



A Message from Gus

I recently experienced the first true sign of summer - a sunburned head. Those of us that lack natural sunblock (called 'hair') are especially susceptible. And while it can be a bit painful, at least it reminds me that summer is knocking at the door and I'm ready.

Summer brings sunny days, cool nights and many outdoor activities like barbecues, swimming, fishing, gardening, boating and golfing (for those that enjoy frustration). The kids are out of school, so take this opportunity to spend time with them.

Work is hectic these days. There are a zillion things to do and we don't have all the information needed or enough time to accomplish what needs to be done. We are still getting good conservation on the ground! Conservation program funding is up significantly and we are doing good things for the land that will last for generations.

We had the opportunity to make streamlining suggestions to the Chief. I know many of you submitted your ideas - thank you. Through your suggestions, we will find more efficient ways to get things done.

The work we do is important, and so are our families. So please take your work seriously, but also time to enjoy what is most important - your family. Summer is a great time for leave and to spend quality time with the important people in your life. Don't put it off.

Have a great summer and enjoy!

Just a reminder that the Open Season for Thrift Savings Plan ends June 30, 2003. More information can be obtained at the following web-site www.tsp.gov

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North Olympic Peninsula RC&D Holds Two Workshops

Submitted by Art Greenberg, RC&D Coordinator

The North Olympic Peninsula Resource Conservation and Development Council recently co-sponsored two all-day workshops in response to priority needs expressed by local residents—one on Marine Services on April 30th (72 in attendance), and another on Cooperatives on May 9th (42 in attendance).

These workshops, in a sense, were about fostering collaboration to grow specific industries and trades. Both looked at strengths, weaknesses, opportunities and barriers. And both provided proactive strategies for the participants to walk away with.

The Marine Services event was attended by folks from every aspect of the marine trades—both private and public. The conference offered a host of expert speakers, followed by five breakout sessions after lunch, and then a regrouping for reports and follow-up strategies.

The Cooperatives Workshop was attended primarily by producers wanting to join forces with other producers in endeavors as disparate as wool, lavender, beef, cheese and a variety of value-added products. Speakers sharing their knowledge were from USDA-RD, the NW Cooperative Development Center, and a successful producer cooperative in Montana.

Attention Retirees!!

We would like to hear how things have been since your retirement. Please send your letters to Georgia Sormun at the following address.

USDA - NRCS
316 W. Boone Ave., Ste 450
Spokane, WA 99201-2348

If you would like to receive your copy of Current Developments by email, please respond to the following address

georgia.sormun@wa.usda.gov

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Central Highlands Team

Submitted by Randy Kelley, District Conservationist

The Central Highlands Scotties in Chelan, Douglas and Okanogan Counties have recently seen the addition of two SCEP student trainees for the 2003 summer. Returning for a third summer in Washington State is James Davis III. He has once again traveled the highways and byways back here from Tennessee to spend this summer working with Joe Lange, Ag Engineer, in the Wenatchee FO. Additionally, we have Marlene Tilton from Kansas. This is her first season of experience with the NRCS. Her career goal is to become a Range Management Specialist. She will be entering her junior year of college at Kansas State U. this fall. We anticipate on providing them a wealth of experience and working them hard!

We continue to implement the Omak Creek PL-566 Small Watershed Project with the Colville Confederated Tribes (CCT) as the sponsor. This is entirely located on the Colville Reservation. Will Keller, RMS, continues to implement three RMS conservation plans and contracts covering over 25,800 acres on three range units in this 97,000-acre watershed. Joe Lange, Ag Engineer, has been working on a number of instream projects designed to stabilize streambanks and remove fish passage barriers for the endangered steelhead and spring Chinook. Right now the big challenge before the CCT and NRCS in this watershed is to get a good handle on the roads and road system. There are numerous road failures contributing hundreds of tons of sediment annually into Omak Creek and its tributaries. Unfortunately, it seems that as roads are closed and put to bed, more roads are built to harvest timber.

