

Goals	Lead Person	Action Plan	When	Where	Partners	Funding Source	Dollars Required
Healthy Soils: Addressing Soil Erosion							
Establish 1000 acres of new cover crop acres	Dan	Establish Regional CC Demo in Fall- Host CC Gala	End of Oct	Newton	SWCDs	Private	\$ 5,000.00
	Dan	Establish long term yield plot cover crop vs. non cover crop.	Sept	Kingma	SHP	SHP	\$ -
	Dan	Conduct a minimum of 1 winter breakfast meeting.	Feb				
	Carolyn	Spring tour of soil pits in cover fields	April				
	All	Perform annual cc transect	Nov	Jasper	ICP	General	\$ -
	Dan	Serve as an outlet of cover crop information for farmers.	Year	Office	ICP	CWI, UIWI	\$ -
	Dan	Conduct minimum of 8 site visits with landowners for cover crop recommendation and evaluation.	Year	Various	UIWI, ICP	UIWI, CWI	
	Carolyn	Publish annual cover crop use report.	May				\$ 300.00
	Carolyn	Establish landowner outreach campaign for cover crops	Year				
	Dan	Submit grant application for cover crop cost-share and incentive monies.	Dec-Feb				
Increase no till bean practices based on tillage transect data.	Dan	Host 3 meetings annually for the tillage roundtable.	Feb Aug Nov				
		Establish a mentor program for new no tillers.					
		Perform tillage transect every year.	April				
		Conduct site visits with landowners promoting conservation systems.	Year round				
Increase no till corn practices based on tillage transect data.	Dan	Host 3 meetings annually for the tillage roundtable.					
		Establish a mentor program for new no tillers.					
		Perform tillage transect every year.					
		Encourage two new producers each year.					
		Conduct site visits with landowners promoting conservation systems.					
Focus education and efforts on corn after corn no till production.							
The SWCD will identify and address excessive bank erosion through awareness and education via 10 partnering opportunities by 2018.	Dan/Leslie	Identify and correct active erosion sites as identified in the UIWI plan. Partner with the County Surveyor's office and neighboring counties to identify 2-stage ditch sites.					
Healthy Soils: Addressing Soil Quality Degradation							
Enroll more than 20 farmers to participate in INfield Advantage by 2018	Dan	Host annual winter meeting reviewing year results.	March				
		Create dues framework and explore funding					
		Publish annual report with year results.	May				
		Secure funding for ongoing testing.					
		Partner with Purdue Extension on nitrogen rate trials.					
Establish 1000 acres of new cover crop acres	See soil erosion goals						
Perform 3 soil health demonstrations across the watershed.	Dan	Attending 5 regional meetings	Year round				
	Carolyn	Create regional ag business listing for potential speaking engagements					
Promote the use of soil health testing and monitoring	Dan	Develop cost share for soil health tests					
	Dan	Develop long term soil health plots					
	Dan	Develop one outreach program to small scale growers					
	Carolyn	Identify and develop list of speciality crop growers					
Water Management: Addressing Water Quality Degradation							
The SWCD will increase public awareness/education through 5 partnering	<u>Lead Person</u>	<u>Action Plan</u>					
		Improve working relationships with County sanitation department. Partner with neighboring counties and/or Arrow Head Country RC&D to conduct one educational workshop for public officials and one for private citizens.					

