UPPER MISSISSIPPI RIVER BASIN ASSOCIATION MULTI-BENEFIT CONSERVATION PRACTICE WORKSHOP WORKBOOK

WORKSHOP EXERCISES

Welcoming Remarks Process and Products Review of Pre-Workshop Webinars Katrina Kessler, MN PCA Commissioner Brian Stenquist, Workshop Facilitator Lauren Salvato, Workshop Host

INTRODUCTIONS Please answer the following questions in writing below

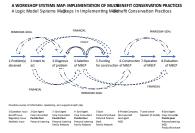
1. What is your name, your organization, and your work within your organization?

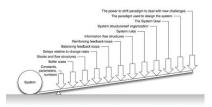
2. How does your work intersect with the focus of this workshop?

3. What 3-4 things do you hope to accomplish, learn, or gain through the workshop?

After everyone has had a chance to respond to these questions, participants can begin sharing their answers in a round robin fashion at their table. (We may ask you to transcribe your answers on to a post it note later in the day.)

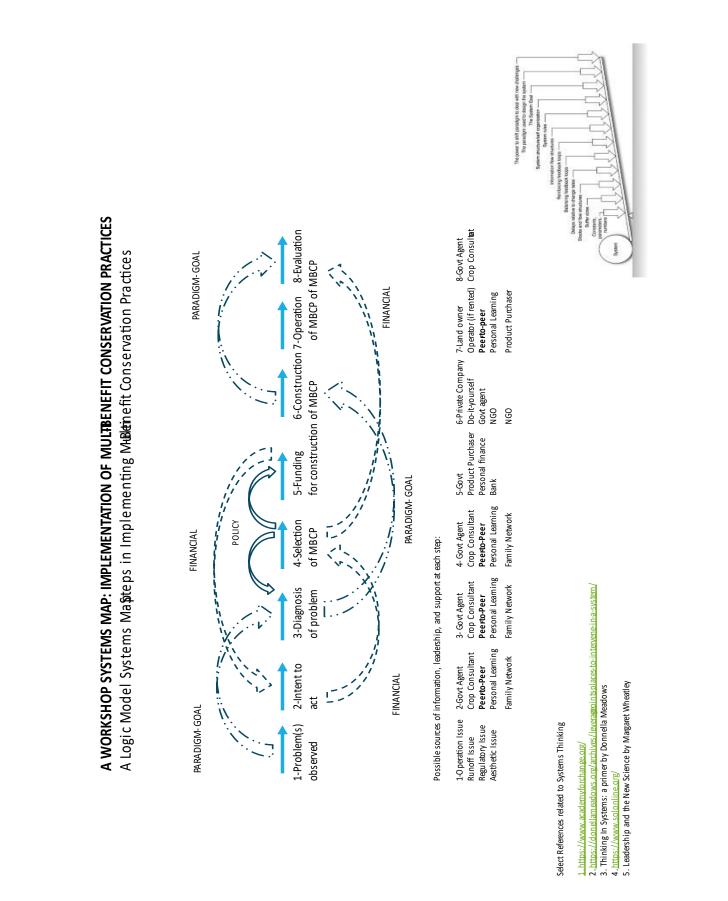
NOTES ON PRESENTATION Workshop Draft Systems Map





Select References related to Systems Thinking

- 1. https://www.academyforchange.org/
- 2. https://donellameadows.org/archives/leverage-points-places-to-
- intervene-in-a-system/
- 3. Thinking In Systems: a primer by Donnella Meadows
- 4. https://www.solonline.org/
- 5. Leadership and the New Science by Margaret Wheatley



APPRECIATIVE INQUIRY ABOUT THE WORKSHOP DRAFT SYSTEMS MAP Please answer the following questions in writing below

1. What do you like about this workshop draft systems map? How does it help you see important aspects of implementation and possible leverage points more clearly?

2. What are some key system elements or dynamics that are missing from this systems map? How would you add them into this systems map?

