



United States Department of Agriculture

CURRENT DEVELOPMENTS

IOWA NRCS

WINTER 2022

*Happy
Holidays*



USDA-NATURAL RESOURCES CONSERVATION SERVICE



@IowaNRCS

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A NOTE FROM THE STATE CONSERVATIONIST

As we reach the end of Calendar Year 2022, it is worthwhile to look back at what we have accomplished over the course of the year. Through your efforts, we have implemented another record year of conservation practices across Iowa. The conservation practices that were implemented through your actions are helping to improve water quality, build soil health, reduce greenhouse gas (GHG) emissions, enhance wildlife habitat, protect source water, improve grazing land, and address additional resource concerns as well.

These conservation practices and systems are also meeting the production and profitability needs of the landowners and producers that are implementing them on private working lands. We continue to make a significant positive impact on the Iowa landscape and serve the people of Iowa as well as the farmers and landowners of this great state. What we have collectively accomplished this past year would not be possible without you.

I am not a fan of using funds obligated as a measure of success, but the fact that we are addressing so many complex natural resource issues, leaves dollars as the least common denominator to measure with. Using funding as the measurement, we obligated more than \$70 million in financial assistance and easement contracts, helping to treat natural resource concerns on about 347,000 Iowa acres.

We also provided critical technical support for CRP, state cost-share, compliance, writing conservation plans, designing practices, coordinating local projects, and doing all the other unsung parts of the job. These accomplishments come amid short- and long-term vacancies across the state and at all

levels of the agency. From the entire Iowa NRCS Leadership Team, IDALS Leadership, and CDI Leadership, I want you know that the work you're doing is appreciated and is not going unnoticed. THANK YOU!

As I close, I need to let you know that Chief Cosby has asked me to serve on a temporary detail as the Acting Regional Conservationist for the Northeast region. Starting in January, I will be serving a 14 State Region from Michigan and Ohio to Maryland and Maine. I am not sure of the duration of the temporary detail but look forward to returning to Iowa when it is complete. I also look forward to serving our agency in a needed capacity, to providing leadership at a higher level, and to building my skills during this opportunity.

Jaia Fischer, Assistant State Conservationist for Management and Strategy, is extremely well prepared and will be serving as your Acting State Conservationist until my return.

I thank you for your commitment to conservation and our customers, as well as your service to the American public. Thank you for all you do. I wish you Happy Holidays, a Merry Christmas, and a happy, prosperous and productive New Year.

Sincerely,

Jon Hubbert, State Conservationist

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Current Developments

Current Developments is a product of USDA's Natural Resources Conservation Service in Des Moines, Iowa, published bimonthly by the Iowa NRCS Public Affairs Staff in cooperation with NRCS and partner agency employees from across the state.

Stories and Photos

Please submit your Current Developments story ideas and photos to State Public Affairs Specialist Jason Johnson at jason.r.johnson@usda.gov. Past issues can be found at https://www.nrcs.usda.gov/wps/portal/nrcs/ia/people/employees/nrcs142p2_008273/.

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OUTREACH REPORT: TANYA MEYER-DIDERIKSEN



OUTSTANDING OUTREACH ACCOMPLISHMENTS IN 1ST QUARTER FY23

NRCS and partner staff in Iowa are involved in many outreach efforts and accomplishments. Keep up the great work and reach out to the State Outreach Coordinator anytime for information, resources and assistance!

Following are some of our first quarter highlights:

- » A new Women Land and Legacy (WLL) Chapter was formed in Jones and Delaware Counties. The chapter's Listening Sessions will take place on January 30, 2023. This makes 41 active WLL counties!
- » Jackson County WLL restarted their efforts after a hiatus with a Listening Session on December 8, 2022, that included attendance by 36 women who provided valuable input to guide future efforts.
- » Worth and Winnebago WLL Chapter held a Farm Management Learning Session on October 5, 2022.
- » Marion and Mahaska WLL Chapter held a Woodland Management Learning Session on October 20, 2022.
- » Winneshiek WLL Chapter held a Woodland Management Learning Session on October 25, 2022.
- » Mike Henderson (SRC), Clint Miller (DC in Polk County), Nicky Williams (RC in State Office), Tanya Meyer-Dideriksen (SOC) and Jolene Bopp (PAS) participated in a Practical Farmers of Iowa and Lutheran Services of Iowa field day on September 25, 2022. Mike did a tremendous rainfall simulator demonstration for approximately 100 small scale and urban farmers. There was an NRCS display with multiple publications in a variety of languages available.
- » Members of the Urban Ag Steering Committee (state and field office staff) met in October and December and the DC Urban Ag Working Group (8-10 District Conservationists) met in December to assist in finalizing small scale scenarios for FY23 EQIP.
- » The Iowa City USDA Service Center hosted a group of 7 refugee urban farmers on December 7, 2022, when they visited and toured as part of an Iowa Valley RC&D grant project. The farmers learned about NRCS and FSA programs and services as well as FSA microloans. Through Swahili interpretation, all farmers were able to learn and interact, asking many great questions.
- » Meetings and conversations are ongoing with the Meskwaki Natural Resources Department Director regarding several projects and opportunities involving the tribe and NRCS.
- » A variety of urban agriculture information, training and resources are being developed and will be coming soon to NRCS and partner staff! More details to come!
- » The FY23-26 Iowa Outreach Strategic Plan has been approved and will be distributed to all NRCS and partner staff early in calendar year 2023.

LIVING ROOTS, LOW INPUT COSTS

By Raylene Nickel, [Successful Farming, Dec. 9, 2022](#)

Keeping living roots in the ground year-round is Loran Steinlage's top priority for his West Union, Iowa, farm. His second aim is earning a profit through a twin-pronged strategy of growing low-input, high-output cash crops.

Juggling the goals for his operation keeps his rotation in "a state of flux," Steinlage points out. While the crop rotation may change, it's always working to improve soil health and thus continually reduce the cropping system's dependence on purchased inputs.

Farming with his wife, Brenda, Steinlage started in the 1990s growing corn on corn. Later recognizing a need to diversify the cropping system, he began growing cover crops of annual ryegrass and clovers. Then he added soybeans to the rotation and a cereal rye cover crop.

"We saw benefits from the diverse crops in improved soil health," says Steinlage. "In 2012, our local Natural Resources Conservation Service staff did some tests on our farm showing that bulk density had improved, and we had 15 to 20 earthworms per square foot."

SECONDARY CROP INCOME

Armed with the evidence of cover crops' benefits to soil health, Steinlage began to wonder how to earn an income from this secondary crop — the cover crops. That thought led him to experiment with relay-cropping cereal rye and winter wheat in soybeans. His experiment worked so well that in 2015 he began relay-cropping cereal rye and wheat in many of his soybean fields, harvesting the mature cereal grains as cash crops in midsummer before harvesting the soybeans in fall.

Steinlage also experimented with relay-cropping malting barley and oats in soybeans. "But we backed away from barley, oats, and wheat because it was hard to get those cereal crops established early enough in the fall so that they would be able to overwinter," he says.



Loran Steinlage

As Steinlage fine-tuned his rotation, he looked at corn with a wary eye. Besides requiring high inputs of nitrogen, he found the corn crop a challenging fit for his goal of keeping living roots in the soil year-round.

"For the most part, we're now taking corn out of the rotation," he says.

Steinlage's 2022 cropping system leaned heavily on soybeans and cereal rye.

"About half of what we grew this year is relay-cropped cereal rye and soybeans, and the other half was conventionally grown soybeans," he says. He initially planned to double-crop buckwheat behind rye in relay-cropped soybeans, but harvest delays and weather nixed that plan.

While the crop mix may temporarily lean heavily on soybeans, the silver lining is eliminating nitrogen inputs.

"It's kind of just dumb luck that what we're doing this year with our crops lets us eliminate applications of nitrogen, which is extremely expensive this year," he says.

