Dear Friend of Conservation,

Please join us and register for this year's MASWCD Annual Conference and Trade Show, being held November 27 - 29, 2017 at the Tan-Tar-A Resort. We're putting together a terrific line-up of speakers and session topics that you won’t want to miss.

Tony Lupo

Anthony R. Lupo is an associate professor of atmospheric science in the Department of Soil, Environmental, and Atmospheric Science at the University of Missouri – Columbia.

Lupo received his masters and Ph.D. degrees in atmospheric physics from Purdue University. He is a member of the American Meteorological Society, National Weather Association, and American Geophysical Union and a Fellow of the Royal Meteorological Society.

His research has been in the areas of large-scale atmospheric dynamics, climate dynamics, and climate change including modeling, and has several peer-reviewed publications in each of these areas. Additionally, he edited and contributed to the book Recent Hurricane Research: Climate, Dynamics, and Societal Impacts (published in 2011), and in Fall 2013 he was the Lead Guest Editor of the publication Advances in Meteorology Special Issue: Large-Scale Dynamics, Anomalous Flows, and Teleconnections. He has been a member of the American Meteorological Society since 1987 (Certified Consulting Meteorologist #660), and the National Weather Association since 1998. He was a Fulbright Scholar for the first time during the summer of 2004 to Russia, studying climate change at the Russian Academy of Sciences in Moscow. Additionally, he has served as an expert reviewer and/or contributing author to the Intergovernmental Panel on Climate Change (IPCC) (sponsored by the United Nations – World Meteorological Organization) and The Report of the Nongovernmental International Panel on Climate Change (NIPCC) (sponsored by the Heartland Institute) Assessment Reports. The members of the IPCC shared the Nobel Peace Prize in 2007.
**LIVE AUCTION**

Live Auction starts at approximately 6:30 pm in Salon A following the Reception. Cody Martin, auctioneer and SWCD Supervisor from Howard County will be our auctioneer. There will be several items of interest including holiday items, crafts, tools, soybeans, ½ beef, Henry rifle, livestock mineral and a Tan-Tar-A Resort stay.

**DRAW DOWN RAFFLE**

**DRAW DOWN RULES**

1. Tickets for the Draw Down are $10 each (Cash Only)
2. A minimum of 30 tickets must be sold before the draw down can begin.
3. In the event 30 tickets are not sold, all money will be refunded.
4. The Draw Down will be conducted during the Live Auction and throughout the conference with the winners announced at the Closing Session.
5. A few tickets will be drawn at intervals during the auction and conference.
6. The names on those tickets will be announced and appear on the screen during the auction, or posted at the Silent Auction booth on Tuesday. The names will also be listed on the conference mobile app.
7. When a name is posted, that person may buy back into the Draw Down for an additional $10, BUT ONLY from the time their name is posted until the next round of tickets are drawn.
8. At the Closing all the tickets will be drawn until there are only 10 tickets left, no one may buy back in to the Draw Down at that time.
9. The last 10 names will be called to the stage.
10. These 10 tickets will be put back in for the final Draw Down.
11. As the names are drawn, those people are eliminated and will be asked to sit down.
12. The last two persons standing will each win $250.
13. Proceeds from the Draw Down Raffle will go toward legislative and sales tax renewal expenses.
The Van-Dell’s are entertainment at its finest. As the nation’s #1 50’s and 60’s rock and roll tribute show, they have been entertaining audiences for 41 years with their unique blend of comedy, choreography, and tight harmonies. As a full production show, the Van-Dells are backed by a five piece band and fronted by three lead singers. Mark Barnett, Stacy “Duke” Todd and Steve “Moose” Ricks take on original personas and deliver out of this world vocal performances all while keeping the audience engaged and laughing throughout their fast paced and upbeat show. The Van-Dell’s have been called “The 3 Stooges set to music: with a fun show that’s good for the whole family. The Van-Dells continue growing their loyal fan base by traveling the nation and playing all of your favorite hits from one of the best eras in American music. From Doo Wop classics to Elvis and everything in between, there’s something for everyone to enjoy.

The Van-Dells are a Tribute to The 50’s and 60’s. The show begins in the 50’s. Dressed in letter sweaters, The Van-Dells hit the stage running with songs like At The Hop and Morse Code of Love, along with Doo Wop favorites and never slow down. The non-stop show continues with “Glitter and Gold” that made the 1960’s famous. The audience will be taken on a nostalgic trip through time reliving the magical era.

