



The Link

The National Organization of Professional Black Natural Resources Conservation Service Employees

2006 Executive Board

President

Charles R. Adams
Texas

Past President

William Hunt
Minnesota

Vice President

Angie Billups
Georgia

Treasurer

Lizzie Smith
Washington, D.C.

Correspondence Secretary

Drenda Williams
Missouri

Recording Secretary

Kasey Reed-Taylor
Minnesota

Parliamentarian

Kevin Farmer
California

Historian

Bennie Clark
Indiana

2006 Regional Representatives

East

Tiffany Laws
New Jersey

Midwest

Keith Williams
Missouri

Northern Plains

Joe Buford
Kansas

South Central

Gary Watson
Arkansas

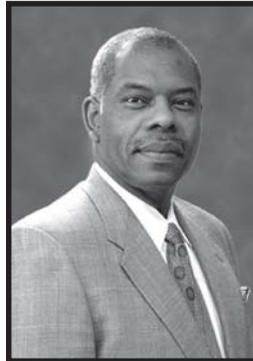
Southeast

Johnny Trayvick
Alabama

West

Dr. Sharon Nance
California

The President's Message



The 13th Annual Training Conference in Little Rock, Arkansas held December 12-16, 2005, revealed the successful efforts of an outstanding planning committee. Planning Committee Co-Chairs Doris Washington and Rose Webb of Arkansas and Brenda Moore of Texas did an exceptional job of gathering an array of internal and external speakers. These speakers entertained, motivated, and most of all, educated us on diverse topics. The Executive Board also congratulates State Conservationist Kalven Trice and the entire Arkansas staff for making our conference so successful.

While reviewing our accomplishments, the conference breakout sessions and general sessions revealed the need for more clearly defined goals on key and emerging issues facing our members. Those issues include Black female leadership development, input into the 2007 Farm Bill, and recruitment of retirees as members of The Organization. Ad hoc committees have been formed to develop strategic plans to address these issues.

The Executive Board has been busy planning our 2006 conference in Indianapolis, Indiana at the Westin Hotel Dec. 4-8, 2006. We look forward to an exciting conference. The planning committee has promised some interesting additions, including a "Past President's Luncheon" and a "New Member Orientation."

Charles R. Adams, President

Upcoming Events !

2006 Annual Training Conference...

Plans are almost complete for the 2006 Annual Training Conference to be held December 4-8, 2006 at the Westin Indianapolis in Indianapolis, Indiana. Please visit our website at www.nrcs.usda.gov/intranet/organ for additional information including registration.

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

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

2006 Standing and Ad Hoc Committees

Standing Committees

• Advisory Committee on Professional Excellence Committee

Angie Billups (CHAIR)
 Obie Ashford
 Jackie Whitehead
 Carl Hunter
 Doris Washington
 Ron Brown
 Andrew Johnson
 Terron Hillsman
 Leroy Stokes
 William Hunt

• Program

Mary Morgan (CHAIR)
 Corey Farmer
 Kennard Williams
 John Wheeler
 Theodis Bunch

• Urban

Thaddeus Hamilton (CHAIR)
 Carl Hunter

• Ways and Means

Frank Ellis (CHAIR)
 Luther Jones
 Erica Westbrook
 Willard Ryland
 Burthel Thomas
 ReShonda Williams
 Donna Coleman
 Pat Ross
 Beverly Garrett

• Agriculture

Lincoln Moore (CHAIR)
 Sherman Reed
 Theodis Bunch
 Ken Grimes

• Audit

Angie Billups (CHAIR)
 Leroy Stokes
 Kalven Trice
 Frank Ellis

• Budget

Rick Porter (CHAIR)
 Denise Brooks
 Sheldon Hightower
 Lue Walters
 Travis Neely
 Bennie Clark
 Shirley Hall-Cole
 Shaunteka St. Julian

