

# 2023 Annual Plan of Operations Norman County Soil & Water Conservation District

## MISSION STATEMENT:

It is the mission of the Norman County Soil and Water Conservation District (SWCD) to promote protection, through cooperation of Norman County's natural resources.

Proper use of land and resource planning will be promoted and technical assistance to cooperators will be available through Memoranda of Understanding with the USDA-Natural Resource Conservation Service (NRCS) and other federal and state agencies.

The district encourages the adoption of sound land management and application of conservation practices to all land in the district. We also recognize that our natural resources are fundamental and essential to a permanent and prosperous economy.



The 2023 Annual Plan addresses the Priority goals of the SWCD Board of Supervisors. The Board of Supervisors adopted the County's Local Water Management Plan as the Comprehensive Plan for the District.

**PERSONNEL:**

**DISTRICT BOARD OF SUPERVISORS**

Ron Thorsrud	Chairman	Twin Valley
Kelly Skaurud	Vice Chairman	Gary
Erik Rockstad	Treasurer	Ada
Gene Ueland	Secretary	Ada
Bruce Tufte	Reporter	Borup

**DISTRICT STAFF**

Lori Thronson	District Manager
Mark Christianson	District Technician
Emily Knutson	Conservation Technician

**NATURAL RESOURCES CONSERVATION SERVICE**

Luke Klawitter	Soil Conservation Technician
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Our monthly Board of Supervisor's meetings are open to the public. Regular meetings are held on the second Thursday of every month at 8:00 AM. Special meetings are posted in advance.

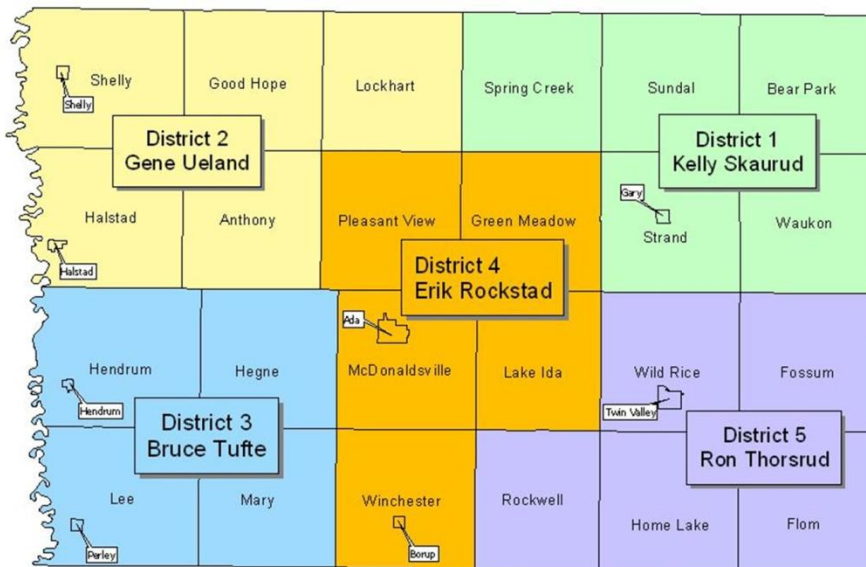
The district office is located at 100 Main Ave E Twin Valley

Mailing address is PO Box 60 Twin Valley

Phone number is 218-584-5169 Fax number is 218-584-5667

Website address is [www.normancountyswcd.org](http://www.normancountyswcd.org)

**Norman County SWCD Supervisor Districts**



## **Cooperating Agencies**

### **State**

Board of Water and Soil Resources (BWSR)  
Minnesota Association of Soil & Water Conservation Districts (MASWCD)  
Minnesota Association of District Employees (MACDE)  
Environmental Service Office (ESO)  
Red River Valley Conservation Service Area (RRVCSA)  
National Association of Conservation Districts (NACD)  
Minnesota Department of Agriculture (MDA)  
Minnesota Department of Natural Resources (DNR)  
Minnesota Pollution Control Agency (MPCA)  
Minnesota Department of Health (MDH)  
Minnesota Extension Service (MES)  
Minnesota Department of Ag (MDA)  
Minnesota Department of Transportation (MNDOT)  
Minnesota Office of Management & Budget (MMB)  
Wild Rice River Watershed District (WRWS)  
Sandhill River Watershed District (SHRWS)  
Minnesota Association of Watershed Districts (MAWD)  
Northwest Regional Development Commission (NRDC)

