Final Abstract

Final Report Approved on November 3, 2026

M.L. 2023 Project Abstract

For the Period Ending June 30, 2026

Project Title: Conservation Cooperative for Working Lands

Project Manager: Josh Pommier

Affiliation: Pheasants Forever Inc

Mailing Address: 1783 Buerkle Circle

City/State/Zip: St Paul, MN 55110

Phone: (320) 292-5860

E-mail: jpommier@pheasantsforever.org

Website: https://www.pheasantsforever.org/

Funding Source:

Fiscal Year:

Legal Citation: M.L. 2023, Chp. 60, Art. 2, Sec. 2, Subd. 08k

Appropriation Amount: $2,611,000

Amount Spent: $2,205,846

Amount Remaining: $405,154

Sound bite of Project Outcomes and Results

Across 67 counties, 34 staff, positively impacted 215,298 acres through monitoring, technical assistance, and conservation plans for federal and state conservation programs. Over 14 different conservation programs were utilized to help 9,801 landowners implement pollinator plots, wetland restorations, grazing plans, and cover crops.

Summary of Project and Outcomes

Minnesota's farmers and ranchers have a strong interest in working lands conservation practices such as grassland/wetland restoration, pollinator plantings, grazing, regenerative agriculture and soil health. To obtain federal dollars for these conservation practices we funded 34 well-trained conservation professionals in United States Department of Agriculture local Field Offices and Soil and Water Conservation District Offices to help landowners navigate federal and state conservation programs. Throughout 67 counties these conservation professionals positively impacted 215,298 acres through monitoring, technical assistance, and conservation plans. 133 outreach events were held to educate youth, landowners, farmers, and ranchers about the federal and state conservation programs available in their local areas. Staff worked on 14 different conservation programs to customize each landowner's conservation goals.

Conservation plans are the paperwork needed to unlock federal and state dollars for landowners to implement pollinator plots, wetland restorations, or grazing plans. Across 53 counties we wrote 3,340 conservation plans directly enrolling 66,624 acres into conservation practices across Minnesota. Each of these conservations plans identified resource concerns and through 9,801 landowner contacts and 6,564 site visits identified the best conservation practice to fit the landowners goals and solve the resource concerns. Conservation practices within the plans include:

- Converting marginal cropland to native grass/flowers which reduces nutrients from entering Minnesota's lakes and streams.
- Converting frequently flooded crop fields to restored wetlands which reduces flooding.
- Applying cover crops to row-crop fields which reduces nutrient run-off and builds soil organic matter.
- Implementing a prescribed grazing plan which reduces overgrazing and nutrient runoff.

Project Results Use and Dissemination

133 outreach events were held to educate youth, landowners, farmers, and ranchers of conservation such as; benefits of plant diversity for pollinators and soil microbes, benefits of cover crops for soil health, benefits of rotation grazing, how to properly implement prescribed fire, management techniques for grasslands, and many more. Beyond events, we utilized social media posts/advertisements, flyers, emails, phone calls, letters, and word of mouth conversations. Dissemination materials encouraged adoption of conservation practices, and recognized financial and cooperating partners such as ENRTF, local Soil and Water Conservation Districts, Pheasants Forever, and other partners demonstrating a unified voice in conservation.

Environment and Natural Resources Trust Fund

M.L. 2023 Approved Final Report

General Information

Date: November 4, 2026

ID Number: 2023-142

Staff Lead: Tiffany Schaufler

Project Title: Conservation Cooperative for Working Lands

Project Budget: $2,611,000

Project Manager Information

Name: Josh Pommier

Organization: Pheasants Forever Inc

Office Telephone: (320) 292-5860

Email: jpommier@pheasantsforever.org

Web Address: https://www.pheasantsforever.org/

Project Reporting

Final Report Approved: November 3, 2026

Reporting Status: Project Completed

Date of Last Action: November 3, 2026

Project Completion: June 30, 2026

Legal Information

Legal Citation: M.L. 2023, Chp. 60, Art. 2, Sec. 2, Subd. 08k

Appropriation Language: $2,611,000 the first year is from the trust fund to the commissioner of natural resources foran agreement with Pheasants Forever Inc. to collaborate with Natural Resources Conservation Service, Board of Water and Soil Resources, and Minnesota Association of Soil and Water Conservation Districts to accelerate adoption of voluntary conservation practices on working lands in Minnesota by increasing technical assistance to farmers and landowners while also attracting federal matching funds.

Appropriation End Date: June 30, 2026

Narrative

Project Summary: Increasing federal conservation dollars coming to Minnesota by expanding technical expertise for working lands programs available to landowners. This project enhances our natural resources providing public benefits for every Minnesotan.

Describe the opportunity or problem your proposal seeks to address. Include any relevant background information.

Minnesota's 25-million acres of agricultural land play a crucial role in the health of our economy, quality of life, and natural resources. Minnesota's farmers and ranchers have a strong interest in working lands conservation practices such as grassland/wetland restoration, pollinator plantings, grazing, regenerative agriculture, and soil health. These practices often increase farm profitability while providing public benefits of reduced erosion, carbon sequestration, improved water quality, and increased habitat.

With a high demand for voluntary programs from private landowners, Minnesota is well-positioned to increase federal conservation dollars coming to Minnesota that address natural resource concerns. At the current annual rate of $250 million (NRCS) coming to Minnesota, these conservation programs boost jobs, businesses, and rural economies. In 2017, Minnesota NRCS estimated that program implementation in 2016 contributed $411,012,678 to Minnesota's economy. The total multiplier for conservation delivery is 1.35 meaning each federal conservation dollar spent generates an additional 35 cents to Minnesota's economy. To maximize investments, it takes boots on the ground delivering technical assistance to landowners. Together, these efforts will help private landowners increase farm profitability, stimulate local economies, and create habitat while providing public resource benefits for every Minnesotan.

What is your proposed solution to the problem or opportunity discussed above? Introduce us to the work you are seeking funding to do. You will be asked to expand on this proposed solution in Activities & Milestones.

We understand that technical assistance to landowners is one of the key limiting factors to USDA conservation program enrollment across the country. To increase federal funding and to address our natural resource concerns in Minnesota, it takes a broad partnership to deploy conservation professionals who provide quality technical assistance to Minnesota's landowners.

