

# Fillmore Soil and Water Conservation District



## 2023 Annual Plan

## **Mission Statement**

**The Mission of the Fillmore Soil and Water Conservation District is to promote natural resource stewardship by providing educational, technical and financial assistance.**

## **Introduction**

**The purpose of the Fillmore SWCD Annual Plan is to provide direction to and set goals for District staff and supervisors for the year. It serves as a tool to prioritize the workload of the District so those goals can be achieved.**

**The annual plan is used in conjunction with the Root River One Watershed One Plan to help determine needs for staffing, funding and program priorities to best ensure that the district is able to implement the Root River One Watershed One Plan.**

**Development of the annual plan is accomplished through an annual planning meeting conducted by staff, supervisors and other partners where all participants provide input so that the best plan with common goals can be developed.**

**All program and activities are subject to funding.**

	<b>SWCD Partners</b>	<b>Cooperative Projects and Programs</b>
<b>Federal</b>	<b>NRCS</b>	EQIP (RCPP), CSP, Local Work Group, Farm Bill Assistance
	<b>FSA</b>	CRP, CCRP
<b>State</b>	<b>BWSR</b>	Grant funds (State Cost-share, Easement Delivery, Conservation Delivery, Local Capacity, Buffer, Clean Water Fund), WCA Technical Evaluation Panel, RIM/CREP, Root River One Watershed One Plan
	<b>MPCA</b>	Watershed Pollutant Load Monitoring Network (WPLMN), Surface Water Assessment Grant, Citizen Stream Monitoring Program (CSMP), Root River One Watershed One Plan
	<b>MDA</b>	Ag BMP Loan Program, Root River Field to Stream Partnership monitoring grant, BWSR Targeted Watershed grant, SE MN Nitrogen BMP Outreach, Township Nitrate Testing, Root River One Watershed One Plan
	<b>DNR</b>	Springshed mapping, Observation Well Network, water permit review, Root River Landscape Stewardship Plan, SE Landscape Committee, Minnesota State Climatology Office Precipitation Monitoring Program, SWCD Forestry Committee and Field Day partner, Root River One Watershed One Plan
	<b>MDH</b>	Wellhead Protection Area Plans, Root River One Watershed One Plan
	<b>MASWCD</b>	Envirothon, Outstanding Conservationists awards
	<b>Grazing Lands Conservation Assoc.</b>	Grazing field days, Soil Health partner
	<b>U of M Extension</b>	Grazing Gazette (online version), Ag in the Classroom, nutrient management, noxious weed programs, Fillmore County Integrated Roadside Management
	<b>Conservation Corps MN</b>	Crew projects, summer intern
	<b>MN Forestry Assoc.</b>	Root River Woodland Council membership
<b>Regional</b>	<b>SE SWCD Technical JPB</b>	NRCS Conservation Collaboration grant for Soil Health, Engineering Assistance, RCPP/BWSR Feedlot Grant, NRCS Cooperative Agreement for Grazing
	<b>BALMM</b>	Network for sharing information and regional think tank
<b>Local</b>	<b>Fillmore County</b>	Root River One Watershed One Plan, Local Water Management delegation, Wetland Conservation Act delegation, Feedlot Program technical support, Soil loss Ordinance, Sinkhole Ordinance, Decorah Shale Overlay District, Frac Sand Technical Evaluation Panel, Household Hazardous Waste collections, East Willow Creek flood control structures, Buffer compliance
	<b>Watershed projects</b>	Root River One Watershed One Plan coordination, Upper Iowa River Watershed: water quality monitoring; Root River Cycle 2 monitoring
	<b>Land Stewardship Project</b>	Soil health, women landowner workshops
	<b>4-H</b>	Sponsor County Fair awards
	<b>Eagle Bluff Environmental Learning Center</b>	Education and Outreach
	<b>Bluff Country Hiking Club</b>	Lost Creek Hiking Trail interpretive signs and brochure
	<b>Friends of the Root River</b>	Citizen group education and outreach

	<b>Lead Staff Legend</b>
<b>AA</b>	Administrative Assistant
<b>SHT</b>	Soil Health Technician
<b>CT</b>	Conservation Technician
<b>DA</b>	District Administrator
<b>RCS</b>	Resource Conservation Specialist
<b>WMC</b>	Water Management Coordinator
<b>NMS</b>	Nutrient Management Specialist