### **Federal**

Natural Resource Conservation Service (NRCS)  
Farm Service Agency (FSA)  
US Fish and Wildlife Service (USFWS)  
US Department of Agriculture (USDA)  
Legislative Commission on Minnesota Resources (LCMR)  
Army Corp of Engineers (ACOE)  
United States Geological Survey (USGS)  
Environmental Protection Agency (EPA)  
Federal Emergency Management Agency (FEMA)

### **Local**

Norman County Commissioners  
Norman County Agencies  
Local Cities  
Local Townships  
Red River Water Management Board (RRWMB)  
Red River Basin Commission  
National Wild Turkey Federation (NWTF)  
Ducks Unlimited (DU)  
Pheasants Forever

### **Annual Dues paid by the district**

**MASWCD**

**MACDE**

**Area 1 State**

**NACDE**

**MACFO**

**Area 1 Local**

## **INTRODUCTION**

The purpose of this plan is to protect our natural resources through the promotion and implementation of Best Management Practices throughout the County and associated Watersheds.

## **PRIORITY CONCERN 1**

**Norman County will focus on water movement throughout the watersheds.**

The Flood Damage Reduction Workgroup has identified Priority areas for both Flood Damage Reduction (FDR) and Natural Resource Enhancement (NRE) activities within Norman County. The Concerned Citizens of the Wild Rice Watershed have also identified storage requirements to flood proof the watershed.

Concerns have been raised by FEMA on the quality of the flood plain maps. Digital soil maps will be used in project planning for water control across the county. Technology has improved and many projects can be prioritized using this technology. BMP's need to be included in all water control projects.

*Priority Concern 1 would benefit from collaborating with landowners, local, state and federal agencies to identify potential water control projects.*

## **PRIORITY CONCERN 2**

**Norman County will focus on wind and water erosion and the associated sedimentation that occurs within Norman County.**

Wind erosion has been a long-term problem across all of Norman County. A greater portion of the middle of the county are sandy eroded soil types. The United States Department of Agriculture (USDA) has identified Highly Erodible Soils based on production loss. The soils in the western half and eastern edge of the county are made up of loams and clays that require less protection but are at risk to wind erosion.

Water erosion is a problem in the eastern half of the county, where slopes are steep, and soils are prone to erosion. In the eastern half of the county, the slopes are steep enough for the water to carry a heavy sediment load. Sedimentation occurs in the western half of the county, where the general slope has dropped to less than one foot per mile.

State programs are utilized in Norman County to help pay for technical and financial assistance to the landowner for programs that reduce soil erosion and sedimentation and increase water quality and wildlife habitat.

*Priority Concern 2 would benefit from collaborating with landowners to implement Best Management Practices (BMPs) to meet the requirement of the Lower Wild Rice River (LWRR) Total Maximum Daily Load (TMDL) Plan and implementing BMPs to reduce wind and water erosion.*

### **PRIORITY CONCERN 3**

#### **Norman County will focus on surface and groundwater quality within watersheds.**

Groundwater quality within Norman County could be affected by 3 main events.

1. Contamination by failing wells.
2. Contamination by abandoned wells.
3. Surface contamination entering aquifers from the ground sensitive area in eastern Norman County.

There are no identified groundwater contamination zones within Norman County. Nitrate problems in Norman County have been identified in sandpoint wells and failing deep water wells, where casings are cracked.

Water hardness increases from east to west as the age of the water increases. We have an exceptionally large supply of water, but with a slow aquifer recharge, that water is very limited. Wellhead protection and management plans need to be developed. Agricultural and household hazardous waste needs to continue to be disposed of properly.

Surface water quality has been affected by natural and manmade events within the county.

There are two identified impaired waters in Norman County to date, Wild Rice River, and the South Branch of the Wild Rice River. Sedimentation is a visible problem within the Wild Rice River and its tributaries, which is being addressed.