Mark Amara, NRCS Archeologist, continues to spend a lot of time assisting us in getting the necessary Cultural Resource clearances for project work on the Colville Reservation. We are close to having an interim agreement allowing ground disturbing practice implementation to continue while negotiations continue on the overall Cultural Resource Agreement with the Colville's. The main sticking point at this time is how any inadvertent discoveries of burial sites will be handled and who will pay.

The staff is working hard to address the few but really large EQIP FY2003 conservation plans likely to be funded in our team. These few address everything from forest stand improvement, IWM, irrigation systems, CAFO and waste management, forest road culverts, riparian area treatment, streambank stabilization, livestock water developments, fencing and prescribed grazing to pest and nutrient management. We are looking at addressing approximately 80,000 plus acres between the Colville Reservation and the Chelan, Douglas and Okanogan Counties EQIP pools.

Gary Mitchell, RC, out of the Wenatchee FO, is handling a number of WHIP projects in Okanogan County and assisting the entire Central Area by handling all of the Food Security Act conservation compliance status reviews (about 70). Kyle Moore, RMS in Okanogan FO, is currently working on 4 active conservation plans in the Salmon Creek special project area. This is in cooperation with the CCT and the Bonneville Power Administration. He is also mentoring our new SCEP trainee Marlene.

Central Highlands Team: continued from page 3

Mark Bareither, RC, in the Waterville FO, is working on one large potential FY2003 EQIP contract in Douglas County and also providing much needed assistance to Martin Bales, Tribal Liason on the Colville Reservation. These two have four conservation plans to get completed and contracted plus are actively assisting in the implementation of 9 FY 2002 EQIP plans and contracts. Martin is busy helping the Colville's get their own conservation district up and running. They just recently had their first meeting and are hoping to have the Secretary of Ag, Ann Veneman, come out in the next 6 months to have an official signing ceremony creating this Tribal CD.

Stan Janowicz, Forester, Okanogan FO, continues to assist the CCT in implementation of the final items in their initial EQIP GPA contract addressing Forest Stand Improvement and road closures. He continues to handle 4 active FIP contracts and recently got 2 more signed up on rollover FIP monies from FY2002. He perhaps has the greatest challenge with getting one huge FY2003 EQIP plan completed and contracted by the due date. This particular one covers upwards of 70,000 acres and involves a whole host of conservation practices. Michelle Mires, Soil Con Tech, Waterville FO, has been busy doing engineering design work on a whole host of range management related practices such as spring developments and livestock hardened rock water access or crossing points for streams.

Despite the daunting workload we all seem to keep a fairly positive perspective on what we are trying to accomplish and how we can do this without running ourselves into the ground



EARTH TEAM CORNER

We all have our plates full - more to do then we can get done. Remember volunteers can help us! High school and college students are out of school and many are looking for something to do, we just need to connect with them. For help with volunteers contact:

- Betty Schmitt 509-323-2912 - State Coordinator
- Georgia Sormun 509-323-2992 - Assist. State Coordinator
- Cheryl Jacobson 509-323-2267 - East Area Coordinator
- Amy Rodman 509-754-3023 - Central Area Coordinator
- Erica Fifer 360-354-5658 - West Area Coordinator

Women's History Month Celebrated at the Spokane Office BLM

Last March 28th, the Washington State NRCS Federal Women's Program Manager jointly held an observance with the Spokane District and Bureau of Land Management at the Spokane District office in Spokane.

Attendees listened to speakers from colleges in the Spokane area. Dr. Lee Anne Chaney, doctorate in biology from Whitworth College and Dr. Cate Siejk, doctorate in religion from Gonzaga University, addressed issues involving this year's theme, "Women Pioneering the Future."

