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430 East Second Street * Chadron, Nebraska 69337 * Phone (308) 432-6190
 Fax (308) 432-6187 * www.unwnrd.org

PUBLIC NOTICE

The Upper Niobrara White Natural Resources District will hold a **Regular Board Meeting, on Thursday December 11, 2025 at 3:00 pm at, 119 Main Street Hay Springs, NE.** An agenda of the matter to be considered at such date, time, and place is kept continually current, and is available for public inspection by appointment during normal business hours at the Upper Niobrara White Natural Resource District's office at 430 East Second Street, Chadron, Nebraska. Persons wishing to participate telephonically or who require auxiliary aids or special accommodations to participate in the meeting should contact Patrick O'Brien at 308-432-6190 to make the necessary arrangements.

AGENDA

1. Call to Order
2. Open Meetings Act
3. Roll Call and Introduction of Guests
4. Emergency Agenda Additions
5. 2024-2025 Fiscal Year Audit – RJ Meyer & Associates
6. Natural Resources Conservation Service Report
7. Nebraska Forest Service Report
8. UNL Extension Report
9. Nebraska Game and Parks Commission
10. General Business
 - Management Reports

Pat O'Brien	Haley Anders	Sydney Hunter
Lynn Webster	Eli Goff	
Kylen Armstrong	Robbin Randall	
11. Approval of Consent Agenda
 - November 13, 2025 Regular Board Meeting
 - Treasurer's Report
 - UNWNRD
 - Nebraska Soil and Water Conservation Program
12. Agency Reports
 - Nebraska Association of Resources Districts – Scott Berndt
 - Voting Delegate and Alternate
 - Niobrara River Basin Alliance – Dave Carlson
13. Water Committee Report
 - Transfers/Variations/Field Boundary Modifications
 - 2025 Fall Static Water Levels
 - 2026 Sub-area III Wells and Acre Expansion
14. Operating/Personnel/Policy Report
 - Personnel Policies and Operating Policies
15. Other Old/New Business
16. Excused Absences
17. Public Comment
18. Executive Session
19. Adjournment

OPP Committee – 2:15 pm
 Water Committee – 2:30 m

Manager's Report to the Upper Niobrara White Natural Resources District
Board of Director
December 11, 2025
Prepared December 4, 2025

December Meeting

The regular board meeting will be held at Julie's Hay Town Grill, 119 Main Street, Hay Springs starting at 3:00 pm with the OPP committee meeting at 2:15 and the Water Committee will meet at 2:30. The holiday gathering will take place immediately following the board meeting.

Personnel Policies/Operating Policies

There are a few changes that need to be made to the policies based on action by the NARD Board to include the Roth IRA option for the employee retirement program and via legislation that allows for the use of electronic payment systems as well as some minor language clean up. The OPP will discuss and make a recommendation to the full board. This will be an action item

NRCS District Conservationist

Anna Ferguson started as District Conservationist immediately after the federal shutdown ended. Anna will be attending board meeting to provide updates on NRCS activities.

January Meeting

A reminder that the January meeting has been moved to the 22nd to allow for the discussion of legislative bills prior to the NARD Legislative Conference. The meeting will start at 2 pm.

Officer Elections/Committee Assignments

A reminder that at the January meeting officer elections will be held. Kevin has served two years as chairman. As well, following the election, the chair will make committee assignments so of you would like a different assignment, please let Pat know.

NARD Legislative Conference

The NARD Legislative Conference will be held at the Embassy Suites on January 28-29, 2026 with the Managers meeting on January 27th. Directors who have indicated interest in attending include Scott, Dave C, Steve, Nancy and John. Please confirm with Sydney. The tentative agenda is included in the board packet. As well a voting delegate and alternate will need to be selected.

Urban and Community Forest Grants

The UNWNRD was awarded \$117,500 to assist the City of Chadron in removing dead and dying trees and prune problem trees. The contract is being prepared by UNL and work should begin in late January. The grant application for the City of Crawford will be submitted before the end of the month.

2026 Elections

Incumbents may file for re-election from January 5th through February 17th. Those directors up for re-election are; Oligmueller, Strasburger, Kadlecek, Dorshorst, Fisher and Sandberg. The primary election will be held on May 12th.

2026 Legislative Session

The 2nd Session on the 109th Legislature will begin on January 8, 2026. The 60-day session will focus on balancing the budget to make up for the forecasted \$400 million shortfall. The session will also be the last for Senators Clements, M. Cavanagh, Hunt, DeBoer, Arch, Hansen, Moser, Dorn, Brandt and Murman who are term limited. As well, Senators Armendariz and Raybould are not seeking re-election.

Voluntary Integrated Management Plan

There has finally been some movement on the VIMP that was initiated in 2017. A draft has been completed and is close to being finalized. At some point in the near future, there will be a public meeting and hearing scheduled to receive comments.

NARD Washington DC Trip

The NARD Washington DC trip will be held on March 28 – April 1. Please let Pat know if you are interested in attending.

December

- 11 – Regular Board Meeting/Holiday Gathering – 3 pm
- 24 – Christmas Eve; Office Closes at noon
- 25 – Christmas Day; Office Closed
- 31 – New Years Eve; Office Closes at noon

January

- 1 – New Years Day; Office Closed
- 8 – 60 Day Legislative Session Begins
- 13 – Range Day, Chadron State College, 8:30 am
- 19 – Martin Luther King Day, Office Closed
- 22 – Regular Board Meeting; 2 pm
- 27 – Managers Meeting, Lincoln
- 28-29 – NARD Legislative Conference, Lincoln, NE

**2026 Nebraska Association of Resources Districts
Legislative Conference
Tentative Schedule of Events**



Monday, January 26th ~ Embassy Suites, Lincoln

- 9:30 a.m. NRD Employee Benefits Committee Meeting, and NARD Intergovernmental Risk Management Pool Loss Control Committee - Embassy Suites
- 12:30 p.m. NRD's Administrative Support Staff meeting - Embassy Suites
- 1:00 NRD Managers Meeting, Embassy Suites (Meeting is open to NARD Board of Directors Executive and Legislative Committees)
- 1:00 NRD Staff Information & Education Meeting - Embassy Suites
- 3:00 – 6:00 NARD Board of Directors Legislative & Executive Committee Meetings - Embassy Suites

Tuesday, January 27th ~ Embassy Suites, Lincoln

- 7:30 a.m. NARD Board of Directors Fiscal Planning & Budget Committee Meeting
NARD Board of Directors Program & Planning Committee Meeting
- 7:30 Registration Desk Opens
- 8:45 Opening Remarks by Governor Jim Pillen (*invited*)
- 9:00 General Session: Property Tax Reform Panel
- 10:00 Framing Legislative Issues and Discussion of Proposed Legislation of Interest
- 12:00 p.m. Luncheon with Appropriations Committee Chair (*to be invited*)
- 1:00 – 4:00 Visit the trade show rooms to hear from vendors
- 1:30 Caucus and/or Capitol Tour Opportunity
- 3:00 Action on Proposed Legislation
- 5:00 – 7:00 Senators Reception

Wednesday, January 28th ~ Embassy Suites, Lincoln

- 7:30 a.m. NARD Board of Directors Information & Education Committee Meeting
Native Vegetation and Forestry Committee Meeting
- 8:30 – 11:55 **Concurrent sessions we're working on:**
- Parliamentary Procedure (*Great for new directors & good review for everyone*)
 - Open Meetings Act (*Great for new directors & good review for everyone*)
 - Accountability and Disclosure (*Great for new directors & good review for everyone*)
 - Director Responsibilities (*Great for new directors & good review for everyone*)
 - From Hype to Help: Practical AI (*technology track*)
 - Basic Understanding of Software Development (*technology track*)
 - Cyber Security and Fraud Prevention (*technology track*)
 - Higher Yields, Lower Costs - But New Legal Risks (*technology track*)
 - NRD Perspectives on the Water Quality & Quantity Task Force
 - USDA-NRCS Updates
 - Nebraska Department of Water, Energy and Environment Updates
 - Nebraska Community Foundation
 - Presentations from Partners including: HDR, Olsson and JEO Consulting Group
- 12:00 p.m. Luncheon with Legislature's Natural Resources Committee Chair (*to be invited*)
- 1:30 NARD Board of Directors Meeting

**Report to the Upper Niobrara White Natural Resources District
Board of Directors
December 11, 2025**

We are working on NSWCP approvals, some may wish to wait until springtime.