## 2023 Annual Plan Outline

### **Soil Resources** **6**

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Goal: Control soil erosion and sustain soil productivity

Objective #1: Provide funding and technical resources for soil erosion BMP's

Objective #2: Conduct education and outreach activities about soil resources

### **Water Resources** **8**

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Goal: Maintain and improve surface and groundwater quality

Objective #1: Reduce sources of agricultural pollution

Objective #2: Reduce urban sources of water pollution

Objective #3: Reduce risk of water pollution from sewage and hazardous materials

Objective #4: Reduce ground water contamination risk due to karst topography

Objective #5: Participate in watershed management planning and implementation

Objective #6: Protect drinking water supplies

### **Healthy Natural Communities** **12**

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Goal: Promote land stewardship to preserve and improve natural areas

Objective #1: Promote practices that enhance high quality permanent vegetative cover

Objective #2: Enhance the benefits of wetlands, floodplains and shoreland

Objective #3: Conduct education and outreach activities that promote land and water stewardship

### **SWCD Capacity** **16**

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Goal: Maintain the efficient use of district resources and staff

Objective #1: Support staff and Board activities that increase the District's capacity

## Soil Resources

### Goal: Control Soil Erosion and Sustain Soil Productivity

#### Objective #1: Provide funding and technical resources for soil erosion BMP's

Actions	Timeline	Lead Staff/Partners
<p>1. Assist landowners and operators with practices identified for implementations of resources concerns. Refer to Root River Conservation Planner for plan updates as requested.</p> <p>2022 Results: No activity for this action.</p>	Ongoing	SHT, RCS, CT/ NRCS
<p>2. Assist landowners with establishment of practices through the State Cost-share Program, Local Capacity Cost-share, and NRCS EQIP.</p> <p>2022 Results: Included 8 grade stabilization structures, 13,470' of grassed waterways, 755' of undergrounds outlets, 2150' of Terraces, 1+ well, decommissioning.</p>	Ongoing	RCS, CT/ NRCS
<p>3. Assist Fillmore County with enforcement of the county's Soil Loss Control Ordinance.</p> <p>2022 Results: No activity for this action.</p>	Ongoing	RCS, CT/ Fillmore County
<p>4. Assist landowners with implementing cover crops, managed grazing and other soil health practices.</p> <p>2022 Results: Estimated 400 acers of cover crops, 500 acres of rotation grazing planning converting cropland to pasture.</p>	Ongoing	SHT/ NRCS, Extension
<p>5. Provide SWCD funds for set aside acres for summer construction of grassed waterways and other practices.</p> <p>2022 Results: 3.4 acres of grassed waterways and other practices.</p>	Annually	RCS, CT
<p>6. Assist with establishing and maintaining vegetative buffers in sensitive areas such as shoreland, sinkholes and HEL, utilizing existing conservation programs including RIM; provide technical assistance for state buffer law compliance.</p> <p>2022 Results: Both the ET and NMS provided staff time for buffer compliance reviews and checks. In total, 379.5 of staff time was dedicated to Buffer Law compliance.</p>	Ongoing	NMS, CT
<p>7. In cooperation with Root River 1W1P partners, identify priority areas for BMP implementation in the 1W1P planning area using PTMApp and other tools and provide technical and financial assistance for implementation of practices and programs.</p> <p>2022 Results: The 2020-2021 RR1W1P funding priority areas include the following sub watersheds: Torkelson Creek, Money Creek, Crooked Creek, South Fork Root River, Headwaters of the Upper Iowa River and Headwaters of the Middle &amp; South Branch. The 2022-2023 RR 1W1P funding priority areas include the following sub watersheds: Carey Creek, Mill Creek, Money Creek,</p>	Ongoing	WMC, DA, RCS, CT, SHT, NMS/ RR1W1P partners

South Fork Root River, Headwaters of the Upper Iowa River and Headwaters of the Middle & South Branch.		
8. Prepare resolution(s) to MASWCD 2022 Results: A resolution was submitted 2022. Due to staff turnover, specific resolutions are unknown.	Annually	DA/ Board

