



The Link

The National Organization of Professional Black Natural Resources Conservation Service Employees

2005 Executive Board

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Charles R. Adams
Texas

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Indiana

2005 Regional Representatives

East
Tiffany Laws
New Jersey

Midwest
Shawn Anderson
Missouri

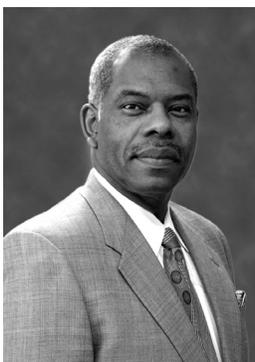
Northern Plains
Deric Clemons
Colorado

South Central
Gary Watson
Arkansas

Southeast
Kim Bradford
North Carolina

West
Dr. Sharon Nance
California

The President's Message



Charles R. Adams

The Executive Board and the 2005 Planning Committee are excited about this year's training conference in Little Rock, Arkansas. Our theme is "Regeneration of the Environment: The Natural State's Commitment to Conservation." We have planned a powerful and thought-provoking training conference. I invite you to review the preliminary program agenda contained in this newsletter.

I recently visited the Peabody Hotel in downtown Little Rock, the site of this year's training conference. I am since convinced that we've chosen the perfect location. The facilities are more than adequate, and the location is absolutely beautiful. I encourage each of you to attend this year's conference and to bring your family with you. You'll find something wonderful awaiting each of you.

As I look at the economic trends facing our nation and the global economy in which we now live, I must take notice of the steady decline in resources with which agencies and organizations, regardless of their missions, must accomplish their objectives. The Organization must also face this paradox. As an organization of empowerment and change, it is incumbent upon us to examine how efficiencies can be gained through collaboration and elimination of duplicate efforts.

A short time ago I was afforded the opportunity to talk with several employee organization presidents about exploring our members' interest in holding a joint annual training conference. While I am somewhat reserved in offering my response, I am keenly aware that the idea merits further examination.

The National Organization of Professional Hispanic NRCS Employees will hold its annual training conference in Florida in 2006. The group has invited our organization and others to join them in an effort to eliminate much of the cost that is incurred when many of the same personnel are requested to participate as speakers/instructors at each organization's annual training conference.

The Executive Board discussed the benefits and drawbacks of holding a joint meeting. After much discussion, we concluded that we need input from as many members as possible before making a final decision. To help you with your response, the Executive Board has developed a five-question survey. Please complete and return it to Correspondence Secretary Drenda Williams as soon as possible because we would like to report the results to the membership at our upcoming training conference.

Meanwhile, we will proceed with plans for the 2006 training conference as we await your responses. Chapters interested in hosting the 2006 training conference should prepare presentations to be made at this year's conference December 12-16, 2005 in Little Rock.

Upcoming Events !

2005 Annual Training Conference...

Plans are almost complete for the 2005 Annual Training Conference to be held December 12-16, 2005 at the newly renovated Peabody hotel in Little Rock, Arkansas. Conference participants will be able to enjoy Little Rock's newly revitalized downtown district.

We expect record-breaking attendance, so plan now to join us!

Information is contained in this issue of *The Link*.

Charles R. Adams, President

Survey

The Organization should explore the benefits and drawbacks of holding a joint annual training conference with other employee organizations. _____ Yes _____ No

The Organization should retain its identity. _____ Yes _____ No

I generally agree with the idea but wish to engage in this endeavor in 2007 _____ Yes _____ No

I concur with this initiative but only every third year Yes _____ No _____

I do not believe this initiative will benefit our membership _____ Yes _____ No

Member Signature _____

PLEASE SEND ALL RESPONSES AS QUICKLY AS POSSIBLE to Drenda Williams, Correspondence Secretary, P.O. Box 2201, Jefferson City, MO 65101 or e-mail her at drenda.williams@mo.usda.gov.

