

**NCDEA**

**National Conservation District Employees Association**

**...supporting conservation district  
professionals throughout the United  
States and territories**

**2018 Annual Report**



# NCDEA

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## National Conservation District Employees Association

### President's Report

I thank you all for the tremendous opportunities presented to me during my tenure as NCDEA President over the past four years. I have witnessed firsthand the professionalism of conservation district employees nationwide that has served to strengthen the NCDEA Board.

Your continued membership and support of your local, state, regional, and national employee organizations allowed some very important accomplishments over the past year:

- ◆ A strong NCDEA Board with a complete slate of Officers and Regional Directors. Having all regions fully represented has led to more engagement with district employees and their organizations.
- ◆ This engagement has had a direct effect in adding more states paying dues to support NCDEA, enabling the NCDEA Board to accomplish more of the goals of their strategic plan.
- ◆ The NCDEA Board enacted a welcome bylaws change to be explicitly more inclusive of tribal conservation district employees.
- ◆ A new NCDEA website is being launched in conjunction with this meeting. We are very confident this new site will serve as a valuable tool and service for conservation district professionals to stay engaged and informed in conservation activities important to them both near and far.
- ◆ NCDEA continues to work on annual contribution agreements. The focus of our work is to offer recommendations for improvement to the fundamental strength that our partners provide to support the conservation delivery system.
- ◆ NCDEA is participating in a capacity building survey with USDA-NRCS to document the time spent by conservation district employees on delivering local conservation.

I look forward to a very successful 2019. The new NCDEA officer team will offer a renewed vigor and passion. Please continue to engage with them, as I'm certain you will enjoy their new communications initiatives and priorities. I will look forward to assisting and watching NCDEA grow in the future.

As always, thank you all for your continued support for the entire conservation partnership and the role you as district employees play in it.

Tim Riley, President NCDEA





## 2018 Financial Summary (accrual basis)

	2018	2017
Income	100,538.51	124,102.34
Expense	94,306.75	101,383.51
Net income	6,221.76	22,718.83

Income declined in 2018 compared to 2017. Fundraising income increased while income from grants and contribution agreements decreased. This is due to the timing of contribution agreement processing. We expect that income from contribution agreements will be available once progress is reported and invoices are submitted.

Notably, state association dues to NCDEA increased. This is likely due to having a full complement of regional directors and more interaction with state associations.

Expenses for 2018 declined compared to 2017. While the annual mid-year meeting cost for NCDEA was higher, savings were realized for board travel.

While NCDEA ended 2018 with less net income than in 2017, the Association remains in the black. NCDEA expects to receive renewed funding from contribution agreements in 2019 to help continue the growth in service that NCDEA saw in 2018.

## Strategic Plan Highlights

In 2018, NCDEA increased coverage in all regions and focused more energy on connecting with members across the country.

All regions are now represented by regional directors. Regional directors increased their engagement in all regions.

NCDEA bylaws were changed to be more inclusive.

Capacity surveys by NCDEA prove the fundamental strength of the conservation delivery system.

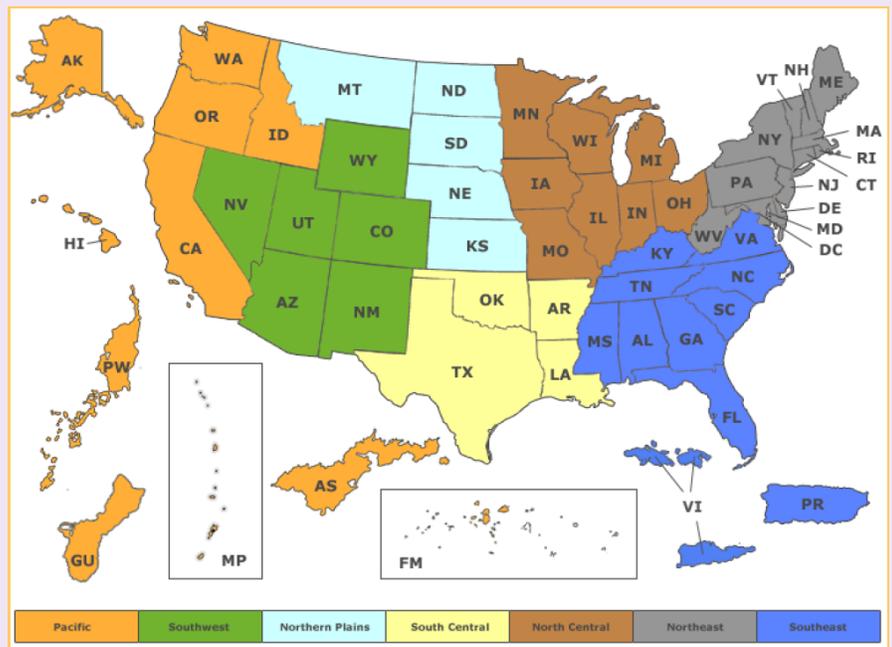
The number of dues-paying state associations increased.

