



INDIANA ASSOCIATION OF
soil and water conservation
DISTRICTS

DELEGATE NOTEBOOK

IASWCD ANNUAL BUSINESS MEETING
DECEMBER 19, 2025

9:00 AM - 3:00 PM (EST)

INDIANA FARM BUREAU
225 S. EAST ST.
INDIANAPOLIS, IN 46202

IASWCD ANNUAL BUSINESS MEETING RULES

1. Delegates shall check in at the door.
2. Delegates should be seated 10 minutes prior to the start of the meeting.
3. If possible, microphones will be provided for speaking on a resolution or other business from the floor.
4. The meeting shall be called to order promptly.
5. The Credentials Report (seating of Delegates) shall report the number of registered delegates.
6. Late delegates may be seated by unanimous consent of the assembly.
7. Non-delegates shall be admitted to the meeting but will not be provided delegate registration and voting information.
8. Delegates wishing to speak to the assembly shall do so by raising their county name card. After the President recognizes the delegate, the delegate should identify himself/herself by name and District.
9. Delegates may speak only two times to a motion or proposal and may not speak a second time until all other delegates have had an opportunity to speak. Each speech is limited to 3 minutes.
10. Voting will be done by each delegate using the provided ballot system.

TABLE OF CONTENTS

Agenda	01
Indiana General Assembly	02
2025 Business Meeting Minutes	05
Officer Candidates	11
Resolutions	13
Financial Reports	19
By-Laws	21
Organization Structure	26
Regions & Directors Map	27
Policy Manual	28
Past Presidents	31
District Deadlines	32

AGENDA

Indiana Association of Soil and Water Conservation Districts, Inc.

Annual Business Meeting

Indiana Farm Bureau

225 S. East St., Indianapolis, IN 46202

Friday, December 19, 2025

10:00 am (EST)

Welcome and Introductions.....Marc Roberts (President)

Seating of Delegates / Roll Call.....Mark Kingma (Secretary)

Minutes of the January 2025 Annual Business Meeting...Mark Kingma

Treasurer's Report.....Ethan Truax (Treasurer)

Audit Committee Report.....Ethan Truax

Budget Committee Report.....Ethan Truax

**Resolutions.....Sarah Delbecq
(Vice President)**

**Nominating Committee Report.....Jeff Baker
(Past President)**

Election of Officers.....Jeff Baker

Year End Report.....Marc Roberts

New Business

• **Election Report.....Jeff Baker**

Other Business

Oath of Office.....SSCB Member

Adjournment

125TH INDIANA GENERAL ASSEMBLY

2026 Session



As one of three co-equal branches of state government, the **General Assembly** (legislative branch) is responsible for enacting the laws by which the state of Indiana is governed.

The General Assembly consists of the Senate and the House of Representatives. Indiana's fifty State **Senators** are elected for four-year terms and one hundred State **Representatives** for two-year terms.

In odd-numbered years, the General Assembly meets in a sixty-one day session to allow for developing a biennial budget. In even-numbered years, the Assembly meets for thirty session days. (source: iga.in.gov)

Upcoming Dates:

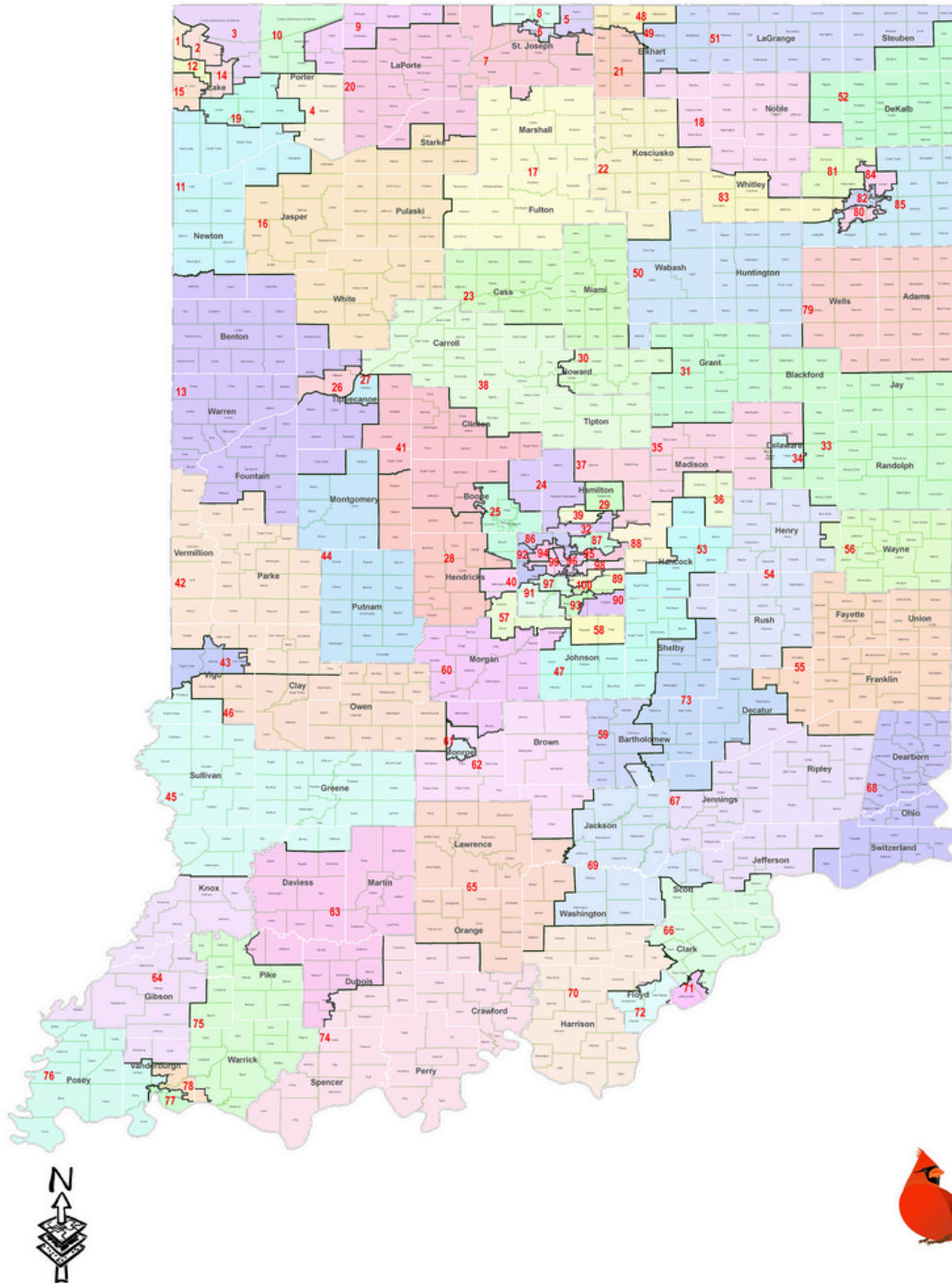
- Organizational Day: The official Organizational Day is scheduled for Tuesday, November 18, 2025, during which session dates may be adjusted.
- Session Convenes: The session is scheduled to begin on Tuesday, January 13, 2026.
- Adjournment: The last day of the session is scheduled for Saturday, March 14, 2026, and by law, the "short session" cannot extend beyond March 15.

