



Employees a Big Part of NACD Meeting in Plymouth



Our tour boat "Viking"

Over 125 District Employees, District Board Supervisors, NRCS personnel and other conservation partners gathered in Plymouth, MA for the NACD Northeast Regional Meeting. The Employees Association kicked the meeting off with a boat cruise on the Cape Cod Canal. Unfortunately, the weather did not cooperate and we had a really rainy boat trip up and down this historic canal. However,

we roughed it and enjoyed peering through the rain, mist, and lowering clouds at the various points of interest along the way while jiving to the sounds of the jazz trio down below.

Several District employees were featured presenters during the course of the conference. Gina DeMarco (RI), Dave Wick (NY) and Scott Sickbohm (NY) spoke during the State of the States session about "Collaborations and Coalitions". Dave also presented during the session on "Funding for Conservation Districts in Tough Times".

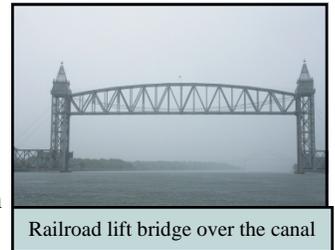


Jazz trio on board the Viking

The annual meeting featured Leonard Jordan, USDA-NRCS East Region Conservationist as the guest speaker. Conservation awards were presented, officers elected and state reports were made available. Ed Hoxsie, along with other conservation partners, announced the Conservation Leadership Conference which now will be held in Spring 2012 instead of this fall.



Tim Riley enjoys the view



Railroad lift bridge over the canal

NEW OFFICER TEAM ELECTED



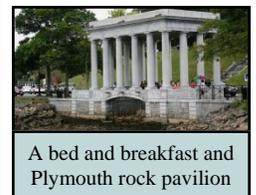
The officer team for 2011-2013 is from left to right: **Rick Mickowski, Immediate Past President from Delaware; Ed Hoxsie, President from New York; Tim Thomas, Vice-President from New Jersey; Ines Grimm, Treasurer from New Jersey; and Sandy Thompson, Secretary from Pennsylvania.** We thank **Doug Kierst** for serving as Secretary for the past two years. Congratulations to the officer team!

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The Mayflower II



A bed and breakfast and Plymouth rock pavilion

Awards and Recognition



Ron Rohall (L) with Ed. H.

Ron Rohall, a District Supervisor for the Westmoreland Conservation District in PA, was the recipient of the 2011 NACDE Award for Outstanding District Supervisor. Ron has been on the Board of Supervisors for the past 18 years, most recently serving as Chair. As Chair of the State Conservation Commission's Leadership Development Committee, Ron spearheaded employee and director training programs. He also led the committee to develop and implement the Conservation District Director Core Functions Training Program, one of the first in the nation. In 2007, Ron was awarded both the State Conservation Commission Conservation Leadership Award and the State

Association's Ann Rudd Saxman CD District Director Award. Ron also has been active on the Abandoned Mine Lands (AML) Campaign and in past years was very active on the NACD Forestry Resources Committee.

Richard Kadwill was the recipient of the NACDE Outstanding District Professional Award—Local. Richard has been the District Manager for the Montgomery County Conservation District in PA for the past 17 years. Richard has served for four years on the PACD District Employee Committee to continue the initiation and promotion of employee development and training. Over the past 17 years, Richard's District, during his tenure, has doubled the number of staff, additional programs have been added and the district acquired its own building.

We congratulate Ron and Richard on this well deserved recognition for their dedication to conservation, their District, and to the important work of all District employees.



Sandy Thompson accepts Richard's award on his behalf from Tim Thomas



Richard Kadwill

2011 NACDE Annual Meeting Now History



We had very good representation this year from several states in the Northeast Region. Pictured from left to right are: **Marli Rupe from Vermont; Tim Thomas from New Jersey; Ines Grimm from New Jersey; Alan Masters from New York; Sandy Thompson from Pennsylvania; Ed Hoxsie from New York; Gina DeMarco from Rhode Island; Joan Richardson from New Hampshire and Betty Williams from Maine.** We thank these individuals for serving as NACDE officers and Board

members. There were several other employees in attendance from various states. Leonard Jordan, USDA-NRCS East Region Conservationist was the guest speaker. He stressed the importance of all partners working together in the "same sandbox". Don't become complacent. When we have strong employees, strong District Directors, and a strong NRCS working together—this is the combination that works!