*Priority Concern 3 would benefit from continued monitoring efforts, implementation of BMPs, and working with agencies on the impaired waters in the county.*

### **PRIORITY CONCERN 4**

#### **Norman County will focus on the appropriate use of natural resources within Norman County, using Best Management Practices (BMPs).**

Correct land use opinion varies greatly, depending on if you are talking to landowners, local agencies, state and federal agencies or private organizations. The coordination of the meaning of correct, and the appropriate compensation for an alternative use of natural resources, will make the difference in whether many projects are completed in the county.

The SWCD, Wild Rice Watershed District, and the Norman County Highway Department all have buffer programs they promote using BMPs, which are conservation activities that utilize Best Management Practices.

The Shoreland program is a state program protecting shoreland areas. The Wetland Conservation Act (WCA) is a state program to protect wetlands in Minnesota.

*Priority Concern 4 would benefit from the implementation of WCA, working with NRCS on their 1026 reviews, establishment of a State Ag Wetland Bank Program and promotion of the SWCD and NRCS land conversion programs.*

## **PRIORITY CONCERN 1**

**Norman County will focus on water movement throughout the county.**

### **INITIATIVE**

Work with local, state, and federal agencies and the FDR workgroup to install projects that reduce runoff speed and volume.

1. Work with the FDR to identify and install flood and erosion control projects.  
Lead/Role: Wild Rice Watershed – technical & financial  
Partners/Roles:  
SWCD – technical & financial  
NRCS – technical  
Red River Management Board – technical & financial  
Priority - Medium
2. Work with local, state, and federal agencies and the Project Team to identify funding sources for installing water control projects.  
Lead/Role: SWCD – technical & financial  
Partners/Roles:  
NRCS - financial  
LCMR - financial  
MPCA 319 – financial  
BWSR Clean Water Fund – financial  
International Waters Institute - technical  
Priority - Medium
3. Work with local and state agencies to administer the Aquatics Invasive Species Program for the county.  
Lead/Role: SWCD – technical  
Partners/Roles:  
County - financial  
Priority – Medium
4. Work with the Wild Rice Watershed to implement the Lower Wild Rice Corridor Habitat Restoration Program.  
Lead/Role: watershed – technical and financial  
Partner/Roles: SWCD – technical and financial  
Priority - High

## **PRIORITY CONCERN 2**

**Norman County will focus on reducing unwanted soil movement.**

### **INITIATIVES**

Focus on land applications of BMPs in targeted areas.

1. Work with landowners to establish field and farmstead windbreaks, buffers, wildlife plantings, field borders and living snow fence.  
Lead/Role: SWCD - technical & financial  
Partners/Roles:  
NRCS - technical & financial  
MN DOT - technical and financial  
DNR - technical  
Priority - High

2. Work with landowners to establish the following BMPs, streambank erosion, grade stabilization, gully erosion repairs, water and sediment control basins, grassed waterways, conservation tillage practices, application of biochar and conservation water control projects, etc.  
 Lead/Role: SWCD - technical & financial  
 Partners/Roles: Wild Rice Watershed – technical  
 NRCS - technical & financial  
 RRVSA - technical  
 Priority - High
  
3. Implement the LWRR TMDL plan by installing sediment control basins, side inlets and riparian buffers.  
 Lead/Role: Wild Rice Watershed - technical & financial  
 Partners/Roles:  
 SWCD - technical & financial  
 NRCS - technical & financial  
 MPCA - technical  
 DNR - technical  
 Priority – High
  
4. Work with landowners to comply with the Buffer Program.  
 Lead/Role: SWCD - technical & financial  
 Partners/Roles:  
 Wild Rice Watershed – technical  
 NRCS - technical & financial  
 RRVSA - technical  
 Priority – High
  
5. Work with landowners to comply with the Soil Loss Ordinance.  
 Lead/Role: SWCD - technical & financial  
 Partners/Roles:  
 Wild Rice Watershed – technical  
 NRCS - technical & financial  
 RRVSA - technical  
 Priority – High

**PRIORITY CONCERN 3**

**Norman County will focus on surface and groundwater quality.**

**INITIATIVES**

Focus on well sealing, groundwater monitoring and testing.