2023 Indiana Code
Title 14. Natural and Cultural Resources
Article 32. Soil and Water Conservation

Find my legislators



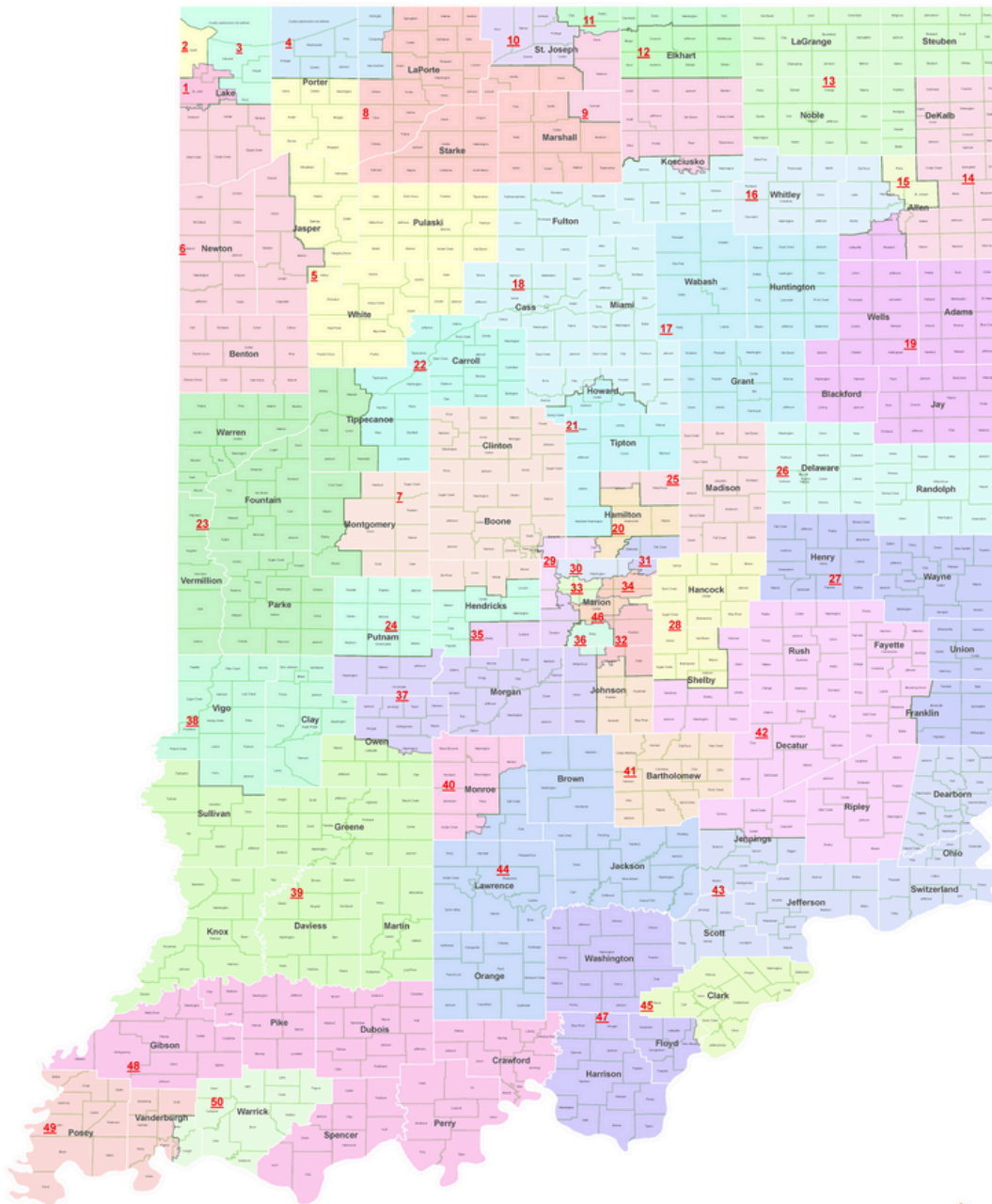
INDIANA HOUSE REPRESENTATIVES DISTRICT MAP



View or Download the
Indiana House District map



INDIANA STATE SENATE DISTRICTS MAP



View or Download the
Indiana Senate District map



IASWCD

ANNUAL BUSINESS MEETING

MINUTES- JANUARY 28, 2025

Meeting Called to Order at 11:03 am

1. Welcome and IntroductionsJeff Baker

President Jeff Baker called the 82nd meeting of the Indiana Association of Soil and Water Conservation Districts, Inc., (IASWCD) to order at 11:03 am. He welcomed and introduced the executive officers: Jeff Baker, President; Marc Roberts, Vice-President; Sarah Delbecq, Secretary (not present); Mark Kingma, Treasurer. He also introduced Ed Frazier, Parliamentarian.

2. Seating of Delegates / Roll Call.....Jeff Baker

Jeff reported that there are 58 delegates present and ready to vote, providing a quorum.

Jeff referred to the proposed meeting rules in the front of the 2025 Delegate Notebook. A vote in favor of adopting the Procedures and Rules was taken. More than two thirds were in favor. No one opposed.

3. Minutes of 2024 Annual Business Meeting.....Jeff Baker

Jeff stated that the 2024 minutes were approved during the February 9, 2024 IASWCD Board Meeting in accordance to a bylaw amendment made in 2019.

4. Treasurer's Report.....Mark Kingma

Mark gave the treasurer's report of assets and liabilities.

President Jeff stated that the Treasurer's report would be filed.

5. Audit Committee Report.....Mark Kingma

Since 2018, the IASWCD has been engaged in third party audits, as is required by the federal government Uniform Guidance audit, formerly known as Office of Management and Budget Circular A-133. These audits are required for entities that exceed the threshold of \$750,000 in federal dollars expended in a single fiscal year. A Uniform Guidance Audit will be completed this month and the findings will be reported to the Board of Directors once complete.

As a reminder, due to the timing overlap with the normal IASWCD audit committee review in December, the board has decided that the federally required third party audits will be substituted for the traditional internal IASWCD audit committee review. The federally required audits must be completed in accordance with accounting principles generally accepted in the United States of America, and thus are much more rigorous than our internal audits. The audit findings report will be available upon request from the IASWCD Executive Director. Acceptance of the Audit Committee Report was presented by Jeff Baker. Vote was unanimous in favor of accepting the Audit Committee Report. No one opposed.

6. Resolutions.....Jeff Baker

Jeff reminded everyone that each person may speak twice to each motion for no more than three minutes each time and may not speak the second time until everyone has had a chance to speak the first time.

A). The first resolution is from the Monroe County SWCD entitled "Future Funding Changes." Be it resolved that the Indiana Association of Soil and Water Conservation Districts, Inc. "will provide clear expectations for an increase in membership dues. That it be clearly communicated in writing to the Indiana Soil and Water Conservation Districts at a minimum of 12 months prior to a vote of the membership." No discussion. Vote held. The majority is in the affirmative. The resolution is adopted.

B). The second resolution is from the Warrick County SWCD entitled "Powerline Spraying." Be it resolved that the Indiana Association of Soil and Water Conservation Districts, Inc. "approach the power companies throughout the state to seek a change of the regulation to eliminate the practice of using chemicals that create bare earth under right-a-ways. We seek a requirement that only allows the use of chemicals that target woody stems when applying chemicals for management throughout the state of Indiana."

Discussion was held as follows:

David Grow, Crawford County made a motion to amend the resolution to include re-seeding in particular circumstances as necessary. Vote was held on amending the resolution. The majority is in favor and the resolution is amended. Ron Wathen Floyd County, noted that this is already taking place in some areas, including Harrison County, by local REMCs.

Vote on the resolution was held. The majority is in the affirmative and the resolution passes.

C). The third resolution is from the Kosciusko County SWCD entitled "Limiting Terms of District Supervisors." Be it resolved that the Indiana Association of Soil and Water Conservation Districts, Inc. "will put into place that District Supervisors may serve up to 4 consecutive terms, totaling 12 years. After completing this maximum period, a one-year leave of absence will be required before becoming eligible to serve another set of 4 consecutive terms, totaling 12 years. Terms will be calculated based on the completion of the current term being served. If a supervisor has 12 years or more by the end of their last term, they must take a minimum of one year off before becoming eligible to begin a new term as a District Supervisor."

Discussion took place as follows:

John Fielding, White County, stated that each district should be allowed to handle the issue of term limits on their own. Ryan Martin, Kosciusko County, noted that sounds good in theory but questioned if it works in practice. He believes the term limit forces districts to be more proactive and have skin in the game to keep things fresh. Paul Lake, Pike County, said his biggest concern is the hardship potentially placed on smaller, struggling counties who could lose their quorum. One size doesn't fit all, he said.

Randy [last name not captured], Perry County, questioned whether this proposal would require a change in District law. Marc Roberts, Montgomery County, suggested an amendment to the resolution to add the words "a policy" after "put into place." Mark Jordan, Jasper County, noted that districts operate according to Indiana code and an operation by ISDA. The Association doesn't have policy telling districts how to operate, he says.

Ryan Martin, Kosciusko County, said that because the State Soil Conservation Board (SSCB) approves appointed and elected supervisors, enforcement would come down to their approval or denial of supervisors, suggesting that those who have reached the term limit would not be approved.

Jeff Baker, Warrick County, noted that the IASWCD Board does not have power over the SSCB but can make recommendations to them. He believes the addition of the words "a policy" as suggested by Marc Roberts would be appropriate.

Josh Bishop, Vermillion County, questioned whether the IASWCD board can adopt this resolution without changing code. Marc Roberts believes the answer is yes.

