significant scenic and ecological value, and most are open to the public for hiking and enjoying nature.

The organization protects, restores, and maintains examples of the entire spectrum of Northwest Indiana's rich and significant natural communities, including tallgrass prairie, high dune, oak savanna, boreal flatwoods, dune-and-swale, woodlands, marshes, swamps, ponds, fens, bogs, and riparian habitat. Five of its properties – Cressmoor Prairie, Seidner Dune & Swale, John Merle Coulter Preserve, Barker Woods, and Ambler Flatwoods – have been dedicated to the people of Indiana as state nature preserves.

For more information on the work and nature preserves of Shirley Heinze Land Trust, visit www.heinzetrust.org, call (219) 242-8558, or visit our Facebook page at www.facebook.com/heinzetrust.



ST. JOSEPH COUNTY
SOIL & WATER CONSERVATION DISTRICT

... Helping People Help the Land in St. Joseph County

Strategic Plan
2013-2017

St. Joseph County SWCD 2013-2017 Strategic Plan

"In the end, we will conserve only what we love, we will love only what we understand, and we will understand only what we are taught."

— *Baba Dioum, Senegalese conservationist*

ORGANIZATION: The **St. Joseph County SWCD** was organized by public referendum in 1959 as a legal subdivision of the state of Indiana. We receive our statutory authority from the Indiana Soil and Water Conservation District Law (Indiana Code I.C. 14-32-5-1). We are a public body which exercises public authority. We are governed by a Board of five Supervisors, each a resident of St. Joseph County, Indiana (three elected and two appointed). We also have a number of volunteer Associate Supervisors who assist the Board in carrying out our **MISSION**. Staff members are under the direct supervision of the Board of Supervisors, however, primary funding for Staff salaries comes from the St. Joseph County Council and Board of Commissioners.

VISION: The **VISION** of the **St. Joseph County SWCD** is to:

- be viewed as a leader in soil and water conservation efforts
- be known in urban and rural areas
- demonstrate accountability with the funds it receives
- have an active and informed Board and a well-managed staff
- have a track record of measurable and demonstrated results

MISSION: The **MISSION** of the **St. Joseph County SWCD** is to provide **GUIDANCE** and **EDUCATION** to the **YOUTH** and **ADULTS** of **ST. JOSEPH COUNTY** and administer **PROGRAMS** to **PRESERVE, IMPROVE, and PROTECT SOIL, WATER, AIR, PLANT, and ANIMAL RESOURCES** for future generations.

In carrying out the SWCD's MISSION, we work, coordinate and cooperate with:

- property owners and operators
- public agencies
- citizens
- public and private conservation organizations
- agricultural groups
- legislators

VALUES: The following **VALUES** will guide the daily activities and development of the **St. Joseph County SWCD**:

- We believe in a voluntary approach to addressing soil, water and related natural resource concerns rather than regulation whenever possible.
- We believe that education, outreach, and technical assistance are vital tools for addressing resource concerns.
- We will strive provide high quality service and promote strong partnerships.
- We will embrace learning and change in order to meet the challenges of the future, and will develop a diverse, innovative, and well-trained Board and Staff Team to achieve our goals.
- We value our role in providing locally-led public outreach, education, and technical assistance to the community, focusing on environmental concerns in a manner that encourages appreciation and stewardship of natural resources for the benefit of future generations.

PARTNERSHIP COLLABORATION: The SWCD collaborates with a variety of local, state and federal partners to achieve our goals, including (but certainly not limited to):

- **St. Joseph County Soil & Water Conservation Partnership** (comprised of the St. Joseph County SWCD Board and Staff, the NRCS, and the ISDA Division of Soil Conservation)
- **St. Joseph County Council and Board of Commissioners** (continued funding for SWCD Staff salaries)
- **All other state, federal, and local legislative representatives**
- Members of the **Indiana Conservation Partnership**, which specifically includes:
 - Indiana State Department of Agriculture, Division of Soil Conservation (ISDA-DSC)
 - Indiana State Department of Agriculture, State Soil Conservation Board (ISDA-SSCB)
 - The 92 SWCDs through the State of Indiana
 - USDA Natural Resources Conservation Service (NRCS)
 - Purdue Cooperative Extension Service
 - USDA Farm Service Agency (FSA)
 - Indiana Department of Environmental Management (IDEM)
 - Indiana Department of Natural Resources (IDNR)
 - Indiana Association of Soil and Water Conservation District (IASWCD)
- **SWCD Donors** (e.g. Affiliate Members and Sponsors)
- **County and city parks departments**
- **County Agencies** (e.g. **Solid Water Management District, Survey/Drainage Board, Health Department, Area Plan Commission, and Engineering Department**)
- **National conservation groups** (e.g. National Association of Conservation Districts [NACD])
- **Local Resource Conservation and Development (RC&D) Agencies**
- **Michiana Stormwater Partnership (MSP)** (Members include the SWCD, St. Joseph County, City of Mishawaka, City of South Bend, Osceola, and Roseland, and others, who work together to promote good environmental stewardship of our community's rivers and streams.)

