



Conservation Reserve Enhancement Program

January 2010 CREP Report

PURPOSE OF CREP:

The Conservation Reserve Enhancement Program (CREP) is a federal-state natural resources conservation program that addresses agricultural-related environmental concerns at the state and national level. CREP participants receive financial incentives to voluntarily enroll in the Conservation Reserve Program (CRP) in contracts of 14 to 15 years. Participants remove cropland from agricultural production and convert the land to native grasses, trees and other vegetation.

The Indiana CREP is a partnership between USDA and the state of Indiana. The program currently targets the enrollment of 25,250 acres of land in 11 watersheds where sediments, nutrients, pesticides and herbicides run off from agricultural land.

The program will improve water quality by creating buffers and wetlands that will reduce agricultural runoff into the targeted watersheds. Installing buffer practices and wetlands will enhance habitat for wildlife, including State and Federally-listed threatened and endangered species. The program will also reduce nonpoint source nutrient losses.

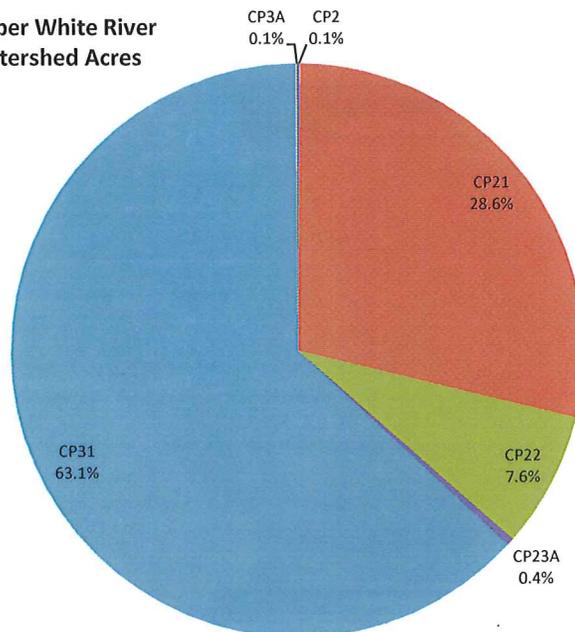
	<u>Completed Contracts</u>	<u>Acres</u>	<u>Completed State Funds</u>	<u>Estimated Federal Leverage</u>
TOTAL Paid Nov	707	4521.02	\$1,062,022	\$10,620,220
TOTAL Paid through Dec	748	5042.41	\$1,222,896	\$12,228,960

January 10, 2011

Upper White River Watershed

<u>Practice</u>	<u>Completed Contracts</u>	<u>Completed Acres</u>	<u>Completed State Funds</u>	<u>Estimated Federal Leverage (Completed CREP)</u>
CP2-Native Grasses	1	1.6	\$160	\$1,600
CP21-Filter Strip	128	397	\$41,500	\$415,000
CP22-Riparian Buffers	21	106	\$52,955	\$529,550
CP23A-Wetlands	1	6	\$3,900	\$39,000
CP31-Bottomland Timber	61	874.2	\$457,460	\$4,574,600
CP3A-Hardwood Trees	1	1	\$650	\$6,500
TOTAL	213	1385.8	\$556,625.00	\$5,566,250.00

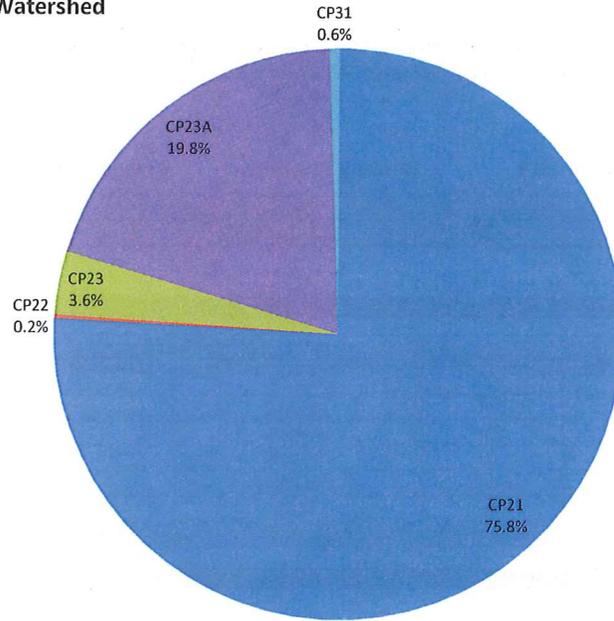
Upper White River Watershed Acres



Tippecanoe River Watershed

Practice	Completed Contracts	Completed Acres	Completed State Funds	Estimated Federal Leverage (Completed CREP)
CP21-Filter Strip	418	2588.89	\$259,969	\$2,599,690
CP22-Riparian Buffer	2	7.8	\$3,120	\$31,200
CP23-Wetlands	1	121.7	\$79,105	\$791,050
CP23A-Wetlands	32	675.5	\$270,200	\$2,702,000
CP31-Bottomland Timber	2	20.4	\$8,160	\$81,600
TOTAL	455	3414.29	\$620,554.00	\$6,205,540.00

Tippecanoe River Watershed
Acres



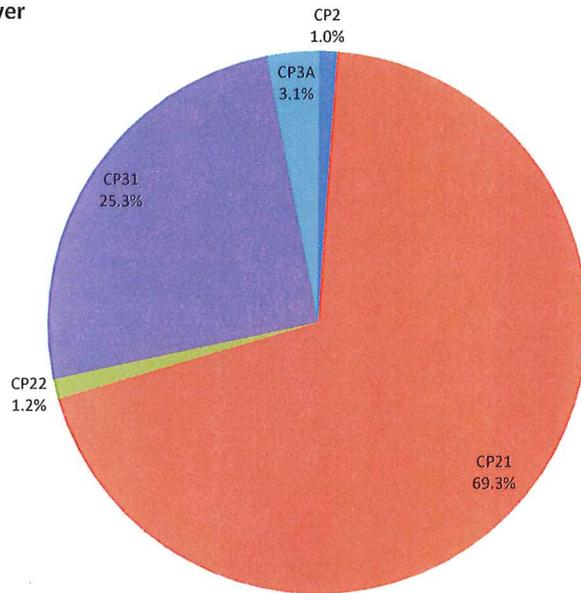
Paid TNC Easements in the Tippecanoe Watershed

Contracts	Acres	Estimated State Funds
9	444.28	\$222,140

Highland-Pigeon Watershed

Practice	Completed Contracts	Completed Acres	Completed State Funds	Estimated Federal Leverage (Completed CREP)
CP2-Native Grasses	1	2.5	\$250	\$2,500
CP21-Filter Strip	63	168	\$16,779	\$167,790
CP22-Riparian Buffer	7	2.91	\$1,164	\$11,640
CP31-Bottomland Timpber	4	61.3	\$24,480	\$244,800
CP3A-Hardwood Trees	5	7.61	\$3,044	\$30,440
TOTAL	80	242.32	\$45,717.00	\$457,170.00

Highland-Pigeon River
Watershed Acres





Indiana Conservation Reserve Enhancement Program 2010 Annual Report

Submitted by the
Indiana State Department of Agriculture
Division of Soil Conservation

I. Executive Summary

2010 has been an exciting year for Indiana's Conservation Reserve Enhancement Program (CREP). On August 27th, the Indiana State Department of Agriculture (ISDA) and the Farm Service Agency (FSA) staff were joined by Indiana's Lt. Governor Skillman and conservation partner leaders in welcoming eight additional watersheds into CREP eligibility. With a total of 11 watersheds now eligible for CREP, Indiana is leading the way in progressive and meaningful conservation implementation. The original CREP was approved in July of 2005, and called for 7,000 acres of enrollment. The amendment has expanded this acreage to 26,250. The purpose of Indiana's CREP has not changed. That purpose is to address water quality and wildlife issues by the reduction of sediment and nutrients in watersheds and the enhancement of wildlife habitats for State and Federally listed species and other wildlife. CREP is designed to help alleviate some the concerns of high nonpoint source sediment, nutrient, pesticide and herbicide losses from agricultural lands by restoring buffers and wetlands to improve water quality. The three original watersheds eligible for CREP were the Tippecanoe, Upper White and Pigeon/Highland River Watersheds. With the CREP amendment, the Lower East Fork White, Lower Wabash, Lower White, Middle Wabash – Busseron, Middle Wabash – Deer, Middle Wabash – Little Vermillion, Upper East Fork White, and Upper Wabash are also eligible (Map 1). As of October 2010, Indiana landowners have committed to install conservation buffers and wetlands on more than 6,243.16 acres of Indiana's most environmentally sensitive lands.

II. CREP Expansion

On August 27, 2010, Indiana CREP took a leap forward and expanded its CREP eligibility from three watersheds to 11. Map 1 shows the original three watersheds and the additional eight. With the expansion, the roles and responsibilities of some of the staff changed to include CREP. The Indiana State Department of Agriculture (ISDA), through the Division of Soil Conservation (DSC) maintains ten CREP leaders, who are located in the field to assist landowners, create Conservation Plans and oversee daily CREP activities. In addition, a staff person in the Indianapolis Office manages the CREP program centrally, and two additional staff work part-time to support the administration of the program. ISDA continues to supplement this core staff with

Map 1: Original and Amended CREP Watersheds



December 7, 2010
Deb Fairhurst, ISDA Program Manager

Resource Specialists to accommodate seasonal workload and marketing opportunities. In addition to ISDA, ten Soil and Water Conservation Districts (SWCD) were selected to assist ISDA in administering funds to landowners in order to make this process more streamlined. There are also many partners involved with the promotions, administration, technical assistance, and funding of the CREP. The USDA Farm Service Agency (FSA) office and field staff continue to promote this project to producers at the USDA Service Centers. The Natural Resource Conservation Service (NRCS) provides additional technical service. The Indiana Department of Environmental Management (IDEM) and the Indiana Department of Natural Resources (DNR), sister agencies to ISDA, as well as the involved Soil and Water Conservation Districts (SWCD) and the Nature Conservancy (TNC) promote the CREP program in their day to day activities. Also, ISDA hosts a website that promotes and provides details about the CREP program.

<http://www.in.gov/isda/2561.htm>

Other Changes to Indiana's CREP goals include:

- Protect a minimum of 3,000 linear miles of watercourses through the installation of conservation buffer practices (was 2,104).
- Reduce by 8% the amount of sediment, nutrients, and agricultural chemicals entering watercourses within the targeted watersheds (was 15%; percentage reduced due to higher number of acres).
- Increase the acres of wetlands in the watersheds for erosion control, sediment reduction, stormwater retention, and nutrient uptake.
- Enroll 15% of the eligible watersheds' cropland subject to normal CRP acreage limits by county (was 30%).
- Enroll 8% of the CREP acres in voluntary, ten-year contracts in the Tippecanoe watershed.
- Enroll 10% of the CREP enrolled acres in voluntary, permanent easements in the Tippecanoe and Upper White River watersheds.
- Seek enrollment of 26,250 acres of eligible cropland including frequently flooded agricultural lands, and restorable wetlands.

In 2010, Indiana's Conservation Partnership (ICP) refocused the group's priorities. CREP is now specifically named as one of the top four priorities for the ICP. The ICP consists of leaders from the Indiana Association of Soil and Water Conservation Districts (IASWCD), IDEM, DNR, Purdue University Cooperative Extension Service, the State Soil Conservation Board (SSCB), FSA, and NRCS. ISDA has worked closely with all partners to ensure the transition from three to eleven watersheds has been smooth. To help with this, ISDA hosted and co-hosted several meetings across the state to prepare our staff as well as partner staff for the upcoming CREP. Meetings were held around the state in April, mainly for SWCD staff, and in October for all partner staff involved in CREP.

Indiana's CREP Agreement is for the enrollment of 26,250 acres. The first CREP participants began signing up for the program in January of 2006. As of October 31, 2010, conservation practices covering 4,520.33 acres have been completed (installed and paid) (Table 1). The total completed plus obligated (those not yet installed and paid) acres is 6,243.16.

Table 1: Indiana CREP Total Completed and Obligated Acres and Dollars

	Contracts	Completed Acres	Paid State Funds	Obligated Acres (not completed)
Tippecanoe River	426	2968.3	\$483,855	1208.6
Upper White River	201	1310.3	\$533,775	377.9
Pigeon/Highland Rivers	80	241.73	\$45,717	123.93
<i>Upper Wabash*</i>	0	0	0	0
<i>Middle Wabash-Deer*</i>	0	0	0	0
<i>Middle Wabash-Little Vermillion*</i>	0	0	0	1.1
<i>Middle Wabash-Busseron*</i>	0	0	0	0
<i>1208 Upper East Fork White*</i>	0	0	0	0
<i>Lower East Fork White*</i>	0	0	0	0
<i>Lower White*</i>	0	0	0	0
<i>Lower Wabash*</i>	0	0	0	11.3
TOTAL	707	4,520.33	\$1,063,347	1,722.83

**New Watersheds*

In addition, the CREP agreement calls for the protection of 3,000 linear miles of watercourses through the installation of conservation buffer practices. Currently, 553.6 miles of watercourses have been protected.

Easements

The options for landowners to participate in conservation easements within the Tippecanoe River watershed and portions of the Upper White River watershed are included in the CREP agreement. The Tippecanoe River is one of Indiana's most important and ecologically significant rivers. A large number of threatened and endangered species inhabit this river, making it especially important to preserve. The Nature Conservancy has led this effort and has contributed significant time and financial resources in easements in this watershed through CREP. In the Upper White River, a large fish kill was the result of a pollutant spill from a manufacturing plant in 1999. As part of the settlement, funds were set aside for easements through the CREP program by the board of the Upper the White River Restoration Fund which is administered by the Indiana Department of Natural Resources. Currently there are nine easements in the Tippecanoe watershed totaling 444.28 acres and \$222,140, and one easement in the Upper White totaling 35 acres and \$31,500.

