

Project Proposal Summary Sheet

PROJECT TITLE: North Dakota Soil Conservation District Area Program Coordinator Program

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SOIL CONSERVATION DISTRICTS AND WATERSHED: Red River Basin, James River Basin, Lower Missouri River Basin, Upper Missouri River Basin, Souris River Basin

PROJECT TYPES: Information/Education

WATERBODY TYPES: Groundwater, lakes/reservoirs, rivers, streams, wetlands

NPS CATEGORY: Other

PROJECT LOCATIONS: Statewide

SUMMARIZATION OF MAJOR GOALS:

The overall goal of this project is to increase the capacity of North Dakota Soil Conservation District supervisors and employees to lead soil conservation and watershed-based projects that will reduce nonpoint source pollution and protect water quality for future generations.

PROJECT DESCRIPTION

This project will continue to develop the leadership skills of Soil Conservation District (SCD) supervisors and employees and equip them with the skills to guide and collaborate with others, apply organizational management tools, engage people in public decisions, and understand how local, state, and federal policies impact water resources. In addition, this project will assist these soil and water conservation leaders to recognize soil conservation and watershed challenges through proper assessment practices and the development of attainable solutions. These outcomes will be achieved through the continued support of two Area Program Coordinators. Since January 2022, the two Area Coordinators have built solid relationships, provided education, and supported North Dakota Soil Conservation Districts to help further their local watershed plans and community engagement, increase funding/grant opportunities, and develop more detailed goals to improve soil health, reduce nonpoint source pollution, and protect water quality. The coordinators utilize organizational coaching techniques such as active listening, critical reflection, and inclusive planning practices. They have assisted the SCDs with resource acquisition, developed an online toolkit of best practices, and helped ensure that district actions are implemented with fidelity to their original district plans.

FY 2024 funds requested: \$596,458

Non-federal match: \$397,639

TOTAL PROJECT COST: \$994,097

2.0 SITUATION

2.1 Soil Conservation Districts in North Dakota provide education and implement land conservation practices to protect water quality, soil productivity, air quality, and wildlife habitat. These services are planned and delivered locally, with leadership and participation from community members within the district. The voluntary, locally led, and locally delivered conservation activities of these districts are unique and have the potential to reach individual land managers and watersheds that other agencies and organizations cannot.

Individuals serving on local boards, project advisory committees, and in professional roles involving soil conservation and water quality management all provide leadership to decisions that are made long-term for nonpoint source pollution management in North Dakota; however, many of these individuals have not yet participated in formal leadership training. As a step toward improving this skillset, North Dakota State University (NDSU) Extension, in partnership with the North Dakota State Soil Conservation Committee (NDSSCC), North Dakota Department of Environmental Quality (NDDEQ), and United States Department of Agriculture-Natural Resource Conservation Service (USDA-NRCS), has developed and presented the North Dakota Soil and Water Leadership Academy since 2019. The Academy is currently presented at two levels and covers topics including conflict navigation, group project planning, community outreach, meeting management, conservation law, watershed management, and more. These Academies have reached 368 participants representing 53 of the 54 North Dakota Soil Conservation Districts (SCD), and participants have reported knowledge and preparedness gains in all aspects of the training.

Although these Academies have been highly successful and will be continued, participants and conservation partners have indicated that continued support is needed in many districts to move from a state of readiness to a state of performance. The NDSU Extension Program Director and Area Program Coordinators have identified a continued need to improve Soil Conservation District capacity through increased coaching and training. Topics include technical conservation issues such as soil health, livestock management, nonpoint source/water quality education, watershed planning, and partnership development in addition to conservation planning, communication, policy development, and public outreach.

3.0 SUCCESSES AND LEARNING OPPORTUNITIES

3.1 Area Program Coordinators have developed successful working relationships with Soil Conservation District supervisors and employees in the last 18 months. Districts have come to rely on the expertise and knowledge demonstrated by Area Coordinators as attendance at monthly webinars and questions posed to Coordinators have increased. Further, Coordinators are working closely with districts to improve conservation plans of work and supervisor familiarity of their district roles and responsibilities.

Program Coordinators have also worked to improve collaboration between districts and their conservation partners across the state. Coordinator coaching and training emphasizes the value of making connections and working in an interdisciplinary fashion. In addition, Program Coordinators offer instruction on community outreach and the necessity of reaching out to neighboring districts for assistance and increased conservation participation. They recognize that successful watershed management can only be achieved through large scale coordination and encourage districts to look at the bigger picture.

That said, high employee and board turnover has been a challenge as it impacts short- and long-term conservation planning efforts. Coordinators are aware that more watershed planning is needed to improve water quality across the state. To that end, Coordinators traveled to Bismarck in July to visit with DEQ resource personnel to learn more about the Watershed Management Program and water body monitoring and assessment. This day long visit provided opportunities for Coordinators to not only meet DEQ scientists and technicians but get a better understanding of water quality science and its impact on conservation across the state. Coordinators recognize the advantages to having a watershed coordinator in each district and work with supervisors and staff to make this happen. Coordinators also act as liaisons between SCDs and DEQ, especially if they are interested in water sampling, Total Maximum Daily Load (TMDL) development, or seeking water quality data tools. Last spring, the Area I Coordinator hosted a DEQ information session with district supervisors and employees. This resulted in an increase in local water assessments and additional conversation about watershed coordinators in three districts. Further, Coordinators are actively reviewing each district's conservation plan to ensure that water quality is one of several resource concerns with realistic and action-oriented goals for improvements.