We will have a preliminary review of the Fall 2025 static water levels prepared for the board meeting.

Held another meeting with DWEE for the VIMP, draft coming along. We will keep you informed of our progress.

Continuing work with a couple of potential transfer proposals.



**Conservation Programs Coordinator's
Report to the Upper Niobrara White NRD Board of Directors
Kylene Armstrong**

December 2025

I&E/Public Relations: Newsletter is complete and currently being printed at Outlaw Printers. I will have copies for you at the Board Meeting. The Newsletters will be delivered sometime next week as well.

We did not receive any conservation award nominations this year.

Our next I&E meeting will be held in conjunction with the Legislative Conference in Lincoln.

Our radio ads and banner ads are currently advertising for trees but will change next week to start promoting our upcoming Range Day event at Chadron State College on January 13th. Please look for a press release on the Range Day soon as well.

Finance/HR: Our audit is complete and included with your Board Packet. Bob Meyer will present it via conference call at the Board Meeting. Please look through it and call me if you have any questions, I will do my best to answer them or pass them along to our auditor.

I will work on closing out the calendar year this month as well and begin all of our tax reporting early next month, including W2s.

Insurance open enrollment has been completed as well.

Misc.: Please fill out and sign your expense reports!



Water Resource Manager Report to Upper Niobrara White

Resources District Board of Directors

December 4, 2025

I have been working on getting the water quality data ready to be migrated to the Hydrodata app. I have been going through the nitrate data for each year to make sure that it is all formatted the same. I have also been making sure that all of the data was entered for each year and I've been entering some data for various years. I hope to have this completed by the board meeting.

I helped Robbin and Sydney sort water use reports and assisted with stuffing envelopes and getting them in the mail so they could be send out before Thanksgiving. I have been doing a few domestic samples here and there. I also have been putting together the information for the irrigation well samples that were done this year so that I can send the producers letters about how much nitrogen was used on their fields this year.

A handwritten signature in cursive script that reads "Haley". The signature is written in black ink and has a fluid, connected style.

Haley

Report to Upper Niobrara White Natural Resources District Board of Directors

Natural Resources Coordinator

November, 2025.

This month I have been working on the tree program and finishing up details for Range Day. We started taking orders in the middle of the month, and I will begin meeting with landowners about cost-share projects as the weather permits. Updated order forms can be found at the front counter.

The date for Range Day has been confirmed for Tuesday, January 13th. I will begin advertising once CSC finishes the contract. I will include an agenda with my report.

The no-till drill was rented once this month to plant 25 acres.

A handwritten signature in black ink, appearing to be "G. D. Smith", written in a cursive style with a long horizontal line extending to the right.



CHADRON
STATE COLLEGE

Upper Niobrara White NRD Range Day

January 13, 2026

Supported by the CSC Range Management Department

Chadron State College: Ballroom in the Student



8:30 Coffee and Donuts — Sponsored by Cogdill Feeds

9:00 From Local Roots to Global Impact - Community Led Conservation— Ann Dvorak, World Wildlife Fund

10:00 Stockpiling Forage and Winter Grazing— Jerry D. Volesky, UNL Extension

11:00 Break

11:15 Working Together for Nebraska's Grasslands— Laura Nelson, Nebraska Grazing Lands Coalition

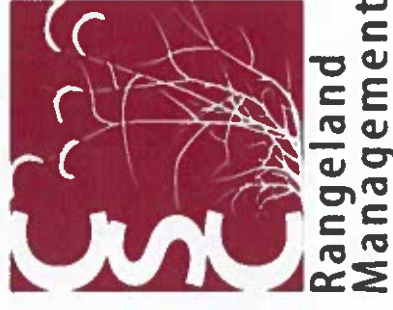
12:15 Lunch

1:15 Smart Money: A Rancher's Guide to Reinvesting Profits in Good Times— John Hewlett, University of Wyoming Extension

2:15 Current and Future Weather— Don Day Jr., Day Weather

Lunch provided —Please RSVP to 308-432-6190

N
EXTENSION



**Groundwater Management Coordinator's Report to the
Upper Niobrara White Natural Resources District
Board of Directors**

12/2/25

November was busy getting water use reports out, they went in the mail on November 19. I am currently working on some failed meter outliers and working on getting those out as soon as possible. Haley and I will be attending the Northeast Nebraska Ag Conference in Northfolk on December 16th and I am looking forward to that.

Robbin Randall

Conservation Program Assistant

Report to the Upper Niobrara White NRD Board of Directors

December 11, 2025

This month I have been working on creating the tree inventory spreadsheet for the 2026 tree season and keeping track of current orders.

I helped Robbin and Haley in organizing and mailing out water use reports.

I have also been learning how to input and arrange the static water level testing data and updating the correlating graphs.



Sydney Hunter



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In accordance with LB 325, Eighty-fourth Legislature, First Session (1975), the Upper Niobrara White Natural Resources District held a public meeting on November 13th, 2025, at the Upper Niobrara White NRD office, 430 East 2nd Street Chadron, NE. An agenda for this meeting to be considered at such date, time and place was kept continually current and was available in the NRD office. Seven days prior to the meeting, the agenda was mailed to each member of the Board of Directors and other interested and affected persons. Notice of the meeting was given to the public by publishing a legal notice on the UNWNRD website, The Chadron Record and Alliance Times Herald on Thursday, November 3rd, 2025.

Open Meeting Law Act

Chairman Kevin Oligmueller pointed out the Open Meeting Law Act that was present in the meeting room.

Roll Call & Introduction of Guests

Chairman Oligmueller called the meeting to order at 9:00 a.m. and roll call was taken with the following Directors present:

Kevin Oligmueller	Rich Zochol
Mike Strasburger	Steve Sandberg
Allen Rasmussen	Dave Carlson
Nancy Fisher	John Burke
Scott Berndt	Tod Dorshorst

Absent; Dave Kadlecek

Others Present:

Pat O'Brien, NRD General Manager

Lynn Webster, NRD Assistant Manager

Kylen Armstrong, NRD Conservation Prog. Coord.

Haley Anders, NRD Water Resource Manager

Eli Goff, Resources Coordinator

Bryce Gerlach, Nebraska Forest Service

Sydney Hunter, Cons. Program Assistant

Shelley Steffel, Nebraska Game and Parks

Katherine Crowley, BCR

Derek Krueger, Nebraska Game and Parks

Mark Betson

Wayne Fisher

Mekenna Fisher

Emergency Agenda Additions

None

Senator Tonya Storer, District 43

Senator Storer attended the meeting via Zoom, presented an overview of the 2025 session, discussed the 2026 60-day session and answered questions from the board.

Natural Resource Conservation Service

No report

Nebraska Forest Service

Bryce Gerlach

Bryce discussed the S.E.A.T. plane that had been stationed in Chadron this summer for two months. He also informed the board about the Urban & Community Forestry Grants for

removing trees that pose safety hazards and replacing them with new trees. The grant is one that the NRD has applied for with expenses being be 100% reimbursed.

UNL Extension

No report

Game and Parks Commission

Shelley Steffel

Shelly thanked The UNWNRD for allowing the use of the office during the federal government shut-down. And discussed the November Firearm Deer Season.