Read the full article at: www.agriculture.com/crops/cover-crops/living-roots-low-input-costs

NO-TILL NOVEMBER

For many farmers, November offers a post-harvest opportunity to till their fields before winter. During November, NRCS encourages farmers to do the opposite and to keep the tillage equipment in the shed.

First launched in 2017, the NRCS project is a conservation twist on the national cancer awareness No Shave November campaign that encourages people not to shave during the entire month. The NRCS campaign encourages farmers to “keep the stubble” on their harvested crops fields. The campaign has reached more than two million people nationally through Twitter and local media since 2017.



Seven State Office employees showed off their scruff during No-Till November, including (back row L-R) Mike Henderson, Derrick Klimesh, Jason Johnson, and Jon Hubbert. Front (L-R) Alan Lauver, Nick Johnson, and Christian Osborn.

HOW TO SOLVE FERTILIZER STRATIFICATION

by James Hoorman, No-Till Farmer, Dec. 3, 2022

Fertilizer stratification occurs when a farmer surface applies soil nutrients like phosphorus (P) and potassium (K) without doing any tillage. Deep tillage (plowing 6-8 inches deep) generally moves and mixes surface applied nutrients down about 3-4 inches, or roughly 50%. Some farmers worry that nutrients applied at the surface will not be plant available.

Marion Calmer, an experienced no-till farmer and researcher in Illinois, found that roughly 54% of his P and 43% of his K was found in the top 2 inches of his soil. Since he plants corn 2 inches deep, many nutrients were above his corn roots. In dry weather, he was seeing stunted corn and nutrient deficiencies (P deficient purple corn). For every \$1 in fertilizer (P and K) applied every year, he got back about \$.40 in additional corn yield. He had been applying commercial fertilizer for 30 years to his no-till fields by surface applying nutrients. When he started checking with soil test every year, he found that he was gaining about 5# P at the surface (0-2 inches) while his P soil tests were decreasing 1-2 pounds per year at 8 inches deep. Should he be concerned?

First, soil stratification is normal. In undisturbed soil, nutrients are naturally deposited at the surface since plant residue accumulates at the surface. In prairie and woodland soil, this is not a major issue because the soil is high in soil organic matter (SOM) and has good soil structure. The biology (worms, centipedes, springtails, mites) all decompose the residue and the nutrients will slowly move down into the soil with rain and melting snow. Even in extensively tilled soil, nutrients are stratified. Often a plow pan forms due to tillage, which limits nutrients from moving deeper into the soil profile.

In conventional soils that are converted to no-till, poor soil structure and lower soil organic matter (SOM) generally leads to soils that are compacted. The soil compaction prevents many soil nutrients from easily moving downward, so they tend to accumulate at the surface. Surface accumulation of nutrients may either runoff or follow a crack, leading to nutrient losses in surface water.



Calmer decided to try plowing on a small strip (60 feet by 1000 feet). Although it did help move the nutrients down about 50%, the surface was bare in the fall and soil erosion from wind and water becomes an issue. He has also experimented with applying fertilizer in a strip with a Soil Warrior to get the nutrients below the soil surface. That helped keep his crops healthier, at least this past year. Calmer will be sharing his results at the 2023 National No-Tillage Conference Jan. 10-13 in St. Louis, Mo.

A second way to fix the stratification problem is to use cover crops. Soils that are naturally healthy have plenty of earthworms and root channels that allow nutrients to move deeper into the soil profile. Tillage destroys these channels so the nutrients stay where they are applied. Also, tillage burns up or oxidizes the SOM where many soil nutrients are stored. Cover crops help restore soil structure and increase SOM so nutrients can be absorbed more efficiently.

Dr. Paul Jasa, a University of Nebraska no-till researcher, found that moisture is the key to optimal nutrient uptake. No-till soils have higher soil moisture due to the undisturbed crop residue at the surface. Jasa has several rules for nutrient placement. First, place the nutrients in the soil where the roots are located. Second, you have to have water where the roots are located because the roots need water to absorb the nutrients. No-till fields conserve soil moisture and allow better nutrient uptake during dry weather.

