

## 2025 Water Quality Symposium Class Schedule At-A-Glance

Ag Track  
 Non-Ag Track  
 Clerk / Admin Track  
 Forestry Track  
 Education Track

Tuesday March 11	Wednesday March 12	Thursday March 13	Friday March 14
Registration 11:00 a.m. – 1:00 p.m.	Breakfast 7:00 a.m. – 8:15 a.m.	Breakfast 7:00 a.m. – 8:15 a.m.	Breakfast 7:30 a.m. – 9:00 a.m.
Opening Session 1:00 p.m – 1:25 p.m.	8:30 a.m. – 12:00 p.m.	8:30 a.m. – 12:00 p.m.	9:00 a.m. – 11:30 a.m.
1:30 p.m. – 4:30 p.m.	8. Hydrology (all day) 9. AEM Tier 3A Peer Review (all day) 10. Mapping and ArcGIS Pro (all day) 11. Water Sampling and Monitoring (all day) 12. OSC Audit- Fraud, Policies, and Procedures 13. Urban Forestry (all day) 14. Leading Effective Meetings: Managing Time and Guiding Discussions **NYS Erosion and Sediment Control Certificate Program Review Course (all day)**	17. Keeping Water on the Land 18. Cropware Net (all day) 19. Hydro-CAD Advance (all day) 20. MS4 Permitting 21. Annual Reporting 22. Agroforestry Re-Thinking Riparian Buffers (all day) 23. A Guide to Critical Thinking Using the Six Thinking Hats 24. Culture of Conservation Communication	30. Ag. BMP Showcase and Tech. Forum 31. Leveraging Knowledge and Funding 32. HABS 33. Introduction to Culvert Design 34. Workplace Wellness 35. HWA (Invasive Species) 36. Envirothon Forum
1. The Nuances of Bale Grazing 2. AEM Implementation through Education 3. Erosion Control and Hydroseeding 4. Small Dams and Beavers 5. Clerk Forum 6. Forest BMPs and Harvest Planning 7. New Employee Orientation **NYS Erosion and Sediment Control Certificate Program Review Course**	Lunch and Division Meetings 12:00 p.m. – 1:00 p.m.	Lunch 12:00 p.m. – 1:00 p.m.	Checkout by 12:00 p.m.
Farmers Market / Resource Fair 5:00 p.m. – 8:00 p.m.	1:00 p.m. - 4:30 p.m.	1:00 p.m. 4:30 p.m.	<b><i>**Please print this page and circle your choices for your records and use during the Water Quality Symposium. There will not be any information handed out regarding your course selections at symposium. It is your responsibility to keep track of the courses you selected.**</i></b>
Dinner 5:30 p.m. – 6:30 p.m.	15. NYSLRS-Employer Training 16. Conflict Resolution Skills for District Managers	25. “Horsing Around” 26. Cultivating Approaches for Weed Management, Vegetable Production, and Vineyards 27. DEC New Wetland Permit 28. Websites and Newsletters 29. Strategic Planning **NYS Erosion and Sediment Control Certificate Program Exam**	
Game Night 7:00 p.m. - 9:00 p.m.	Dinner: 6:00 p.m. – 7:00 p.m. Annual Meeting 7:00 p.m. – 8:00 p.m. Entertainment 9:00 p.m.	Cocktail Hour: 5:30 – 6:30 Bucket Raffle winners announced: 5:45 p.m. Reception: 6:30 p.m. Silent Auction closes at 6:15 p.m. Awards Banquet: 7:00 p.m. (formal dress attire)	

***NYS Conservation District Employees' Association, Inc.***  
***NYS Soil and Water Conservation Committee***

**TO: SWCD Directors and staff, Water Quality Coordinating Committee members, and cooperating agencies, organizations, and partners**

**FROM: Jessica Armstrong, Vice President, NYS CDEA, and Bethany Bzduch, Executive Director, NYS SWCC**

**DATE: January 3, 2025**

**SUBJECT: 2025 Water Quality Symposium / NYS CDEA Annual Training Session**

Dear friends and colleagues:

It is our pleasure to invite you to the 2025 Water Quality Symposium and the NYS CDEA Annual Training Session on March 11 – 14, 2025 at the Hyatt Regency Rochester, 125 East Main Street, Rochester NY 14604.

The partnership between the Conservation District Employees' Association, Inc. and the New York State Soil and Water Conservation Committee makes the annual Water Quality Symposium possible. It takes the cooperation and dedication of many partners to make an event of this scale successful.

Annually, the Symposium provides space to share ideas and learn skills to advance natural resource conservation, watershed protection, and climate resiliency in all areas of New York State. While providing this array of training and education during the weeklong Symposium, the process can be challenging. Through a diversity of professionals from all over New York State putting together course ideas, training, and other aspects of the week this symposium is made possible. Partnerships that blend consistent funding with staff capable of delivering technical instruction are essential to the continuation of an event as unique as the Water Quality Symposium.

Some notes for this year's symposium:

- There is a parking garage with a maximum height of 7 feet. If your vehicle cannot fit in the garage, street parking and other parking lots are located around the hotel.
- Please bring your parking ticket to the registration table. We will validate the tickets so you will not have to pay for parking. This needs to be done **BEFORE** you leave the parking garage/pay for parking for it to be validated. If you are daily commuting you will need to do this daily. If you are there for the week you will need to do this upon check-in. If you plan on leaving the parking at any time and returning you will just need to validate your ticket again.
- For the respect of the hotel, instructors, and other participants there will be no animals allowed in the meal areas or in the classrooms unless a registered service animal.

- There is a \$2,500.00 voucher per District for registration. Each District can use this how they would like for individual's registration costs. This amount will be taken off the District's TOTAL invoice. This allocation only applies to registration at WQS.
  - There is a section of the registration that will ask Managers what they would like the funds that were left over from other districts to be allocated to.
- There will be no credit card payments this year. Payment will be received by check. If you have any questions regarding this, please reach out to Katy Kemmeren.
- This year at symposium we will be offering the New York State Erosion and Sediment Control Certificate Program Review Course and Exam. The review course will be held on Tuesday (March 11<sup>th</sup>) and a full day on Wednesday (March 12<sup>th</sup>). The exam will be held Thursday (March 13<sup>th</sup>). This is a separate registration process and cost (for the course and exam ONLY), but if you will be taking this course on the days listed above, please mark so on the registration form where it is proper. If you have any questions regarding the review course or exam, please reach out to Jessica Verrigni. The description on page 19 of the packet.

