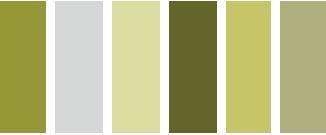




TIPPECANOE SOIL & WATER CONSERVATION DISTRICT

# 2010 ANNUAL REPORT

*The Tippecanoe County Soil and Water Conservation District is committed to provide quality technical, educational, and informational resources for the community through leadership, service, and citizen involvement to foster natural resource conservation and environmental stewardship.*



## SUPERVISORS & STAFF

### **2010 SWCD BOARD OF SUPERVISORS**

**Randy Geswein, Chairman**

**Gene Kroeschen, Vice Chairman**

**Josh Cox, Supervisor**

**Jim King, Supervisor**

**Larry Underwood, Supervisor**

### **2010 SWCD STAFF**

**Chris Remley, District Administrator**

**Megan Benage, Rural Conservationist**

**Don Emmert, Water Quality Educator**

**Robert Staton, Urban Conservation Technician**

**Dan Dunten, Urban Conservationist**

**Joe Avram, Urban Conservation Technician**

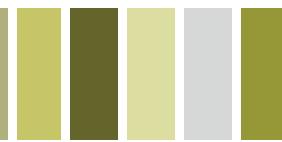
**Erica Merrifield, Water Quality Education Assistant**

### **2010 PARTNERSHIP STAFF**

**Mark Eastman, District Conservationist  
USDA Natural Resources Conservation Service**

**Sue Gerlach, Resource Specialist  
ISDA, Division of Soil Conservation**

# STABLE SOILS & SOIL QUALITY



## RESOURCE CONCERN — NUTRIENT AND PESTICIDE APPLICATION:

### Goal 1: The SWCD will educate 20 landowners in high manure application areas on best management practices for manure application by 2014.

- ~ Educated 5 landowners on manure application through the Mississippi River Basin Initiative (MRBI)
- ~ Partnering w/various entities to identify water courses where pesticide and nutrient levels are high on an ongoing basis

### Goal 2: Cover crops shall be increased by 2,500 acres in Tippecanoe County by 2014.

- ~ Installed 223 acres of cover crops in 2010
- ~ Hosted biannual cover crop workshop in August in partnership with the Greater Wabash River RC&D
- ~ Currently developing inventory of acres utilizing cover crops in rotation. Including and defining highest nutrient loading areas.
- ~ Created a contractors list in August specific to cover crop seeding
- ~ Partnered with the Greater Wabash River RC&D (which includes representatives from Tippecanoe, Howard, Tipton, Clinton and Carroll County SWCDs) to submit a USDA MRBI — Cooperative Conservation Partnership Initiative (CCPI) grant application that included cover crop as a best management practice for the Wildcat Creek watershed



## RESOURCE CONCERN — STREAMBANK STABILIZATION:

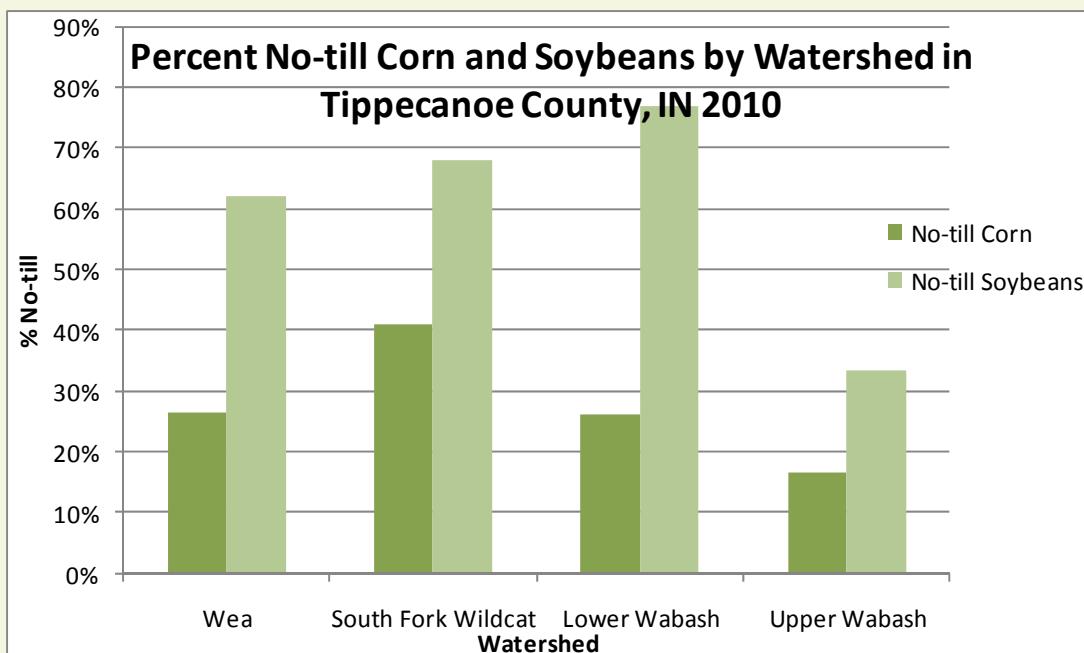
### Goal 1: The SWCD will increase streambank stabilization awareness/education through ten partnering opportunities by 2014.