REGIONAL REPRESENTATIVE'S NOMINATIONS

*By Drenda Williams,
Correspondence Secretary*

The Organization is seeking nominations for three Regional Representatives for 2006, as current terms of representatives from the Midwest, Northern Plains and Southeast Regions will expire December 31, 2005. Elections in all three regions will be held in the fall of 2005.

The Organization's regions follow the same boundaries as the former NRCS regions. Although the agency's regions have been dissolved, The Organization has opted to maintain six of the seven regional boundaries. The NHQ Region was merged into the East region.

The major responsibilities for a regional representative include the following:

- Serve as an official member of the Executive Board.
- Serve as the liaison between the respective region's eligible members and the Executive Board.
- Serve as the nucleus of the communication network through which eligible members shall be kept informed of the items and issues of interest that come to the attention of The Organization.
- Keep respective region's membership abreast of the decisions of the Executive Board.

To submit a nomination contact the respective regional representative below:

Shawn Anderson, Midwest Region, (573) 681-5464

Kim (Berry) Bradford, Southeast Region, (336) 370-3338

Deric Clemons, Northern Plains Region, (303) 822-5257 ext. 105

- **Advisory Committee on Professional Excellence**

Angela Billups (CHAIR)
 Ron Brown
 Obie Ashford
 Sherman Lewis
 Maxine Barron
 Doris Washington
 Leroy Brown
 Andrew Johnson
 Terron Hillsman
 Leroy Stokes
 William Hunt

- **Program**

Corey Farmer (CHAIR)
 Kennard Williams
 John Wheeler
 Theodis Bunch

- **Urban**

Thaddeus Hamilton (CHAIR)
 Carl Hunter

- **Ways and Means**

Frank Ellis (CHAIR)
 Luther Jones (CO-CHAIR)
 Erica Westbrook (CO-CHAIR)
 Willard Ryland
 Burthel Thomas
 ReShonda Williams

- **Agriculture**

Lincoln Moore (CHAIR)
 Sherman Reed
 Theodis Bunch
 Ken Grimes

- **Audit**

Leroy Stokes (CHAIR)
 Calvin Trice

- **Budget**

Rick Porter (CHAIR)
 Gary Lee
 Denise Brooks
 Sheldon Hightower
 Lue Walters

- **Constitution and Bylaws**

Leslie Glover (CHAIR)
 Levell Foote (CO-CHAIR)
 Lue Walters

- **Communications**

Sylvia Rainford (CHAIR)
 Jacqueline Horne (CO-CHAIR)

Tammy Willis
 Keith Williams
 Sharon Lane
 Dastina Johnson
 Petra Barnes
 Ervin Ricks
 Jane't Carnes
 Dorothea Martinez
 Rochelle Wimberly
 Jarvis Willis
 Sam Cobb
 Katherine Burse-Johnson
 Esther Bright

- **Employee and Career Development**

Burthel Thomas (CHAIR)
 Dwight Guy, (CO-CHAIR)
 Rose Web
 Selena Miller
 Charlie Williams
 Rhonda Rawlings
 Alvin Peer
 Willard Ryland
 Charlie Williams

- **Historical Black Colleges and Univ. (HBCU)**

Joseph Castille (CHAIR)
 Chandra Berry (CO-CHAIR)
 Lesia Young
 Ron Brown

- **Liaison**

Lloyd Wright (CHAIR)
 Pearlre Reed
 Jim Tatum
 Lannie Smith
 Sarah Marshall

- **Planning**

Doris Washington (CO-CHAIR)
 Rose Webb (CO-CHAIR)
 Brenda Moore (CO-CHAIR)
 John Wheeler
 Charlie Williams