Coordinators are also working with the NDSU Extension Program Director to assist with district capacity building. To that end, Coordinators have worked diligently to develop close relationships with SCDs to learn more about their individual needs. This has resulted in the development of a coaching toolkit and online resource site available to districts which includes grant resources, webinars, plan of work templates, watershed program information, branding templates and logos, supervisor job description, education/outreach/partnership ideas, etc.

Along with success comes challenges. Program Coordinators had hoped to attend bi-monthly district board meetings in their respective Areas with each Area containing 10 to 12 Soil Conservation Districts. Coordinators have come to realize over the last 18 months that this task is unattainable as many districts schedule their board meetings on the same day and time. That said, Coordinators continue to make personal contact, develop relationships, and share technical and leadership training with supervisors and employees using phone, zoom, email, micro lessons, handouts, and online resources as well as quarterly attendance at district board meetings.

Coordinators recognize that the needs of the SCDs vary across the state with some districts requiring more capacity building than others. Although coordinators will continue to assist those districts in their designated areas, they are open to supporting outside districts when requested.

4.0 PROJECT DESCRIPTION

4.1 – Goals

The overall goal of this project is to increase the capacity of North Dakota soil and water conservation leaders who develop and implement watershed-based management projects that improve and protect water quality for future generations. By building capacity and technical knowledge, these soil and water conservation leaders will be better equipped to address the three primary goals in the NPS Management Plan of 1) coordinating with the Total Maximum Daily Load Program and local partners to assess 15 priority watersheds, 2) developing and implementing watershed restoration or protection plans for 15 priority sub-watersheds, and 3) increasing public awareness and understanding of water quality through SCD outreach.

4.2 Objectives and Tasks

Objective 1: Continue to support two Soil Conservation District Area Program Coordinators.

Task 1: Coordinators will continue to assist those districts in their designated Areas with capacity building by utilizing a variety of coaching tools and through technical and leadership training opportunities.

Product: Coordinator increase in technical expertise through participation in watershed planning, conservation workshops/training on a local, state, and national level, and direct contact with NDDEQ and other conservation partners.

Objective 2: Program Coordinators to provide coaching and educational opportunities for Soil Conservation District supervisors and employees and assist them in furthering their local watershed plans either directly or indirectly, engaging the community, and developing and reviewing annual conservation plans that will improve soil health, water quality, and protect the environment for future generations.

Task 2: Site visit coaching will be provided by two Area Program Coordinators to assist supervisors and staff with conservation planning, resource acquisition, partnership development, public outreach, and communication. Coordinators to connect districts with NDDEQ or NRCS to assist with planning if needed.

Product: Record of direct contacts with SCD supervisors and staff.

Task 3: Evaluate district conservation plans of work to ensure attention to local resource concerns including but not limited to soil health, water quality, wildlife habitat, and conservation education.

Product: Record of SCD conservation plans that have been created or updated due to program coordinator involvement.

Task 4: Introduce and identify watershed management programs and project benefits to SCDs whether that be in the form of educational materials, speakers, technical/financial assistance, or training.

Product: Detailed record of district watershed actions such as local waterbody assessments, implementation of practices to reduce or prevent NPS pollution, development of watershed management plans, or simply the sharing of NPS pollution management information by districts.

Task 5: Monthly educational efforts to update supervisors and employees on technical issues such as soil health practices, nonpoint source/water quality education, and partnership development as well as grant writing, policy development, and communication strategies.

Product: Record of training opportunities provided by Program Coordinator or subject matter expert (local, state, or national).

Task 6: Development of online trainings and resources dedicated to conservation topics and district function.

Product: Micro lessons, bi-monthly webinars, and monthly podcasts concerning current soil health practices, watershed projects and best practices, leadership strategies, or district management.

Objective 3: Program Coordinators will continue to assume the role of liaison between SCDs and conservation/agency partners.

Task 7: Connect SCDs with conservation programs, agencies and/or partners that address or provide watershed management projects, funding, or information (for example, Ducks Unlimited, Pheasants Forever, NDDEQ, NDGF, etc.)

Product: Report detailing development of new collaborations, projects, or funding opportunities.

Objective 4: Formatively evaluate coordinating and coaching efforts for SCD supervisor and employee behavioral changes.

Task 8: Interview Program Coordinators annually to determine strategies that are showing success and areas needing improvement.

Product: Report with program recommendations and plans for adjustment shared between both Coordinators. Submission of annual 319 funding and progress reports.

Task 9: Program Coordinators host a roundtable discussion every two years with SCDs and their partners to improve conservation practices, communication, and funding awareness.

Product: Summary report of roundtable discussion.

Objective 5: Curate the experience and knowledge gained by Area Program Coordinators during the grant period for future SCD leaders.