STRATEGIC FOCUS AREAS:

- 1. St. Joseph County Soil & Water Conservation Partnership Operations**
- 2. Soil Health and Water Quality**
- 3. Drainage and Flooding**
- 4. Forestry and Wildlife**
- 5. Pasture and Hay Land**
- 6. Conservation and Preservation of Farm Land**

The specific Goals and Action Steps utilized to address the above identified Strategic Focus Areas are aligned with the following Initiatives identified as priorities in the SWCD's Annual Plan of Operations:

- Initiative No. 1: Implement Federal, State and Local Mandates
- Initiative No. 2: Strengthen Communications to the Public and Others
- Initiative No. 3: Promote Civil Rights Activities
- Initiative No. 4: Conduct other On-going Activities for the Protection of the Natural Resources
- Initiative No. 5: Implement Specific Yearly Events

GEOGRAPHIC AREAS OF CONCERN:

All of St. Joseph County, and more specifically:

- 1. St. Joseph River Watershed**
- 2. Kankakee River Watershed**

OUR COUNTY AND ITS NATURAL RESOURCES: Formed in 1830, and named for the St. Joseph River which flows through it toward Lake Michigan, St. Joseph County, Indiana has a population of 266,931 (Census 2010). St. Joseph County has a total area of 461.38 square miles (___ acres), of which 457.85 square miles (___ acres) (or 99.23%) is land and 3.54 square miles (___ acres) (or 0.77%) is water. In terms of total area, St. Joseph County is the 16th largest county in the state, and in terms of population, it is the 4th largest county in Indiana.

St. Joseph County is unique in that ... _____

(Soil Survey of St. Joseph County, 2004.) http://soildatamart.nrcs.usda.gov/Manuscripts/IN141/0/St_Joseph_IN.pdf

Etc....

1. St. Joseph County Soil & Water Conservation Partnership Operations Priority Actions: As a result of increasingly uncertainty outlook regarding financial stability and resource sharing opportunities, in order to accomplish our MISSION and address priority issues and opportunities for natural resources and agriculture, the Staff and Board Members of the St. Joseph County Soil & Water Conservation Partnership Team will:

- Work to increase SWCD Staff expertise, size, and retention.
- Work to increase the SWCD Board Member expertise, size, and retention.
- Work to secure fiscal self-sustainability with diverse funding sources and significant reserves.