General Manager

Pat O'Brien

Pat provided a written report and had nothing to add.

Assistant Manager

Lynn Webster

Lynn provided a written report, he updated the board on how the NSWCP had an adjustment to allocations, application approvals are moving forward.

Conservation Program Coordinator

Kylen Armstrong

Kylen provided a written report, and informed the board that the Conservation Awards are on hold due to the government shut down. She reminded the board that if they have any nominations for the awards complete and submit the provided form. Kylen reported that the auditors have reached out and the audit should be done by the end of the month.

Water Resource Manager

Haley Anders

Haley provided a written report and explained that she has been out in the field doing meter readings, static levels, and domestic sampling.

Resources Coordinator

Eli Goff

Eli provided written report and informed the board that tree order forms will be out soon. He noted that Range Day will be January 13th.

Groundwater Management Coordinator

Robbin Randall

Robbin provided a written report and informed the board that the water use report will be completed soon.

Conservation Program Assistant

Sydney Hunter

Sydney provided a written report and discussed the location of the December meeting and following Holiday Party will be held at Julie's Hay Town Grill in Hay Springs beginning at 3pm.

Approval of Consent Agenda

Steve Sandberg moved to approve the consent agenda; John Burke seconded the motion

Roll call: (10) ayes, (0) nays; Absent; Dave Kadlecek

Agency Reports

Nebraska Association of Resources Districts

Scott Berndt

Director Berndt reported on the Association Board Meeting that was held on November 10th.

Niobrara River Basin Alliance

Dave Carlson

The UNWNRD has been providing information on the impact of management on the river to Lower Niobrara and Middle Niobrara. There will be a formal written report once the study is complete.

Water Committee

Rich Zochol

Lynn presented information on a field boundary modification and water well request from Zach Alcorn. The modification would not result in an increase of certified acres and the certification will be updated to reflect the change in acres irrigated by the wells, if approved.

Rich Zochol moved to approve the modification request; Dave Carlson seconded the motion

Roll call: (10) ayes, (0) nays; Absent; Dave Kadlecek

Operating, Personnel, and Policy Committee

Al Rasmussen

The proposed customer charges for 2026 were presented and discussed

Al Rasmussen moved to accept proposed 2026 customer charges; Scott Berndt seconded the motion

Roll call: (10) ayes, (0) nays; Absent; Dave Kadlecek

Pat presented information on the addition of a Roth Option for the NARD 457 retirement savings plan and a resolution to be adopted for the UNWNRD participation.

Al Rasmussen moved to accept the NARD 457 plan – Roth Amendment Resolution; Scott Berndt seconded the motion

Roll call: (10) ayes, (0) nays; Absent; Dave Kadlecek

Pat presented information on a potential donation of two parcels of land to the UNWNRD.
Discussion took place.

Rich Zochol moved to accept the donated land; Al Rasmussen seconded the motion

Roll call: (10) ayes, (0) nays; Absent; Dave Kadlecek

New/Old Business

Steve Sandberg moved to hold the December meeting at 3 pm, December 11th in Hay Springs and reschedule the January meeting to the 22nd; Dave Carlson seconded the motion

Roll call: (10) ayes, (0) nays; Absent; Dave Kadlecek

Public Comment

None

Excused Absences

Tod Dorshorst moved to excuse Dave Kadlecek's absence; John Burke seconded the motion

Roll call: (10) ayes, (0) nays; Absent; Dave Kadlecek

Adjournment

There being no further business, the meeting was adjourned at 10:05a.m.



Kevin Oligmueller, Chairman of the Board



Patrick O'Brien, General Manager

Date Signed 12-11-2025

Nebraska Soil and Water Conservation Program

December 4, 2025

APPROVALS				APPROVED	
COUNTY	PRACTICE	APP NUMBER	NAME	AMOUNT	TOTAL C/S
TOTAL APPROVALS					\$ -

AMENDMENTS						
COUNTY	PRACTICE			APPROVED AMOUNT	CLAIM ADJUSTMENT	TOTAL C/S
TOTAL AMENDMENTS					\$ -	\$ -

CANCELLATIONS						
COUNTY	PRACTICE	APP NUMBER	NAME	DATE CANCELLED	APPROVED AMOUNT	TOTAL C/S CANCELLED
TOTAL CANCELLATIONS						\$ -

CLAIMS							
COUNTY	PRACTICE	APP NUMBER	Name		C/S APPROVED	CLAIM PAID	C/S CLAIM ADJ.
Total Claims Paid					\$ -	\$ -	\$ -

Nebraska Soil and Water Conservation Program

December 4, 2025

2025-26 NSWCP Allocation	\$	96,770.84
Carry Over 2024-2025	\$	184.82
Overallocation	\$	15,000.00
Reallocation	\$	-
Total Allocation	\$	<u>111,955.66</u>

Total Funds Paid Since 1978 \$ 4,543,551.20

NC-12: Trees	
Obligated Funds	\$ -
Expenditures	\$ (4,724.30)
Cancellations	\$ -
Adjustments	\$ (1,976.70)
Fund Balance	<u>\$ (6,701.00)</u>

NRD Tree Cost Share

	Total Obligated Funds \$ -
	Expenditures \$ (23,247.88)
	Cancellations \$ -
	Adjustments \$ (2,674.56)
	Total Fund Balance <u>\$ (25,922.44)</u>

NC-14: Planned Grazing	
Obligated Funds	\$ -
Expenditures	\$ (18,523.58)
Cancellations	\$ -
Adjustments	\$ (697.86)
Fund Balance	<u>\$ (19,221.44)</u>

NC-17: Irrigation Management	
Obligated Funds	\$ -
Expenditures	\$ -
Cancellations	\$ -
Adjustments	\$ -
Fund Balance	<u>\$ -</u>

NC other	
Obligated Funds	\$ -
Expenditures	\$ -
Cancellations	\$ -
Adjustments	\$ -
Fund Balance	<u>\$ -</u>

**Income and Expense
Summary Sheet
December 4, 2025**

	Nov-25 Actual	Year-To-Date
INCOME		
Personal & Real Property	\$ 7,328.95	\$ 221,530.95
Federal Receipts	\$ -	\$ -
State Receipts	\$ -	\$ 49,167.44
Mtr Veh Pro Rate	\$ -	\$ 381.90
Investment Interest	\$ 1,700.77	\$ 9,064.48
Customer Charges	\$ 1,511.00	\$ 14,163.55
Other Revenue	\$ 481.63	\$ 15,237.66
Total Income	\$ 11,022.35	\$ 309,545.98

11/1/2025-11/30/2025	
Income	\$ 11,022.35
Expense	\$ (65,022.28)
	\$ (53,999.93)

Fiscal Year-To-Date	
Income	\$ 309,545.98
Expense	\$ (488,405.99)
	\$ (178,860.01)

	Nov-25 Actual	Year-To-Date
Audit	\$ -	\$ -
Auto	\$ 99.95	\$ 17,048.59
Building Maint	\$ -	\$ 304.17
Contingencies	\$ -	\$ -
Contract Labor	\$ -	\$ -
Directors Expense	\$ -	\$ 3,113.60
Dues & Memberships	\$ -	\$ 28,071.47
Fees & Licenses	\$ -	\$ 158.36
I & E	\$ 976.79	\$ 9,210.18
Insurance	\$ -	\$ 29,602.95
Misc	\$ 1,126.64	\$ 7,781.62
Office Supplies & Exp	\$ 515.00	\$ 3,900.24
Payroll Expenses	\$ 56,206.09	\$ 301,357.94
Personnel Exp	\$ -	\$ 2,550.01
Postage	\$ -	\$ 682.25
Prof Services	\$ -	\$ -
Program Op & Maint	\$ 1,767.71	\$ 13,519.07
Purchase for Resale	\$ 2,730.63	\$ 3,302.57
Special Projects	\$ 1,453.82	\$ 65,166.81
Telephone	\$ -	\$ 312.01
Tree Cost-Share Funds	\$ -	\$ -
Utilities	\$ 145.65	\$ 2,324.15
Water Quality Funds	\$ -	\$ -
WILD Nebraska	\$ -	\$ -
Reconciliation Discrepancie	\$ -	\$ -
*Capital Improvements	\$ -	\$ -
*Capital Outlay	\$ -	\$ -
Total Expense	\$ 65,022.28	\$ 488,405.99