Leonard Jordan

Leadership Conference Coming Spring 2012



There have been three National Conservation Leadership Conferences held over the past six years, most recently in December 2010 in Louisville, Kentucky. Despite the availability of stipends, there was not a very large delegation from the Northeast Region. There were about 9 attendees from our region, most being employees. Part of the original concept of the national conferences being held every 2-3 years was that the regions would hold one in between the national conferences. This had not taken place, so NACDE President Ed Hoxsie

took the bull by the horns and approached our conservation partners at NRCS about providing seed money to make this a reality before budget cuts made it a more difficult proposition to fulfill. Each NRCS state office is providing funds towards the conference as well as NACDE, the New Hampshire Conservation District Employees Association and other sponsors. **The theme is "Leadership + Partnership = Our Future"**. There will be motivational speakers, networking, break-out sessions, and state conservation partnership sessions to craft plans for each state to improve marketing and communication skills.

Employee Updates from the Region

The **Maine Employees Committee** is a sub-committee of the Maine Association of Conservation Districts. The committee meets four times a year and they usually have a speaker or training at one or two of the meetings. Everyone shares what's going on in their corner of the state. There are 32 employees in the state. Eleven of the sixteen Districts are working together to promote the "Harvest to Lunch" program statewide. It connects schools with local foods. Finding a funding mechanism for the program is the current challenge. MACD has an Education Committee that works entirely on the annual Maine Envirothon. There is a paid staff person that dedicates time to fundraising and she has been successful in that regard. Fundraising for this committee entails a yearly auction of Maine made goods. The sixteen Districts in Maine do many unique and diverse conservation activities. A few highlights are the Maine Farm-A-Syst Program; the Pasture Pleaser—a type of no-till seeder made available to farmers; working with local watershed groups; Ag Day at the local fair; Lakes Survey Week where volunteers check public boat launches for invasive aquatic plants; using a Conservation Innovation Grant to do energy audits for local dairies; holding a Conservation Education Fair for 2nd and 3rd graders and 6th and 7th graders; transforming a 190 acre forest into a forest demonstration site; storm drain stenciling and door hangers for the Bangor Area Storm Water Group; school field trips to the Williamsburg Demonstration Forest; collaborating with local schools on a new curriculum entitled "Maine Apprentice Gardener Program"; developed a local foods brochure; a SARE grant on corn silage systems to reduce tillage and conserve soil and manure nutrients; a sustainable agriculture water management project; and an invasive plant control project which established a weed management area in Southern Maine. Thanks to **Betty Williams** for providing information about Maine's activities.



Kids with bug nets at Conservation Camp



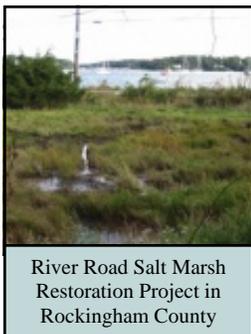
McKean County Cover Crop Field Day

Sandy Thompson chairs the Pennsylvania Association of Conservation District's Employees Committee. There are 450 District Employees in the state of PA working for 66 Districts. PA also has a Leadership Development Committee and the Conservation District Manager's Advisory Committee (CDMAC) under the direction of the PA State Conservation Commission. The Employees Committee holds two meetings per year. The Committee works closely with USDA-NRCS, PA DEP, and Penn State on training and professional development programs. Each year PACD conducts four week-long "Boot Camps" that instruct District employees on agricultural and erosion and sedimentation related topics. The State Conservation Commission is working on a new Training/Mentoring Program for District Managers. Some unique programs in the state include the Chesapeake Bay Watershed Implementation Plan (WIP), a potential impact fee related to Marcellus shale gas that could provide funding to Districts, the REAP (Resource Enhancement and Protection Program) which allows farmers and businesses to earn tax credits in exchange for BMP's on agricultural operations that will enhance farm production and protect natural resources, and the Dirt and Gravel Road Maintenance Program where over 2,000 worksites have been addressed through funding to the Districts since 1997.

From **Rhode Island**, **Gina DeMarco** reported on their efforts in her state to reorganize and streamline operations to save money. They identified their core programs and eventually adopted a hybrid version of the proposed options. They have one centralized administrative person, two statewide Ag Technicians, and a statewide Water Resources person who also handles Information and Education (that's Gina's job). They found one central office and have a \$1.00 a year lease for seven years. The benefits have been improved communications, staff specialization and retention, boards working together, and one administrative person.



Gina DeMarco



River Road Salt Marsh Restoration Project in Rockingham County

We welcome **Joan Richardson as the new President of the New Hampshire Conservation District Employees Association.** There are nineteen District employees in the state working for ten Districts. They hold an annual meeting. Some of the interesting projects in New Hampshire include: an energy efficiency project for a dairy farmer to utilize existing heat from wood biomass furnace to heat milk house waste sanitation system water reservoir; a riparian buffer along the Saco River; a no-till seeder and educational workshops; a 6th grade conservation field day with 300 students attending; and many grant funded restoration projects like stormwater retrofits, streambank stabilization, invasive species control, tidal marsh restoration, and many more. One District is participating in a cover crop study and holds and monitors 98 easements on close to 4,500 acres.