Goal	Goals and Action Steps	Who	When
Increased Staff Expertise	Actively participate in at least 3 training sessions annually in order to obtain Indiana Certified Conservation Planner status, with completion of certification by Fall 2014.	County Conservationist	Fall 2014
	Actively participate in 3 trainings or key partnership meetings annually (e.g. Leadership Institute, IDEA, IASWCD, ISDA, NRCS, Purdue/MSU Cooperative Extension, Conservation Beyond 2016, Field Office of the Future).	SWCD Staff	Ongoing
	Be able to give an effective verbal and written “elevator pitch” regarding SWCD accomplishments and activities with emphasis on soil-health in order to establish potential partnerships, communicate with legislators, utilize social media, recruit new Associate Supervisors, volunteers, and financial supporters, etc.	SWCD Staff	Spring 2013 and Ongoing
Increased Staff Size	Increase size of staff by 1 additional position, to ultimately be funded entirely by the St. Joseph County Commissioners and Council.	SWCD Board, Legislative Committee, SWCD Staff	Spring 2017
	Hire 1 SWCD intern annually, whether a paid or unpaid position.	SWCD Board, SWCD Staff	Focus in Jul. and Feb. (Annually)
Increased Staff Retention	Work to retain current staff members through at least 2017, by advocating for working landscape issues and salary increases, developing individualized non-monetary incentives, and balancing SWCD goals with staff members’ personal and professional goals.	SWCD Board, SWCD Staff	Focus in Feb. (Annually)
Increased Board Member Expertise	Each Supervisor and Associate Supervisor will actively participate in at least 1 training or key partnership meeting annually (e.g. Leadership Institute, IDEA, IASWCD, ISDA, NRCS, Purdue/MSU Cooperative Extension, Conservation Beyond 2016, Field Office of the Future).	SWCD Board	Ongoing
	Be able to give an effective verbal and written “elevator pitch” regarding SWCD accomplishments and activities with emphasis on soil-health in order to establish potential partnerships, communicate with legislators, utilize social media, recruit new Associate Supervisors, volunteers, and financial supporters, etc.	SWCD Board	Spring 2013 and Ongoing
Increased Board Member Size	Increase size of Board by 1 new member each year, with an emphasis on recruiting historically underserved groups and individuals (i.e. minorities, women, economically and socially disadvantaged, etc.) and young members that represent the diverse community of St. Joseph County.	SWCD Board, SWCD Staff	Focus in Feb., Jul. (Annually)
Increased Board Member Retention	Work to retain current Board Members through at least 2017 by continuing SWCD’s tenure and Supervisor Service Awards at Annual Meeting and developing other non-monetary ways to recognize individual’s contributions and accomplishments.	Awards Committee, Annual Meeting Committee	Jan. (Annually)
Fiscal Self-Sustainability	Increase long-term technical assistance / consulting agreements with partners (e.g. NRCS, MSP, MS4 Program) by 10% annually.	SWCD Board, SWCD Staff	Focus in Jun. (Annually) and Ongoing
	Secure funding for operational expenses through St. Joseph County Commissioners and Council to at least \$10,000 by 2017.	SWCD Board, SWCD Staff, Legislative Committee	Fall 2017
	Increase revenue from current fundraising programs (e.g. tree, rain barrel, composter, and Swamp Stomp T-Shirt sales; school programs, donation programs) by 10% annually, and minimize expenses whenever possible.	SWCD Board, SWCD Staff, Applicable Committees	Focus in Fall (Annually) and

			Ongoing
	Increase the number for new sources for revenue, with a focus on sustainable sources, by at least 3 new sources by 2017.	SWCD Board, MSI Committee, SWCD Staff	Focus Feb., Jul. (Annually)
	The Staff and Board will review, evaluate, and re-evaluate progress on the 2013-2017 Strategic Plan 2 times annually. This will include ensuring that the Annual Plan of Operations, Annual Budget, and Staff Performance Appraisals are aligned with the Strategic Plan.	SWCD Board, SWCD Staff	Apr. and Oct. (Annually)
	Annually, by September 30, the Staff and Board will review, evaluate, and re-evaluate the current year’s Annual Plan of Operations and prepare the next year’s Annual Plan of Operations (aligned with the 2013-2017 Strategic Plan).	SWCD Board, SWCD Staff	Sept. (Annually)
	Annually, by October 30, the Staff and Board will review, evaluate, and re-evaluate the current year’s Budget and prepare the initial draft for the next year’s Budget (aligned with the 2013-2017 Strategic Plan and applicable Annual Plan of Operations). Draft Budgets will be presented at the November Board Meeting, with a second draft presented at the December Board Meeting for final review and approval.	SWCD Board, SWCD Staff	Oct., Nov., Dec. (Annually)

2. Soil Health and Water Quality: *The SWCD recognizes that soil and water quality concerns are inter-related, and that promoting good soil health (i.e. the capacity of a specific kind of soil to function) can directly result in cleaner water and air, bountiful and sustainable crops and forests, productive and sustainable grazing lands, diverse wildlife, and beautiful landscapes.*

Regarding local natural resource concerns related to degraded soil health (e.g. loss of soil structure, loss of organic matter, decreased biological activity, and increased compaction), the SWCD identifies the following contributing factors from insufficient management of Agricultural and Non-Agricultural land:

- Excessive Soil erosion
- Excessive tillage
- Lack of crop rotation and cover crops
- Excessive grading and earthmoving activities during construction
- Failure to preserve existing vegetation (including trees) and topsoil on construction sites