- ~ Improved working relationships with the County Drainage Board and city engineers through SWCD representation at County Drainage Board meetings and discussions relative to ditch banks
- ~ Developing a resource Homeowners Guide to advise individuals about streambank stabilization

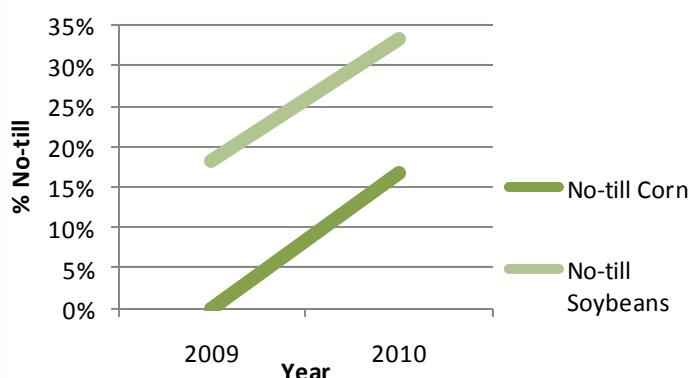
# STABLE SOILS & SOIL QUALITY

## RESOURCE CONCERN — SOIL EROSION AND SEDIMENTATION:

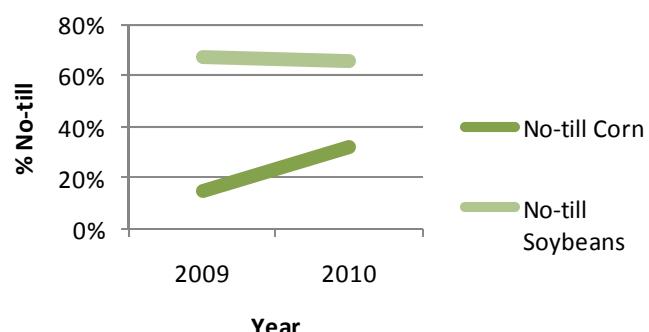
**Goal 1:** No till practices shall be increased by 2,500 acres in the Upper Wabash and Wildcat Creek watersheds by 2014.



**Percent No-till in the Upper Wabash Watershed, Tippecanoe County, IN**



**Percent No-till in Wildcat Creek Watershed, Tippecanoe County, IN**



**Upper Wabash Watershed No-Till Acres: Corn 2,920 & Beans 2,654 ~ Both Increased from 2009 to 2010**

**Wildcat Creek Watershed No-Till Acres: Beans Decreased 728 Acres from 2009 to 2010**

**Wildcat Creek Watershed No-Till Acres: Corn 14,390 Increased from 2009 to 2010**

To account for crop rotation as well as seasonal differences during planting seasons (wet vs. dry spring),  
an overall trend will be calculated at the conclusion of our long-range plan

- ~ Hosted a biannual no-till workshop in August in partnership with the Greater Wabash River RC&D
- ~ Performed annual tillage transect in June
- ~ Conducted site visits with landowners promoting conservation systems on an ongoing basis
- ~ Encouraged buffer installation as part of a conservation system on an ongoing basis

# SUSTAINABLE COMMUNITIES - LAND USE AND DEVELOPMENT

## RESOURCE CONCERN — WILDLIFE HABITAT LOSS & FRAGMENTATION:

**Goal 1:** The SWCD will educate 750 landowners about beneficial native plants and the negative impact of invasive plants on the environment by 2014.