• Constitution and Bylaws

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

• Communications

Sylvia Rainford (CHAIR)
 Jacque Horne (CO-CHAIR)
 Keith Williams
 Sharon Lane
 Dastina Johnson
 Petra Barnes
 Ervin Ricks
 Jane't Carnes
 Dorothea Martinez
 Rochelle Wimberly
 Jarvis Willis
 Sam Cobb
 Katherine Burse-Johnson
 Randy Jordan
 Renee Pollard
 John Williams

• Employee and Career Development

William Gilliam (CHAIR)
 Angie Billups
 Selena Miller
 Rose Webb
 Rhonda Rawlings
 Alvin Peer
 Willard Ryland
 Charlie Williams
 James Johnson

• Historical Black Colleges and Univ. (HBCU)

Joseph Castille (CHAIR)
 Chandra Berry (CO-CHAIR)
 Lesia Young
 Ron Brown
 Horace Hodge
 Levi Steptoe

Floyd Nauls
 Will Nesby
 Christopher Davis
 Wynea Milton
 Winford Andrews
 Jackie Davis-Slay

• Liaison

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

• Planning

Brenda Moore (CO-CHAIR)
 Kevin Norwood (CO-CHAIR)
 Travis Neely (CO-CHAIR)
 Mary Morgan (CO-CHAIR)
 John Wheeler
 Charlie Williams

Ad Hoc Committees

• Auction

Kamara Holmes (CHAIR)
 Clifford Thornton
 Kevin Norwood
 Dennis Mobley
 Ed Thompson
 Frank Ellis
 Diana Hebert-Boyd
 Sharon Nance

• Awards

Bobby Bradley (CHAIR)
 Sharon Nance (CO-CHAIR)
 Ayana Brown
 Curtis Tarver

• Talent/Fashion

Katundra Shears (CO-CHAIR)
 Sebastian Thomas (CO-CHAIR)
 Jackie Davis-Slay
 Terri Jackson
 Jackie Roscoe
 Kevin Norwood
 Mary Morgan

Todnechia Mitchell

• **Membership**

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

• **Transportation**

John Williams (CHAIR)
Tomika Johnson
Gary Watson
Corey Farmer
Wayne Griffin
Omelia Madison
Daniel Phillips

• **Legal Review**

Kevin Farmer (CHAIR)
Joe Cotton
Caryl Butcher
Wesley Williams
Jackie Whitehead

• **Exhibits**

Daniel Phillips (CHAIR)
John Wilson
Johnnie Freeman
TraRain Harris
Justin Keith
Rena Cheeseboro
Wendell Jones
Delmar Stamps
Bennie Clark
Craig Johnson
Reginald Hall

• **Nominating**

Rick Porter (CO-CHAIR)
Sheldon Hightower (CO-CHAIR)
Rodney Aaron
Lue Walters
TaTrecia Wesley
Sherman Reed

• **Investment**

Charles Adams (CHAIR)
William Hunt
Kalvin Trice
Lloyd Wright

James Tatum
Rick Porter
Lizzie Smith
Ann English

• **Sponsorship**

Prenella Adams (CHAIR)
Carl Hunter
Maxine Barron
Lanie Smith
Sarah Marshall
Horace Smith
Harvey Mack
Sherman Lewis
Estella Williams
Maxine Barron

2006 Membership Dues were due August 1, 2006; however, dues will be accepted until August 31. Any dues received after this date will be counted toward the 2007 Membership year.

If you have questions contact Drenda Williams, Correspondence Secretary, at drenda.williams@mo.usda.gov.

EXECUTIVE BOARD RESOLUTION PROCESS

By Kevin Farmer, Parliamentarian, California

Please continue to utilize the Executive Board's newly developed resolution process that allows members to resolve key and emerging issues within The Organization. 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 second Fashion and Talent Show 6:30 p.m. to 9:00 p.m. Monday, December 4, 2006 during the President's Reception. This year's theme is: Our History... Our Heritage.