**Objective #2: Conduct education and outreach activities about soil resources**

Actions	Timeline	Lead Staff/Partners
1. Assist with soil health (including grazing and minimum/no till) field days, workshops, studies and soil health information programs with NRCS and Extension. 2022 Results: SHT involved in sample collection for field days throughout SE MN area; estimated 6 field days in total contributions.	Summer/ Fall 2022	SHT/ NRCS, Extension
2. Conduct side-by-side comparisons of various tillage practices and N practices (DWP in SE MN Grant) 2022 Results: DWP in SE MN continued in FY22 with many initiatives taking place throughout the year. 3 producers participated in the N Rate trial in 2022. 279 nitrate samples were also processed in 2022 for this task.	Spring- Fall 2022	NMS
3. Partner with Tour de Forage event with Midwest Forage Association 2022 Results: Event held last summer, SHT participated. Near Lewiston area.	Summer 2022	SHT/ Board

## Water Resources

### **Goal: Maintain and Improve Surface and Ground Water Quality**

#### **Objective #1: Reduce agricultural sources of water pollution**

Actions	Timeline	Lead Staff/Partners
<p>1. Provide financial and technical assistance to feedlot operators for feedlot run-off control and ag waste storage facilities.</p> <p>2022 Results: Due to staff turnover in the ET position, limited operations occurred in FY22. ET did work with County, MPCA on funds. Registered 4+ landowners, provided 5+ site inspections. Trained new CFO for the area.</p>	Ongoing	County
<p>2. Provide technical assistance to develop new and update existing nutrient and manure management plans focusing on vulnerable wellhead protection areas and nitrate impaired watersheds.</p> <p>2022 Results: 5 well sealing projects were completed in 2022 on the DWP in SE MN grant. Numerous contacts and contracts were created regarding regional nutrient and manure management plans. Please contact NMS for further details.</p>	Ongoing	NMS

#### **Objective #2: Reduce urban sources of water pollution**

Actions	Timeline	Lead Staff/Partners
<p>1. Administer the SWCD rain barrel program and promote at the county fair and other events</p> <p>2022 Results: Rain barrels were promoted during 2022 Tree Sales, 2022 Fillmore County Fair, and other events throughout Fillmore County. The Fillmore SWCD's new website also has easy to access information about the SWCD rain barrel program.</p>	Ongoing	WMC, CT
<p>2. Pursue funding for community assessments, outreach and demonstrations for reducing volume of and contaminants in urban stormwater, including designs by the Center of Changing Landscapes.</p> <p>Follow up: Community Partners grant recipients.</p> <p>2022 Results: No activity in 2022.</p>	Ongoing	CT

#### **Objective #3: Reduce risk of water pollution from sewage and hazardous materials**

Actions	Timeline	Lead Staff/Partners
<p>1. Assist with the semi-annual Fillmore County Household Hazardous Waste Collections.</p> <p>2022 Results: Fillmore SWCD staff assisted with Fillmore County Household Hazardous Waste Collections.</p>	May/ October 2022	Staff

#### **Objective #4: Reduce ground water contamination risks due to karst topography**



Actions	Timeline	Lead Staff/Partners
<p>1. Assist Fillmore County with enforcement of the county's sinkhole ordinance.</p> <p>2022 Results: No activity in 2022.</p>	Ongoing	RCS, CT
<p>2. Assist Fillmore County with investigating sites for development in the Decorah Shale Overlay District; review ordinance with Zoning staff.</p> <p>2022 Results: Communication on action with Fillmore County zoning and city of Chatfield.</p>	Ongoing	WMC, CT
<p>3. Provide cost-share for sealing abandoned wells; review eligibility criteria for use of state cost-share funds.</p> <p>2022 Results: 4 abandoned wells were sealed using RR 1W1P funds.</p>	Ongoing	RCS, WMC, CT, NMS
<p>4. Assist with dye trace studies and ground water research.</p> <p>2022 Results: Dye tracing 3 sink holes and delineated 2 known spring sheds further.</p>	Ongoing	WMC, CT, intern/ DNR, U of M
<p>5. Participate in the Technical Evaluation Panel for frac sand mining permit application reviews.</p> <p>2022 Results: No permit applications received in 2022.</p>	As needed	DA, WMC, CT/ DNR, BWSR