Eligible Practices

The Indiana CREP offers a menu of conservation practices to address non-point source pollution runoff issues. The following is a list of practices offered through this program.

For riparian areas, the following practices are available provided the land is adjacent to an eligible stream, river or water body, and:

- has a minimum average width of 50 feet and a maximum average width of 120 feet (up to 300 feet in alluvial soils) or,
- has a minimum average width of 35 feet and a maximum average width of 180 feet (up to an average width of 300 feet in alluvial soils)

Practices include CP2 – Establishment of Permanent Native Grass, CP3A – Hardwood Tree Planting, CP4D – Permanent Wildlife Habitat, Non-easement CP22 – Riparian Buffer

For buffer areas, the following practices are available provided the land is adjacent to an eligible stream, river or water body, and:

- has a minimum average width of 35 feet and a maximum average width of 120 feet (up to 300 feet average width in alluvial soils)

Practices include CP21 – Filter Strips

For wetland areas, the following practices are available:

- CP23 – Wetland Restoration is available within the 100-year floodplain
- CP23a – Wetland Restoration – Non-floodplain
- CP31 – Bottom Timber Establishment on Wetland

Completed Acres for Federal Fiscal Year 2010

In Federal Fiscal Year 2010, landowners signed up for a variety of conservation practices offered through CREP. Between the three watersheds, filter strips has been the most popular practice among landowners, comprising of almost 61% of the completed acres from 2005-2010 (Table 3 & Chart 1). Tables 4, 5 and 6 below illustrate the total number of 2010 completed (paid) acres for each practice within each watershed and Table 3 displays the summary totals.

Table 2: Conservation Practices and Codes

Conservation Practice	Practice Code
Permanent Native Grass	CP2
Hardwood Tree Planting	CP3A
Permanent Wildlife Habitat, Non-easement	CP4D
Filter Strips	CP21
Riparian Buffer	CP22
Wetland Restoration	CP23
Wetland Restoration, Non-floodplain	CP23A
Bottomland Timber Establishment	CP31

Table 3: Indiana CREP Totals – Completed and Obligated Acres by Conservation Practice

Conservation Practice	2005-2010 Obligated		2005-2010 Completed		Total (Obligated + Completed)	
	Acres	%	Acres	%	Acres	%
CP2	5.80	0.34%	4.10	0.09%	9.90	0.16%
CP3A	14.88	0.87%	8.61	0.19%	23.49	0.38%
CP4D	0.00	0.00%	0.00	0.00%	0.00	0.00%
CP21	803.15	46.96%	2990.19	66.15%	3793.34	60.88%
CP22	53.80	3.15%	116.33	2.57%	170.13	2.73%
CP23	564.20	32.99%	121.70	2.69%	685.90	11.01%
CP23A	62.10	3.63%	374.50	8.28%	436.60	7.01%
CP31	206.50	12.07%	904.90	20.02%	1111.40	17.84%
	1710.43	100.00%	4520.33	100.00%	6230.76	100.00%

Chart 1: Total CREP Conservation Practices Percentages Completed and Obligated 2005-2010

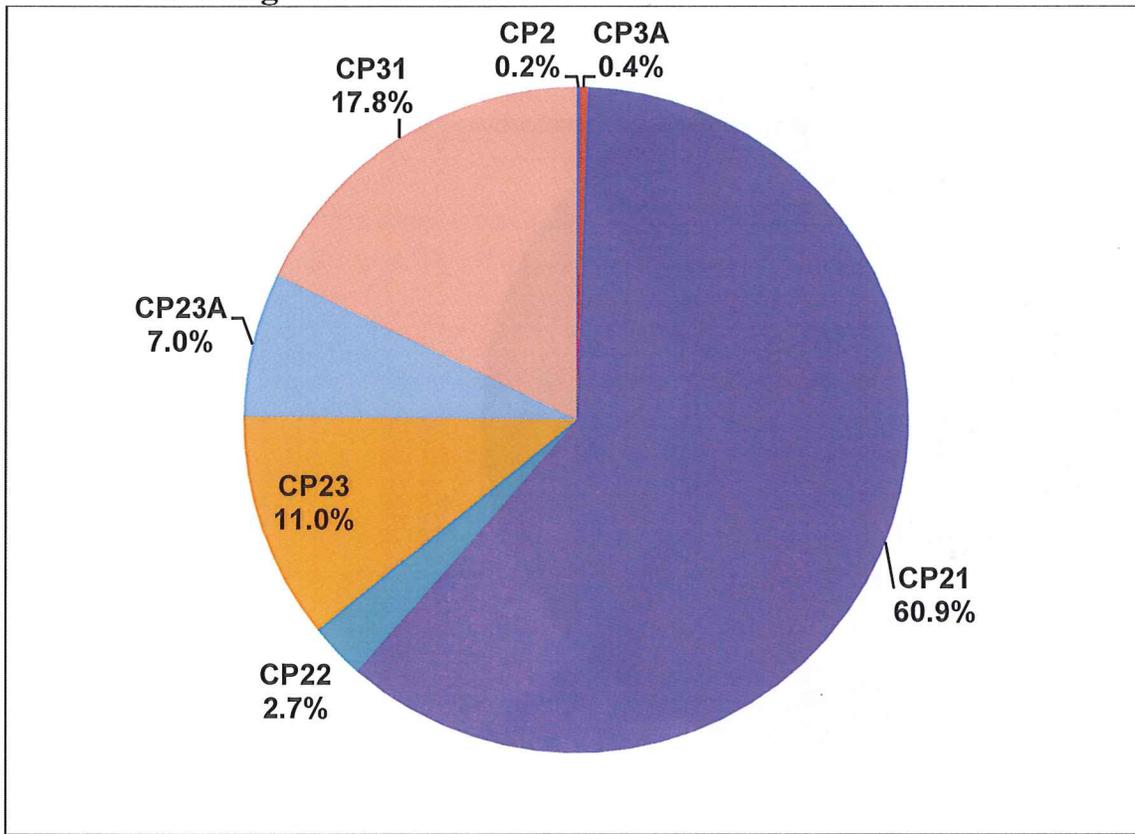
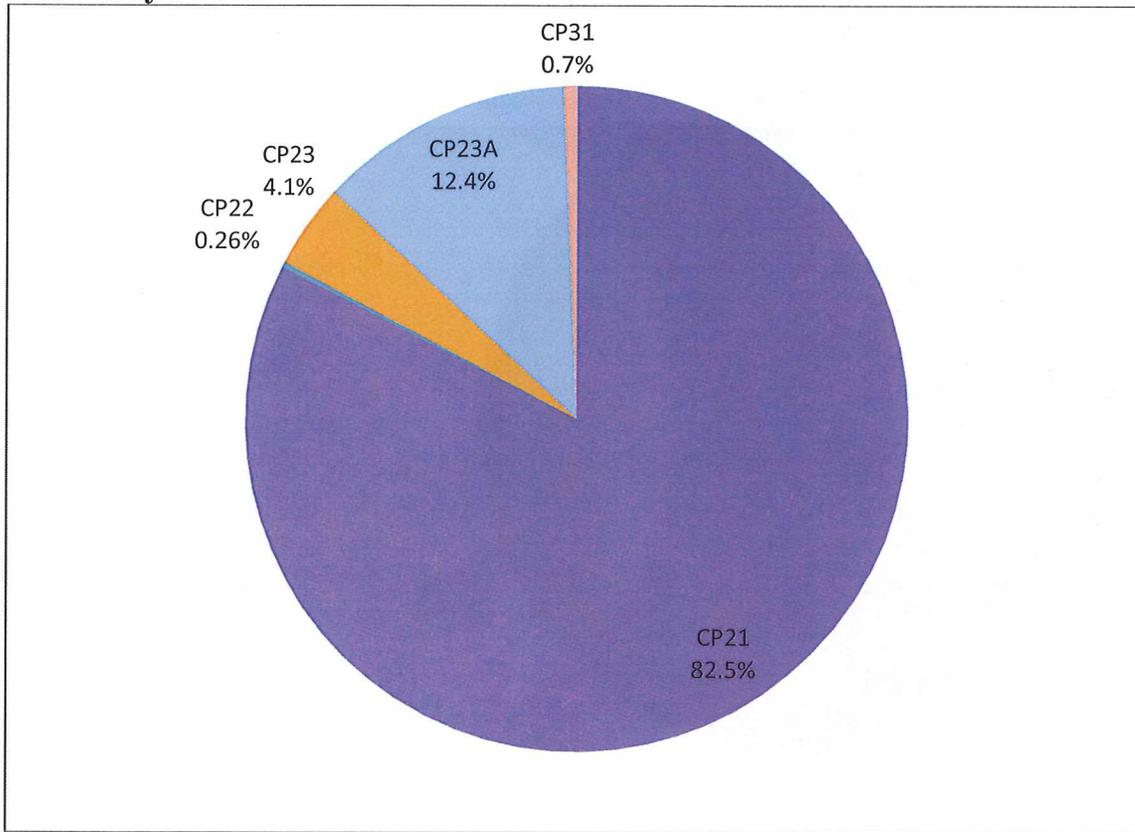


Table 4: Tippecanoe River Watershed –Percentage of Completed Acres by Conservation Practice

Conservation Practice	Total Completed 2005-2010
	Acres
CP2	0.0%
CP3A	0.0%
CP4D	0.0%
CP21	82.5%
CP22	0.3%
CP23	4.1%
CP23A	12.4%
CP31	0.7%

Chart 2: Tippecanoe River Watershed –Percentage of Completed Acres by Conservation Practice



Map 2: Tippecanoe CREP Practices

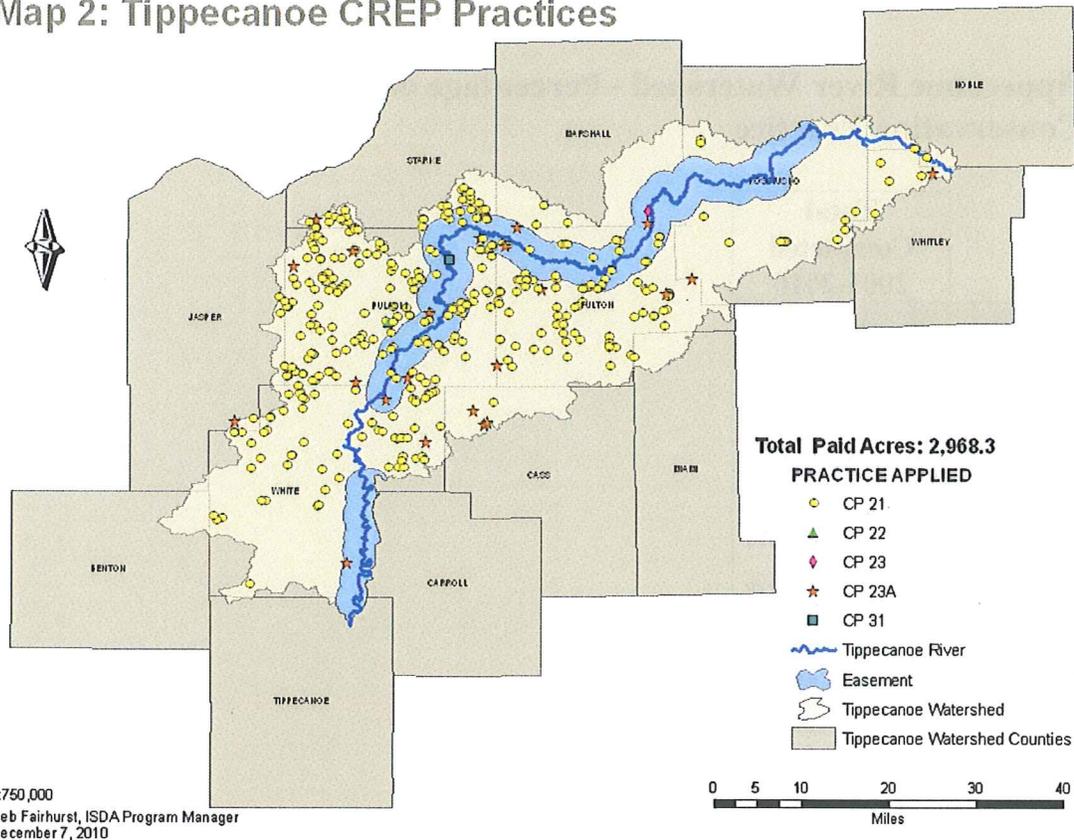
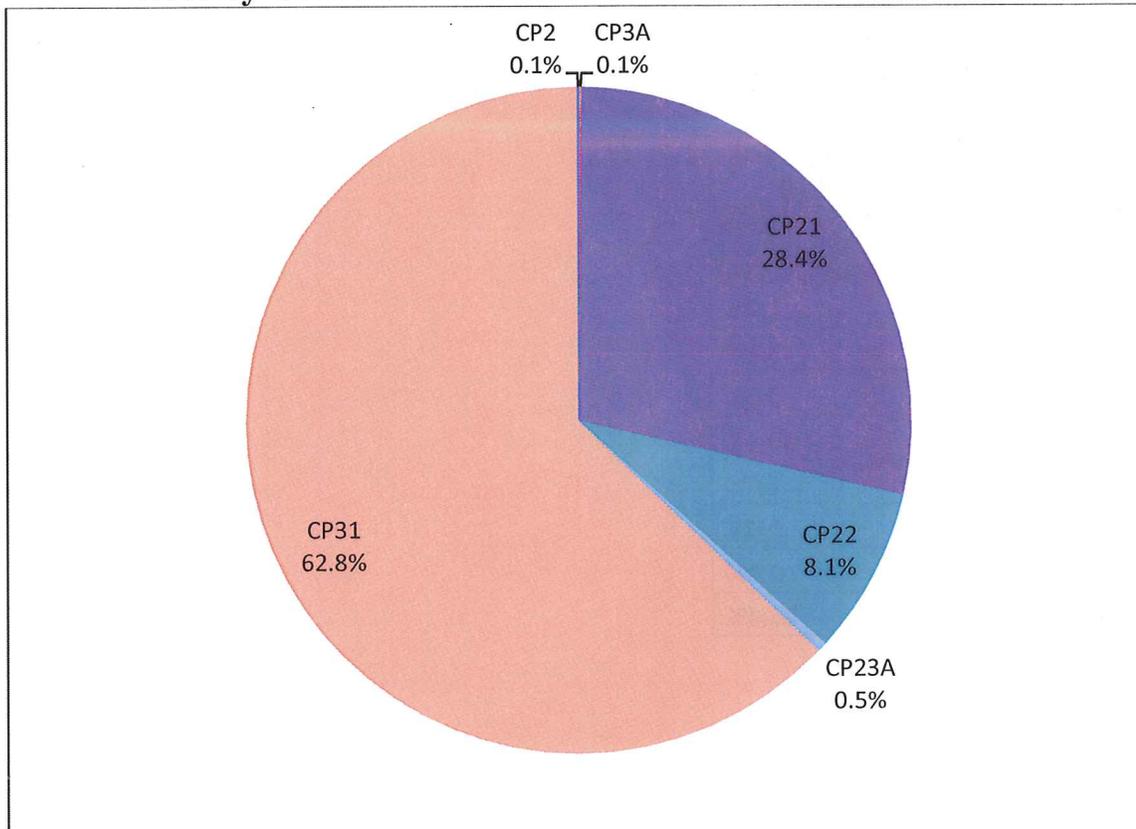