1. Work with landowners to identify and seal abandoned wells in the county.  
 Lead/Role: SWCD - technical & financial  
 Partners/Roles:  
 NRCS - technical & financial  
 MN Dept of Health - technical  
 Priority – High

2. Continue to monitor static water levels in 7 DNR observation wells.

<b><u>DNR Well #</u></b>	<b><u>Well Name</u></b>	<b><u>Location</u></b>
54006	Syre Wildlife	T143 R44 S29
54007	Ada Rod & Gun	T144 R45 S12

54008	Gary Pines	T144 R44 S8
54009	Bergeson Nursery	T146 R44 S6
54010	Chester Runck Pasture	T144 R43 S25
54011	Syre DNR	T143 R44 S29
54012	Prairie Smoke Dunes	T146 R44 S17

Lead/Role: SWCD - technical

Partners/Roles:

DNR - technical & financial

University of MN - technical

Priority - High

3. Work with the Dept of Ag to test wells for nitrates.

Lead/Role: SWCD - technical

Partners/Roles:

Dept of Ag - technical & financial

Priority - Low

4. Work with landowners, Wild Rice Watershed, Sandhill River Watershed and other agencies to implement the One Watershed One Plan.

Lead/Role: Watershed – technical & financial

Partners/Roles:

Policy & Advisory Committees - technical

Priority - High

5. Implement the Shoreland Program and the Subsurface Sewage Treatment Systems Program (SSTS).

Lead/Role: ESO – technical & financial

Partners/Roles:

SWCD - technical

Priority - Low

6. Assist landowners with compliance of the county's Feedlot Program to protect and enhance water quality. An annual work plan will be prepared for the MPCA that will address the following tasks;

- a. Conduct site visits/inspections and assist when requested.
- b. Provide current and new feedlot owners with information about Norman County and the MPCA feedlot registration, permitting, regulation and rule requirements.
- c. Assist producers with the proper permitting requirements.
- d. Provide educational opportunities to producers such as newsletters, newspaper articles, workshops, and tours.
- e. Provide informational and technical assistance, and when available provide financial assistance to producers.
- f. Report all feedlot activities in the MPCA's Citrix/Tempo Program.

Lead/Role: SWCD – technical & financial

Partners/Roles:

MPCA - technical & financial

NRCS – technical & financial

Priority - Medium



7. Collect monthly rainfall precipitation from our volunteers and send the information to the state.

<u>Name</u>	<u>Location</u>
Norman County SWCD	54-144-44-27
Jon Peterson	54-146-46-29
City of Ada	54-144-46-09
Joyce Simonson	54-145-44-21
Cecil Malme	54-146-48-06
Kelly Skaurud	54-145-43-34

Lead/Role: SWCD - technical  
 Partners/Roles:  
 State Climatology Office - technical  
 Priority - Medium

8. Work with the Wild Rice Watershed and the Sand Hill River Watershed to improve water drainage and retention. The watersheds require a permit from anybody who requests to change the flow of water in any way. Every permit application has a field review before it is considered for approval. The permit must be approved by the board of managers. This helps control and monitor the flow of water across the watershed. Some of the ways landowners can change the flow and retention of water include drain tile, culverts, and control structures.

Lead/Role: Watersheds – technical & financial  
 Partners/Roles:  
 SWCD – technical  
 Priority – Medium

9. Put significant importance on successful programs that contribute to improving surface water quality in the county.
  - a) Support agencies and landowners to implement the Surface Water Assessment Grant, Observation Well Data Collection, the River Watch Program, and additional programs related to surface water quality.

Lead/Role: SWCD – technical  
 Partners/Roles:  
 Mn Dept of Health – technical & financial  
 Mn DNR – technical & financial  
 Priority - Medium

#### **PRIORITY CONCERN 4**

**Norman County will focus on the correct use of natural resources within Norman County.**

#### **INITIATIVE**

Promote state and federal land conversion programs.

1. Coordinate activities to ensure the county meets the requirements for administering the Wetland Conservation Act.
  - a. Act as the LGU for the county.
  - b. Work with participating federal, state and local agencies.
  - c. Provide informational and technical assistance to landowners inquiring about the requirements and limitations of work in or near a wetland.
  - d. Conduct field investigations and make wetland determinations.

- e. Assist with the replacement plans, bank deposits and withdrawals and other related paperwork.