<u>Goals</u>	<u>Lead Person</u>	<u>Action Plan</u>	<u>When</u>	<u>Where</u>	<u>Partners</u>	<u>Funding Source</u>	<u>Dollars Required</u>
The SWCD will increase septic system awareness/education through 5 partnering opportunities by 2018.	Carolyn/Leslie	Educate home owners/builders about proper sites for installing septic and alternative systems.					
		Conservation Field Day					
		Use watershed plan funding sources.					
		Finish and utilize Homeowners Guide.					
Water Management: Addressing Water Quality Degradation							
The SWCD will increase buffered streambanks from 20% to 50% as stated in the UIWI plan.	All	Secure funding to cost share on buffered areas.					
	Carolyn	Targeted mailings to outreach/mapped watershed areas.					
Reduce excess nutrients in ground water.	Leslie	Continue to offer well testing and education					
		Continue to monitor streams and conduct yearly water testing and reporting					
		Establish a trend analysis and report yearly on well testing results					
		Education home owners/builders on proper use of fertilizers					
Reduce excess nutrients in surface water.	Dan	Establish buffers with priority given to areas with greatest potential for nutrient loading.					
	Dan	Install 1 demonstration bio reactor.					
	Dan	Install 4 saturated buffer sites					
	Carolyn	Publish reports on saturated buffer sites.					
Water Management: Addressing Excess/Insufficient Water							
The SWCD will work to reduce stormwater runoff by facilitating programs to establish 50 BMPS.	Leslie/Carolyn	Promote and sell 20 rain barrels to encourage water conservation					
	Leslie/Carolyn	Promote and sell native trees, plants to encourage water absorption in the natural landscape.					
	Leslie/Carolyn	Improve working relationships with County and city drainage boards, plan commissions, engineer, etc.					
	Leslie/Carolyn	Conduct tours of rain garden for government officials and local citizens to educate them on soil and water conservation programs.					
Water Management: Addressing Excess/Insufficient Water							
Increase flood storage capacity by xxxx%.	Dan	Encourage the installation of water control structures to treat 2000 acres.					
		Install 4 saturated buffers in key critical areas.					
		Install 1 mile of 2-stage ditch within targeted watershed area.					
		Promote WRP.					
Open up backwater areas to annual flooding in identified targeted areas.	Dan						
Land Use and Development: Addressing Habitat Degradation/Fragmentation							
Educate 200 landowners about benefits of native plants and the negative impact of invasive plants on the environment by 2018.	Leslie	Partner with wildlife groups to host a workshop about the benefits of native plants and invasive plant control.					
		Partner with wildlife groups to host an Invasive Plant Removal Day targeting specific lands.					
100 acres of wildlife habitat will be installed in Jasper County by 2018.	Dan/Leslie	Promote Best Management Practices					
		CRP, EQIP new contracts					
100 acres of wildlife habitat will be protected in Jasper County by 2018.	Dan/Leslie	Work with wildlife groups to identify key parcels of land.					
		CRP, EQIP re enrolls – contribution agreements					
Tree/Native Plant Sale	Leslie	Pre Sale	October				
		Tree/Plant Pick Up	April	JC Fairgrounds			
Land Use and Development: Addressing Inadequate Livestock Water							
	<u>Lead Person</u>	<u>Action Plan</u>					

draft_2016 Annual Plan of Work

<u>Goals</u>	<u>Lead Person</u>	<u>Action Plan</u>	<u>When</u>	<u>Where</u>	<u>Partners</u>	<u>Funding Source</u>	<u>Dollars Required</u>
Reduce number of livestock access sites by 50% in key critical areas.	Dan	Secure funding Identify willing landowners					
District Development	Lead Person	Action Plan					
Develop Education Center	Board/Leslie	Building/Bathroom Use Policy					
		Exterior and landscaping					
		Work with High school teachers on special projects					
		Youth programs-reach all county students 3 times prior to high school - 2nd grade-Wildlife, 4th grade-water riches, 6/7 grade-where does your food come from					
		Community gardens/urban conservation					
		Continue to offer field days					
		County Fair					
Office Duties	Carolyn	Annual Meeting					
	Board	Develop office policy a meal					
	Leslie	Serve as Treasurer (books, bills, receipts, claims, etc)					
	Leslie	Take care of payroll					
	Leslie	Administrative duties, keeping books for audits					
	Leslie	Contribution agreement/Grant treasurer					
	All	Grant writing/funding seeker					
	Dan	Serve as Department Head to Courthouse					
Media presence	Carolyn	Website maintenance and development, facebook, You Tube, newsletters					
	Carolyn	Market all SWCD activities					
	Carolyn	Coordinate conservation awards					
	Dan/Carolyn	Attend/be aware of local meetings (plan commission, town meetings, drainage boards, IRCD, RUFC)					
Maintain adequate staffing and skilled	Dan	Annual job reviews					
	Board	Update job descriptions					
	All	Develop individual staff goals					
Partnership Activity	Leslie	Envirothon, Arrow Head RC&D Rafting					
		I.D.E.A. involvement					
		Work with conservation Partners					
		Cross District Activities					
Funding	Board	Meet Annually with County Council and Commissioners					
		Outside Funding					