- ~ Educated approximately 400 landowners through workshops, group/civic presentations, and the 4-H County Fair
- ~ Partnered with NICHEs Land Trust to host two Natural Area Field Days in May and August about the benefits of native plants and invasive plant control

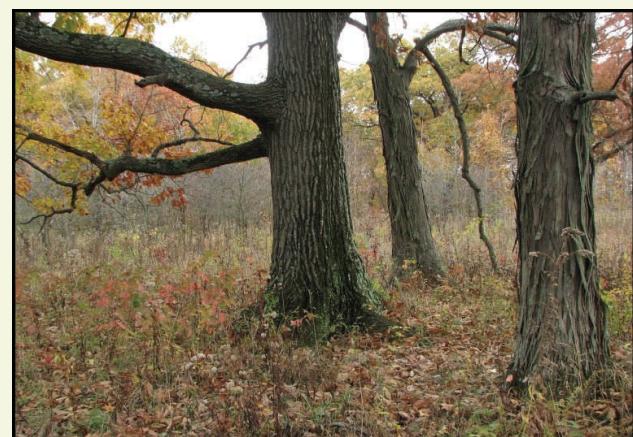
**Goal 2:** 350 acres of wildlife habitat will be installed in Tippecanoe County by 2014.

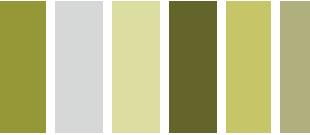
- ~ Installed 142 acres of upland and wetland wildlife habitat
- ~ Partnered with specific wildlife groups to target corridor areas and install habitat to increase connectivity on an ongoing basis
- ~ Submitted USDA MRBI-CCPI grant application in March with a native plant buffer component

## RESOURCE CONCERN — STORMWATER RUNOFF:

**Goal 1:** The SWCD will work to reduce stormwater runoff by facilitating programs to establish 250 best management practices by 2014.

- ~ Worked with the Cities of Lafayette & West Lafayette to establish a rain garden cost-share program
- ~ Installed two rain garden demonstration sites at Regency Place and the Lilly Nature Center
- ~ Conducted 10 rain garden workshops for homeowners and businesses
- ~ Conducted 11 rain barrel workshops for homeowners and businesses
- ~ Sold 90 rain barrels to encourage water conservation
- ~ Staff instructed two Master Naturalist classes for the Greater Wabash River RC&D
- ~ Promoted and sold native trees, shrubs, wildflowers, grasses and sedges to encourage water absorption in the natural landscape
- ~ Reviewed all submitted Stormwater Pollution Prevention Plans (SWPPPs) for Rule 5 compliance and provided recommendations to engineers, municipalities, and the Area Plan Commission.
- ~ Improved working relationships with the County Drainage Board, Area Plan Commission, and city engineers through early involvement in proposed construction/development projects and SWCD representation at County Drainage Board meetings.