In this packet, you will find the Water Quality Symposium class schedule at-a-glance followed by class descriptions. **Registration is due by January 31, 2025, with no exceptions.** Please be advised of our registration and payment deadlines. There is a \$50 late fee for late payment.

[Click here to register.](#) Each instructor and attendee must register separately online.

Payment is due Friday, February 28, 2025. Make checks payable to: NYS CDEA, Inc., Chenango County SWCD, Attn: Katy Kemmeren, NYS CDEA, 99 North Broad St, Norwich NY, 13815.

For questions, please contact Jessica Armstrong: [Jessica.Armstrong@oneidacountyswcd.org](mailto:Jessica.Armstrong@oneidacountyswcd.org), 315-736-3334.

With gratitude,

Jessica Armstrong, Vice President, NYS CDEA, and Bethany Bzduch, Executive Director, NYS SWCC



Soil and Water  
Conservation  
Committee

## **EVENT PAYMENT AND REFUND POLICY**

### **PAYMENT:**

All attendance fees for the Water Quality Symposium Annual Training Sessions must be paid before the event. Full payment for Symposium attendance must be received or postmarked by **March 3**. If the attendance fee is not paid by this date, a late fee of \$50 may be added.

### **REFUNDS:**

#### **A. CANCELLATIONS MADE BY ATTENDEE:**

If an attendee chooses not to attend an event, the cancellation must be made in writing to the NYS CDEA Vice-President by **March 3** to be considered for a refund.

#### **B. CANCELLATIONS MADE BY NYSCDEA:**

If the NYS CDEA cancels a class and that is the only class an attendee is attending, then a refund for the class will be granted. NYS CDEA will do its best to notify class participants that the class is canceled as soon as possible.

If the class is still held and the attendee does not notify the NYS CDEA Vice President by March 3, then no refund or partial refund will be issued regardless of the reason for missing the course (weather, life circumstance, etc.). If an attendee attends a class and is dissatisfied with the presentation or content, no refund or partial refund will be issued.

## REGISTRATION

### Online registration:

[https://docs.google.com/forms/d/e/1FAIpQLSf4aBoZtQFbF4gQ4QWUW8uvDscNUfNYFLGLfWWVMCWkLfu1yQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSf4aBoZtQFbF4gQ4QWUW8uvDscNUfNYFLGLfWWVMCWkLfu1yQ/viewform?usp=sf_link)

**Registration deadline: January 31, 2025. Please register early.** No late registration forms will be accepted.

**Payment:** Payment is due Friday, February 28, 2025. Make checks payable to: NYS CDEA, Inc., Chenango County SWCD, Attn: Katy Kemmeren, NYS CDEA, 99 North Broad St, Norwich NY, 13815.

### Registration fees:

Full Conference - Single \$570

Full Conference - Double \$470 (YOU MUST HAVE A ROOMMATE BEFORE REGISTERING!)

Daily Conference (fee will vary) - selections in the next section. Banquet Only - \$50

Daily Conference & Banquet (fee will vary)

#### *Daily Conference Registration Fee*

Tuesday (includes break) \$125

Wednesday (includes lunch and breaks) \$165

Thursday (includes lunch and breaks) \$165

Friday (Includes break) \$125

#### *Overnight Single Room - Daily Conference*

Tuesday \$120

Wednesday \$120

Thursday \$120

#### *Overnight Double Room - Daily Conference*

Double room option is only available if you have a roommate at the time of registration and you are attending the conference for the same period.

Tuesday \$105

Wednesday \$105

Thursday \$105

#### *Breakfast - Daily Conference*

Wednesday \$20

Thursday \$20

Friday \$20

#### *Dinner - Daily Conference*

Tuesday \$35

Wednesday CDEA Annual Meeting- \$35

Thursday- Annual Banquet - \$50

## **Class Descriptions**

*For clarity, the class numbers on the online registration form and the class schedule at-a-glance correspond to the numbers in the class descriptions below.*

### **1. “The Nuances of Bale Grazing”**

**Date:** Tuesday, March 11, 2025, 1:30 PM – 4:30 PM

**Description:** The practice of bale grazing is a “winter-feeding method where bales are set out directly on pasture/crop land and fed in a planned, controlled manner, throughout a field, or low-forage growth months.” A multi-state bale grazing demonstration project is now happening in New York thanks to a USDA Natural Resources Conservation Innovation Grant. You’ll learn about the context, opportunities and challenges of this burgeoning feeding strategy. Training will address practical land, animal, and human planning considerations, bale spacing ideas, fertility transfer, fence and watering infrastructure, dealing with animal impact areas, and daily management needs. We’ll also look at other forms of feeding on frozen and unfrozen terrain as well as dealing with weather events and addressing animal welfare concerns. The goal is to have an informed conservation professional able to offer a site-specific alternative to expensive barn feeding for livestock farmers.

**Instructors:** Brett Chedzoy, Schuyler County CCE, Senior Resource Educator in Agriculture and Natural Resources, Betsy Hicks, SCNY Dairy & Field Crops Team, Dairy Specialist, Kirsten Workman, PRO-DAIRY Nutrient Management and Environmental Sustainability Specialist, Katherine Carestio- Practical Farmer at Backbone Farm

**CCA CEUs:** 1 SW, 1.5 CM

### **2. AEM Implementation through Education**

**Date:** Tuesday, March 11, 2025, 1:30 PM – 4:30 PM

**Description:** A look at how to use education, outreach, and partnerships to enhance your educational programs and work with more customers. The presenters bring a wide variety of different types of educational event experiences. These include but are not limited to farm-hosted events, soil health workshops, pasture walks, classroom lessons, county fairs, summer camps, and much more. Partnerships, programs, set-up, planning, lessons, collaboration, hands on activities, outreach, and take-home messages will all be highlighted and presented during this session. Even hear some amazing success stories. Come and learn what soil painting is (and even try it out), come join us!

