

# Hello One and All,

By Ben Reed, Past MSWCDEA President

What a beautiful day it is! Today is turkey season and it's a good time to be in the woods. In fact, I've been in the woods a lot lately chasing those long bearded birds. For those wondering why anyone with the IQ of flannel would crawl out of the sack at 4:30 AM to endure the bites from chiggers, ticks and mosquitoes, acquire body rashes from unknown sources in the most precarious, unscratchable places, would sit in a cold rain making come hither bird cluckin' sounds.....well all I can say is....it's fun! And this year, all the bites, all the rashes and all the wet was worth it. The pay day this year was a 27.6 lbs Mr. Tom Terrific Turkey. I thought it was going to rot before I got through showing it off to everyone I knew and a few complete strangers that I flagged down on the road. Showing off a hunting carcass is a guy thing. And just when I thought life couldn't get any better, I accidentally stumbled (literally head first) into a mushroom patch and found a Wal-Mart bag full of Morel mushrooms. So yes, today is most definitely a beautiful day.

By now I am sure most of you know we now have a new MSWCDEA President. Shelly Sumpter, District Manager of Randolph County SWCD, was elected to the position in March. Shelly is a super person and has lots of Employee Association experience. She was instrumental in getting district employees their very first health insurance and retirement benefits and has always represented employees in an equal and fair minded manner. I'm sure many of you already know Shelly and have all the confidence in the world in her abilities to provide direction for your employee's association. Like me, Shelly will have excellent support from your elected area representatives. These folks have never truly received the credit they genuinely deserve. They are very unselfish and have committed so much of their own personal time for no other reason than to make your work lives better. That is about as "Do Unto Others" good as it gets.

Since I will be less involved in association activities, I would like to take time to say thanks to a lot of folks. My first thank you goes to my district board for hiring me way, way back in 1986. Things were tough on the farm back in the 80's. Some of the more memorable highlights included droughts, a grain embargo, 21% interest rates, low crop prices and feed and fertilizer companies that really expected to be paid for their merchandise. Expectin' a payment, what were **they** thinkin'? Being poor wasn't especially fun, so I decided I needed some kind of off the farm cash flow to help me get over my farm crisis hump. Since I am now starting my 23rd year with the district, I guess my hump must have been bigger than I thought. However, I am a firm believer in things happening for a reason. A Higher Power must have known that I might actually be better at helping farmers than I was trying to farm myself. It's difficult to argue with superior thinking.

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Mr. Tom "Terrific" Turkey And BEN REED

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# MSWCDEA Minutes of March 27, 2008

By Debbie Niederer, MSWCDEA Secretary

**Present:** MSWCDEA Board—Area 1: Brooks Reid, Area 2: Wendy Bowen, Treasurer, Debbie Gudgell, Area 3: Shelly Sumpter, Secretary, Chris Terry—Vice-President, Kris Pettey—Alternate, Area 4: Tina Hovendick, Nancy Kirby, Area 5: Charles Perkins, Debbie Niederer, Area 6: Deneen Jenkins, Area 7: Bonnie Pryor, Sandy Hutchison.

MASWCD: Fred Feldman—MASWCD President, Marie Iiams—Area 6 Director, Kenny Lovelace—Area 3 Director and Peggy Lemons—MASWCD Executive Director.

Others: Gary Windman—District Technician, Audrain County SWCD.

The meeting was called to order by Vice-Chairman Terry at 10:30 a.m.



### Reorganization of Officers:

Motions were made and seconded to have Co-chairs for president of the Employees Association. Hovendick withdrew her motion after discussion of the bylaws as this is not permissible.

Hovendick moved to nominate Sumpter for President until the next election. Kirby seconded and motion carried unanimously. Pettey moved to cease nominations for President, Gudgell seconded, and motion carried unanimously.

Jenkins moved to nominate Terry for Vice-President. Kirby seconded. Motion carried unanimously. Bowen moved to cease nominations for Vice-President, Kirby seconded, and motion carried unanimously.