Roger Wenning, Decatur County, doesn't like the word policy and suggests the word "recommends" instead.

A motion and second were made to amend the resolution to add "a policy" to the resolution. A vote was held with the majority being in the negative. The resolution was not amended.

Ray Chattin, Knox County, stated he is in favor of the resolution. He acknowledged that supervisor recruitment is a hard job but stated it's also very difficult to get rid of supervisors who aren't doing a good job. He suggested those who've reached the term limit spend a year as an associate and then can return to being supervisors.

Roger Wenning, Decatur, argued that IASWCD is not a policing agency. He motions to change "put into place" to "recommend." The motion was seconded by the delegate from Vanderburgh County.

John Kruse, Dearborn County, spoke in favor of the amendment. A vote was held on amending the resolution. The majority is in the affirmative and the amendment passes. A vote was held on the resolution, as amended. The majority is in the affirmative and the resolution passes.

D). The fourth resolution is from the IASWCD Legislative and Natural Resource Policy Committee entitled "Inclusion of Invasive Species Language in Clean Water Indiana (CWI) Statute IC 14-32-8." Be it resolved that the Indiana Association of Soil and Water Conservation Districts, Inc. "officially pursue legislative change to CWI statute to include invasive plant management as an accepted use of CWI funds." Ray Chattin, Knox County, stated that he is also on the SICIM Board of Directors, and spent 8.5 years on the SSCB Board. He noted that invasive species are an enormous problem in the state and districts have a role to play addressing the issue.

Ryan Martin, Kosciusko County, asked if we really want to open code on this issue. He said that a bill addressing the issue has already been introduced in the state legislature and passed the Senate.

Invasives are a problem no doubt, but SICIM can lobby for this themselves.

John Kruse, Dearborn County, stated that funding is needed to address this issue and it does address water quality.

Ray [last name not captured], Dearborn County, noted that SICIM is overwhelmed with need for services and lack of funds, adding that CWI is all that's available for private land owners.

Brad Ponsler, Jennings County, spoke in favor of this resolution. Vote was held. The majority is in the affirmative and the resolution passes.

The next item of business pertains to the proposed *changes to the IASWCD Bylaws*.

The changes: Clearly define "board of directors" terminology; Clarifies the duties of Treasurer; and Changes the due date for resolutions to September 30. Vote was held on the proposed changes to the Bylaws. The majority is in the affirmative and the changes will be made. Jeff Baker asked if there were any resolutions from the floor. There were none.

7. Nominating Committee Report..... Jeff Baker

Jeff Baker reiterated the nominees for each office and asked if there were additional nominations from the floor. No additional nominations were presented and nominations were closed.

Slate of Officers is as follows:

- For President: Marc Roberts, Montgomery County
- For Vice President: Sarah Delbecq, DeKalb County
- For Secretary: Mark Kingma, Jasper County
- For Treasurer: Ethan Truax, Hendricks County.

Each candidate briefly addressed the delegates:

Marc Roberts, Montgomery County, said he wants to make his district better and the state association as well. He has enjoyed working with a great team and he thanks Jeff for his recent work, as well as Mark, Sarah and Ethan. He is looking forward to the next couple of years.

Mark Kingma, Jasper County, is looking forward to serving in this capacity and enjoys serving on the Executive Board.

Ethan Truax, Hendricks County, is honored to serve on the state board. He noted that he is fairly new and is excited to help guide the board into the future.

Roger Wenning moved to accept the slate of officers. John Kruze seconded. A vote was held with the majority being in the affirmative. Delegates then marked their paper ballots.

8. Executive Director Update.....Liz Rice

Liz Rice provided update. She shared her driving philosophy: "Conservation work requires consistent effort for the sake of something good." Liz emphasized the importance of networks and partnerships and the drew comparisons between humans and soil as biological, chemical and physical entities. Liz shared that annual conference as we currently know it will be held in odd years, aligning with budget years at the State House, with 2027 taking place at the Westin in Indianapolis January 25-27. In 2026, a lower cost event, perhaps just one day and possibly including a field tour is being planned with date and location TBD. Liz provided contact information and encouraged supervisors to reach out with questions or concerns or invitations to local events.

9. New Business Election Report.....Jeff Baker

Jeff Baker announced the 2025 officers following the vote. ▪ For President: Marc Roberts, Montgomery County ▪ For Vice President: Sarah Delbecq, DeKalb County (not present) ▪ For Secretary: Mark Kingma, Jasper County ▪ For Treasurer: Ethan Truax, Hendricks County

10. Other business.....Jeff Baker

Jeff asked for any additional business from the assembly. There was none.

11. Oath of Office.....Gene Schmidt

Gene Schmidt, Indiana State Soil Conservation Board, performed the oath of office with the newly elected officers who were present. Sarah Delbecq will be sworn in at a later date. Candidates were asked if they agreed to fulfill the duties of their respective offices as stated in the IASWCD bylaws to the best of their ability. They agreed. Gene declared them duly installed as the 2025 Executive Officers of the Indiana Association of Soil and Water Conservation Districts.

12. Adjournment.....Jeff Baker

Jeff asked for any further business that needed to come before the assembly. There was none. Meeting adjourned at 12:01 pm.

2026 IASWCD BOARD OF DIRECTOR -OFFICER CANDIDATES-

Candidate for President:

Marc Roberts - Montgomery County SWCD Supervisor



Marc Roberts brings a lifelong commitment to Indiana agriculture and conservation to his candidacy for IASWCD President. A Supervisor with the Montgomery County Soil and Water Conservation District, Marc grew up in Kosciusko County on his family's row crop and cattle operation, which is now run by his father and brother. He earned a Bachelor of Science degree from Purdue University and is a graduate of the Indiana Agricultural Leadership Program (Class of 2017). Marc operates an agronomic consulting business specializing in project work, sells Channel seed, and farms alongside his father-in-law. Their operation implements no-till and cover crops, grassed waterways, livestock heavy-use area pads, and a forestry management plan.

A Certified Crop Advisor and active member of Woodland Heights Christian Church, Marc has served the IASWCD Board as Treasurer (2018–2020), Secretary (2021–2022), Vice President (2023–2024), and President (2025). He and his wife, Chelsea, are proud parents of four children.

Candidate for Vice-President:

Mark Kingma - Jasper County SWCD



As a lifelong conservation-minded farmer from northern Jasper County, Mark Kingma has spent decades advancing soil health and water quality within the Kankakee River Basin. Practicing no-till since the mid-1980s and cover cropping for over a decade, Mark demonstrates conservation through action. He represents his county's Soil and Water Conservation District on the Kankakee and Yellow River Basin Development Commission and previously served on Indiana's Stormwater Task Force. A dedicated Farm Bureau member, he has contributed to several Indiana Farm Bureau committees and regional initiatives. On the IASWCD Board, Mark has served as North-Northwest Region Director, Treasurer (2023–2024), and Secretary (2025), advocating for legislative engagement and national partnerships, including participation in NACD's fly-in.

2026 IASWCD BOARD OF DIRECTOR -OFFICER CANDIDATES-

Candidate for Secretary:

Ethan Truax - Hendricks County SWCD Supervisor



Rooted in four generations of farming tradition, Ethan Truax represents the next generation of conservation-focused agriculture. As part of Truax Family Farms, he integrates practices such as cover crops, no-till, grassed waterways, precision nutrient management, filter strips, and wildlife habitats to support soil health and environmental stewardship. Ethan has served for seven years as a Supervisor for the Hendricks County Soil and Water Conservation District, where he promotes community engagement and conservation education. He is an active participant in the NACD Annual Meeting and March Fly-In, as well as a member of the Hendricks County 4-H Program and the Hendricks County Extension Board. Having served as IASWCD Treasurer (2025),

Candidate for Treasurer:

Troy Hattery - Miami County SWCD Supervisor



Troy Hattery has dedicated more than three decades to conservation leadership in Miami County, serving 30 years on the SWCD board—20 of those as chairman—and continuing today as an associate supervisor. A sixth-generation farmer, Troy began farming alongside his grandfather and now farms with his brother, producing corn, soybeans, wheat, alfalfa, and beef cattle while implementing conservation practices such as waterways, field buffers, pollinator plantings, and CRP enrollments. He has also served on the IASWCD board for 10 years, bringing a strong voice for local conservation to statewide efforts. Deeply rooted in his community, Troy is active in his church, supports 4-H, and is a proud former FFA member. He and his wife, Janie, have been married 39 years and enjoy two children and two grandchildren.