In collaboration with the Natural Resources Conservation Service (NRCS), Board of Water and Soil Resources (BWSR), Minnesota Association of Soil and Water Conservation Districts (MASWCD), Department of Natural Resources (DNR) we propose to fund 17 Pheasants Forever and 17 SWCD staff in USDA/SWCD Service Centers to:

- Increase enrollment in federal, state, and local conservation programs.
- Provide technical assistance to Minnesota's farmers, ranchers, and landowners interested in working lands programs that increase grassland, wetland, grazing, soil health and regenerative agriculture practices.
- Leverage and increase federal funding for conservation implementation in Minnesota.
- Increase the quality of grasslands through management practices.
- Use technologies such as precision agriculture for data driven agriculture and conservation.

Collectively, these efforts increase opportunity for farmers to enroll in state programs like the Minnesota Agricultural Water Quality Certification Program (MAWQCP). Last, this proposal provides opportunities for public-private partnerships, making Minnesota a national leader in innovative conservation

What are the specific project outcomes as they relate to the public purpose of protection, conservation, preservation, and enhancement of the state's natural resources?

This proposal provides Minnesota landowners access to quality technical expertise to inform land use decisions and meet their conservation goals. The primary outcomes of this proposal will be accelerated program enrollment to impact between 100,000-120,000 acres. This will be accomplished through working lands programs that provide substantial

public benefits that include: improved farm profitability, diversified agricultural economy, cleaner water, increased carbon storage and increased habitat quality and quantity to benefit pollinators and wildlife (both game and non-game species). Where applicable, the partnership will look for opportunities to use applied science to quantify and explain economic, environmental, and habitat.

Project Location

What is the best scale for describing where your work will take place?

Statewide

What is the best scale to describe the area impacted by your work?

Statewide

When will the work impact occur?

During the Project and In the Future

Activities and Milestones

Activity 1: Conservation Implementation

Activity Budget: $2,525,400

Activity Description:
Adding professional FTEs across Minnesota will result in more acres enrolled in conservation programs. By increasing program adoption, enrolling acres, and showcasing landowner interest, Minnesota will further leverage federal conservation investments. Over three years, the goal of this project, is to impact 100,000-120,000 acres working with 5,000-8,000 landowners. These staff will use new technologies and practices such as precision agriculture, regenerative agriculture and soil health practices to meet both producer and resource goals. Staff will also use and promote traditional programs and management techniques (such as grazing and prescribed fire to improve grassland health). Staff will deliver USDA farm bill programs that include easements, rental agreements, stewardship payments, cost-share, and technical assistance. Additional federal programs will be recommended and implemented such as the USFWS Partners Program that provides financial assistance for landowners restoring and enhancing wildlife habitat. Staff will also work with state programs including BWSR's Reinvest In Minnesota (RIM) easement program, the Minnesota Ag Water Quality Certification Program, and the DNR's Native Prairie Bank easement program. An additional public benefit will be promoting and enrolling private lands in Walk-In-Access. Programs implemented range in contract length from 3-15 years (dependent on program rules) to perpetual easements.

Activity Milestones:

Description	Approximate Completion Date
Deliver 4,000-5,000 site visits leading to 2,500-3,000 conservation plans completed.	June 30, 2026
Work with 5,000-8,000 farmers and landowners for technical assistance and program enrollment	June 30, 2026
Positively impact 100,000-120,000 acres through technical assistance and conservation delivery to landowners	June 30, 2026

Activity 2: Outreach and engagement

Activity Budget: $44,000

Activity Description:
Farmers and landowners need to know what the opportunities are to provide conservation and meet their goals and on their land. State, Federal, and local programs are ever changing from availability and rules to payments and terms. This is where the professionals in this funding opportunity help landowners as subject experts in navigating programs that will work with the landowners goals. To do this it will take outreach and engagement in a variety of forms from tours and workshops to mailings and radio spots. Increased outreach will lead to more conservation outcomes that benefit all Minnesotans. In addition we have an opportunity to train existing staff on working lands programs that provide benefits for wildlife and pollinator habitat. Staff will use a variety of ways to deliver outreach events in-person that showcase implemented practices through local tours and workshops. Utilizing statewide opportunities, such as FarmFest (among others), will be used to get in front of decision makers to promote programs and overall conservation benefits. Social media and other tools such as newspapers will also be used to promote programs and reach landowners with conservation opportunities. Through these activities it will build networks and lead to more conservation plans developed.

Activity Milestones:

Description	Approximate Completion Date

12 train the trainer workshops to provide a training opportunity for other conservation professionals.	June 30, 2026
32 landowner workshops and or tours to showcase conservation opportunities and hear from program participants.	June 30, 2026

Activity 3: Strengthening Minnesota's Conservation Workforce

Activity Budget: $41,600

Activity Description:

By maintaining and adding conservation professionals through this funding opportunity it will create opportunity and strengthen Minnesota's conservation workforce. With already high workloads, to increase conservation adoption and provide the deserved time and attention to farmers and landowners, added positions are needed. The positions through this project will be highly trained and well versed for many conservation initiatives in Minnesota. This leads to more opportunity to maintain graduates within the state and recruit talent from outside of the state. Job advancement from within these positions will also create opportunities for existing partners (NRCS, USFWS, BWSR, DNR, SWCD) to add trained conservation professionals and strengthen the candidate pool for future positions and create future conservation leaders in the State. These positions will work with various partners and programs to strengthen opportunities for farmers and landowners to enroll in conservation priorities along with strengthening coordination with other conservation partners both within the office and out. Utilizing NRCS funds, up to eight interns per year will be hired for the summer and mentored by PF staff. This continues to make efforts towards showcasing conservation career and degree opportunities to high school and young college students.

Activity Milestones:

Description	Approximate Completion Date
Recruit and maintain biologists to provide technical assistance and financial assistance to farmers and landowners.	October 31, 2023
Provide training opportunities for biologists to provide knowledgeable conservation professionals and boots on the ground.	October 31, 2024
Provide job shadowing opportunities to allow for diverse knowledgebase and understanding of all conservation opportunities.	October 31, 2025

Project Partners and Collaborators

Name	Organization	Role	Receiving Funds
Dusty Van Thuyne	MN Board of Water and Soil Resources	BWSR will 1) maintain a position to coordinate with PF on the day-to-day operations, 2) assist PF in soliciting grant interest annually, 3) be involved in the hiring of staff, and 4) provide the partnership with the necessary tools, training, and information.	No
Ryan Galbreath	Natural Resources Conservation Service	NRCS will provide 1) access to federal program tools and delivery process, 2) access to the necessary tools, training, and information and technical certification as warranted, and 3) staff with appropriate technical leadership and other standards for conservation practices.	No
LeAnn Buck	MN Assoc. of Soil and Water Conservation Districts	MASWCD will 1) assist with the ranking, prioritizing, and approval of RFPs submitted, and 2) provide the partnership with the necessary tools, training, and information needed to achieve program goals.	No
Greg Hoch	MN Department of Natural Resources	DNR will provide 1) technical guidance on habitat restoration, 2) training to staff, and 3) coordination with the MN Prairie Conservation Plan, the Pheasant and Duck Action Plans, and Wildlife Action Plan. DNR will coordinate with the Joint Ventures and the Association of Fish and Wildlife Agencies' Midwest Landscape Initiative.	No