Depending on the show, one or more of the “special guest stars” will appear: Duke Of Earl • Roy Orbison • Beach Boys • Neil Diamond • Elvis • Everly Brothers • Ray Charles • The Mills Brothers • and more.

www.van-dells.com
# 2017 Training Conference Agenda

**November 27 - 29, 2017**

**Tan-Tar-A Resort**

**Osage Beach, Missouri**

## Sunday, November 26, 2017

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>6:00-8:00</td>
<td>MASWCD Board Meeting</td>
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## Monday, November 27, 2017

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>10:00-6:00</td>
<td>Registration</td>
<td>Salon A Foyer</td>
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<tr>
<td>10:00-6:00</td>
<td>Trade Show / Silent Auction</td>
<td>62/63/64</td>
</tr>
<tr>
<td>10:00-11:00</td>
<td><strong>Workshops</strong></td>
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<tr>
<td></td>
<td>Area Meeting LAGERS Presentation</td>
<td>Parasol II</td>
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<td></td>
<td>Modernizing Conservation</td>
<td>Redbud</td>
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<td></td>
<td>Grassland Stockers &amp; Grass-finished Beef on Native</td>
<td>76/77</td>
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<tr>
<td></td>
<td>Warm-Season Grasses</td>
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<tr>
<td></td>
<td>Cost-Share Payment Review</td>
<td>74/75</td>
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<tr>
<td>11:00-12:00</td>
<td>MASWCD Area Meetings –</td>
<td></td>
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<tr>
<td></td>
<td>Area 1/2</td>
<td>74/75</td>
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<tr>
<td></td>
<td>Area 3/4</td>
<td>76/77</td>
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<tr>
<td></td>
<td>Area 5/6</td>
<td>Parasol II</td>
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<tr>
<td></td>
<td>Area 7/8</td>
<td>Redbud</td>
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<tr>
<td>11:00-1:00</td>
<td>Lunch for Purchase</td>
<td>62/63/64</td>
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<tr>
<td>12:00-3:00</td>
<td>Soil &amp; Water Commission Meeting</td>
<td>Salon C</td>
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<tr>
<td>3:00-4:00</td>
<td><strong>Opening Session – Climate Change</strong></td>
<td>Salon C</td>
</tr>
<tr>
<td>4:15-5:15</td>
<td><strong>General Session – The Cost of LAGERS</strong></td>
<td>Salon B</td>
</tr>
<tr>
<td>5:30-6:30</td>
<td>Reception</td>
<td>Salon A</td>
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<tr>
<td>6:30-8:30</td>
<td>Live Auction – <strong>Cody Martin</strong></td>
<td>Salon A</td>
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<tr>
<td>8:30-10:00</td>
<td>Dance – <strong>DJ Innovation</strong></td>
<td>Salon A</td>
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## Tuesday, November 28, 2017

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:30-7:45</td>
<td>Chairman’s Breakfast</td>
<td>Redbud</td>
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<tr>
<td>6:30-7:45</td>
<td>General Buffet Breakfast</td>
<td>Salon C</td>
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<tr>
<td>7:00-5:00</td>
<td>Trade Show / Silent Auction</td>
<td>62/63/64</td>
</tr>
<tr>
<td>7:30-10:00</td>
<td>Registration</td>
<td>Salon A Foyer</td>
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<tr>
<td>8:00-9:30</td>
<td>MASWCD Business Meeting</td>
<td>Salon A</td>
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<tr>
<td>10:00-12:00</td>
<td>Employees Association Business Meeting</td>
<td>Salon A</td>
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<tr>
<td>12:00-1:30</td>
<td>Awards Lunch – <strong>Ron Willis emcee</strong></td>
<td>Salon B/C</td>
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<td><strong>Employees Association Awards</strong></td>
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<td></td>
<td><strong>FFA Winning Speech Presentation</strong></td>
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<tr>
<td>2:00-4:00</td>
<td><strong>Guest Program</strong> – “You Know Who You Are, Who Else Does Too?”</td>
<td>76/77</td>
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<td></td>
<td><strong>Protecting Yourself Against Identity Theft &amp; Fraud</strong></td>
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2:00-3:00  **Workshops**
1. Ephemeral Gully Compliance  74/75
2. New Supervisor/Employee Orientation  Parasol I
3. Get to Know MORE About Your MO Dept of Agriculture  Parasol II
4. Ethics & Accountability  Redbud

3:15-4:15  **Workshops**
1. Ephemeral Gully Compliance  74/75
2. Grazing Livestock Watering System Planning  Parasol I
3. Social Media & More  Parasol II
4. Soil Health 201  Redbud

4:30-5:30  **Workshops**
1. Modernizing Conservation  74/75
2. Grazing Livestock Watering System Planning  Parasol I
3. Ethics & Accountability  Parasol II
4. Soil Health 201  Redbud