Bank of the West	\$ -
Security First	\$ 112,611.49
NPAIT	\$ 246,166.92
NPAIT 02	\$ 282,441.98
CD Account	\$ -
	\$ 641,220.39

Accouts Receivable:	\$ (4,550.47)
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12/04/25
Cash Basis

Upper Niobrara White NRD
Profit & Loss Budget vs. Actual
July 2025 through June 2026

	Jul '25 - Jun 26	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
A - Personal & Real Prprty Tx	221,530.95		
C - State Receipts			
Water Quality Funds	9,167.44		
WSF/WRCF Model Upgrade	40,000.00		
Total C - State Receipts	49,167.44		
Customer Charges			
Chemigation Program	1,466.97		
Fabric	3,001.91		
Fabric Installation	79.81		
Fabric Machine Rental	321.40		
No Till Drill Rental	6,924.60		
Other	29.91		
Planting	36.73		
Staples	1,432.50		
Tree Planter Rental	128.57		
Trees	741.15		
Total Customer Charges	14,163.55		
D - Mtr Veh Pro Rate	381.90		
F - Investment Interest	9,064.48		
Other Revenue			
Misc.	15,087.66		
Well Permits	150.00		
Total Other Revenue	15,237.66		
Total Income	309,545.98		
Cost of Goods Sold			
Cost of Goods Sold	0.00		
Total COGS	0.00		
Gross Profit	309,545.98		
Expense			
Auto Repair	17,048.59		
Building Maint	304.17		
Directors Expense	3,113.60		
Dues & Memberships	28,071.47		
Fees / Licenses / Elections	158.36		
Information & Education			
Internet	377.75		
Other	719.35		
Public Awards	513.44		
Public Education	180.00		
Public Notices / Ads	4,378.36		
Staff Attire	1,194.28		
Subscriptions	59.00		
Web Page	1,788.00		
Total Information & Education	9,210.18		
Insurance	29,602.95		
Misc. Expense	7,781.62		
Office Supplies			
Checks/Envelopes/Forms	444.48		
Computer Maint	1,545.00		
Copier Contract	1,194.22		
Desk Supplies	182.90		
Kitchen / Bathroom Supplies	533.64		

12/04/25
Cash Basis

Upper Niobrara White NRD
Profit & Loss Budget vs. Actual
July 2025 through June 2026

	Jul '25 - Jun 26	Budget	\$ Over Budget
Total Office Supplies	3,900.24		
Payroll Expenses			
* Health Insurance	57,079.60		
* Pension	12,666.62		
**Payroll Taxes	15,553.68		
Administrative			
Assistant Manager	40,416.70		
Manager	50,000.00		
Total Administrative	90,416.70		
Clerical			
Chadron	12,333.36		
Conservation Programs Assistant	15,625.00		
Total Clerical	27,958.36		
Director's Per Diem			
Burke	210.00		
Carlson	350.00		
Dorshorst	210.00		
Fisher	210.00		
Kadlecek	70.00		
Olligmueller	210.00		
Rasmussen	210.00		
S. Berndt	210.00		
Sandberg	210.00		
Strasburger	210.00		
Zochol	140.00		
Total Director's Per Diem	2,240.00		
Part-Time Help	846.25		
Program Mngrs			
Conservation Programs Coord.	25,416.70		
Water Resources Mnger	25,416.70		
Wildlife / Tree Mngr	21,083.30		
Total Program Mngrs	71,916.70		
Resource Technician (1)	18,208.30		
Payroll Expenses - Other	4,471.73		
Total Payroll Expenses	301,357.94		
Personnel Expense			
Meals	10.96		
Workshops and Conferences	2,539.05		
Total Personnel Expense	2,550.01		
Postage	682.25		
Program Op & Maint			
No-Till Drill	300.00		
Vehicle Op & Maint			
Oil / Filters	290.35		
Total Vehicle Op & Maint	290.35		
Water Program			
Computer Programs / Upgrade	515.00		
Fuel	6,013.89		
WARD Lab	6,349.95		
Total Water Program	12,878.84		
Wildlife / Tree Program			
Equip Maint	49.88		

12/04/25
Cash Basis

Upper Niobrara White NRD
Profit & Loss Budget vs. Actual
July 2025 through June 2026

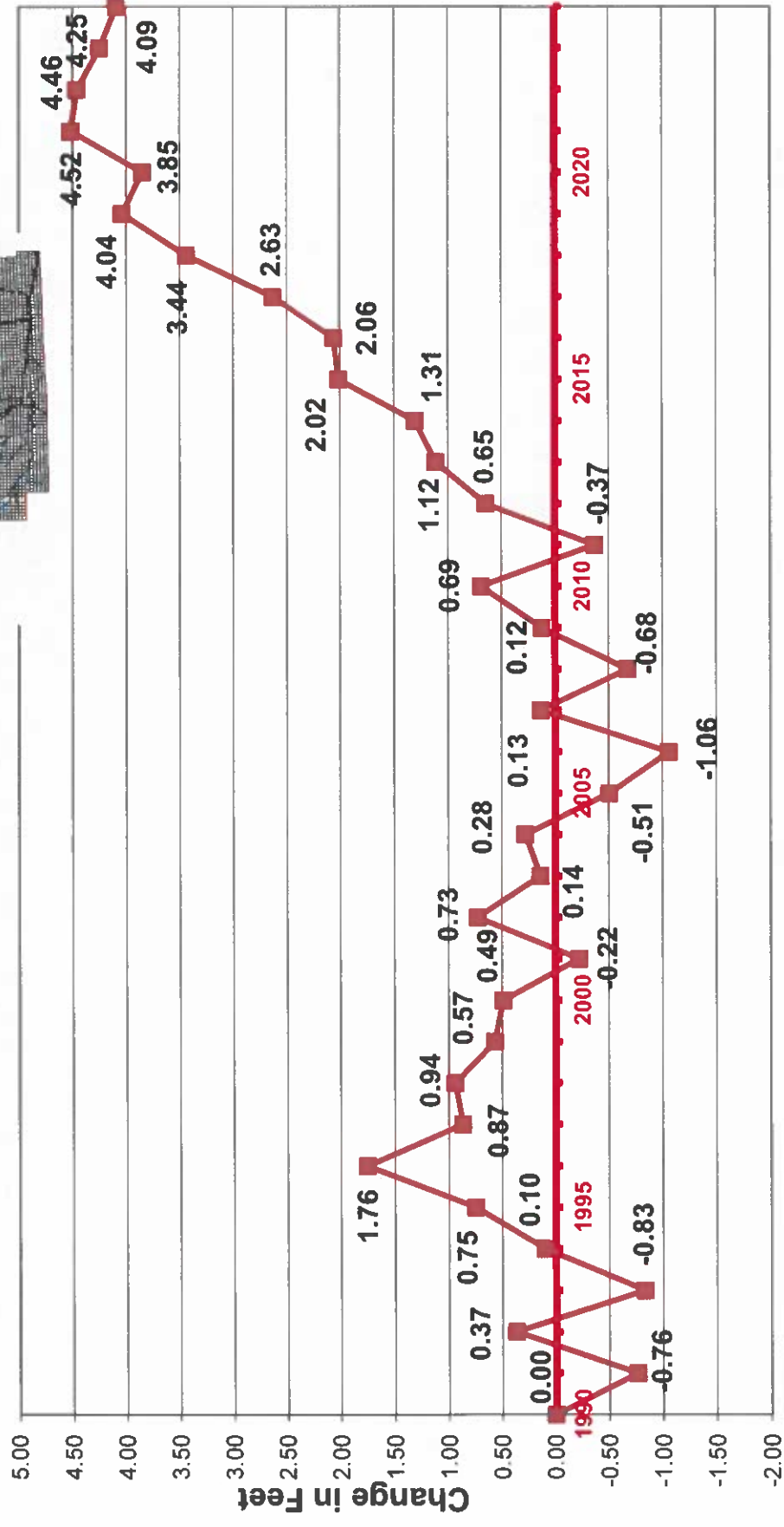
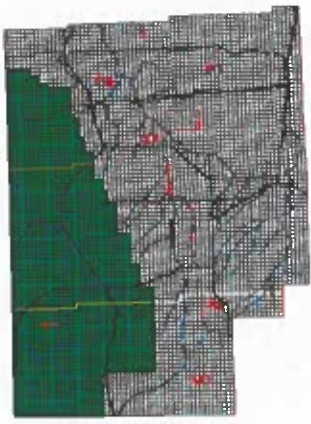
	<u>Jul '25 - Jun 26</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Total Wildlife / Tree Program	49.88		
Total Program Op & Maint	13,519.07		
Purchase For Resale			
Tree Program			
Potted	475.00		
Tree Program Other	2,827.57		
Total Tree Program	3,302.57		
Total Purchase For Resale	3,302.57		
Special Projects			
Database Management	10,685.47		
Model Upgrade -WFS	33,333.32		
Special Projects	815.00		
WFPO	20,333.02		
Total Special Projects	65,166.81		
Telephone	312.01		
Utilities	2,324.15		
Total Expense	488,405.99		
Net Ordinary Income	-178,860.01		
Net Income	-178,860.01		