Males and females of all shapes and sizes are needed to model African attire. All talents are welcome. If you'd like to participate submit your name and specify Talent Show, Fashion Show, or Both along with daytime and evening phone numbers to Fashion/Talent Committee Chair-Katundra Shears, katundra.shears@ia.usda.gov as soon as

possible.



Tribute to President Adams

Submitted by Jacqueline Horne, Editor, The Link

President Charles Richard Adams learned the importance of self-development at an early age while growing up on his family farm in Logansport, Louisiana. His parents, the late Mr. T.C. Adams and Elneva Adams, gave him and his ten siblings first-hand experience in working the land, and he still carries those experiences with him today.

After leaving Logansport, President Adams graduated from Southern University at Baton Rouge with a Bachelor of Science in Agronomy. He received his Master's Degree in Public Administration from Harvard University in Cambridge, Massachusetts and has Ph.D. studies in Urban and Public Affairs from the University of Texas in Arlington.

President Adams began his full-time career with the agency as a soil scientist in Athens, Texas in 1969 and retired from his position of Director for the National Employee Development Center on November 3, 2005.

His impressive career with SCS/NRCS spans some 38 years, having held some of the top positions in the agency including: Regional Conservationist for the Southeast Region, based in Atlanta, Georgia; Director for the National Employee Development Center, Associate Director for the South National Technical Center and Water Quality Coordinators, all bases in Fort Worth, Texas. President Adams served as State Conservationist for Nevada and Arizona.

Other positions held included: Area Conservationist, Assistant State Conservationist for Operations, and Deputy State Conservationist in New Mexico; Area Conservationist in Arizona; and District Conservationist, Soil Conservationist and Soil Scientist in Texas.

During his tenure with the agency, President Adams founded some of the Agency's most innovative approaches to outreach, including: The Student Trainees in Agriculture Related Sciences (STARS) Program, an initiative to introduce under-served high school students in the Southeast to agriculture; and the American Indian Program Delivery Initiative, an annual conference linking USDA officials with American Indian leaders to promote tribal participation in USDA programs and services.

President Adams received numerous awards and recognitions during his tenure. Just to name a few, he received several USDA Honor Awards, including the Secretary's Award for his leadership of the Southeast Region American Indian Initiative Workgroup; the Coffee Production Sustainability Project and his work in the Agency's Streamlining and Cost-Saving Initiative.

He was recognized with a national Volunteer Award for his long-standing dedication to the NRCS Earth Team Volunteer Program and was the recipient of the Chief's Workforce Diversity Award, which praised his encouragement and promotion of professional development among his employees. In addition, his extensive outreach efforts to minorities and women earned him a nomination for the Agency's highest Civil Rights Award in 2003.

President Adams has authored and presented numerous presentations. He is the founder and President of Motivation Plus Public Speakers, and is the founder, President and CEO of Adams Specialty Hauling Company.

He is married to the former Prenella Williamson of Port Gibson, Mississippi and in his spare time, he enjoys raising horses on his ranch in Logansport, Louisiana, restoring his collection of antique cars, and fishing with his two young grandsons.

Wesley Ratcliff of Freestone County Earns State Recognition *Submitted by Joseph Castille*



George Martin, Texas Chapter Agricultural Committee chairperson (2nd. from left), presents plaque to Mr. Wesley Ratcliff on campus of Prairie View A&M University. Committee members are: (l to r) Troy Mumphrey, David Henderson and Joseph Castille.

The Texas Chapter of the National Organization of Professional Black Natural Resources Conservation Service Employees selected Wesley Ratcliff of Butler, Freestone County as its Outstanding Conservationist for 2005.

Agricultural Committee Chair George Martin presented the award during the chapter's Ninth Annual Training Conference at Prairie View A&M University in the fall of 2005. The Texas Chapter's Agricultural Committee recognizes an individual each year with a "Distinguished Service Award" for "exceptional community leadership and outstanding accomplishments in the conservation of soil, water and related resources."