For the complete article, visit <https://www.no-till-farmer.com/articles/12075-how-to-solve-fertilizer-stratification>

38 NRCS SIGNS INSTALLED OR REPLACED

Iowa NRCS contracted with Iowa Sign Company from Urbandale to replace 27 conservation practice signs and install 11 new signs throughout Iowa this fall.

The new signs are in all four Iowa NRCS areas covering 18 counties. Most of the signs highlight wetland easements still owned by landowners or managed by the Iowa Department of Natural Resources (DNR) or by local county conservation boards. Two of the replacement signs highlight windbreaks.

Thirteen of the new signs highlight wetland easements now managed by the Iowa DNR and six locations with new signs are managed by county conservation boards.

Iowa NRCS State Public Affairs Specialist Jason Johnson says the sign installs were a couple years in the works. "Field office staff helped with a sign inventory early in 2021 and identified locations where we needed new signs," he says. "We couldn't have done this without the local staff. I thank them for taking time out to work on this project."

Johnson says NRCS began installing signs promoting wetlands over 20 years ago. "Some of those signs are still in good condition, while some that we ordered later have faded or been damaged," he said.

"We hope to add or replace more signs over the next few years as our budget allows," says Johnson. "I encourage field office staff to begin looking for practices that we can showcase. We don't take enough credit for the conservation work that we do. Large signage in high traffic areas is a great way to promote conservation."



40-YEAR ANNIVERSARY OF HUDSON PIPELINE ACCIDENT

Submitted by Andrew Frye, Soil Conservationist in Waverly

On November 4, members of the Waterloo and Waverly field offices took a moment to remember five lives lost to a natural gas pipeline accident near Hudson that killed two NRCS employees in 1982.

The tragedy occurred on November 4, 1982, at 1:00 p.m. Among the lives lost were Dianne Runyan (34), Soil Conservationist Technician, and David Krsank (26), District Conservationist, both employees of the Soil Conservation Service (SCS), now known as Natural Resources Conservation Service (NRCS).

Construction workers Lester Huisman (63), Michael Huisman (26) and Casper Niehaus (72) also died that day. They were contractors working in the field. The NRCS employees took a moment of silence to remember and honor the five who died tragically.

The incident happened along Grundy Road and Watters Road, just west of Hudson. Runyan and Krsank visited the site to stake flags and observed tile drain construction. Afterward, one of the operators stuck the gas pipeline that was 36 inches deep and triggered the explosion that was seen 50 miles away. The explosion killed them all instantly.

At the time of the explosion, CET Jeff Lutz and retired SCT Elaine Hammer, knew the NRCS employees who were killed. In fact, Hammer was scheduled to be interviewed by Krsank for a position in the Waterloo office the next day. A plaque is on display in the Waterloo field office to remember both Krsank and Runyan.

To this day, the NRCS engineering staff uses [news footage reporting on the explosion](#) to train employees about the importance of using Iowa One Call and taking precautions in the field.



On the 40th anniversary of the Hudson Pipeline Explosion, (L-R) Jeff Lutz, CET; Shaffer Ridgeway, DC in Waterloo; Elaine Hammer, retired SCT; and Tylar Midden, DC in Waverly, honor the



Hammer and Lutz, who knew the SCS victims, honor them on the 40th anniversary of the explosion at the site of the accident.



A photo taken at the site of the explosion in 1982.

THREE SEPM VACANCIES NEED FILLED

Iowa NRCS is [seeking to fill three vacancies](#) where individuals would serve as a Special Emphasis Program Manager (SEPM) for the Black Emphasis Program, Federal Women's Program or Veterans Emphasis Program.

SEPMs play an integral part in the overall Equal Opportunity Program and serve on the Iowa NRCS Civil Rights Advisory Committee (CRAC).

The CRAC focuses on providing counsel and recommendations to the State Conservationist as well as support, information, and education to all employees on all matters relating to equal employment opportunity (eeo) and program delivery in Iowa NRCS.