Watershed and Conservation District Director

Goals	Action Plan
Healthy Soils: Addressing Soil Erosion	Action Steps
Establish 1000 acres of new cover crop acres	Establish Regional CC Demo in Fall- Host CC Gala
	Establish long term yield plot cover crop vs. non cover crop.
	Conduct a minimum of 1 winter breakfast meeting.
	Spring tour of soil pits in cover fields
	Perform annual cc transect
	Serve as an outlet of cover crop information for farmers.
	Conduct minimum of 8 site visits with landowners for cover crop recommendation and evaluation.
	Publish annual cover crop use report.
	Establish landowner outreach campaign for cover crops
	Submit grant application for cover crop cost-share and incentive monies.
Increase no till bean practices based on tillage transect data.	Host 3 meetings annually for the tillage roundtable.
	Establish a mentor program for new no tillers.
	Perform tillage transect every year.
	Conduct site visits with landowners promoting conservation systems.
Goals	Action Plan
Healthy Soils: Addressing Soil Erosion	Action Steps
Increase no till corn practices based on tillage	Host 3 meetings annually for the tillage roundtable.
	Establish a mentor program for new no tillers.
	Perform tillage transect every 2 years.
	Encourage two new producers each year.

transect data.	Conduct site visits with landowners promoting conservation systems.
	Focus education and efforts on corn after corn no till production.
The SWCD will identify and address excessive bank erosion through awareness and education via 10 partnering opportunities by 2018.	Identify and correct active erosion sites as identified in the UIWI plan.
	Partner with the County Surveyor's office and neighboring counties to identify 2-stage ditch sites.
Water Management: Addressing Excess/Insufficient Water	Action Steps
Increase flood storage capacity by xxxx%.	Encourage the installation of water control structures to treat 2000 acres.
	Install 4 saturated buffers in key critical areas.
	Install 1 mile of 2-stage ditch within targeted watershed area.
	WRP.
	Wetland Determinations
	Open up backwater areas to annual flooding in identified targeted areas.
Goals	Action Plan
Water Management: Addressing Water Quality Degradation	Action Steps
The SWCD will increase buffered streambanks from 20% to 50% as stated in the UIWI plan.	Conduct annual inspections CRP and WRP practices.
	Secure funding to cost share on buffered areas.
	Targeted mailings to mapped watershed areas.
Reduce excess nutrients in surface water.	Establish buffers with priority given to areas with greatest potential for nutrient loading.
	Install 1 demonstration bio reactor.
	Publish reports on saturated buffer sites.
Reduce number of livestock access sites by 50% in key critical areas.	Secure funding
	Identify willing landowners

Healthy Soils: Addressing Soil Quality Degradation	Action Steps
Enroll more than 20 farmers to participate in the INField Advantage by 2018	Host annual winter meeting reviewing year results.
	Create dues framework and explore funding
	Publish annual report with year results.
	Secure funding for ongoing testing.
	Partner with Purdue Extension on nitrogen rate trials.
Establish more than 3500 acres of cover crops.	See Healthy Soils: addressing soil erosion
Perform 3 soil health demonstrations across the watershed.	Attending meetings
	Educating at field days
Promote the use of soil health testing and monitoring	Develop cost share for soil health tests
	Develop long term soil health plots
	Develop one outreach program to small scale growers
	Identify and develop list of speciality crop growers
District Development	Action Steps
Office Duties	Grant Writing
Media	Review all before sent out
Maintain adequate staffing and skilled	Conduct job reviews
	Develop individual staff goals
Partnership activity	Cross district activities direct
	Networking

Assistant District Director: APW 2016

Goals	Action Plan
Healthy Soils: Address Soil Erosion	Action Steps
Establish 1000 acres of new cover crop acres	Perform annual cc transect
The SWCD will identify and address excessive bank erosion through awareness and education via 10 partnering opportunities by 2018.	Identify and correct active erosion sites as identified in the UIWI plan. Partner with the County Surveyor's office and neighboring counties to identify 2-stage ditch sites.
Water Management: Addressing Water Quality Degradation	Action Steps
The SWCD will increase septic system awareness/education through 5 partnering opportunities by 2018.	Improve working relationships with County sanitation department. Partner with neighboring counties and/or Arrow Head Country RC&D to conduct one educational workshop for public officials and one for private citizens. Educate home owners/builders about proper sites for installing septics and alternative systems. Conservation Field Day Use watershed plan funding sources. Finish and utilize Homeowners Guide.
Reduce Excess Nutrients in Ground Water	Continue to offer well testing & education Establish a trend analysis and report yearly on well testing results Continue to monitor streams and conduct yearly water testing and reporting Education home owners/builders on proper use of fertilizers
Water Management: Addressing Excess/Insufficient Water	Action Steps
The SWCD will work to reduce stormwater runoff by facilitating programs to establish 50 BMPS.	Promote and sell native trees, plants, and other BMPs to encourage water absorption in the natural landscape. Improve working relationships with County and city drainage boards, plan commissions, engineer, etc. Distribute 150 trees per year to elementary students for planting at their home or other appropriate location.