Jenkins moved to nominate Niederer for Secretary, Gudgell seconded, motion carried unanimously. Gudgell moved to cease nominations for secretary, Kirby seconded, and motion carried unanimously.

Gudgell moved to nominate Bowen for Treasurer, Perkins seconded, motion carried unanimously. Perkins moved to cease nominations for Treasurer, Jenkins seconded, and motion carried unanimously.

Perkins moved to nominate Pettey for Parliamentarian, Jenkins seconded, motion carried unanimously. Perkins moved to cease nominations for Parliamentarian, Jenkins seconded, and motion carried unanimously.

**Correspondence:** None at this time.

### Approval of Minutes:

Minutes from the November 26, 2007 meeting were reviewed. Hovendick moved to approve the November 26, 2007 meeting minutes, Reid seconded and motion carried unanimously.

### Treasurer's Report:

Bowen presented the Treasurer's Report. Pettey moved to accept the Treasurer's Report as given, Gudgell seconded, and motion carried unanimously.

### Membership and Dues:

Bowen reported employee membership is approximately 75%; the Associate membership is also down. Membership cards will come back with dues for fiscal year 2009. Gudgell will mail letters to districts and each board member regarding dues.

### Newsletter:

Gudgell reported her district board is inquiring why they are the only district supporting the staff time and mailing of the newsletter. Jenkins moved to have Gudgell research options and get bids for completing the newsletter and mailing it, Hutchison seconded, and motion carried unanimously.

**Scholarship Committee:** Copies of applications were given to committee for review.

### House Appropriation Committee Testimony:

Hovendick reported the meeting between Senator Scott and the Soil and Water Districts Commission representative resulted in the Commission stating they will try to do a better job in assisting the districts. The letters from Childers regarding the seed sales were also discussed.

### Legislative Educational Seminar:

Lemons reported 29 districts were in attendance; would like to see more participation. Fiscal Year 2009 asks for a 4.2% increase—\$375,000.00 increase in the Soil and Water budget. Some of this new funding is intended for administration at the program level for computers and DSL expenses. There is a House bill (number not stated) which would require board training within 90 days of a supervisor's election regarding the sunshine law. Mr. Foster is doubling as the DNR liaison for the present time.

### DNR Report:

Per phone call to Bill Wilson, there is no contract for a Training Conference location at this time. The time frame and location is still unknown. MoSWIMS training is finishing up. The web-based accounting is not up and going at this time. Commission meeting minutes are available upon request from the program office.

(Continued on Page 7.)