Table 5: Upper White River Watershed –Percentage of Completed Acres by Conservation Practice

Conservation Practice	Total Completed 2005-2010 Acres
CP2	0.1%
CP3A	0.1%
CP4D	0.0%
CP21	28.4%
CP22	8.1%
CP23	0.0%
CP23A	0.5%
CP31	62.8%

Chart 3: Upper White River Watershed –Percentage of Completed Acres by Conservation Practice



Map 3: Upper White CREP Practices

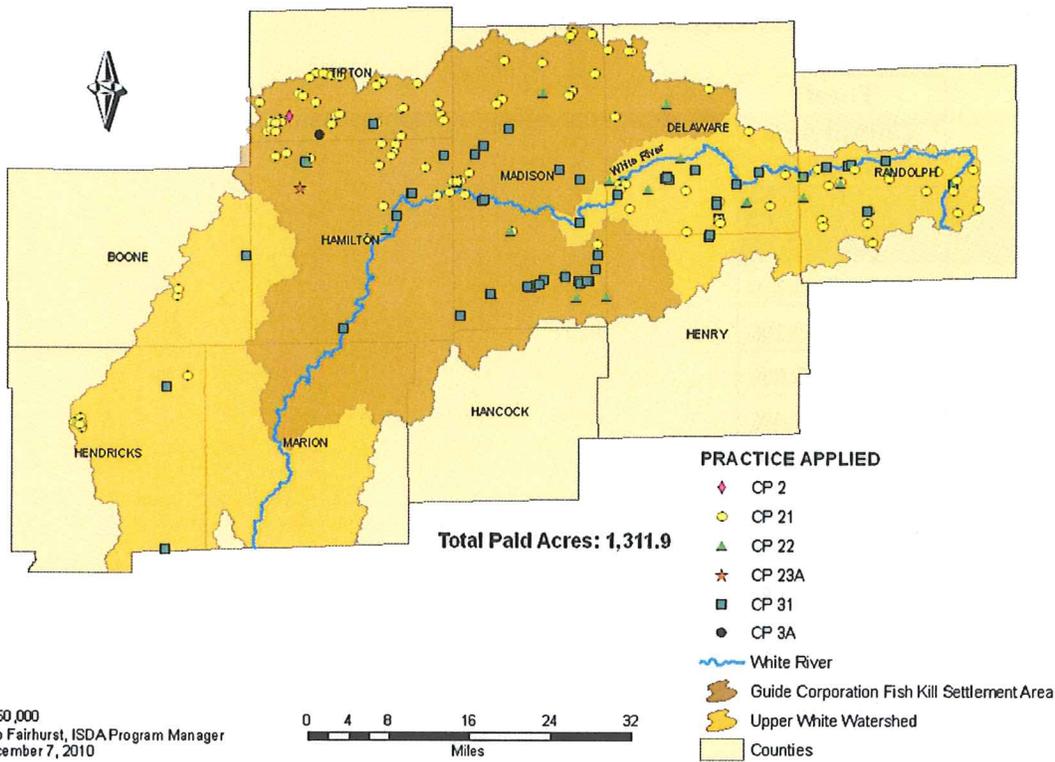
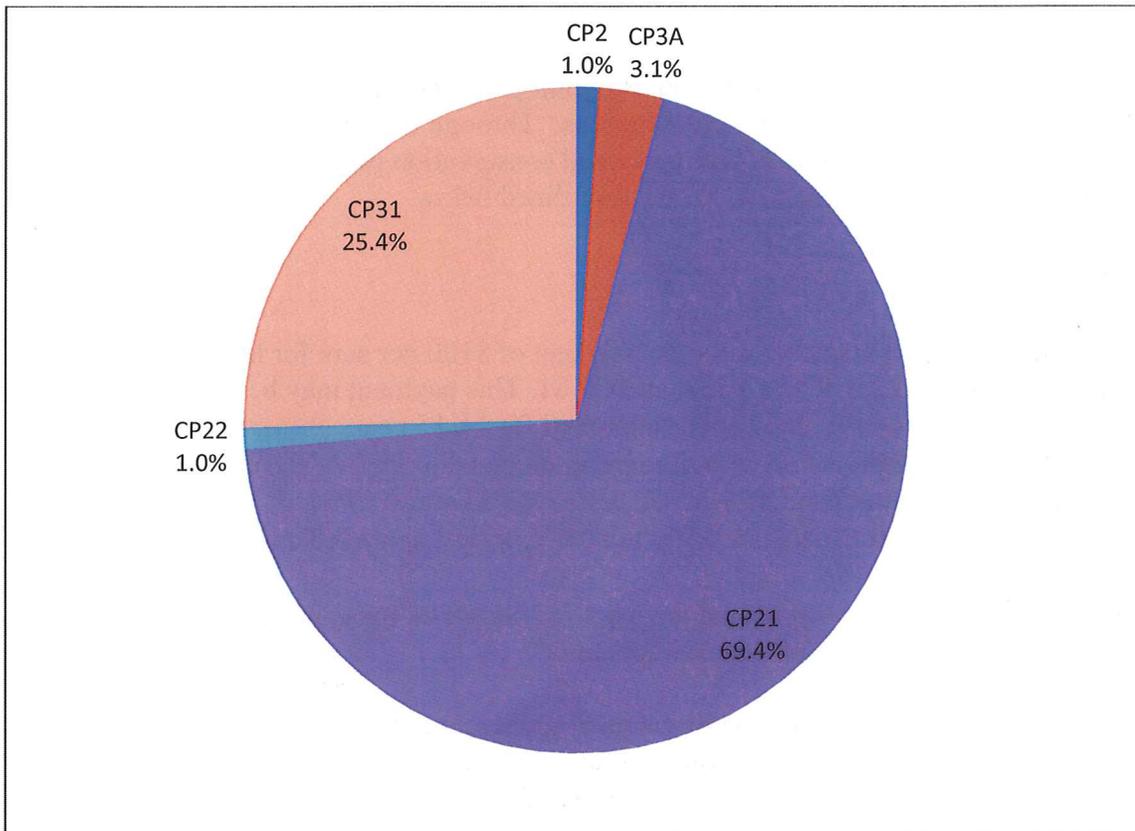


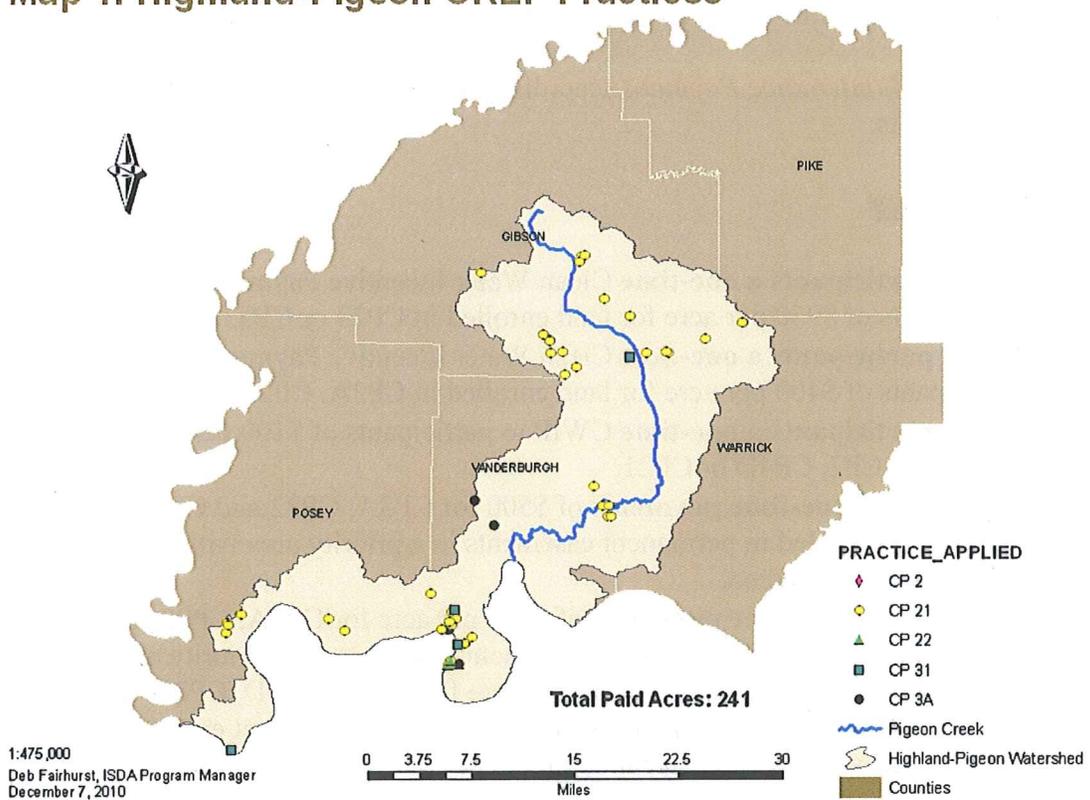
Table 6: Pigeon/Highland River Watershed –Percentage of Completed Acres by Conservation Practice

Conservation Practice	Total Completed 2005-2010 Acres
CP2	1.0%
CP3A	3.1%
CP4D	0.0%
CP21	69.4%
CP22	1.0%
CP23	0.0%
CP23A	0.0%
CP31	25.4%

Chart 4: Pigeon-Highland River Watershed –Percentage of Completed Acres by Conservation Practice



Map 4: Highland-Pigeon CREP Practices



III. Financial Contributions

The Indiana Conservation Reserve Enhancement Program provides incentives to landowners through both state and federal contributions. Through the CREP, eligible Indiana participants who establish one of the prescribed conservation practices shall receive incentive, cost-share and rental payments as outlined below.

Federal Incentives

- **Signing Incentive Payment:** A one-time payment of \$100 per acre for land enrolled in CP21, CP22, CP23, CP23A and CP 31. This payment may be made after the contract has been signed and is approved for 14-15 year contracts.
- **Practice Incentive Payment:** A one-time payment equal to 40% of the eligible reimbursable cost to establish CP21, CP22, CP23, CP23A and CP31.
- **Cost-share Assistance:** Cost-share of up to 50% to install approved conservation practices.
- **Annual Rental Payment:** An annual payment for the life of the contract. The payment consists of the sum of three components:

Base Soil Rental Rate: Determined by calculating the normal CREP weighted average soil rental rate for the three predominant soil types using the current posted applicable local soil rental rates for cropland.

Incentive Payment of 40% of the base rental rate without regard to other incentive payments for all practices offered and eligible for CREP.

Annual Maintenance Payment according to regular continuous CREP enrollments.

State Incentives

- **Pay to participants a one-time** Clean Water Incentive Payment (CWIP) to participants of \$950 per acre for land enrolled in CP23 or CP23A.
- **Pay to participants a one-time** Clean Water Incentive Payment (CWIP) to participants of \$400 per acre for land enrolled in CP3A, CP22, or CP31.
- **Pay to participants a one-time** CWIP to participants of \$100 per acre for land enrolled in CP2, CP4D or CP21.
- **Make direct, one-time payments** of \$500 for CP3A, CP22 and CP31 acres voluntarily enrolled in permanent easements in a priority area within the Upper White River Watershed.
- **Make direct, one-time payments** of \$500 per acre for CP3A, CP22 and CP31 acres voluntarily enrolled in state permanent easements in a priority area within the Tippecanoe Watershed; or \$250 per acre for CP3A, CP4D, CP22, CP23, CP23a and CP31 acres voluntarily enrolled in 10-year contract extensions in a priority area within the Tippecanoe Watershed.

Match

The provisions within the Indiana CREP agreement states: “The State of Indiana will contribute at least 20% of the overall costs of implementing the CREP through a combination of annual in-kind services and direct program costs.” For the 2010 Fiscal Year, Indiana’s total contributions equaled 20 percent. For the length of the CREP program, Indiana’s contribution is 19.7 percent.

State Cash Match

For 2009, Indiana’s cash match contributed to 9.2 percent of the total cash. For the length of the CREP program, Indiana’s match is currently 8.5 percent.