The SWCD recognizes that local natural resource concerns related to degraded surface water quality in streams, rivers, ponds, and lakes. Contributing factors from insufficient management of Agricultural and Non-Agricultural land include:

- Excessive Sediment
- E. coli (failing septic systems, and waste from livestock, pets, and wildlife) running into local waterways
- Improper livestock management (e.g. pasturing in streams, mortality, waste handling)
- Improper nutrient and pesticide management
- Pollutants from hard surfaces (e.g. oil, grease, litter from parking lots, sidewalks, streets, etc.) running into local waterways
- Excessive storm water runoff
- Outdated and overburdened Combined Sewer Overflows and Storm Sewer Overflows

The SWCD also recognizes local concerns related to degraded groundwater quality. Contributing factors from insufficient management of Agricultural and Non-Agricultural land include:

- Improper Irrigation Management
- Uncapped abandoned wells
- Nutrient and pesticide management
- Abandoned or underused industrial and commercial facilities available for re-use (i.e. Brown field sites)
- Failing septic systems

Issue	Goals and Action Steps	Who	When
Water Quality and Soil Health – Ag and Non-Ag Land	Each Board Member will contact legislators (e.g. phone call, email, letter) at least 1 time annually regarding requests from IASWCD to address water quality and soil health related legislature	SWCD Board, SWCD Staff, IASWCD	Ongoing
	Promote the SWCD’s efforts to monitor local waterways in line with Hoosier Riverwatch program by publishing at least 2 publications (e.g. print, electronic, digital video, etc.).	Env. Ed. Coordinator, Env. Ed. Committee	2014, 2016
Water Quality and Soil Health – Agricultural	Promote the use of conservation tillage by promoting the results of tillage transect in 1 newsletter article per completed transect, and 1 printed handout per completed transect.	SJC Soil & Water Partnership, Fertilizer and Seed	Fall 2013, Fall 2015, Fall 2017

Land	Annually, host 1 winter Producers meeting and 2 additional producer events that promote a systematic approach to agricultural production, as endorsed by the Indiana Conservation Cropping Systems Initiative (CCSI) (e.g. conservation tillage, cover crops, filters strips, precision farming, nutrient / irrigation / pest management), and related Farm Bill Conservation programs.	Dealers SJC Soil & Water Partnership, Sponsors, Other partnerships	Mar., Summer, Fall (Annual)
	Promote federal Farm Bill Conservation programs that promote a systematic approach to agricultural production, as endorsed by the CCSI on an individual basis to at least 2 producers each month (24 annually).	County Conservationist, NRCS, SWCD Board	Ongoing
	Publish at least 2 newsletter articles annually that promote the use of cover crops as part of a systematic approach to agricultural production, as endorsed by the CCSI.	County Conservationist	Summer, Fall (Annual)
	Secure funding and partnership to re-instate, sustain, and expand the SWCD’s “Cover It Green” cost-share program for cover crops and/or filter strips (re-instate by Jan. 2013, with an annual acreage increase of 10% annually).	County Conservationist, Rural Conservation Committee	Jan. 2013 and Ongoing
	Host at least 1 annual Cover Crop Field Day, utilizing the SWCD’s cover crop test plot (if applicable), a cover crop stand funded by “Cover It Green”, etc.	County Conservationist, Rural Conservation Committee	Mar. (Annually)
	Publish at least 1 newsletter annually, promoting the use of proper livestock management as part of a systematic approach to agricultural production, as endorsed by the CCSI.	County Conservationist	Spring (Annual)
	Publish at least 1 newsletter annually, promoting the use of proper nutrient and pesticide management as part of a systematic approach to agricultural production, as endorsed by the CCSI.	County Conservationist	Winter (Annual)
	Host 3 events, promoting the use of irrigation management as part of a systematic approach to agricultural production, as endorsed by the CCSI, in cooperation with Purdue / MSI Cooperative Extension and other appropriate partners	County Conservationist, Cooperative Extension, Rural Conservation Committee, Irrigation Dealers	Spring 2013, Spring 2015, Spring 2017
	Each Board Member who is a producer will participate in at least 1 individualized slake test or other soil quality test by Fall 2013. At least 4 producers will participate in at least 1 individualized slake test or other soil quality test, annually. At least 1 demonstration annually will be performed at an SWCD event.	County Conservationist, Rural Conservation Committee	Fall 2013 and Ongoing
	Each year, the SWCD will strive to utilize the process of annual Local Working Group meeting as an opportunity to establish and strengthen partnerships, and seek input from local producers, private forest landowners, other landowners, and historically underserved groups and individuals to inform the Local Working Group’s recommendations for ranking priorities for the Environmental Quality Incentive Program (EQIP) and the Wildlife Habitat Incentive Program (WHIP), along with other programs as required of Conservation Districts by the ___ Farm Bill.	County Conservationist, Rural Conservation Committee	Jul. (Annual)
 AWEP ... promotion ... GOAL	County Conservationist, Rural Conservation Committee	_____
	Any other programs for which we have an agreement with NRCS to promote, etc.		
Water Quality and Soil Health – Non-Ag _____ Land	Ensure that: (1) 100% of Stormwater Protection Plans (SWPPP) are reviewed; (2) 100% of active construction sites are inspected at least once a year; (3) 100% of completed sites submit a Notice of Termination; (4) 80% of construction sites use temporary stabilization; and (5) 80% of sites follow the submitted SWPPP. <i>Strategies include continuing to monitor and implement procedures for Rule 5 and Rule 13 regulations pertaining to construction site, ensuring that applicable MOUs/Consulting Agreements are fulfilled, and cooperating with local MS4 entities, the MSP, and Contractors working under Rule 5 and Rule 13.</i>	County Conservationist, SWCD Board, Construction Site Contractors	Ongoing
	Provide technical assistance to 3 existing commercially developed properties	County	Summer