**Instructors:** Alaina Robarge- Ontario County SWCD, Danielle Singer- Tioga County SWCD, Chastity Miller NYS Ag and Markets- SWCC, AEM Program Coordinator, Stephanie Castle- American Farmland Trust, Erica Frenay- Cornell Small Farms Program

**CCA CEUs:** .5 SW, 1.5 PD

### **3. Erosion Control and Hydroseeding**

**Date:** Tuesday, March 11, 2025, 1:30 PM - 4:30 PM

**Description:** EJ Prescott & Representatives from Profile Products, a manufacturer of hydraulically applied erosion control technologies, will discuss techniques to develop sustainable vegetation. These solutions start with a soil test and include the following:

- Engineered Fiber Matrix (EFM): The highest loading erosion control hydro-mulch with BFM performance
- High Performance-Flexible Growth Media (HP-FGM): A second-generation FGM product that can establish vegetation and control erosion.

- Proganics Biotic Soil Media (BSM): A Biotic Soil Media product that lays the foundation for soil health.
- Proganics Dual Biotic Soil Media: Biotic Soil Media plus erosion control in one application
- High Performance (HP) Mulch: A hydraulic mulch made from either 100% recycled paper, 100% wood, or a Blend that mixes in water quickly and stays in suspension.

**Instructors:** Doug McCluskey, QSM Erosion Control & Stormwater Specialist, EJ Prescott  
**CCA CEUs:** 1.5 SW, .5 NM

#### **4. Small Dams and Beavers:**

**Date:** Tuesday, March 11, 2025, 1:30 PM - 4:30 PM

**Description:** In this half-day course, we will be looking into dams made by humans and Beavers. Most dams built by humans are a necessary piece of infrastructure. However, some of these dams have since been neglected or no longer needed for their designed use. Neal Tomann will discuss how to develop a strategy to repair or decommission a dam, DEC compliance, and the funding that is available to complete these projects. Neal will also showcase a couple of case studies from Putnam County. In the second part of this session, Dan Aitchison will discuss beaver habits and how these habits affect the world we live in. We will then explore relatively low-cost, yet effective techniques used by professionals to mitigate human/beaver conflicts. We hope you leave this course with greater respect for beavers as a keystone species and understand some strategies that can be implemented to coexist with these special animals. If time allows, Nick Klemczak will share his successes and failures related to beaver issues in Schenectady County.

**Instructors:** Neal Tomann, Putnam County SWCD; Dan Aitchison, Westchester County Conservation Division and founder of Hudson Valley Beaver Strategies LLC; Nicholas Klemczak Schenectady County SWCD

**CCA CEUs:** 1 SW, .5 PM

#### **5. Clerks Forum**

**Date:** Tuesday, March 11, 2025, 1:30 PM - 4:30 PM

**Description:** This session is for those who function as secretary-treasurers / clerks in their Districts. The session will be open discussion time for clerks to get to know each other, share experiences, and ask questions.

#### **6. Forestry BMPs and Harvest Planning**

**Date:** Tuesday March 11, 2025, 1:30 PM - 4:30 PM

**Description:** With a recent increase in opportunities available to help landowners with forestry work to improve carbon sequestration potential, it's important to conduct proper planning to minimize environmental impacts. This course will provide information on pre-harvest planning and forestry Best Management Practices (BMPs) to participants to assist agricultural producers in reducing erosion and sediment issues during and after forestry operations. You will learn about conducting site visits and environmental reviews to identify regulatory features, resource concerns, and sensitive areas; planning access routes and water crossings for forestry activities; and navigating the permit process for BMP installation within close proximity to streams or wetlands. The instructors will also cover BMPs to be installed prior to the implementation of forestry activities as well as temporary stabilization techniques for winter or shutdowns, and

post-harvest site restoration. You will hear from experts in the public and private sector, and see examples of the good, the bad and the ugly! A brief presentation on how this work aligns with the AEM program and other funding sources, will also be provided.

**Instructors:** Mike Federice, Adirondack Forest Property Manager SUNY College of Environmental Science and Forestry, Art Brooks, Consulting Forester Brooks Forestry and Resource Management Co., Greg Albrecht, NYS SWCC

**CCA CEUs:** 1.5 SW, .5 CM

### **7. New Employee Orientation**

**Date:** Tuesday March 11, 2025, 1:30 PM - 4:30 PM

**Description:** Bring your helmets and high-visibility shirts to the Crash Course for New Employees. Our target audience is all new employees, from clerks and managers to technicians and educators. Learn the who, what, where, when, and why of New York State Soil and Water Conservation Districts. Members of the 4-Way Partnership will share how they support Districts and their role in day-to-day operations. Network with other new employees, connect with partners, and pay attention for your chance to reign supreme at District Trivia! Come with your business cards to pass out, questions to solve and challenges and success stories to share.

**Instructors:** Members of the 4-Way Partnership: Soil and Water Conservation Committee, New York Association of Conservation Districts, Natural Resources Conservation Service, and Conservation District Employees' Association

**CCA CEUs:** 1 SW

### **8. "Hydrology Fun"**

**Date:** Wednesday, March 12, 2025, 8:30 AM – 4:30 PM (full day)

**Description:** Hydrology is the foundation for almost everything we do. There's not a day where the water cycle isn't a part of a conservationist's life. Most likely you'll be asked to do a basic watershed delineation for a customer. Do you know the context, the process and the tools to use? If not, this hands-on course will cover all the basics of hydrology intertwined with real examples while calculating peak storm flows utilizing the Rational Method and the Curve Number Method. This crossover training will then use a variety of case studies from agricultural and stormwater projects to hone your knowledge beyond the basics. Experience is the best teacher, and we have 3 seasoned professionals leading the way to understanding the many practical aspects from planning to design and implementation.