A new website was developed for an early 2019 launch.

A new service — the NCDEA Network — launched to help connect conservation district professionals across the country.

NCDEA now operates on the same domain for better branding and knowledge transfer.

For more, visit <https://ncdea.us/strategic-goals/>





For the first time in several years, the Northern Plains Region has a dedicated regional director. When Sarah Tunge (Mercer County Soil Conservation District, North Dakota) joined as the Northern Plains Regional Director in December 2017, she also became the person that created a fully constituted NCDEA board!

Tunge spent 2018 learning about NCDEA and the region. She was also able to engage with several different groups including the North Dakota Association of Soil Conservation Districts and the North Dakota Conservation District Employees Association. Tunge also attended the NACD region meeting for the Northern Plains.

In 2019, she will be focusing on building a communication network within the region: e-mails, chat groups, and face-to-face meetings. To make connections between regions, plans are in the works for a joint meeting with the North-Central Region. This will provide the opportunity for districts to meet, learn, and network. Additional meetings and events will provide endless opportunities to connect.



The Northeast Association of Conservation District Employees (NACDE) held its annual meeting in Lancaster, PA in July 2018. NCDEA President Tim Riley and NASCA Executive Director Mike Brown gave updates on the National Conservation Partnership.

NACDE held its annual sightseeing tour as part of the NACD Northeast Regional meeting by hosting a trip to Longwood Gardens. Future plans in 2019 include a redo of the NACDE website.



Janet Lauer

The NACDE District Professional award was given posthumously to Janet Lauer, former District Manager of the Allegheny County Conservation District in Pennsylvania. Lauer passed away in March 2018.

Velynda Parker, NCDEA Northeast Director (alternate), attended a New York State Conservation District Employees' Association Inc. bi-monthly meeting where the discussion centered on the NCDEA mission/vision/priorities on a national level.

Parker also serves on the National Conservation Planning Partnership Performance, Outcome, Accountability (POA) Action Team tele-conference. The goal of the POA is to improve the means and methods used by the National Conservation Planning Partnership (NCPP). The objective is to build a generation of strong conservation planners.

Jeffrey Parker, NCDEA Northeast Director, and Peter Vigil, Taos Soil and Water Conservation District, serve on the NACD Natural Resource Policy Group to review NACD policies and issues on a national scale.

## What have we done together?



This list falls well short of depicting all of the accomplishments of NCDEA in the past year. There are countless accomplishments each day through ongoing activities and initiatives including, but not limited to:

- ◆ Professional development opportunities for district employees
- ◆ NRCS Boot Camp attendance by District Employees
- ◆ Recognition of outstanding district employees and board members and scholarship awards
- ◆ Awards presented at 2018 NACD/NCDEA Annual Meeting
- ◆ Don Aron Scholarship Award presented
- ◆ Continuation of the quarterly meetings and collaborations as a member of the National Conservation Partnership (NCP)
- ◆ Visited with USDA Undersecretary Bill Northey to discuss the values of the NCP
- ◆ Continued participation on the National Conservation Planning Partnership (NCP) Initiative including serving on the Leadership Team and all five Action Teams
- ◆ Representation as participants and leaders on NACD, NRCS, and NCP committees and task forces
- ◆ All standing committee representation continued, and added; NACD Farm Bill Task Force, Urban Agricultural Conservation Initiative Grant Selection Team, NACD Public Lands RPG, NACD Tribal Outreach and Partnership RPG
- ◆ Continued presence as the NCP Representative on the NRCS Employee Development Board
- ◆ Attendance and participation during individual state employees meetings and regional conferences
- ◆ Coordination of tours and employee reception in conjunction with the NACD Annual Meeting
- ◆ Moderation of a majority of the breakout sessions of the NACD Annual Meeting
- ◆ Core sponsor of the National Conservation Foundation (NCF) Envirothon including serving on the Board of Trustees





NCPP listening session June 27, 2018 at the Embassy Suites in Syracuse, New York.

Over 100 participants including Soil & Water Conservation District personnel, State Committee (State Agency), NRCS, Technical Service Provider's (TSP's) and farmers.

Jeffrey Parker, NCDEA Northeast Director spoke about collaboration, strengthening partnerships, and local delivery.



The NCDEA Board visited with 7 Conservation Districts in New Hampshire in conjunction with the 2018 NCDEA Mid-Year Meeting in Nashua, New Hampshire.