Ad Hoc Committees

- **Auction**

Dennis Mobley (CHAIR)
 Ed Thompson
 Frank Ellis
 Diana Hebert-Boyd
 Sharon Nance

- **Contracts Review**

Bernita Clark (CHAIR)
 Steve Latimer

- **Exhibits**

Rhonda Rawlings (CHAIR)
 Trarain Harris
 Justin Keith

- **Awards**

Bobby Bradley (CHAIR)
 Ayana Brown
 Sharon Nance
 Curtis Tarver

- **Talent/Fashion**

Jane't Carnes (CHAIR)
 Jackie Davis-Slay

- **Transportation**

Anderson Neal (CHAIR)
 Theodis Bunch (CO-CHAIR)
 Gary Watson
 Corey Farmer
 Wayne Griffin
 Omelia Madison

- **Membership**

Jon Hall (CHAIR)
 Tim Wilson
 Kenneth Lee
 Cynthia Stanford
 Reshonda Williams
 Tim Beard
 Erica Westbrook
 Leslie Glover
 Reginald Liddell
 Curtis Tarver
 Leonard Jordan

CORRECTION

Lizzie Smith, The Organization's Treasurer and a Budget Analyst, retired from the Natural Resources Conservation Service's National Headquarters on July 1, 2005. An article in the April 2005 issue of the Link stated she had retired earlier. The Link regrets the error.

EXECUTIVE BOARD DRAFTS NEW RESOLUTION PROCESS

*By Kevin Farmer, Parliamentarian,
California*

Do you have matters of concern that should be brought to the attention of the Executive Board or the membership at large? Are you confused about the process of bringing your ideas forward? Not for long.

The Executive Board is developing a resolution process that will allow members to resolve key and emerging issues within The Organization. Once the process is finalized, members will be notified through their regional representatives and chapter presidents. The information will also be included in The Link and on The Organization's Website at <http://www.nrcs.usda.gov/intranet/organ/>.

This following is the general concept for the resolution process:

1. All matters of concern that are pertinent to a majority of members will be submitted to the appropriate regional representative. In turn, regional representatives will present the matters to the Executive Board.
2. The Executive Board will review the concern during its next regularly scheduled meeting. If the board deems the matter pertinent to all members, then it will be brought before the entire membership for discussion at the annual training conference.
3. Upon concurrence of the membership, the Executive Board will hold a vote to determine members' wishes. If members vote in favor of the concern, then the board will assign appropriate individuals to address the concern.
4. The Executive Board will appoint a committee to resolve the matter of concern.
5. If there is a need for additional response from members, all necessary correspondence will be disseminated by mail from the committee chairperson.
6. The resolution of the matter with necessary committee findings will be distributed to the membership by the regional representatives. The resolution will also be published in The Link and posted on The Organization Web Site.

The Executive Board is interested in your comments and suggestions. Please submit your comments or concerns to your regional representative. For additional information about the newly proposed resolution process, contact Kevin Farmer, Parliamentarian, at Kevin.Farmer@ca.usda.gov.

WANTED: MODELS AND TALENTED INDIVIDUALS FOR FASHION AND TALENT SHOW

Do you look great in any outfit? Can you really sing, play an instrument, dance or recite poetry? If you have these and other talents, The Organization is looking for you.

The Organization will hold its first Fashion and Talent Show 6:30 p.m. to 9:00 p.m. Monday, December 12, 2005 during the President's Reception.

Males and females of all shapes and sizes are needed to model various outfits from boutiques in Little Rock. All talents are welcome.

If you'd like to participate or want more information, submit your name and specify Talent Show or Fashion Show or Both. Provide daytime and evening phone numbers to Fashion/Talent Committee Chair- Janet Carnes at Janet.Carnes@ca.usda.gov as soon as possible.

The Organization Donates \$6,500 To United Negro College Fund Over Seven Years

By Thaddeus Hamilton, Florida



Thaddeus Hamilton, National Black Emphasis Program Manager, shakes hands with Television Anchor Jawan Strader of UPN's Channel 33 in Florida after presenting him with a \$1,000 check for the United Negro College Fund.

