

# Inside your OASWCDE

MAY 2017

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Catastrophic Sick Leave Program

Directors by Area

Events and Education

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Scholarships and Awards

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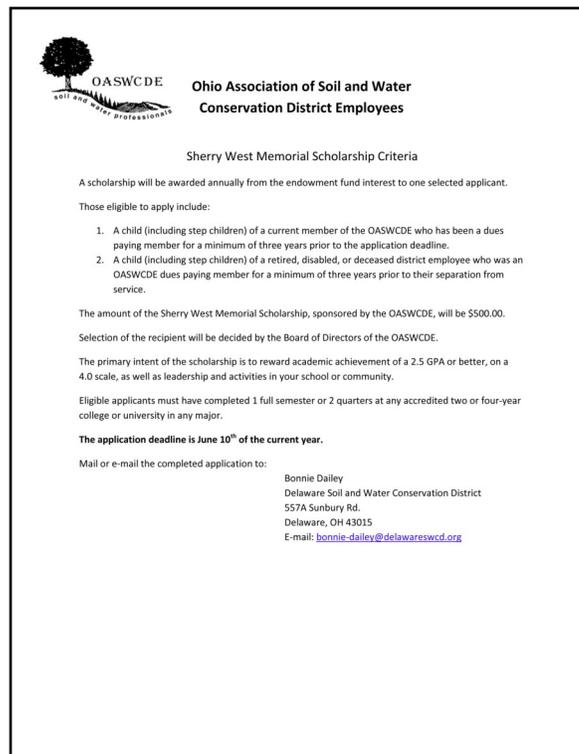
7 Habits 3

## Scholarships Available

The employees association is excited to be able to offer two different scholarships to its members. We hope you will consider applying for these funding opportunities. Please visit the OASWCDE website for all the details about eligibility. The deadline to apply is June 10th.

**The SWCD Staff Continuing Education Scholarship** is available for dues paying OASWCDE members of three years or more. This scholarship is for up to \$300 and is intended to assist with professional development including tuition, registration, books etc...

**The Sherry West Scholarship** offers up to \$500 to children of OASWCDE members of three years or more. Eligible applicants must be enrolled in college and have completed at least one semester of coursework. We have had recent questions about eligibility of high school students who are taking college courses. While the association recognizes the cost that high school students pay for books and other fees, we want to prioritize the scholarship for tuition paying students who are out of high school and attending college. If you have further questions on this matter please contact the Directors.



**OASWCDE**  
Ohio Association of Soil and Water Conservation District Employees

Sherry West Memorial Scholarship Criteria

A scholarship will be awarded annually from the endowment fund interest to one selected applicant.

Those eligible to apply include:

1. A child (including step children) of a current member of the OASWCDE who has been a dues paying member for a minimum of three years prior to the application deadline.
2. A child (including step children) of a retired, disabled, or deceased district employee who was an OASWCDE dues paying member for a minimum of three years prior to their separation from service.

The amount of the Sherry West Memorial Scholarship, sponsored by the OASWCDE, will be \$500.00.

Selection of the recipient will be decided by the Board of Directors of the OASWCDE.

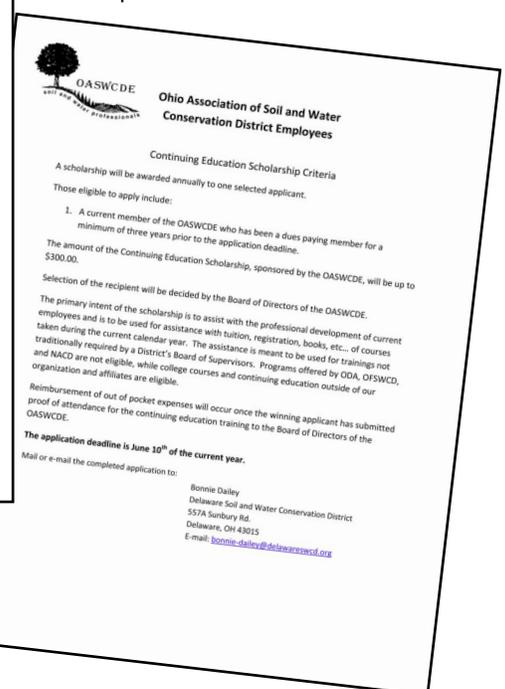
The primary intent of the scholarship is to reward academic achievement of a 2.5 GPA or better, on a 4.0 scale, as well as leadership and activities in your school or community.

Eligible applicants must have completed 1 full semester or 2 quarters at any accredited two or four-year college or university in any major.

**The application deadline is June 10<sup>th</sup> of the current year.**

Mail or e-mail the completed application to:

Bonnie Dailey  
Delaware Soil and Water Conservation District  
557A Sunbury Rd.  
Delaware, OH 43015  
E-mail: [bonnie-dailey@delawareswcd.org](mailto:bonnie-dailey@delawareswcd.org)



**OASWCDE**  
Ohio Association of Soil and Water Conservation District Employees

Continuing Education Scholarship Criteria

A scholarship will be awarded annually to one selected applicant.