IASWCD RESOLUTION PROCESS

Updated 2012

Resolutions may be submitted by any local soil and water district(s) (SWCD) or IASWCD committee. Resolutions will be reviewed to make sure they fit the required criteria below. These resolutions will be provided to all 92 local soil and water conservation districts. All resolutions will then be voted on at the Annual Business meeting.

All resolutions formally adopted will remain in effect for five years. Resolutions will sunset five years after adoption and thereafter no longer reflect IASWCD positions, unless otherwise reinstated by a new vote. Therefore, the resolution must again go through the process as stated above. The IASWCD will maintain a log of all resolution sunset dates and make this available to the SWCDs.

Required Criteria for any IASWCD Resolution:

- The resolution should have regional/state/or national significance.
- The resolution should address an issue that is timely and/or pressing concern to Indiana SWCDs
- The resolution should delineate desired outcomes/goals/timeline of action.
- The resolution should be in line with the goals, priorities and mission of the IASWCD.
- The resolution should be in line with the goals and priorities of IASWCD staff resources.

Resolution Flow Chart



RESOLUTIONS FOR CONSIDERATION

District Consolidation Study Committee	
Knox CO SWCD	
Explanation of Problem(s) or Need	There are 16 SWCDs that are not co-located with a USDA Service Center. Most represent perennially underserved communities due to low population and low tax base. Natural resource problems do not respect county boundaries. Consolidating with one or more districts would provide many efficiencies in terms of staff and funding making more resources available to underserved SWCDs.
Proposed Solution	Establish a study committee led by the IASWCD made up of affected SWCDs, State Soil Board members, IASWCD, ISDA, IDEA and NRCS to review District Law, discuss the challenges and benefits of district consolidation and possible incentives, and establish a template for how this process can work.
Benefits Expected	Stronger partnerships with more resources available to underserved SWCDs.
Action Requested	Be it resolved that the Indiana Association of Soil and Water Conservation Districts Inc. establish a District Consolidation Study Committee made up of the above-mentioned entities to determine the feasibility of SWCD consolidation.
Detailed Explanation	This resolution will bring relevant partners together to explore the potential and the roadblocks and create a template for making SWCD consolidation a reality.
Signatories	Jim Farris, Gene Flaningham, Andy Miller, Nathan Debord, Shawn McDowell

Snowball's Chance	
Dearborn Co SWCD	
Explanation of Problem(s) or Need	Some Districts Have Problems Securing Supervisors for Board Positions
Proposed Solution	Allow supervisors to live outside the district in a contiguous county as long as they also own property in the county of the SWCD.
Benefits Expected	Opens up the possibility to recruit board members (in areas where staff already reside).
Action Requested	Be it resolved that the IASWCD request the wording of Indiana Code IC 14-32-4-1 (2) be changed to: "must maintain the individual's permanent residence within a contiguous county of the district; and own property in the county of the SWCD on which they wish to serve on the board."
Detailed Explanation	<p>These requirements are Indiana Codes listed in the district law for the State of Indiana. Here is the portion of the law from Indiana's website.</p> <p>IC 14-32-4-1 Number and qualifications</p> <p>Sec. 1. (a) The governing body of a district consists of five (5) supervisors as follows:</p> <p>(1) Two (2) who are appointed.</p> <p>(2) Three (3) who are elected.</p> <p>(b) To hold the position of elected supervisor, an individual:</p> <p>(1) must be an occupier of a tract of land that is located within the district;</p> <p>(2) must maintain the individual's permanent residence within the district; and</p> <p>(3) must be qualified by training and experience to perform the duties that this article imposes on supervisors.</p> <p>(c) To hold the position of appointed supervisor, an individual:</p> <p>(1) must be of voting age;</p> <p>(2) must maintain the individual's permanent residence within the district; and</p> <p>(3) must be qualified by training and experience to perform the duties that this article imposes on supervisors.</p>
Signatories	Dearborn County SWCD Board of Supervisors unanimously approved this at their board meeting on August 14, 2025 (Ken Gunkel, Chris Powell, John Kruse, Dan Kemper & Tom Gaynor)

Resolution Supporting Refund of Indiana Bottle Deposit Revenues to the State of Indiana	
Pike Co SWCD	
Explanation of Problem(s) or Need	Conservation programs across Indiana have experienced reduced or eliminated funding in recent years. Without consistent funding SWCD's lack the capacity to provide essential services such as soil health initiatives, water quality improvement projects, wildlife habitat restoration, and landowner assistance.
Proposed Solution	Use the bottle deposit revenue to bridge the gap in conservation funding services.
Benefits Expected	Refunding and appropriately directing bottle deposit revenues back into conservation priorities would help restore funding stability, strengthen local capacity, and ensure that Indiana communities have the tools and resources necessary to address today's pressing conservation challenges.
Action Requested	Be it resolved that the Indiana Association of Soil and Water Conservation Districts, Inc propose the establishment of a dedicated conservation fund at the state level, seeded by bottle deposit revenues or matched with state general funds.
Detailed Explanation	This resolution calls on IASWCD to advocate that bottle deposit revenues refunded to the State of Indiana be dedicated to restoring and supporting conservation programs, ensuring that SWCDs have reliable funding to continue protecting soil health, water quality, and natural resources across the state. It will also reduce single-use beverage containers in our roadways, streams, rivers and landfills.
Signatories	Norman Dillon, Chairman; Tom Rudolph, Supervisor

IASWCD FINANCIAL SNAPSHOT

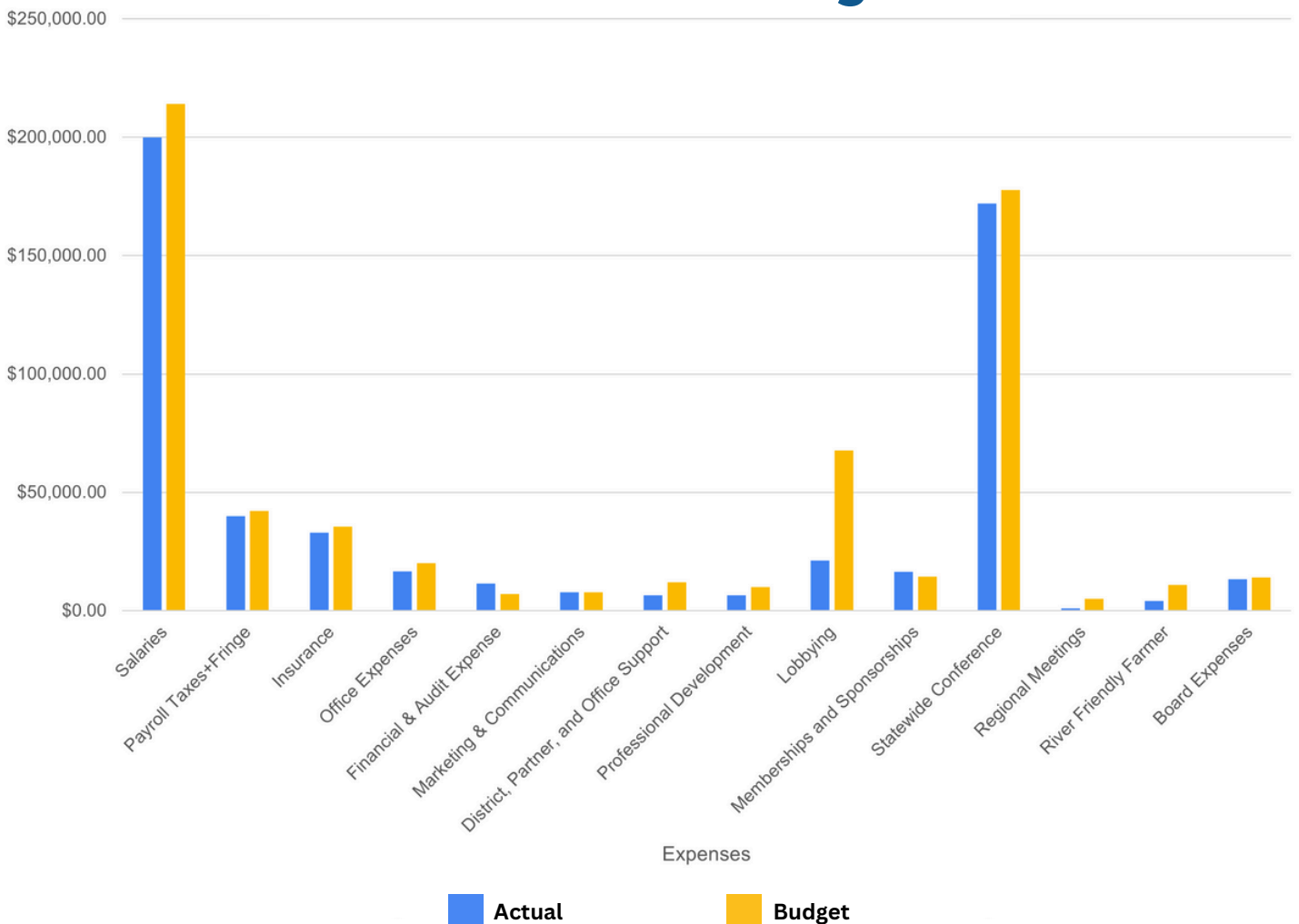
The **support of Indiana's SWCDs** through membership dues has been critical in restoring the Association's financial health and expanding our capacity-building efforts. While grant revenue has grown, dues remain the foundation of our budget. With strong fiscal oversight and prudent reserve policies, IASWCD is well-positioned for long-term stability.