The Organization has raised more than \$6,500 for the United Negro College Fund (UNCF) since 1999. Since then, several Organization members have raised between \$1,000 - \$1,500 annually through individual donations and the raffling of several items, including collectible Original Tuskegee Airmen autographed pictures and Tuskegee Airmen autographed post cards. Members James Tatum of Maryland, Bill Hunt of Minnesota, Abe Stevenson of Wyoming, Frank Ellis of Florida and many others are to be commended for their outstanding support and work on behalf of UNCF.

The Organization and the Tuskegee Airmen, Miami Chapter, hope to raise \$ 2,000 for the UNCF in 2005.

UNCF provides financial assistance to deserving students, raises operating funds for 39 member colleges and universities, and increases access to technology for students and faculty at Historically Black Colleges and Universities (HBCUs). Since its inception in 1944, UNCF has become the nation's oldest and most successful African American higher education assistance organization.

Over 60 years, this organization has raised more than \$2 billion to help about 350,000 students attend colleges. UNCF has distributed more funds to help minorities attend schools than any entity outside government.

**Regeneration of the Environment:
The Natural State's Commitment to Conservation**

**December 12 – 16, 2005
The Peabody Hotel
Little Rock, Arkansas
www.nrcs.usda.gov/intranet/organ**

The National Organization of Professional Black Natural Resources Conservation Service Employees (The Organization) is hosting its 13th Annual Training Conference at the Peabody Hotel in Little Rock, AR. December 12 – 16, 2005. This year's theme is "Regeneration of the Environment: The Natural State's Commitment to Conservation."

The conference will offer a unique opportunity for learning, networking, and sharing of ideas. Participants will select the concurrent sessions they wish to attend consistent with their documented training developmental needs. To assist participants with making their selection, course descriptions are provided for each session. Participants are asked to complete and return the enclosed course registration form by November 1, 2005. Please prioritize the courses you wish to attend.

2005 CONCURRENT TRAINING SESSIONS

ProTracts - Successful Contracting
 RUSLE 2, Soil Conditioning Index, STIR, and Pasture Suitability Guide
 Comprehensive Nutrient Management Planning (CNMP)
 Rhythm of Life – Physical and Mental Fitness for Career Success
 Correspondence Procedures
 Technology in Today's Field Office (GPS, Digital Camera, and PDAs)
 Customer Service Toolkit 2004 and PRS
 Ethics Training
 Soil Data Mart
 Basic Contracting Procedures - Federal Grants, Contribution, and Cooperative Agreements
 Financial Planning
 Thrift Savings Plan , Long Term Care , Retirement and You
 Civil Rights in Program Delivery
 Human Resources – Hiring, Promotion, Training, Evaluations, and Use of HRIS System
 International Assignments
 Economics of Conservation Planning
 Direct Charge

Registration Information

Complete and return the registration form along with the appropriate registration fee. Additional registration forms can be printed from The Organization home page at: www.nrcs.usda.gov/intranet/organ

The training conference registration fee covers the following:

- Conservation field tours, program materials
- 1 continental breakfast
- All morning and afternoon breaks
- Two luncheons, one banquet ticket, and other materials for each participant.

Tickets will be included with your registration materials. Early registration fees are \$325.00 for regular members and \$350.00 for nonmembers if received and postmarked by November 1, 2005. Registration fees will increase to \$375.00 for members and \$400.00 for nonmembers after November 1, 2005. Organization members who are Life members qualify for a 10% discount on registration which is \$293.00 if received before November 1, 2005 and \$338.00 if received after November 1, 2005. Reduced registration fees are available to retirees and full-time students. Family members and guests can purchase individual luncheon and banquet tickets as listed on the registration form in advance or on-site. Student rates are available to individuals who are full-time students and have proper identification. Payment for the annual training conference registration will be accepted in U.S. funds through money orders, checks, or credit cards. PLEASE DO NOT SEND CASH THROUGH THE MAIL.