**Objective #5: Participate in watershed management planning and implementation**

Actions	Timeline	Lead Staff/Partners
<p>1. Continue partnership with MDA in the Field to Stream Partnership with monitoring and the BMP implementation phase in the Headwaters, Bridge, and Crystal Creek watersheds in cooperation with Root River and Mower SWCDs.</p> <p>2022 Results: Water quality monitoring continues. Additional spring monitoring equipment provides real time data. New FSP website also.</p>	Ongoing	DA, WMC, CT, RCS, MDA
<p>2. Continue partnership with MPCA to monitor Watershed Pollutant Load Monitoring Network (WPLMN) sites.</p> <p>2022 Results: WPLMN sampling occurred for 2022 from snowmelt through October 31<sup>st</sup>, 2022. Call-in meetings were attended by Fillmore SWCD and MPCA staff twice monthly. Staff trainings were completed as necessary.</p>	Ongoing	DA, WMC, CT/ MPCA
<p>3. Support civic engagement efforts in the Root River Watershed (Friends of the Root River, MDA, FSP, etc.)</p> <p>2022 Results: Landowner cookouts occurred in Crystal Creek and Bridge Creek watersheds to show appreciation to landowners in those targeted watersheds for their cooperation over the last 13 years (2009-2022). Fillmore SWCD sponsored and promoted events that Friends of the Root River hosted over the summer of 2022. Soil Health events in partnership with MDA were held regionally and with Fillmore County operators present to speak on Farmer Panels, etc. The RR1W1P 2021 Annual Report was shared watershed-wide at County Commissioner meetings, County Fairs and other events. Work with RR1W1P Planning Work Group to develop engagement strategies watershed-wide will continue.</p>	Ongoing	DA, WMC/ Extension, MPCA, Winona County SWCD

<p>4. Assist with water quality monitoring in the Upper Iowa Watershed</p> <p>2022 Results: Completed Upper Iowa sampling once per month (April-October) in cooperation with IA DNR.</p>	April – October 2022	WMC, CT
<p>5. Continue to oversee maintenance of the East Willow Creek flood control structures with Fillmore County and NRCS.</p> <p>2022 Results: Inspection performed in '22. Addition inspections after 1 rain event.</p>	Ongoing	CT/ Fillmore County, NRCS
<p>6. Coordinate implementation of the Root River One Watershed One Plan; facilitate Advisory Committee meetings (1-2/yr.), quarterly Policy Committee and Planning Work Group meetings; grant tracking and reporting and other admin/coordination.</p> <p>2022 Results: Coordinated meetings of the Planning Work Group and Policy Committee. No Advisory Committee meetings were held in 2022. WMC completed tasks to work towards starting the 5-Year Assessment and hiring a Consultant for the Assessment. Grant tracking completed by DA. Reporting completed by staff.</p>	Ongoing	WMC, DA

**Objective #6: Protect drinking water supplies**

Actions	Timeline	Lead staff/Partners
<p>1. Maintain operation of the SWCD Bacteria Testing Lab and provide nitrate screenings as requested.</p> <p>2022 Results: 100 bacteria samples were tested in 2022. Of those 100 samples, 42 had total coliform bacteria detected, and of those 42, 10 had <i>E. coli</i> bacteria present. Of the 100 bacteria samples tested in 2022, 33 were for local municipalities undergoing water main work (e.g., street projects, new Veterans Home, etc.). 48 private well samples were screened for nitrates in 2022. A nitrate clinic was not held at the 2022 Fillmore County Fair due to staffing issues and low attendance at the nitrate clinic held at the 2021 Fillmore County Fair, however, bacteria testing and nitrate screening information was available at the Fillmore SWCD fair booth in 2022.</p>	Ongoing	WMC, CT, DA, AA
<p>2. Continue to coordinate Fillmore County's participation in the SE MN Volunteer Nitrate Monitoring Network.</p> <p>2022 Results: Fillmore SWCD continued to coordinate Fillmore County's participation in the SE MN VNMN.</p>	Ongoing	WMC/ Olmsted SWCD
<p>3. Conduct at least two nitrate testing clinics.</p> <p>2022 Results: No nitrate clinics were held by Fillmore SWCD during 2022 due to staffing issues. The nitrate screening equipment was loaned to Root River SWCD for a nitrate clinic at the 2022 Houston County Fair over a three-day period which they had zero tests run.</p>	Spring/ Summer 2022	WMC, CT/ Public Health
<p>4. Provide information on water treatment systems as requested.</p> <p>2022 Results: Information on water treatment systems and cost-share programs was provided to landowners as needed.</p>	As needed	WMC, CT