Dissemination

Describe your plans for dissemination, presentation, documentation, or sharing of data, results, samples, physical collections, and other products and how they will follow ENRTF Acknowledgement Requirements and Guidelines.
Dissemination will be completed through workshops, tours, press releases and story telling. Farmers and landowners will be made aware of events through local newspapers, radio, newsletters, flyers and emails. Working within the local community will be instrumental in making sure the audience is aware of not only events but also conservation opportunities through program enrollment. Local workshops and tours will highlight voluntary conservation programs and practices available to farmers and landowners while also utilizing previous success stories to showcase what these programs and practices look like on the landscape. Recognition of ENRTF will be provided in the outreach of events and handouts provided at the event. Press releases and story telling of successful application of conservation will highlight this project and the support of ENRTF to make it possible. Together, this will showcase the conservation efforts and the impacts of conservation for multiple benefits to the public. This dissemination will also encourage more adoption of conservation practices and how ENRTF contributes and supports these efforts. Acknowledgement of ENRTF funds will be provided through language, media tags and the ENRTF logo. Environment and Natural Resources Trust Fund will be acknowledged through use of the trust fund logo or attribution language on project print and electronic media, publications, signage, and other communications per the ENTRF Acknowledgment Guidelines.

Long-Term Implementation and Funding

Describe how the results will be implemented and how any ongoing effort will be funded. If not already addressed as part of the project, how will findings, results, and products developed be implemented after project completion? If additional work is needed, how will this work be funded?
This proposal enhances existing investments in long-term conservation implementation in Minnesota. It has a positive impact on our natural resources providing a public benefit to all Minnesotans. This project addresses many current and ongoing state priorities geared toward environmental resiliency, and wildlife/pollinator initiatives. As shown with match provided in this proposal, we will continue to pursue other funding sources for the program such as federal grants, private industry, local partners, and foundation funding to keep this program moving into the future. In addition, we will seek a long-term Minnesota investment through legislature and dedicated funding resources.

Other ENRTF Appropriations Awarded in the Last Six Years

Name	Appropriation	Amount Awarded
Minnesota Bee and Beneficial Species Habitat Restoration	M.L. 2017, Chp. 96, Sec. 2, Subd. 08g	$732,000
Economic Assessment of Precision Conservation and Agriculture	M.L. 2017, Chp. 96, Sec. 2, Subd. 08j	$400,000

Budget Summary

Category / Name	Subcategory or Type	Description	Purpose	Gen. Ineligible	% Benefits	# FTE	Classified Staff?	$ Amount	$ Amount Spent	$ Amount Remaining
Personnel										
Pheasants Forever Project Coordinator		Supervise and coordinate staff along with grant management.			22%	1.5		$118,000	-	-
Conservation Cooperative Biologist		Conservation Cooperative Biologists or Specialists located in USDA/SWCD Service Centers. May include certified conservation planners. Positions will leverage federal dollars through in-kind support from NRCS. Subject matter experts/specialists to provide technical assistance to farmers/landowners for work on private lands. In addition, may coordinate with local partners to determine workload needs and ensure project completion. Up to eight seasoned/senior staff will have the ability to mentor up to eight summer seasonal interns.			22%	51		$1,773,913	-	-
							Sub Total	**$1,891,913**	**$1,562,114**	**$329,799**
Contracts and Services										
Board of Water and Soil Resources (BWSR)	Subaward	BWSR Project Coordinator. Provide leadership at the field level in hiring, training, tracking, and reporting all project activities. This includes salary and benefits of 0.5 FTE over 3 years.				1.5		$100,667	$44,908	$55,759
Becker SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs.		X		0.6		$30,000	$30,000	-

		Annual SWCD Budget's don't contain funding for these activities.								
Clay SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		1		$30,000	$30,000	-
Cottonwood SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		1		$30,000	$30,000	-
Freeborn SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.66		$30,000	$30,000	-
Jackson SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.66		$30,000	$30,000	-
Kandiyohi SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.5		$30,000	$30,000	-

Le Sueur SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.64		$39,628	$39,628	-
Lincoln SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.8		$30,000	$30,000	-
Mower SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.62		$39,628	$39,628	-
Murray SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.72		$30,000	$30,000	-
Pope SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.5		$30,000	$30,000	-
Renville SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and		X		0.36		$30,000	$30,000	-

		technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.								
Stearns SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.42		$24,076	$24,046	$30
Steele SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.48		$7,042	$7,042	-
Traverse SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.56		$39,626	$39,626	-
Yellow Medicine SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.		X		0.6		$30,000	$30,000	-
Stevens SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP,		X		0.48		$30,000	$30,000	-

		or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.								
							Sub Total	**$610,667**	**$554,878**	**$55,789**
Equipment, Tools, and Supplies										
							Sub Total	**-**	**-**	**-**
Capital Equipment										
							Sub Total	**-**	**-**	**-**
Acquisitions and Stewardship										
							Sub Total	**-**	**-**	**-**
Travel In Minnesota										
	Miles/ Meals/ Lodging	Personal mileage reimbursement over all positions at IRS rate per commissioner's plan. Current rate of 62.5 cents per mile will be used (subject to rate changes) for a total of 43,537.6 miles or 1,454.3 miles per position for in state travel.	Personal vehicle use for site visits, monitoring, project implementation and landowner meetings.					$29,086	$21,250	$7,836
	Miles/ Meals/ Lodging	Lodging for overnight stays over all positions per commissioner's plan. At an average rate of $130 per stay this equates to around 215 overnights or around 6 nights per position.	Overnight stays during work travel for trainings, meetings and work performed outside of normal work territory.					$28,000	$23,960	$4,040
	Miles/ Meals/ Lodging	Meals during work travel over all positions per commissioner's plan. At an average rate of $15 per meal this equates to around 667 meals or around 20 meals per position.	Meals during work travel for trainings, meetings and work performed outside of normal work territory.					$10,000	$10,000	-
							Sub Total	**$67,086**	**$55,210**	**$11,876**