6:00-8:30  Awards Banquet – *Kenny Spooler emcee*  Salon B/C
**MASWCD Awards**
The Van-Dells – 50’s & 60’s Rock ‘n Roll

**Wednesday, November 29, 2017**

6:30-7:30  Buffet Breakfast  Salon C
8:00-9:00  **Workshops**
1. Fencing Laws  62/63/64
2. Positive Salesmanship  Parasol I
3. What is Drupal and How Can I Update my Web Pages?  Parasol II
4. MOPERM Liability Insurance Updates  Redbud

9:15-10:15  **Workshops**
1. Fencing Laws  62/63/64
2. Positive Salesmanship  Parasol I
3. What is Drupal and How Can I Update my Web Pages?  Parasol II
4. MOPERM Liability Insurance Updates  Redbud

10:30-11:30  **General Session – Lean Six Sigma**  Salon C
11:30-12:00  **Closing Session – Beverly Dometrorch emcee**  Salon C
Door prizes / Raffle Drawing / Draw Down Winners
Area Meeting LAGERS Presentation – Monday 10:00-11:00
Parasol II
If you missed the MASWCD Area Meetings this year or have additional questions regarding the Missouri Local Government Employees Retirement System (LAGERS), a representative from LAGERS will review the information that was presented at the Area Meetings. This is good background information for the General Session – The Cost of LAGERS.

Modernizing Conservation – Monday 10:00–11:00
Redbud
Technology advancements are continually happening. Andrew Molder from McDonald/Newton Soil and Water Conservation Districts and Dennis Hoffman from the Natural Resources Conservation Service will discuss how some of the new advancements can be used to enhance the conservation planning and implementation process at the district level.

Grassland Stockers & Grass-finished Beef – Monday 10:00–11:00
76/77
On Native Warm-Season Grasses -- Steve Clubine, EXT
As a grassland biologist for nearly 40 years, I preached cool and native warm-season grasses for livestock and wildlife. After retirement, I purchased a small acreage and put preaching to practice, reinforcing what I thought I knew, learning more and fitting it into my economic plan. I will share with the group what I’ve learned, now it works and what it can mean for landowners and stock producers.

Cost-Share Payment Review – Monday 10:00-11:00
74/75
Cost-share payments are the largest expenditure of the Soil and Water Conservation Program (SWCP), therefore a technical review of contract payments is done prior to approval for payment. April Brandt from MoDNR SWCP will discuss the payment review process and provide guidance to ensure that contract payments are processed in a timely manner.

Ephemeral Gully Erosion and Conservation Compliance – Tuesday 2:00-3:00
74/75
R. Dwaine Gelnar, State Resource Conservationist, NRCS, Columbia, MO
Runoff water flowing from uneven landscapes tends to concentrate in natural depressional channels. These channels, called ephemeral gullies, can be reshaped and farmed across, but continued, concentrated flow still takes away the soil. If you have highly erodible cropland, and you have this type of erosion, you should know that disking or just smoothing the gullies will not fix the problem and could put you at risk for losing USDA farm program benefits.

Supervisor/Employee Orientation – Tuesday 2:00-3:00
Parasol I
Are you a rookie district supervisor for a Soil and Water Conservation District or a veteran supervisor and find yourself wondering if your district is on the right track? Maybe you are an employee that just wants to learn more about your responsibilities. This session presented by Jeremy Redden and Josh Poynor of MoDNR SWCP will give you an overview of the day-to-day operations of a district and the roles and responsibilities of a district supervisor.
Get to Know MORE About Your MO Dept. of Agriculture – Tuesday 2:00-3:00  Parasol II
The Missouri Department of Agriculture presents the reach MORE Tour. Featuring Director of Agriculture Chris Chinn, Deputy Director Garrett Hawkins and other key leadership, the department will share with you initiatives underway to move agriculture forward, as well as improve understanding of the mission, scope and services provided by the department. More importantly, this is an opportunity for Director Chinn and MDA leadership to hear directly from attendees and accept feedback on existing programs and activities.

Ethics and Accountability – Tuesday 2:00-3:00  Redbud
"Does character really matter?" Where should the line be drawn between one’s personal and professional life? Should we care about character if job performance is not affected? This session will focus on the costs of unethical behavior and how personal accountability really can change the world, one choice at a time. Participants will leave with increased confidence to respond to ethical challenges and dilemmas and understand how accountability and professionalism in the workplace are truly “Ethics in Action”. A representative from MoDNR Human Resources Program will provide this training.