5. Review Wellhead Protection Plans and provide assistance as needed. 2022 Results: Occurs as needed.	As needed	WMC, NMS/ Public water suppliers
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## Healthy Natural Communities

### Goal: Promote land stewardship to preserve and improve natural areas

#### Objective #1: Promote practices that enhance high quality permanent vegetative cover

Actions	Timeline	Lead staff/Partners
<p>1. Administer the District Tree Program. 2022 Results: All staff have helped with program. Current duties include outreach and bill tracking.</p>	Ongoing	AA, Staff
<p>2. Administer District Windbreak Program. 2022 Results: 5 contracts in total valued at \$2268.00.</p>	Ongoing	CT
<p>3. Sponsor annual Forestry Field Day 2022 Results: 2022 Forestry Field Day was held on July 27<sup>th</sup>, 2022 at Chimney Rock Forestry, LLC.</p>	July 27, 2022	CT, WMC, Intern, Forestry Committee
<p>4. Sponsor annual Prairie Walk. 2022 Results: 2022 Prairie Walk was held on August 5<sup>th</sup>, 2022 at DreamAcres farm.</p>	Summer/Fall 2022	CT, WMC, Forestry Committee, Board members
<p>5. Promote invasive species control with funding and assistance from DNR, MDA and Conservation Corps Minnesota for treatment of Japanese hops and poison hemlock along the Root River; also conduct wild parsnip roadside integrated management project with Fillmore County Highway Department, Extension, Prairie Smoke, and a summer intern. 2022 Results: Communication about site near Lanesboro containing invasive Knotweed, site assessment ongoing.</p>	Ongoing	CT, Intern, Forestry Committee, Extension, County Highway, MDA

#### Objective #2: Enhance the benefits of wetlands, floodplains and shoreland

Actions	Timeline	Lead staff/Partners
<p>1. Administer the Minnesota Wetland Conservation Act and associated activities (wetland banking, restorations, etc). 2022 Results: Annual report provided to BWSR. CT administered TEP, meetings held as need in person on phone.</p>	Ongoing	CT, DA, WMC
<p>2. Identify areas lacking a vegetative buffer in the shoreland impact zone and promote establishment of buffers. Educate landowners about the buffer law and work with them to achieve compliance. 2022 Results: Continued buffer monitoring – provide information in annual newspaper insert.</p>	Ongoing	CT, NMS, Fillmore County

#### Objective #3: Conduct education and outreach activities that promote land and water stewardship

Actions	Timeline	Lead staff/Partners
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<p>1. Update and maintain the SWCD website and Facebook page. Redesign the website to better reflect SWCD programs. 2022 Results: A new website was created, www.fillmoreswcd.org, Facebook and the current website are updated regularly by staff.</p>	Ongoing	AA, DA, WMC, Staff
<p>2. Submit periodic news releases or commentaries from the Board and staff to the local newspapers about SWCD priorities. 2022 Results: Articles and advertisements were placed in the Fillmore County Journal throughout year as needed.</p>	Ongoing	Admin, Board
<p>3. Publish annual newspaper insert and at least two online newsletters. 2022 Results: Newspaper insert published in February in the Fillmore County Journal; 1 online newsletter was published and completed in 2021.</p>	Annually	Admin, AA, Staff
<p>4. Select and promote a county Outstanding Conservationist (from District 4 in 2022) and other award candidates. Hold annual recognition event. 2022 Results: Janet Erdman was selected as the 2022 Fillmore County Outstanding Conservationist. A recognition luncheon was held in 2022 at the MASWCD annual convention.</p>	Annually	Staff, Board
<p>5. Sponsor the annual 6th Grade Conservation Day. 2022 Results: Occurred at Fillmore Central and Kingsland.</p>	Annually	CT, Staff
<p>6. Assist with annual Farm Safety Day Camp. 2022 Results: Occurred with SHT, Intern, and Board assisted.</p>	Annually	ASHS, Staff
<p>7. Support and assist with the Area 7 Envirothon. 2022 Results: in person at Byron sportsman club.</p>	Annually	CT
<p>8. Promote and provide two \$500 scholarships, one to a graduating senior and one to a returning college student. 2022 Results: 2022 High School Scholarship was awarded to Morgan Pickett; 2022 Returning College Student Scholarship was awarded to Avalon Jacobson.</p>	Annually	AA, Admin, Board
<p>9. Provide information on natural resources conservation at the county fair. 2022 Results: The Fillmore SWCD had a booth set-up during the 2022 Fillmore County Fair and held daily kids' activities.</p>	Annually	AA, Intern, Staff, Board
<p>10. Participate in Ag in the Classroom, Earth Day and other activities in the schools and communities. Contact the schools to encourage them to utilize SWCD staff as presenters and plan other activities. 2022 Results: Presented to Fillmore central 4<sup>th</sup> grade class. Kingland Fish and Wildlife call. And others.</p>	Annually	WMC, CT, Admin, NMS, Staff
<p>11. Promote the MPCA Citizen Stream Monitoring Program. 2022 Results: Information was available during the 2022 Fillmore County Fair</p>	Annually	WMC
<p>12. Coordinate the Volunteer Precipitation Monitoring Network. 2022 Results: Continued similar to 2021. Monitoring network exceeding expectations.</p>	Annually	RCS
<p>13. Work with the FFA and 4H organizations to promote soil conservation and to provide information about BMPs, careers, forestry, water</p>	Spring/Fall 2022	Staff