Task 10: Continue to develop an online toolkit that includes conservation resources, websites, handouts, and educational webinars and podcasts.

Product: Completed coaching toolkit for future Area Program Coordinators, supervisors, and employees.

5.0 COORDINATION PLAN

5.1 The NDSU Extension Leadership and Civic Engagement program area will be the lead project sponsor. Responsibilities include supervision and guidance of Area Program Coordinators. The Area Program Coordinators will continue to be employees of NDSU Extension and receive all the Human Resources training and support to which NDSU employees are entitled.

5.2 Local support will be provided by NDSU Extension specialists who work with leadership and civic engagement programs and local Extension agents. Additional support and online resources will be provided by NDSU Extension specialists who work on soil conservation and watershed management technical issues along with Soil Conservation Districts, Natural Resource Conservation Service offices,

NDSSCC, NDASCD, and NDDEQ.

5.3 The NDSU Extension Soil and Water Conservation team responds to local needs by inspiring, equipping, and connecting leaders to help them solve community challenges through education, local projects, and activities. These 319 funds would assist in expanding the current work more specifically to Soil Conservation Districts and their partners to address challenging water-related issues. The NDSU Extension Soil and Water Conservation team works closely with Leadership and Civic Engagement (LCE) and currently offers several programs that demonstrate our ability to manage a program of this type. These include the Soil and Water Conservation Leadership Academy, Rural Leadership North Dakota, Lead Local, and Community Impressions.

The Soil and Water Conservation Leadership Academy provides leadership and conservation planning training to North Dakota SCD supervisors and employees, North Dakota DEQ staff, USDA-NRCS staff, and other partners across the state. In the past five years, 368 people representing 96% of North Dakota's SCDs have attended these academies. Participants report increased confidence and an improved skillset for leading watershed management projects. Area Program Coordinators will continue to help develop and deliver this program.

Area Program Coordinators collaboratively work with the Soil and Water Conservation Program Director and Leadership and Civic Engagement Specialists to develop and present leadership programming across the state. These programs provide the opportunity to transform others through appropriate leadership and followership activities so they can in turn make a difference in their communities and organizations. Coordinators also utilize the LCE resources to assist their district coaching efforts as well as participate in LCE training to strengthen their leadership skills and abilities. Strong leadership is a prerequisite to more enhanced relationships resulting in additional conservation funding and implementation of best management practices impacting our watersheds and soils.

6.0 EVALUATION AND MONITORING PLAN

6.1 Formative assessment will be performed throughout the grant period and include a wide range of stakeholders. The Program Director will interview Area Program Coordinators annually to determine strategies showing success and areas needing improvement.

6.2 SCD annual conservation plans of work will be reviewed to determine Area Program Coordinator's impact on district accomplishments, such as new collaborations, projects, or funding opportunities.

6.3 The NDSU Extension Program Director and Coordinators will host a roundtable discussion with conservation partners (NRCS, NDDEQ, NDSU Extension staff, NDSSCC, ND Department of Agriculture, ND Game and Fish Department, et al.) every two years to improve conservation practices, communication, and funding awareness.

6.4 All data gathered during this formative assessment process will be housed on the Soil and Water Conservation Program Director's password-protected computer with back-up files created. Any paper copies of participant's surveys will be kept in a locked file cabinet.

7.0 BUDGET

7.1 (See Appendices B & C)

APPENDIX A. Milestones Table for North Dakota Soil Conversation District Area Program Coordinator Program

Objectives	Tasks/Responsible Organizations	Output	2024	2025	2026
Objective 1 - Continue to support two Soil Conservation District Area Program Coordinators.	Task 1 – Assist SCDs with capacity building by using a variety of coaching tools and through technical and leadership training.	Coordinators increase in technical expertise through participation in watershed planning, conservation workshops/training on a local, state, and national level and direct contact with NDDEQ and other conservation partners.	X	X	X
Objective 2 - Program Coordinators to provide coaching and educational opportunities for Soil Conservation District supervisors and employees and assist them in furthering their local watershed plans either directly or indirectly, engaging the community, and developing and reviewing annual conservation plans that will improve soil health, water quality, and protect the environment for future generations.	Task 2 – Site visit coaching will be provided by two Area Program Coordinators to assist supervisors and staff with conservation planning, resource acquisition, partnership development, public outreach, and communication. Coordinators to connect districts with NDDEQ or NRCS to assist with planning if needed.	Record of direct contacts with SCD supervisors and employees.	X	X	X
	Task 3 - Evaluate district conservation plans of work to ensure attention to local resource concerns including but not limited to soil health, water quality, wildlife habitat, and conservation education.	Record of SCD conservation plans that have been created or updated due to program coordinator involvement.	X	X	X
	Task 4 – Introduce and identify watershed management programs and project benefits to SCDs whether that be in the form of educational materials, speakers, technical/financial assistance, or training.	Detailed record of district watershed actions such as local waterbody assessments, implementation of practices to reduce or prevent NPS pollution, development of watershed management plans, or simply the sharing of NPS pollution management information by districts.	X	X	X
	Task 5 - Monthly educational efforts to update supervisors and employees on technical issues such as soil health practices, nonpoint source or water quality education, and partnership development as well as grant writing, policy development, and communication strategies.	Record of training opportunities provided by Program Coordinator or subject matter expert (local, state, or national).	X	X	X
	Task 6 - Development of online trainings and resources dedicated to conservation topics and district function.	Micro lessons, bi-monthly webinars, and monthly podcasts concerning current soil health practices, watershed projects and best practices, leadership strategies, or district management.	X	X	X