Table 7: Indiana’s Cash Match

Cash Match	Total CREP Program	Total 2010
Federal Total	\$18,441,682	\$3,976,805
State Cash	\$1,063,347	\$231,150
CREP Coordinator (5 yrs)	\$375,000	\$75,000
PEA	\$53,102	\$0
TNC Easements	\$222,140	\$96,120
State Total	\$1,713,589	\$402,270
All Total	\$20,155,271	\$4,379,075
State Cash Match	8.5%	9.19%

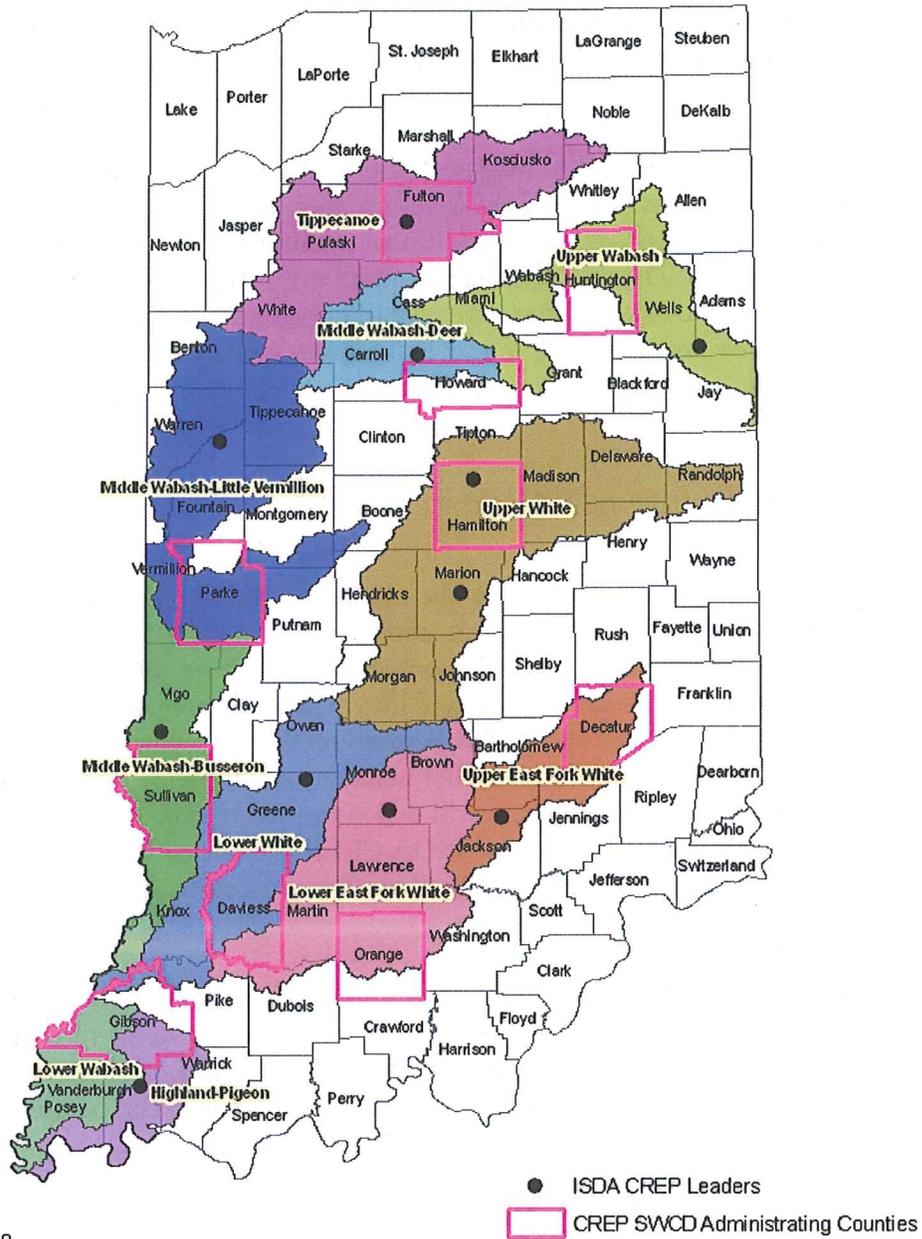
State In-kind Services

The ISDA-DSC implements the state’s portion of the CREP administration. The CREP responsibilities include working directly with interested landowners to develop conservation plans, as well as sign-up, tracking and marketing. Map 5 shows the location of ISDA employees whose major focus is the CREP program, as well as the location of employees who assist with CREP implementation. State partners also contribute to the in-kind responsibilities. In 2010, the in-kind contribution was 10.11 percent. So far, the overall in-kind contribution to CREP is 11.49 percent.

Table 8: Indiana's In-kind Match

	2010 Total	5 years
10 technical staff 1/2 time	\$375,000	\$1,875,000
1/2 person (admin)	\$37,500	\$187,500
SSCB	\$1,050	\$5,250
Directors	\$22,500	\$112,500
Steering Comm (does not include Federal Partners)	\$5,460	\$27,300
DNR easement time	\$1,154	\$5,770
Purdue University Wetland Study	\$0	\$25,000
Indiana University Wetland Study	\$0	\$38,000
Schneider Wetland Study	\$0	\$39,500
Total	\$442,664	\$2,213,820
	10.11%	11.53%

Map 5: ISDA CREP Leaders and SWCD Administrators



December 7, 2010
 Deb Fairhurst, ISDA Program Manager

IV. Monitoring and Evaluation

Baseline data was acquired in 2009 to determine nutrient loading rates. ISDA used Indiana Department of Environmental Management (IDEM) fixed station data along with the closest United State Geological Survey (USGS) stream flow gage data. There was no gage in Pigeon-Highland, so ISDA used Hoosier Riverwatch flow data. ISDA continues to discuss this data with partners to improve the data quality and reporting.

Additionally, The Indiana Water Monitoring Inventory through Purdue University serves as a portal for locating water monitoring information in the state of Indiana. This will be accessed to gain information on any additional monitoring that has occurred within the CREP watersheds. ISDA will continue to monitor this data. Ideally, water quality improvements will be evident after conservation practices are installed; however, many times these improvements do not appear in the water quality records for several years after installation.

IV. The Future of CREP in Indiana

ISDA and partners are now focused on the marketing and implementation of CREP, as well as ensuring the sign-up process is a smooth one for landowners. In early 2011, ISDA will implement contracts with 10 local SWCDs to have them administer CREP. ISDA will make payments to SWCDs, and they will, in turn, make direct payments to landowners. It is anticipated that this will speed up the paperwork process so that landowners can receive funds in a timelier manner. Additionally, having the SWCDs make CREP payments to landowners will encourage them to be more involved in the marketing and selling of the program. ISDA CREP leaders, as well as the administering SWCDs will be entering CREP data into SharePoint, a web-based program that utilizes forms and spreadsheets to organize data.

As reported in the 2009 CREP report, ISDA commissioned three studies to determine the best location for wetland placement on the landscape to achieve the most nitrogen removal. These studies have been completed in pilot watersheds. ISDA is currently searching for funding sources, so that the results of the models can be used statewide.

This is an exciting time to be involved in conservation in Indiana. ISDA is proud to have played a key role in expanding CREP, and expanding opportunities for landowners while improving the environment.

ISDA would like to give thanks to our many partners in conservation who supported CREP in Indiana during its inception and have continued to support this program through the expansion. We realize that without the support of FSA, and all of our conservation partners, the success of this program would not be possible.

Leadership Institute Report

January 10, 2011

Presented to the State Soil Conservation Board

25 More Participants Complete the Cornerstones of Leadership Series

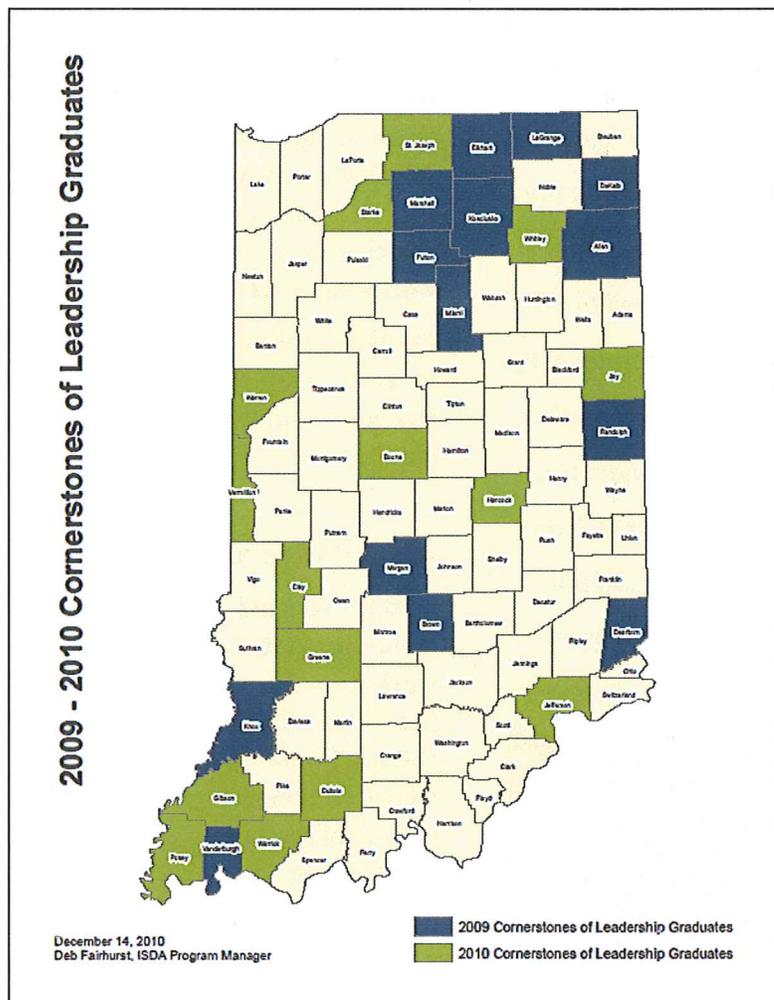
After the December 2010 Impacting Community workshop, 25 additional individuals have completed the four workshops of the Cornerstones of Leadership program. These participants are listed below and will be recognized at the 2011 IASWCD Annual Conference Awards Banquet:

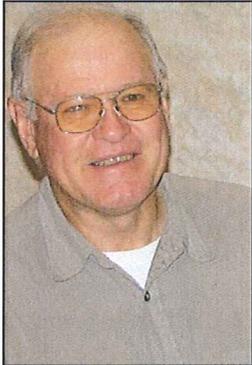
- SWCD Supervisors: Marshall Nuckolls (Clay Co), Alan Weyer (Dubois Co), Alice Bogemann (Hancock Co), Jay Paxson (Jay Co), Dale Sides (Jefferson Co), Jim Droege (Posey Co), Philip Brown (Starke Co), Darrell Oxley (Warrick Co), & Gary Lamle (Whitley Co)
- SWCD Associate Supervisor: Dru Wrasse (St. Joseph Co)
- SWCD Staff: Scheryl Vaughn (Boone Co), Judi Brown (Dubois Co), Ethel Osborn (Gibson Co), Deborah Lynn (Greene Co), Cindy Newkirk (Hancock Co), Bettie Jacobs (Jay Co), Amanda Bradshaw-Burks & Jeri Ziliak (Posey Co), Sherry Whetstone (Vermillion Co), Deb Lane (Warren Co), & Nadean Lamle (Whitley Co)
- Partners: Janice Bullman (IASWCD), Tara Wesseler-Henry (ISDA), Nola Gentry & Scott Ham (SSCB)

We congratulate these individuals on this accomplishment and thank them for their dedication, leadership, and interactions with other SWCDs throughout the workshops. Great work!

Combined with last year's class, 53 people statewide have now achieved this success. Furthermore, 29 county SWCDs now have at least one person who has completed the workshop series.

This is up 15 counties from last year's total.





"[I learned] planning and follow-up is key. We need to take time to implement, measure then evaluate what worked well and what did not." - Board Development participant



Four Workshops Held Statewide in 2010

In 2010, four Leadership Institute workshops were held statewide. This included the Leadership in Change (Rensselaer), Communication (Bloomington), Board Development (Wabash), and Impacting Community (Madison) workshops. Overall attendance for these workshops was 127. A summary of these workshops follows.

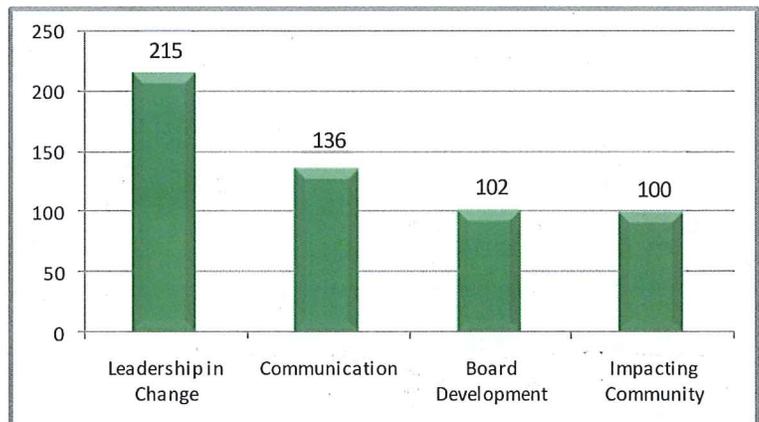
- Leadership in Change: 13 SWCD Supervisors and Associate Supervisors, six SWCD staff, two Partners, and one SWCD spouse in attendance.
- Communication: 14 Supervisors, six staff, two Partners, and one spouse in attendance.
- Board Development: 16 Supervisors and Associate Supervisors, 14 staff, two Partners, and one SWCD spouse were in attendance.
- Impacting Community: 25 Supervisors and Associate Supervisors, 20 staff, two Partners, and two spouses were in attendance.

