

## *NOPBNRCSE*



*"The Alabama Link"*

February 2002

## **NEWSLETTER**

### **A WORD FROM OUR PRESIDENT**

#### Becoming Great

Many people in this day and time aspire to become great. Looking back over our world's history one can find many truly great men and women from all walks of life. If you were to analyze one of those individual's lives you would find out that the key to their success was their service to people. It does not matter if they were trying to build a car that was suitable for consumers or trying to eradicate hunger. All these great people had something in common, selfless service. Therefore, if you desire to become great on your job, serve your customers better. If you want to become a better parent and spouse, find ways to better serve your family. Through selfless service you can be elevated to greatness in your church, your community and any organization to which you belong. Therefore strive to serve and make someone else's life better thus leaving behind a legacy of greatness.

Therefore, we as NRCS employees and members of "The Organization" who aspire to become great, let us become servants.

The greatest servant to ever live once said "And whosoever will be chief among you, let him be your servant".

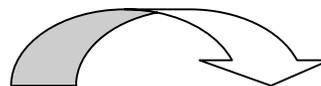
**Anthony Hudson**  
**President, Alabama Chapter NOPBNRCSE**

### **FOOD FOR THOUGHT:**

***"What lies behind us and what lies before us are tiny matters compared to what lies within us."***

- **Oliver Wendell Holmes**

***"Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."***



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## **MEETINGS**

### **National Organization of Professional Black Natural Resources Conservation Service Employees (NOPBNRCSE)**

#### **“9th Annual Training Conference”**

The NOPBNRCSE 9th Annual Training Conference was held on November 26-30, 2001 in Memphis, Tennessee. The theme for the conference was **“Embracing Opportunities-Building a New Tomorrow.”** The conference was attended by more than 300 participants and guests.

The National President Bill Hunt and the planning committee along with the host Tennessee Chapter coordinated an outstanding conference offering an opportunity for learning and sharing. Participants could chose from a list of courses that included:

- Operation Management Training*
- Nutrient & Pest Management Technical Overview*
- Conservation Planning & CNMP Certification Overview & Prep for CCA Exam ---Tools You Must Use*
- Ergonomic and Accommodation for the Workplace*
- Integrated Accountability Systems (IAS)*
- Workforce Planning and Recruitment*
- Disability Awareness*
- Developing Your Skills-Involving Communities in Implementing Locally Led - Conservation*
- Introduction to NRCS E-Directives Web-based Application*
- Connection with Youth-Our Future*
- Parliamentary Procedures Training,*
- Avoiding Pitfalls with Proper Business Etiquette*
- Planning for Your Retirement*
- Civil Rights*
- Mentoring*
- Alternative Dispute Resolution (ADR)*
- Wisconsin Agriculture Community Assistance*
- Urban and Agriculture Community Assistance.*



**1948 - 2001**

The Annual banquet held on Thursday evening paid tribute to the late Earl Cosby (State Conservationist in Georgia and former Deputy State Conservationist in Alabama).

From Alabama, Johnny Trayvick was recognized as an Organization Life Member at the banquet. Other participants from Alabama to attend the conference were Andrew Williams, Deloris Jones, Shirley Hall-Cole, Sarah Walker, Herbert Ross, Lawrence McGhee and Bob Jones, State Conservationist. The 10th Annual Training Conference will be held in Dallas, Texas.

***Lawrence McGhee***  
***Project Leader, Alexander City, AL***

Excerpts from a letter to William Hunt, President, NOPBNRCSE.

In November we represented the National Employee Development Center at the NOPBNRCSE meeting in Memphis, TN. We provided a total of 5 training sessions on nutrient and pest management planning, certification and the certified crop advisor program. The reason for this letter is to let you know how impressed we were with the caliber, interest and enthusiasm of the employees who attended our sessions.

Over the past year, we have provided 6 regional training session for NRCS employees who are, or soon will be working in the areas of nutrient and pest management planning. Nowhere did we find students more eager to learn and more willing to share ideas and experiences than at the NOPBNRCSE meeting. We feel this is a credit to the organization and its members.

Thank you for inviting us to be part of your meeting in Memphis. It was a very positive experience for all of us and we would be happy to help with future meetings should the need arise.

Sincerely,

/s/

Stefanie Aschmann  
Agroecologist, Watershed Science Institute

/s/

Bill Kuenstler, Agronomist  
National Cartographic and Geospatial Center

/s/

Joseph Bagdon, Pest Management Specialist  
National Water and Climate Center

/s/

Eric Hesketh, Soil Scientist  
National Water and Climate Center

This letter was just one indication of how excellent the training sessions were at the NOPBNRCSE meeting.

*Johnny Trayvick  
Project Leader, Auburn, AL*

## **AFRICAN-AMERICAN HISTORY MONTH**

The official theme for this year's celebration is "The Color Line Revisited: Is Racism Dead?"