Travel Outside Minnesota										
							Sub Total	-	-	-
Printing and Publication										
							Sub Total	-	-	-
Other Expenses										
		Staff Training	General training budget of $312 per FTE for trainings and workshops. Trainings will be focused on job duties and equipping staff to be successful. Trainings will include topics on conservation restoration (prairie plantings, wetland restoration, etc.), working lands (soil health, living cover, etc.) and how to effectively work with private landowners. Trainings and workshops may be hosted by, but not limited to: Pheasants Forever, SWCD's, BWSR, NRCS, SFA, Understanding Ag, and others. Additional cost accounted for potential staff turnover and other in-depth training expenses.					$10,000	$7,940	$2,060
		Cell Phone Plan	$65/month cell phone allowance for staff over 2 years. Provide a direct line from producers to staff and use for other work functions.	X				$31,334	$25,704	$5,630
							Sub Total	**$41,334**	**$33,644**	**$7,690**

							Grand Total	**$2,611,000**	**$2,205,846**	**$405,154**

Classified Staff or Generally Ineligible Expenses

Category/Name	Subcategory or Type	Description	Justification Ineligible Expense or Classified Staff Request
Contracts and Services - Becker SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Clay SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Cottonwood SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their

			job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Freeborn SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Jackson SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Kandiyohi SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their

			job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Le Sueur SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Lincoln SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Mower SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their

			job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Murray SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Pope SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Renville SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their

			job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Stearns SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Steele SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Traverse SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their

			job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Yellow Medicine SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Contracts and Services - Stevens SWCD	Subaward	ENRTF funding will allow SWCD to focus on promotion, outreach, and technical assistance for voluntary farm bill programs like CRP, RIM, EQIP, CSP, or DNR's Prairie Bank, and other soil health and wildlife related programs. Annual SWCD Budget's don't contain funding for these activities.	Existing staff whose CREP funding ended, were in jeopardy of losing their job duties. Funding for technical assistance in voluntary conservation has not come from a dedicated funding source and is often considered soft money. Over the 20-year history of PF and SWCD staff working on Farm Bill related programs, funding has come from a variety of sources. Throughout this history, focus of funding shifts with environmental priorities set forth by agencies. CCWL funds are to fund staff for USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs, not solely focused on CREP, therefore, the CCWL funds are not supplanting previous funds. $30,000 spread over 2 years is not enough to fund a full-time position. This funding is intended to be used to complement other funding sources to make a position whole. Once these funds are exhausted, SWCD's will need to find alternative funding or program funds to pay staff, or have their job duties shift away from USDA, BWSR, DNR, Dept. of Ag, FWS, and other wildlife and water quality programs.
Other Expenses		Cell Phone Plan	Cell phones are a crucial need for positions working in the field and traveling within the state to be available for landowner calls and getting to sites both safely and efficiently.

Non ENRTF Funds

Category	Specific Source	Use	Status	$ Amount	$ Amount Spent	$ Amount Remaining
State						
Cash	MN DNR Section of Wildlife	Financial support for staff employment and associated expenses for position support.	Secured	$200,000	$200,000	-
			State Sub Total	**$200,000**	**$200,000**	**-**
Non-State						
Cash	Natural Resources Conservation Service	Financial support for staff employment and associated expenses for position support. We anticipate federal match to leverage the LCCMR contribution pending available funds. We will also seek other federal contributions to match and leverage ENRTF dollars.	Secured	$2,000,000	$1,810,630	$189,370
In-Kind	Natural Resources Conservation Service	In-kind office space, furniture, supplies, computer, network, IT, vehicle use, and associated expenses valued at $7,400 per person per year. 20 spaces x 7,400 x 2 years.	Secured	$296,000	$296,000	-
Cash	General Mills	Financial support for staff employment and associated expenses for position support	Secured	$180,000	$133,597	$46,403
In-Kind	General Mills	In-kind contributions totaling $100,000 including train-the-trainer workshops and licenses to online resources for conservation technicians, remote sensing and modeling capabilities to assess adoption of conservation practices and associated environmental impact, and communications support to amplify the learnings and resources generated throughout this program to the variety of farmer groups, food industry peers, supply chain partners, and wide variety of other stakeholders we are connected to as a global food company. - Due to factors outside our control, these workshops an partnerships fell through and did not happen.	Potential	-	-	-
In-Kind	Soil and Water Conservation Districts	In-kind office space, furniture, supplies, computer, network, IT, vehicle use, and associated expenses valued at $7,400 per person per year. 20 spaces x 7,400 x 2 years. Updated per Amendment #5 - 17 SWCD x $7,400/person x 1.5 year = $188,700 + 3 SWCD x $7,400/person x 1 year = $22,000 For a grant total of $210,700	Secured	$210,700	$210,700	-
Cash	Local Matching Funds (Pheasants Forever, SWCD, Others)	Financial support for staff employment and associated expenses for position support.	Secured	$120,000	$92,833	$27,167

Cash	Natural Resources Conservation Service	Mentorship of up to eight interns to focus on the journey to conservation careers through summer internship opportunities in the conservation field.	Secured	$112,000	$112,000	-
			Non State Sub Total	**$2,918,700**	**$2,655,760**	**$262,940**
			Funds Total	**$3,118,700**	**$2,855,760**	**$262,940**

Attachments

Required Attachments

Visual Component

File: 93b6d7a3-7eb.pdf

Alternate Text for Visual Component

In 2017 MN NRCS conducted a study using (IMPLAN) software to estimate conservation investment impacts on the state's economy. Conservation implementation in 2016 contributed $411,012,678 to Minnesota's economy. For each conservation dollar spent it generates 35 cents to the economy plus the conservation benefits for all Minnesotans....