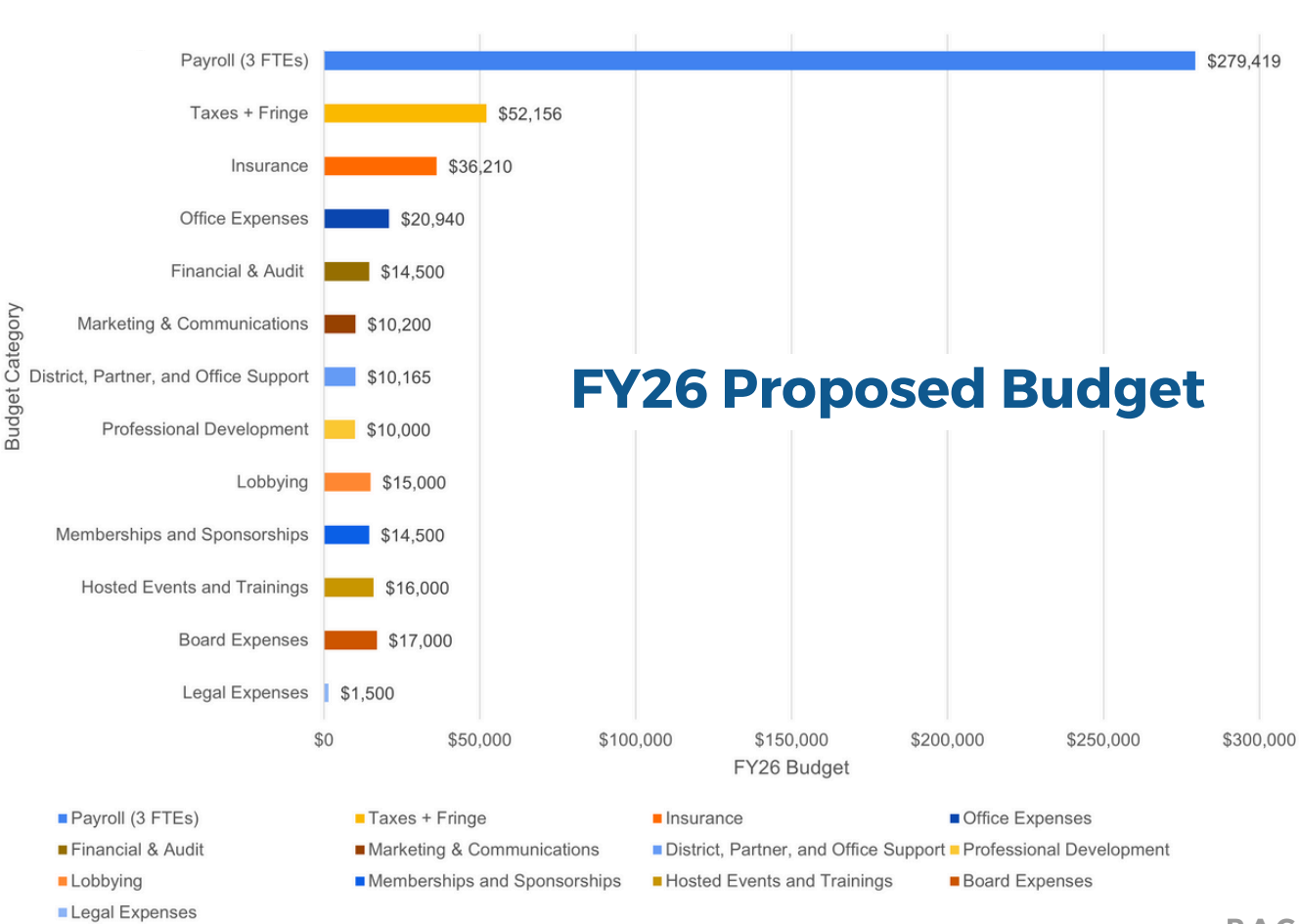
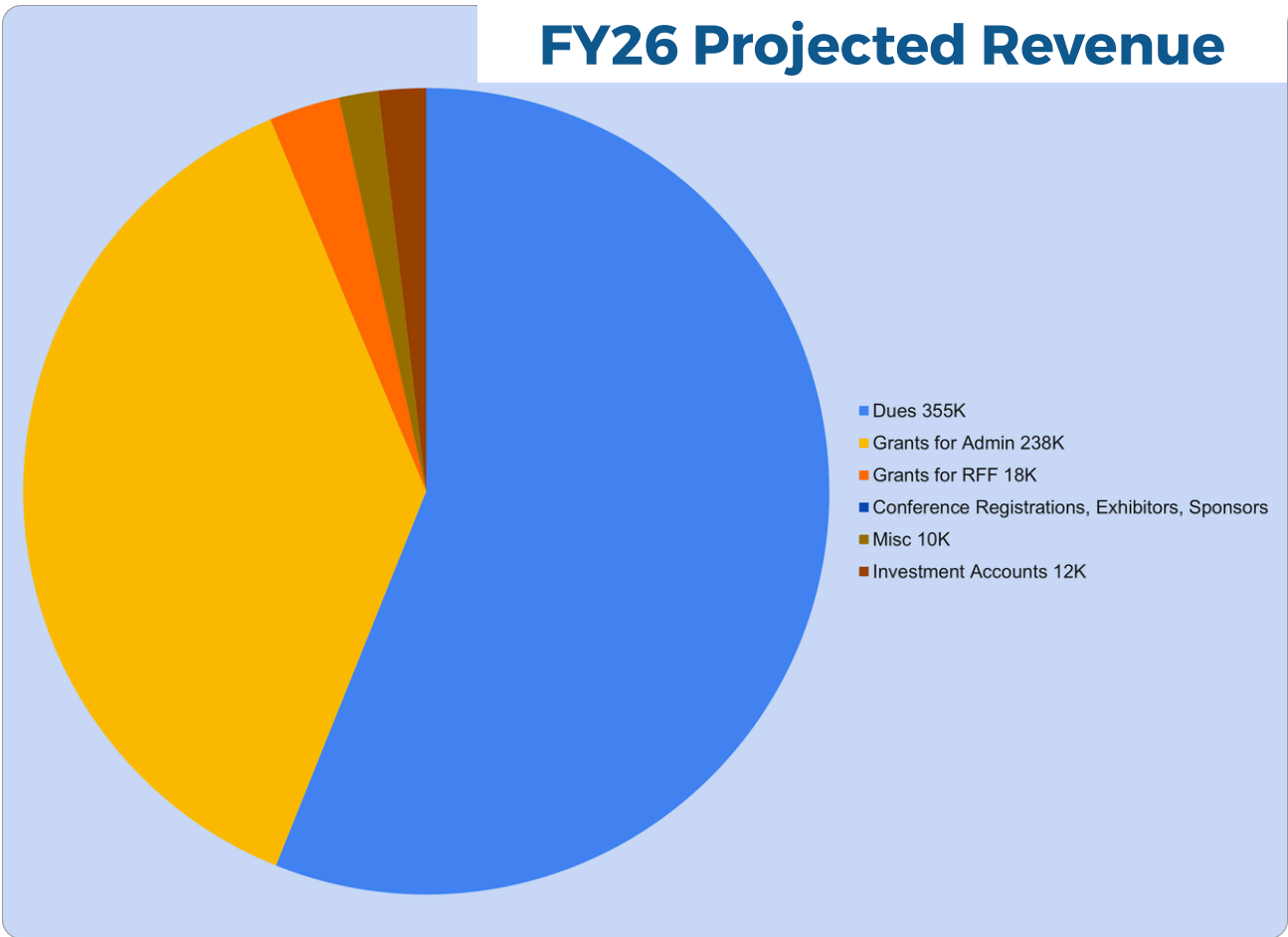
We are deeply grateful for the ongoing commitment of Indiana's districts—your support makes our work possible.