Ratcliff is no stranger to East Texas. He was born in Polk County where he developed his love for the rural lifestyle. He and his wife, Marie, moved back to East Texas to seek their true love—working with nature and raising cattle. He purchased a 1,000-acre ranch in Freestone County and immediately contacted the local Natural Resources Conservation Service (NRCS) office in Fairfield to develop a conservation plan for his ranch. Later, Ratcliff participated in the Environmental Quality Incentives Program (EQIP) to carry out additional improvements on his ranch. His pastures rank among the best hybrid bermudagrass selections in East Texas. His cattle herd— 700 head of Charbray cattle—is recognized as being one of the largest of this breed.

Ratcliff graduated from Prairie View A&M University with a major in Mathematics and Physics. He is Founder and CEO of Advanced Technological Solutions of Dallas, Texas.

Ratcliff is very much involved in community affairs. He is a member of the Freestone County Extension Service Beef and Forage committee and serves as a member of the Executive Council. He also holds membership with the Landowners Association of Texas and serves as chairperson for the Dallas, Texas Black Chamber of Commerce. In addition, he spends much of his time encouraging minorities' involvement in agriculture. He has hosted tours and demonstrations on his ranch to show inner city youth the importance of and the role that agriculture plays in their livelihood. Mr. Ratcliff has donated 4 heifer calves to the 4-H club over the past two years to be shown at the county fair.

The Organization's Member Spotlight is done by Dastina Johnson

“Robert Smith”

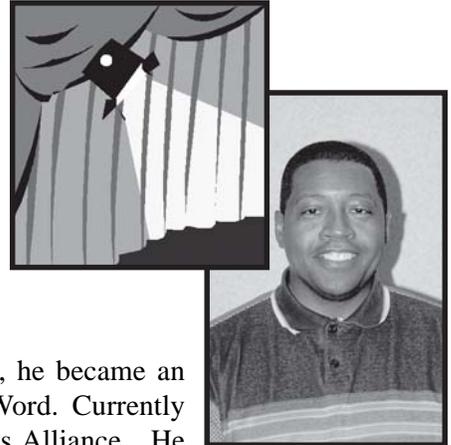
Robert Smith's dedication to the Natural Resources Conservation Service cannot compare with his commitment to his calling. For 27 years, Smith has worked with NRCS and is currently a District Conservationist in Stuart, Virginia. However his calling keeps him working morning, afternoon and night. To him, it is a job that never ends, but brings him and others much joy. Twenty four hours a day, seven days a week, he is Minister Robert Smith—armed with scriptures and ready to do the work of God.

At the young age of eight, Smith decided to give his life to Christ. At 40, he became an ordained minister so that he could impact and empower more people with the Word. Currently he serves as the vice president of the Piedmont District Disciples Minister's Alliance. He visits with other churches to help conduct workshops, provide training and license ministers. He helps with any concerns within the Piedmont District, which consists of 24 churches in North Carolina and Virginia. Smith also represents ministers in the District at ordination and installation services.

As an active leader in the Disciples of Christ Christian Church, he serves on the personnel committee where he reviews the goals of the church to make sure that they accomplish their tasks. He also ensures that every church within the district has a minister for services.

As an active leader in the community, Smith volunteers with the local 4-H program. He plans programs and helps organize events. He recently assisted elementary school students with a reality store that showed them how to best use their money.

As a minister, Smith is always motivating others with words of encouragement. His next goal is to publish a book of inspirational quotes. “I don't want to leave here without my music being played,” Smith said. “We all came into this world original and I don't want to die a copy.”



Maryland Chapter President Jackie Roscoe presents National President Charles Adams with a Certificate of Appreciation shortly after his retirement from NRCS.