Financial Capacity

File: 5738b934-730.pdf

Board Resolution or Letter

Title	File
Resolution Letter	d0bbcd10-081.pdf
CEO Authorization	fa32c1b5-bc3.pdf

Supplemental Attachments

Capital Project Questionnaire, Budget Supplements, Support Letter, Photos, Media, Other

Title	File
General Mills Letter of Support	fc916208-9d9.pdf
Minnesota Farmers Union Letter of Support	8c5a263e-e99.pdf
Minnesota Soil Health Coalition Letter of Support	4ba6e51b-2a2.pdf
Minnesota Department of Ag (MAWQCP) Letter of Support	1c125986-028.pdf
MN DNR Letter of Support	2c06ee5a-823.pdf
Monarch Joint Venture Letter of Support	a4d6eb86-528.pdf
The Nature Conservancy Letter of Support	ed9efd49-5f3.pdf
USFWS Letter of Support	e909cc85-149.pdf
Background Check Certification Form	9000f66d-297.pdf
April 1 Dissemination and Outreach Update	ae6e9271-059.docx
Pictorial Narrative of Activities	280921db-315.pptx
April 1 2025 Pictorial Narrative of Activities	b286b0a8-b03.pdf
October 1 2025 Pictorial Narrative of Activities	ede82a43-6be.pdf
April 1 2026 Pictorial Narrative of Activities	a863ea67-cb0.pdf
Final Pictorial Narrative of Activities	ab9b6532-b7f.pdf
PF Conservation Plans	aa33c7c2-156.xlsx
PF Outreach Events	31a5e6c5-12d.xlsx
PF Landowner Contacts	ad665660-25a.xlsx
PF Monitoring	10e32cf8-fe6.xlsx
PF Site Visits	8ebe9a33-812.xlsx
SWCD Deliverables	e8e84d29-3db.xlsx
SWCD Deliverables	8dbfe55e-69e.xlsx
PF Outreach Events - updated	e7973d2d-415.xlsx
PF Train Trainer Events	4cb597f6-baa.xlsx

Difference between Proposal and Work Plan

Describe changes from Proposal to Work Plan Stage

The changes made reflect the reduction in staffing numbers and corresponding accomplishments. The budget also reflects the change in funding from the original proposal of $3,174,000 down to $2,611,000. Questions and comments addressed. Corrected the 3 bulleted items. Let me know if you have any additional questions or comments. THANKS!

Additional Acknowledgements and Conditions:

The following are acknowledgements and conditions beyond those already included in the above workplan:

Do you understand and acknowledge the ENRTF repayment requirements if the use of capital equipment changes?

N/A

Do you understand that travel expenses are only approved if they follow the "Commissioner's Plan" promulgated by the Commissioner of Management of Budget or, for University of Minnesota projects, the University of Minnesota plan?

Yes, I understand the Commissioner's Plan applies.

Does your project have potential for royalties, copyrights, patents, sale of products and assets, or revenue generation?

No

Do you understand and acknowledge IP and revenue-return and sharing requirements in 116P.10?

N/A

Do you wish to request reinvestment of any revenues into your project instead of returning revenue to the ENRTF?

N/A

Does your project include original, hypothesis-driven research?

No

Does the organization have a fiscal agent for this project?

No

Do you understand that a named service contract does not constitute a funder-designated subrecipient or approval of a sole-source contract? In other words, a service contract entity is only approved if it has been selected according to the contracting rules identified in state law and policy for organizations that receive ENRTF funds through direct appropriations, or in the DNR's reimbursement manual for non-state organizations. These rules may include competitive bidding and prevailing wage requirements

N/A

Work Plan Amendments

Amendment ID	Request Type	Changes made on the following pages	Justification For Amendment Request (word limit 75)	Date Submitted	Approved	Date of LCCMR Action
1	Amendment Request	• Budget • Project Collaborators - Project Manager Info • Narrative • Other • Activities and Milestones • Budget - Personnel • Budget - Professional / Technical Contracts • Budget - Travel and Conferences • Budget - Other • Budget - Non-ENRTF Funds Contributed • Attachments	Within Mr. Bruse's oral presentation on August 17, 2022, https://www.youtube.com/watch?v=BbyN5nUEqRo at 4:28:20 he was asked the question about staffing. Mr Bruse responded that these positions would be PF and SWCD positions based in USDA/SWCD offices. Within the application, PF and SWCD personnel was wrapped into one budget number in order to be scalable. Now we need to amend the work plan to reflect accurate numbers	June 4, 2024	Yes	June 14, 2024
2	Project Manager	Previous Manager: Tanner Bruse (tbruse@pheasantsforever.org) New Manager: Josh Pommier (jpommier@pheasantsforever.org)	New lead for the project within Pheasants Forever. Current project manager has accepted a new position.	April 1, 2024	Yes	April 16, 2024
3	Amendment Request	• Other • Budget - Personnel • Budget - Professional / Technical Contracts • Budget - Travel and Conferences • Budget - Other • Budget - Non-ENRTF Funds Contributed • Attachments	Due to recent rapid inflation estimated salaries increased beyond projections and we need to increase that budget item. Staff attended more free trainings' away from their office with partner vehicles than we anticipated. We need to re-allocate staff training and mileage funds into meals and lodging to cover increased travel costs. Two SWCD subawards did not meet their goals. We want to re-allocate their funds to three SWCD's to meet additional goals.	October 7, 2025	Yes	October 10, 2025
4	Amendment Request	• Budget - Professional / Technical Contracts	I need to correct two SWCD subawards budgets from the previous amendment request. When adjusting budgets, I accidentally increased Stevens SWCD to $39,626, when I should have increased Traverse to $39,626. Le Sueur and Mower's	November 18, 2025	Yes	November 20, 2025

			amount of $39,628 is correct. None of the SWCD's have started work yet with the additional funds.			
5	Amendment Request	• Budget - Non-ENRTF Funds Contributed • Attachments	Corrected the match for PF Intern wages that are supervised by staff under this grant from $144,000 to $112,000 due to reduced intern staff numbers last summer. Updated SWCD In-kind budget to reflect actual # of SWCD's and time within project. Reduced General Mills contributed funds and increased SWCD/PF chapter funds to reflect an adjustment in funding.	March 26, 2026	Yes	March 31, 2026

Status Update Reporting

Final Status Update August 14, 2026

Date Submitted: August 13, 2026

Date Approved: October 26, 2026

Overall Update

The workforce we sent into Minnesota delivered quality technical expertise and program assistance for federal and state led conservation programs. Since the last update we hired 2 new Pheasants Forever staff and lost 1 to another job opportunity. The SWCD Subaward extensions resulted in thousands of acres of conservation program implementation. During this period:

- o General, Continuous, and Grassland CRP sign-up, with all plans needing to be completed by September 18.
- o Two MN CREP batching periods.
- o Hundreds of site visits related to CRP and Easements.
- o 18 landowner and youth related events talking about habitat and conservation.

Activity 1

Since last update we have been able to visit 1,888 sites and have 1,668 landowner contacts. In total we have visited 6,564 sites and have 9,801 landowner contacts. These contacts and visits continue to span all corners of the state. These conversations have led to a cumulative 215,298 acres of impact; 83,237 acres of contracts for new/re-enrolled CRP, EQIP, WIA, CSP, and other programs, 132,061 acres of monitoring existing limited-term and easement acres for vegetation and management purposes.