<p>testing, etc. Demonstrate the rain simulator at the FFA soils competition. Invite students to job shadow with staff.</p> <p>2022 Results: SHT and AA spoke to Rushford FFA multiple throughout year. CT emailed Ag teachers with opportunities.</p>		
<p>14. Provide opportunities for Board members to visit or tour sites where conservation practices are being implemented.</p> <p>2022 Results: Fillmore SWCD Board of Supervisors were invited to attend field days at the Crystal Creek &amp; Bridge Creek FSP Field Sites in 2022 to discuss the work that the Fillmore SWCD has been instrumental in completing for the last 13 years.</p>	Spring-Fall 2022	Staff
<p>15. Communicate with state and federal legislators about conservation programs and their effectiveness.</p> <p>2022 Results: Digital attendance to Legislative day at MN capital.</p>	Spring 2022	Admin, Staff, Board
<p>16. Continue sponsoring the awards for forestry and other conservation practices through 4H and work with the leaders to encourage better participation in these programs among their members.</p> <p>2022 Results: Awards sponsored at Fillmore County fair.</p>	July 2022	Board
<p>17. Coordinate efforts with the Bluff Country Hiking Club to maintain interpretive information for the Lost Creek Hiking Trail.</p> <p>2022 Results: No activity in 2022.</p>	Summer 2022	CT, Intern, Forestry Committee
<p>18. Coordinate activities with other conservation organizations that help meet the goals of the SWCD (e.g., Eagle Bluff, Project Get Outdoors, The Nature Conservancy, etc.)</p> <p>2022 Results: Forestville Park event with stream table.</p>	As needed	Staff, Board
<p>19. Provide scholarships or incentives to attend local or regional educational events that are consistent with the SWCD's mission.</p> <p>2022 Results: Fillmore SWCD sponsored a Soil Health event in February, 2022 in which Ray Archuleta spoke at; Fillmore SWCD and other local SWCD's and businesses partnered together to fully sponsor this event so that it was free to attend (including lunch) for local producers.</p>	As needed	Staff, Board
<p>20. Assist MDA with Minnesota Ag Water Quality Certification Program (MAWQCP).</p> <p>2022 Results: WMC attended training from MDA on MAWQCP; 3 landowners contacted WMC during 2022 to express interest in the program and their contact information was sent to MDA.</p>	As needed	Staff, WMC
<p>21. Provide information about resources that assist in making good land use decisions (ex: Geologic Atlas, Root River Landscape Plan, Root River WRAPS and 1W1P, etc.) to local officials, homeowners, realtors, lenders, etc.</p> <p>2022 Results: Continual discussion with landowners throughout the year aligned with staff duties.</p>	Ongoing	Staff / Zoning
<p>22. Create Root River 1W1P education/outreach program and/or templates in cooperation with 1W1P Planning Work Group.</p>	Ongoing	WMC, Admin