**Instructors:** PE Jimmy Joe Carl and Mark Watts from Chemung County DPW and Brian Reaser, PE for Tioga Co. SWCD

**CCA CEUs:** 2.5 SW, .5 NM

### **9. AEM Tier 3A Planning Discussion and Peer Review**

**Date:** Wednesday, March 12, 2025, 8:30 AM – 4:30 PM (full day)

**Description:** This course offers the opportunity to discuss AEM Tier work with your peers and experienced planners. It's structured around AEM Tier 3A planning, but has plenty of flexibility to discuss all things AEM as we work in small groups throughout the day. If you don't have an AEM Tier 3A plan to bring, that's absolutely fine, as you can bring other AEM experiences and questions to the class for discussion with peers. During the day, we'll work in small discussion groups guided by an experienced planner (4-6 people). Participants who bring plans will informally present their AEM Tier 3A plan in its major sections to the small group (e.g., verbally



describing, while showing key elements of that section in the plan binder), so peers may ask questions, learn, and provide feedback. Reviews are fun, constructive, and really helpful in learning from each other based on your own work. The goal is to share and pick-up good ideas about key AEM concepts while you “tour” your peers through the pages of your Tier 3A plans, such as: communicating and building trusting, working relationships with farmers; characterizing existing farm conditions (watershed scale, farmer goals, and site-specific assessment ala Tier 2); identifying resource concerns/opportunities; technical aspects of planning BMP systems and alternatives; and plan presentation and documentation. For those with AEM Tier 3A plans, please aim to bring a hard copy of one (or two!) that you’ve completed or are working on to the class from the following Tier 3A component plan categories: Farmstead 3A Plan; Pasture Management 3A Plan; Cropland Conservation 3A Plan; NM-Core 3A Plan; Full 590 Nutrient Management 3A Plan; Stream Corridor 3A Plan; or Forest Conservation 3A Plan. Please indicate if you’ll be bringing a Tier 3A plan or not and, if so, the type of plan from the list above in your Water Quality Symposium registration. Please contact Ron Bush (ronald.bush@agriculture.ny.gov or 315.314.0352) if you have any questions while registering for this class.

**Instructors:** Ron Bush, Brendan Jordan, Chasity Miller, and Greg Albrecht, New York State Soil and Water Conservation Committee; and various District Planners depending on the types of AEM Tier 3A plans being brought for review/interests of course registrants.

**CCA CEUs:** 2 SW, 2 NM, 1 PD

### **10. Mapping and ArcGIS Pro**

**Date:** Wednesday, March 12, 2025, 8:30 AM - 4:30 PM (full day)

**Description:** This course will cover some fundamentals of mapping but will have a primary focus on tools and functions of Esri ArcGIS Pro 3x software. These tools will include the basics needed for making maps as well as creating and editing datasets. Participants will learn how to incorporate different data to create layouts, add feature labeling, and modify symbology. Additionally, the course will demonstrate the processes for spatial and tabular joins and walk-through common editing tasks such as splits and merges. Attendees will require their laptop with GIS software and license to fully participate in the class.

**Instructor:** Rick Reichert, Deputy Commissioner Technical Herkimer Oneida Counties Comprehensive Planning Program

**CCA CEUs:** 4 SW, 1 PD

### **11. Water Sampling and Monitoring**

**Date:** Wednesday, March 12, 2025, 8:30 AM - 4:30 PM (full day)

**Description:** The first half of the course will focus on three different District water sampling programs that include stormwater, lake, and Nine Element Watershed Plan sampling. Our goal is to give the details and show the equipment needed to conduct each sampling program. We’d like to give the class a realistic understanding of what it takes to purchase, utilize, maintain, and calibrate this equipment while running a program with water sampling equipment. Afternoon portion: This 3.5-hour course is designed for individuals looking to expand their skills in managing and analyzing water quality data. Participants will explore methods for organizing and storing water quality data, applying quality assurance/quality control (QA/QC) practices, and utilizing various tools and platforms to streamline data processing and reporting. The course also reviews principles for compliance with certification standards and funding requirements (i.e.,

Quality Assurance Project Plan/Environmental Laboratory Approval Program (QAPP/ELAP)). Attendees will gain insights into web-based tools, key water quality parameters, and an introduction to modeling techniques, with an option to explore more advanced models (such as the Soil and Water Assessment Tool (SWAT)) based on participant interest. This class is ideal for those seeking to unlock the power of water quality data through effective data applications to assist with environmental management and decision-making.

**Instructors:** Mike Durant and Alexis Lyndaker with Lewis SWCD, Katie Whitkovits with Hamilton SWCD, Jake Dunkley and Nick Rowell with Warren SWCD, and Jasmine James Ramboll Staff Scientist Biodiversity & Ecology

**CCA CEUs:** 3 SW, 1 NM

### **12. OSC Fraud Prevention, Policies, and Procedures**

**Date:** Wednesday, March 12, 2025, 8:30 AM - 12:00 PM

**Description:** This session will identify steps Districts can take to help detect and prevent fraud and abuse. Participants will learn about the "fraud triangle," which consists of common "red flags," organizational vulnerabilities to fraud and how to minimize risks. We will also discuss policies and procedures that can help improve the control environment of Districts. There are a host of subject areas such as ethics, investments, computer, and credit card use that each District should adopt policies and procedures for to ensure accountability and efficient use of District resources. We will focus on the many programmatic areas where written policies are highly recommended.

**Instructor:** Will Naylor from the Office of the NYS Comptroller

**CCA CEUs:** 1 PD

### **13. Urban Forestry**

**Date:** Wednesday, March 12, 2025, 8:30 AM - 4:30 PM (full day)

**Description:** Research has shown that incorporating trees within an urban landscape has tremendous benefits including improved water quality, human health, sense of community, climate resiliency and decreases in pollution and peak high temperatures. This course will explore how the City of Rochester incorporates trees into urban planning, the benefits of urban trees, the management of urban trees, and programs available to implement and/or expand urban forestry programs.