*Preliminary

Sub-area I

Change in Static Water Levels from 1990

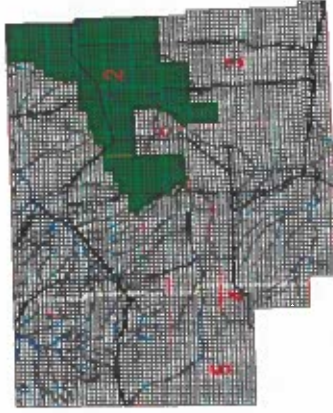
2025 Fall measurements show an average decrease in Static Water Levels of 0.16'



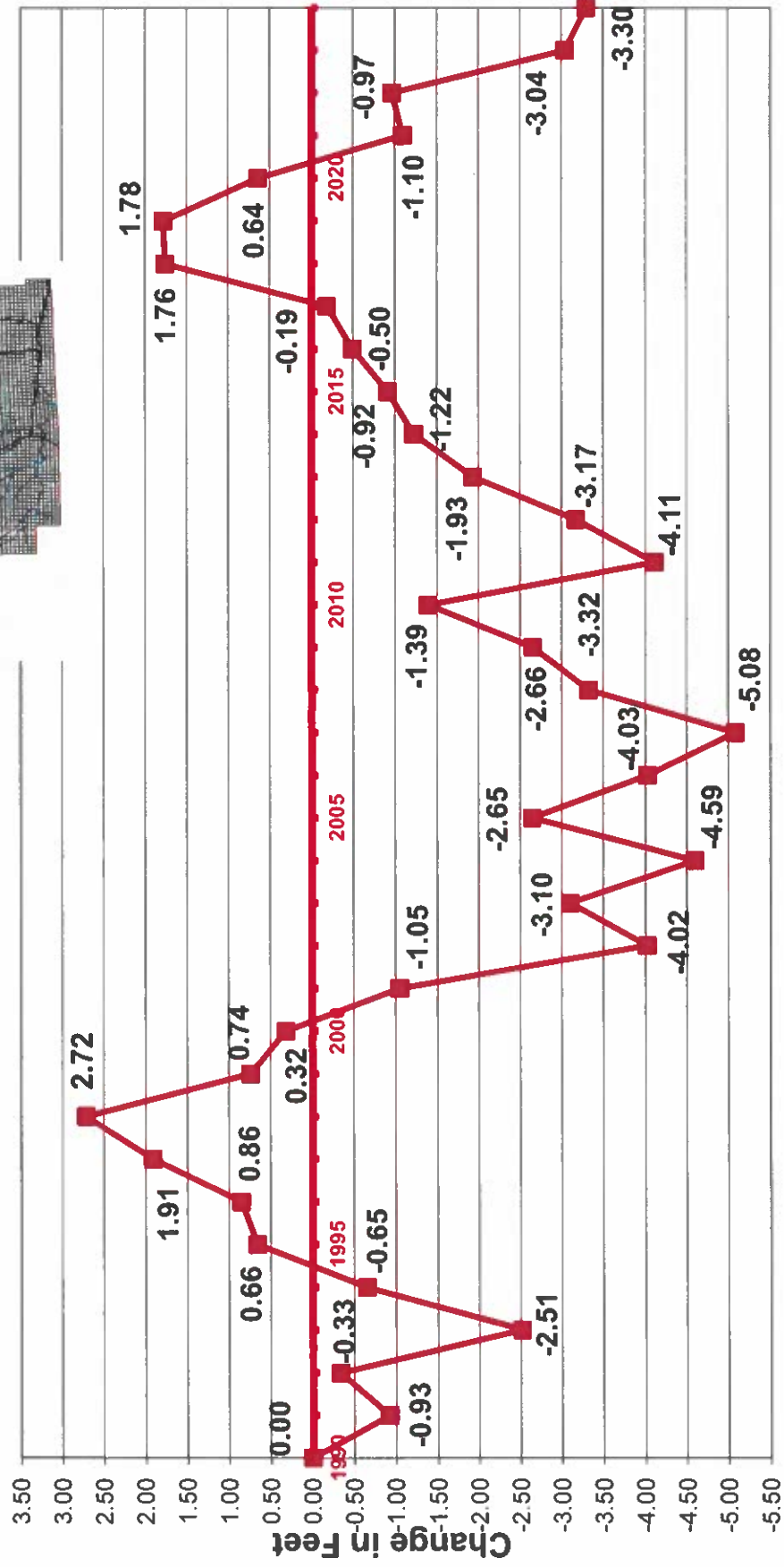
Sub-area II

Change in Static Water Levels from 1990

2025 Fall measurements show an average decrease in Static Water Levels of 0.26'



*Preliminary



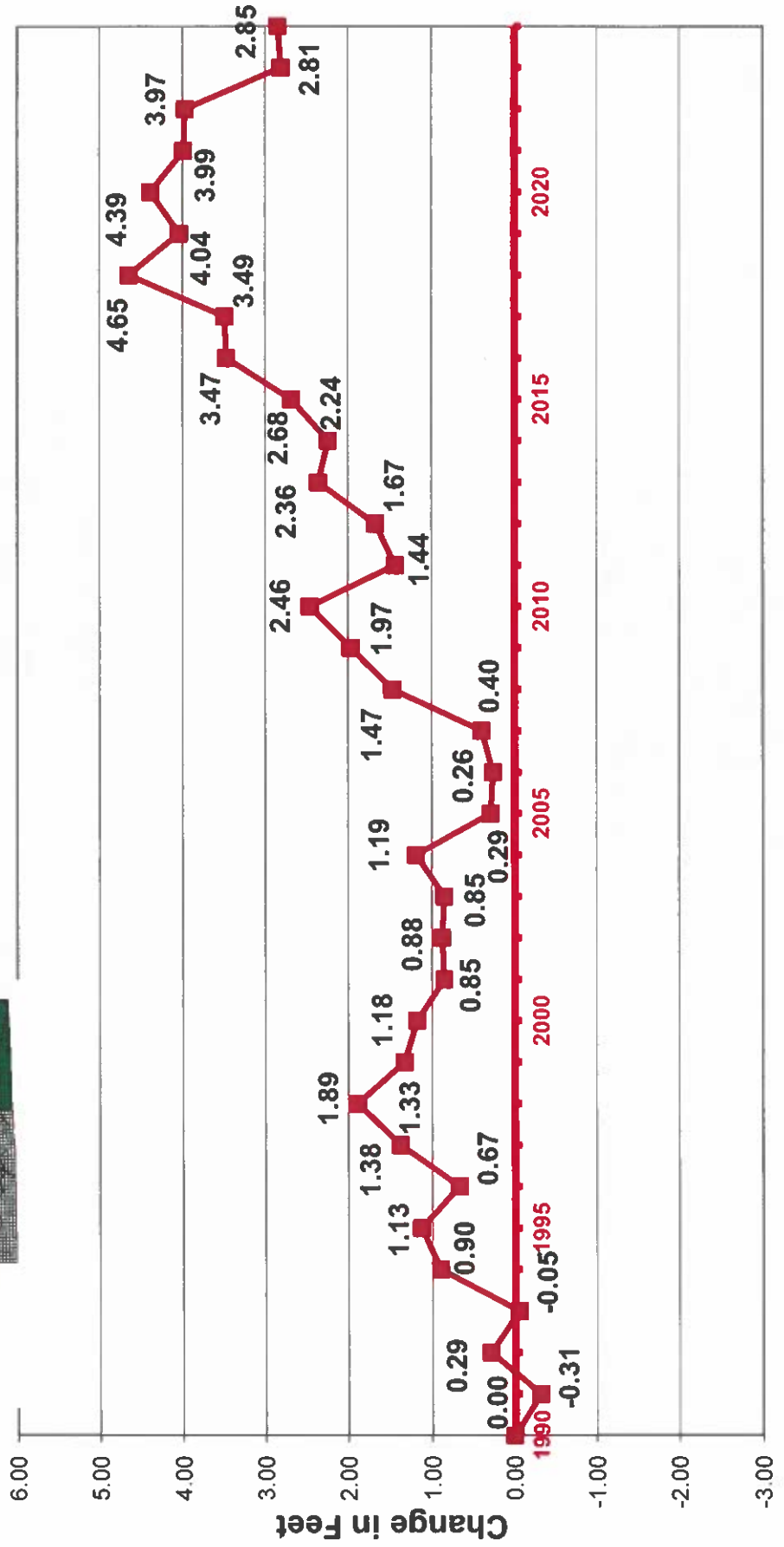


Sub-area III

Change in Static Water Levels from 1990

2025 Fall measurements show an average increase in Static Water Levels of 0.04'

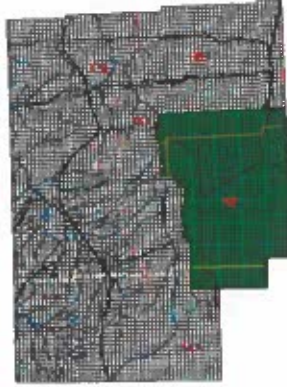
*Preliminary



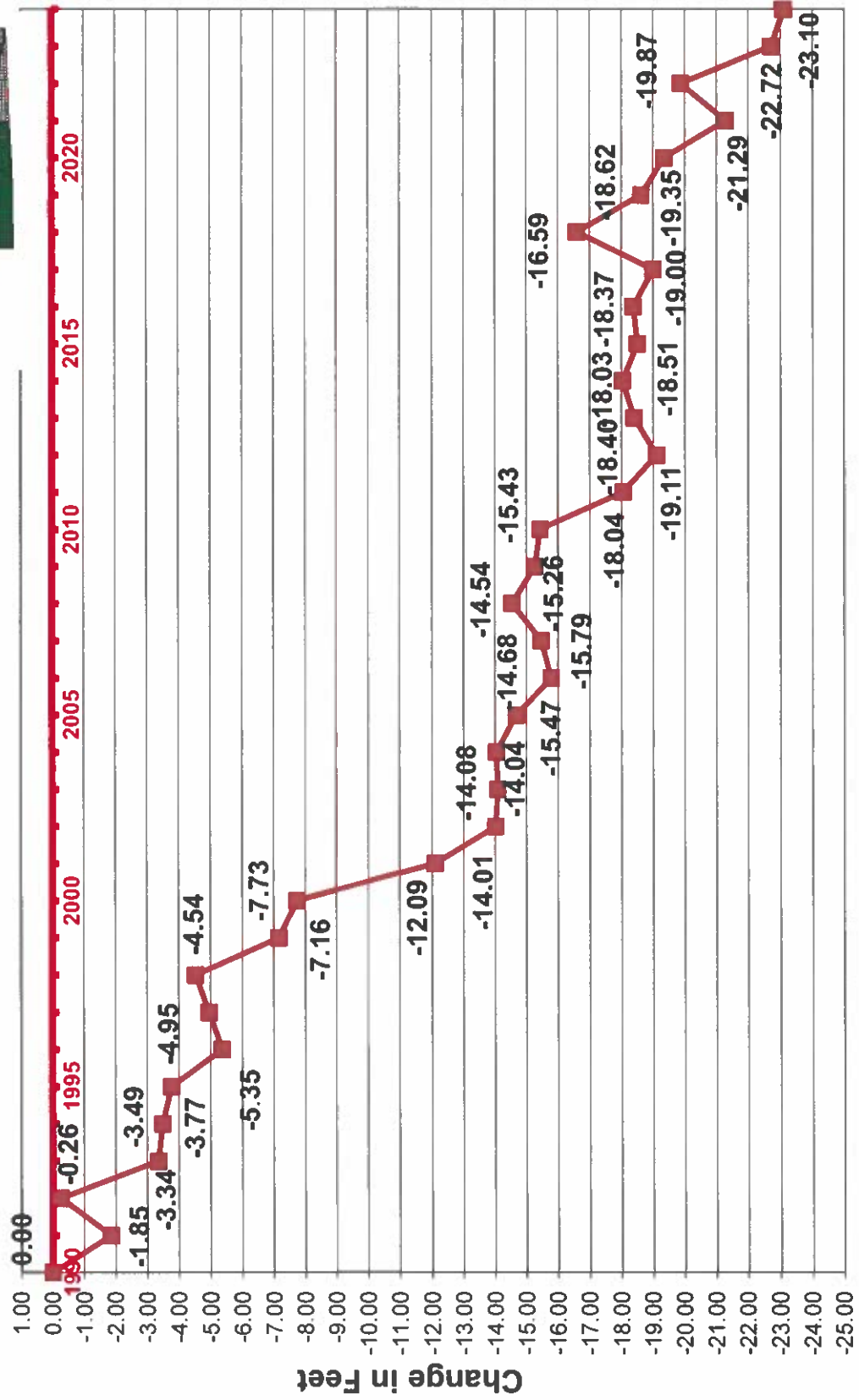
Sub-area IV

Change in Static Water Levels from 1990