<p>Objective 3 - Program Coordinators will continue to assume the role of liaison between SCDs and conservation/agency partners.</p>	<p>Task 7 – Connect SCDs with conservation programs, agencies and/or partners that address or provide watershed management projects, funding, or information (for example, Ducks Unlimited, Pheasants Forever, NDDEQ, NDGF, etc.).</p>	<p>Report detailing development of new collaborations, projects, or funding opportunities.</p>	<p>X</p>	<p>X</p>	<p>X</p>
<p>Objective 4 – Formatively evaluate coordinating and coaching efforts for SCD supervisor and employee behavioral changes.</p>	<p>Task 8 – Interview Program Coordinators annually to determine strategies that are showing success and areas needing improvement.</p>	<p>Report with program recommendations and plans for adjustment shared between both Coordinators. Submission of annual 319 funding and progress reports.</p>	<p>X</p>	<p>X</p>	<p>X</p>
	<p>Task 9 - Program Coordinators host a roundtable discussion every two years with SCDs and their partners to improve conservation practices, communication, and funding awareness.</p>	<p>Summary report of roundtable discussion.</p>	<p>X</p>	<p>X</p>	<p>X</p>
<p>Objective 5 - Curate the experience and knowledge gained by Area Program Coordinators during the grant period for future SCD leaders.</p>	<p>Task 10 – Continue to develop an online toolkit that includes conservation resources, websites, handouts, and educational webinars and podcasts.</p>	<p>Completed coaching toolkit for future Area Program Coordinators, supervisors, and employees.</p>	<p>X</p>	<p>X</p>	<p>X</p>

APPENDIX B. Budget and Narrative for North Dakota Soil Conservation District Area Program Coordinator Program

Budget Item	Budget Narrative	7/1/24 to 6/30/25	7/1/25 to 6/30/26	7/1/26 to 6/30/27	Total Requested
Salaries & Wages					
Salaries	2 full-time Area Leadership Coordinators (2.0 FTE) – H. Nordby & TBD – provide coaching, education, and support to SCD staff and supervisors. Assume 3% increase each year	104,016	107,136	110,350	321,502
Fringe Benefits	50% benefit rate for Area Leadership Coordinators.	52,008	53,568	55,175	160,751
Total	Total salaries and fringe benefits	156,024	160,704	165,525	482,253
Operating Expense					
Travel	Year 1 – each (2) Area Leadership Coordinator travels to Area SCD’s 3-4 times for monthly meetings, project planning, and training (Apx. 8,500 in-state miles for each coordinator at \$0.655/mile, lodging and per diem) and to conferences in Bismarck and/or Fargo two times each (Apx. 1,500 in-state miles for each at \$0.655/mile, lodging and per diem). Travel to one national conference for professional development each year.	12,000	12,000	12,000	36,000
Supplies	Flip chart paper, markers, notepads, post-it notes, toner, various supplies for 101 and 201 leadership trainings each year, curriculum purchase. Year 1 – Printers for Area Coordinators. Year 2 – Replacement Computers for Area Coordinators (NDSU computers are no longer supported after 5 years) (2 at \$1,700/each).	2,000	4,900	2,000	8,900
Postage	Mailing materials and postage for Area Coordinators (\$250/year per Coordinator)	500	500	500	1,500
Printing	Printing flyers, booklets, and handouts (\$500/year per Coordinator)	1,000	1,000	1,000	3,000
Professional Development	Registration fee for one professional development opportunity for each Area Coordinator (\$750 each/year)	1,500	1,500	1,500	4,500
Subscription Fees	Annual subscription for editing podcast content	220	220	220	660
Total	Total Operating Expense	17,220	20,120	17,220	54,560
TOTAL DIRECT COSTS		173,244	180,824	182,745	536,813
Indirect Costs	Indirect costs are calculated at the EPA limitation of 10% of total federal funds as specified in 319 guidance	19,249	20,091	20,305	59,645
Total EPA 319 FUNDS	TOTAL PROJECT DOLLARS REQUESTED	192,493	200,915	203,050	596,458

NON-FEDERAL NDSU Matching Funds

Budget Item	Budget Narrative				NDSU Match
Salaries	Specialist/Program Director (Delozier) – 62% each year	48,978	50,443	51,954	151,375
	FCW Program Leader (Johnson) – 8% each year	13,644	14,053	14,475	42,172
	Associate Director (Flage) – 2% each year	5,136	5,290	5,449	15,875
	Leadership Specialist (Brunns) - 10% each year	9,070	9,342	9,623	28,035
	Leadership Specialist (Tyler) – 8% each year	6,500	6,695	6,896	20,091
Fringe Benefits	Fringe benefit estimates range from 22% to 46%.	32,456	33,429	34,442	100,327
Total Salaries and Fringe Benefits		115,784	119,252	122,839	357,875
Indirect costs	Indirect costs are limited at 10%	12,865	13,250	13,649	39,764
TOTAL NON-Federal	NDSU Matching Funds	128,649	132,502	136,488	397,639