Registration Schedule:

December 12, 2005 - 1:00 p.m. to 6:00 p.m.
 December 13, 2005 – 7:00 a.m. to 5:00 p.m.
 December 14, 2005 – 8:00 a.m. to 12:00 p.m.

Cancellation Policy

Cancellation of training conference registration must be received in writing by November 1, 2005, to receive a full refund. Cancellation in writing received after November 1, 2005, is subject to a processing fee of \$50.00. No refund will be made after November 10, 2005. Due to commitments made to the service providers, this policy must be followed.

Special Needs

Please indicate on the registration form any physical, dietary, or other special needs. The Planning Committee and the Arkansas Chapter volunteers will be present at the registration area and will be available to assist all conference participants.

Accommodations

A block of rooms has been reserved under the group code of "The Organization/USDA/NOPB" at the Peabody Hotel, 3 Statehouse Plaza, Little Rock, Arkansas, at the rate of \$72.00 per night through November 14, 2005. The hotel's telephone number is (501) 906-4000. Room rates are \$72.00 per night, plus taxes. Rooms will be released to the public after November 14, 2005. The hotel accepts debit cards.

Early Departure Fee

The Peabody Hotel will add an early check-out fee of \$50.00 to the individual account of those who check out prior to their reserved departure date. To avoid an early check-out fee, please advise the hotel at or before check-in of any change in planned length of stay.

Transportation

There are several options for local transportation. The Peabody Hotel offers a complimentary shuttle service which runs every 30 minutes. The hotel shuttle will pick up at the shelter waiting area just outside of the airport baggage claim doors. In addition, rental cars are available at the airport. The airport shuttle service, Inter Shuttle, is available at a cost of \$13 one way and \$26 round trip. To make reservations, please call (501) 247-8006.

AD CAMPAIGN UNDERWAY

The Organization's extremely successful advertising campaign is underway. Ads will be placed in the banquet program.

For individuals and chapters interested in taking out an ad, here are the sizes and costs:

Full Page - \$100

Half Page - \$50.00

Quarter Page - \$25.00 (This size is only available to individual chapter members.)

All checks should be made payable to "The Organization." All ads and checks are due no later November 4, 2005.

Ads and checks can be mailed to:
Cynthia Stanford, Financial Secretary
The Organization
P.O. Box 26164
Little Rock, AR 72221-6164
Phone: (501-301-3176)

Ads can be e-mailed to rmdwilliams@cablelynx.com.

For more information about this campaign, please contact Erica Westbrook, Sponsorship Chair, at 501-301-3159.

**FUNDRAISER CRUISE
CANCELLED**

The scholarship fundraiser cruise being sponsored by the West Region Chapter and the Maryland Chapter has been cancelled.

The planned five-day cruise to Cozumel and Costa Maya was scheduled to be held Feb. 25-March 2, 2006 aboard one of the Carnival cruise ships. Apparently, Carnival ships are being used to house New Orleans residents displaced by Hurricane Katrina.

For more information about refunds, please contact Jane't Carnes, West Region Chapter Fundraising Committee, at 916-223-8438 or Janet.Carnes@ca.usda.gov.

**RAFFLE AND SILENT AUCTION
TO BE HELD AS SCHOLARSHIP
FUNDRAISER**

The Organization will sponsor several fundraising activities to benefit its scholarship fund, including a raffle and silent auction.

Raffle tickets have been distributed to members. Please help students from Historically Black Colleges and Universities by raising as much money as possible.

In addition, The Organization is seeking items for its second silent auction. If you have donations, please contact Frank Ellis at [frank.ellis@fl.usda.gov](mailto:ellis@fl.usda.gov) or call him at 386-755-5100, Ext. 103.

"I am not tragically colored. There is no great sorrow dammed up in my soul, nor lurking behind my eyes. . . . Even in the helter-skelter skirmish that is my life, I have seen that the world is to the strong regardless of a little pigmentation more or less. No, I do not weep at the world—I am too busy sharpening my oyster knife."