2025 Fall measurements show an average decrease in Static Water Levels of 0.38'



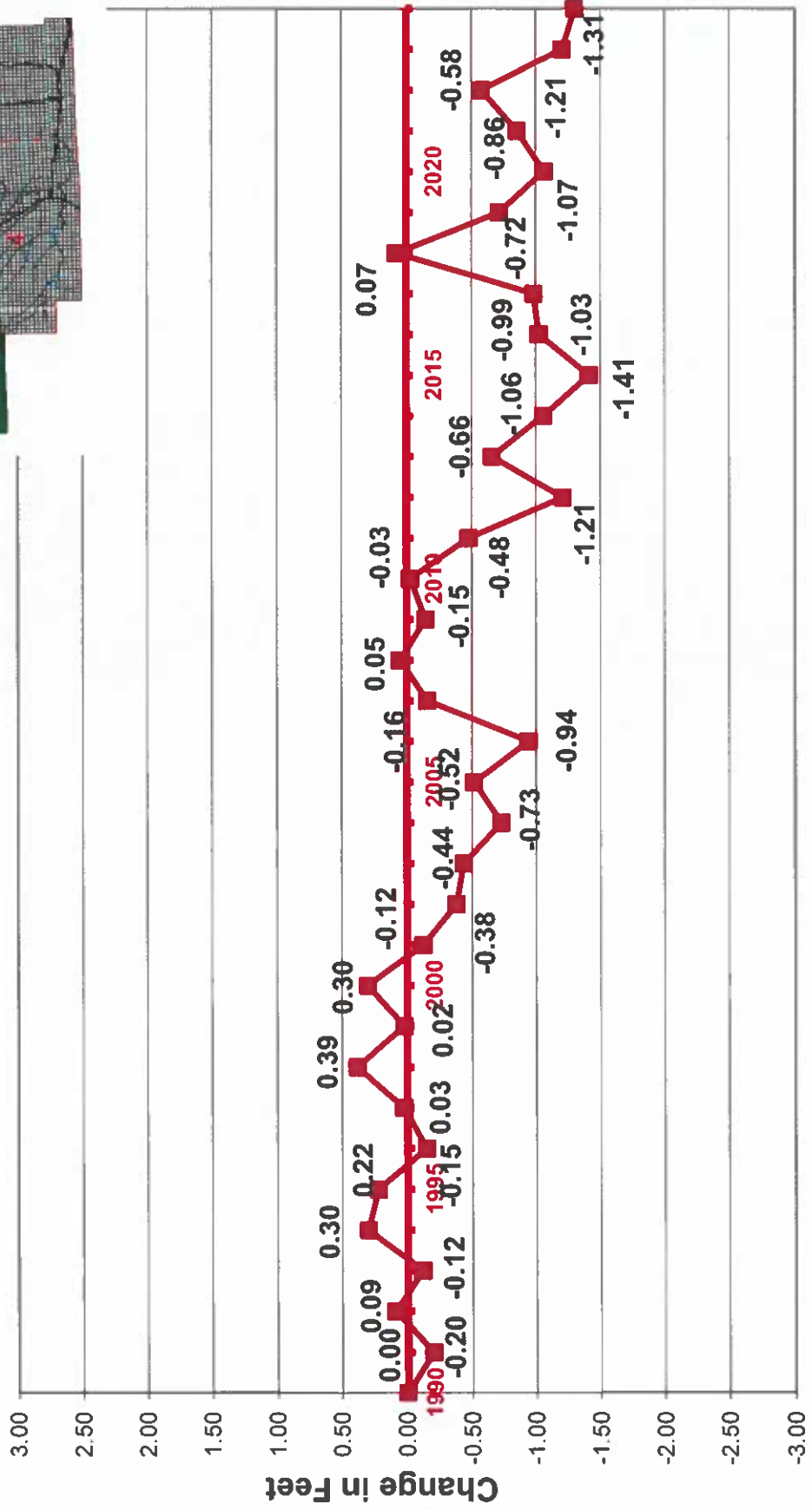
*Preliminary



Sub-area V

Change in Static Water Levels from 1990

2025 Fall measurements show an average decrease in Static Water Levels of 0.10'



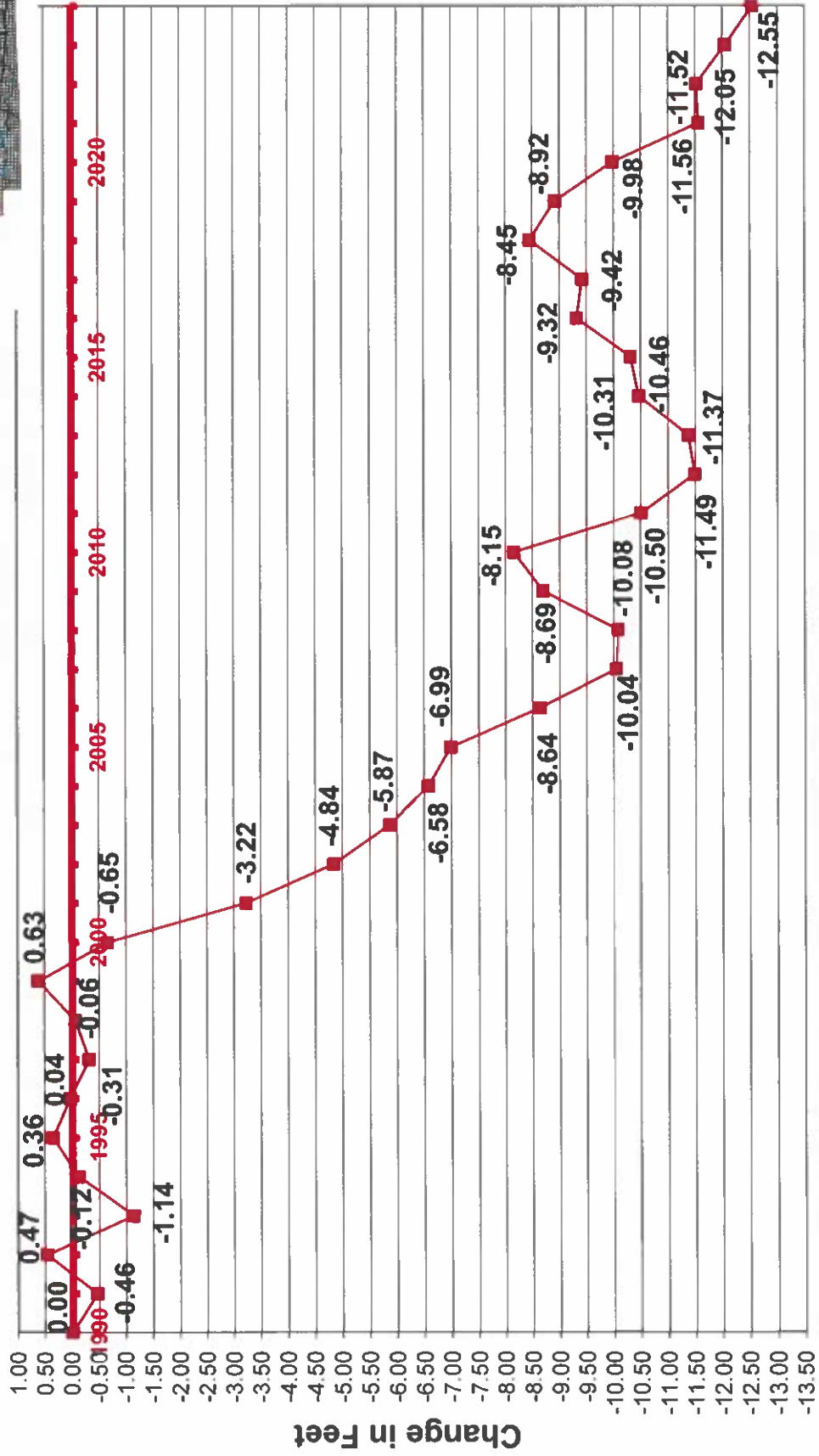
Sub-area VI

Change in Static Water Levels from 1990

202 5Fall measurements show an average decrease in Static Water Levels of 0.50'



*Preliminary





NRCS Report to Upper Niobrara White Natural Resources District



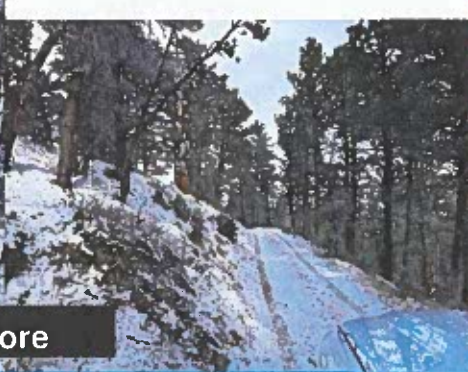
Fuel break and thinning project—Article by: Katherine Crawley, Wildlife Habitat Biologist, BCR

This project, funded through the Joint Chiefs (EQIP) NRCS program, is located on private land in Sioux County. The objective is to create a fuel break along the two-track that runs north-south through the property to help combat potential future wildfires and then thin the other acres of ponderosa pine for the benefit of wildlife and reducing fuels. This property had some acres burn in the 2006 fires and the landowner wants to minimize/

protect the pine woodlands on this property in the event of future fires as best he can. The pictures show the before and after of the completed fuel break and the chipper Hann is using on the piles (see video as well for the chipper). This project is still on-going.