	Conduct tours of the rain garden for government officials and local citizens to educate them on soil and water conservation programs.
Goals	Action Plan
Land Use and Development: Addressing Habitat Degradation/Fragmentation	Action Steps
Educate 200 landowners about benefits of native plants and the negative impact of invasive plants on the environment by 2018.	Partner with wildlife groups to host a workshop about the benefits of native plants and invasive plant control. Partner with wildlife groups to host an Invasive Plant Removal Day targeting specific lands.
100 acres of wildlife habitat will be installed in Jasper County by 2018.	Promote Best Management Practices CRP, EQIP new contracts
100 acres of wildlife habitat will be protected in Jasper County by 2018.	Work with wildlife groups to identify key parcels of land. CRP, EQIP re enrolls – contribution agreements
Tree Sale/Native Plant Sale	Pre Sale Tree/Plant Pick Up
District Development	Action Steps
Develop Education Center	Building/Bathroom Use Policy
	Exterior and landscaping
	Work with High school teachers on special projects
	Youth programs-reach all county students 3 times prior to high school - 2nd grade-Wildlife, 4th grade-water riches, 6/7 grade-where does your food come from
	Community gardens/urban conservation
	Continue to offer field days
	County Fair
Office Duties	Annual Meeting
	Develop office policy a meal
	Serve as Treasurer (books, bills, receipts, claims, etc)
	Take care of payroll
	Administrative duties, keeping books for audits
	Contribution agreement/Grant treasurer

2016 Watershed Outreach Coordinator APW

Goals	Action Plan	Coordinate with current employee
Healthy Soils: Addressing Soil Erosion	Action Steps (Marketing, Coordinate, Write, Assist)	Coord With
Establish 1000 acres of new cover crop acres	Marketing for demo plots	Dan
	Marketing for strip trials	Dan
	Marketing/outreach for 1 winter breakfast	Dan
	Marketing/outreach fall soil pits	Dan
	Marketing/outreach spring soil pits	Dan
	Marketing/outreach cover crop research	Dan
	Marketing/outreach annual cc report	Dan
	Write grant/funding for cc demos and projects	Dan
Increase no till bean practices based on tillage transect data.	Marketing/outreach forTillage Roundtable Meetings	Dan
	Marketing/outreach for CCSI Mentor/Mentoree	Dan
	Assist with Annual Tillage Transect	Dan
Increase no till corn practices based on tillage transect data.	Marketing/outreach forTillage Roundtable Meetings	Dan
	Marketing/outreach for CCSI Mentor/Mentoree	Dan
	Assist with Annual Tillage Transect	Dan
The SWCD will identify and address excessive bank erosion through awareness and education via 10 partnering opportunities by 2018.	Coordinate partnerships	Dan
	Assist with active erosion site id and implementation of solutions- 2 stage, etc.	Dan
Healthy Soils: Addressing Soil Quality Degradation	Action Steps (Marketing, Coordinate, Write, Assist)	Coord With
Enroll more than 20 farmers to participate in INfield Advantage by 2018	Coordinate annual winter meeting	Dan
	Coordinate field sheet collection and data entry	Dan
	Marketing/outreach for INfield Advantage	Dan
	Marketing/outreach fo annual report on INfield Advantage	Dan
	Assist with growing Infield Advantage to watershed scale	Dan
Establish 1000 acres of new cover crop acres	see Health Soils: addressing soil erosion	Dan
Perform 3 soil health demonstrations across the watershed.	Coordinate 3 meetings	Dan
	Marketing/outreach of soil health message	Dan
Promote the use of soil health testing and monitoring	Identify and develop list of speciality crop growers	Dan
Goals	Action Plan	
Water Management: Addressing Water Quality Degradation	Action Steps (Marketing, Coordinate, Write, Assist)	Coord With
The SWCD will increase buffered streambanks from 20% to 50% as stated in the UIWI plan.	Assist with CRP and WRP inspections	Dan
	seek grants for buffer strips	Dan
	Coordinate mailings to targeted areas	Dan
Reduce excess nutrients in ground water.	Coordinate Well testing program	Leslie
	Seek grants for ongoing testing program	Leslie
	Marketing/outreach of well testing program	Leslie
	Marketing/outreach on home use of fertilizers	Leslie