**APPENDIX C. Budget Table for North Dakota Soil Conversation District Area Program Coordinator Program
July 1, 2024 – June 30, 2027**

FUNDING SOURCES

	FY25	FY26	FY27	TOTAL
EPA Section 319 FY 2025 Funds	\$192,493	\$200,915	\$203,050	\$596,458
State/Local Match 1) NDSU* (TA,FA)	\$128,649	\$132,502	\$136,488	\$397,639
Total Budget	\$321,142	\$333,417	\$339,538	\$994,097

TA: Technical Assistance

FA: Financial Assistance

NDSU: North Dakota State University

See Appendix B for additional detail on match sources

APPENDIX D. 2021 and 2022 DART Activity Report Data from Area 1 and Statewide

Area 1	2021-Area 1	2022-Area 1	2021-Statewide	2022-Statewide
Water Samples Collected and submitted	173 samples	9 samples	1,219 samples	1,346 samples
Acres grass seeded to reduce erosion	4,708 acres	3,897 acres	10,725 acres	12,198 acres
Water pipeline installed for livestock	48,224 feet	20,598 feet	339,109 feet	197,499 feet
Cover crop seeded	245 acres	205 acres	4,046 acres	4,330 acres
Trees planted	548,258 feet	358,345 feet	3,699,769 feet	3,314,444 feet
Trees handplanted	6,678 trees	10,653 trees	47,204 trees	37,525 trees
Seeded to grass between tree rows	68 acres	28 acres	120 acres	3,474 acres
Soil testing & mapping	105 hours	140 hours	1,281 hours	1,473 hours
Urban Conservation	104 hours	336 hours	2,440 hours	2,027 hours
Conservation Technical Assistance	884 hours	1,326 hours	8,187 hours	8,495 hours
Education & Outreach Youth College Adult Education	1,906 youth 35 college students 1,183 adults	1,517 youth 23 college students 999 adults	13,184 youth 355 College students 7,992 adults	30,611 youth 296 College students 7,686 adults

Note- Area 1 Program Coordinator started in early 2022, 2023 data will be added at conclusion of DART reporting collection

APPENDIX E. October 2022-September 2023 Program Coordinator Direct Contacts

Contact Type:	Emails	Zoom Meetings	Board Meetings	District Programs Attended	Webinar Attendance	1 on 1 Coaching	Leadership Academy
Number:	Weekly-biweekly	2	31	11	4 webinars	20	2 sessions 2 levels each
Number Reached:	595	15	219	X	125	483	90