Dr. Chaney reviewed the work of women scientists who never quite received the recognition their work deserved due to inaccurate views of women and women's contribution to science during the late 1880's. She profiled the scientific lives of several women. The following are just a few:

- Anna Comstock (1854-1930) – Worked on a committee for the Promotion of Agriculture in the late 1890's by writing books about insects and other nature topics targeted for children from farms. The League of Women Voters included her among America's twelve greatest living women in 1923.
- Caroline Dorman (1888-1971) – She was concerned about conservation of virgin pine forests in Louisiana and worked with the Louisiana Department of Conservation in the 1920's. She was one of the first three women elected to associate membership in the Society of American Foresters.
- Florence Bascom (1862-1945) – The first woman elected as a fellow of the Geological Society of America and first woman hired at the USGS as an assistant geologist.
- Alice Eastwood (1859-1953) – Spent 57 years with botany collection at the California Academy of Sciences and protected herbarium specimens during the great earthquake and fire of 1906. She collected thousands of specimens from the Sierra Nevada and Coast Ranges of California to restore and expand the herbarium.

Dr. Siejk presented a brief thought-provoking lecture on Eco feminism. It refers to the third wave of the feminist movement and incorporates a concern for the health of the planet. The movement took shape in the 1970's as feminists began to critically examine the human destruction of nature.

Citing startling statistics, since the 1990's, for example, the average American throws away 1,500 lbs. of trash each year. Species loss among plants and animals is accelerating, therefore, decreasing the biodiversity of the plant.

The Eco feminists conclusion to this is the human destruction of nature is one more manifestation of patriarchy and the patriarchal attitude and systems that have diminished the human dignity of women and has also exploited nature.

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Women's History Month: continued from page 5

The patriarchal thought process is hierarchical and dualistic. It's "either/or", "up or down," and often a hierarchy of value; the higher value is what's "up" and the expense of what is "down."

The goal of Eco feminism is to expose the logic of domination wherever it manifests itself and calls for replacing the notion of hierarchy of species with a holistic thinking to end domination of nature. Eco feminism presents an invitation to something radical – but not now.

This thinking began as a grassroots movement in the U.S. after the Three Mile Island accident in Pennsylvania in 1979. In 1980, a first conference was held in Amherst, MA. where speakers made the connection between feminism, ecology, militarism and the disproportionate way women and children are affected by destruction of the environment.

Women's Equality Day is coming...August 26...stay tuned.

A LITTLE OVER A MONTH UNTIL THE SWCS CONFERENCE SPOKANE - JULY 26-30, 2003

Submitted by Betty Schmitt, Media/Publicity Chairman

We are ready for the best International Conference the Society has had. The networking, workshops, tours and socials will provide a conference never to be forgotten.



Last year at the Conference in Indiana the local committee worked with the Indiana group to see first hand what is needed to sponsor a Conference. It was a great experience, learned a lot, grew professionally through participation in the workshops, tours and networking with other professional conservationist.

Not only do you grow professionally, the socials are fun. This year the Monday night social will start with a dinner of baby back pork ribs, barbecue chicken, red potato and pasta salad, fresh fruit dessert and beverage in Riverfront Park (following dinner in the Convention Center will be enactments from the various Pat McManus' books). This will be an evening to remember.

If you want to volunteer call Ann Swannack at 509-648-3580 and notify Kathy Randazzo by email kathy.randazzo@wa.usda.gov. For more information on the conference check the SWCS web-site swcs.org or visit with any of the local chapter member or contact Larry Cooke or Dennis Roe who are our Chairmen for this year's conference.

EQIP Assists Cranberry Growers

Submitted by Carl Boyd, Resource Conservationist, Montesano

There is no doubt these have been uncertain times for Washington's agricultural industries. Our local dairy industry is in an absolute downward spiral. All my old eastern Washington connections from grain farmers, beef operators to apple growers have been singing the blues every time I call or stop to visit. It has also been uncertain times for our local cranberry growers, uncertain if they are going to break even this year with their continued depressed commodity price. The past three to four years has dealt some brutal blows to local growers with a number of foreclosures and bankruptcies of local cranberry farms. Today, the vast majority of cranberry farmers have jobs or businesses other than cranberry farming. As with many other agricultural commodities, there isn't much glimmer of hope.



This past winter a surprising glimmer of light has been noticeably shining through this tempestuous gray haze in the Grayland cranberry bogs. Even with the depressed income and off farm commitments, grower progress with application of the Grayland Cranberry Area Water Quality EQIP GPA has been surprisingly accelerated.