Zora Neale Hurston (1901-1960)
How It Feels to Be Colored Me (1928)

Monday, December 12, 2005

12:00 p.m.—5:00 p.m.	Exhibits and Poster Setup
12:00 p.m.—4:00 p.m.	Career Fair
1:00 p.m.—6:00 p.m.	Registration
3:00 p.m.—3:45 p.m.	Executive Board Meeting
3:45 p.m.—4:45 p.m.	Regional Meetings
3:00 p.m.—5:00 p.m.	2005 Membership Drive
4:45 p.m.—5:30 p.m.	Moderators Meeting
5:30 p.m.—6:30 p.m.	Committee Meetings
6:30 p.m.—9:00 p.m.	President's Reception /Talent & Fashion Show

Tuesday, December 13, 2005

7:00 a.m.—7:45 a.m.	Continental Breakfast
7:00 a.m.—5:00 p.m.	Registration
8:00 a.m.—9:00 a.m.	Opening Ceremony & General Sessions (I) Presentation of Colors/ National Anthem Chief Bruce Knight, Chief, NRCS Merlin Bartz, Regional Assistant Chief — Central Kalven Trice, State Conservationist, Arkansas Elected Official-TBA Charles Adams, President of “The Organization”
9:00 a.m.—9:30 a.m.	Break
9:30 a.m.—11:45 a.m.	General Session (II) Welcome : Leadership from other Employee and Professional Organizations National Organization of Professional Hispanic NRCS Employees Asian Pacific Islander Organization American Indian and Alaskan Native Employee Association Soil and Water Conservation Society Inspirational Speaker: James Amps III, International Keynote Speaker and President of AMPS International
12:00 p.m.—1:15 p.m.	1st Annual Plater Campbell/Jacqueline Sutton Luncheon
1:30 p.m.—3:00p.m.	General Session (III) <i>Panel Discussion with Regional Assistant Chiefs</i> <i>Panel Discussion with Deputy Chiefs</i>
3:00 p.m.—3:30 p.m.	Break
3:30 p.m.—5:00 p.m.	General Session (IV) <i>Stress Management/ Time Management</i> Donna Taylor-Williams, President/Senior Associate Human Capital Developers
5:00 p.m.—6:00 p.m.	Technical Papers
5:00 p.m.—6:30 p.m.	2005 Membership Drive
5:15 p.m.—6:15 p.m.	Executive Board Meeting

Wednesday, December 14, 2005

7:00 a.m.—8:00 a.m.	<i>Breakfast on your own</i>
8:00 a.m.—12:00 p.m. 8:00 a.m.—9:00 a.m.	Registration General Sessions (V) Craig Cox, Executive Vice President, Soil and Water Conservation Society <i>Next Farm Bill Reflections and Projections</i> Dana York, Associate Chief, NRCS <i>2006 Budget Projections</i>
9:00 a.m.—9:30 a.m.	<i>Break</i>
9:30 a.m.—11:00 a.m.	General Sessions (VI) <i>Conservation Security Program</i> - Craig Derickson, Branch Chief, Stewardship Programs, NRCS <i>Technical Service Providers</i> – Angel Figueroa, National TSP Team Leader, NRCS
11:00 a.m.—11:45 a.m. 12:00 p.m.—1:15 p.m.	Exhibits/Poster Papers 1st Annual Lloyd Wright Black Small Farmer Awards Luncheon
1:30 p.m.—3:00p.m.	General Session (VII) Motivational Speaker: Barbara Talley, President, Business Support Training Town Hall Meeting <i>All in The Family-Retaining Minority Farm Ownership</i>
3:00 p.m.—3:30 p.m.	Break
3:30 p.m.—5:00 p.m.	Concurrent Breakout Session (1)
5:00 p.m.—6:30 p.m.	2005 Membership Drive
5:00 p.m.—6:00 p.m.	Chapter/Regional Pictures
5:15 p.m.—5:45 p.m.	Executive Board Meeting
6:00 p.m.—8:00 p.m.	Business Meeting (Members Only)