**Instructors:** Andrew Place: City of Rochester (Programs that Rochester runs, possible outdoor component), Annica McGuirk and Nika Colley: NACD (funding and project opportunities for Districts), Gary Koplun: NYS DEC, Andrew Ullman: Davey Resource Group and former Director of Urban Forestry in Brooklyn

**CCA CEUs:** 1 SW, 1 NM, .5 CM

### **14. Leading Effective Meetings – Managing Time and Guiding Discussions**

**Date:** Wednesday, March 12, 2025, 8:30 AM - 12:00 PM

**Description:** This interactive workshop equips participants with strategies to lead efficient, productive meetings while managing time and guiding discussions effectively. This course includes practical tools and techniques to create an agenda that balances time between task-focused items and relationship-building discussions. In addition, strategies will be explored to keep meetings on track by addressing common challenges like off-topic conversations and rambling attendees. Participants will gain practical facilitation skills to maximize engagement, build consensus and ensure key objectives are met.

**Instructor:** Richard Orth, Independent Learning Consultant  
**CCA CEUs:** 2 PD

### **15. NYSLRS Employee Training**

**Date:** Wednesday, March 12, 2025, 1:00 PM - 4:30 PM

**Description:** Learn about membership, registration, loans, transfers, withdrawals and service credit. Receive guidance on the Elected and Appointed Officials regulation, Independent Contractor questions, provisions of Tiers 5 and 6 and post-retirement employment.

**Instructor:** TBD

### **16. Conflict Resolution Skills for District Managers**

**Date:** Wednesday, March 12, 2025, 1:00 PM - 4:30 PM

**Description:** Conflict in the workplace is inevitable, but it doesn't have to disrupt team dynamics or productivity. This interactive workshop equips District Managers with strategies to effectively facilitate disputes between employees – or between you as a District Manager and an employee. District Managers will discuss and learn about their role in resolving employee conflict, approach conflicts impartially, manage difficult conversations, and facilitate constructive resolutions that meet the needs of all parties involved. District Managers can reflect on their own HR policy and distinguish conflicts that are appropriate to handle informally vs conflicts that need to follow a formal policy. This class provides practical techniques for handling conflicts that can be addressed informally – to identify the root causes of conflict, foster open communication and provide guidance toward mutually beneficial solutions. Real-world scenarios will allow participants to discuss conflict resolution techniques. This course is designed for District Managers / Executive Directors attendees ONLY – To make this session most productive, please review and consider bringing a copy of your District's HR policy on employee conflict, so that you can reflect on it during the class.

**Instructors:** P.J. Emerick and Scott Fickbohm – NYS Ag and Markets, Associate Environmental Analysts, Richard Orth, Independent Learning Consultant

**CCA CEUs:** 2 PD

### **17. Keeping Water on the Land**

**Date:** Thursday, March 14, 2025, 9:00 AM - 12:00 PM

**Description:** Managing damaging stormwater volumes on agricultural land is a fundamental role of SWCD and NRCS staff. This class intends to cover all aspects of planning, design, and installing upland water volume management practices. This class will showcase some of the available tools and references that help streamline the design process as well as cover ways that BMP systems and components can be combined to form a holistic approach to water management on farmland.

**Instructors:** Tom Eskildsen, Yates Co. SWCD, Jeremy Paris, USDA-NRCS, Tucker Kautz, Ontario Co. SWCD

**CCA CEUs:** 1 SW, 1 NM

### **18. CropwareNet: A Tool for Crop Nutrient Management Planning**

**Date:** Thursday, March 14, 2025, 9:00 AM – 4:30 PM (full day)

**Description:** This full-day session will provide an in-depth introduction to CropwareNet, an online software tool for crop nutrient management planning. For experienced users, this class

will also provide a refresher on key tools and processes, along with highlighting new software updates (e.g., features, reports). CropwareNet is used to develop nutrient management plans for crop fields (including AEM Tier 3A NM-Core Plans, Full-590 Plans, and CNMPs). Relative to prior Cropware versions, CropwareNet is cloud-based; delivers P Index 2.0 and the latest Cornell Nutrient Guidelines; uses current soil map unit data from NRCS (compared to the coarser soil series data); provides an enhanced user interface and data backup; and offers updated standard report options for nutrient management plan development. Participants will gain experience in the new, online format and how to use it to characterize rotations, fertilizers, manure sources, and fields as well as allocate nutrients to fields according to NRCS 590 and generate reports. While not required for this course, participants who have access to a laptop are encouraged to bring it in order to follow along live with the content. Existing users will be able to use their current CropwareNet log in information and users new to the software will be provided a log in specific to this training to follow along with a Sample Plan. If you do not have an account or wish to not bring a laptop, this is OK, please feel free to attend and follow along with the presentation and discussions. If you have any questions, please contact Brendan Jordan (brendan.jordan@agriculture.ny.gov or 315.975.7216).

**Instructors:** Mike Contessa, Champlain Valley Agronomics Inc. / Farm Information Technologies, LLC; Brendan Jordan, Ron Bush, and Greg Albrecht, New York State Soil and Water Conservation Committee  
**CCA CEUs:** 1.5 SW, 3 NM, 1 CM

### **19. Mastering HydroCAD for Stormwater Management**

**Date:** Thursday, March 13, 2025, 8:30 AM - 4:30 PM

**Description:** This full-day HydroCAD modeling course is designed for professionals in the stormwater management field who want to deepen their understanding of the software and enhance their modeling skills. Whether you're new to HydroCAD or looking to refine your expertise, this comprehensive course will guide you through the full range of capabilities, from basic features to advanced applications. In the morning session, participants will learn the fundamentals of HydroCAD, including project setup, rainfall selection, watershed modeling, runoff calculations, pond and outlet design, and key workflows for stormwater analysis and reporting. Practical exercises will demonstrate how to create and analyze hydrologic models that comply with regulatory requirements. The afternoon session will focus on advanced topics such as integrating complex watershed systems, designing multi-stage detention basins, analyzing green infrastructure, and creating complex outlet structures. Participants will also explore advanced decision making and troubleshooting strategies for real-world scenarios. By the end of the course, attendees will have the tools and confidence to use HydroCAD for a wide range of projects, from small site developments to large-scale watershed planning.