Grayland Cranberry Bogs on an Unusual Non Gray Day!

Fiscal Year 2002 was the third year that funding was secured for the Grayland GPA. Due to the short timeline to obligate additional EQIP funds that arrived in May with the signing of the Farm Bill, the Grayland GPA received a bit of a windfall in funding. It was enough to fund all FY02 applicants within the GPA right at \$500,000 for 27 contracts. Coupled with the previous two years of funding for just under \$400,000 through 21 contracts, right at \$900,000 of EQIP cost-share has been obligated to Grayland cranberry producers through 48 contracts. At a time when cranberry profits had crumbled, it was a surprising commitment by the cranberry growers to participate in the program.

Most contracts, starting with the original FY2000 group, were written for between 5 and 10 years. Most growers wanted to extend the time frame in hopes that commodity prices would rebound and cash flow for implementing practices wouldn't be so tight. With the number of seven to ten-years contracts, I was certain I wouldn't be around to see the end.

Surprisingly, this spring has seen 6 contracts already finished including a couple that were written at the end of FY02. Growers have found through the EQIP contracting process they were able to roll over their first initial investment in practice application and continue to use their earnings to keep application activities rolling along. Many EQIP contract holders have joined together to secure material at unit prices from local vendors, getting some excellent buys. The program not only is helping to protect the water quality resources of the area, but injected a little positive economic bump during depressed times.

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Cranberry Growers: continued from page 7

The Local Work Group that submitted the GPA proposal realized that even if they were successful in receiving funds, it would likely be less than desired or needed. The Group set some limitations on what practices would receive cost-share, realizing that with limited funding, not everything could be done through the EQIP program. The funding was directed towards treating the surface drainage ditches that dissect the bogs, usually along old property lines. A 5-acre bog 30 to 40 years ago was all operator-owned. The Grayland cranberry industry is made up of lots of 5 acre or less tracts. It is well documented that during chemigation with certain pesticides, water quality is being affected, usually by direct contact within the ditches. It was shown that eliminating that contact was successful in protecting water quality. The major emphasis with the EQIP program has been to treat the ditches with what we term cribbing and covering (Practice Standard 335 Controlled Drainage – another complete story unto itself). Cribbing had been an ongoing practice in the cranberry bogs for many, many years.

It was a means to stabilize the drainage ditches and still maintain the desired lowering of the water table about a foot or so. Also it makes for a great property boundary between different ownerships (something like good fences makes good neighbors). Since there was a large quantity of existing cribbing, covering was a quick and somewhat inexpensive means to remove the direct contamination problem during chemigation. However, if both cribbing and cover is required, it isn't a cheap fix.



Cribbing installed in a cranberry bog through Grayland EQIP GPA

Covering of the ditches is done with a couple of different materials. Of course exterior plywood has been found to be the easiest. Our area engineer analyzed plywood and its potential for covering, setting thickness and quality standards as part of PS 335. The majority of growers like the plywood because it is a bit easier to install, can be secured in unit loads at a good price, and can be walked on.

Another alternative material for covering cribbed ditches is the use of HDPE Black Plastic. Again, the plastic material and the framework to install this material are specified in Practice Standard 335. The standard design used for this material even stipulates how and what type of screws and washers are used to fasten the material to the cribbing. Not as popular as plywood, but may have a longer life span so long as you don't walk on it. Eighth inch material won't hold up to most foot traffic. Coyotes do alright scampering across it, though.

Hopefully the time and effort NRCS and FSA has spent this past spring completing the CCC-1245 process is an indication of the accelerated application progress in the Grayland Cranberry Bogs. I don't want to even think of the number of those documents being faxed and mailed all around. Progress is positive when contracts that were scheduled to be completed in 2010 are getting done now and within the next few years, way ahead of schedule. By this time next year, we hope to be doing the final payments for many more Grayland EQIP GPA contracts.