When we observe African-American History Month, we normally think about Dr. Martin Luther King, Jr., George Washington Carver, Booker T. Washington, and other individuals that made a difference to the black race. However, there are in my opinion a number of black individuals that made important contributions to Alabama NRCS programs and services that should be recognized.

Here are a few:

1) Willie C. Tuck, (Milton Tuck's brother) a native of Talladega, Alabama was the first black full-time employee for SCS (now NRCS) in 1964, as a Survey Aid in the Talladega Watershed Office in the Oxford Area. After 15 years he resigned to take a position with the U.S. Department of Justice.

2) Winford C. Andrews, a native of Fowls Town, Georgia became Alabama's first black District Conservationist in 1975. Winford began his career as a Soil Scientist in 1971 and six months later he was reclassified as a Soil Conservationist in Lamar County, presently he is the District Conservationist in Greene County.

3) Dr. MacArthur Floyd was one of the first black Soil Conservationist in Alabama.

4) In 1968, another Soil Conservationist, Joe L. Berry, a native of Wren, Georgia started working full-time in Jefferson County. Berry is presently the District Conservationist in Madison County.

5) Cleo Stubbs a native of Bainbridge, Georgia was the first black Soil Survey Party Leader in Alabama. Stubbs started his full-time career in 1970. He left NRCS in 1990 to become a Soil Scientist with a private forest product company.

6) Deloris Jones, a native of Opelika, Alabama, was the first black female employee in Alabama. Deloris started at Auburn State Office in 1967 as a Clerk Aid, and is currently an Office Management Assistant on the Resource Conservation Staff.

7) Shirley Hall-Cole began her full-time career in 1976 in the Administrative and Personnel Sections. Shirley is currently Budget Analyst in the Financial Management Section.

Herbert Ross heads the Inventory Coordination Collection Site (ICCS) in Auburn, Alabama.

The late Leslie D. Hilliard Jr. made his contributions to Alabama while he was on the Water Resource Staff.

There are many other black employees that have made and are continuing to make contributions in Alabama NRCS programs and services that are not mentioned, but their contributions are no less than those mentioned above.

Let us be proud of our African-American history and continue the vision our forefathers had for us many years ago.

*Chris Ford  
Soil Scientist, Marion, AL*

## **OUTREACH**

**Outreach** is a way of conducting business to ensure that the under-served individuals and groups throughout the United States and its territories are made aware of, understand, and have a working knowledge of USDA programs and services. Outreach will ensure that these programs and services are equitable and made accessible to all.

**Outreach** recognizes the participation of under-served customers as a part of the way we do business. However, in helping under-served communities and groups, we find that traditional programs are sometimes difficult for them to participate in due to economic, cultural, social, and other barriers. Therefore, we have designed projects and partnerships to help the agency enhance and encourage participation in USDA programs by under-served communities and groups. A few of the program deliver efforts in FY2001:

- **Field Office** – Many District Conservationists have established outreach programs and concepts at the field office level that have increased participation of minority and under-served groups through Environmental Quality Incentives Program (EQIP) priority areas, District Cost-Share Programs, and special emphasis Forestry Incentive Programs (FIP) funds.

- **Southern Beef Growers Small Farm Diversity Project** – This is a small farm project that is sponsored by the Ala-Tom RC&D Council. The purpose of this project is to show how a small farm can be diversified and provide supplemental income for rural families..
- **Small Farm Pasture Improvement Project** – This project is being sponsored and administered by the Mid-South RC&D Council. The purpose of the project is to demonstrate at the small farm level the use and management of native grasses to improve small farm grazing programs.
- **Forestry Awareness and Technical Assistance Project** – This project, sponsored by the Mid-South RC&D Council, provides outreach technical assistance to minority landowners in targeted counties. A well-trained professional minority forester has been available for three years to provide assistance as a private forester or consultant. The goal of this effort is to provide equal and fair treatment for all forest landowners within the industry.

*Andrew Williams  
Outreach Coordinator, Auburn, AL*

## **MEMBERSHIP**

Our Chapter is reaching out for you and you to become a member of The Organization. Membership is open to all.

For a membership application contact:

Sarah M. Walker  
Chairperson, Membership Committee  
USDA-NRCS, 3381 Skyway Drive  
Auburn, AL 36830  
Phone: 334-887-4580

## **SCHOLARSHIP PROGRAM**

The Les Hilliard Scholarship Program is designed to provide a one-time monetary payment to a student pursuing a degree in agriculture, natural resource science, or a related science.

There were no applicants for the FY 2001 Scholarship Award. Funds will be used in FY 2002 to help promote awareness to the underserved communities.

Anyone wishing to make a donation should contact:  
Shirley Hall-Cole, Chairperson  
Les Hilliard Scholarship Program  
USDA-NRCS, 3381 Skyway Drive  
Auburn, AL 36830  
Phone: 334-887-4546

## **NEWSLETTER TEAM**

Deloris Jones  
Chris Ford  
Lawrence McGhee