



THE NOR'EASTER

NORTHEAST REGION REPORT Tim Riley—President, NACDE

ANNUAL MEETING UPDATE

The **NACDE Annual Meeting** will be held at the Penn Stater Conference Center Hotel in State College, PA from July 23-27, 2006 in conjunction with the NACD Northeast Regional Meeting. Planning began on this meeting in October 2004 with a total of eleven planning meetings and/or conference calls held to finalize details. NACDE is responsible for the Sunday “Legacy Sediments and Sight-seeing Tour”, the annual luncheon business meeting and awards program, and the State of the States presentations. **Registration deadline is July 17, 2006.**

For more information about the NACD Northeast Regional Meeting go to the web site at www.pacd.org/events/JAC06/.

NEWS FLASH! NACDE partners with HydroCAD to offer training!

FUNDRAISING ACTIVITIES

NACDE sponsored HydroCAD training sessions have quickly become the main fundraiser for the association. The first session was held in December 2005 in Dover, DE. The training session consisted of 3 trainers, 2 observers, and 17 fully paid registrants. The total proceeds to NACDE for the two-day session was \$1,386.86. Additional training sessions were held on June 13-15, 2006 in Chelmsford, MA and another session will be held in Millbrook, NY on July 19-20, 2006. These training sessions take a large amount of commitment from the Rockingham County Conservation District (RCCD) in New Hampshire. Special thanks go out to District Employees Mary Currier (NACDE Treasurer), Edwin Minnick, and Gerald Lang of RCCD for making this program a reality.

The Sunday sight-seeing tour at the NACD Northeast Regional Meeting is another fundraiser for the association.

Individual states employee associations are also involved in fundraising activities for their associations. Some of the activities included: annual dues in amounts from \$10.00 for individuals to \$50.00 for Associations/Businesses, shirt sales in New Hampshire and Delaware, the Moose license plate in New Hampshire, conservation tours in New Jersey, a bucket raffle and training events in New York and golf tournaments in New York and Delaware.

TRAINING AND PROFESSIONAL DEVELOPMENT PROGRAMS

Most states in the Northeast work closely with USDA-NRCS on training and professional development programs available to Conservation District employees. Several individual states are working on programs.

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Front photograph is a view from Black	
Moshannon State Park in nearby	
Phillipsburg, Pennsylvania	

• NACDE has partnered with the company that created HydroCAD—Modeling of Stormwater Runoff for Site Development Analysis. We can offer two-day or one-day sessions. Gerald Lan and Ed Minnick from the Rockingham County Conservation District along with HydroCAD Training and Support Coordinator Karen Coffey, will offer the training workshops. Your District or Employee Association can organize a workshop in your region as a fundraiser for NACDE. Contact Tim Riley or Mary Currier for more information..

PENNSYLVANIA'S WHAT IF PAPERS

By Mike Lovegreen, Bradford County Conservation District, PA

Conservation Districts are unique organizations in that they are a mixture of autonomous local organizations, units of State government, linked to County government and dependent on numerous, often unconnected, funding sources. As a result of their uniqueness, there are many organizational situations that create challenges to the operations of conservation districts.

Since each conservation district is different, and at the same time similar in their structural, developmental and organizational backgrounds, many have worked through similar challenges in a number of different ways. While there are several forums for sharing solutions and approaches to these challenges, there still remains a need to reach out to districts in a more inclusive manner.

One of the ways Pennsylvanian Districts are addressing this "opportunity" is through the development of what is being called the "*What If Papers*". The project, funded by the State Conservation Commission through the Conservation Partnership's Leadership Development Committee, identifies common operational challenges by the conservation district population. Those District people that have successfully met those challenges are then solicited to share their approaches, potential pitfalls, and solutions. The results are published in a series of "White Papers" that are distributed to all districts as well as be published on a web-based platform. Additionally, these district "experts" that have demonstrated success in meeting the identified challenges, are a source of future panels for regional and statewide forums.