Thursday, December 15, 2005

6:00 a.m.—7:30 a.m.	<i>Breakfast on your own</i>
8:00 a.m.—9:30 a.m.	General Session (VIII) <i>Working with Partners, Organizations, and Universities</i> National Association of Resource Conservation and Development Councils Arkansas Land and Farm Development Corporation League of United Latin American Citizens National Association of Conservation Districts National Association of Conservation District Employees
9:30 a.m.—10:00 a.m.	<i>Break</i>
10:00 a.m.—11:30 a.m. 11:30 p.m.—1:00 p.m. 1:00 p.m.—2:30 p.m.	Concurrent Training Sessions (2) Lunch on your own Concurrent Training Sessions (3)
2:30 p.m.—3:00 p.m.	<i>Break</i>
3:00 p.m.—4:30 p.m. 6:30 p.m.—8:30 p.m.	Concurrent Training Sessions (4) 1st Annual Pearlle Reed Recognition and Awards Banquet Keynote Speaker – Former SCS Chief Paul Johnson (Invited)

Friday, December 16, 2005

8:00 a.m.—4:30 p.m.	Conservation Tours
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Please prioritize the courses you wish to attend with 1 being the highest.
If the session is full you will be scheduled in the next available session.

Wednesday Afternoon (3:30 p.m. to 5:00 p.m.)	
COURSE TITLE	Speaker
<input type="checkbox"/> Customer Service Toolkit 2004, PRS	
<input type="checkbox"/> Rhythm of Life - Physical and Mental Fitness for Career Success	
<input type="checkbox"/> Financial Planning	
<input type="checkbox"/> Civil Rights in Program Delivery	
<input type="checkbox"/> RUSLE 2, Soil Conditioning Index, STRIP and Pasture Suitability Guide	
<input type="checkbox"/> ProTracts - Successful Contracting	
<input type="checkbox"/> Human Resources - Hiring, Promotion, Training, Evaluations and use of HRIS System	
<input type="checkbox"/> International Assignments	
<input type="checkbox"/> Direct Charge	
<input type="checkbox"/> Electronic Delivery of the Soil Survey	

Thursday Morning (10:00 a.m. to 11:30 a.m.)	
COURSE TITLE	Speaker
<input type="checkbox"/> Customer Service Toolkit 2004, PRS	
<input type="checkbox"/> Rhythm of Life - Physical and Mental Fitness for Career Success	
<input type="checkbox"/> Financial Planning	
<input type="checkbox"/> Civil Rights in Program Delivery	
<input type="checkbox"/> RUSLE 2, Soil Conditioning Index, STRIP and Pasture Suitability Guide	
<input type="checkbox"/> ProTracts - Successful Contracting	
<input type="checkbox"/> Human Resources - Hiring, Promotion, Training, Evaluations and use of HRIS System	
<input type="checkbox"/> International Assignments	
<input type="checkbox"/> Direct Charge	
<input type="checkbox"/> Electronic Delivery of the Soil Survey	

Thursday Afternoon (1:00 p.m. to 2:30 p.m.)	
COURSE TITLE	Speaker
<input type="checkbox"/> Ethics Training	
<input type="checkbox"/> Comprehensive Nutrient Management Training	
<input type="checkbox"/> Effective Briefing Techniques	
<input type="checkbox"/> Federal Grants, Contribution and Agreements	
<input type="checkbox"/> Technology in Today's Field Office (GPS, Digital Camera and PDAs)	
<input type="checkbox"/> Economics of Conservation Planning	
<input type="checkbox"/> Mentoring	
<input type="checkbox"/> Basic Contracting Procedures - Federal Grants, Contribution and Cooperative Agreements	
<input type="checkbox"/> Correspondence Procedures	
<input type="checkbox"/> How to Have a Successful Earth Team Volunteer Program	