**Instructor:** Daniel Macadam

**CCA CEUs:** 2.5 SW

### **20. MS4 Permitting**

**Date:** Thursday, March 13, 2025, 8:30 AM - 12:00 PM

**Description:** The New York State Department of Environmental Conservation (Department) has finalized the SPDES General Permit for Stormwater Discharges from Municipal Separate Storm Sewer Systems (MS4 General Permit). The MS4 General Permit was long overdue for renewal as it was essentially unchanged since its last full technical review in 2010. Changes have been made in the MS4 General Permit based on multiple public comment periods and stakeholder

workgroup meetings. In this presentation, the Department will review select requirements of the 2024 permit, tools that have been developed to aid in the implementation of the permit, and ways to improve your MS4 program moving forward.

**Instructors:** Christina Chiappetta Environmental Program Specialist I, and Michelle Nowak Environmental Program Specialist Trainee II, NYSDEC Division of Water

### **21. Annual Reporting**

**Date:** Thursday, March 13, 2025, 8:30 AM - 12:00 PM

**Description:** A learning and discussion opportunity for those who complete the Annual Report of the Treasurer for their districts. We will go through a report from start to finish and explain where the numbers come from and where they go.

**Instructor:** Judy Bennett

### **22. Agroforestry: Re-thinking Riparian Buffers**

**Date:** March 13, 2025, 8:30 AM - 4:30 PM

**Description:** Participants will gain practical skills in building and maintaining agroforestry systems. This course will re-think riparian zones with an agroforestry perspective. A diverse panel will represent resource professional and landowner perspectives of afforestation/reforestation within diverse environmental conditions. Scenarios will be presented to help with decision making and understanding a current site conditions as well as what to look for in the future.

**Instructors:** Jared Woodcock and Cal O'Connell

**CCA CEUs:** 2 SW, 3 CM

### **23. A guide to critical thinking using Six Thinking Hats**

**Date:** Thursday, March 13, 2025, 8:30 AM - 12:00 PM

**Description:** Critical thinking is the ability to think in an organized and rational manner to understand connections between ideas and/or facts. Six Thinking Hats® (developed by Dr. Edward De Bono) is a proven thinking and problem-solving method for guiding group discussions and individual thinking. It provides a framework to help people think clearly and thoroughly by directing their thinking attention in one direction at a time. The Six Thinking Hats technique stimulates clear, objective, creative thinking, and reduces the “trenching” of endless discussions and arguing. Applying this technique results in shorter, focused, results-oriented meetings where people want to participate. Participants effectively analyze issues, generate ideas, and make better decisions. The use of hats is a simple mental metaphor. Hats are easy to put on and to take off. Each hat is a different color that signals a unique thinking perspective and technique. In a group setting each member thinks using the same thinking hat, at the same time, on the same topic — a process called “parallel thinking.” In this interactive class, we will identify the purpose and applications of each hat color and apply this critical thinking method to a variety of business and personal scenarios.

**Instructor:** Richard Orth, Independent Learning Consultant

**CCA CEUs:** 1 PD

### **24. Culture of Conservation Communication**

**Date:** Thursday, March 13, 2025, 8:30 AM - 12:00 PM

**Description:** The Culture of Conservation Communication is essential to your Soil and Water Conservation District's success. Handling hot regional media topics with reporters and editors, building relationships with legislators, and writing press releases can be daunting tasks. This fun and interactive course will teach you how to craft a news release that will get published, newsletter and annual report tips and tricks, how to take media friendly photos, and how to handle tough questions from reporters. You will practice your communication techniques, and build your soft skill set for the purpose of increasing your District's credibility with local press, taxpayers, and elected officials while communicating a conservation story that resonates.

**Instructor:** Howard Schaffer, HS Media Marketing

**CCA CEUs:** 2 PD

### **25. Horsing Around**

**Date:** Thursday, March 13, 2025, 1:00 PM - 4:30 PM

**Description:** Surveys say working with horse owners is challenging. This training will delve into what to look for in completing a Tier 2 assessment around a mix of equine operations and how to offer technical advice. Hear what owner expectations are of receiving assistance. You'll get context, planning and decision-making points around practical equine nutrition, land management, infrastructure, sacrifice areas, soil fertility/plant species, and grazing strategies.

**Instructors:** Carol Buckhout, PAS, Emeritus Professor of Equine Business Management at Cazenovia College, Troy Bishopp, NatGLC Northeast Grazing Resource Manager, Nicolina Foti, Cornell CCE Equine, Conservation Technician, Hannah Guindo, Wyoming County SWCD District Technician

**CCA CEUs:** 1 SW, 1.5 CM

### **26. Cultivating Solutions for Weed Management, Vegetable Production, and Vineyards**

**Date:** Thursday, March 13, 2025, 1:00 PM - 4:30 PM

**Description:** As we continue to engage with a growing variety of farms and encounter a wide range of questions, this course aims to provide practical information on some emerging topics. Speakers will discuss weed management techniques for both organic and conventional systems, as well as insights into vegetable production and vineyard management. Through these presentations, we hope to inspire new ideas and enhance your ability to deliver tailored support. Join us to deepen your understanding and effectively navigate the evolving landscape of modern agriculture!

**Instructors:** Judson Reid, Senior Extension Associate, Cornell Cooperative Extension, Hans C. Walter-Peterson, Viticulture Extension Specialist, Cornell Cooperative Extension, Bryan Brown, Senior Extension Associate, NYS Integrated Pest Management, Tom Eskildsen, Yates Co. SWCD, Danielle Singer, Tioga County SWCD