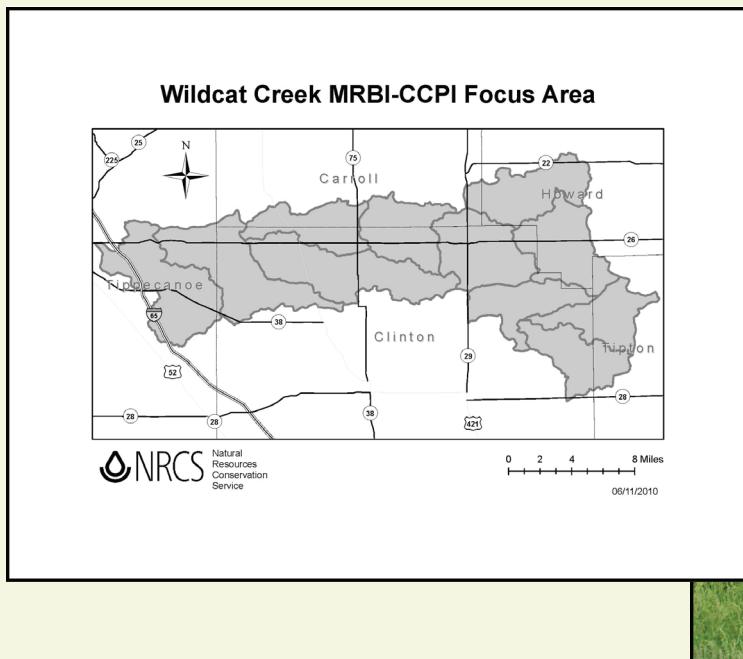


## CLEAN STREAMS & WATER RESOURCES

### RESOURCE CONCERN — NEED FOR BUFFERS AND WATERWAY PROTECTION:

**Goal 1: 125 acres of buffers will be installed in the Wea Creek and Wildcat Creek watersheds by 2014.**

- ~ Installed 88.5 acres of buffers in 2010
- ~ Currently identifying and mapping areas for comprehensive county inventory of conservation practices
- ~ Partnered with the Greater Wabash River RC&D to submit a USDA MRBI — CCPI grant application that will provide financial incentives to install best management practices which will reduce the potential for pesticide and nutrient loading within the Wildcat Creek watershed
- ~ **GREATER WABASH RIVER RC&D AWARDED USDA MRBI-CCPI GRANT IN THE AMOUNT OF 2.25 MILLION DOLLARS !!**



**Goal 2: The SWCD will educate 150 landowners about the benefits and installation of two stage ditches by 2014.**

- ~ Currently partnering with the Tippecanoe County Surveyor to install a two stage ditch and to host a workshop on benefits of two stage ditches

### RESOURCE CONCERN — LAWN FERTILIZER AND PESTICIDE CONTAMINATION:

**Goal 1: The SWCD will provide 10 educational and/or outreach opportunities on the environmentally wise use of lawn fertilizers and pesticides by 2014.**

- ~ Prepared and distributed a letter in June to 15 retail garden centers specific to the sale and use of no/low phosphate lawn fertilizers

# EDUCATION

In 2010, the SWCD's Water Quality Educator provided classroom training, hands-on activities, and other informative programs as noted below. While the Soil and Water Conservation District will no longer be offering classroom training, all other outreach efforts to educate the community will continue.



## ACCOMPLISHMENTS:

Total Presentations Given: 172

- Youth Education reached 4423 students through classroom presentations, field days, Boy Scouts, Girl Scouts, 4-H, surrounding county's field days, and FFA National Convention, etc.
- Adult education reached 604 adults through presentations, watershed festivals, Purdue collaborations & more
- Industry & Business education increased by expanding partnerships within Tippecanoe County to 21, including Alcoa, Cargill Inc., Purdue University, Ivy Tech Community College, Lafayette Journal and Courier, Midwest Rentals, North Central Health Services, Regency Place Retirement Center, United Way of Greater Lafayette, Tippecanoe County Public Library, West Lafayette Public Library, Subaru, WLFI TV18, & more
- Local Government education increased by expanding working relationships and fostering new partnerships. Local government partnerships include City of Lafayette, City of West Lafayette, Town of Dayton, Town of Battle Ground and Tippecanoe County

In addition, \*1400+ people were introduced to soil and water education at the Tippecanoe County Fair as a result of the District's booth highlighting Backyard Conservation Education, rain barrels and rain gardens.

\*The number of people who walked by the booth and/or picked up informational material can not be quantified and is an estimate based on in-person contacts while staffing booth and increased number of attendees at Fair.



## TECHNICAL ASSISTANCE

**SUMMARY OF CONSERVATION PRACTICES**  
**Provided by USDA Natural Resources Conservation Service**  
**TIPPECANOE COUNTY - FY 2010**  
**10/01/09 - 09/30/10**

Summary Conservation Practices	Planned	Applied
Closure of Waste Impoundment (no)	4	8
Comprehensive Nutrient Management Plan - Applied (no)	0	1
Conservation Cover (ac)	45	28
Conservation Crop Rotation (ac)	4,095	2,955
Cover Crop (ac)	79	223
Early Successional Habitat Development/Management (ac)	1	3
Field Border (ac)	1	8
Forage & Biomass Planting (ac)	6	106
Forage Harvest Management (ac)	35	431
Forest Stand Improvement (ac)	190	0
Grade Stabilization Structure (no)	1	1
Grassed Waterway (ac)	82	7
Heavy Use Area Protection (ac)	1	1
Integrated Pest Management (ac)	966	517
Lined Waterway or Outlet (ft)	5	40
Mulching (ac)	12	4
Nutrient Management (ac)	668	1,028
Open Channel (ft)	1,500	0
Prescribed Forestry (ac)	159	261
Residue & Tillage Management, Mulch Till (ac)	1,719	455
Residue & Tillage Management, No-Till/Strip Till/Direct Seed (ac)	2,590	2,112
Restoration & Management of Rare and Declining Habitats (ac)	11	2
Subsurface Drain (ft)	9,320	4,410
Tree/Shrub Establishment (ac)	86	103
Tree/Shrub Pruning (ac)	25	0
Upland Wildlife Habitat Management (ac)	116	112
Waste Utilization (ac)	0	327
Watering Facility (no)	0	2
Wetland Restoration (ac)	75	86
Wetland Wildlife Habitat Management (ac)	167	30