Portions of the state CRP rental rates are up, and some areas, rates are less than they were 10 years ago. Where rates are less, re-enrollment interest is 70% of expiring contracts. In those situations, staff are working to keep some land in conservation by showing scenarios of adjusted boundaries with higher rates or bringing up permanent options available through CREP and USFWS.

- Cumulative 6,564 Site visits complete. Goal is 4,000 to 5,000.
- Cumulative 9,801 Landowner contacts complete. Goal is 5,000 to 8,000.
- Cumulative 3,340 Conservation Plans. Goal is 2,500 to 3,000
- Cumulative 215,298 impacted acres complete. Goal is 100,000 to 120,000.

(This activity marked as complete as of this status update)

Activity 2

Prairies are encroaching full bloom and hosting outreach events was in full swing. End of the school year is a busy time for youth education due to restless students and beautiful spring weather. Prescribed fire events were popular because spring is the primary season for prescribed fire. Noxious weeds began to express themselves and events about vegetation management were held to help landowners manage their properties.

This period we completed 18 landowner and general public focused outreach events/field days/meetings, cumulatively 15 events. Training resource professionals is an important part of this career field, and we have been able to host 1 peer to peer learning opportunities referred to as train-the-trainer workshops this period and cumulatively 24events. In addition to in-person events, 15 direct letters and postcards were mailed landowners informing them of various conservation programs and opportunities along with several social media posts.

- Cumulative 24 Train the Trainer workshops complete. Goal is 12.
- Cumulative 133 landowner and general public workshops complete. Goal is 32.

(This activity marked as complete as of this status update)

Activity 3

Six conservation related interns funded by a NRCS grant are being mentored by staff funded by this LCCMR grant, one

each in Thief River Falls, Waseca, Worthington, Benson, Waite Park, and Sleepy Eye. These interns are being trained in CRP status reviews, site visits, easement monitoring and conservation plan writing. In addition to providing valuable staff capacity to NRCS/SWCD Field Offices, these interns are also attending field days/trainings to fully understand the roles of Field Offices.

During this time period one person departed Pheasants Forever. The rest of the 17 staff continue to deliver conservation technical and program assistance to landowners. Obtaining NRCS Job Approval Authority remains a high priority for NRCS and Pheasants Forever. At least five staff applied for and received increased levels of Job Approval Authority for conservation practices this spring prior to snow melt. Eight staff spent time preparing for the week long Conservation Planning Course held in July. Preparations included taking 40 hours of online coursework and quizzes to ensure a baseline understanding of conservation practices prior to attendance in July. Private lands staff with MN Pheasants Forever now have an average tenure of 34 months.

(This activity marked as complete as of this status update)

Dissemination

Acknowledgement of ENRTF on flyers, at outreach events, and in landowner mailings has become habit. See tab 7 for our photo narrative for pictures from events and site visits. This period we held 18 outreach events geared towards landowners and youth.

Status Update Reporting

Status Update April 1, 2026

Date Submitted: March 26, 2026

Date Approved: March 31, 2026

Overall Update

The workforce we sent into Minnesota continues to deliver quality technical expertise and program assistance for federal and state led conservation programs. Since the last update we hired 2 new Pheasants Forever staff and lost 1 to another NGO. Due to a federal Grant not getting renewed, we transitioned one staff to this grant. These state dollars are a true blessing in order to keep local technical assistance alive in Minnesota. With the remaining funds from the SWCD's we were able to award extensions to 3 of the SWCD's who requested additional funds to meet the growing landowner demand.

During this period:

o We saw the end of CRP Conservation plan writing in September 2025.

o The longest federal shutdown in US History. This caused many staff to become anxious about their jobs. Not being able to work in our normal USDA offices created inefficiencies within our jobs and a reduction in work products. Staff were still able to meet with producers, work on state-programs, work on continuing education, work on outreach activities, and promotion.

o Continuous CRP sign up opened in February 2026. Opening in the winter creates challenges because snow covered fields make herbaceous species identification difficult.

Activity 1

Since last update we have been able to visit 738 sites and have 1,352 landowner contacts. In total we have visited 4,676 sites and have 7,857 landowner contacts. These contacts and visits continue to span all corners of the state.

These conversations have led to a cumulative 154,978 acres of impact; 64,445 acres of contracts for new/re-enrolled CRP, EQIP, WIA, CSP, and other programs, 93,609 acres of monitoring existing limited-term and permanent easement acres for vegetation and management purposes.

Some parts of the state CRP rental rates are up from last sign-up, and some areas, rates are less than they were 10 years ago. Where rates are less, re-enrollment interest is 70% of expiring contracts. In those situations, staff are working hard to keep some of that land in conservation by showing scenarios of adjusted boundaries with higher rates or bringing up permanent options available through CREP and USFWS.

- Cumulative 4,676 Site visits complete. Goal is 4,000 to 5,000.
- Cumulative 7,836 Landowner contacts complete. Goal is 5,000 to 8,000.
- Cumulative 2,428 Conservation Plans. Goal is 2,500 to 3,000
- Cumulative 154,978 impacted acres

Activity 2

Planning for outreach events helped to keep staff busy during the prolonged federal government shutdown. Internally we have a shared folder full of presentations, handouts, flyers, and other materials related to outreach for staff to utilize and customize to fit their niche situation. Prescribed fire continues to be a hot topic for staff to promote to landowners as well as increase their personal skillset.

This period we completed 14 landowner and general public focused outreach events/field days/meetings, cumulatively 115 events. Training resource professionals is an important part of this career field, and we have been able to host 3 peer to peer learning opportunities referred to as train-the-trainer workshops this period and cumulatively 23events. In

addition to in-person events, over 44 direct letters and postcards were mailed to 2,800 landowners informing them of various conservation programs and opportunities along with several social media posts.

- Cumulative 23 Train the Trainer workshops complete. Goal is 12.
- Cumulative 115 landowner and general public workshops complete. Goal is 32.

Activity 3

The job announcement closed at the end of February for 6 Conservation Interns located in Thief River falls, Waseca, Worthington, Benson, Waite Par, Sleepy Eye, and one Outreach Intern based remotely in central MN. Six of these 7 interns will be paired with staff funded by this LCCMR grant, and the other mentor is funded through other federal funding.

Turnover within our team remains relatively typical with two staff leaving, one for a remote job working primarily on easements and the other leaving to follow her nursing passion. Leaving Pheasants Forever to work on easements is a kudos to this grant funding allowing staff to work on all aspects of conservation and allowing them to find and follow their passion. You can see a graphic of our staffing levels within the photo narrative of our attachments.