APPENDIX F. Specific Program Needs

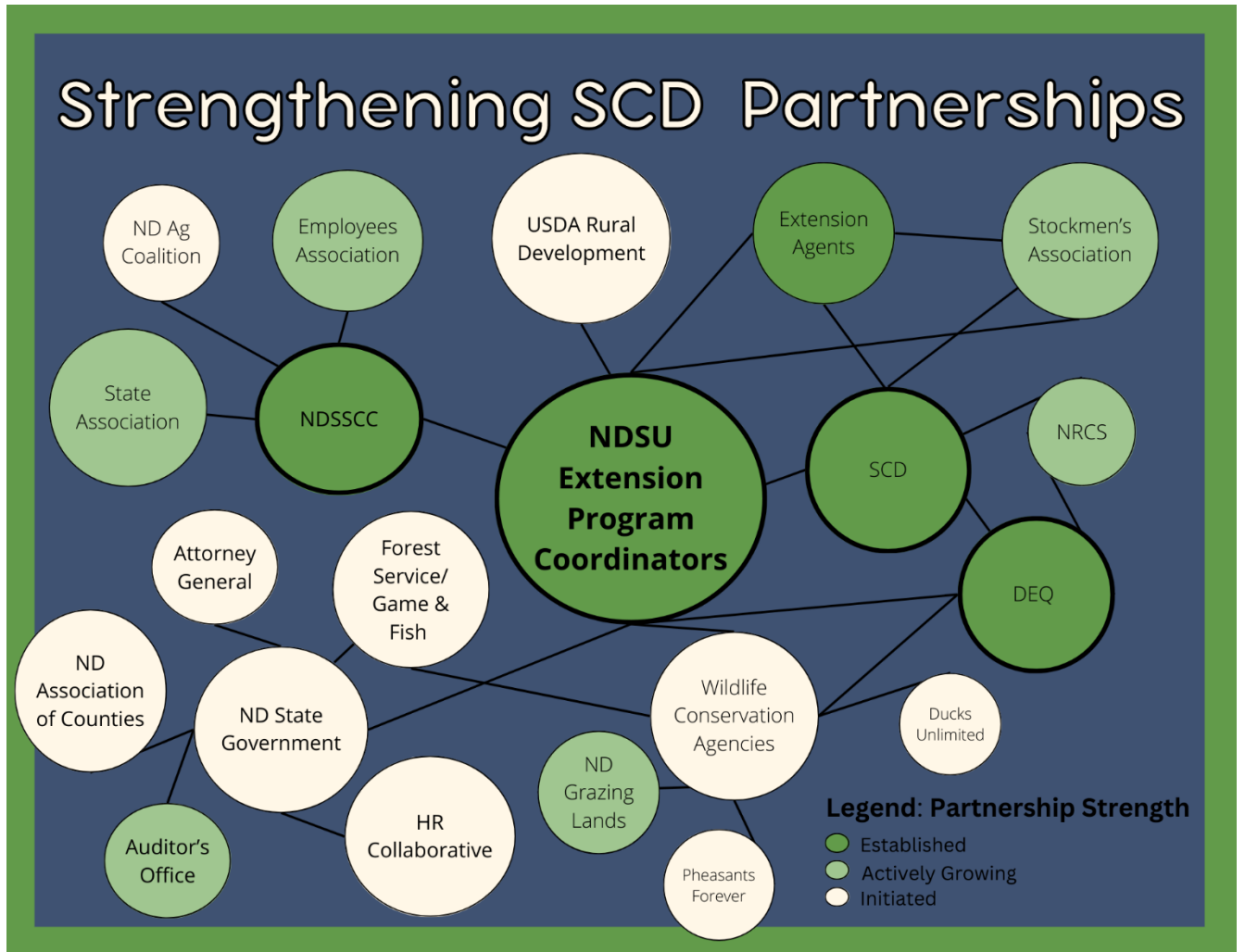
- Exit Interviews Completed= 8 completions across ND
- Plan of Work development: newly compiled/improved/strategizing 2024/no changes = 1/3/1/6 (Area 1)
- Internships starting in 2024= 2 (new after webinar in Area 1)
- Grant Opportunities= two districts with pre-proposal involvement in Area 1 (not accepted)
- 2023 ND Natural Resources Conservation Trust Grant awarded to 9 SCDs (4 of the 9 from Area I)
- New Involvement with DEQ= 2 assessments started/1 district moving closer to Watershed Coordinator
- New Employees Onboarded by Program Coordinators= 7
- Area Meeting Planning= 5 hours
- Financial Inquiries= 15 hours
- SCD Health Insurance= 16 hours
- Employee HR Inquiries= 75 hours
- District Policy Inquiries= 25 hours
- ND Century Code/Election Inquiries= 22 hours
- Professional Development= 22 hours
- Youth Environmental Learning= 21 hours

APPENDIX G. NDSU Extension Program Coordinator Outputs

NDSU Extension Program Coordinator Outputs

SCD Resources	Webinars	Supervisors
-Annual Plan of Work Template -Exit Interview Google Form -Onboarding Checklist -Statewide Outreach, Education and Partnership Ideas -Legislative Outreach Template -Engaging Elected Officials -Mission Statement Builder Worksheet	-Social Media Best Practices -Website Development -DART -Internship Opportunities	-Micro lessons <ul style="list-style-type: none"> • Annual Plan of Work • Human Resources– Part 1 • Human Resources– Part 2 -State Soil Conservation Committee Position Description and Area Elections
Financials	Leadership Academy	Marketing Toolkit
-State Audit Law update -Financial Review	-Presentations <ul style="list-style-type: none"> • District Outreach • DART • District Partnerships • Resources for Personnel and Human Resources 	-Conservation Photo Library -Marketing Schedule/Planner -State Infographic -Event Planning Checklist

APPENDIX H. Program Coordinator Partnership Collaboration and Growth



APPENDIX I. SCD Infographic

Soil Conservation Districts

54




2,120 hours
spent on
urban
conservation




NORTH DAKOTA
STATESOIL
CONSERVATION
COMMITTEE

ndsu.edu/ndsscc


37.4 miles
water
pipeline
installed
for
livestock




12,591
acres
grass
seeded
to reduce
erosion




4,332
acres
cover
crop
seeded



1,348
water
samples
collected
and
submitted



904 hours
soil
testing
776 hours
soil
mapping





- 643 miles of trees planted
- 38,049 trees handplanted
- 3,484 acres seeded to grass between tree rows

10,208 hours on conservation technical assistance for producers





33,757 youth educated



417 college students educated



11,310 attendees at conservation workshops

2022-2023 ND SCD Output

All data is collected by the District Activity Reporting Tool (DART) and managed by the ND Conservation District Employees Association and ND State Soil Conservation Committee.