	to implement conservation practices (e.g. permeable pavement, bioswales, and wetland retention).	Conservationist, SWCD Board, Construction Site Contractors, MSP	2014, Summer 2015, Summer 2016
Water Quality – Non-Ag Residential Land	Cooperate with the Health Department and other appropriate agencies and organization to promote and provide education / technical assistance to at least 100 landowners on septic systems maintenance.	County Conservationist, Admin. Assistant, Rural Conservation Committee, Health Department	Fall 2018
	Cooperate with the Health Department and other appropriate agencies and organizations to produce at least 1 publication (e.g. print, electronic, digital video, etc.) identifying areas of local surface and ground water concerns, providing citizens with locally-based strategies to address these concerns.	County Conservationist, SWCD Board, Health Department	Summer 2017
	Cooperate with the Health Department and other appropriate agencies and organizations to develop, promote, and update a Septic System Management page hosted on the SWCD website and cross-linked by at least 10 other partners' websites.	County Conservationist, Admin. Assistant, Rural Conservation Committee, Health Department	Summer 2016 and Ongoing
	Cooperate with Solid Waste Management District (SWMD) and other appropriate agencies and organizations to produce at least 1 publication (e.g. print, electronic, digital video, etc.) to promote existing regulations and best practices for solid waste disposal.	County Conservationist, ___ Committee, SWMD	Summer 2014 and Ongoing
	Continue to cooperate with Solid Waste Management District (SWMD) and other appropriate agencies and organizations to promote and host 2 annual Compost 101 Seminars.	Env. Ed. Coordinator, SWMD	
	Cooperate with local individuals, organizations, and agencies (e.g. Unity Gardens, IUSB Center for a Sustainable Future, 4-H Fair, Inc., MSP) to co-host at least 1 backyard conservation event annually, promoting the use of rain barrels, rain gardens, composting, recycling, and other backyard conservation practices.	County Conservationist, Urban Conservation Committee, MSP, Other partners	Summer 2014 and Ongoing
	Cooperate with local individuals, organizations, and agencies (e.g. Unity Gardens, IUSB Center for a Sustainable Future, 4-H Fair, Inc., MSP) to, annually, provide technical assistance to at least 5 owners of small tracts of land (e.g. homeowners) to install backyard conservation practices (25 homeowners by 2017)	County Conservationist, Urban Conservation Committee, MSP, Other partners	Winter 2017
	Continue to support the annual Michiana Original Art Rain Barrel Auction project (including any green-space projects to which the proceeds go toward) through financial sponsorship, providing technical assistance, providing educational materials, supporting grant applications, etc.)	County Conservationist, Urban Conservation Committee, MSP	Spring (Annually)
	Provide education and outreach to at least 40,000 youth annually (200,000 by 2017) and 800 adults annually (4,000 by 2017) by participating in public events, administering school and other youth programs , publishing newsletter articles, distributing press releases, etc.	SWCD Board, SWCD Staff	Ongoing