Evaluations from the workshops continue to show positive remarks from participants. Evaluations from the Communication workshop have been misplaced but the workshop went well. 97% of respondents from the other workshops said the workshop was worth their time. When asked to rank the workshop on a scale of 1 meaning terrible to 10 meaning terrific, the Leadership in Change workshop scores averaged nine, and the Board Development and Impacting Community workshop scores averaged eight.

Special thanks to Purdue Extension's role as an active contributor and Partner for co-developing this program and providing the knowledge base for it, our instructors, and to all the local individuals who've helped make these workshops a success.

Attendance at Leadership Institute Workshops 2006-2010

To date, 16 Leadership Institute workshops have been held. This column graph shows attendance at each of the four workshop levels.



“Networking, new ideas, and info make this leadership series a great asset for anyone involved with the SWCD principles in our state.” - Alan Weyer, Dubois Co SWCD Supervisor, Cornerstones of Leadership series finisher



“We are all different and that is a good thing.” - Leadership in Change participant

68 SWCDs Have Participated in the Institute Since Inception

Since the September 2006 Leadership Institute pilot workshop, 15 more workshops have been held. 68 counties have sent SWCD Supervisors, Associate Supervisors, Staff, and spouses to these workshops. This is an increase of six counties from last year. Partner agencies have also sent personnel. SWCDs that have attended at least one workshop are depicted in this map.

2006 - 2010 Cornerstones of Leadership Participants





Putting It Into Practice: DeKalb Co SWCD

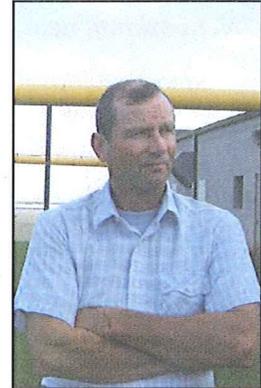
Judy Strock, Steve Provines (Supervisors), and Allen Haynes (Staff) of DeKalb Co SWCD completed the Cornerstones of Leadership series in 2009. Following this you will find an account of how their SWCD has utilized this training in 2010, as described by Allen.

“The Cornerstones of Leadership Training is a valuable experience for anyone who is serious about being successful in today’s world. Be it conservation, agriculture, or local government the materials offer many new concepts to consider while reminding you of what you already know about people and how to work together. In this ever changing world this

training provides the tools you need to reach your goals both personally and for your community.

The DeKalb County SWCD has identified water quality as one of the key resource concerns in the County. Specifically, the Board has cited the issue of failed septic systems as a significant source contributing to this resource concern. After a couple of failed attempts to address this issue we decided we needed a different plan. The concept of impacting community through collaborative effort seemed like a good fit for this complex issue. We found partners in the Health Department and Purdue Extension

and begin to discuss options for a comprehensive approach to this issue. One thing emerged: we needed to include all the players. As a result we brought County, City, & Town planners together with installers, Commissioners, Mayors, and the Board of Health to discuss this topic. There are no quick fixes but, the day was a success. A steering committee has formed and more discussions are scheduled. Hearing information regarding this issue from each one’s perspective, identifying our common ground, and committing to continue the process has proven to be the first step of what no doubt will be a long journey.”



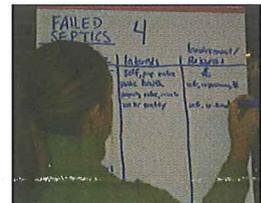
“These classes are excellent training opportunities. They broaden our perspectives, provide great leadership concepts and send us back to our districts inspired.”

- Lynda Phillips,
Scott Co SWCD
Staff, Impacting
Community
participant

Feedback from 2010 Workshop Evaluations: Common Themes

These were common facets participants “liked the most” about the 2010 workshops: networking, small group discussions, presenters, interactions, location, getting to meet other counties, great material, sharing ideas, hearing what other SWCDs do

These were common facets participants “liked the least” about the 2010 workshops: time away from home, need larger room, more time for interaction, getting off track, more time needed in small groups, losing a weekend



“Great use of time to come to these!! Will encourage others to come.” - Cornerstones of Leadership series finisher



“We have issues we have avoided because we didn’t have tools to do the project. Now we have the foundation to start.”— Cathy Becker, Associate Supervisor, Wayne Co SWCD, Impacting Community participant

Applying the Workshops: an Associate Supervisor’s Perspective

Brian Campbell, Elkhart Co SWCD Associate Supervisor, reflects on the training he received from the Cornerstones of Leadership workshop series.



- The most frequent "tool" I use is to adapt my style to try and be more effective in my communication with others. This incorporates both things learned in the "Change" and the "Communication" sessions. It has a lot of every day value and gets easy as I practice more.
- The group problem solving process ("Board Development") is another item I find frequently helpful. I find that working with the group to follow the steps and drawing out each member of the group almost always leads to new insights and ideas that produce a better solution. I also find that group participants feel more engaged and higher levels of ownership when the process is followed.
- I have to admit that the lessons from "Impacting Community" are the ones that are the most challenging to me. I find myself juggling a lot of lessons at the same. It takes a lot of self-discipline, but I believe I'm getting better.

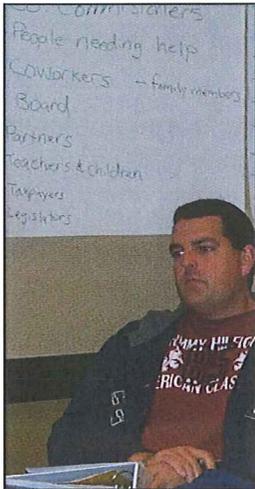
Program Featured at National Leadership Training Conference



Upon request of NASCA Executive Director Mike Brown, the Cornerstones of Leadership program was featured at the December National Conservation Partnership’s “Leadership Training Conference” in Louisville, KY. The Conference’s purpose is to build strong leaders and organizations to more effectively address and deliver the nation’s conservation programs. ISDA’s Jerod Chew and Nathan Stoelting presented information on the Cornerstones of Leadership program to approximately 80 individuals representing 20 states. Details regarding each workshop and fundamentals of key concepts were shared. They received many good questions during and after the presentation from others interested in Indiana’s approach, recommendations and successes.

"[I liked] meeting other staff and supervisors from across the state and learning from their experiences."

– Board Development participant



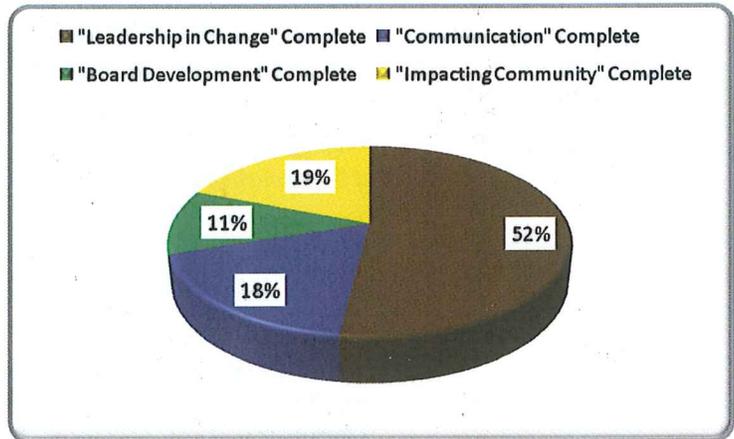
"An opportunity that more supervisors need to take advantage of."

– Impacting Community participant



Program Participant Completion Levels 2006-2010

The Leadership Institute program has trained 280 individuals (up 44 over last year). This pie chart depicts how many workshop levels these individuals have completed.



Budget Update: SSCB Leadership Institute Grant

In 2008, the SSCB set aside funding for the Leadership Institute program. Up to \$20,000 could be used to help pay for program expenses. At the end of 2010, \$13,190.50 had been spent, leaving a balance of \$6,809.50. Known expenses for 2011 will include \$2,400, paid to the Historic Hoosier Hills RC&D, for administrative services. The remainder of workshop expenses have been paid for out of participant registration fees. Ultimately, the Leadership Institute should be self-supporting, with participants also receiving assistance through the SSCB's District Leadership Training Incentive grants.

Budget Update: RC&D Registration Fund

Upon registering for a Leadership Institute workshop, each participant pays a registration fee (currently \$125). These fees cover venue costs, activity costs, material costs, supplies, etc. and are managed by the Historic Hoosier Hills RC&D. Total expenses withdrawn from this account in 2010 was \$14,870.89 and total income was \$23,306.70. At the end of 2010, the account held a balance of \$13,769.83. A nest egg is being built to help fully support the future of this program. Two key costs that are expected to rise in the future are more "reimbursement" costs for additional instructors, and as the SSCB Leadership Institute Grant runs out, these administrative fees will be taken directly from the Registration fund.



Next Steps

- Four workshops will be held state-wide in 2011 (one per quadrant of the state). One of each level will be offered. Local advisory committees will assist with workshop logistics.
- Additional instructors will be trained on each of the four workshop levels and associated topics.
- The Leadership Institute committee will meet to further discuss topics including potential future adjustments to the program, additional trainings for participants that have completed the Cornerstones of Leadership series, and funding opportunities with the SSCB Leadership Institute grant.
- SWCDs who haven't participated in the Leadership Institute program yet are particularly encouraged to attend in 2011. By year's end, at least 10 more of these SWCDs will ideally have attended one or more of the workshops.

2011 Leadership Institute Tentative Locations and Dates

Leadership in Change: March 11-12, Gasthof Amish Village, Montgomery. Evening activity: supper in an Amish family's home & tour of Amish shoppes

Key topics: dealing with change in your SWCD, understanding yourself and others through the Myers Briggs Personality Type Indicator, how you can best serve your organization, & matching your skills and abilities with your position and responsibilities

Communication: July 22-23, Bear Creek Farms, Bryant. Evening activity: showing of the musical "Annie"

Key topics: building relationships with others, influencing others, listening to understand others, & speaking your message clearly

Board Development: September 9-10, Big Splash Adventure Resort, French Lick. Evening activity: French Lick Scenic Railway

Key topics: understanding group problem solving and decision-making, supervisor recruitment and retention, understanding group dynamics, & better meeting management

Impacting Community: December 2-3, Brandywine Inn, Monticello. Evening activity: TBD

Key topics: strategic planning, community partnership building, managing a community level project, & securing resources



"Meeting other supervisors and learning how we have similar experiences puts the job as a supervisor in perspective statewide." – Ed Paxson, Jay Co SWCD Supervisor, Board Development participant





*Fulton County SWCD
1252 E. 100 S. Suite D
Rochester, IN 46975
(574) 223-3220 Ext. 3*

January 3, 2011

Ms. Nola Gentry, Chair
State Soil Conservation Board
1 North Capital Avenue, Suite 600
Indianapolis, IN 46204

Re: Request for Extension on 2010 CWI Grant

Our 2010 Clean Water Indiana Program Grant request which your board approved included \$6,500 under Capacity Building to help cover the cost of upgrading our part-time District Secretary-Treasurer position to a full-time District Administrative Assistant with benefits. Our long time District Secretary-Treasurer retired early last spring so we saw this as an opportunity to upgrade our staff position before refilling it. Our intent was to provide this grant funding to the county as match to help off-set some of the cost for the county to upgrade the position to full-time with benefits and expand the responsibilities of the position to provide more information, education, and technical assistance services to the citizens of the county.

Our board worked diligently with our County Commissioners and County Council including meeting with them twice to try to accomplish this upgrade. We were pretty optimistic that they were going to agree to the upgrade with the financial assistance we were offering through this grant, but after waiting for months for a definite answer we learned last month that they would not upgrade to a full-time position for 2011 due to the extremely tight county budget. We have not given up on getting this upgrade for 2012.

We had outlined a second option in our 2010 CWI Grant Application for expanding the capacity of the district to increase its information, education and technical assistance outreach should the county deny the request to upgrade the position and make it full-time with benefits. The second option was to enter into a contractual agreement with the person who was selected to replace our past employee to take on some additional tasks during times when the part-time employee was not being paid by the county. Due to the delay on getting a final decision by the

on our 2010 CWI Grant which would extend the ending date to June 30, 2011. This extension, if approved, would allow us to implement this second option beginning January 1, 2011. Since we would not be using all of the \$6,500 requested under capacity building for staffing within the first six months of 2011, we would also like your approval to move \$2,500 of the money requested for staff capacity building to the Outreach/Marketing category so we can develop some educational displays and conduct a couple educational events this spring focused on cover crops and sediment reduction.

We have worked very closely with Jim Lake, our District Support Specialist, in our effort to upgrade our staff position as well as this new alternative plan for best use of our 2010 CWI Grant funding. He indicated he would be at your next meeting when you discuss our request and said he would be willing to help answer any questions you might have regarding this request.

We look forward to hearing from you soon on your decision.

Sincerely,

A handwritten signature in black ink, appearing to read "Matt Harsh". The signature is fluid and cursive, written over a light blue horizontal line.

Matt Harsh, Chairman
Fulton County Soil & Water
Conservation District
1252 E-100 S
Rochester, IN 46975
(574) 223-3220 ext 101
fultonswcd.org

cc: Jim Lake, DSS

Pinkston, Jennifer

From: Ned and Nola [ned3nola@gte.net]
Sent: Thursday, December 09, 2010 1:49 PM
To: Lake, Jim; Pinkston, Jennifer
Cc: Chew, Jerod
Subject: Re: LaPorte ext. ltr.