Lead/Role: SWCD – technical & financial  
Partners/Roles: BWSR & NRCS – technical  
MN DNR – technical  
Norman County Highway Dept – technical  
Army Corp of Engineers - technical  
Priority - High

2. Complete the RIM portion of the WRP/RIM applications.

Lead/Role: SWCD - technical  
Partners/Roles: BWSR – technical & financial  
NRCS – technical & financial  
Mn Waterfowl Association – technical  
Priority - Low

3. Work with NRCS and FSA to implement conservation programs such as;

- a. Conservation Reserve Program (CRP)
- b. Continuous Conservation Reserve Program (CCRP)
- c. Conservation Stewardship Program (CSP)
- d. Environmental Quality Incentives Program (EQIP)
- e. Wetlands Reserve Program (WRP)

Lead/Role: NRCS & FSA – technical & financial  
Partners/Roles:  
SWCD - technical  
Priority - Medium

4. Work with landowners to establish a State Ag and Commercial Wetland Bank Program.

Lead/Role: SWCD – technical & financial  
Partners/Roles:  
NRCS – technical  
BWSR – technical  
Priority – High

5. Advertise for the MN Agricultural Water Quality Certification Program (MAWQCP).

- a) Work with landowners, federal, state, and local agencies to implement this program and help landowners become certified.
- b) Provide technical assistance and MAWQCP information to interested landowners.

Lead/Role: SWCD – technical & financial  
Partners/Roles:  
Mn Dept of Ag – technical  
Priority – Medium

6. Implement, plan, educate and supervise the operation of the county noxious weed control program.

- a) Work with landowners, cities, townships, railroad officials, and public land officials to control noxious weeds using management practices in the county.
- b) Work with Dept of Ag and local ag businesses to conduct seed samplings.

Lead/Role: SWCD – technical & financial

Partners/Roles:  
SWCD – technical  
Mn Dept of Ag – technical & financial  
Priority – Medium

7. Work with landowners and other agencies to fund a cost share program to control or eliminate noxious weeds in the county.

Lead/Role: SWCD – technical & financial

Partners/Roles:

Norman County Ag Inspector – technical

Norman County Highway Department - technical

NRCS – technical

BWSR – technical

Priority – Medium

### **EDUCATION/ADMINISTRATION COMPONENT**

**Norman County will provide educational opportunities for all citizens in Norman County. The education component is associated with all 4 of the Priority Concerns in this plan.**

1. Provide educational activities and materials for school students such as; Envirothon, NW Mn Water Festival, Trees for Kindergarteners, etc. and give presentations when requested.
2. Provide educational opportunities for landowners through newspaper articles, radio ads, tours, and workshops such as Norman County Ag Day, Norman County Fair, website, local landowner meetings, grazing workshop, etc. The Norman County SWCD pasture was established to demonstrate cell grazing for the establishment of native grasses and the economics for landowners.
3. Promote and educate the citizens of Norman County about BMPs and the wise use of our natural resources with technical and financial assistance with programs such as;
  - State Cost Share Program
  - Buffer Program
  - Ag BMP Loan Program
  - Enrollment in Federal Conservation Programs and any additional Conservation Programs
  - Clean Water Legacy Grants
  - MN Ag Water Quality Certification Program
  - Establishing new federal, state and local funded programs or projects
4. Report activities in the elink Program.
5. Report to County Commissioners and the SWCD board, the activities completed in the state grants.
6. Help develop and implement the One Watershed One Plan for the Wild Rice Watershed and the Sandhill River Watershed.

## **State Cost Share Program**

### **Priority 1: High Priority Wind Erosion Problems**

- A. Minimum tillage and other resource conservation practices in Norman County have increased over the past few years. NRCS coordinates the EQIP Program to assist with wind erosion issues. The SWCD will be updating the wind erosion-sedimentation cost share priority maps.
  - 1. FY 2023 funds will be spent on tree planting, tree maintenance, feedlots, well sealing, TMDLs, water control structures, buffer strips and energy crops.