# FINANCIAL

ANNUAL FINANCIAL REPORT OF TIPPECANOE COUNTY SWCD		
January 1, 2010, through December 31, 2010		
Balance Brought Forward	\$ 15,734.78	15,734.78
<b>RECEIPTS</b>		
State for District Operations	10,000.00	
Clean Water Indiana Grant	4,500.00	
County for District Operations	10,636.00	
<b>Total Intergovernmental Receipts</b>		25,136.00
Equipment Rental & Farm Income	4,930.00	
Donations & Memberships	50.00	
Other Charges for Services - NPDES Phase II	7,107.14	
<b>Total Charges for Services</b>		12,087.14
Interest from Checking, CDs, Savings, Etc.	29.71	
Reimbursements & Refunds	285.47	
Sales Income	38,727.47	
Sales Tax Collected & Finance Charges	2,896.16	
<b>Total Miscellaneous Revenue</b>		41,938.81
Sub-Total (before investment activity)	\$ 79,161.95	\$ 79,161.95
<b>TOTAL (balance forward + receipts + investments)</b>	<b>\$ 94,896.73</b>	<b>\$ 94,896.73</b>
<b>DISBURSEMENTS</b>		
Capital Outlays (Equipment)	2,505.96	2,505.96
Annual Meeting Expenses	1,594.76	
Audit Expense	0.00	
Clean Water Indiana Projects	695.45	
Conservation Education Programs	1,689.14	
Dues & Subscriptions	3,758.00	
Office Supplies	2,397.68	
Other Services & Charges	2,262.98	
Postage & Delivery Expenses	760.42	
Rent	12,548.48	
Repair Expenses	2,316.30	
Sales Tax Paid to Ind. Dept. of Revenue	2,889.56	
Supplies for Resale	35,090.45	
Telephone or Other Utilities	250.42	
Travel/Lodging/Mileage/Registration/Meals	3,109.81	
Other Disbursements - Awards	373.34	
Other Disbursements - Advertising & Marketing	396.59	
Other Disbursements - Insurance	1,671.00	
Other Disbursements - Training	2,410.00	
<b>Total General Government Disbursements</b>		\$ 74,214.38
Sub-Total (before investment activity)	\$ 76,720.34	\$ 76,720.34
Purchase of Investments (CDs, savings accounts, transfers)	0.00	0.00
<b>TOTAL DISBURSEMENTS (disbursements + investments)</b>	<b>\$ 76,720.34</b>	<b>\$ 76,720.34</b>
<b>BALANCE AT DECEMBER 31</b>	<b>\$ 18,176.39</b>	<b>\$ 18,176.39</b>
<b>CLAIMS PAID BY COUNTY</b>	Salaries + Fringe	Other
Totals Only	182,913.91	\$0.00

## ANNUAL MEETING MINUTES

**March 3, 2010**

The Tippecanoe County Soil and Water Conservation District Annual Meeting was held on Thursday, March 3, 2010 at the Beck Agricultural Center in West Lafayette, Indiana. The meeting was called to order at 10:20 a.m. by Chairperson Roger Verhey. Participants were provided information on the meeting's agenda, and supervisor and staff introductions were made. Following introductions, the business meeting was called to order. Verhey recommended that in the interest of time, the actual reading of the 2009 Annual Meeting Minutes and Financial Report be foregone and requested a motion to accept both as presented. Said motion was made and seconded, carrying unanimously. At this time, the Election Committee was recognized along with the only nominee, Josh Cox. Nathan Stoelting, ISDA District Support Specialist then presided over the supervisor election calling for other nominations from the floor. A motion was made and seconded that nominations be closed, carrying unanimously, and the election committee collected the ballots.

At this time, SWCD District Administrator provided a progress report and accomplishments of the 2005-2010 Long Range Plan, followed by an explanation of the current resource concerns of Tippecanoe County and strategic plans for the coming years of 2010-2014.