Guest Program -- “You Know Who You Are, Who Else Does Too? Protecting Yourself Against Identity Theft & Fraud” – Tuesday 2:00-4:00  76/77
What happens when someone “steals” your personal information? What do you do? Who do you contact? How long will it take to clear-up fraudulent purchases and activities on your bank statements and credit report? -- To answer your questions related to protecting your good name, plan to participate in the “You Know Who You Are, Who Else Does Too? Protecting Yourself Against Identity Theft & Fraud” workshop.

Social Media & More – Tuesday 3:15-4:15  Parasol II
Whitney Forman-Cook, NACD
Every conservation district can benefit from developing and implementing a communications strategy – no matter how large or small its staff or annual budget. This workshop, led by the National Association of Conservation District’s Director of Communications Whitney Forman-Cook, will help districts: (1) identify audiences and tailor their outreach methods to reach them; (2) engage existing customers and new followers on social media; and (3) build relationships with members of the media.

Soil Health 201 -- Tuesday 3:15-4:15  Redbud
Drexel Atkisson, Area Soil Health Specialist, NRCS, Springfield, MO
Service after the sale: The importance of following up with producers to ensure a positive outcome with soil health. Knowing the next steps to take after a producer commits to soil health. The resources available to keep staff informed and trained on soil health. Area Soil Health Specialists, who are they and how they can help.
Grazing Livestock Watering System Planning – Tuesday 3:15-4:15
Troy Chockley, Environmental Engineer, NRCS, Columbia, MO
Mark Green, Lead Resource Conservationist, NRCS, Springfield, MO
Introduction to the planning process used to coordinate the watering system for the livestock within the grazing system for the site. The presentation will outline conditions to consider in order to develop an efficient livestock watering system to compliment the grazing system. The goal is to develop alternatives that provide a safe, dependable livestock watering system that works in conjunction with the grazing system.

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Soil Health 201 -- Tuesday 4:30-5:30
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What is Drupal and How Can I Update My Web Pages? – Wednesday 8:00-9:00 Parasol II
Learn an easy new way to manage your district web pages using Drupal. MoDNR Soil and Water Conservation Program’s Van Beydler and Judy Stinson will cover the five templates you need to be able to update or create a new page using this online webpage creation tool. This workshop is encouraged for all district web maintainers and is geared toward those who are familiar with Drupal, or those that would like to learn. District employees will have the opportunity to share their experiences using Drupal to update their web pages.

Positive Salesmanship – 8:00-9:00 Parasol I
Lisa Marshall
Engaging Your Community - Working in the community to represent an organization can be both rewarding and challenging. This presentation will discuss strategies to develop and maintain lasting relationships with partners, stakeholders, and the community. Learn techniques to be more comfortable representing and sharing the value your organization provides.

Fencing Laws – Wednesday 8:00-9:00 62/63/64
Joe Koenen, EXT
Joe Koenen has been teaching classes related to Missouri’s fence law for over 30 years, reaching thousands throughout the state in that time. Missouri has 2 laws depending on where your land is located, making the law even more complicated. He will address the differences and the latest update in the law. He has also written 1 guide and updated another and has been published in several publications. He utilizes technology (online education) to reach audiences throughout the state.

MOPERM Liability Insurance Updates – Wednesday 8:00-9:00 Redbud
Is your district properly insured with liability insurance? In this workshop, Jim Odom from the Missouri Public Entity Risk Management Fund will review current coverages and be available to address district concerns regarding lease/rental agreements, liability coverage on use of employee owned vehicles and other liability coverage concerns.

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Climate change is one of the most challenging issues facing humanity and the environment we live in. A broad consensus exists that says humans are contributing to climate change, however, the degree to which that contribution is made is not established. Natural processes and climate variability will continue to play a large part in the management of our natural resources and environment.

A question heard multiple times during the MASWCD Area Meetings is, “If LAGERS becomes a retirement option for the soil and water conservation districts (SWCDs) how much will the LAGERS retirement system cost?” An actuarial study has been done for three SWCDs and the results on costs for participating in LAGERS will be presented during this session.
Almost everything we do includes steps that aren’t necessary and add time and/or expense. Most of the time, these inefficiencies are invisible to us; we are too close to what we do every day to see them. Here are eight wastes that often creep into a process over time: Defects, Over Production, Waiting, Non-Utilized Talent, Transportation, Inventory, Motion, and Extra Processing. Let’s discuss if these exist in the work you do, and how to think about eliminating or minimizing them. Colette Weckenborg, the Continuous Improvement and Performance Coordinator from MoDNR will be providing the training during this session.