<p>2022 Results: In 2022, Mower SWCD GreenCorps Member compiled data and put together the RR1W1P's first Annual Report. This Annual Report was used by County Commissioners, SWCD staff and other local government staff to display RR1W1P progress to the public. It was also available at the 2022 Fillmore SWCD Fair Booth. Planning efforts for the 2022 Annual Report include shifting the focus to show the watershed more, as well as highlight the conservation work completed.</p>		
<p>23. Assist with University of Minnesota Beef team during their outreach event: cow calf days. 2022: SHT assisted event in two areas.</p>	Ongoing	SHT, Staff

## SWCD Capacity

### Goal: Maintain the efficient use of District resources and staff

#### Objective #1: Support staff and Board activities that increase the District's capacity

Actions	Timeline	Lead staff/Partners
<p>1. Provide funding for employee and supervisor training and development as budgeted.</p> <p>2022 Results: BWSR Tool Talk Webinars, BWSR Academy and other online and in-person training courses were attended by staff throughout 2022.</p>	Ongoing	Staff, Board
<p>2. Conduct annual performance evaluations and review staff work plans.</p> <p>2022 Results: Due to turnover in the District Administrator position, annual evaluations were not completed with all staff. This will be a top priority in 2023.</p>	Ongoing	Admin
<p>3. Support staff and supervisor attendance at meetings of regional organizations that help achieve SWCD goals (SE Technical Support JPB, BALMM).</p> <p>2022 Results: The SWCD was represented by staff and board members at several regional meetings of the Technical JPB, Hiawatha Valley RC&amp;D, Area 7 District Managers' meetings, MASWCD/SEMACDE meetings, Area 7 Annual Meeting and BALMM.</p>	Ongoing	Staff, Board
<p>4. Administer the Ag BMP Loan Program.</p> <p>2022 Results: Ag BMP Loan Program continued in 2022. 28 repayments were made in 2022.</p>	Ongoing	NMS, Admin
<p>5. Annually review and approve the District By-Laws.</p> <p>2022 Results: To be completed in February.</p>	Annually	Board
<p>6. Financially support the Minnesota Association of Soil &amp; Water Conservation Districts (MASWCD) including SE Area 7, the Minnesota Association of Conservation District Employees (MACDE), including the SE Area 7, the SE MN SWCD Technical Support Joint Powers Board, Hiawatha Valley RC&amp;D Council, and the National Association of Conservation Districts (NACD).</p> <p>2022 Results: Dues, if needed, were paid to all organizations in 2022.</p>	Annually	Board
<p>7. Continue participation in the DNR Observation Well Network.</p> <p>2022 Results: Continued observation duties throughout 2022. Investigated the addition of 2 wells, began in 2022.</p>	March-Nov 2022	RCS
<p>8. Participate in Local Work Group for federal programs (EQIP, CRP, etc.)</p> <p>2022 Results: LWG meeting was held virtually. NRCS hosted a Local Work Group meeting in February, 2022 in-person.</p>	Spring 2022	Staff, Board / NRCS
<p>9. Pursue funding to hire a summer intern to assist with SWCD projects and programs.</p>	Annually	Admin, Personnel Committee



<p>2022 Results: A grant was applied to in 2022 to hire a fully funded intern through Conservation Corps for a 6-month term (May-December). Funding is through a Clean Water Funds Grant. Intern was physically hired as well for summer of 2022.</p>		
<p>10. Provide technology/devices for increasing efficiency of field work and data collection and continuing education for use; investigate time tracking options that can better summarize information for grant applications and reporting.</p> <p>2022 Results: Continue to look into technology needs. MyHours utilized for project tracking services. Also implemented Quicks Books time for logging hours.</p>	Ongoing	Staff
<p>11. Develop work plan for all grants as needed.</p> <p>2022 Results: Workplans developed for grants as needed.</p>	As needed	Staff/ Board
<p>12. Distribute customer satisfaction surveys and compile results for an annual report to the SWCD staff and Board.</p> <p>2022 Results: Customers have the option to give feedback on the bacteria lab and its service on every Water Test Request Form. Any feedback on the form is recorded, and verbal/over the phone feedback is documented on the sample sheet that corresponds with that customer and their sample.</p>	Ongoing	AA, DA, Staff
<p>13. Vehicle Replacement Schedule: Budget to replace a District vehicle every 3 years on a rotating basis.</p> <p>2022 Results: Solicited bids to replace 2013 Chevrolet Impala with SUV or Truck.</p>	2022 2025 2028	DA/Board