Importance: High
Follow Up Flag: Follow up
Flag Status: Flagged

Thanks Jim--will ask you to comment at the Jan meeting.
Later
Nola

At 11:52 AM -0500 12/9/10, Lake, Jim wrote:

Attached is a letter from LaPorte SWCD asking for an extension of their 2010 CWI Grant until September 30, 2011. Most of their money is going to cost-share incentives in the Galena Watershed under a joint project with IN Lake Michigan Coastal Program. They had a major delay in getting the Coastal Program grant through that is supporting a person to make landowner contacts and get them to apply cost-shared practices that will be focused on primarily on stream buffers and livestock exclusion of horses owned by landowners with 5-10 acres and normally don't participate on NRCS-FSA Farm Bill Programs. I personally think the extension is justifiable and I can address the situation if need be at the next SSCB Meeting if you want me to.

Thanks,

Jim Lake, District Support Specialist
IN State Department of Agriculture
Division of Soil Conservation
3718 New Vision Drive
Ft. Wayne, Indiana 46845
Phone: 260-484-5848 ext. 114
Mobile: 260-341-6966
Email: jlake@isda.in.gov

Check out our website at : www.in.gov/isda

Follow "ISDAgov" on Twitter.com

Look up "Indiana Agriculture" on Facebook.com

From: Batchelor, Sheila - LaPorte, IN [mailto:sheila.batchelor@in.nacdnet.net]
Sent: Thursday, December 09, 2010 10:49 AM
To: Lake, Jim
Subject: LaPorte ext. ltr.
Importance: High

Attached!

Thank you Jim.

Sheila

Sheila Batchelor
LaPorte County Soil and Water Conservation District (SWCD)
P (219) 362-6633 Ext. 111
F (219) 324-8317
100 Legacy Plaza West, LaPorte IN 46350
www.laporteswcd.com

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creation-date=Thu09Dec2010044859GMT; modification-date=Thu09Dec2010044456GMT
Content-description: LP2010CWltext.pdf

Attachment converted: Macintosh HD:LP2010CWltext.pdf (PDF /«IC») (00368D23)

Pinkston, Jennifer

From: Lake, Jim
Sent: Tuesday, December 14, 2010 3:18 PM
To: Pinkston, Jennifer
Cc: Nola Gentry (nola.1.gentry@gmail.com)
Subject: FW: waiver
Attachments: waiver request.doc

Follow Up Flag: Follow up
Flag Status: Flagged

Attached is a letter from Allen SWCD requesting a waiver from the 10 acre rule for Dan Wire who was submitted on their nominations for election form to be on their annual meeting supervisor election ballot. Dan will be a great asset to their board. Their annual meeting is scheduled for January 18, 2011. Please make sure this request is presented to the SSCB at their January meeting for action.

Thanks,

Jim Lake, District Support Specialist
IN State Department of Agriculture
Division of Soil Conservation
3718 New Vision Drive
Ft. Wayne, Indiana 46845
Phone: 260-484-5848 ext. 114
Mobile: 260-341-6966
Email: jlake@isda.in.gov

Check out our website at : www.in.gov/isda
Follow "ISDAgov" on Twitter.com
Look up "Indiana Agriculture" on Facebook.com

From: Hart-Roberts, Betsy - Ft. Wayne, IN [mailto:betsy.hart-roberts@in.nacdnet.net]
Sent: Tuesday, December 14, 2010 1:46 PM
To: Lake, Jim
Subject: waiver

Attached is the waiver for Dan Wire ...

Betsy Hart-Roberts
Administrative Assistant
Allen County Soil & Water
Conservation District
3718 New Vision Drive
Fort Wayne, IN 46845
Phone: (260) 484-5848 x 3
Fax: (260) 484-5080

Allen County Soil and Water Conservation District

3718 New Vision Drive • Fort Wayne, IN 46845
Phone (260) 484-5848 Ext.3 Fax (260) 484-5080



December 8, 2010

Nola Gentry, Chairperson
Indiana State Soil Conservation Board
One North Capital Ave, Ste. 600
Indianapolis, IN 46204

Dear State Soil Conservation Board,

On behalf of the Allen County Soil and Water Conservation District's Board of Supervisors, I am submitting a formal waiver request for our Supervisor Nominee, Dan Wire, for our 2011 Elections.

Dan does not currently qualify as a supervisor nominee based on the current 10 acre rule. However, we feel that he would make an excellent candidate to serve as Supervisor for the Allen County SWCD Board. For many years, Dan has had a keen interest in water quality issues. His efforts on water quality began in the early 1980's by serving as a member of the Fort Wayne City's Sewer Advisory Board. Through this Advisory Board the first sewer improvement plan, totaling over \$10 million in improvements, was implemented.

Dan currently serves as Chairman and is a founding member of "Friends of the River", a citizen advocate group for the area waterways. The mission of Friends of the River is to preserve, protect and foster the vitality of the rivers for the environment, residents and wildlife.

Dan's efforts with Friends of the River have allowed him to partner with Allen County on a \$75,000, 3 year - pilot program to improve the viability, use and accessibility of the waterways in the area. This work has included invasive species removal from riparian edge of our waterways, habitat preservation, tree and grass plantings along river ways, as well as river clean up implementation. Through this, Dan has had the opportunity to join forces with professional watershed groups, including the Allen SWCD and its three watershed projects, as well as volunteer grass roots groups and educational institutions. This joint effort is providing an opportunity to explore how the area waterways can be promoted for entertainment and business opportunities while maintaining a watchful eye on the environment, conservation and potential flooding problems. Dan has become an important partner in the SWCD's efforts to improve water quality concerns and to promote our "Watershed Mentality" in Allen County.

We are excited about the added dimension that Dan can bring to our Board as Supervisor and thank you in advance for your time and consideration of this matter.

Sincerely,

Richard Crowl, Chairman
Allen SWCD Board of Supervisors

RECOMMENDATION FOR TEMPORARY APPOINTMENT

Instructions for submitting this form:

STOP! If you haven't read the SWCD SharePoint Tutorial on how to submit forms, please do so before proceeding.

If you opened another Recommendation for Temporary Appointment form by mistake, click on the Close button located in the menu bar at the top or bottom of this form. Then read the SWCD SharePoint Tutorial on how to submit new forms and update/save previously submitted forms.

If you are submitting the Recommendation for Temporary Appointment form for the first time, click on the Save As button located in the menu bar at the top or bottom of this form. Uncheck Overwrite Existing File. Enter the name of your county in the File Name box. Click Save. Click Close.

If you previously submitted the Recommendation for Temporary Appointment form and re-opened the form to make some changes or additions, click on the Save button located in the menu bar at the top or bottom of this form. Click Close.

NEVER open another SWCD's form and modify it.

ELECTED SUPERVISOR, VACANCY: IC 14-32-13**Sec. 13**

(a) If a vacancy in the position of elected supervisor occurs during the district's operating year:

(1) the district supervisors shall, within thirty (30) days after the vacancy occurs, recommend to the board in writing one (1) or more individuals qualified to fill the position;

(2) at the first board meeting held after the board receives a recommendation under subdivision (1), the board shall act upon the recommendation and appoint an individual to temporarily fill the vacancy; and

(3) the board shall notify the supervisors of the appointment made by the board.

(b) The individual appointed to temporarily fill a vacancy under subsection (a) shall serve until the district's next annual meeting.

(c) At the annual meeting immediately following the appointment of an individual to temporarily fill a vacant elected supervisor's position, the position shall be filled through the regular election procedures set forth in sections 6 through 9 of this chapter.

("Board" as used in the state statute refers to the State Soil Conservation Board)

The Supervisors of the Vanderburgh County Soil and Water Conservation District certify that Stephen P. Helfrich (name) maintains a permanent residence within the district and is qualified by training and experience to perform the duties that are imposed on supervisors by law.

Address

9300 Upper Mount Vernon Road

City, State and Zip

Evansville IN 47,712

This temporary appointment is necessary because of:

Resignation of John Hahn
YOU MUST SUBMIT THE RESIGNATION LETTER TO YOUR DISTRICT SUPPORT SPECIALIST AS WELL AS KEEP A COPY IN YOUR DISTRICT RECORDS.

Death of

No election held

We have advised him/her of the duties and responsibilities of the office of supervisor. We have advised him/her about "Dual Office Holding" and provided a copy of the Attorney General's Dual Office Holding Guide.

DISTRICT SUPERVISORS (signatures)

Vanderburgh.xml

Davie Sue Litov

(typed)

Date 12/13/2010

Keep a signed copy of this form in the District office. Do not send to your DSS.

IC 14-32-4-1

(b) To hold the position of elected supervisor, an individual:

(1) must be an occupier of a tract of land that is:

(A) more than ten (10) acres in area; and

(B) located within the district;

(2) must maintain the individual's permanent residence within the district; and

(3) must be qualified by training and experience to perform the duties that this article imposes on supervisors.

NAME

Stephen P. Helfrich

PHONE NUMBER

812-985-7660 Home 812-575-7180 Cell

DATE OF BIRTH

2/2/1949

ADDRESS

9300 Upper Mount Vernon Road

CITY, STATE, ZIP

Evansville, IN 47712

EDUCATION

BS Industrial Management, Purdue University 1971

OCCUPATION OR TYPE OF BUSINESS

Director of Facilities, Operational & Planning University of Southern Indiana

LIST CONSERVATION AND OTHER LEADERSHIP EXPERIENCES

Participated in NRCS Programs

Chairperson of various University Committees

Member of Chamber of Commerce Transportation Committee

Past President & Officer of Evansville Racing Pigeon Club

LAND OWNERS OR OPERATORS ONLY

If applicable, list some of the soil and water conservation practices you have installed or performed

Landowner/Pasture Renovation

TEMPORARY APPOINTEE

Have you previously served as an SWCD supervisor?

Yes

What was the date of last service?

What was the reason for termination of last service?

How many years did you serve as a supervisor? # Years #Months

No

I currently hold a public service position/office

Yes

I have been informed about "Dual Office Holding" and have reviewed a copy of the Attorney General's Dual Office Holding Guide

Yes

No

No

By signing this document, if appointed as a supervisor by the State Soil Conservation Board, you agree to attend supervisors' monthly meetings regularly and carry out your responsibilities as a supervisor to the best of your ability.

APPOINTEE:

Stephen P Helfrich

(typed)

12/13/2010

Date

Keep a signed copy of this form in the District office. Do not send to your DSS.

Instructions for submitting this form:

STOP! If you haven't read the SWCD SharePoint Tutorial on how to submit forms, please do so before proceeding.

If you opened another District's Recommendation for Temporary Appointment form by mistake, click on the Close button located in the menu bar at the top or bottom of this form. Then read the SWCD SharePoint Tutorial on how to submit new forms and update/save previously submitted forms.

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If you previously submitted the Recommendation for Temporary Appointment form and re-opened the form to make some changes or additions, click on the Save button located in the menu bar at the top or bottom of this form. Click Close.

NEVER open another SWCD's form and modify it.

John Hahn
4330 West Franklin Road
Evansville, IN 47712

November 22, 2010

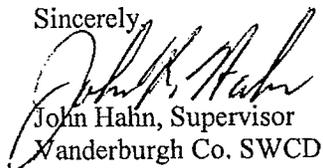
Board of Supervisors
Vanderburgh County SWCD
P O Box 125
Inglefield, IN 47618

SWCD board, staff, and partners,

It is with much regret that I must notify you of my intention to resign from the Vanderburgh County SWCD Board of Supervisors, to be effective December 1, 2010.

While I have enjoyed serving the Vanderburgh Co. SWCD and its constituents, my ability to do so has become very limited for a variety of personal reasons. I must step aside so that the position may be filled by someone with more time to offer to accomplish the many tasks at hand.

Sincerely,


John Hahn, Supervisor
Vanderburgh Co. SWCD

RECOMMENDATION FOR VACANT APPOINTMENT POSITION

APPOINTED SUPERVISOR, VACANCY: IC 14-32-13

Sec. 13 (a) If a vacancy in the position of appointed supervisor occurs during a district's operating year:

(1) the district supervisors shall, within thirty (30) days after the vacancy occurs, recommend to the board in writing one (1) or more individuals qualified to fill the position,

(2) at the first board meeting held after the board received a recommendation under subdivision (1), the board shall act upon the recommendation, and

(3) the board shall notify the supervisor of the appointment made by the board.

(b) The individual appointed to fill a vacant appointed supervisor position under subsection (a) shall serve the unexpired term of the individual's predecessor.

("Board" as used in the state statue refers to the State Soil Conservation Board)

Instructions for submitting this form:

STOP! If you haven't read the SWCD SharePoint Tutorial on how to submit forms, please do so before proceeding.

If you opened another District's Recommendation for Vacant Positions form by mistake, click on the Close button located in the menu bar at the top or bottom of this form. Then read the SWCD SharePoint Tutorial on how to submit new forms and update/save previously submitted forms.

If you are submitting the **Recommendation for Vacant Appointment** form for the first time, click on the **Save As** button located in the menu bar at the top or bottom of this form. **Uncheck Overwrite Existing File.** Enter the **name of your county** in the **File Name** box. Click **Save**. Click **Close**.

If you previously submitted the **Recommendation for Vacant Appointment** form and re-opened the form to make some changes or additions, click on the **Save** button located in the menu bar at the top or bottom of this form. Click **Close**.

NEVER open another SWCD's form and modify it.

The Supervisors of the Dubois
certify that:

Name John Jackle

Address 7123 N 550 W

City Jasper

State Indiana

Zip 47546

County Soil and Water Conservation District

This temporary appointment is necessary because of:

Resignation of Sam Oxley

(If supervisor has resigned, you **MUST** attach copy of resignation letter. See SharePoint Tutorial for instructions on attaching a file.)

Oxley Resignation.pdf
26.61 KB

Death of

We have advised him/her of the duties and responsibilities of the office of Supervisor. We have advised him/her about "Dual Office Holding" and provided a copy of the Attorney General's Dual Office Holding Guide.