At this time, conservation awards were presented, beginning with the Tippecanoe SWCD and the City of Lafayette receiving USDA's Civil Rights Award for the State of Indiana. The 2009 Conservation Farmer of the Year Award was presented to Jeff Haan. Conservation Lifetime Achievement Award (formerly Master Farm Conservationist) for 2009 was next presented to Steward Kellerman, and Tippecanoe County's River Friendly Farmer awards were presented to Jack Lahrman and Gary Brown. The Wabash River Enhancement Corporation (WREC) received the Community Conservation award. Roger Verhey was also recognized as an Indiana 2009 Supervisor of the Year and was also provided an award for his years of service to the SWCD. Finally, there were highlights presented of the Tippecanoe SWCD's 2009 District Showcase Award entitle "Conservation and Funeral Preparation Form a Unique Partnership in Green Burial Project."

The election results were then announced and oath of office taken. Josh Cox was elected and will serve a three-year term, expiring in 2013. The business meeting concluded, and Verhey thanked everyone for their attendance.

With no further business, a motion was made and the meeting was adjourned at 11:45 a.m.

Meeting attendance – 55  
Minutes recorded by Chris Remley.



### **Chuck Shelby is the Recipient of Tippecanoe County's 2010 Conservation Lifetime Achievement Award**

### **He was also selected as a State of Indiana Conservation Lifetime Achievement Award Winner!!!**

*This award is a lifetime achievement honor for individuals who have dedicated their farming careers to preserving and protecting Indiana's natural resources.*

There are many conservation practices on the Shelby farms. These practices aid in the long-term productivity and longevity of the soil to be able to promote a sustainable system for this generation and the next generations. Chuck believes in utilizing these practices as a total system which enables this to happen. The farm includes filterstrips, field borders, grassed waterways, pasture land, managed woodlands, WASCOB's and other erosion control structures, wildlife buffers and whole fields converted to wildlife use. These practices work together to create a large-scale production farming system that protects soil and water resources. Chuck stated that there's no question that doing the right thing by the land ultimately reaps cost-saving rewards later.

Since the Shelby farm is so extensive, Chuck truly believes in finding a system that works for each acre of land. The same system does not necessarily work for each farm. He carefully evaluates every acre and designs a plan complete with conservation practices that will improve the farm for long-term viability and use. If a newly acquired farm is in poor shape, Chuck will determine the management necessary to bring this farm up to Shelby standards. In short, the same prescription is not applied uniformly. By using this acre-acre approach and almost 100% no-till farming, the acres can operate well under soil "T" levels. The percentage of acres that do not meet no-till standards are in the process of conversion either because they were newly acquired or drainage issues arose on current acres.

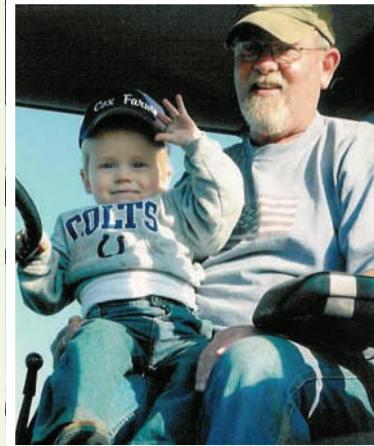
Chuck said, "In your lifetime you only have 40 chances to get it right so you better make them count." Chuck is making his 40 seasons of planting crops count with conservation. When asked his thoughts about winning the local AND state award, he simply shrugged his shoulders and said, "I don't know...I just go about quietly and do what needs to be done."

Breaking that silence, we are proud to recognize Chuck Shelby as Tippecanoe County's and the State of Indiana's Conservation Lifetime Achievement Award winner.

## Carl Cox is Tippecanoe County's 2010 Conservation Farmer of the Year

*This award is given to one producer in the county who exhibits an outstanding dedication to conservation through consistent implementation of conservation practices.*

Carl began farming with his father-in-law in 1978. His father-in-law was a traditional farmer and practiced conventional tillage on all of the acres. Carl encouraged his father-in-law to adopt reduced tillage methods to save on time, labor, and equipment. They began to use a chisel plow and disk instead of the more conventional moldboard plow. In 1994, Carl tried no-till soybeans and never went back. Ironically, years later, as his son Josh began playing a larger role in farm management, Josh encouraged Carl to switch to even more conservation friendly methods.