Dissemination

Outreach planning efforts were in full force during the federal government shutdown, however dissemination of program information trailed off during the period as program uncertainty loomed. If felt like a holding pattern. Recognition of ENRTF was done on flyers for Prescribed Burn Association meetings, Private Lands Partnership Meeting, and other of the 36 events held around Minnesota.

Status Update Reporting

Status Update October 1, 2025

Date Submitted: September 26, 2025

Date Approved: October 3, 2025

Overall Update

We have sent a workforce into Minnesota and are delivering quality technical expertise to landowners. Since this last update, we have hired 2 new Pheasants Forever staff to fill the technical assistance roles. The subawards to 17 SWCD's are complete, two SWCD's did not complete their subaward and we would like to re-allocate those un-spent funds to 3 SWCD's who requested additional funds. Tenured biologists are training young professionals in the programmatic and soft skills in small group and individual meetings. Throughout the conservation community there are many young professionals with under two years' experience, requiring a lot of assistance interpreting program rules, computer program training, and mentoring. This period the conservation industry saw a lower federal conservation workload allowing for more time to be spent on state funded programs. The reduced federal workload is due to the shortened CRP sign-up and reduction in EQIP spending. In total have impacted 138,269 acres across 11 different conservation programs impacting over 34 Minnesota counties. A pictorial narrative is included in the attachments page.

Activity 1

Since last update we have been able to visit 1,078 sites and have 1,037 landowner contacts. In total we have been able to visit 3,938 sites and have 6,605 landowner contacts. These contacts and visits continue to span all corners of the state. These conversations have led to a cumulative 138,269 acres of impact. 61,369 acres of contracts for new/re-enrolled CRP, EQIP, WIA, CSP, and other programs. 76,900 acres of monitoring existing limited-term and permanent easement acres for vegetation and management purposes. A one-year extension of the Farm Bill, allowed staff to deliver continuous and general CRP, as well as EQIP and CSP programs. CRP rental rates declined resulting in about 20% of interested landowners to not enrolling into CRP and continuing cropping. In those cases, staff worked with the willing landowners to still implement conservation on those acres like cover crops or water and sediment control basins to help prevent erosion.

Funds from BWSR helped provide many opportunities for landowners interested in permanent conservation easements. Landowners interested in enhancing vegetative diversity on their existing easements also saw an increase in activity with available state funds.

Activity 2

Outreach has been keeping staff quite busy throughout the growing season. Numerous field events showcasing the benefits of grazing, permanent easements, soil health, prescribed fire, and other conservation related topics. The Pine County Farm Bill Biologist loves hosting events and educating the public and she alone hosted 7 events. Pope SWCD posted several articles in their newsletter pertaining to CRP, RIM, and other conservation programs covered by this grant. This period we completed 16 landowner and general public focused outreach events/field days/meetings, cumulatively 101 events. Training resource professionals is an important part of this career field, and we have been able to host 10 peer to peer learning opportunities referred to as train-the-trainer workshops this period and cumulatively 20 events. They are good to keep everyone up-to speed on emerging trends in conservation and to ensure we are all practicing good science-based practices. In addition to in-person events, over 26 direct letters and postcards were mailed to 2,050 landowners informing them of various conservation programs and opportunities along with several social media posts.

Activity 3

This summer we were able to host our second group of two seasonal interns. Federal funding uncertainty this spring limited our summer internship program from eight down to two summer seasonal interns. These two nterns were

paired with seasoned staff who taught them plant id, status reviews, basic program information, and encouraged them to attend all training events within a reasonable driving distance. This is a similar training style we use for new Farm Bill Biologists, however with interns we don't go quite as deep into program specifications.
Our increase in wages has helped us to retain staff as we have had only one person resign in the last six months. We are still tracking wages to ensure we are competitive. You can see a graphic of our staffing levels within the photo narrative of our attachments.

Dissemination
Blooming flowers and abundant wildlife sightings have made social media posts very colorful this reporting period. During the hundreds of site visits this summer staff have been able to capture program enrollment pictures and restoration strategies. Outreach efforts within traditional print media were down, while social media efforts are prevalent. Farm Bill Biologist in Kandiyohi county spent some time on the radio promoting CRP and Pheasants Forever chapter updates.

To date 101 landowner and general public focused events have been completed impacting 2,500+ attendees. Results from these events are individual landowner contacts and requested site visits from technical staff to help with habitat questions and program eligibility. Examples are included in the attachment.

Status Update Reporting

Status Update April 1, 2025

Date Submitted: March 27, 2025

Date Approved: April 9, 2025

Overall Update

We have sent a workforce into Minnesota and are delivering quality technical expertise to landowners. Since this last update, we have hired 11 new Pheasants Forever staff to fill the technical assistance roles. Through funding from another NRCS grant we have elevated tenured staff to Area Wildlife Biologist positions to work with federal and state partners to offer training and mentoring opportunities to the younger resource professionals. Young professionals coming out of college are eager to use their science-based knowledge to help landowners meet their resource concerns. Tenured Area Wildlife and Senior Biologists are diligently working with young professionals in the programmatic and soft skills. In total have impacted 92,067 acres across 11 different conservation programs impacting over 34 Minnesota counties.

Activity 1

In total we have been able to visit 2,799 sites and have 5,057 landowner contacts. These contacts have been with landowners from Thief River falls to Duluth to Austin to Worthington and everywhere in between. These conversations have led to a cumulative 92,067 acres of impact. Thanks to a one-year extension of the Farm Bill, staff were able to deliver continuous and general CRP, as well as EQIP and CSP programs. CRP rental rates remained fairly stable giving landowners comfort that their rates were fair and allowed for a successful enrollment. Inflation Reduction Act infusion of dollars into CSP and EQIP drove demand that partner staff assist NRCS in implementing these valuable conservation programs. Thanks to Minnesota's budget surplus, an infusion of state dollars into the RIM program helped to enhance existing RIM sites and allow for a good opportunity to enroll new acres.

- Cumulative 2,799 Site visits complete. Goal is 4,000 to 5,000.
- Cumulative 5,057 Landowner contacts complete. Goal is 5,000 to 8,000.
- Cumulative 92,067 impacted acres complete. Goal is 100,000 to 120,000.

Activity 2

Outreach has been keeping staff quite busy throughout the growing season. Numerous field events showcasing the benefits of cover crops, soil health, prescribed fire, volunteer tree removal, seeding equipment and other conservation related topics. Big names like Ray Archuleta came to MN to spread the good news of soil health. Overall, we have completed 65 landowner and general public focused outreach events/field days/meetings. With all the young staff, training resource professionals is an important part of this career field, and we have been able to host 8 peer to peer learning opportunities referred to as train-the-trainer workshops. They are good to keep everyone up-to speed on emerging trends in conservation and to ensure we are all practicing good science-based practices. We are behind on our goal for train the trainer workshops because we had so many new staff start that they did not have the experience to host an event as they were attending other training events themselves. Next year they will have more contacts and be able to host or partner on an event.