State Envirothon Success in Clark County

Submitted by Rachel Maggi, Biologist, West Area

On May 20-21st, 75 students representing 15 Washington high schools competed in the 2003 Washington State Envirothon. This year's event was hosted by the Clark Conservation District at its home office in Brush Prairie. The two-day event tested 15 teams at six natural resource stations that included soils, aquatics, wildlife, forestry, environmental issue and oral presentation. NRCS staff and many other agency volunteers were involved with preparing test questions and judging during the competition. Most of the participating teams placed 1st in the regional Envirothons held in their areas.



Students from Garfield-Palouse HS answer wildlife questions

The theme for this year's competition was Agricultural Land Preservation and Conservation. This issue served as background for many of the questions at the resource stations. The oral presentation question centered on Clark County's real life struggle between agriculture and farmland conversion to rural housing and commercial development. Students were given tools such as a soil survey, USGS map and color GIS photo to analyze the impacts to natural resources from a fictitious land development application. This information was the basis for their 7-minute oral

presentation. Judges, including Lou Jean Clark, Chehalis Field Office, served as interested public citizens were given 3 minutes to ask the team questions.

The winner of the competition was Olympia School, a private home school from Thurston County. Second place went to Clarkston High School and third place to Garfield-Palouse High School. The first place team will compete at the National Envirothon competition in Maryland in July. A good time was had by all participants, most of which enjoyed their days away from the classroom. The Clark Conservation District did an excellent job of coordinating the event and should be commended for their efforts. Contact your local conservation district if you need more information regarding the 2004 Envirothon program

Sandhill Crane Festival

Submitted by Harold Crose, Central Area Conservationist



The sixth annual Sandhill Crane Festival was held March 21st -23rd in Othello Washington. The festival draws bird watching enthusiasts from across the country to view the annual spring migration of thousands of Sandhill cranes. One of the highlights of the festival is the guided tours to view cranes roosting and feeding in the corn fields on the Royal slope west of Othello. I was asked to be a tour guide on one of the buses this year and thought I would share part of this experience.

Each bus had two guides, one with knowledge of wildlife, one with agriculture. Our job was to answer questions and provide information on the wildlife and agriculture that they were seeing as we traveled the predetermined route. This was also our opportunity to explain the importance of agriculture to the migration of the Cranes. The majority of the folks on our bus were from urban areas and knew very little about production agriculture.

There were several interesting questions worth sharing: Is it safe to walk in the fields? Is it safe for the birds to drink and swim in the irrigation water? Several of the people were very surprised by the number of crops that were grown in this area. They were also surprised and

excited about the types of conservation practices that are being applied by farmers and how this is beneficial to wildlife.

After the tour I asked several of the folks if they would be interested in learning more about agriculture and the conservation work that is being done. The unanimous answer was yes. By the end of the tour the topic of conversation was not just about the cranes, it was about the great work farmers are doing implementing practices that enhance and protect the environment and how this work contributes to the Cranes journey north.

We need to tell our story and expand the audience that hears our story.

Sudden Oak Death (SOD)

Joseph D. Scianna, Research Horticulturist

Mike J. Knudson, Forester

John A. Dickerson, Plant Materials Specialist

Submitted by Mark Stannard, Pullman PMC

A new and serious disease of oak species (*Quercus*) and tanoak (*Lithocarpus densiflorus*) known as Sudden Oak Death (SOD) has recently emerged on the west coast of the United States. As of May 2002, SOD has been confirmed by laboratory isolation in ten counties in California, and reported in several others. A nationwide risk map developed by the US Forest Service places 14 states in two main areas at risk. The first area includes Washington, Oregon, and California. The second area is in the southern Appalachian Mountains including Kentucky, Tennessee, Alabama, Georgia, North and South Carolina, Virginia, Maryland, and West Virginia.

Sudden Oak Death is caused by a highly contagious fungus-like plant pathogen (water mold) named *Phytophthora ramorum*. It was first identified in Europe in 1993 as the causal agent of a disease appearing on the leaves and branches of ornamental rhododendrons, but not affecting European oaks. The same disease was identified in 1995 as the pathogen causing mortality in oaks in California.

This disease has a demonstrable ability to kill healthy mature trees of at least four *Quercus* and *Lithocarpus* species. Given the commercial hardwood value of certain *Quercus*, *Lithocarpus*, or *Castanea* species, economic losses could be very high, especially if related species prove susceptible.