APPENDIX J. Area Program Coordinator Evaluations

Reviewer: ND Conservation District Employee's Association

- 1. Have you met and/or worked with Area Program Coordinators, Lindsay Maddock (I) and/or Hannah Nordby (V)? I have worked with Lindsay Maddock since the start of the program. If yes, in what capacity?**
Attends board meetings
Has input information as needed and as she is knowledgeable about that pertains to discussion
She asks questions to learn
Meetings and trainings she has put on are helpful
Responds efficiently when asked questions she is knowledgeable about and will investigate/learn if needed to answer questions.
Polite and helpful and participating are words I can think of to use to describe her.
- 2. In your mind, have they had a positive influence on SCD conservation planning efforts, outreach, etc.?**
Lindsay has provided a positive effort to our needs in the district.
- 3. Program Coordinators are assigned to an Area. Have you noticed any differences in performance by participating versus non-participating SCDs? There are five Areas but currently only two Program Coordinators.**
Lindsay is very much participating with the SCD.
- 4. Do you see advantages in having a Program Coordinator in all five areas?**
Yes, Lindsay is helpful, knowledgeable and willing to help, train, educate problem solve for the districts.
- 5. Do you have any recommendations on how to improve the work that Coordinators do or their impact on SCD conservation planning, training, and NPS/water quality improvements?**
None at this time.

Reviewer - ND Department of Environmental Quality

- 1. Have you met and/or worked with Area Program Coordinators, Lindsay Maddock (I) and/or Hannah Nordby (V)?**
I have worked with both Lindsay and Hannah on multiple occasions in a variety of professional settings. The most recent opportunity I had to collaborate with Hannah and Lindsay was on the Leadership Academy training where I was really able to see their passion for the positions they hold.
- 2. In your mind, have they had a positive influence on SCD conservation planning efforts, outreach, etc.?**
Absolutely. Lindsay helped to coordinate a multi-district meeting in Area I to give districts an opportunity to ask questions about the 319 programs. Without her assistance and coordination, it would have been very difficult to get those individuals in a room together. Through her encouragement and example, SCDs asked questions and discussed past experiences. In what I would consider to be a hard area to break into for SCD involvement, Lindsay works diligently to provide resources and foster an atmosphere of collaboration. Hannah has been assisting Bowman-Slope SCD as they navigate staff turnover and continue a 319 supported assessment on the Bowman-Haley Reservoir. From my conversations with Sierra, I have heard nothing but good things about the help and guidance Hannah has provided to the SCD. Both Lindsay and

Hannah are thoughtful communicators and are willing to ask hard questions and seek answers.

- 3. Program Coordinators are assigned to an Area. Have you noticed any differences in performance by participating versus non-participating SCDs? There are five Areas but currently only two Program Coordinators.**

Yes. I have noticed, particularly in Area III, that SCDs are difficult to contact and their willingness to participate in events/meetings tends to be lacking. I think having a person following up and providing extra encouragement to supervisors helps to get SCDs more involved in things happening on a Statewide scale.

- 4. Do you see advantages in having a Program Coordinator in all five areas?**

Absolutely. Having a direct contact who can assist the districts in navigating staff turnover, reporting requirements, bookkeeping, new resources/opportunities, etc. is a need for SCDs. Spatially canvassing the state with Coordinators would allow for this program to function at a higher capacity. Having this resource could very well help reduce staff turnover at the district level and ensure all SCDs are in compliance with State requirements.

- 5. Do you have any recommendations on how to improve the work that Coordinators do or their impact on SCD conservation planning, training, and NPS/water quality improvements?**

Coordinator Involvement in workshops/training on local, state and national levels to help grow Coordinator capacity.

Reviewer - ND Forest Service

- 1. Have you met and/or worked with Area Program Coordinators, Lindsay Maddock (I) and/or Hannah Nordby (V)?**

I have met both and both appear to be bright, quick learners, outgoing and engaged in their work.

- 2. In your mind, have they had a positive influence on SCD conservation planning efforts, outreach, etc. N/A**

- 3. Program Coordinators are assigned to an Area. Have you noticed any differences in performance by participating versus non-participating SCDs? There are five Areas but currently only two Program Coordinators. N/A**

- 4. Do you see advantages in having a Program Coordinator in all five areas?**

Any time you can increase the quality and quantity of services to SCDs, that would be an enhancement. Two employees to cover 5 districts is spreading employees and services very thin.

- 5. Do you have any recommendations on how to improve the work that Coordinators do or their impact on SCD conservation planning, training, and NPS/water quality improvements?**

Add an excellent quality employee to each of the remaining areas and ensure that the five coordinators work closely and collaboratively together.

Reviewer - ND Game & Fish

- 1. Have you met and/or worked with Area Program Coordinators, Lindsay Maddock (I) or Hannah Nordby (V)?**

If yes, in what capacity? I have met Lindsay Maddock at State Soi Conservation Committee meetings in the past but have not worked directly with her on any projects. I have not worked with Hannah Nordby yet, but I know who she is and have seen her at a few different meetings.

- 2. In your mind, have they had a positive influence on SCD conservation planning efforts, outreach, etc.?**

If yes, in what way? Please be specific. While I haven't worked directly with Lindsay, I have had conversations with her briefly about conservation, in particular, the North Dakota Meadowlark Initiative. Lindsay is an advocate for sustainable ag and conservation, so the Meadowlark Initiative goals and objectives align nicely with her vision and experience with working ranches and grasslands.

3. Program Coordinators are assigned to an Area. Have you noticed any differences in performance by participating versus non-participating SCD? There are five Areas but currently only two Program Coordinators.