### **Priority 2: High Priority Water Erosion & Water Quality Problems**

- A. Due to the flat terrain and deeply entrenched legal drains in this county, gully erosion and sedimentation within the legal systems are serious problems. We will work with local, state and federal agencies to acquire technical and financial assistance for landowners to correct these problems.
- B. Since the beginning of the Comprehensive Local Water Management Program and the Wetland Conservation Act, the Norman County SWCD has been able to give water quality a high priority. In 1999, the district was delegated as the agency to administer the county feedlot program.
  - 1. The County Feedlot Officer will coordinate with NRCS to develop programs to assist producers with the installation of ag waste management systems.
  - 2. Producers will be able to use EQIP and the State Cost Share Program for potential funding for any ag waste issues.
  - 3. The County Feedlot Officer will assist producers with completing the MPCA registration requirements and compliance, and find potential funding sources, and technical assistance for producers.
  - 4. High priority feedlots are feedlots located in shoreland zones.
  - 5. The district will adopt the Annual Feedlot Workplan for 2023.

## **State Funds**

### **SWCD Local Capacity Services:**

The district will receive \$127,694 in 2023 to collaborate with landowners and the county on installing conservation practices

### **State Cost Share Base Grant:**

The district received \$9,605 in State Cost Share Program funds for 2023.

### **Conservation Delivery Grant:**

The district will receive a grant in 2023 in the amount of \$18,986 that will be used to help fulfill the day-to-day activities of the Norman County SWCD.

### **Buffer Program:**

The district will receive \$30,000 from the state in 2023 to administer the Buffer Program.

### **Soil Health Grant**

The district received \$14,175 for a soil health grant.

## **County Funds**

### **Annual Appropriation**

The district receives an annual appropriation from the county for \$65,200

### **NRBG Grant:**

The district will receive grants in 2023 in the amount of \$39,525 that will be used to help fund the Local Water Management Program, Wetland Conservation Act Program, and the Feedlot Program.

### **Aquatic Invasive Species Program:**

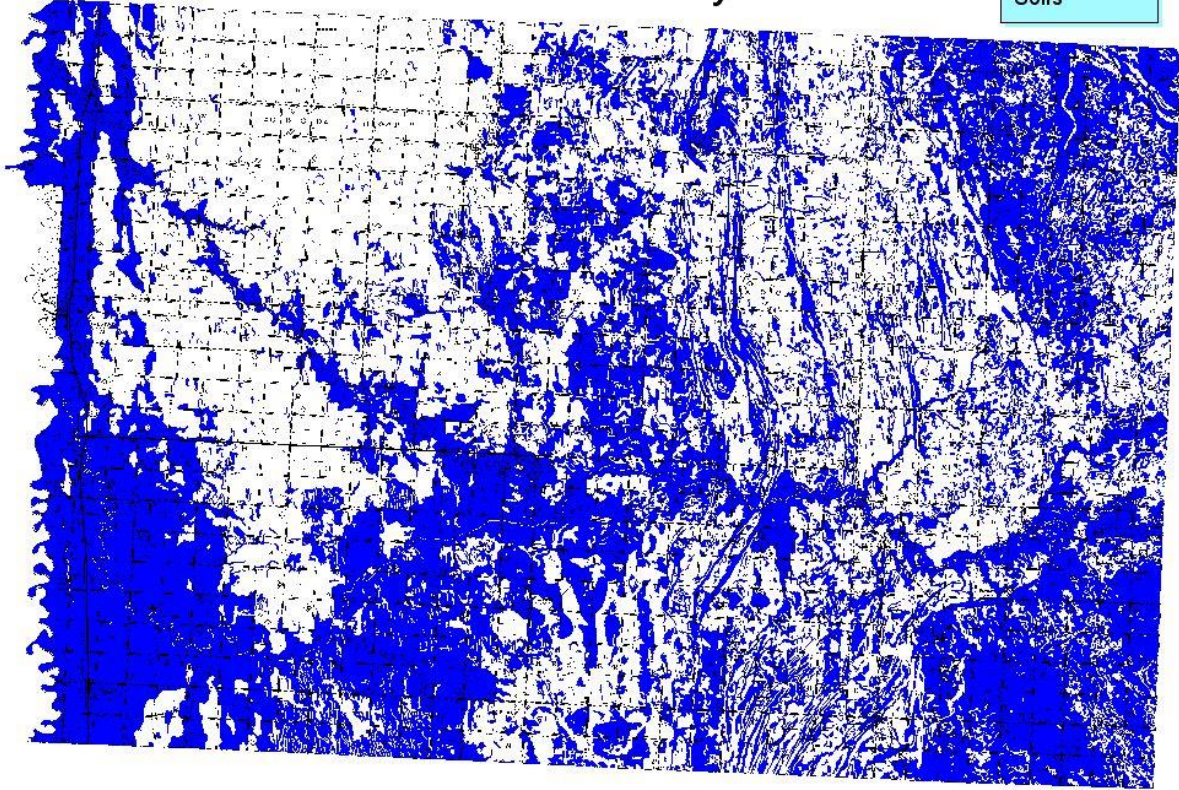
The district will receive \$13,108 in 2023 from the county to administer this program.