The potential ecological impact of this disease is currently considered "high" because the *Quercus* species are often a major component of hardwood forests and play an important ecological role as food and habitat for wildlife. They also provided soil stabilization in watersheds and contribute to ecosystem biodiversity.

Eighteen plant species are known to be infected by the fungus that causes SOD, although the symptoms and severity of the disease varies widely by plant species. The most serious impact, which has caused the death of tens of thousands of trees, has occurred in tanoaks (*Lithocarpus densiflorus*), coast live oaks (*Quercus agrifolia*), and California black oaks (*Quercus kelloggii*). In all cases, this disease appears capable of killing healthy mature trees.

Infection with the SOD pathogen has been recently confirmed in coast redwood (*Sequoia*) and Douglas fir (*Pseudotsuga menziesii*). It is not yet clear to what degree the disease will impact these two extremely important species.

Host symptoms typically include a bleeding canker on the stem(s). The common name for this disease is somewhat of a misnomer given cankered trees do not die "suddenly" in many cases, but typically survive one to three years after infection. Once crown die-back begins, the leaves turn from green to pale yellow to brown within a few weeks. Black or dark reddish ooze sometimes bleeds from the canker, which may be difficult to see as it dries or is washed off by rain. Dead bark tissues surrounded by black zone lines are usually present under affected bark, although these symptoms may be caused by other *Phytophthora* species.

For graphic examples of SOD and related oak disorder symptoms, reference *How to recognize symptoms of diseases caused by Phytophthora ramorum causal agent of Sudden Oak Death* at <http://nature.berkeley.edu/comtf/pdf/EducationalMaterials/SODDiagnosis2002.pdf>.

**Spokane - Site for the 58th Annual Conference of
the Soil and Water Conservation Society**

Submitted by Larry Cooke, Conference Co-Chair

The Inland Empire Chapter of the Soil and Water Conservation Society will host the 58th annual Conference. This year's meeting will be held at the Spokane Convention Center and Double Tree Hotel City Center from July 27th to July 30th. Conservationists from around the world will assemble to discuss topics and review issues from both a regional and international perspective. The conference will consist of a combination of workshops, plenary and concurrent sessions and educational tours.

Professional development is always stressed at these annual conferences. Continuing Education Units will be offered to participants from several organizations and institutions. This year's conference has four themes that will be the centerpiece of topical discussions.

1. Integrated Watershed and Basin Management
2. Water Supplies for Ecology and Economy
3. Grazingland Health for Sustainable Production and Biological Diversity
4. Air Quality for Public Health and Economic Vitality

The Inland Empire Chapter continues to seek both Washington NRCS employees and retired SCS/NRCS'ers. Please contact Ann Swannack at (509) 648-3680 or Ann.Swannack@wa.usda.gov and sign up as a volunteer.

The Spokane Chapter of retired SCS employees is working closely with the Inland Empire Chapter and planning many functions during the week. If retired SCS/NRCS'ers want to get involved, please call Jerry Richards (509) 747-5039.

Together, Washington NRCS and the Olympic View and Inland Empire Chapters can showcase our rich heritage, natural wonders and our natural resource based industries to a world wide audience.

Join us at the Conference beginning with the Exhibitors' Reception in the Convention Center starting at 6:00 pm on Sunday July 27th. Visit the Society's website for more information: http://www.swcs.org/f_what_calendar.htm.

Personnel Actions

Congratulations to the following employees:

Dean Renner was reassigned as the Agricultural Engineer (Stream Mechanics Engineer) in the Olympia Field Office, effective April 6, 2003.

Rod Denherder was reassigned as the Structural Engineer in the Renton Field Office, effective April 6, 2003.

Mark Simpson was promoted to the Resource Conservationist in the Newport Field Office, effective May 4, 2003.

Glenn Riehle was promoted to the Resource Conservationist in the Pasco Field Office, effective May 4, 2003.

Tredgar Owings from Oregon NRCS will be reassigned to the Resource Conservationist in Goldendale Field Office, effective June 15, 2003.