If yes, in what way? Generally speaking, some SCD offices perform better than others. I have noticed that SCDs with program coordinators tend to be a bit more progressive and involved.

4. Do you see advantages in having a Program Coordinator in all five areas?

If yes, why? Having program coordinators in every area would certainly be an advantage – more exposure to leadership, training, and other opportunities for SCDs that could use a dose of energy. On the flip side, it would be important for all the program managers to be consistent and serve all SCDs in a similar manner, which could pose to be a challenge. Each coordinator would need to meet the specific needs of their area while maintaining good communication with other coordinators.

5. Do you have any recommendations on how to improve the work that Coordinators do or their impact on SCD conservation planning, training, and NPS/water quality improvements?

Perhaps coordinators could invite other agencies, NGOs, ag and conservation groups together for more “roundtable” planning discussions. Extension is an appropriate party to bring ag and conservation together to find common ground at a local level. That has always been a conversation that has been missing.

Reviewer - Soil Conservation District Supervisor, Area V

1. I have known Hannah for a few years - first as the extension agent in Adams County and now in her current job as program coordinator.
2. She has had a very positive effect on our SCD. Hannah has helped me personally get through many issues as a SCD supervisor. She helped me navigate some difficult producers, find answers on policy questions, and even helped us plant trees when we were short-handed.
3. I believe there has been and will continue to be more participation as she continues to progress through her new job. She is a very strong leader and has a way of encouraging people to be their best.
4. I think it is a great idea. It gives the areas a more direct voice to the state level. I think it would help make all districts stronger especially once they get comfortable with the person in the role. The state has too many districts to expect one person to be effective in that role.
5. I think just being in contact with the districts is huge. It gives a resource that we are comfortable with that can help us with whatever questions come up. I think continuing with the educational opportunities that are offered now should be sufficient. Our employees past and present have always seemed to enjoy training and learn as they go.

Reviewer - State Soil Conservation Committee Members

Area V

1. Yes. I met Hannah Nordby at a ND State Soil Conservation Committee meeting. I have worked with Lindsay assisting a District in Area 3 and with other NDSSCC business
2. Yes, in my opinion they have had a positive influence. My insight to the impact they are having comes from what I hear from reports giving and what Supervisors from the areas they serve are saying and from all accounts they are benefiting those areas greatly. Representing an Area without a coordinator, I see how valuable they could be to my Districts.
3. I have noticed changes between participating and nonparticipating Districts. Many insights come from reports in meetings. In the reports the districts from participating Districts have a better record of completing their reporting obligations than the nonparticipating. The coordinator also serves as a liaison between the districts and the Program Director making communications so much better with Districts,
4. Yes. Representing a nonparticipating Area, I have seen first-hand how valuable it would be to have a Coordinator for Area 3. I have had a District in Area 3 that has struggled, and Lindsay Maddock (serving area 1) took time from her schedule and traveled to that District to help the Manger get back on the right track, I was grateful for her assistance and from that firsthand experience I saw how valuable a coordinator for Area 3 would be.
5. I don't have any recommendations for improvement. I would just say to continue the great work they are doing for the Areas they serve.

Area I

1. **Have you met and/or worked with Area Program Coordinators, Lindsay Maddock (I) and/or Hannah Nordby (V)?**

If yes, in what capacity? Lindsay has attended 5 or more of our Monthly Soil Conservation District Meetings. She has been extremely helpful in forming our annual business plan, sharing valuable input. She has created some very helpful tools in a shared drive, used by all the district employees and supervisors. She is coming up with creative ideas to continue with supervisor education that is both effective and efficient for supervisors to achieve.

2. **In your mind, have they had a positive influence on SCD conservation planning efforts, outreach, etc.?**

Most definitely. Lindsay spent a significant amount of time at a monthly meeting discussing with the supervisors the conservation priority areas in our district/county. Lindsay then held a special meeting with a representative from NRCS, a Tribal Liaison, Soil Conservation District Employee and board chair and together compiled all the information obtained from the initial district meeting and ways to address these areas of concern and provide outreach to all. Lindsay then put this all into a spreadsheet to be followed up at each monthly meeting as a guideline to follow for the year. So far very successful.

3. **Program Coordinators are assigned to an Area. Have you noticed any differences in performance by participating versus non-participating SCDs? There are five Areas but currently only two Program Coordinators.**

It is a slow process. I do feel having a presence at a monthly meeting has made a difference. Just having someone there with encouragement and knowledge is huge. In the Soil Conservation District System, education of new employees and supervisors is not very present. So, a lot of times not knowing is fear, so if you have guidance, that is key, and it will progress

from there. I have noticed that attendance at training and area interest has increased.

4. Do you see advantages in having a Program Coordinator in all five areas?

Most definitely. Uniformity. If 5 area coordinators were on the same page, and got all 5 areas on the same page, wow, how easy that would make conservation in North Dakota, in terms of supervisors, education, onboarding, annual planning, the list goes on.

5. Do you have any recommendations on how to improve the work that Coordinators do or their impact on SCD conservation planning, training, and NPS/water quality improvements?

Continue to share, share, share. The coordinators we have and have had are phenomenal and they are full of great ideas, and they can bring things together and educate.