3. Drainage and Flooding: *Also related to water quality and soil health (e.g. _____ soil erosion ... and _____) Natural soil drainage in St. Joseph County ranges from excessively drained on sandy ridgetops to very poorly drained in depressions filled with organic materials ([Soil Survey of St. Joseph County, 2004](#)), and poor drainage can lead to flooding. _____ (flesh this out some ...)*

<u>Issue</u>	<u>Goals and Action Steps</u>	<u>Who</u>	<u>When</u>
Drainage and Flooding	Partner with County Surveyor and Drainage Board to include the topic on drainage/flooding in at least 3 producer workshops/events.	County Conservationist, Rural Cons. Committee, Surveyor, Drainage Board	2013, 2015, 2017

Cooperate with the County Surveyor and Drainage Board and other appropriate agencies and organizations to produce at least 1 publication (e.g. print, electronic, digital video, etc.) identifying areas of local drainage concerns, providing citizens and producers with locally-based strategies to address these concerns.	County Conservationist, Surveyor, Drainage Board	Fall 2016
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4. Forestry and Wildlife: Also related to water quality and soil health (e.g. ___ and ___.) _____ short intro re: why important...

<u>Issue</u>	<u>Goals and Action Steps</u>	<u>Who</u>	<u>When</u>
Forestry and Wildlife	Cooperate with NCRS, IDNR, and US Fish and Wildlife to promote practices and federal conservation programs pertaining to Forestry and Wildlife (e.g. Wildlife Habitat Incentive Program [WHIP], Wetland Reserve Program [WRP], Indiana Classified Forest and Wildlands Program) through annual Tri-County Forestry Field Day sessions.	County Conservationist, Env. Ed. Coordinator, Forestry Committee, Env. Ed. Committee	Fall (Annually)
	Cooperate with partners involved with the Northwest Indiana Cooperative Weed Management Area (NICWMA) and other appropriate organizations and agencies to promote practices, resources, and federal conservation programs (e.g. _____) pertaining to the control of invasive plant and wildlife species through annual Tri-County Forestry Field Day sessions.	County Conservationist, Env. Ed. Coordinator, Forestry Committee, Env. Ed. Committee	Fall (Annually)
	<i>... something else re: invasives ... what are we already committed to via existing events / NRCS agreements, etc.</i>		
Forestry	Publish at least 3 newsletter articles and 2 brief news releases to educate landowners on the importance of well-managed forests, while cross-promoting the impact on soil/water quality and the SWCD’s annual tree sale fundraiser, tree seminar, and/or Tri-County Forestry Field Day.	County Conservationist, Forestry Committee	Winter 2017
	The SWCD will continue to purchase and distribute “free trees seedlings” for all schools participating in No Child Left Inside and NACD Poster Contest (<i>is this right????? Rick?????</i>)	County Conservationist, Env. Ed. Coordinator, Forestry Committee, Env. Ed. Committee	Apr. (Annually)
	Continue to partner with St. Joseph County Parks, the St. Joseph County Cooperative Extension Service, The University of Notre Dame Biological Services, and Rum Village Nature Center and St. Joseph County Soil & Water Conservation District to promote (through at least 1 pre-deadline newsletter article or press release and 1 post-awards newsletter article or press release), administer, and co-host the awards ceremony (in approximately February) for the bi-annual Big Trees of St. Joseph County program.	County Conservationist, Env. Ed. Coordinator, Forestry Committee, Env. Ed. Committee	Feb. 2013, Fall 2014, Feb. 2015, Fall 2016, Feb. 2017
	Cooperate with city tree boards and other appropriate agencies and organizations to produce at least 1 publication (e.g. print, electronic, digital video, etc.) identifying areas of local urban forestry, providing citizens with locally-based strategies to address these concerns.	County Conservationist, Forestry Committee, City Tree Boards	Spring 2017
Wildlife	Publish at least 5 newsletter articles and 2 brief news releases to educate landowners on the importance of wildlife and habitat, while cross-promoting the impact on soil/water quality and programs available to landowners.	Env. Ed. Coordinator	Winter 2017
	Annually, publish at least 1 newsletter article or press release (total of 5) regarding the SWCD’s partnership with Quail Unlimited to distribute free wildlife seed to community for establishment of wildlife food plots.	County Conservationist, Quail Unlimited	Spring (Annually)