Pictured Left to Right:  
Cindy Bowne  
Julie Lipscomb  
Kevin Monckton



1. List staff names, titles and how long all have worked for the District.	<p align="center"><b>Boone County SWCD</b></p> <p align="center"><b>Cindy Bowne</b>—District Manager/Technician 11 years  <b>Julie Lipscomb</b>—District Clerk 10 years  <b>Kevin Monckton</b>—AgNPS Coordinator for two projects for 10 years.</p>
2. What has been the strangest question or request ever received by your district?	<p><b>Cindy</b>—"I have a groundhog that has burrowed under my house and I've tried everything to get him out. Do you think if I filled his tunnel with diesel fuel and lit it, that would smoke him out?"</p> <p><b>Julie</b>—One lady called in to know if Three Creeks water was safe to swim in. Meanwhile her kids were swimming in the fenced in, "slime infested", swimming pool in her backyard. (She was from California and hadn't heard of such a thing as a lagoon.)</p> <p><b>Kevin</b>—Could they dig a canal through the hill to connect to the pond on the other side?</p>
3. What are the employees' hobbies or outside interests?	<p><b>Cindy</b>—Swimming, going to the beach, watching prostock, superstock and out of the field tractor pulling.</p> <p><b>Julie</b>—My personal interests are flower gardening and interior decorating. Our family hobby is tractor pulling—my husband and daughter pull a Farm Stock IH806, and my son pulls a Hot Stock IH1466. My job is picture taking and cheering them on!</p> <p><b>Kevin</b>—Take care of the family farm, go to kids activities and pull tractors.</p>
4. Where is the greatest place you ever went on vacation?	<p><b>Cindy</b>—Grand Cayman Island 7 Mile Beach followed closely by Hilton Head</p> <p><b>Julie</b>—My husband considers a trip to Sikeston to pick up tractor parts a vacation, but I would have to say our trip to Wyoming and Montana is higher on my list.</p> <p><b>Kevin</b>—Colorado in the Rocky Mountains</p>
5. What are some unknown talents of the district employees?	<p><b>Cindy</b>—Known to listen to and participate in 5 conversations at once. Also real good at playing "Set your neighbor" (that's a card game) while tutoring college algebra.</p> <p><b>Julie</b>—Nobody knows that I run a food catering business on the side. I guess now the secret is out!!!</p> <p><b>Kevin</b>—I like to cook, barbeque and read.</p>
6. Tell us about your families.	<p><b>Cindy</b>—My husband, Marty, is a fulltime farmer. My daughter, Joni, is a BSN-RN on the floor at University Hospital &amp; Clinics. My son, Devon, just graduated from Linn Tech and is coming back to the roost to farm full time; only the girls are sane in my family.</p> <p><b>Julie</b>—My husband, Bill, and I have been married 32 years. We have a daughter, Cara, and a son, Scott.</p> <p><b>Kevin</b>—Jan and I have two children: Derek, who is in the Navy, and Larissa, who is 14 and loves to play any type of ball and take care of all of her pets.</p>
7. Do you have any famous relatives?	<p><b>Cindy</b>—Great, great uncle Judge Cave, known as the hangin' judge of Callaway County is the most well known. Not so well known, is my Aunt Rubye in Parkville who is famous in her own right for her story of "the wide-mouth frog."</p>
8. Have you met any celebrities?	<p><b>Cindy</b>—President Nixon said hello to the tour group I was in in 1967; that was pretty exciting to a seven year old.</p> <p><b>Julie</b>—I grew up in the same neighborhood with the "now famous" Dave from the Danny and Dave, Columbia University Subaru/Chrysler commercials. I'm not for sure he actually qualifies as a celebrity???</p>
9. TECHNICIANS — How fast will the NRCS truck do in the quarter?	<p><b>Cindy</b>—We had a blue truck once that didn't necessarily break the record in the quarter for acceleration, but it did have the record for taking the longest to stop in the rain (ha ha, no breaks).</p> <p><b>Kevin</b>—Have no idea, but it could not be very fast!</p>
10. If you could fold your arms, wiggle your nose, blink your eyes and wear a semi-see through genie outfit, what would be your one wish to improve your district operation or the state program?	<p><b>Cindy</b>—More funding!</p> <p><b>Julie</b>—More funding!</p>

Pictured Left to Right:  
Tammy Littleton  
Eric Gladbach  
Not Pictured: Carrie Henry