Mike Lovegreen
and Mary Currier

The same "Team" of District personnel that is involved with the "Team Visits" Project are acting as the oversight and editorial group for the project. Steps to achieve the objectives of the project include the following:

Conservation Districts, both staff and Board members, are solicited for operational, organizational and developmental challenges

Based on responses, the oversight committee selects and prioritizes challenges

- The Oversight Committee identifies Districts that have successfully dealt with the selected challenges
- Those successful Districts are asked to send a representative to a one-day development session to detail how the challenge was met. Results are recorded and developed into a draft "white paper"
- The oversight committee serves as an editorial board for the produced "white paper"
- The final product is distributed to all districts and published on the PACD web page and/or other locations
- Identified participants would be available for panel presentations at future regional and state meetings

To date three papers have been developed and distributed. The topics include: Developing, Planning, Building and Operating a District owned Building; Developing Middle Management; and County Aligned versus Independent Districts- Challenges and Opportunities. Three to five more papers are planned for 2005-6.

The project is being administered through the Bradford County Conservation District. For more information, contact Mike Lovegreen, District Manager, at (570) 265-5539 ext. 120. Or e-mail mike.lovegreen@pa.nacdnet.net.

NCDEA REPORT FROM BOB DOBBS, PRESIDENT

The NCDEA Board of Directors, acknowledging the growth of the organization and the need for expanded management of association business, is pleased to announce that we have hired Rich Duesterhaus as our first Executive Director. Rich has served a thirty-eight year career with the NRCS/SCD in field and national leadership positions. He has degrees in Agriculture, Farm Management and Economics, Public Administration, and Political Science. Since retiring from NRCS, he has been working as a conservation consultant and has served as Senior Advisor with NACD. Rich is currently President of the Association of Retired Soil Conservation Service Employees and has been active in numerous national and community organizations. He has served on the Board and is Past-President of the Soil and Water Society (SWCS) and Board Chair of the Renewable Natural Resource Foundation. Welcome aboard Rich!

NORTHEAST REGION REPORT Continued

The CDEA-NH is working on developing a mentoring program to offer to new hires. The NJCDEA has been involved with developing statewide training programs for District employees and is currently re-vitalizing that effort. The NYCDEA held their annual Training Sessions in March 2006 in conjunction with the New York 2006 Water Quality Symposium. This multi-day training included 27 different sessions focusing on technical skills and professional development. Other programs offered throughout the year include: “Basic Conservation Skills Workshop”, an “Administrative Conference”, a “Manager’s Forum”, and regional workshops.



NACDE Officers (2005-2007)

Left to Right: Rick Mickowski - Vice President, Kerry Rickrode - Secretary, and Tim Riley - President. Mary Currier - Treasurer not pictured.

COMMUNICATIONS

NACDE publishes this newsletter on a regular basis, usually twice a year. We maintain a website at www.ne.ncdea.org. We use an email network including batch emails to State Directors and Conservation Partners to maintain contact between meetings. We utilize teleconferencing when necessary to conduct business. Meetings are normally held at the Dutchess County Conservation District office in Millbrook, New York in the fall and spring with a teleconference call in mid-June. Three other states have employee association websites. They are New Hampshire at <http://nh.ncdea.org>, New Jersey at www.njscdea.ncdea.org, and New York at www.nyscdea.com.

Three states publish newsletters on a regular basis - either a printed or internet based newsletter. They are Delaware, New Jersey, and New York.

AWARDS PROGRAM

The NACDE Employee Choice Awards Program was revised in March 2006 to the new 2006 NACDE Conservation Awards Program. Through these awards, NACDE will continue to recognize outstanding employees and District Supervisors who impact conservation and are involved at the state and regional levels. We added a new category, the NACDE Conservation District Employee Award—Local. The purpose of this award is to recognize Conservation District Employees who have made outstanding local contributions to a local Conservation District Program. This award winner will not be eligible to be submitted to the NCDEA for the National Awards Program.