## Board Officers

**President:** Tim Riley, DE

**Vice President:** Rhonda Kelsch, ND

**Secretary:** Melissa Higbee, MI

**Treasurer:** Jeanette Hale, AR

**Past President:** Irene Moore, OH

## Regional Directors

**North Central:** Chessa Frahm, MN

**Northeast:** Jeff Parker, NY

**Northeast alternate:** Velynda Parker, NY

**Northern Plains:** Sarah Tunge, ND

**Pacific:** Tom Salzer, OR

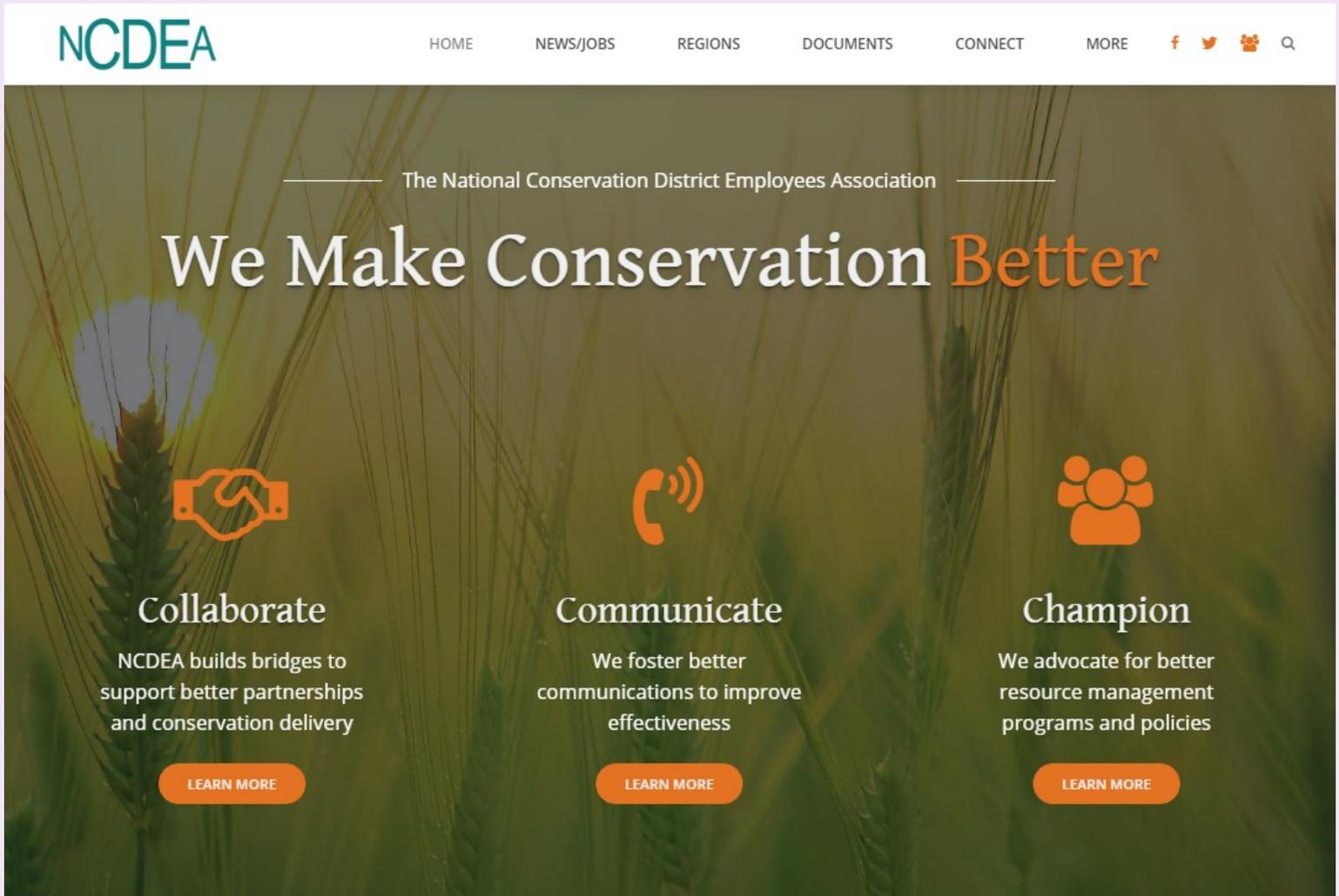
**Pacific alternate:** Vicki Carter, WA

**South Central:** Coleta Bratten, OK

**Southeast:** Hope Daley, MS

**Southwest:** Gretchen Rank, CO

# New NCDEA Website Launched



The NCDEA Communications Committee has been working to revitalize and reengage NCDEA members across the country. In 2018, the Committee worked on developing a new communications plan. The Committee also initiated work on an updated logo for NCDEA.

The Committee invested substantial time in the design and implementation of a new website that presents a high-level view of NCDEA. The essential themes are:

<b>Collaboration</b>	<b>Communication</b>	<b>Champion</b>
<b>Capacity</b>	<b>Partnership</b>	<b>Excellence</b>

Visit the new site at <https://ncdea.us> and then use the feedback form to help us improve.

To help engage and empower conservation district employees across the country, the NCDEA Network was launched late in 2018. No matter how distant or remote a conservation district is located, the NCDEA Network provides a seamless way for conservation district employees to share expertise and experience, improving their capacity to deliver conservation in their communities.

*Communications Committee: Tom Salzer (Chair), Jeanette Hale, Rick Mickowski, Gretchen Rank, Sarah Tunge*