3. How would you improve the workshop draft systems map if you were looking for important leverage points?

After everyone is done answering the questions in the workbook, individuals share one of their answers with others at the table

NOTES ON PRESENTATIONS Financial Leverage Points County Farm Bureau Grant Program

Policy Leverage Points

Identifying Policy Incentives and Disincentives to Water Retention Strategies in Agricultural Settings in the Upper Mississippi River Basin

NOTES ON PRESENTATIONS CONTINUED Participation and Leadership Leverage Points Primer for Increasing New Collaborations around Clean Water

Fostering Conservation through Farmer Leadership: Wisconsin's Producer-Led Watershed Protection Program

IMPROVEMENTS IN THE SYSTEM

Please answer the following questions in writing below

Based on the presentations and on your own experiences:

1. What are 2-3 important improvements we, as a community of practice, could make in the "financial support space" for multi-benefit conservation practices?

2. What are 2-3 important improvements we, as a community of practice, could make in the "technical coordination support space" for multi-benefit conservation practices? (Technical coordination includes published information, technical guides and manuals, education and training sessions, as well as individual technical consulting.)

3. What are 2-3 important improvements we, as a community of practice, could make in the "policy support space" for multi-benefit conservation practices? (In this context, "policy" can include laws, rules, and administrative procedures.)

4. What are 2-3 important improvements we, as a community of practice, could make in the "participation and leadership support space" for multi-benefit conservation practices?

When participants are done answering the questions in their workbook, they can break for lunch.

LUNCH BREAK

When participants return from lunch, they should transcribe one of their answers to each of the 4 "IMPROVEMENTS IN THE SYSTEM" questions on to post it notes (Put only one answer per post it. Please label the post-its by category: financial; technical; policy; leadership).

When everyone is done transcribing their answers, they should share their answers to each question with others at the table.

STRETCH BREAK

Tribal and BIPOC Perspectives

Panel: Tribal and BIPOC Perspectives on Multi-Benefit Conservation Practices

Sara George, Renewing the Countryside, Conservation Connections Program Coordinator Melissa King, Water Programs Coordinator, Minnesota BWSR Rodrigo Cala, Agricultural Tainer, Latino Economic Development Center

Notes:

Notes (continued)

STRETCH BREAK

When participants return from the stretch break, they should answer the following questions:

1. What are 2-3 important ideas you heard from the panel?

2. How might one or more of those ideas influence your organization's support for tribal and BIPOC implementation of multi-benefit conservation practices?

3. What questions or additional perspectives did the panel presentations stimulate for you?

After everyone is done answering the questions, participants should share their answers with each other at the table, round robin style

Panel members are encouraged to join a tabletop discussion or wander around listening in on multiple conversations

At 4:10, we will stop the tabletop conversations and ask the panelists to reassemble as a group

FOLLOW-UP QUESTIONS AND PERSPECTIVES Tabletop participants or panelists may ask follow-up questions or make observations about the conversation Wrap Up Day 1

Lauren Salvato, UMRBA

Notes:

Before they leave for the day, participants should put their "IMPROVEMENTS IN THE SYSTEM" post its on flipcharts around the room

EVENING SOCIAL MOMENTS

Get to know your fellow workshop attendees at a networking event. Drinks and dinner will be available with individual checks, at cost to the attendee.

Bar at Hyatt Place Downtown St. Paul 180 Kellogg Blvd. East St. Paul, MN 55101

WELCOME TO DAY 2

RECAP OF DAY 1

TAKING ACTION – MAKING IT HAPPEN

Finding a "Match Maker" for Conservation Actions

Notes:

Lauren Salvato, UMRBA, Matt Lechtenberg, IA DALS

Brian Stenquist, UMRBA

Dr. Adam Reimer, National Wildlife Federation

MAKING A DIFFERENCE - MAKING A CHANGE

Participants answer the following questions:

1. What 3-5 key ideas that arose during the workshop will you share with your supervisor and colleagues when you return to work?

2. What small changes in your organization's approach to multi-benefit conservation practices might you begin to advocate for based on the ideas and perspectives shared during the workshop?