The SEPMs are three- to five-year appointments. Duties are collateral to your regular job, and all NRCS employees are eligible to apply, regardless of grade level. Supervisors must concur with nominations and agree to support the employee by granting up to 20 percent of time for SEPM travel and work activities. The three appointments will begin immediately.

SEPMs are not limited to those who are ethnically or culturally linked to a specific group. If you want to develop skills and experience managing a state level program, interact with management at the state and national levels, create networking opportunities with state and national leadership, or want to increase your program knowledge and exposure to issues from the national perspective, then becoming an SEPM can provide all of these opportunities.

Black Emphasis Program
Federal Women's Program
Veterans Emphasis Program

To apply, [submit an application](#) by close of business on Jan. 6, 2023.

- » Complete the application.
- » Obtain concurrence from your first level supervisor.
- » Email the application to [Dan Paulsen](#), Assistant State Conservationist for Field Operations and [Jaia Fischer](#), Assistant State Conservationist for Management and Strategy.



FABULOUS FIELD PHOTOS!



Field Photos



A dry Fall 2022 allowed for a lot of outdoor activities, including construction, spot checks, employee training, and even a little photography.

1. A tractor sits idly on Oct. 27 on a freshly harvested cornfield in Buena Vista County. (*Scott Cagle, Des Moines*)
2. New fence with a pond in the background on Nov. 2 on Allamakee County grazing land. (*LuAnn Rolling, Waukon*)
3. A Ringgold County CRP field provides habitat for Bobwhite Quail to nest and brood. (*Jolene Bopp, Des Moines*)

Thank you to those who submitted photos. For the next Current Developments, submit images at: https://usdagcc.sharepoint.com/:f:/r/sites/nrcs_iowa/PA/Shared%20Documents/Photo%20Submission?csf=1&web=1&e=aKV9q.

1



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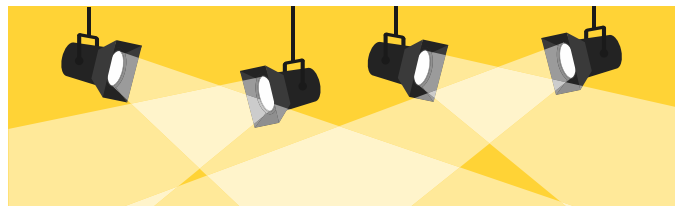


3



SPOTLIGHT EMPLOYEE

CINDY GATLIN



Title: Civil Engineering Technician (CET)

Location: Newton

How did your career get started?

I've always loved the outdoors. My dream was to become a forester in a National Park somewhere. Life has a way of changing dreams sometimes. I was in Oklahoma when the AmeriCorps program first started. They advertised for someone who enjoyed being in the outdoors, helping their community and the environment. I was hooked. I spent 2 terms volunteering with AmeriCorps renovating historical shelterbelts that were put in during the dust bowl for the SCS/NRCS.

The name change came in the middle of my term. I was a "town" kid who knew nothing about farming. During my AmeriCorps terms, when we didn't have a place ready to go and work on, the DC would take us to the field and show us how to lay out and survey

for terraces. He taught us about crop rotation and no-till and how to count residue as well.

I loved helping him in the field and I really enjoyed the surveying and seeing the practices implemented. He convinced me that I should fill out the questionnaire and application and send it in for a rating, it was obviously too low, since I had no prior experience or knowledge.

The Area Conservationist (now called ASTC-FO) and I talked, and I told him that I wanted to be a SCT. He created a temporary position for an SCT Aide and got my foot in the door. I started as a GS 3, and I was thrilled. It took me 2 more tries to raise my rating and about 10 months of working, to finally get a job offer. It was in Indiana.

My family and I moved to Indiana where I worked for approximately 1 year, before applying for a job in Iowa and coming home. I've been in multiple offices in Iowa ever since and am on year 21 of doing what I love.

What do you enjoy most about your job?