**CCA CEUs:** .5 SW, .5 NM, .5 PM, .5 CM

### **27. NYS DEC Wetland Permit**

**Date:** Thursday, March 13, 2025, 1:00 PM - 4:30 PM

**Description:** This course provides a comprehensive exploration of the recent updates to the NYS DEC Freshwater Wetlands Program, focusing on the statutory changes under Article 24. Participants will gain insights into the evolution of wetland regulations, from the challenges posed by the old framework to the implementation of new regulations designed to enhance wetland protection and management. The course covers several key topics, starting with an

overview of the Article 24 statutory changes, including the legislative amendments and the objectives, and expected outcomes of the updated statute. It reviews the previous regulations, highlighting the key challenges and limitations, and then delves into the new regulatory framework, discussing the hurdles encountered during implementation. Public feedback played a crucial role in shaping the final regulations, and the course analyzes how this input was incorporated. Participants will learn about the permitting process during the transition period, with guidelines and real-world case studies. The course further examines general programmatic process changes, detailing their impact on stakeholders and program efficiency. Finally, there will be an update on the current status and effectiveness of the new regulations, including early outcomes and lessons learned from their implementation. By the end of the course, participants will understand the significance of the Article 24 updates, be able to compare and contrast the old and new regulatory frameworks, recognize the role of public feedback in environmental policy, navigate the permitting process during regulatory transitions, apply GIS criteria in wetland management, and appreciate the broader programmatic changes and their implications for wetland conservation. This course aims to equip stakeholders with the knowledge and tools needed to effectively engage with and adapt to the evolving Freshwater Wetlands Program regulations.

**Instructor:** Krista Sophr - DEC Freshwater Wetlands Outreach Coordinator

**CCA CEUs:** 1 SW, 1 NM

## **28. Newsletters and Websites**

**Date:** Thursday, March 13, 2025, 1:00 PM - 4:30 PM

**Description:** In this class you will hear from several Districts on how they create their newsletter and how they manage their website. It is so important for a District to be able to highlight successful projects, community outreach, upcoming events, and much more in order to engage their community. Websites and newsletters are read and viewed from all over and really do make an impact. Learn from other Districts on how to make great websites and newsletters. You will learn tips and tricks on making great visuals to spotlight your District. So much work goes into highlighting the amazing things that Soil & Water Conservation Districts are doing!

**Instructor:** Alaina Robarge, Ontario County SWCD

**CCA CEUs:** 2 PD

## **29. Strategic Planning**

**Date:** Thursday, March 13, 2025, 1:00 PM - 4:30 PM

**Description:** This workshop introduces New York State's Soil and Water Conservation Districts to strategic planning tools that can help align their work with local and environmental priorities and clearly show their value to community leaders and stakeholders. Participants will explore the fundamentals of strategic planning, including how to create a useful plan and use it as a foundation for an Annual Plan of Work, as well as working effectively with consultants. Led by strategic planning expert Karen Strong, the session introduces an outcome-focused approach that emphasizes setting goals based on desired results and community needs rather than tasks alone. This approach helps districts remain adaptable, allowing them to adjust priorities and keep their work relevant and valuable as needs evolve. In the workshop, participants will explore the long-term impact of their programs and activities, including how they benefit both landowners and natural resources. They will also explore tools to evaluate which initiatives are most effective and to decide when to phase out outdated programs. By the end of the day,

Districts will understand how strategic plans can enhance their relevance and impact, and learn practical approaches for prioritizing their work. Bring your APOW, mission and vision statements.

**Instructor:** Karen Strong, Strong Outcomes, LLC  
**CCA CEUs:** 1 SW, 1 PD

### **30. Ag BMP Showcase and Technician Forum**

**Date:** Friday, March 15, 2025, from 9:00 AM to 11:30 AM

**Description:** Its Back!! Always a popular exchange of projects that have been completed by Districts and Conservation Partners. A cadre of professionals will share their experiences in putting conservation on the ground that are traditional, innovative, state of the art or unique which will engage and mentor other peers. Expect to hear the twists and turns of implementation, “cause you know there’s always a back-story”. There will also be a Q&A dedicated to hearing from conservation professionals on training needs, tools, procedures, opportunities and challenges to delivering cost effective conservation to customers.

**Instructors:** Jason Cuddeback, Cayuga Co. SWCD, Shawn Murphy, Cortland Co. SWCD, Paula Bagley, USDA-NRCS State Conservation Engineer, Al Fagan, Wyoming Co. SWCD, Troy Bishopp, NatGLC Northeast Grazing Resource Manager  
**CCA CEUs:** 1 SW, 1 NM

### **31. Funding Strategies and Partnership Opportunities in the Age of Climate and Private Sector Funding**

**Date:** Friday, March 15, 2025, from 9:00 AM to 11:30 AM

**Description:** Billed as a new way forward, this class will focus on a changing funding landscape, where leveraging non-traditional funding opportunities, establishing new partnerships and organizing to deliver resources and meet local needs, are more important than ever for Districts to remain conservation leaders in New York. We’ll discuss ways SWCDs can use existing programs to help leverage federal, local and private funding opportunities, as well as strategies for navigating multi-partner implementation scenarios. Learn about New York’s 30 projects funded by USDA Climate Smart Commodities and what opportunities they may hold for your District and farmers. Learn the “do’s and don’ts” about how to best administer projects funded with state and federal conservation programs. Find out about some of the many private sector companies entering the agricultural conservation space in New York, what they value and help envision possible organizational structures that might help capture their interest and meet your local needs.

**Instructors:** Megan Webster, District Manager and Tucker Kautz, Senior District Technician, Ontario County SWCD. Alana Covington Assistant State Conservationist for Partnerships NRCS. Kyle Buel, District Technician, Delaware County SWCD and Elizabeth Fish, District Conservationist Otsego-Delaware-Sullivan NRCS. Jennifer Kelly District Manager, Chenango County SWCD and Scott Fickbohm, Associate Environmental Analyst, New York State Soil and Water Conservation Committee  
**CCA CEUs:** 1 SW, 1 PD

### **32. HABS:**

**Date:** Friday, March 14, 2025 from 9:00 AM – 11:30 AM

**Instructor:** Tony Prestigiaco, NYSDEC Finger Lakes Watershed Hub

**Description:** This course will focus on the many factors that influence blooms and what’s been



learned over the last few years about precipitating conditions in New York. Further, instructors will highlight the current work being done to reduce the occurrence of HABs through partnerships with NYSDEC, SWCC and SWCDs. The session will conclude with a brief discussion on possible funding opportunities related to HABs and a questions and answer session.