NACD COMMITTEES

Ed Hoxsie from New York represents NACDE on the NACD Urban, Community and Coastal Resources Committee. Robert Dobbs from New Jersey serves as President of NCDEA and serves in that capacity on the NACD Legislative Committee. Ernie Thurlow from New Jersey serves on the USDA-NRCS Locally Led Committee.

NCDEA COMMITTEES

Tim Riley, NACDE President, serves as our representative to NCDEA. In that capacity, he is serving on several subcommittees dealing with fundraising for the national employees association. He has worked with conservation partners to develop a grant proposal that was submitted in spring 2006 to potentially fund the development of an urban conservation tool box for use by Conservation Districts. Stay tuned for more details if funding becomes available.

YOUR OFFICERS FOR NACDE (2005-2007)

If you have any questions about NACDE or other employee/conservation issues in the Northeast, please feel free to contact your NACDE officers:

Tim Riley, President at 302-741-2600

Rick Mickowski, Vice President at 302-832-3100

Mary Currier, Treasurer at 603-679-2790

Kerry Rickrode, Secretary at 603-673-2409

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EMPLOYEES**

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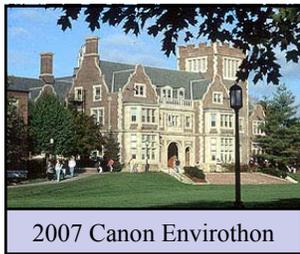
NEW HAMPSHIRE - The CDEA, through an agreement with USDA-NRCS was able to offer two workshops. The first workshop trained participants about Contribution Agreements. The second workshop was sponsored in conjunction with NH's Core Conservation Partners and was entitled "Outreach for Success". Brad Ross, a professional trainer from Ohio let the sessions which dealt with creating effective Boards and their purpose, reviewing community demographics, defining social capital and how it relates to recruitment, goal setting, and recruitment and retention plans.

MAINE - District employees met earlier this year to discuss receipt of a statewide "Conservation Ed Web" grant from the EPA. Plans are to develop a "signature" natural resource education program for middle school children.

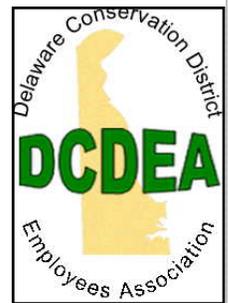
News From Around the Region

DELAWARE - The Delaware Conservation District Employees Association held its first two golf tournament fundraisers. They were a big success and raised several hundred dollars for the association. DCDEA also adopted an official logo. Plans for 2006 include an orientation brochure for new employees, additional teamwork events, shirts with the logo, and developing an employee recognition program. The association will also be on the agenda for a presentation at Delaware Association of Conservation Districts Executive Board meetings held 3-4 times a year.

NEW YORK - New York is hosting the Canon Envirothon in 2007 at Hobart and William Smith Colleges. To raise funds to support the event, you can purchase the 2007 Canon Envirothon cookbook. The cost is \$13.00 plus \$2.00 for shipping and handling per book. Send your order and check to 2007 Canon Envirothon, 967 County Highway 33, Cooperstown, NY 13326 or you can call (607) 547-8337 ext. 4. There is also an amateur photo contest that will raise funds through the \$5.00 per entry fee. You can access the information at www.nysenvirothon.org and click on the 2007 Canon Envirothon section. The 2006 Water Quality Symposium and Training Workshops were a great success. During the month of May, representatives from NYACD and CDEA met to begin the task of expanding the Stormwater Vision and to create a Stormwater Strategy. Reduced EPA 319 dollars will affect some of the employee training programs, positions, and grants to Districts.



2007 Canon Envirothon



PENNSYLVANIA - The Pennsylvania Association of Conservation Districts recently went through a committee reorganization process. The District Employees Committee was re-established with a membership of both District Directors and District Employees. There are seven District Managers who serve on the PACD District Employees Committee. PA has issued a call for someone to serve as their representative to NACDE. The Committee has been reviewing District Employee Policies and certified training programs. PA has developed an interactive media from the "Building for Tomorrow" program to train new District directors and staff.

**NORTHEAST ASSOCIATION OF CONSERVATION
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