Pictured Left to Right:  
Cindy Dalton  
John Cash



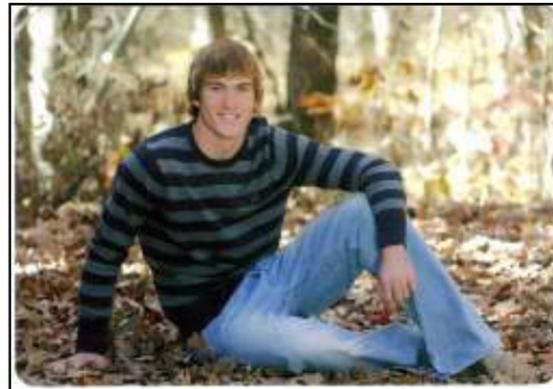
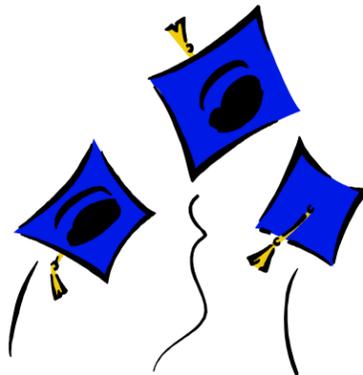
<p align="center"><b>Chariton County SWCD</b></p> <p align="center"><b>Tammy Littleton</b>— District Manager 19 years  <b>Eric Gladbach</b>— District Technician 4 years  <b>Carrie Henry</b>— District Technician 3 1/2 years</p>	<p align="center"><b>Taney County SWCD</b></p> <p align="center"><b>Cindy Dalton</b>— District Manager 10 years  <b>John Cash</b>—District Technician 1 year and 23 years previously at Howell County SWCD</p>
	<p><b>Cindy</b>—Was asked to come to a residence in town who had buzzards eating the rubber molding from around their windows and doors.</p>
	<p><b>Cindy</b>—loves locker hooking, knitting, reading and giving floral design classes.  <b>John</b>—enjoys hunting.</p>
	<p><b>Cindy</b>—Wyoming/Montana  <b>John</b>—California, to see the Redwoods</p>
	<p><b>Cindy</b>—An ex-floral shop owner/designer  <b>John</b>—Is a wildlife artist.</p>
<p><b>Tammy</b>—Husband, Donnie and three sons, Josh, Jon &amp; Jacob  <b>Eric</b>—Wife, Stephanie and daughter, Ashlyn  <b>Carrie</b>—Husband, Eldon and two sons, Stran and Colton</p>	<p><b>Cindy</b>—Husband, Glenn, works for MoDOT, daughter, Sundee is 26, a Juvenile Officer in Taney County and the mother of Ralen Shae (the best grandbaby in the world), daughter, Makyna is 17, almost a senior and sings in Branson and son, Logan is 14 and is graduating from the 8th grade. Our family is the 2008 Farm Family of the Year for Taney County, chosen by the University Extension &amp; Farm Bureau—look out State Fair—WooHoo!</p>
	<p><b>Cindy</b>—Husband is a descendant of the infamous Dalton Gang and Cindy is related to "Old Hickory", President Andrew Jackson and Bob Barker.</p>
	<p><b>Both</b>—We're near Branson, so have met a few...Brad Pitt owns land in Taney County, but we haven't seen him yet...</p>
	<p><b>Both</b>—We've not had the luxury because we are a stand alone county.</p>
	<p>Employees should not be forced to take insurance that they don't need and to have the financial burden of paying for medical expenses that were covered by their previous policy. For years, the importance of info-ed has been stressed to the districts but then the budget was revised and funding reduced. Also, without the matching grants, there will not be enough funds to purchase another no-till drill. So not only are the children losing out but the service to the landowners has been jeopardized as well. An allowance should also be made in the budget for the expenses that the rift between NRCS &amp; DNR will cost our district (office operational supplies).</p>

# Congratulations!



**Amanda Corbin**  
Daughter of Regina Young  
Holt County District Manager

Amanda Corbin graduated from Mound City R-2 High School on May 18th with a 3.968 GPA. She plans to attend North-west Missouri State University this fall and will major in Accounting with a minor in Business Administration.



**Curt Hubbard**  
Son of Carol Hubbard  
Shelby County District Manager

Curt Hubbard graduated from North Shelby High School this year. He plans to attend Indian Hills Community College, Ottumwa, IA and major in Telecommunications.

## Treasurers Report

By Wendy Bowen, MSWCDEA Treasurer

Item	Receipts	Item	Disbursements	BALANCE
<b>As of 11/16/07</b>				<b>\$18,208.15</b>
Employee Dues 2007	20.00	Awards	894.10	
Employee Dues 2008	420.00	Training Conference	1,867.55	
Employee Dues 2009	150.00	Postage & Delivery	131.36	
Associate Dues	100.00			
Interest	196.94			
Silent Auction	2007.00			
Trade Show Booths	-302.00			
Sweatshirt Sales	136.00			
<b>As of 03/24/08</b>				<b>\$18,043.08</b>

WELCOME  
TO OUR SWCD FAMILY!