### **Buffer Program:**

The district receives \$30,000 from the county riparian aid to help with buffer compliance.

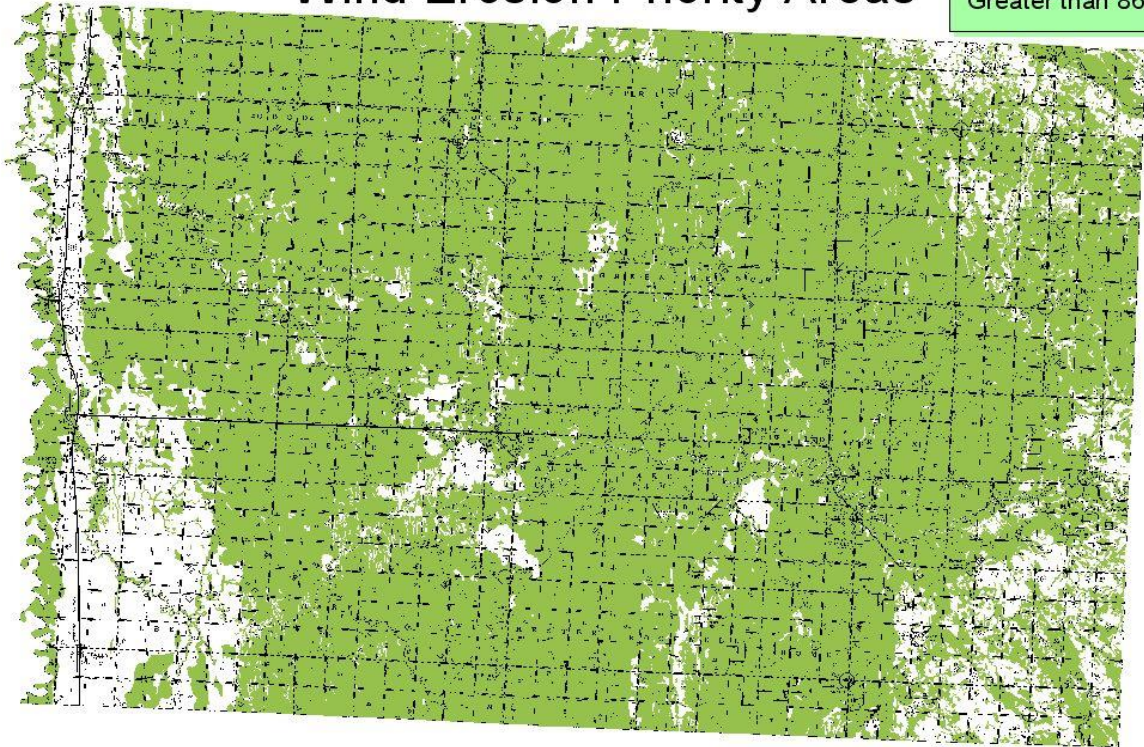
# Norman County Water Erosion Priority Areas

Slope  
Depressional  
Aluvial  
Soils



# Norman County Wind Erosion Priority Areas

Soils with an  
Erodibility Index  
Greater than 86



# 2023 Budget

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**Jan - Dec 2023**

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## Income

District Charges for Services	\$25,400.00
Intergovernmental Rev-County	\$157,334.00
Intergovernmental Rev-State	\$207,300.00
Misc. Rev Interest	\$500.00
Misc. Revenue	<u>\$2,000.00</u>