Vermont has 14 Natural Resource Conservation Districts. Each District receives a small amount of core funding from the State of Vermont (\$8,000 per District). **Marli Rupe serves as VACD's legislative liaison**, and she worked tirelessly and successfully to convince legislators to restore the funding after it was cut by the outgoing administration. In 2010, for every dollar in funding received from the State, districts raised an additional eleven dollars!

Delaware is holding its annual golf tournament on September 30th with partial proceeds benefiting the DCDEA scholarship fund. The annual meeting and conservation tour is scheduled for October 12th.

NORTHEAST ASSOCIATION OF CONSERVATION DISTRICT EMPLOYEES

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National Conservation District Employees Association (NCDEA)



Ernie Thurlow (left above with Ed Hoxsie) from New Jersey was the recipient of the **2010 NACDE Employee Award**. **George Proios**, a District Supervisor from New York was the recipient of the **2010 District Leader Award**. Since we did not publish a newsletter last year, we want to recognize them in this issue. Congratulations to both. Ernie has since retired from his District. George serves as Vice-President of the New York Association of Conservation Districts. Congratulations!

Rich Duesterhaus gave an update as the **Executive Director for NCDEA**. A project for late 2012 is going to be a national video conference call for all state partners and national leaders. It will include a training component and will take advantage of the new video conferencing technology now on the market. NCDEA will hold officer elections in February and it is expected that current Vice-President Irene Moore from Ohio will run for President. Connie Richmeier is the current NCDEA President. Rich

shared recent happenings with Connie and her District in Kansas. Her county provides \$27,000 per year towards their budget which is matched by the state. In July, the county voted to cut all funds. Another hearing was held and 200 producers showed up with coverage from local newspapers and radio and the county reversed their decision. To turn things around you need the support of your customers and bring them together. Don't give up in challenging times. There are over 7,000 District employees making a difference on the landscape of our great country.

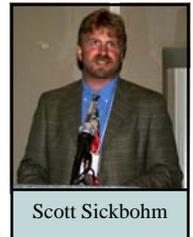
More Updates from the Northeast Region



We welcome **Jim Lieberum** as the new **President of the New York Conservation District Employees Association, Inc. (NYCDEA)**. There are over 350 District employees in the state of New York working at 58 Districts. They hold their annual meeting in March each year in conjunction with the Water Quality Symposium. Over 365 people took 29 training courses over the four day meeting. There are two week-long training and professional development programs held each year and additional one-day sessions as needed. Some of the highlights in New York include: the Agricultural Environmental Management Program or (AEM) - a voluntary, incentive based program to assist farmers with resource decisions; the varied and many District stormwater programs; and the NYS Envirothon. During the NACD meeting in Massachusetts, **Dave Wick**, from the Warren County Soil and Water Conservation District gave two presentations. The first was during the State of the States session where he focused on his District's involvement in the Lake Champlain Watershed Coalition. During the "Funding for Conservation Districts in Tough Times", Dave stressed the importance of diversification through grants, contract for services, legislative initiatives, environmental benefits projects, and coalitions. Some key messages were to get out of your comfort zone, be a resource, get the message out about what you do, never say no, and diversify. Scott Sickbohm, District Manager, spoke about the Otsego County SWCD's involvement in the Upper Susquehanna River Basin. He stressed for points: a unified approach, large scale watershed, strength in numbers, and increased capacity because of partnerships.



Dave Wick



Scott Sickbohm



Pollinators Kit



The **New Jersey Conservation District Employees Association (NJCDEA)** has held 12 training sessions over the past three years. The Executive Board meets 3-4 time a year to discuss new business and to plan events. Some of the interesting activities in the state include: a "Plants for Pollinators in the Classroom" program with 30 kits awarded to area schools in Mercer and Freehold counties. Teachers can apply to receive the kit which includes a two-tiered plant stand with grow lamps, potting soil, seeds, and other materials to assist children in growing butterfly and bee attracting plants. Teaching materials, lesson ideas, and posters are included in the resource kits. A teacher workshop was also held. Mercer County Soil Conservation District received \$150,000 to help implement 25 Community Wildfire Protection Plans over a two-year period. New Jersey Districts are special purpose subdivisions of the NJ Dept. of Agriculture. During Fiscal Year 2011, the districts received 3,744 applications covering 14,498 acres and district staff performed 62,913 inspections under construction review activities.