As always, our core mission remains to serve and strengthen Indiana's districts. If you have questions regarding the FY25 or FY26 budget, please reach out to Executive Director Liz Rice at elizabeth-rice@iaswcd.org.

FY25 Actual vs Budget



FY26 Projected Revenue



IASWCD BY-LAWS

INDIANA ASSOCIATION OF SOIL AND WATER CONSERVATION DISTRICTS, INC.

BYLAWS

Revised December 2024

Section 1: Name

The name of this association shall be the INDIANA ASSOCIATION OF SOIL AND WATER CONSERVATION DISTRICTS, INC. The official abbreviation of its name shall be IASWCD.

Section 2: Activities

To carry out the activities of the association, it will conduct educational, scientific, charitable, and/or other work concerning the conservation maintenance, improvement, development, and use of land, soil, water, trees, vegetation, fish and wildlife, open space, and other renewable natural resources.

Section 3: Purposes

The purpose of this association shall be confined to the following.

1. The exchange of information relating to the administration and operation of soil and water conservation districts (SWCDs)
2. Promoting collaboration between such districts
3. Cooperating with the State Soil Conservation Board
4. Promoting the interests and activities of other organizations and agencies in soil and water conservation
5. Developing, supporting, and carrying out programs and educational activities to control soil erosion, conserve soil and water resources and address invasive species.
6. Advocate for and on behalf of SWCDs at the local, state, and federal levels of government. Keep districts informed of those activities and issues.

Section 4: The Voting Members

Every soil and water conservation district in the State of Indiana shall be deemed to be a member of this association. Each district shall be entitled to one vote on every question put to a vote at any association meeting, providing that dues are not delinquent (an exception may be granted subject to an Executive Committee decision or recommendation and Board approval). The vote of the district will be cast by the delegate or the alternate. One delegate and an alternate shall be selected by each district before the date of any association meeting and their names shall be sent to the secretary of the association ten days prior to the meeting. All such delegates and alternates shall be officially elected and/or appointed supervisors or associate supervisors. The delegate and alternate shall be seated at any association meeting.

Section 5: Membership Dues

Each district will pay to the association as annual dues, an amount to be determined annually by the IASWCD Board of Directors. The IASWCD Board of Directors shall be guided in determining the amount of the annual dues through the development of a budget. The dues to the Association are to be paid annually no later than the end of the fiscal year. The IASWCD fiscal year shall be October 1 through

IASWCD BY-LAWS

September 30.

Section 6: Affiliate Members

Affiliate members shall be those persons, firms, associations or corporations that contribute a said amount, to be determined by the IASWCD Board of Directors. Affiliate members are permitted to attend Association board meetings and will be eligible to receive IASWCD publications and information. Affiliate members will be non-voting members of the IASWCD.

Section 7: Region Organizations

The district supervisors in each Region will elect a director prior to the Association's annual business meeting to represent the region on the IASWCD Board of Directors.

Each region shall elect an Alternate Director. The Region Director shall conduct regional meetings as needed. The Alternate Director will serve as an alternate to the IASWCD Board of Directors. The Region Director and Alternate Director may be an associate supervisor, provided that person shall have, at some time, served as either an elected or appointed supervisor.

Region boundary changes may be reviewed by the Board and brought before the delegate body.

Section 8: IASWCD Board of Directors; Terms of Office and Qualification

The IASWCD Board of Directors shall consist of President, Vice President, Secretary, Treasurer, eight Regional Directors, Past President, Indiana District Employees Association (IDEA) Representative, and Executive Director. The Executive Director and IDEA Representative will be considered ex officio members with no voting privileges.

The IASWCD Executive Committee shall consist of: President, Vice President, Secretary, Treasurer, immediate Past President, and the executive director (non-voting). The Duties and authorities of the Executive Committee include the following: Acting for the full Board in between meetings in the case of an emergency; coordinating the full Board's review of the executive director's performance and compensation; serving as a sounding board/liaison for the executive director; and overseeing that the Board is functioning in accordance with the mission, goals, and priorities of the IASWCD. Any member of the executive committee can call a meeting of the executive committee.

A majority, seven voting members, of the IASWCD Board of Directors shall constitute a quorum at any meeting of the IASWCD Board.

Section 9: The Officers; Terms of Office

The state officers of the IASWCD shall be: President, Vice President, Secretary, and Treasurer. These shall be elected offices. The immediate past President shall also be a member of the officers. The officers must be appointed or elected SWCD supervisors, or Associate Supervisors who have supervisor experience and are actively engaged at the District level.

Terms of the IASWCD Officers shall be one-year terms. The officers can only succeed themselves one time.

IASWCD BY-LAWS

One or more nominees shall be submitted by the Governance Committee for the office of Treasurer, Secretary, Vice President and President. The list of nominees shall be communicated to each District at least six weeks prior to the annual meeting. Nominations may also be made from the floor by any member of the delegate body provided the person so nominated has agreed to serve if elected. A ballot will be prepared for each office and the election shall be conducted one office at a time starting with the office of president.

The decision to hire an executive director shall be at the discretion of the IASWCD Board of Directors. The executive director need not be a member of the IASWCD Board of Directors to perform the assigned functions. The executive director shall be accountable to the IASWCD Board of Directors, as defined in the job description.

Section 10: Powers and Duties of the Board

The IASWCD Board of Directors shall have the following powers and duties:

- A. The IASWCD Board of Directors shall determine the policies and procedures of the association, and shall formulate, and keep correct, a written plan of action or program for the association, all of which shall be consistent with the purposes stated in the articles of incorporation.
- B. The IASWCD Board of Directors shall make provision for the annual meeting of the members of the association and such meetings of the IASWCD Board of Directors as it may deem advisable, and shall facilitate regional meetings, or other special meetings of association members.
- C. The IASWCD Board of Directors shall keep the members of the association currently informed of the association's affairs and activities, and of the programs, accomplishments, and problems of the districts of the State of Indiana.
- D. The IASWCD Board of Directors shall recommend the annual budget to the association's delegate body, fix the rate of compensation of employees, authorize the payment of necessary expenses, determine matters relating to any publications of the association, and arrange for an annual audit of the association's financial affairs by a qualified, disinterested person or firm.
- E. The IASWCD Board of Directors may delegate functions and duties to the president or other officers of the association subject to such conditions as it deems proper.
- F. The NACD Board member to represent IASWCD at the NACD Board of Directors meetings shall be selected by the IASWCD Board of Directors each year and must be currently serving as a supervisor or associate supervisor. An alternative representative must also be appointed by the IASWCD Board of Directors and must be a current member of the IASWCD Board of Directors.
- G. The IASWCD Board of Directors may delegate officers to represent the Association on other boards, steering, or advisory committees.

Section 11: Powers and Duties of Officers

- A. The president shall have the following duties:
 - i. Preside at Board of Directors meetings, executive committee meetings, the IASWCD Annual Business Meeting, and special meetings as called
 - ii. Serve as the chief executive of the IASWCD
 - iii. Delegate presidential responsibilities to others as appropriate
 - iv. Represent the IASWCD to affiliated organizations

IASWCD BY-LAWS

- v. Keep IASWCD officers, Board of Directors, members and affiliated organizations informed of IASWCD affairs
 - vi. Appoint chairpersons of committees and assist chairpersons in soliciting committee members as needed or as defined by committee structure
 - vii. Coordinate annual review of the Executive Director.
 - viii. Perform other duties as assigned by Board of Directors
- B. The vice president shall have the following duties:
- i. Serve as chairperson of resolutions committee
 - ii. Serve in the absence of the president
 - iii. Perform other duties as assigned by the president or IASWCD Board of Directors
- C. The secretary shall perform the following duties:
- i. Conduct official roll call of delegates at the IASWCD Annual Business Meeting
 - ii. Be responsible for all meeting minutes and correspondence of IASWCD
 - iii. Perform other duties as assigned by the president or IASWCD Board of Directors
- D. The treasurer shall perform the following duties:
- i. Responsible for ensuring appropriate controls and financial policy are in place.
 - ii. Provides financial oversight for the organization
 - iii. Serves as liaison between senior staff and the board. Present financial report at the IASWCD Annual Business Meeting, and all IASWCD board meetings
 - iv. Furnish to the IASWCD a bond conditioned upon the faithful performance of the treasurer's duties; in such form and amount as the board shall prescribe, and the premium for the bond shall be paid out of funds of the Association
 - v. Perform other duties as assigned by the president and IASWCD Board of Directors
- E. In the event of a vacant office, the IASWCD Board of Directors may declare the office vacant and temporarily appoint a successor, until the next IASWCD Annual Business Meeting. The officers of the IASWCD shall assist all committees in the performance of their responsibilities.