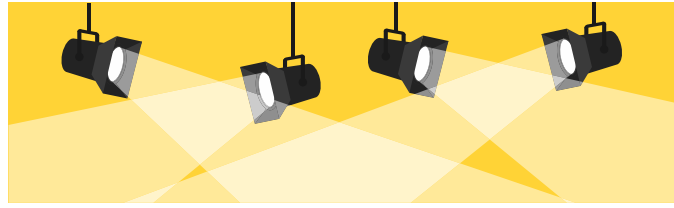
I love doing surveys and designing structures and seeing them built on the land. I love knowing that I have helped landowners in protecting their topsoil and improving their farms functionality. Of course, being outside is always amazing.

What do you enjoy away from work?

My hobbies include fishing, long drives on back roads with no destination in mind, listening to music and of course any kind of brain, card, or board games. I also enjoy spending time with family and friends, especially my 1st grandchild who is 3 ½ months old.

SPOTLIGHT EMPLOYEE

BRIAN GROSS



Title: Resource Team Leader (Red Oak)

College:

B.S., University of Nebraska-Lincoln, 1987

Major: Natural Resource Conservation

What is your career background?

- » SC Battle Creek, Nebraska
- » SC Corydon (1993)
- » DC Chariton
- » DC Sidney
- » Shared Management DC Sidney and Malvern
- » RTL Red Oak Resource Team

Brian recently announced he is retiring at the end of 2022.

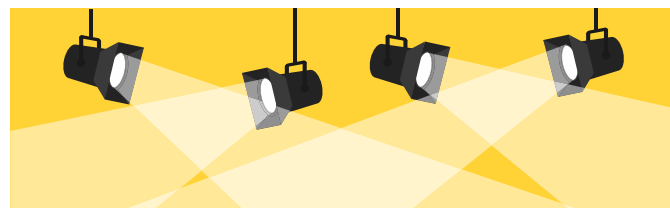
Looking back on your career, what is something you would change or do differently if you had a chance to do it all over again? I can't think of anything I would change or do differently if I had the chance to do it all over again.

What is a decision you made or something you're glad you did in your career that you would recommend to others? When I was an SC in Corydon, I remember being unsure if I had enough experience to consider applying for DC positions so I had a conversation about it with a mentor. He gave me feedback about my abilities and encouraged me to apply. Being a DC was both challenging and rewarding and I am very grateful that I made that move in my career.

What has been the most rewarding part of your career? Work with landowners to enroll and protect thousands of acres of land into the wetland easement program. It is extremely satisfying to know that we were able to help landowners with enrolling their flood prone lands and into a program that will provide wildlife habitat and protect it in perpetuity.

Do you have any plans for retirement? I am planning to doing some traveling with my wife and looking forward to being able to spend more time hunting and fishing.

SPOTLIGHT EMPLOYEE



ALISON LUDWIG



Title: Area Business Tools Specialist

Location: Sioux City

College: Bachelor's degree: Environmental Science at the University of Toledo (2010-2014)

Master's degree: Agronomy with a minor in Natural Resource Science at the University of

Nebraska-Lincoln (2018-2021)

Where did you work before this job?

After undergrad I worked for two years as a seasonal Natural Resource Technician at the Olander Park System in Sylvania, Ohio (2014-2015). I then worked for two years as a seasonal Vegetation Monitoring Technician for the Eastern Nevada Landscape Coalition based out of Ely, Nevada (2016-2017). That's when I decided I wanted to go back to school and pursue a Master's degree. My time as a graduate student was a blast, even with COVID throwing a wrench in the works. My thesis was focused on the federally-threatened American burying beetle, an amazing carrion beetle that I could talk about for hours!

Where did you grow up?

I was born and raised in Toledo, Ohio. Fishing on Lake Erie was a big thing in my childhood, and I mostly enjoyed it despite getting seasick quite often. My mom taught me our backyard birds, and we visited the Toledo Zoo a lot. We visited the Cedar Point roller coaster park in Sandusky, Ohio, almost every summer while growing up, which

taught me how to be brave. I also started taking English-style hunter-jumper horseback riding lessons when I was 12 and stopped at about 25 when I moved to Lincoln, but I'm confident I can still canter around and jump some fences if I need to.

How did you get interested in conservation?