Reduce excess nutrients in surface water.	Assist with targeted buffer placement	Dan
	Assist with bioreactor demo installation	Dan
	Marketing/outreach for bioreactor and sat buffers	Dan
Reduce number of livestock access sites by 50% in key critical areas.	Marketing/outreach with WMP implementation	Dan
	Assist with livestock access reduction program	Dan
The SWCD will increase septic system awareness/education through 5 partnering opportunities by 2018.	Assist with improving working relationships with County sanitation department.	Leslie
	Promote field days for public officials and citizens	Leslie
	Assist with educating home owners/builders about proper sites for installing septic and alternative systems.	Leslie
Water Management: Addressing Excess/Insufficient Water		Coord With
Increase flood storage capacity by xxxx%.	Action Steps (Marketing, Coordinate, Write, Assist)	
	Marketing/outreach for water control structures	Dan
	Marketing/outreach for 2 stage ditch program	Dan
	Marketing/outreach for NRCS/USDA related programs - WRP	Dan
	Assist with projects implementation	Dan
The SWCD will work to reduce stormwater runoff by facilitating programs to establish 50 BMPS.	Coordinate local partnerships	Dan
	Assist with improving working relationships with County and city drainage boards, plan commissions, engineer, etc.	Leslie
	Promote rain garden and other BMP sites.	Leslie
	Promote trees/native plants	Leslie
Goals	Action Plan	
Land Use and Development: Addressing Habitat Degradation/Fragmentation		Coord With
100 acres of wildlife habitat will be installed in Jasper County by 2018.	Action Steps (Marketing, Coordinate, Write, Assist)	
	Promote Best Management Practices	Leslie
Tree/Plant Sale	Promote CRP, EQIP new contracts	Leslie
	Promote Tree Sale	Leslie
	Assist with Tree/Plant Pick Up	Leslie
District Development		Coord With
Develop Education Center	Action Steps (Marketing, Coordinate, Write, Assist)	
	Assist with maintance and landscaping	Dan/Leslie
	Work with High school teachers on special projects	Leslie
	Youth programs-reach all county students 3 times prior to high scho	Leslie
Office Duities	Assist with County Fair Activities and Preparation	Dan
	Maintain education boards and seasonal décor	Dan/Leslie
Media Prescence	Website maintenance and development, facebook, You Tube, news	Dan
	Market all SWCD activities	Dan
	Coordinate conservation awards	Dan
	Attend/be aware of local meetings (plan commission, town meeting	Dan
Partnership Activity	Market to ICP partnership	Dan/Leslie
	Attend as assigned meetings	Dan
Funding	Coordinate Watershed Grant outreach timelines and marketing	Dan/Leslie

Key Roles

Dan	Watershed and Conservation District Director
1	On-Farm Assistance - Educate, assist, and provide technical work to ensure area farmers are practicing the most up-to-date conservation techniques in their farming operations. Example areas = cover crops, conservation tillage, nutrient management, drainage water management, and conservation planning.
2	Soil Health Specialist - Educate and provide technical assistance to ensure farmers and landowners are utilizing their land in ways that optimize long-term soil health and productivity.
3	Watershed/Conservation Programs Specialist - Develop and implement watershed plans to improve water quality that will result in our streams delisted from regulatory agencies lists and ensure a high quality of life for Jasper residents.
4	Office Supervisor
Leslie	Assistant District Director
1	Office Duties/Treasurer - maintain the office, keep track of the books, audit the books, pay claims & keep track of all associated paperwork, payroll, and complete all tax information
2	Assist the Watershed Director with their duties including water sampling, grant administration, and other related programs.
3	Conservation Partner Liaison - Coordinate with partners as needed. FSA, NRCS, Purdue Extension, IDEM, DNR, ISDA, County Surveyor, Jasper County Fair Board, TNC, NICHES, Other SWCDs, etc.
3rd Person	Watershed Outreach Coordinator
1	Mass Communication Specialist - will be responsible for maintaining the SWCD & UIWI websites, facebook page, YouTube channel, and twitter
2	Outreach Coordinator -Manages the events and timelines of SWCD and UIWI events, conducts media outreach, writes quarterly newsletters, one on one communication with residents/farmers, and sponsor coordination
3	Support Staff - help other office staff members on an as needed basis

Dan
Leslie
3rd Employee