Section 12: Meetings

IASWCD shall conduct an annual meeting unless changed by the IASWCD Board of Directors. Notice of such change shall be sent to each district prior to the meeting. The IASWCD annual meeting shall be held for the purposes of improving soil and water conservation programs in the districts and transacting of such other business as may come before the meeting. Special meetings may be called by the IASWCD Board of Directors at any time.

The IASWCD Board of Directors shall meet during the IASWCD annual meeting, and shall hold such additional meetings as may be called from time to time by the president as needed. With the exception of emergencies, the president may call meetings as needed with ten days' notice to the directors.

The presence of one-third of the voting delegates from the member districts shall constitute a quorum at any meeting of the members of IASWCD.

Two consecutive absences of a region representative (Director or Alternate) at IASWCD Board of Directors meetings could initiate Board action.

IASWCD BY-LAWS

Section 13: Committees

The IASWCD Board of Directors may form committees and other work groups (ad-hoc or advisory) as needed. Only the IASWCD Board of Directors has the authority to create committees or work groups.

Section 14: Communications or Publications

At such time as the IASWCD Board of Directors may make provision for the publication of a newsletter, magazine, or other hard copy or digital communications or publications by the association, the IASWCD Board of Directors shall hire or appoint an editor, and provide for the employment of other necessary personnel, within the approved association budget.

Section 15: Resolutions

Resolutions for the purpose of establishing association position or policy concerning soil and water conservation may be presented for action at the annual meeting of the association. Soil and water conservation districts, regional associations of SWCDs, and IASWCD standing committees may submit resolutions. All resolutions must be received at the IASWCD state office by September 30. The vice president of the association shall convene a resolutions committee consisting of a representative of each of the association's standing committees for the purpose of screening and editing submitted resolutions. The resolutions must be returned to the SWCDs by November 1. The report of the resolutions committee will be part of the business agenda at the IASWCD annual meeting. Additional resolutions may be considered at the business meeting upon a motion approved by a three-fourths majority of the delegates present and voting. Additional resolutions need to be presented at the briefing session by a supervisor to be considered by the delegate body.

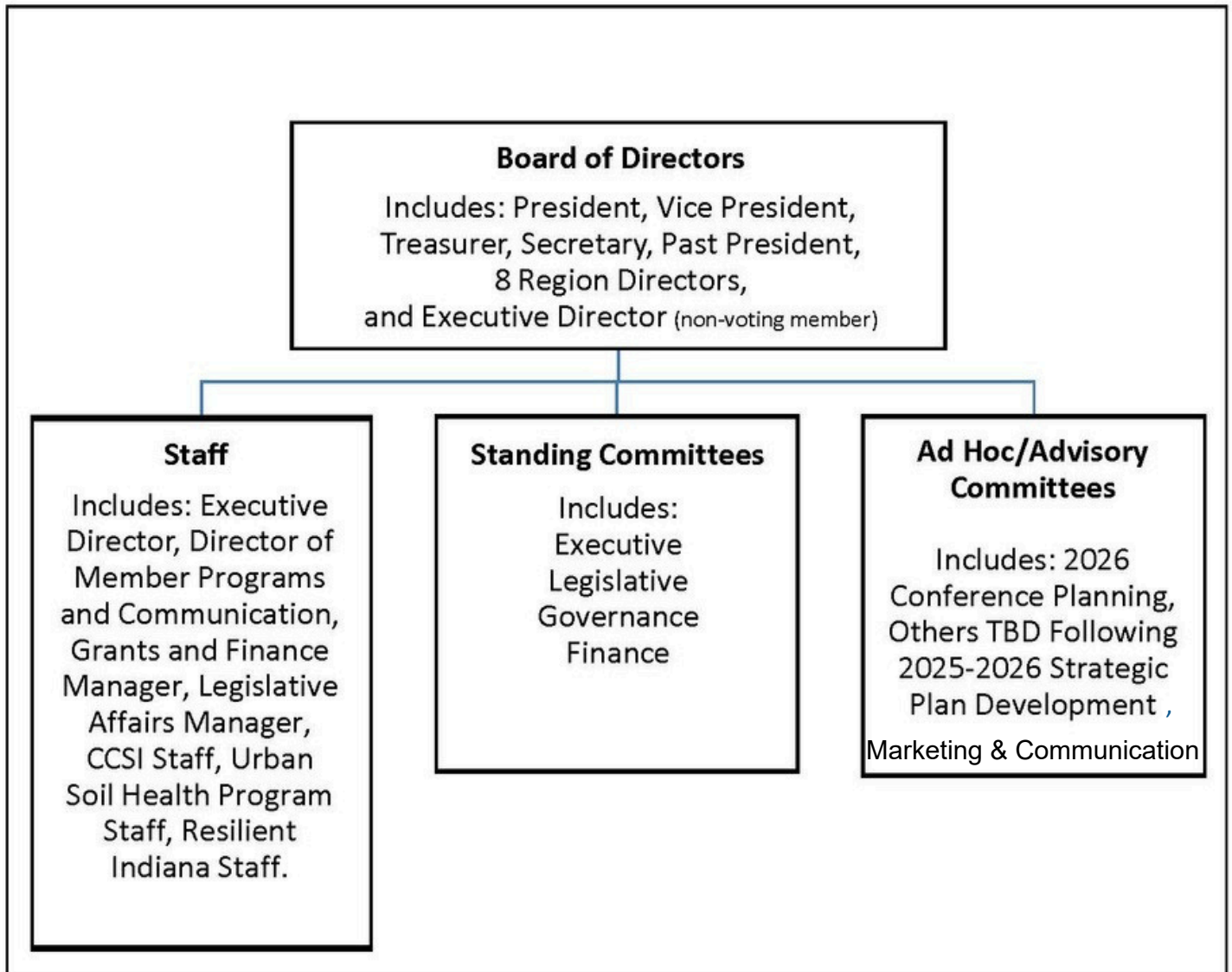
Section 16: Rules of Order

Meetings of the IASWCD Board of Directors and of the association shall be conducted in accordance with Robert's Rules of Order unless inconsistent with any policy or special rule adopted by the association or the IASWCD Board of Directors.

Section 17: Amendments

The by-laws may be amended, added to or repealed by a 2/3 vote of the quorum of eligible voting delegates present at the IASWCD annual meeting.

IASWCD ORGANIZATION STRUCTURE



IASWCD Committees:

Executive Committee:

Marc Roberts, President
Sarah Delbecq, Vice President
Mark Kingma, Secretary
Ethan Truax, Treasurer

Finance Committee:

Ethan Truax, Chair
Jeff Baker
Troy Hattery
Whitney McGrew (Staff Coordinator)

Legislative Committee:

Marc Roberts, Chair
Ray Chattin
Steve Crowe
Stan Moore
Jeff Healy (Advisory)
Les Zimmerman (Advisory)
Liz Rice (Staff Coordinator)

Governance Committee:

Mark Kingma, Chair
Jordan Gillenwater
John Kruse
Kim Peterson
Liz Rice (Staff Coordinator)

Marketing & Communications:

TBA 2026
Amy Work (Staff Coordinator)

IASWCD REGIONS MAP



IASWCD Regions and Directors 2025



IASWCD POLICY MANUAL

INDIANA ASSOCIATION OF SOIL & WATER CONSERVATION DISTRICTS POLICY MANUAL

CURRENT RESOLUTIONS 2021 THROUGH DECEMBER 2025

- **COST-SHARE PROGRAMS**
- **DRAINAGE**
- **EROSION**
- **FUNDING**
- **IASWCD STRUCTURE AND FUNCTION**
- **INDIANA CONSERVATION PARTNERSHIP**
- **INDIANA STATE DEPARTMENT OF AGRICULTURE**
- **INDIANA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT**
- **INDIANA DEPARTMENT OF NATURAL RESOURCES**
- **LAND USE**
- **LEGISLATION**
- **PLANNING AND ZONING**
- **SWCDS**
- **WATER QUALITY**
- **WEEDS**
- **YOUTH EDUCATION**

I. COST-SHARE PROGRAMS

II. DRAINAGE

III. EROSION

IV. FUNDING

V. IASWCD STRUCTURE AND FUNCTION

Future Funding Changes (2024)

That IASWCD will provide clear expectations for an increase in membership dues. That it be clearly communicated in writing to the Indiana Soil and Water Conservation Districts at a minimum of 12 months prior to a vote of the membership.