Thursday Afternoon (3:00 p.m. to 4:30 p.m.)	
COURSE TITLE	Speaker
<input type="checkbox"/> Ethics Training	
<input type="checkbox"/> Comprehensive Nutrient Management Training	
<input type="checkbox"/> Effective Briefing Techniques	
<input type="checkbox"/> Federal Grants, Contribution and Agreements	
<input type="checkbox"/> Technology in Today's Field Office (GPS, Digital Camera and PDAs)	
<input type="checkbox"/> Economics of Conservation Planning	
<input type="checkbox"/> Mentoring	
<input type="checkbox"/> Basic Contracting Procedures - Federal Grants, Contribution and Cooperative Agreements	
<input type="checkbox"/> Correspondence Procedures	
<input type="checkbox"/> How to Have a Successful Earth Team Volunteer Program	

Friday Tour (8:00 a.m. to 4:30 p.m.)	
COURSE TITLE	Speaker
<input type="checkbox"/> Conservation Tours	



**The National Organization of Professional Black NRCS Employees
2005 Membership Application**

Any person or organization subscribing to the purpose of the National Organization of Professional Black NRCS Employees is eligible to apply for membership. Please type in your information before printing. You may print a blank form to fill out by hand. Please print clearly. Feel free to copy blank form and distribute as needed.

Please make check or money order payable to: The Organization
Cynthia Stanford, Financial Secretary
P.O. Box 26164, Little Rock, AR 72221-6164
(Mail 2 signed copies to the financial secretary and keep a signed copy for yourself)

Choose Type of Membership

Lifetime Membership (\$500.00)

- 1 payment (\$500.00)
- 4 payments (\$125.00)
- 8 payments (\$62.50)
- 2 payments (\$250.00)
- 5 payments (\$100.00)
- 10 payments (\$50.00)

Sustaining Life Membership

Applicable to Life members who contribute \$130.00 or more annually after obtaining Life Membership status.

- I prefer to mail my payments
- I prefer Direct Deposit.

1-Year membership (\$45.00)

Applicable to anyone who desires to be a member of The Organization.

Sustaining Annual Membership

Applicable to any regular annual member who contribute \$130.00 or more annually towards the support of the Organization.

- I prefer to mail my payments
- I prefer Direct Deposit.

APPLICATION DEADLINE: NOVEMBER 1, 2005

Information About You

Mr. Mrs. Ms. Miss. First Name _____ M.I. ____ Last Name: _____

Title Agency: NRCS Other: _____

Office Address _____

City _____ State _____ Zip _____ - _____

Phone: () _____ Fax:() _____ E-mail: _____

(If you prefer to receive Organization mailings at a different address please provide mailing information below.)

Office Address _____

City _____ State _____ Zip _____ - _____

Are you a Chapter Member? Yes No (if yes, which one?)

(Note: Chapter dues are not accepted or processed at National level. Please send your chapter dues to your local chapter).

If asked, I am willing to serve on the:

- Agriculture
- Awards
- Budget
- Communications
- Constitution & Bylaws
- Employee Career & Development
- Exhibits
- Historical Black Colleges
- & Universities
- Liaisons
- Membership
- Planning
- President's Advisory
- Urban
- Ways and Means

Total Enclosed \$ _____ Signature _____

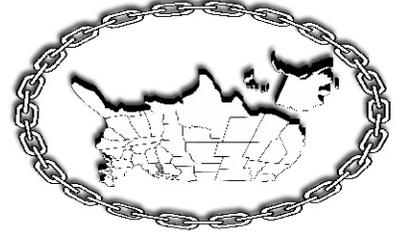
FOR OFFICIAL USE ONLY

Date Received: _____

Authorized Initials _____

The National Organization of Professional Black Natural Resources Conservation Service Employees

The Link



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