**Total Income** **\$392,534.00**

## Expense

Dist. Op. Other Services & Chgs	\$49,000.00
District Op, Capital Outlay	\$10,000.00
District Op. Personal Service	\$270,254.00
District Operations-Supplies	\$8,000.00
Project Expense-District	\$16,500.00
Project Expenses-County	\$6,500.00
Project Expenses-State	<u>\$28,379.00</u>

**Total Expense** **\$388,633.00**

**Net Income** **\$3,901.00**

# **2023 CALENDAR OF DISTRICT ACTIVITIES AND EVENTS**

## **JANUARY**

- Regular Supervisor Meeting
- Close Out of Accounting Books for the Year, Payroll Reports, etc.
- Re-organization of Board
- Appoint representatives to other boards and groups
- Pay Area, State and National Dues
- Review and Approve District Budget
- Review Insurance
- Meet with County Commissioners to approve reports for NRBG
- Elink Reporting
- Norman County Ag Day – January 11<sup>th</sup>
- Promote Tree Planting
- Planning for the Envirothon
- Approve Annual Plan of Operations, and Calendar of Events
- Envirothon Meeting

## **FEBRUARY**

- Regular Supervisor Meeting
- Advertise District Programs
- News Articles
- Promote Tree Planting
- Planning for the Envirothon

## **MARCH**

- Regular Supervisor Meeting
- Review Memorandums of Understanding
- Review Civil Right Agreement
- Review Applications for Cost Share Program
- Calendar of Events, Annual Plan due – March 15<sup>th</sup>
- Northwest Area meeting
- Promote Tree Planting
- News Articles
- Planning for the Envirothon
- SWCD Day at the Capitol – March 8<sup>th</sup>

## **APRIL**

- Regular Supervisor Meeting
- Review Applications for Cost Share Program
- Pick up trees for planting
- Review Budget
- Hire Tree Planters
- Arbor Day-April 28



## **MAY**

- Regular Supervisor Meeting
- Supply Trees for Kindergartners and School Plantings
- Pick up trees for planting
- Field and Farmstead Windbreak Plantings
- News Articles
- Review State Cost Share Projects
- Promote Tree Maintenance
- Local Envirothon – Rydell Refuge
- State Envirothon – May 15<sup>th</sup>, Fergus Falls

## **JUNE**

- Regular Supervisor Meeting
- Review Insurance
- Committee Meeting with FSA
- RRVSCA Meeting
- Booth-County Fair – June 21 – 24
- Feedlot Training
- Administrative Training
- News Articles
- District Cost Share Projects
- Northwest Area 1 meeting
- Tree Maintenance
- Prepare for Outstanding Conservationist Award

## **JULY**

- Regular Supervisor Meeting
- Tree Planting Report
- District Cost Share Projects
- News Articles
- Tree Maintenance
- Review trees, planting and maintenance charges
- Prepare for District Capacity Award
- Selection for the Outstanding Conservationist Award
- National Envirothon- New Brunswick, Canada- July 23 – July 29

## **AUGUST**

- Regular Supervisor Meeting
- Review Farmer Magazine Score Sheet
- Promote Trees
- District Cost Share Projects
- Review Budget
- News Articles

## **SEPTEMBER**

- Regular Supervisor Meeting
- Distribute Educational Materials to Elementary Schools
- Resolutions from MASWCD
- Promote Trees
- District Cost Share Projects
- News Articles
- 4<sup>th</sup> Grade Water Festival
- Meet with Teachers to discuss educational activities

## **OCTOBER**

- Regular Supervisor Meeting
- Resolutions
- Promote Trees
- District Cost Share Projects
- BWSR Academy
- News Articles

## **NOVEMBER**

- Regular Supervisor Meeting
- Promote Trees
- Area 1 meeting
- District Projects
- Review Budget
- Planning for the Envirothon
- RRVSCA Meeting
- Staff evaluations

## **DECEMBER**

- Regular Supervisor Meeting
- Outstanding Conservationist Recognition
- Employee Salary Review
- State Convention – December
- Meet with County Commissioners on-District Budget
- Grant-in-kind Projects, other Money Programs for County
- District Projects
- Promote Trees
- News Articles
- Review MCIT Insurance covered items
- Elink Reporting
- Report due to DNR for the AIS Program