DISTRICT SUPERVISORS SIGNATURES

Chairman	Date
Alan R. Weyer (typed)	

QUALIFICATIONS AND EXPERIENCE

IC 14-32-4-1

- (c) To hold the position of appointed supervisor, and individual:***
- (1) must be of voting age***
 - (2) must maintain the individual's permanent residence within the district, and***
 - (3) must be qualified by training and experience to perform the duties that this article imposes on supervisors.***

Name John Jackle
 Phone Number 812 482-639-0260
 Date of Birth 1/30/1974
 Address 7123 N 550 W
 City Jasper
 State IN Zip Code 47546

Education

Bachelor of Science; Murray State University

Occupation or Type of Business

Farmer

List Conservation and Other Leadership Experiences

Utilizes no till and minimim till practices on his farm; also buffers and water and sediment control basins.

John has served on the advisory board for Old National Bank, in Jasper IN.

Please check one of the following:

- New Appointment**
- Reappointment**

I currently hold a public service position/office

- Yes**

If yes, I have been informed about the "Dual Office Holding" and have reviewed a copy of the Attorney General's Dual Office Holding Guide

- Yes**
- No**

No

By signing this document, if appointed as a supervisor by the State Soil Conservation Board, you agree to attend supervisors' monthly meetings regularly and carry out your responsibilities as a supervisor to the best of your ability.

Date 12/2/2010

John Jackle
Signature of Appointee

Please keep a copy of this on file at the SWCD office and notify your District Support Specialist.

STOP! If you haven't read the SWCD SharePoint Tutorial on how to submit forms, please do so before proceeding.

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If you previously submitted the Recommendation for Vacant Positions form and re-opened the form to make some changes or additions, click on the Save button located in the menu bar at the top or bottom of this form. Click Close.

NEVER open another SWCD's form and modify it.

October 27, 2010
3532 Bittersweet Dr
Jasper, W 47546

Attn: Alan Meyer, Chair
Madison County Soil and Water Conservation Dist
1486 Executive Blvd., Suite A
Jasper, W 47546

Gentlemen:

Due to health reasons and other interests,
I wish to resign as board member,
effective December 31, 2010. It has
been a pleasure to serve.

Thank You,

Samuel W. O'Leary

RECOMMENDATION FOR VACANT APPOINTMENT POSITION

APPOINTED SUPERVISOR, VACANCY: IC 14-32-13

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(2) at the first board meeting held after the board received a recommendation under subdivision (1), the board shall act upon the recommendation, and
(3) the board shall notify the supervisor of the appointment made by the board.

(b) The individual appointed to fill a vacant appointed supervisor position under subsection (a) shall serve the unexpired term of the individual's predecessor.

("Board" as used in the state statue refers to the State Soil Conservation Board)

Instructions for submitting this form:

STOP! If you haven't read the SWCD SharePoint Tutorial on how to submit forms, please do so before proceeding.

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NEVER open another SWCD's form and modify it.

The Supervisors of the ORANGE certify that: Name Danny E. Orr Address 2697 N. Co. Rd. 960 W. City West Baden State Indiana Zip 47469

County Soil and Water Conservation District

This temporary appointment is necessary because of:

- Resignation of Vickie Kinser (If supervisor has resigned, you MUST attach copy of resignation letter. See SharePoint Tutorial for instructions on attaching a file.)

To the SWCD board.docx 10.51 KB

Death of

We have advised him/her of the duties and responsibilities of the office of Supervisor. We have advised him/her about "Dual Office Holding" and provided a copy of the Attorney General's Dual Office Holding Guide.

DISTRICT SUPERVISORS SIGNATURES

Chairman

Date

Rob Wolfington

(typed)

QUALIFICATIONS AND EXPERIENCE

IC 14-32-4-1

(c) To hold the position of appointed supervisor, and individual:

(1) must be of voting age

(2) must maintain the individual's permanent residence within the district, and

(3) must be qualified by training and experience to perform the duties that this article imposes on supervisors.

Name Danny Orr

Phone Number 812-369-9979

Date of Birth 8/17/1958

Address 2697 N. Co. Rd. 960 W.

City WEST BADEB

State IN

Zip Code 47469

Education

Springs Valley High School
Vocational - Auctioneering

Occupation or Type of Business

Farming - Auctioneering

Orange.xml

List Conservation and Other Leadership Experiences

Participated in EQIP projects

Please check one of the following:

- New Appointment**
- Reappointment**

I currently hold a public service position/office **Yes****If yes, I have been informed about the "Dual Office Holding" and have reviewed a copy of the Attorney General's Dual Office Holding Guide** **Yes** **No**

No

By signing this document, if appointed as a supervisor by the State Soil Conservation Board, you agree to attend supervisors' monthly meetings regularly and carry out your responsibilities as a supervisor to the best of your ability.

Date 12/21/2010

Danny E Orr
Signature of Appointee

Please keep a copy of this on file at the SWCD office and notify your District Support Specialist.

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NEVER open another SWCD's form and modify it.

To the SWCD board,

I am giving my letter of resignation today November 9, 2010 as ordered by the state soil & water headquarters due to conflict of interest.

I want to thank each individual for the help that I have received during the time that I was on the board and as the soil & water chairman.

Thanks again,

Vickie Kinser

Vickie Kinser

vkinser@electricominc.com

812-723-2626 Ph.

RECOMMENDATION FOR VACANT APPOINTMENT POSITION

APPOINTED SUPERVISOR, VACANCY: IC 14-32-13

Sec. 13 (a) If a vacancy in the position of appointed supervisor occurs during a district's operating year:

(1) the district supervisors shall, within thirty (30) days after the vacancy occurs, recommend to the board in writing one (1) or more individuals qualified to fill the position,

(2) at the first board meeting held after the board received a recommendation under subdivision (1), the board shall act upon the recommendation, and

(3) the board shall notify the supervisor of the appointment made by the board.

(b) The individual appointed to fill a vacant appointed supervisor position under subsection (a) shall serve the unexpired term of the individual's predecessor.

("Board" as used in the state statue refers to the State Soil Conservation Board)

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NEVER open another SWCD's form and modify it.

The Supervisors of the Jackson
certify that:

Name Charles Fox

Address 11570 E 1040 N

City Seymour

State Indiana

Zip 47274

County Soil and Water Conservation District

This temporary appointment is necessary because of:

Resignation of David Abner

(If supervisor has resigned, you **MUST** attach copy of resignation letter. See SharePoint Tutorial for instructions on attaching a file.)

JacksonCoResignation.jpg
166.1 KB

Death of

We have advised him/her of the duties and responsibilities of the office of Supervisor. We have advised him/her about "Dual Office Holding" and provided a copy of the Attorney General's Dual Office Holding Guide.

DISTRICT SUPERVISORS SIGNATURES

Chairman

Date

Tim Hoevener

(typed)

QUALIFICATIONS AND EXPERIENCE

IC 14-32-4-1

(c) To hold the position of appointed supervisor, and individual:

- (1) must be of voting age***
- (2) must maintain the individual's permanent residence within the district, and***
- (3) must be qualified by training and experience to perform the duties that this article imposes on supervisors.***

Name Charles Fox

Phone Number (812) 521-9034

Date of Birth

Address 11570 E 1040 N

City Seymour

State IN

Zip Code 47274

Education

Occupation or Type of Business

List Conservation and Other Leadership Experiences

Please check one of the following:

- New Appointment**
- Reappointment**

I currently hold a public service position/office

Yes

If yes, I have been informed about the "Dual Office Holding" and have reviewed a copy of the Attorney General's Dual Office Holding Guide

Yes

No

No

By signing this document, if appointed as a supervisor by the State Soil Conservation Board, you agree to attend supervisors' monthly meetings regularly and carry out your responsibilities as a supervisor to the best of your ability.

Date 8/1/2010

Charles Fox
Signature of Appointee

Please keep a copy of this on file at the SWCD office and notify your District Support Specialist.

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NEVER open another SWCD's form and modify it.

L. David Abner
11070 W Co Rd 150 South
Norman, IN 47264

May 1, 2010

Jackson County Soil & Water Conservation District

1350 Woodside Drive

Brownstown, IN 47220

SWCD Board of Supervisors;

Please be aware that after many years of service to the Jackson County Soil & Water Conservation District, I have made the decision to terminate my appointed position as a District supervisor effective immediately. This has been a difficult decision, but one that will afford more opportunity for family and travel—one step closer to actual retirement.

I have enjoyed the time and experience as a supervisor. Several suggestions have been made as to persons who would serve the District well in this capacity. Best wishes with the task of appointing a new supervisor, as well as toward future endeavors in conservation for Jackson County.

Sincerely,



David Abner

Pinkston, Jennifer

From: Lake, Jim
Sent: Tuesday, December 14, 2010 3:18 PM
To: Pinkston, Jennifer
Cc: Nola Gentry (nola.1.gentry@gmail.com)
Subject: FW: waiver
Attachments: waiver request.doc

Follow Up Flag: Follow up
Flag Status: Flagged

Attached is a letter from Allen SWCD requesting a waiver from the 10 acre rule for Dan Wire who was submitted on their nominations for election form to be on their annual meeting supervisor election ballot. Dan will be a great asset to their board. Their annual meeting is scheduled for January 18, 2011. Please make sure this request is presented to the SSCB at their January meeting for action.

Thanks,

Jim Lake, District Support Specialist
IN State Department of Agriculture
Division of Soil Conservation
3718 New Vision Drive
Ft. Wayne, Indiana 46845
Phone: 260-484-5848 ext. 114
Mobile: 260-341-6966
Email: jlake@isda.in.gov

Check out our website at : www.in.gov/isda
Follow "ISDAgov" on Twitter.com
Look up "Indiana Agriculture" on Facebook.com

From: Hart-Roberts, Betsy - Ft. Wayne, IN [mailto:betsy.hart-roberts@in.nacdnet.net]
Sent: Tuesday, December 14, 2010 1:46 PM
To: Lake, Jim
Subject: waiver

Attached is the waiver for Dan Wire ...

Betsy Hart-Roberts
Administrative Assistant
**Allen County Soil & Water
Conservation District**
3718 New Vision Drive
Fort Wayne, IN 46845
Phone: (260) 484-5848 x 3
Fax: (260) 484-5080

Allen County Soil and Water Conservation District

3718 New Vision Drive • Fort Wayne, IN 46845
Phone (260) 484-5848 Ext.3 Fax (260) 484-5080



December 8, 2010

Nola Gentry, Chairperson
Indiana State Soil Conservation Board
One North Capital Ave, Ste. 600
Indianapolis, IN 46204

Dear State Soil Conservation Board,

On behalf of the Allen County Soil and Water Conservation District's Board of Supervisors, I am submitting a formal waiver request for our Supervisor Nominee, Dan Wire, for our 2011 Elections.

Dan does not currently qualify as a supervisor nominee based on the current 10 acre rule. However, we feel that he would make an excellent candidate to serve as Supervisor for the Allen County SWCD Board. For many years, Dan has had a keen interest in water quality issues. His efforts on water quality began in the early 1980's by serving as a member of the Fort Wayne City's Sewer Advisory Board. Through this Advisory Board the first sewer improvement plan, totaling over \$10 million in improvements, was implemented.

Dan currently serves as Chairman and is a founding member of "Friends of the River", a citizen advocate group for the area waterways. The mission of Friends of the River is to preserve, protect and foster the vitality of the rivers for the environment, residents and wildlife.

Dan's efforts with Friends of the River have allowed him to partner with Allen County on a \$75,000, 3 year - pilot program to improve the viability, use and accessibility of the waterways in the area. This work has included invasive species removal from riparian edge of our waterways, habitat preservation, tree and grass plantings along river ways, as well as river clean up implementation. Through this, Dan has had the opportunity to join forces with professional watershed groups, including the Allen SWCD and its three watershed projects, as well as volunteer grass roots groups and educational institutions. This joint effort is providing an opportunity to explore how the area waterways can be promoted for entertainment and business opportunities while maintaining a watchful eye on the environment, conservation and potential flooding problems. Dan has become an important partner in the SWCD's efforts to improve water quality concerns and to promote our "Watershed Mentality" in Allen County.

We are excited about the added dimension that Dan can bring to our Board as Supervisor and thank you in advance for your time and consideration of this matter.

Sincerely,

A handwritten signature in cursive script that reads "Dick Crowl".

Richard Crowl, Chairman
Allen SWCD Board of Supervisors

RECOMMENDATION FOR TEMPORARY APPOINTMENT

Instructions for submitting this form:

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NEVER open another SWCD's form and modify it.

ELECTED SUPERVISOR, VACANCY: IC 14-32-13**Sec. 13**

(a) If a vacancy in the position of elected supervisor occurs during the district's operating year:

(1) the district supervisors shall, within thirty (30) days after the vacancy occurs, recommend to the board in writing one (1) or more individuals qualified to fill the position;

(2) at the first board meeting held after the board receives a recommendation under subdivision (1), the board shall act upon the recommendation and appoint an individual to temporarily fill the vacancy; and

(3) the board shall notify the supervisors of the appointment made by the board.

(b) The individual appointed to temporarily fill a vacancy under subsection (a) shall serve until the district's next annual meeting.

(c) At the annual meeting immediately following the appointment of an individual to temporarily fill a vacant elected supervisor's position, the position shall be filled through the regular election procedures set forth in sections 6 through 9 of this chapter.

("Board" as used in the state statute refers to the State Soil Conservation Board)

The Supervisors of the Vanderburgh County Soil and Water Conservation District certify that Stephen P. Helfrich (name) maintains a permanent residence within the district and is qualified by training and experience to perform the duties that are imposed on supervisors by law.

Address

9300 Upper Mount Vernon Road

City, State and Zip

Evansville IN 47,712

This temporary appointment is necessary because of:

- Resignation of John Hahn

YOU MUST SUBMIT THE RESIGNATION LETTER TO YOUR DISTRICT SUPPORT SPECIALIST AS WELL AS KEEP A COPY IN YOUR DISTRICT RECORDS.