**MSWCDEA**  
NEW  
Area Reps



**Denise Yamnitz**  
Area 8 Representative

My name is Denise Yamnitz and I have been the District Technician in Cape Girardeau County for three years. I graduated from Southeast Missouri State University with a BS in Agri-Business. My husband, Jamie, and I farm near Millersville. I obtained leadership roles in both 4-H and FFA. In my spare time, I enjoy tractor pulls, gardening, coaching the local Meat ID Teams and chasing our basset hound, Flash.

**WELCOME**

I live in New Madrid with my husband and two children. I grew up on a small farm in Dunklin County. As I was growing up we grew cotton and soybeans. New, the family farm consists of soybeans, only.

I have been married 9 years to my husband, Brian — two children, daughter, Elizabeth is 5 and my son, Jacob is 2.

I graduated from Arkansas State University in 1999 with a BS in Agribusiness and a Minor in Ag Marketing and Management. Before I came to work for SWCD, I worked as a Risk Management Specialist selling crop insurance for Farm Credit Services in both, the Portageville and Caruthersville branches.

I love sports, especially baseball. During the summer we try to spend lots of time at Kentucky Lake where we love to go swimming and boating..

Also, we stay very busy with our church — Immaculate Conception Catholic Church. I'm also very active in our daughter's school. She attends Kindergarten at our parish school.



**Debbie Henderson**  
Area 6 Representative

Hi, I'm Debbie Henderson, and I have worked for the Dallas County Soil and Water Conservation District for 30 years. Besides my normal work here at the SWCD, I do a few extra activities. I am currently a member of the Employee Development Committee (EDC) for our area, the computer data entry person for the Grassland Evaluation Contest and a member of the Southwest Missouri Regional Envirothon Executive Committee.

I am a graduate of Buffalo High School and have lived in Buffalo all my life. I've been married to my husband, John, for 22 years and we are the proud parents of two dogs and two cats. (If you would like to see pictures, just let me know!)

During my leisure time, I enjoy going on long walks with my husband, spending time with our friends from church and shopping with my best friend. We also like to travel, we have had the opportunity to travel to 48 states and also go to Canada and Mexico.

I am proud to say that I work with the best district staff anyone could ask for. They are not just my co-workers, but my best friends.

## New Employee for New Madrid County SWCD



**Tammy Bennett**  
District Program Specialist  
New Madrid County SWCD

## Hello One and All...(Cont'd.)

By Ben Reed, Past MSWCDEA President

Looking back, I am not for sure how many years I have actually served on the Employee's Association Board. It has to be somewhere in the neighborhood of 12 to 15 years. But there is something about those years that I am absolutely sure of. I will be forever grateful for having had the opportunity to have become acquainted with some of our state's very best district employees during those years. I do not take friendships lightly and I regard each and every one of the present and past employee representatives as some of my very best friends. There is little doubt that my life would have definitely been short changed if I had not had the opportunity to meet and develop these life long friendships. Thanks so much to each and every one of you for including me in your circle of friendships.

I often wished I had kept a roll or list of all the district employees that I have met over the past 22 years. My goodness! I have met some really nice folks. For years I lived in my Barton County comfort zone totally unaware that the state was filled with such rock solid, salt of the earth, my kind of people. I have found district employees to be hard working, kind hearted, generous and the type of individuals which makes our local communities prosper. Again, I have to go back to Lady Luck for being on my side in 1986. The bottom line is that if I had not been offered that two day a week \$6.00 per hour district job, I would have most likely missed the opportunity to meet so many of you.