It's hard to say exactly when my interest in conservation was sparked. Going fishing for walleye and perch out on Lake Erie with my dad definitely played a part. I think my interest really sparked in high school while learning about the invasive species that threatened Lake Erie's ecosystem and I gave a presentation for the school's science fair about it. Then college turned that spark into a blaze, as my advisor encouraged me to volunteer with the Nature Conservancy to help out on prescribed fires, learn how to use a chainsaw, and cut invasive buckthorn in the area's parks by hand.

What are your hobbies?

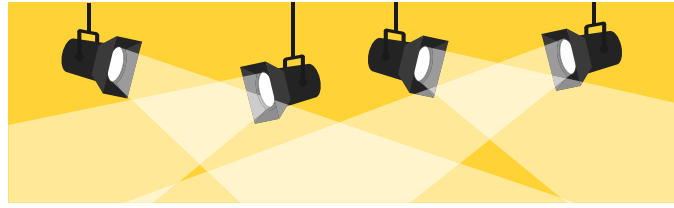
I started doing watercolors during the pandemic's lock-down. I've made a couple paintings that I'm really proud of and gave them to my mom. I like reading books (mostly fantasy/sci-fi and nature-focused non-fiction), listening to audio books and podcasts (I especially like mystery/true crime podcasts), playing video games and D&D, and journaling. I love to travel and go camping in and around our National Parks and Forests (my favorites are Great Smoky Mountains and Yosemite National Parks, and Fishlake and Sawtooth National Forests). I also enjoy yoga and hiking, when I'm not feeling too lazy!

Any family you want to share about?

I have an amazing, cuddly gray cat named Phantom (named after the Phantom of the Opera, because he meows a lot) and a fraternal twin named Rachel. Most of my family is back in Ohio & Indiana, so I am looking forward to seeing them during the holiday season.

SPOTLIGHT EMPLOYEE

JON TESDELL



Title: Soil Conservation Technician

Location: Guthrie Center/Audubon Resource Team

College: B.A. in Geography, University of Minnesota

Where did you grow up?

I am one of five siblings. We moved several times during my childhood. Both parents worked. I went to high school in West Branch, IA. Sometimes I wish I had grown up on the farm, but my grandparents were part of the trend, leaving the farm for the town. I detasselled corn and walked beans in summers during high school.

What is your career background?

After college I worked in photogrammetry (aerial mapping) in Minnesota, which led to surveying (boundary, construction staking, government corner remonumentation) with civil engineers and county public works. Survey work took me to the Permian Basin of New Mexico/west Texas, the central valley of California, and western Oregon. I started using

GPS in the early 1990s, on the job. Funny thing is, to this day I don't use GPS when driving. I still like to carry a state road map, made of paper.

Other position with the NRCS: I returned to Iowa (better late than never) and after learning a bit about computers and ArcGIS at the UNI, I found a job with the Black Hawk SWCD. I liked working with the people there and learning about NRCS work. After a year, I applied for a soil conservation technician position and was offered this one, in Guthrie County.

How did you get interested in conservation?

My recent ancestors settled on this prairie ground in Iowa in the 1800s, as with many of us, and the good soil and water helped them survive. I appreciate having a job that helps to maintain and possibly restore what sustained them. One brother lives on that land and, with help from the local NRCS office, is applying good conservation practices in the crop field. I respect the fact that indigenous peoples have lived on this same land for thousands of years without degrading the soil, water, and air, or driving to extinction species of plants and animals - unlike what our modern agriculture and economies are doing. My interest in conservation is sparked by knowing there are better ways. I am also a member of the Soil and Water Conservation Society, Iowa Chapter.

What do you do in your free time?

Although my job gets me outdoors, I still like to do a little fishing, hiking, biking, and camping with my girlfriend (and a dog who loves to run). I've been a jogger and soccer fan most of my life. I do some music jammin' when I can (not too loud though), sing with the church choir, and grow some food. On the more sedentary side of life, I'll read *The Des Moines Register* newspaper and listen to the radio.

I am looking forward to spending Christmas vacation with family and friends.