- Death of

- No election held

We have advised him/her of the duties and responsibilities of the office of supervisor.

We have advised him/her about "Dual Office Holding" and provided a copy of the Attorney General's Dual Office Holding Guide.

DISTRICT SUPERVISORS (signatures)

Davie Sue Litov (typed)

Date 12/13/2010

Keep a signed copy of this form in the District office. Do not send to your DSS.

IC 14-32-4-1

(b) To hold the position of elected supervisor, an individual:

(1) must be an occupier of a tract of land that is:

- (A) more than ten (10) acres in area; and**
- (B) located within the district;**

(2) must maintain the individual's permanent residence within the district; and

(3) must be qualified by training and experience to perform the duties that this article imposes on supervisors.

NAME

Stephen P. Helfrich

PHONE NUMBER

812-985-7660 Home 812-575-7180 Cell

DATE OF BIRTH

2/2/1949

ADDRESS

9300 Upper Mount Vernon Road

CITY, STATE, ZIP

Evansville, IN 47712

EDUCATION

BS Industrial Management, Purdue University 1971

OCCUPATION OR TYPE OF BUSINESS

Director of Facilities, Operational & Planning University of Southern Indiana

LIST CONSERVATION AND OTHER LEADERSHIP EXPERIENCES

- Participated in NRCS Programs
- Chairperson of various University Committees
- Member of Chamber of Commerce Transportation Committee
- Past President & Officer of Evansville Racing Pigeon Club

LAND OWNERS OR OPERATORS ONLY

If applicable, list some of the soil and water conservation practices you have installed or performed
Landowner/Pasture Renovation

TEMPORARY APPOINTEE

Have you previously served as an SWCD supervisor?

Yes

What was the date of last service?

What was the reason for termination of last service?

How many years did you serve as a supervisor? # Years #Months

No

I currently hold a public service position/office

Yes

I have been informed about "Dual Office Holding" and have reviewed a copy of the Attorney General's Dual Office Holding Guide

Yes

No

No

By signing this document, if appointed as a supervisor by the State Soil Conservation Board, you agree to attend supervisors' monthly meetings regularly and carry out your responsibilities as a supervisor to the best of your ability.

APPOINTEE:

Stephen P Helfrich

(typed)

12/13/2010

Date

Keep a signed copy of this form in the District office. Do not send to your DSS.

Instructions for submitting this form:

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NEVER open another SWCD's form and modify it.

John Hahn
4330 West Franklin Road
Evansville, IN 47712

November 22, 2010

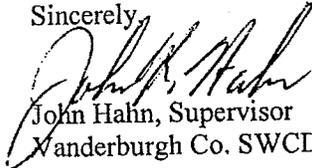
Board of Supervisors
Vanderburgh County SWCD
P O Box 125
Inglefield, IN 47618

SWCD board, staff, and partners,

It is with much regret that I must notify you of my intention to resign from the Vanderburgh County SWCD Board of Supervisors, to be effective December 1, 2010.

While I have enjoyed serving the Vanderburgh Co. SWCD and its constituents, my ability to do so has become very limited for a variety of personal reasons. I must step aside so that the position may be filled by someone with more time to offer to accomplish the many tasks at hand.

Sincerely,


John Hahn, Supervisor
Vanderburgh Co. SWCD

RECOMMENDATION FOR VACANT APPOINTMENT POSITION

APPOINTED SUPERVISOR, VACANCY: IC 14-32-13

Sec. 13 (a) If a vacancy in the position of appointed supervisor occurs during a district's operating year:

(1) the district supervisors shall, within thirty (30) days after the vacancy occurs, recommend to the board in writing one (1) or more individuals qualified to fill the position,

(2) at the first board meeting held after the board received a recommendation under subdivision (1), the board shall act upon the recommendation, and

(3) the board shall notify the supervisor of the appointment made by the board.

(b) The individual appointed to fill a vacant appointed supervisor position under subsection (a) shall serve the unexpired term of the individual's predecessor.

("Board" as used in the state statute refers to the State Soil Conservation Board)

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NEVER open another SWCD's form and modify it.

The Supervisors of the Dubois
certify that:

Name John Jackle

Address 7123 N 550 W

City Jasper

State Indiana

Zip 47546

County Soil and Water Conservation District

This temporary appointment is necessary because of:

Resignation of Sam Oxley

(If supervisor has resigned, you **MUST** attach copy of resignation letter. See SharePoint Tutorial for instructions on attaching a file.)

Oxley Resignation.pdf
26.61 KB

Death of

We have advised him/her of the duties and responsibilities of the office of Supervisor. We have advised him/her about "Dual Office Holding" and provided a copy of the Attorney General's Dual Office Holding Guide.

DISTRICT SUPERVISORS SIGNATURES

Chairman	Date
Alan R. Weyer (typed)	

QUALIFICATIONS AND EXPERIENCE

IC 14-32-4-1

(c) To hold the position of appointed supervisor, and individual:

- (1) must be of voting age*
- (2) must maintain the individual's permanent residence within the district, and*
- (3) must be qualified by training and experience to perform the duties that this article imposes on supervisors.*

Name John Jackle
 Phone Number 812 482-639-0260
 Date of Birth 1/30/1974
 Address 7123 N 550 W
 City Jasper
 State IN Zip Code 47546
 Education

Bachelor of Science; Murray State University

Occupation or Type of Business

Farmer

List Conservation and Other Leadership Experiences

Utilizes no till and minimim till practices on his farm; also buffers and water and sediment control basins.

John has served on the advisory board for Old National Bank, in Jasper IN.

Please check one of the following:

- New Appointment**
- Reappointment**

I currently hold a public service position/office

- Yes**

If yes, I have been informed about the "Dual Office Holding" and have reviewed a copy of the Attorney General's Dual Office Holding Guide

- Yes**
- No**

No

By signing this document, if appointed as a supervisor by the State Soil Conservation Board, you agree to attend supervisors' monthly meetings regularly and carry out your responsibilities as a supervisor to the best of your ability.

Date 12/2/2010

John Jackle

Signature of Appointee

Please keep a copy of this on file at the SWCD office and notify your District Support Specialist.

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October 27, 2010
3532 Bittersweet Dr
Gasper, W 47546

Attn: Alan Meyer, Chair
Madison County Soil and Water Conservation Dist
1486 Executive Blvd., Suite A
Gasper, W 47546

Gentlemen:

Due to health reasons and other interests,
I wish to resign as board member,
effective December 31, 2010. It has
been a pleasure to serve.

Thank you,

Samuel W. Olfey

RECOMMENDATION FOR VACANT APPOINTMENT POSITION

APPOINTED SUPERVISOR, VACANCY: IC 14-32-13

Sec. 13 (a) If a vacancy in the position of appointed supervisor occurs during a district's operating year:

(1) the district supervisors shall, within thirty (30) days after the vacancy occurs, recommend to the board in writing one (1) or more individuals qualified to fill the position,

(2) at the first board meeting held after the board received a recommendation under subdivision (1), the board shall act upon the recommendation, and

(3) the board shall notify the supervisor of the appointment made by the board.

(b) The individual appointed to fill a vacant appointed supervisor position under subsection (a) shall serve the unexpired term of the individual's predecessor.

("Board" as used in the state statute refers to the State Soil Conservation Board)

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The Supervisors of the ORANGE certify that:

Name Danny E. Orr

Address 2697 N. Co. Rd. 960 W.

City West Baden

State Indiana

Zip 47469

County Soil and Water Conservation District

This temporary appointment is necessary because of:

Resignation of Vickie Kinser

(If supervisor has resigned, you MUST attach copy of resignation letter. See SharePoint Tutorial for instructions on attaching a file.)

To the SWCD board.docx
10.51 KB

☐ Death of

We have advised him/her of the duties and responsibilities of the office of Supervisor. We have advised him/her about "Dual Office Holding" and provided a copy of the Attorney General's Dual Office Holding Guide.

DISTRICT SUPERVISORS SIGNATURES

Chairman

Rob Wolfington

(typed)

Date

QUALIFICATIONS AND EXPERIENCE

IC 14-32-4-1

(c) To hold the position of appointed supervisor, and individual:

(1) must be of voting age

(2) must maintain the individual's permanent residence within the district, and

(3) must be qualified by training and experience to perform the duties that this article imposes on supervisors.

Name Danny Orr

Phone Number 812-369-9979

Date of Birth 8/17/1958

Address 2697 N. Co. Rd. 960 W.

City WEST BADEB

State IN

Zip Code 47469

Education

Springs Valley High School

Vocational - Auctioneering

Occupation or Type of Business

Farming - Auctioneering

Orange.xml

List Conservation and Other Leadership Experiences

Participated in EQIP projects

Please check one of the following:

- New Appointment**
- Reappointment**

I currently hold a public service position/office **Yes****If yes, I have been informed about the "Dual Office Holding" and have reviewed a copy of the Attorney General's Dual Office Holding Guide** **Yes** **No** **No**

By signing this document, if appointed as a supervisor by the State Soil Conservation Board, you agree to attend supervisors' monthly meetings regularly and carry out your responsibilities as a supervisor to the best of your ability.

Date 12/21/2010

Danny E Orr
Signature of Appointee

Please keep a copy of this on file at the SWCD office and notify your District Support Specialist.

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NEVER open another SWCD's form and modify it.

To the SWCD board,

I am giving my letter of resignation today November 9, 2010 as ordered by the state soil & water headquarters due to conflict of interest.

I want to thank each individual for the help that I have received during the time that I was on the board and as the soil & water chairman.

Thanks again,

Vickie Kinser

Vickie Kinser
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812-723-2626 Ph.

RECOMMENDATION FOR VACANT APPOINTMENT POSITION

APPOINTED SUPERVISOR, VACANCY: IC 14-32-13

Sec. 13 (a) If a vacancy in the position of appointed supervisor occurs during a district's operating year:

(1) the district supervisors shall, within thirty (30) days after the vacancy occurs, recommend to the board in writing one (1) or more individuals qualified to fill the position,

(2) at the first board meeting held after the board received a recommendation under subdivision (1), the board shall act upon the recommendation, and

(3) the board shall notify the supervisor of the appointment made by the board.

(b) The individual appointed to fill a vacant appointed supervisor position under subsection (a) shall serve the unexpired term of the individual's predecessor.

("Board" as used in the state statue refers to the State Soil Conservation Board)

Instructions for submitting this form:

STOP! If you haven't read the SWCD SharePoint Tutorial on how to submit forms, please do so before proceeding.

If you opened another District's Recommendation for Vacant Positions form by mistake, click on the Close button located in the menu bar at the top or bottom of this form. Then read the SWCD SharePoint Tutorial on how to submit new forms and update/save previously submitted forms.

If you are submitting the **Recommendation for Vacant Appointment** form for the first time, click on the **Save As** button located in the menu bar at the top or bottom of this form. **Uncheck Overwrite Existing File.** Enter the **name of your county** in the **File Name** box. Click **Save**. Click **Close**.

If you previously submitted the **Recommendation for Vacant Appointment** form and re-opened the form to make some changes or additions, click on the **Save** button located in the menu bar at the top or bottom of this form. Click **Close**.

NEVER open another SWCD's form and modify it.

The Supervisors of the Jackson
certify that:

Name Charles Fox

Address 11570 E 1040 N

City Seymour

State Indiana

Zip 47274

County Soil and Water Conservation District

This temporary appointment is necessary because of:

Resignation of David Abner

(If supervisor has resigned, you **MUST** attach copy of resignation letter. See SharePoint Tutorial for instructions on attaching a file.)

JacksonCoResignation.jpg
166.1 KB

Death of

We have advised him/her of the duties and responsibilities of the office of Supervisor.
We have advised him/her about "Dual Office Holding" and provided a copy of the
Attorney General's Dual Office Holding Guide.

DISTRICT SUPERVISORS SIGNATURES

Chairman

Tim Hoevener

(typed)

Date

QUALIFICATIONS AND EXPERIENCE

IC 14-32-4-1

(c) To hold the position of appointed supervisor, and individual:

- (1) must be of voting age***
- (2) must maintain the individual's permanent residence within the district, and***
- (3) must be qualified by training and experience to perform the duties that this article imposes on supervisors.***

Name Charles Fox

Phone Number (812) 521-9034

Date of Birth

Address 11570 E 1040 N

City Seymour

State IN

Zip Code 47274

Education

Occupation or Type of Business

List Conservation and Other Leadership Experiences

Please check one of the following:

- New Appointment**
- Reappointment**

I currently hold a public service position/office

Yes

If yes, I have been informed about the "Dual Office Holding" and have reviewed a copy of the Attorney General's Dual Office Holding Guide

Yes

No

No

By signing this document, if appointed as a supervisor by the State Soil Conservation Board, you agree to attend supervisors' monthly meetings regularly and carry out your responsibilities as a supervisor to the best of your ability.

Date 8/1/2010

Charles Fox
Signature of Appointee

Please keep a copy of this on file at the SWCD office and notify your District Support Specialist.

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L. David Abner
11070 W Co Rd 150 South
Norman, IN 47264

May 1, 2010

Jackson County Soil & Water Conservation District
1350 Woodside Drive
Brownstown, IN 47220

SWCD Board of Supervisors;

Please be aware that after many years of service to the Jackson County Soil & Water Conservation District, I have made the decision to terminate my appointed position as a District supervisor effective immediately. This has been a difficult decision, but one that will afford more opportunity for family and travel—one step closer to actual retirement.

I have enjoyed the time and experience as a supervisor. Several suggestions have been made as to persons who would serve the District well in this capacity. Best wishes with the task of appointing a new supervisor, as well as toward future endeavors in conservation for Jackson County.

Sincerely,



David Abner