- Cumulative 8 Train the Trainer workshops complete. Goal is 12.
- Cumulative 65 landowner and general public workshops complete. Goal is 32.

Activity 3

This summer we were able to host our first group of seven seasonal interns. Interns were paired with seasoned staff who taught them plant id, status reviews, basic program information, and encouraged them to attend all training events within a reasonable driving distance. This is a similar training style we use for new Farm Bill Biologists, however with interns we don't go quite as deep into program specifications. We had another big year of training new staff, so much

so, that we had to host two new Farm Bill Biologist Bootcamps to make training more efficient. Partners asked if they could participate, we plan on working with them on an individual basis.

In an effort to help attract and retain staff, we increased our starting wages 12.5%. We have seen this effort payoff as we are not having candidates decline our offers due to pay, and our retention of staff has slightly ticked up. You can see a graphic of our staffing levels within the photo narrative of our attachments.

Dissemination

Outreach has been a top priority during this reporting period. General CRP announcement, Walk-in-Access, RIM enrollment, and RIM Enhancements have been the top priorities for direct landowner outreach, press releases and social media posts. Soil health activities such as cover crops, reduced tillage, and small grains have also been topics of outreach. There has been a trend to focus on the program buzzwords such as soil health, wildlife habitat, carbon, climate and a couple others to bring landowners to events. Then during the event dive deeper into programs and cost share opportunities that help implement the buzz words. Outreach events focused on specific wildlife species have also been utilized to help spread the word that technical assistance and financial assistance are available to landowners. To date 65 landowner and general public focused events have been completed. Results from these events are individual landowner contacts and requested site visits from technical staff to help with habitat questions and program eligibility. Examples are included in the attachment.

Status Update Reporting

Status Update October 1, 2024

Date Submitted: September 26, 2024

Date Approved: October 1, 2024

Overall Update
This status update is waived per guidance from LCCMR staff provided on August 13, 2024.

Activity 1
This status update is waived per guidance from LCCMR staff provided on August 13, 2024.

Activity 2
This status update is waived per guidance from LCCMR staff provided on August 13, 2024.

Activity 3
This status update is waived per guidance from LCCMR staff provided on August 13, 2024.

Dissemination
This status update is waived per guidance from LCCMR staff provided on August 13, 2024.

Status Update Reporting

Status Update April 1, 2024

Date Submitted: June 4, 2024

Date Approved: June 14, 2024

Overall Update

Development of the Request for Proposals took longer than anticipated to finalize with the grants department within PF and partners. Fifteen Pheasants Forever staff are on-board delivering technical assistance to landowners in 21 counties across Minnesota. Since September 1, these fifteen staff have impacted 533 acres through March 1, 2024. Since this funding became available, our NRCS grant funding 17 positions also became available allowing us to bring more match to this agreement and fund up to 34 positions. On February 21, the application period closed for SWCD's across MN to apply for funding to cover staff time to help deliver technical assistance. 24 SWCD's applied for these funds and on March 7, 2024, seventeen SWCD's were notified they were funded. Local SWCD staff know their landowners and understand their local culture. Partnering with these SWCD's brings collaboration between agencies increasing our effectiveness to successful voluntary conservation. By April 1, our army of technical staff should be in place to deliver technical assistance to landowners all across our great state of MN.

Activity 1

743 landowner contacts impacting 533 acres. 145 site visits were completed leading to 66 conservation plans. Most of these landowner contacts are meetings are for future contracts and impacted acres. Winter is filled with continuing education, planning, and outreach, all these activities are getting staff ready for program enrollments filled with excitement about the great projects on the horizon. CRP soil rental rates were in limbo as some counties saw an increase and did not sign any contracts until the new rates became 100% effective. General CRP announcement came March 4 and closes March 29. BWSR's RIM program had several batching periods close and staff were busy meeting the deadlines of RIM Wetlands, RIM Riparian/Floodplain, RIM 1W1P, and RIM Working Lands. USDA-NRCS is transitioning and training SWCD and PF staff from ARCMAP to ARCPRO during these winter months. At this point, we are short of meeting our goals of 4,000 site visits, 2,500 conservation plans, and 5,000 landowner contacts. Our plan to achieve these goals is to sub-award SWCD funding for positions and hiring more full-time PF staff to help meet these deliverables and positively impact 100,000+ acres.

Activity 2

Pheasants Forever staff disseminated technical expertise and program specifics in 7 landowner focused workshops. These professionals utilized print media, radio, and social media advertising to ensure all landowners had an equal chance to receive their information. Topics included wetland tours, nature field days, pheasant schools and general environmental education. These events were held in person at various nature centers, county parks, and online.
1 in person and 2 online events, for a total of 3 events were held this reporting period to train other resource professionals. The focus of these events were on upcoming habitat enhancement programs and tips for habitat management. Partners in these events included BWSR, NRCS, and SWCD's.

Activity 3

Currently we have 15 FTE Pheasants Forever staff working to deliver technical assistance to landowners within MN, which meets our first Milestone. We have job postings in the works to add two more Pheasants Forever staff. These local experts are working with landowners everyday to help them with their conservation needs. By April 1, we plan to be partnering with 17 SWCD's to fund their staff to work with landowners in conservation. Within PF we are working on our summer series of Train the Trainer workshops to help train staff in wildlife, habitat, and water quality practices. These events are held in person and geared to present the latest technical expertise to other professionals.
On March 10, the job announcement closed for 8 interns to be placed around MN. These interns will be boots on the

ground helping NRCS and SWCD offices implement voluntary conservation. These interns will gain hands-on training from seasoned private lands staff, which will meet milestone number three. Funding for the interns does not come from ENRTF, but the staff supervising and mentoring the interns does come from ENRTF.

Dissemination

Landowner outreach events, internal training events, and internal discussions have been the main vehicle for dissemination. New staff are not familiar with the best way to reach target audiences, and we are pairing these staff with seasoned veterans to help guide them in their outreach. BWSR is bringing us into their training networks and working with PF to help spread our training events and other outreach opportunities. Our Outreach Coordinator is utilizing social media, and print media to spread the word of many of our projects. Staff regularly take photos while in the field and at events. ENTRF logos were utilized on flyers and recognition within radio advertising.