With Carl and Josh working together, the farm switched to conservation tillage. Josh stated that the economic benefits of labor, time, and equipment are significantly reduced when you can work with the land rather than against it. When asked about his dad's willingness to make the change he said, "My dad is definitely open to new ideas. He was very willing to hand the reigns over to me and willing to let me make decisions on my acreage as well as his. He is not scared of change." The farm now has several grassed waterways and filterstrips that help reduce surface erosion and protect water quality. It is not just about crop production, but also the limits of the land.

Not only for his conservation friendly efforts, but for his willingness to accept new ideas, we offer this award to Carl Cox as our Tippecanoe County Conservation Farmer of the Year!



## Chezni Knight 2010 Earth Team Volunteer of the Year

*This award honors volunteers for their outstanding and exemplary achievements and leadership in the protection and enhancement of Indiana's soil and water resources.*

Chezni began working with the SWCD in early 2010 on the Regency Place rain garden project. As an Earth Team Volunteer, Chezni worked hard to install a functioning rain garden at the retirement center. Although not everything went according to plan, she discovered that she has a real passion for natural resource conservation. Like a wildflower, Chezni has blossomed and has continued to seek out other opportunities to provide assistance in the natural resource field. She is currently assisting with the enhancement of the Cole

Elementary School outdoor lab. Congratulations Chezni...and a sincere THANK YOU for serving the community through the Earth Team program and beyond!

## AWARDS

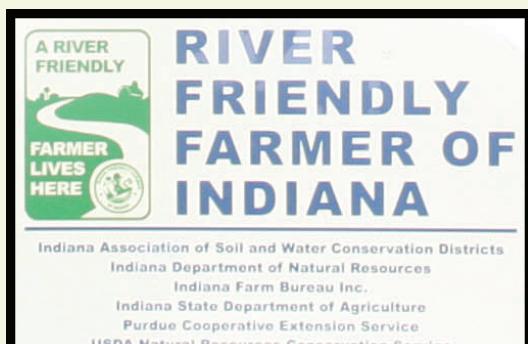
# 2010 River Friendly Farmers!

## Roger Verhey Randolph Township

*The River Friendly Farmer (RFF) Program is designed to recognize farmers who protect and enhance Indiana's rivers, lakes and streams by using sound cropping and livestock management practices in their operations.*

Roger is principally a grain production farmer with a corn-soybean rotation, with some fields including wheat. Roger has been no-tilling beans since 1989 followed by corn and wheat in 1993. Today, the operation is 100% no-till.

Roger works hard to put conservation first and his farmland includes grassed waterways, filterstrips, and habitat for wildlife, which he installs even when the cost-benefit ratio is not on his side.



Thank you, Roger!

## Lee & Scott Brand Wabash Township

Lee and Scott are primarily grain production farmers, but also have 15 head of cattle. The farm includes several hundred acres of highly erodible

land (HEL) land and the Brands work together to make sure they are not only meeting compliance, but are keeping the soil adequately protected with conservation tillage that maximizes residue.

They also have wetlands on multiple tracts. Each wetland is protected or farmed within USDA-NRCS standards. When told he was receiving this award, Lee stated that there are a hundred other people more deserving. Despite this gracious rebuttal, we believe that Lee and Scott Brand have definitely earned the title of River Friendly Farmer Indiana. Congratulations, Lee & Scott!



of

## 2010 Friend of Conservation Award Winner NICHES Land Trust

*Our Community Conservation Award was developed to promote & recognize conservation efforts by community or civic leaders, homeowners, businesses, volunteers, teachers, students, and student organizations.*

**NICHES Land Trust (Northern Indiana Citizens Helping Ecosystems Survive)** is a local organization in Tippecanoe County that is very active in purchasing land in order to restore it to native prairie, savanna, wetland, and woodland habitats. These lands are primarily put into easements in order to maximize the longevity of protection. NICHES has been functioning for 15 years and for the past 3 years, Gus Nyberg has been the Executive Director. NICHES has a staff of 3, but is comprised of a dedicated network of board members and volunteers who all help in managing their lands. The dedication and time required to restore ecosystems is a challenging task, but NICHES has managed to acquire and steward 2,469 acres of habitat to date.



Although, there are many worthwhile projects that this land trust has completed in such a short amount of time, we would like to offer up their focus on connectivity of lands and restoration in the Wabash Corridor. NICHES has purchased and retired three parcels (Indian Creek Basin, Roy Whistler Wildlife Area, and the Wabash Bottoms) - all are in the 100 year floodplain of the Wabash River in Tippecanoe County.