Before



After

Alliance: 308-762-4322

Chadron: 308-432-4616

Rushville: 308-327-2489



NRCS Report to Upper Niobrara White Natural Resources District

Government Shutdown— NRCS staff were on furlough from Oct. 1—Nov. 12. This situation was less than ideal for producers, partners, and workload. Thank you to EVERYONE for your patience with our staff and offices during the past month, as staff are extremely busy with producer follow-up, practice certifications, and certifying payments. We are very thankful for the UWNDRD for allowing Katrina and Katherine to work in their offices.

Program Payments (CSP & EQIP) — Producers wanting CSP payments this calendar year (2025) need to have payments signed by Dec. 12. Locally we will meet required payment deadlines, but nationally NRCS has mentioned they cannot guarantee all payments will be deposited by Dec. 31 due to the limited timeframe. Producers have the option to defer payment to January 2026. All CSP participants were contacted in November about their payments.

FY26 Program Outlook— NRCS is still waiting for national program guidance. There will be EQIP & CSP funding in FY26.

New Staff: Anna Ferguson was selected as District Conservationist during NRCS critical vacancy hiring. She started her new role on October 6, but due to the government shutdown, her first day in the office was November 13.

Anna has worked in NRCS field offices for 25 years, in Nebraska, South Dakota, back to Nebraska, and most recently the Pacific Islands Area. She worked on the NRCS state office management and strategy staff as a training officer and management analyst. She grew up on a ranch near Liberty in southeast Nebraska where she developed a passion for plants, conservation, and agriculture. Anna started her NRCS career in 1998 as a University of Nebraska Range Science student, working at the NRCS state office. She completed an internship in Benkelman and worked in Broken Bow at her first duty station after graduation in 2000. She also held NRCS positions in Winner (SD), Tecumseh, Rushville, & Honolulu (HI). Anna also enjoyed gaining district conservationist experience with detail opportunities in North Platte and Honolulu. In 2020, she completed the year-long Cultivating Future Leaders program, a tri-state NRCS leadership development program. Her conservation planning experience is diverse across land uses having worked in multiple states.

Ferguson is excited to be back in Chadron and lead the experienced NRCS staff in Alliance, Chadron, and Rushville. She is looking forward to working with partners and supporting staff to assist our incredible northwest NE producers. Anna and her husband, Rob, have a son and daughter. She enjoys spending time with her family, outdoor photography, and being involved with the Chadron FFA alumni.

Anna Ferguson

District Conservationist

Natural Resources Conservation Service

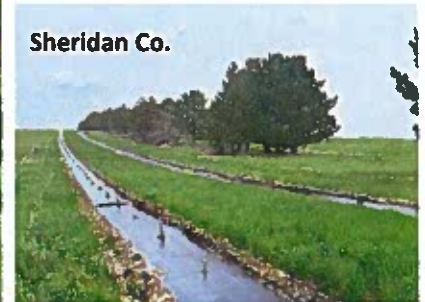
1006 W. 6th Street

Chadron, NE 69337

anna.ferguson@usda.gov



Oahu, Hawaii



Sheridan Co.



Integrated Crop and Livestock Production Program



Program Overview

Nebraska Extension and the Nebraska Grazing Lands Coalition will host educational sessions **Jan. 19-21 at 4 p.m. MT in the Panhandle.**

Beef Cattle Specialist **Doug Landblom** will share 15 years of research comparing integrated forage and grazing with continuous wheat systems to assess soil health and whole-farm profitability.

Session Topics:

- Grazing diverse annual forages to increase pre-feedlot weight gains
- Direct fall/winter grazing of crops like standing corn to reduce feed costs
- Incorporating legumes to naturally supply nitrogen
- Bale and swath grazing to lower winter feeding labor and equipment costs

Dinner will be provided followed by a panel discussion from area producers who are utilizing annual forages with cattle grazing.



\$20 per person

Pre-registration is requested one week ahead of the meeting date at each location for a meal count.

Registration

To register, contact the host at each location:

Jan. 19 - Country Kitchen in **Chadron**, **Brock Ortner** email bortner2@unl.edu, or call 308-327-2312

Jan. 20 - UNL Panhandle Research Extension & Education Center in **Scottsbluff**, **Aaron Berger** email aberger2@unl.edu, or call 308-235-3122

Jan. 21 - Sidney, South Platte NRD in **Sidney**, **Aaron Berger** email aberger2@unl.edu, or call 308-235-3122

Roll Call Form
FY 24-25
Regular Board Meeting

	1	2	3	4	5	6	7	8	9	10	11	12	13	
	Ave	Nay	Ave	Nay	Ave	Nay	Ave	Nay	Ave	Nay	Ave	Nay	Ave	Nay
Scott Berndt	✓		✓		✓		✓		✓		✓		✓	
John Burke	✓		✓		✓		✓		✓		✓		✓	
Dave Carlson	✓		✓		✓		✓		✓		✓		✓	
Tod Dorshorst	✓		✓		✓		✓		✓		✓		✓	
Nancy Fisher	✓		✓		✓		✓		✓		✓		✓	
Dave Kadlecsek	✓		✓		✓		✓		✓		✓		✓	
Al Rasmussen	✓		✓		✓		✓		✓		✓		✓	
Steve Sandberg	✓		✓		✓		✓		✓		✓		✓	
Mike Strasburger	✓		✓		✓		✓		✓		✓		✓	
Rich Zochol	✓		✓		✓		✓		✓		✓		✓	
Kevin Oligmueller	✓		✓		✓		✓		✓		✓		✓	

~~Accept Audit as presented~~
~~Accept Change Approve~~
~~Motion Rel Alt~~
~~Sub Area 3 w/ 118 Expansion~~
~~Accept Changes~~

11:00
 11:15
 11:30
 11:45
 12:00
 12:15
 12:30
 12:45
 13:00

Roll Call:	11
Chadron	
Scott Berndt	✓
John Burke	✓
Dave Carlson	✓
Tod Dorshorst	✓
Nancy Fisher	✓
Dave Kadlecsek	✓
Allen Rasmussen	✓
Steve Sandberg	✓
Mike Strasburger	✓
Rich Zochol	✓
Kevin Oligmueller	✓

Date: December 11, 2025

Call to Order: 3:00 pm

Adjourn: 2:55 pm



Serving Box Butte, Dawes, Sheridan and Sioux Counties

430 East Second Street * Chadron, Nebraska 69337 * Phone (308) 432-6190
Fax (308) 432-6187 * www.unwnrd.org

**PUBLIC PARTICIPATION
ATTENDANCE SHEET
PLEASE SIGN IN**

December 11, 2025

Name (Please Print Clearly)	Agenda Items You Wish to Address
Brock Ottner	NE EXTENSION
Anna Ferguson	District Conservationist