SILENT AUCTION TO BE HELD AS SCHOLARSHIP FUNDRAISER

The Organization will sponsor its annual silent auction to benefit its scholarship fund. Last year we collected over \$3,500. In addition, The Organization is seeking items for its second silent auction. If you have donations, please contact Kevin Norwood at kevin.norwood@in.usda.gov or (317) 290-3200, ext 340.

NEW AWARD CATEGORY

The Organization has approved a new award's category, "The Group Award." The purpose of this award is to offer small scale farmers, who participate in a farming cooperative, the opportunity to be recognized for outstanding accomplishments involving local community leadership, sustainability or enhancement to the environment and assistance provided to sustain small scale operations.

Nominations for the award is open to all groups, except large groups such as those that are nationally or regionally based, like southern states and farmers' coop stores. Participants will be accepted regardless of sex, ethnic background, etc.

Criteria and entry form is posted on "The Organization's" website. We encourage each state to submit a nominee for this award. The deadline to submit nominations is October 1, 2006.

For additional information, contact any member of the Awards Committee.

Regional Representatives Elected for 2006

By Drenda Williams, Correspondence Secretary

Organization members in the Midwest, Northern Plains and Southeast Regions selected new regional representatives during the fall of 2005. The new regional representatives are:

- Midwest Region- Keith Williams of Missouri
- Northern Plains Region - Joe Buford of Kansas
- Southeast Region - Johnny Trayvick of Alabama.

The remaining regional representatives are as follows:

- East - Tiffany Laws of New Jersey;
- South Central - Gary Watson of Arkansas
- West - Sharon Nance of California

A regional representative's major responsibilities include the following:

- Serve as an official member of the Executive Board.
- Serve as a 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.

The Executive Board extends its appreciation to former Regional Representatives Shawn Anderson, Midwest Region; Kim (Berry) Bradford, Southeast Region and Deric Clemons, Northern Plains Region for serving their respective regions with dedication and commitment.

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, 2006. 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 kevin.norwood@in.usda.gov](mailto:kevin.norwood@in.usda.gov)

14th Annual Training Conference

Crossroads of America: Embracing Challenges, Promoting Change, and Encouraging the Production of Fuel, Food and Fiber.

PRELIMINARY AGENDA

Monday, December 4, 2006

				Room
12:00 p.m.	to	5:00 p.m.	Exhibits and Poster Setup	Grand 3
12:00 p.m.	to	4:00 p.m.	Career Fair	1st Floor Foyer
1:00 p.m.	to	6:00 p.m.	Registration	2nd Floor Foyer
3:00 p.m.	to	3:45 p.m.	Executive Board Meeting	Board Room
3:00 p.m.	to	4:00 p.m.	New Member Orientation	
3:45 p.m.	to	4:45 p.m.	Regional Meetings	Chamber, Caucus, Cabinet, Cameral, Council and Congress one
3:00 p.m.	to	5:00 p.m.	2006 Membership Drive	2nd Floor Foyer
4:45 p.m.	to	5:30 p.m.	Moderators Meeting	Congress 2
5:30 p.m.	to	6:30 p.m.	Committee Meetings	Grands 1 & 2
6:30 p.m.	to	7:15 p.m.	Presidents Welcoming Reception (African Attire)	Capital 2 & 3
7:15 p.m.	to	8:00 p.m.	Talent & Fashion Show	Capital 2 & 3

Tuesday, December 5, 2006

7:00 a.m.	to	7:45 a.m.	Continental Breakfast	Grand 4
7:00 a.m.	to	5:00 p.m.	Registration	2 nd Floor Foyer
8:00 a.m.	to	9:00 a.m.	Opening Ceremony & General Sessions (I)	Grand 5
			Presentation of Colors/ National Anthem	
			Charles Adams, National President	
			Chief Arlen Lancaster, Chief of NRCS (Invited)	
			Richard Coombe, Regional Assistant Chief - East	
			Jane Hardisty, State Conservationist, Indiana	
			Terry Cosby, State Conservationist, Ohio	
			Mayor of Indianapolis	
9:00 a.m.	to	9:30 a.m.	Break	2nd Floor Foyer
9:30 a.m.	to	11:45 a.m.	General Session (II)	Grand 5
			Charles Adams, National President, Opening Comments	
			Welcome : Leadership from other Employee and Professional Organizations	
			NOPHNRCSE	
			APIO	
			AIANEA	