These 3 parcel purchases work together to enhance the Wabash River Corridor. Whether through soil loss reductions, water quality improvements, connectivity, or simply the dedication to providing high-quality habitat, all of these pieces work together to try to create a protected chain of habitat that can benefit humans, animals, and plants alike. Most of the NICHES properties are open to the public for visitation as well as low-impact recreation encouraged so that people of all ages can gain an appreciation for these habitat niches.

Thank you NICHES and Gus for your far-reaching efforts in natural resource protection!

# AVAILABLE THROUGH YOUR SWCD



ANNUAL TREE  
AND  
PLANT SALE

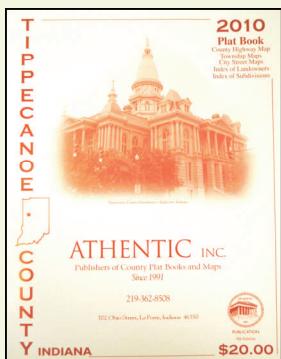
WILDFLOWERS,  
GRASSES, AND  
SEDGES  
ARE SOLD IN  
2-3/8" POTS  
FOR \$2.50 EACH

3 GALLON  
CONTAINER TREES  
\$ 20.00 EACH  
14 VARIETIES  
AVAILABLE



### TRUAX Drill Rental

~ 6 Ft. Drill \$ 15 per acre; minimum \$75  
~ 8 Ft. Drill \$ 20 per acre; minimum \$100



### 36" Wire Staff 5" X 8" Marking Flags

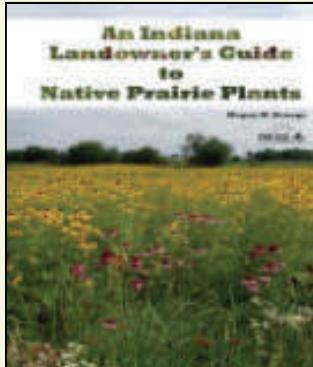
~ BUNDLE OF 100 \$ 10.70  
~ 20 FLAGS \$ 4.28



### AN INDIANA LANDOWNER'S GUIDE TO NATIVE PRAIRIE PLANTS

PRICE: \$40.00

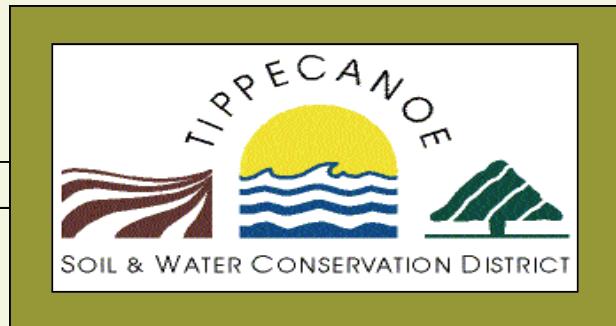
This is an easy to use guide that could help you identify 65 of Indiana's most common prairie species. Plan your habitat or wildflower garden by bloom time so you can have showy flowers all year-round! The publication was compiled by our own Rural Conservationist, Megan Benage.



### UPCYCLED RAIN BARRELS ~ PRICE: \$70.00

Residential irrigation can account for almost 60% of all domestic water consumption. Rain barrels can offset your domestic watering needs including: gardening, car washing, and pool topping. Collecting rain water is just like recycling and composting. Link up two or three barrels and save up to 165 gallons of rain water! Help prevent future water shortages and protect the environment!! A 55 gallon rain barrel can fill to capacity with as little as 1/4 inch of rainfall. Available in blue, black, gray and terra cotta.





## TIPPECANOE SOIL & WATER CONSERVATION DISTRICT

1812 Troxel Drive, Suite C3

Lafayette, IN 47909-7367

PH: 765-474-9992, Ext. 3

FAX: 765-474-1266

[www.tippecanoeountyswcd.org](http://www.tippecanoeountyswcd.org)

### Monthly Business Meeting Calendar 2011

January 19th

February 9th

March 9th

April 13th

May 11th

June 8th

July 13th

August 10th

September 14th

October 12th

November 9th

December 14th

*All business meetings are held at the USDA Service Center, are open to the public, and begin at 7:30 a.m. All programs and services of the SWCD are offered on a nondiscriminatory basis without regard to race, color, age, gender, national origin, religion, marital status, or handicap.*