As for any words of wisdom, I would only suggest for the future what we have been striving for in the past. Our association should remain focused on providing first rate conservation service to customers. The district employee position should be looked upon as a career opportunity and not as a temporary job. And in order to make the position a career, it will take an adequate wage with health and retirement benefits to retain and attract qualified employees. This is not a new philosophy. I will always believe that if the Soils and Parks Tax Fund understands the importance of offering an acceptable wage and benefits to maintain a qualified state employee staff, it should be reasonable to expect the same level of compensation offered for district operations. Okay! No more sermon-nets. However, I do need to submit a disclaimer. For the people who know me best, understand that my mouth was born and then the rest of my hulk grew around it. In short, I'm still a district employee and I will probably always have an opinion. One of my weaknesses is that I have never been shy about sharing my opinions whether solicited or not. But I will try to behave myself in my senior citizen discount years.

I heard someone once say "Something has to end before something new can begin." There is a lot of truth in those words. It just seems to make sense. While I may be stepping back from some employee association activities, some of my new beginnings will include: spoiling (5) grandkids more than their parents probably like, help looking after a mom that took care of me when I needed looking after, writing a book that I have been threatening to do for the past several years and you guessed it...turkey huntin'...or turkey chasin'....or more likely just turkey watchin'. I have had an absolute blast working with and for you the past few years and tomorrow I hope I get to blast away at another big old red headed Thanksgiving feast.

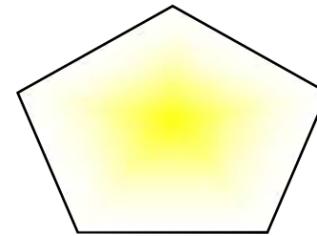
I do wish all of you nothing but the best in your family and work life. Remember... work is important, but family comes first. I will look forward to seeing and swapping shop talk and grandkid stories with you real soon.

## 2009 Scholarship Winners

Area 1—Clinton Richardson, Son of Linda Richardson, Gentry County District Clerk  
Area 2—Charity Cox—Daughter of Patricia Lambert, Harrison County District Manager  
Area 3—NONE  
Area 4—Lorrie Longan—Daughter of Bruce Longan, Moniteau County District Technician  
Area 5—Angela Nowak—Daughter of Lori Nowak, Franklin County District Clerk  
Area 6—Sam Steiger—Son of Rocky Steiger, Vernon County District Clerk  
Area 7—Seth Lee, Son of Michelle Lee, Christian County District Manager  
Area 8—Preston Dover, Son of Kay Dover, Scott County District Manager



# Congratulations!



Livingston County  
Soil & Water Conservation District

1100 Morton Parkway  
Chillicothe MO 64601  
www.sosliv.org

**2009 Dues  
Are Due**

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PERMIT NO 15

## MSWCDEA Minutes of March 27, 2008 (Cont'd.)

By Debbie Niederer, MSWCDEA Secretary

### Training Conference Committee Reports:

Waiting on DNR to obtain contract for location. Sumpter will continue with the Trade Show if the conference schedule will support it. Pryor will continue with the Silent Auction. Hovendick will continue with the state awards. Terry will secure the raffle item. Kirby & Hutchinson will work on Hospitality Room. Sumpter will handle the state meeting. Need volunteer for award luncheon presentations.

**NRCS Report:** None at this time.

### MASWCD Report:

Feldman also commented on the lack of district participation in the Educational Seminar. Lemons commented the monthly newsletter is being completed and sent to districts.

### Old Business:

After discussion, Pryor moved to table assisting with mileage subsidy for area representatives indefinitely until it may be needed. Pettey seconded, motion carried unanimously.

### New Business:

Association discussed going before the commission to request a district employee match for salary. Would like to request the district employees receive the same increase as state employees in each budget. Sumpter will request time on the next commission meeting for this.

Sumpter passed out a copy of the letter to Farm Bureau—Holloway—regarding district employee salaries and benefits.

**Next Meeting Date:** None was set at this time.

### Adjourn:

Pettey moved to adjourn the meeting, Kirby seconded, and motion carried.