			SWCS	
			Speaker: Senator Barack Obama, Illinois	
12:00 p.m.	to	1:15 p.m.	2nd Annual Plater Campbell/Jacqueline Sutton Luncheon	Grand 4
			Speaker: Representative Stephanie Tubbs-Jones, Ohio	
1:30 p.m.	to	3:00 p.m.	General Session (III)	Grand 5
			Panel Discussion with Regional Assistant Chiefs	
			Panel Discussion with Deputy Chiefs	
3:00 p.m.	to	3:30p.m.	Break	2nd Floor Foyer
3:30 p.m.	to	5:00 p.m.	General Session (IV)	Grand 5
			Speaker: Naomi TuTu	
5:00 p.m.	to	6:00 p.m.	Charles Whitmore's discussion on the Black Women Leadership Strategy	Grand 5
5:00 p.m.	to	6:00 p.m.	Exhibits/Posters	Grand 3
5:00 p.m.	to	6:30 p.m.	2006 Membership Drive	2nd Floor Foyer
5:15 p.m.	to	6:15 p.m.	Executive Board Meeting	Board Room
6:00 p.m.	to	9:00 p.m.	Networking Session/Live Auction	Grand 5

Wednesday, December 6, 2006

7:00 a.m.	to	7:45 a.m.	Breakfast on your own	
8:00 a.m.	to	12:00 p.m.	Registration	2nd Floor Foyer
8:00 a.m.	to	9:00 a.m.	General Sessions (V)	Grand 5
			Craig Cox, Farm Bill Projections	
			Dana York, 2007 Budget Projections	
9:00 a.m.	to	9:30 a.m.	Break	2nd Floor Foyer
9:30 a.m.	to	11:45 a.m.	General Session (VI)	Grand 5
			Dwayne Howard, CSP	
			Angel Figueroa, TSP	
12:00 p.m.	to	2:00 p.m.	2nd Annual Lloyd Wright Black Small Farmer Awards Luncheon	
Grand 4				
2:00 p.m.	to	3:00 p.m.	General Session (VII)	Grand 5
			Speaker: John Boyd, President of Small Black Farmers Association	
3:00 p.m.	to	3:30p.m.	Break	2nd Floor Foyer
3:30 p.m.	to	5:00 p.m.	Concurrent Workshops (1)	
5:00 p.m.	to	6:00 p.m.	Chapter/Regional Pictures	Capital 2
5:00 p.m.	to	6:30 p.m.	2006 Membership Drive	2nd floor foyer
5:15 p.m.	to	6:15 p.m.	Executive Board Meeting	Board Room
6:00 p.m.	to	8:00 p.m.	Business Meeting (Paid Members Only)	Grand 5

Thursday, December 7, 2006

6:00 a.m.	to	7:45 a.m.	Breakfast on your own	
8:00 a.m.	to	9:30 a.m.	General Sessions (VIII)	Grand 5
			Working with Partners and Organizations	
			RC&D's	
			NACD	
			NACDE	
			NARC&DC	
9:30 a.m.	to	10:00 a.m.	Break	2nd Floor Foyer
10:00 a.m.	to	11:30 a.m.	Concurrent Workshops (2)	
11:30 p.m.	to	1:00 p.m.	Presidents Recognition Luncheon	Grand 4
1:00 p.m.	to	2:30 p.m.	Concurrent Workshops (3)	
2:30 p.m.		3:00 p.m.	Break	2nd Floor Foyer
3:00 p.m.		4:30 p.m.	Concurrent Workshops (4)	
6:30 p.m.		8:30 p.m.	2nd Annual Pearlle Reed Recognition and Awards Banquet	Grand 5
			Moderator: Charles Adams	
9:00 p.m.		12:00 a.m.	Social	

Friday, December 8, 2006

8:00 a.m.		4:00 p.m.	Conservation Tours
-----------	--	-----------	---------------------------

2006 Election Information

Ballots will be mailed out to all current paid members by September 1, 2006. Ballots must be postmarked by October 6 to be valid for the 2006 election.