IOWA NRCS PERSONNEL CHANGES



Name	Title	Nature of Action	Effective Date	Location
Hines, Kirsten	Wetland Specialist	Transfer	9/24/2022	Tipton
Nelson, Willie	Soil Scientist	Transfer	10/7/2022	Atlantic
Klooster, Wade	Civil Engineer	Transfer	10/22/2022	Des Moines
Nelson, Dalton	Wetland Specialist	Appointment	10/23/2022	Webster City
Ahrndt, Laurie	Civil Engineering Tech	Appointment	10/23/2022	New Hampton
Willeford, John	Civil Engineering Tech	Appointment	10/23/2022	Algona RT
Castillo Feliciano, Carolyn	Soil Conservationist	Transfer	10/24/2022	Muscatine
Foss, Jason	Engineering Technician	Resignation	11/5/2022	Indianola RT
Couchman, Ty	Soil Conservation Technician	Transfer	11/5/2022	Chariton
Bruce, Joanne	Easement Program Specialist	Transfer	11/5/2022	Des Moines
Gatton, Tara	Program Assistant	Appointment	11/6/2022	Mt. Pleasant RT
Thompson, Jacob	Engineering Technician	Appointment	11/6/2022	Des Moines
Durbin, Hayes	Civil Engineering Technician	Appointment	11/6/2022	Newton
Chilton, Macallister	Soil Conservationist	Resignation	11/10/2022	Mt. Pleasant RT
Harris, Kelly	Administrative Specialist	Transfer	11/16/2022	Des Moines
Arment, Jakob	Soil Conservation Technician	Transfer	11/19/2022	Spencer
Gordon, Jonathan	Wetland Specialist	Transfer	11/19/2022	Newton
Lecy, Jade	Program Assistant	Appointment	11/20/2022	Chariton RT
Penrod, Cassidy	Soil Conservationist	Appointment	11/20/2022	Elkader
Ryan, Courtney	Civil Engineering Technician	Appointment	11/20/2022	Ottumwa RT
Terrell, Karissa	Soil Conservationist	Appointment	11/20/2022	Chariton RT
Jensen, George	Soil Conservationist	Appointment	11/20/2022	Audubon RT
Sheets, Tracy	Program Assistant	Name Change	11/23/2022	Creston RT
Derringer, Lori	Financial Resource Specialist	Retirement	11/30/2022	Des Moines
Bornstein, Mikhala	Soil Conservationist	Transfer	11/30/2022	Waterloo
Dunton, Jessie	Engineering Technician	Transfer	12/2/2022	Tipton
Diaz Torres, Arnaldo	Soil Conservationist	Resignation	12/3/2022	Algona RT
Howes, Patricia	Executive Assistant	Transfer	12/3/2022	Des Moines
Lund, Sarah	Soil Conservationist	Appointment	12/4/2022	Charles City RT
Weinberg, Shane	Soil Conservationist	Appointment	12/4/2022	Corydon

IDALS-DSCWQ PERSONNEL CHANGES



Name	Title	Nature of Action	Effective Date	Location
McBride, Marcy	Conservation Assistant	New Hire	9/8/2022	Cedar SWCD
Weisskoph-Desmet, Drew	Conservation Assistant	New Hire	10/31/2022	Johnson SWCD
Shimek, David	State Technician	Resignation	10/31/2022	Dubuque SWCD
White, Riley	State Technician	Resignation	11/14/2022	Sioux SWCD
Hawkins, Dan	Financial Specialist	Retirement	11/28/2022	Central Office
Taylor, Perrin	SW Field Representative	New Hire	12/2/2022	Central Office
Dameron, Kaylee	State Technician	New Hire	12/5/2022	Des Moines SWCD
Smith, Angie	Conservation Assistant	New Hire	12/6/2022	Poweshiek SWCD
Scott, Emily	State Technician	New Hire	12/12/2022	Warren/Madison SWCD
Hanson-Pearson, Sara	Conservation Assistant	Resignation	12/15/2022	Kossuth SWCD