5. Pasture and Hay Land: *Also related to water quality and soil health (e.g. ___ and ___.) ___ short intro re: why important...*

<u>Issue</u>	<u>Goals and Action Steps</u>	<u>Who</u>	<u>When</u>
<i>Pasture and Hay Land</i>	Publish at least 3 newsletter articles promoting federal conservation programs for pastures and hay land (e.g. Environmental Quality Incentives Program [EQIP] and Grassland Reserve Program [GRP]).	County Conservationist	Summer 2013, Summer 2017, Summer 2017
	Promote EQIP, GRP, and related Best Management Practices (including nutrient management) at least 3 times at field day/workshops.	County Conservationist, Rural Conservation Committee	2013, 2015, 2017
	Partner with at least one other SWCD (e.g. LaGrange County SWCD) to host a hay and forage workshop.	County Conservationist, Rural Conservation Committee, NRCS, NRCS Grazing Specialist	Fall 2015

6. Conservation and Preservation of Farm Land: *Also related to water quality and soil health (e.g. ___ and ___.) ___ short intro re: why important...*

<u>Issue</u>	<u>Goals and Action Steps</u>	<u>Who</u>	<u>When</u>
<i>Conservation & Preservation of Farm Land</i>	Cooperate with Woodland Lakes RC&D and other appropriate agencies and organizations to publish 3 agricultural land conservation and preservation article for newsletter/newspaper.	County Conservationist	Winter 2014, Winter 2015, Winter 2017
	Promote agricultural land conservation and preservation at least 2 times at field day/workshops.	County Conservationist, Rural Conservation Committee	2015, 2017
	Promote agricultural land conservation and preservation on an individual basis to at least 2 producers annually.	County Conservationist, Rural Conservation Committee, NRCS	Ongoing

Key Strategies: *The St. Joseph County SWCD has identified the following strategies as methods for achieving the goals of this 2013-2017 Strategic Plan and to, therefore, achieve our MISSION:*

Issue	Strategy	When
Distribution of Information	SWCD Newsletter: The Conservation Kaleidoscope, currently published bi-monthly in print and electronic format, and distributed by insert in The Farmers Exchange, direct mailing, e-blast, SWCD website archive, and SWCD Facebook posting. Regular features include: Events Calendar, Have You Heard?; Urban Meanderings, Woodland Times, Natural Educator, and Field Notes.	Ongoing
	SWCD Web Presence: Official Website (www.stjosephswcd.org), Twitter (@stjosephswcd), Facebook Page (____), and YouTube Channel (____)	Ongoing
	Customer Service: Reference services and referrals are provided to customers by phone, walk-in request, email, and Facebook Page postings.	Ongoing
	Publications: Print and electronic text-based publications (e.g. brochures, fact sheets, etc.) and digital multi-media formats (e.g. videos, slideshows, podcasts, etc.)	Ongoing
Education and Outreach	Annual Dinner and Meeting	Jan. (Annually)
	Workshops (e.g. Project WET, Project WILD, Hoosier Riverwatch, construction site erosion control workshops, Cover Crop workshops, etc.)	Jan. (Annually)
	Field Days (e.g. Tri-County Forestry Field Day, Cover Crop Field Day, etc.)	Ongoing
	Demonstration Sites (e.g. outdoor labs, cover crop test plots, construction site installations, etc.)	Ongoing
	Presentations (e.g. school programs, public seminars, civic and conservation organization seminars, one-on-one consultations)	Ongoing
	Customer Service (e.g. web soil survey, tree planting information, composting information, etc.)	Ongoing
	Special Public Events (e.g. Science Alive, Eco Fest, Michiana Original Art Rain Barrel Auction)	Ongoing
Marketing	Radio and TV interviews	Ongoing
	News Releases	Ongoing
	Contests	Ongoing
	Customer Service: (e.g. direct contact in-person, by email, by letter, and by phone regarding conservation opportunities and programs, providing soils information and seeding recommendations according to climate and soils)	Ongoing
	Networking and Partnering: Board Members and SWCD Staff serve on various community boards and committees (e.g. MSP, NICWMA, ____)	Ongoing
	Board Member Recruitment	Ongoing
	Fundraising program flyers (e.g. tree sales, rain barrel/composter sales, donation program)	Ongoing
Technical Assistance to Landowners, Producers, Other Government Agencies, ____, etc.	Promotional giveaways (e.g. pens, magnets, pamphlets)	Ongoing
	One-on-one conservation planning and program application assistance	Ongoing
	Agriculture conservation Best Management Practice (BMP) surveys, designs, and management plans to meet NRCS specifications	Ongoing
	On-site consultations	Ongoing
	Bi-annual landfill inspections	Spring and Fall (Annually)
Participation in various county/city governmental committees to provide technical assistance/recommendations	Ongoing	