Mail Ballots to: **The Organization**
 Attention: Sheldon Hightower
 342 Sherman St.
 Emporia, Kansas 66801

Here are the nominee(s) for office:

President	Vice-President	Treasurer	Recording Secretary
Charles Adams	Angie Billups	Lizzie Smith	Kasey Reed-Taylor
Gary Watson			M. Tiffany Laws
Corresponding Secretary	Parliamentarian	Historian	
Drenda Williams	Kevin Farmer	Katundra Shears	
	Patti Jackson-Kelly		

Sincerely,
Nominating Committee
 Sheldon Hightower, Co-Chair, KS
 Rick Porter, Co-Chair, KS
 Leroy Stokes, NE
 Lue Walters, IL
 Sherman Reed, AZ
 TaTrecia Wesley, CO
 Rodney Aaron, MO

**14th Annual Training Conference of the National Organization of Professional Black NRCS Employees
December 4-8, 2006
Indianapolis, IN**

Name _____
Address _____
Contact No. _____

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.

Priority	Wednesday Afternoon (3:30 p.m. to 5:00 p.m.)	
	COURSE TITLE	Speaker
	Rhythm of Life	
	Financial Planning/Wealth Building	
	Civil Rights in Program Delivery	
	Protracts	
	Field Office Operations and Agency Accountability	
	Improving Internal Management - What do the numbers say?	Ken Tootle
	Ethis Training	
	Thrift Savings Plan	
	New Technology	
	Mentoring	

Priority	Thursday Morning (10:00 a.m. to 11:30 a.m.)	
	COURSE TITLE	Speaker
	Rhythm of Life	
	Financial Planning/Wealth Building	
	Civil Rights in Program Delivery	
	Protracts	
	Field Office Operations and Agency Accountability	
	Improving Internal Management - What do the numbers say?	Ken Tootle
	Ethis Training	
	Thrift Savings Plan	
	New Technology	
	Mentoring	

Priority	Thursday Afternoon (1:00 p.m. to 2:30 p.m.)	
	COURSE TITLE	Speaker
	Public Participation/Outreach	
	Strategies for Success	
	RC&D Working with Partners	
	Energy - Harvesting From the Land	
	Writing Effective KSA's	
	Public Speaking/Delivering PowerPoint Presentations	
	EQUIP Ranking Tool	
	Managing Multiple Projects, Objectives, and Deadlines	
	Establishing Food Cooperatives	
	Debt Management & Credit Restoration	

Priority	Thursday Afternoon (3:00 p.m. to 4:30 p.m.)	
	COURSE TITLE	Speaker
	Public Participation/Outreach	
	Strategies for Success	
	RC&D Working with Partners	
	Biomass Energy - Assisting the President with 2025 Initiative	
	Writing Effective KSA's	
	Public Speaking/Delivering PowerPoint Presentations	
	EQUIP Ranking Tool	
	Managing Multiple Projects, Objectives, and Deadlines	
	Establishing Food Cooperatives	
	Debt Management & Credit Restoration	

	Friday Tour (8:00 a.m. to 4:30 p.m.)	
Select 1	COURSE TITLE	
	Goose Pond	
	Bio-Town	

Sylvia Rainford, Editor
PO Box 6055
Falls Church, VA 22040

PRSR STD
US Postage
PAID
Jefferson City, MO
Permit NO. 89