Tim Kellog was promoted from North Dakota NRCS to the Resource Conservationist in the South Bend Satellite Field Office, effective June 29, 2003.

Jim Poffel will be promoted to the Resource Conservationist in the Port Angeles Field Office, effective June 29, 2003.

Chris Johnson will be reassigned to the Resource Conservationist in the Ellensburg Field Office, effective June 29, 2003.

Andrea Mann was promoted to the Big Bend Resource Conservation & Development Coordinator in the Ephrata Office, effective May 4, 2003.

Nancy Allison has been selected for the Tribal Liaison in the Taholah Satellite Office, effective June 1, 2003.

Jennifer Bell has been selected as a Career Intern Soil Scientist in the Taholah Soil Survey Office, effective June 15, 2003.

James Davis, Student Trainee (Engineering), was reassigned to the Wenatchee Field Office, effective May 18, 2003.

Misty Seiboldt, Student Trainee (Forestry), was reassigned to the Colville Field Office, effective May 18, 2003.

Amy Simmons, Student Trainee (Soil Conservation), will be reassigned to the Walla Walla Field Office, effective June 15, 2003.

Cassandra Hiller, Student Trainee (Soil Conservation), will be reassigned to the Mount Vernon Field Office, effective June 15, 2003.

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New to the Student Career Experience Program (SCEP) in Washington.

Valerie Fuchs, Student Trainee (Engineering) in Olympia Field Office, effective May 18, 2003.

Timothy Riebe, Student Trainee (Soil Science) in the Mount Vernon Soil Survey Office, effective May 18, 2003.

Marlene Tilton, Student Trainee (Rangeland Management) in the Okanogan Field Office, effective May 27, 2003.

Jessie Ham, Student Trainee (Soil Conservation) in the Davenport Field Office, effective June 1, 2003.

New summer students at the Plant Material Center

John Wandschneider, Biological Science Aid (Plants), effective May 12, 2003.

Jeremy Kleinsmith, Biological Science Aid (Plants), effective May 18, 2003.

Danielle Rohde, Biological Science Aid (Plants), effective June 1, 2003.

Heather Trusty, Biological Science Aid (Plants), effective June 18, 2003.

Congratulations and welcome to all!!

Best of luck to the following employees:

Thomas Braden, Soil Conservation Technician, Ritzville Field Office, expiration of appointment, effective April 19, 2003.

Vera Markum, Office Automation Clerk, Ritzville Field Office, expiration of appointment, effective April 19, 2003.

Tim Sauer, Soil Conservation Technician, Ritzville Field Office, expiration of appointment, effective May 3, 2003.

David Chain, Resource Conservationist in the Ellensburg Field Office, was promoted to Klamath Falls, Oregon, effective May 4, 2003.

Pedro Ramos, Resource Conservationist, Renton Field Office, transferred to Salinas, California, effective May 18, 2003.

Jonathan Wald, Soil Scientist, Spokane Soil Survey Office, transferred to a new position with the Department of Defense.

Sharon Walker, Soil Scientist in the Mount Vernon Soil Survey Office, resigned to take a position with the County.

ATTITUDE IS EVERYTHING

Attitude isn't simply a state of mind...it is also a reflection of what we value.

Attitude is more than just saying "I can," it is BELIEVING you can.

It requires believing before seeing, because seeing is based on circumstances; believing is based on faith.

Attitude is so contagious, especially when we allow it to turn our doubts of the past into passions of today and set the stage for tomorrows.

We have total ownership of our attitude. No one else has the power to alter our attitudes without our permission.

Our attitude allows us to become more empowering than money, to rise above our failures, and accept others for who they are and what they say. It is more important than giftedness, and is the forerunner of all skills needed for happiness and success.

Our attitudes can be used to build us up or put us down—The choice is ours.

It also gives us the wisdom to know that we cannot change events of the past.

I am convinced that life is 10% what happens to me, and 90% how I respond to it...

And it is with this state of mind that I REMAIN IN CHARGE OF MY ATTITUDE.

BY Rich Wilkins

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