Limiting Terms of District Supervisors (2024)

That IASWCD will recommend a policy that District Supervisors may serve up to 4 consecutive terms, totaling 12 years. After completing this maximum period, a one-year leave of absence will be required before becoming eligible to serve another set of 4 consecutive terms, totaling 12 years. Terms will be calculated based on

the completion of the current term being served. If a supervisor has 12 years or more by the end of their last term, they must take a minimum of one year off before becoming eligible to begin a new term as a District Supervisor.

Updated Actions:

- The recommendation has been communicated to ISDA and the SSCB. IASWCD does not have regulatory powers so cannot establish a statewide policy itself.

VI. INDIANA CONSERVATION PARTNERSHIP

VII. INDIANA STATE DEPARTMENT OF AGRICULTURE

Term Limits for the State Soil Conservation Board (2022)

The IASWCD should work with ISDA, SSCB and Purdue to determine an appropriate term limit for board members and the best strategy to implement such term limits.

Updated actions:

- IASWCD met with the SSCB, ISDA and Purdue to discuss the merits of term limits for SSCB members. As a result of those discussions, the SSCB has since created a board policy that a board member may serve two consecutive terms, but must then sit out at least one term before being considered again for service.

VIII. INDIANA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT

IX. INDIANA DEPARTMENT OF NATURAL RESOURCES

X. LAND USE

XI. LEGISLATION

XII. PLANNING AND ZONING

XIII. SWCDs

Supervisor Per Diem (2021)

That IASWCD advocate for an opportunity or option for districts to be able to compensate supervisors at a level the county is willing to pay.

Updated Actions:

- This would require a change in district code. In the 2021 session, this was discussed with other agency partners that may need “cleanup” changes in our Title 14 of the code. With the primary focus of COVID in the 2021 General Assembly, we did not find much support for this change. IASWCD received similar feedback in 2022, but will be revisited prior to the 2023 General Assembly.

Annual Meetings – Options for 2020 & Beyond (2021)

That IASWCD advocate moving forward with supporting, developing, and implementing procedures for an “alternate option” to conducting an in-person annual meeting for all Indiana SWCDs.

Updated Actions:

- IASWCD monitored requirements from the state through communications with ISDA.
- IASWCD worked to provide virtual platform (Zoom) to districts for hosting virtual annual meetings in 2021.
- IASWCD monitored legislation that allowed for virtual meetings of special districts in the 2021 General Assembly. Legislation passed, allowing virtual presentation with the presence of a quorum.

XIV. WATER QUALITY

XV. WEEDS

Powerline Spraying (2024)

That the IASWCD approach the power companies throughout the state to seek a change of the regulation to eliminate the practice of using chemicals that create bare earth under right-of-ways. That IASWCD seek a requirement that only allows the use of chemicals that target woody stems when applying chemicals for management throughout the state of Indiana, and that re-seeding in appropriate circumstances be permitted.

Updated Actions:

- The IASWCD Legislative Committee is studying the extent of powerline spraying in the state, and gathering contact information for power companies. The committee is also gathering information from other states who have tried to address this particular problem.

Inclusion of Invasive Species Language in Clean Water Indiana (CWI) Statute IC 14-32-8 (2024)

That the IASWCD officially pursue legislative change to CWI statute to include invasive plant management as an accepted use of CWI funds.

Updated Actions:

- Invasive plants were added to CWI statute in the 2025 session of the Indiana General Assembly.

XVI. YOUTH EDUCATION

Sunsetted Resolutions:

- Conservation Plan Requirement to Receive USDA Subsidies (2020)
- Establishment of Legislative Task Force Addressing Invasive Plants (2020)
- State and County Soil and Nutrient Loss Estimates (2020)

IASWCD PAST PRESIDENTS

1944 - 1946 McKinley Vance (Davies)	2009, 2010 Paula Baldwin (Marion)
1947, 1948 Lloyd Arbuckle (Newton)	2010 – 2012 Ray McCormick (Knox)
1949, 1950 Ernest Miller (Knox)	2013-2014 Jeff Meinders (Ripley)
1951-1952 Lawrence McKinney (Fountain)	2015-2016 Mike Starkey (Hendricks)
1953, 1954 Harry Eby (Elkhart)	2016-2018 Jamie Scott (Kosciusko)
1955, 1956 F.E. Kempton (Wayne)	2019-2020 Roger Wenning (Decatur)
1957, 1958 George Pictor (Ripley)	2021-2022 Bobby Hettmansperger (Wabash)
1959, 1960 O.B. Riggs (Sullivan)	2023-2024 Jeff Baker (Warrick)
1961, 1962 Raymond Musselman (Miami)	
1963 - 1965 Russell Reiff (White)	
1966, 1967 T.J. Wright (Wayne)	
1968, 1969 Elbert Roe (Noble)	
1970 - 1972 Harold Wilson (Miami)	
1973, 1974 Beryl Grimme (Howard)	
1975, 1976 Gillman O'Neal (Bartholomew)	
1977, 1978 Ellis McFadden (Allen)	
1979, 1980 John Hardin Sr. (Marion)	
1981, 1982 Don Strietelmeier (Bartholomew)	
1983, 1984 Howard Guse (LaPorte)	
1985 Dohn Wiley (Wabash)	
1986, 1987 Earl Blank (Harrison)	
1988, 1989 Kenneth Wallpe (Decatur)	
1990, 1991 Jerry Frey (Carroll)	
1992 - 1994 Jack Ruger (DeKalb)	
1995, 1996 Gene Schmidt (LaPorte)	
1997, 1998 Garry Tom (Kosciusko)	
1999, 2000 Carey McKibben (LaGrange)	
2001, 2002 Steve Graber (DeKalb)	
2003, 2004 Sherman Bryant (Kosciusko)	
2005, 2006 Gene Weaver (Ohio)	
2007, 2008 Jim Droege (Posey)	



September 2025

- 4 - Clean Water Indiana (CWI) grant applications due 12PM EDT on Grants Management System (GMS)

November 2025

- 1 - Election committee (IC 14-32-4-7) due on Conservation Link (CL)
- 1 - Recommendation for appointed supervisor(s) (IC 14-32-4-8) due on CL

December 2025

- 1 - Elected supervisor nominee(s) (IC 14-32-8) due on CL
- 15 - Capacity Report due on GMS

January 2026

- 1 - Annual meeting information due on CL

March 2026

- 1 - Annual Financial Report (IC 5-11-1-4) due on Gateway *Refer to IN State Board of Accounts guidance*
- 31 - Annual Financial Report (IC 14-32-8-8) due on GMS
- 31 - Hold an annual meeting within the first quarter of the year (IC 14-32-4-6). Certification of election due within 7 days on CL. At SWCD board meeting following the annual meeting hold election of officers (e.g., chairman).

If you have a CWI grant

- Every quarter, (1st Friday of January, April, July, and October) Conservation Project Tracking due on CL
- January 31 and July 31 grant reporting due on GMS

Ongoing

- Keep current Supervisor, Staff and Office Directories on CL

Board Leadership Program

We've put together a searchable library of recorded modules, webinars, videos and other resources to help SWCDs find professional development information on a variety of topics.

- Trainings include Code Responsibilities, Elections and Recruitment, District Finances, Leadership, District Management and Supervisor Responsibilities. SWCD Supervisors: take trainings, earn points! Get to the website via the ISDA District Tools website: <https://www.in.gov/isda/divisions/soil-conservation/districts-tools/> or scan the QR code.
 - Required trainings for new Supervisors: New Supervisor Training, Internal Controls, and Preventing Workplace and Sexual Harassment.