**CCA CEUs:** 1 SW, 1 NM

### **33. Introduction to Culvert Design:**

**Date:** Friday, March 14, 2025 from 9:00 AM – 11:30 AM

**Instructor:** Cody Sargen, USDA NRCS Civil Engineer

**Description:** Training will be provided on watershed hydrology following TR-55 standards, GIS methodology to determine curve numbers using resources publicly available, hydraulics of culverts, and determining the correct instance to use specific software to size and analyze a culvert. This course will go into hypothetical situations but will not be going over any specific design examples. If time allows, additional conversation and presentation will be held regarding advanced culvert topics such as creep, bedding, installation, ect.

**CCA CEUs:** 1 SW

### **34. Self- Care Chair Yoga and Wellness**

**Date:** Friday, March 14, 2025 from 9:00 AM – 11:30 AM

**Instructor:** Bali Aello of Bani Aello Wellness

**Description:** Most of our aches and pains come from being in particular positions for long periods of time, such as sitting in a chair, working on a computer or just the rounded shoulders and back that we can get from doing so much work in front of our body. Chair Yoga can offer a great solution! You will be led through simple stretches and strength building movements to give your body the support it needs to feel good! In order to have optimal wellness we cannot separate the physical from the mental and emotional. In this workshop, we will also look at the default mindsets programmed into almost all of us that do not contribute to our greatest happiness or peace. Once we know what they are, we can spot them when they're running in the background and make a shift! You will be offered simple strategies to calm the nervous system and restore a feeling of peace inside no matter what situation is going on around you.

### **35. HWA (Invasive Species)**

**Date:** Friday, March 14, 2025 from 9:00 AM – 11:30 AM

**Instructor:** Rob Cole, NYS DEC; Nick Dietschler, NYS Hemlock initiative; Katie Lafler, Ontario SWCD; Teresa Link, Onondaga SWCD)

**Description:** Trees in New York are under constant threat whether from insects, disease or natural disaster. This course will cover emerging threats to New York State forests and what is being done to combat and protect our native tree species. Discussion will also cover funding opportunities for work on both private and public lands.

**CCA CEUs:** 1 PM, .5 CM

### **36. Envirothon Forum**

**Date:** Friday, March 14, 2025 from 9:00 AM – 11:30 AM

**Instructor(s):** Katy Kemmeren – CDEA Envirothon Chair and Conservation

Secretary/Treasurer at Chenango County SWCD, Nikole Watts – StormWater Educator at

Chemung Cty StormWater Coalition, Blanche Hurlbutt – Executive Director of NY Association Conservation Districts, Danielle Singer – Water Quality and Nutrient Mgmt Specialist at Tioga SWCD, Georgianna “Jan” Dyson- Secretary/Treasurer at Tompkins County SWCD

**Description:** Join us for an Envirothon Forum, a dynamic class designed to offer ideas, showcase examples and allow time for roundtable discussions and questions. Speakers will provide examples and strategies to foster school engagement, craft effective public outreach and enhance event logistics. We invite your insights, perspectives and questions from across the state as we discuss key topics and share ideas.

**CCA CEUs:** .5 SW, 1 PD

## **New York State Erosion and Sediment Control Program Description:**

*Offered Tuesday (March 11<sup>th</sup>) and Wednesday (March 12<sup>th</sup>) with the exam held Thursday (March 13<sup>th</sup>) afternoon.*

### **New York State Erosion and Sediment Control Certificate Program Review Course**

The New York State Erosion and Sediment Control Certificate Program is a professional level certification that once obtained allows individuals to develop, design, inspect and maintain erosion and sediment control plans. This course prepares individuals planning to take the exam. Presentations include regulatory history, permit requirements, site planning and management, NYS Erosion and Sediment Control Standards, as well as site plan review and construction inspections. Participants will calculate soil loss impacts, stormwater runoff volumes, fertilizer and seeding quantities, and key design elements of runoff and sediment control practices. Participants should bring a scale, calculator, the most current copy of the NYS General Permit for Stormwater Discharges from Construction Activity, and the NYS Standards and Specifications for Erosion and Sediment Control.

This class can be counted for Professional Development Units (PDU's) for those that retain stormwater certifications in Certified Professional in Stormwater Quality (CPSWQ), Certified Professional in Erosion and Sediment Control (CPESC), and the New York State Erosion and Sediment Control Certificate (NYS ESCC). In addition, this class has been certified for 10 Professional Development Hours (PDH's) for New York State registered Professional Engineers by the Practicing Institute for Engineering.

**THERE IS ADDITIONAL REGISTRATION AND \$250 REGISTRATION FEE REQUIRED THROUGH NYSE&SCCP ADMINISTRATOR. REGISTRATION FORM CAN BE FOUND AT [WWW.NYSCDEA.COM/NYSESCCP](http://WWW.NYSCDEA.COM/NYSESCCP)**

**Instructors:** Jessica Verrigni- Schuyler SWCD, Kelly Emerick- Monroe SWCD, Dustin Lewis-Saratoga SWCD, Tim Schneider-Cayuga SWCD, Jake Wedimeyer-Ulster SWCD, Ryan Cunningham- NYS Ag & Mkts

### **NYS Erosion and Sediment Control Certificate Program Exam**

The New York State Erosion and Sediment Control Certificate Program is a professional level certification that once obtained allows individuals to develop, design, inspect and maintain erosion and sediment control plans. Approved applicants can sit for the 3.5 hour NYS Erosion and Sediment Control Certificate Program Exam.

Applications must be submitted 30 days prior to the exam date for approval. There is a separate application and exam fees that are handled through the Program Administrator. More information on application and exam can be found at [www.nyscdea.com/nysesccp](http://www.nyscdea.com/nysesccp) or email [jessicaschuylerswcd@gmail.com](mailto:jessicaschuylerswcd@gmail.com) for further details.

**Instructors:** Jessica Verrigni- Schuyler SWCD, Kelly Emerick- Monroe SWCD, Dustin Lewis-Saratoga SWCD, Tim Schneider-Cayuga SWCD, Jake Wedimeyer-Ulster SWCD, Ryan Cunningham- NYS Ag & Mkts