3. What deeper questions do you walk away with from this workshop?

4. What brings you optimism and hope as you walk away from the workshop?

After everyone is done answering the questions in the workbook, individuals share their answers with others at the table

At 9:45, we will stop the tabletop conversations and ask individuals to transcribe onto post it notes their answers to these questions. Label the post its: ideas; changes; questions; optimism.

(Participants can leave the post its on the table – we will collect them at the end of the workshop)

BREAK

SUMMARY AND CLOSING THOUGHTS

FINAL THOUGHTS FROM PARTICIPANTS

When participants return from the break, we will pass the microphone around to everyone and ask all willing participants to share one of their answers (or an answer provided by someone else at your table) to Questions 1 in "Making a Difference – Making a Change" and share one highlight for them from the workshop experience (one answer – one highlight)

Notes:

FINAL THOUGHTS FROM WORKSHOP HOSTS

Lauren Salvato, UMRBA

Notes:

SOME WORKSHOP POETRY

THESE RIVERS REMEMBER - by Roberta Hill

In these rivers, on these lakes *Bde-wa'-kan-ton-wan* saw the sky: North of here lies *Bdo-te*, Center of the earth. Through their songs, the wind held on to visions. We still help earth to walk her spiral way, feeling the flow of rivers and their memories of turning and change.

Circle on circle supports us. Beneath the tarmac and steel in St. Paul, roots of the great wood are swelling with an energy no dare betray.

The white cliffs, *I-mni-za ska*, Know the length of *Kangi Ci'stin-na's* tears. He believed that words spoken held truth and was driven into hunger. Beneath the cliffs, fireflies flickered through wide swaths of grass. Oaks grew on savannahs, pleasant in the summer winds where deer remain unseen.

These rivers remember their ancient names, Ha-ha Wa'-kpa, where people moved in harmony thousands of years before trade became more valuable than lives.

In their songs, the wind held on to visions. Let's drop our burdens and rest. Let's recognize our need for awe. South of here, the rivers meet and mingle. Bridges and roads, highway signs, traffic ongoing. Sit where there's a center and a drum, feel the confluence of energies enter our hearts so their burning begins to matter.

This is *Maka-co-ka-ya kin*, The Center of the Earth. THE MAN BORN TO FARMING - by Wendell Berry

The grower of trees, the gardener, the man born to farming,

whose hands reach into the ground and sprout, to him the soil is a divine drug. He enters into death yearly, and comes back rejoicing. He has seen the light lie down in the dung heap, and rise again in the corn.

His thought passes along the row ends like a mole. What miraculous seed has he swallowed that the unending sentence of his love flows out of his mouth like a vine clinging in the sunlight, and like water descending in the dark?

OFFERING: FIRST RICE for Jim Northrup - by Heid E. Erdrich

The grains should be green as river rocks, long as hayseed, with the scent of duckweed and sweetgrass that grows along the lake's banks. First *manoomin*, feast plate laid for the spirits – berries and tobacco offered with song. What it must have meant to give what little the people had to give: herbs left in thanks for the food that will sustain us, for the water that gives up that food, for the world working the way it should -- living and full of living god.

THANK YOU -by Ross Gay

If you find yourself half naked and barefoot in the frosty grass, hearing, again, the earth's great, sonorous moan that says you are the air of the now and gone, that says all you love will turn to dust, and will meet you there, do not raise your fist. Do not raise your small voice against it. And do not take cover. Instead, curl your toes into the grass, watch the cloud ascending from your lips. Walk through the garden's dormant splendor. Say only, thank you. Thank you. IMMEDIATE FEEDBACK ON THE WORKSHOP (to be completed before the workshop ends)

1. What worked well for you during the workshop?

2. What are two or three insights you will take away from the workshop?

3. How would you score the workshop on a scale of 1-7? (circle the score)

1	2	3	4	5	6	7
Poor			Okay			Excellent

4. Briefly, why did you give it this score?

5. Any other thoughts on the workshop?

6. What is a final thought you would share with other workshop participants?