	Customer Service (e.g. natural resource investigation, evaluation, and backyard conservation assistance)	Ongoing
	Rule 5 and Rule 13: Stormwater Protection Plan (SWPPP) reviews and construction site monitoring	Ongoing
Sources of Financial Assistance for Installation of Conservation Practices	Federal conservation programs (e.g. Farm Bill programs, 319 grants)	Ongoing
	State conservation cost-share/incentive programs (e.g. Lake and River Enhancement [LARE], Clean Water Indiana grants)	Ongoing
	Farmland preservation programs (e.g. Woodland Lakes RC&D Conservation Easements)	Ongoing
	Support of partners' grant applications	Ongoing
Sources of Funding for SWCD Operations	St. Joseph County Council and Board of Commissioners (primary source of staff salaries)	Ongoing
	State grants (e.g. Clean Water Indiana)	Ongoing
	Indiana Department of Environmental Management (IDEM) 319 grants	Ongoing
	Affiliate Member / Sponsorship Donation Programs (from individuals, businesses, organizations, agencies, etc.)	Ongoing
	Annual Tree Sale Fundraiser	Ongoing
	Rain Barrel and Composter Sale Fundraiser	Ongoing
	In-school education programs	Ongoing
	Contracted services (e.g. Solid Waste Management District [SWMD], MS4)	Ongoing

Acronyms Used in the St. Joseph County SWCD 2013-2017 Strategic Plan

(note... working on this still ... Lisa)

BMP – Best Management Practice
CCSI - Conservation Cropping Systems Initiative
CES – Cooperative Extension Service
CNMP – Comprehensive Nutrient Management Program
CRP – Conservation Reserve Program
CSP – Conservation Security Program
CWI – Clean Water Indiana
CWMA – Cooperative Weed Management Area
DC – District Conservationist
DSS – District Support Specialist
EQIP – Environmental Quality Incentive Program
FEP – Floodplain Easement Program
FOTG – Field Office Technical Guide
FSA – Farm Service Agency
GIS – Geographic Information System
IASWCD – Indiana Association of Soil and Water Conservation Districts
ICP – Indiana Conservation Partnership
IDEA – Indiana District Employees Association
IDEM – Indiana Department of Environmental Management
IDNR – Indiana Department of Natural Resources
ISDA-DSC – Indiana State Department of Agriculture, Division of Soil Conservation
LI – Leadership Institute
MOU – Memorandum of Understanding
MS4 – Multiple Separate Storm Sewer Systems
NACD – National Association of Conservation Districts
NICWMA – Northern Indiana Cooperative Weed Management Area
NPS – Nonpoint Source Pollution
NRCS – Natural Resources Conservation Service
RC&D – Resource Conservation & Development
SSCB – State Soil Conservation Board
SWCD – Soil and Water Conservation District
USDA – U.S. Department of Agriculture
USGS – U.S. Geological Service
WHIP – Wildlife Habitat Incentive Program
WRP – Wetland Reserve Program

APPENDIX II

Annual Plan of Operations - 2013

BACK PAGE / BACK COVER IF BOUND

This Strategic Plan was created by the St. Joseph County Soil & Water Conservation District, in partnership with the Natural Resource Conservation Service. The plan was adopted on _____.

St. Joseph County SWCD-NRCS Partnership

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Board of Supervisors – 2012

John Dooms, Chair
Jeremy Cooper, Vice Chair
Jim LaFree
Stacey Silvers
Paul Williams, III

SWCD Staff -2012

Rick Glassman, Office Manager, Environmental Education Coordinator
Andrew Fox, County Conservationist
Lisa Wynn, Administrative Assistant, SWCD Board Treasurer

NRCS Staff – 2012

Deborah Knepp, District Conservationist
Amanda Kautz, Soil Conservationist

The St. Joseph County SWCD agrees with and supports the Equal Employment Opportunity Policy of the United States Department of Agriculture.