Those eligible to apply include:

1. A current member of the OASWCDE who has been a dues paying member for a minimum of three years prior to the application deadline.

The amount of the Continuing Education Scholarship, sponsored by the OASWCDE, will be up to \$300.00.

Selection of the recipient will be decided by the Board of Directors of the OASWCDE.

The primary intent of the scholarship is to assist with the professional development of current employees and is to be used for assistance with tuition, registration, books, etc... of courses traditionally required by a District's Board of Supervisors. The assistance is meant to be used for trainings not and NACD are not eligible, while college courses and continuing education outside of our organization and affiliates are eligible.

Reimbursement of out of pocket expenses will occur once the winning applicant has submitted proof of attendance for the continuing education training to the Board of Directors of the OASWCDE.

**The application deadline is June 10<sup>th</sup> of the current year.**

Mail or e-mail the completed application to:

Bonnie Dailey  
Delaware Soil and Water Conservation District  
557A Sunbury Rd.  
Delaware, OH 43015  
E-mail: [bonnie-dailey@delawareswcd.org](mailto:bonnie-dailey@delawareswcd.org)

To see previous scholarship winners and for current applications visit [OASWCDE.org](http://OASWCDE.org)

# Education Resources

OASWCDE Director Amy Roskilly is continuing to make fantastic education resources available to the entire State. She will gladly send you files so that you can customize them for your District if you contact her at [aroskilly@cuyahogawcd.org](mailto:aroskilly@cuyahogawcd.org). Flyers available include:

- Crimes Against the Creek (right)
- Pet Waste, and
- Household Hazardous Waste

## Lake Erie: DON'T WASTE IT!

### Crimes Against the Creek

Dumping anything other than water down the storm drain or in the creek isn't just a bad idea - *it's illegal.*

In areas with separate sewers, storm drains and storm sewers flow directly to local creeks and Lake Erie. In older areas with combined sewers, storm sewers often flow directly to wastewater treatment plants, where pollutants can upset the water treatment process.

Many common household and automotive wastes are highly toxic in the aquatic ecosystem, killing fish and amphibians while drastically altering water chemistry.

*Just one quart of motor oil will pollute 2 million gallons of freshwater.*

An April 2012 fish kill that affected 3 miles of the East Branch of the Rocky River in Cuyahoga County, killing over 31,000 fish, was caused by the illegal dumping of a metal plating chemical down a storm drain that flows to the river.

Substances commonly dumped illegally in storm drains and creeks include paint, automotive fluids, concrete washout, lawn chemicals and cooking oils. If you witness illegal dumping, please report it!



**Report Illegal Dumping to Your Community's Service Department or City Hall**



For more information on how to reduce stormwater pollution, contact us at 216/524-6580 or visit our website at [www.cuyahogawcd.org](http://www.cuyahogawcd.org)

# Summer Supervisors School— Save the Date

Summer Supervisor School  
July 16 to 18, 2017

Visit [OFSWCD.org](http://OFSWCD.org) to register

# The 7 Habits of Highly Effective People

Throughout our newsletters we have been looking at Stephen Covey and his acclaimed book [The 7 Habits of Highly Effective People](#). His writing and techniques are recommended and utilized around the world. We can learn from the 7 habits how to improve our effectiveness in the workplace and throughout our lives. In our previous newsletters we looked at Habits 1 through 4, now let's take a look at Habit 5: Seek First to Understand, Then to be Understood

From Stephen R. Covey's website ([stephencovey.com](http://stephencovey.com)) we read:

Communication is the most important skill in life. You spend years learning how to read and write, and years learning how to speak. But what about listening? What training have you had that enables you to listen so you really, deeply understand another human being? Probably none, right?

If you're like most people, you probably seek first to be understood; you want to get your point across. And in doing so, you may ignore the other person completely, pretend that you're listening, selectively hear only certain parts of the conversation, or attentively focus on only the

words being said, but miss the meaning entirely. So why does this happen? Because most people listen with the intent to reply, not to understand. You listen to yourself as you prepare in your mind what you are going to say, the questions you are going to ask, etc. You filter everything you hear through your life experiences, your frame of reference. You check what you hear against your autobiography and see how it measures up. And consequently, you decide prematurely what the other person means before he/she finishes communicating. Do any of the following sound familiar?

"Oh, I know just how you feel. I felt the same way." "I had that same thing happen to me." "Let me tell you what I did in a similar situation."

Because you so often listen autobiographically, you tend to respond in one of four ways:

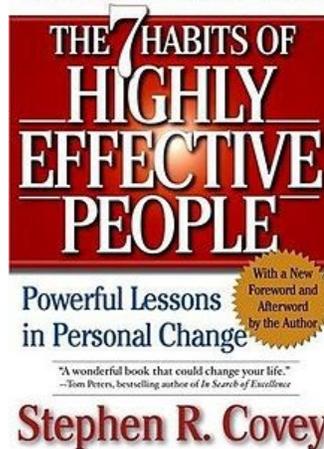
**Evaluating:** You judge and then agree or disagree.

**Probing:** You ask questions from your own frame of reference.

**Advising:** You give counsel, advice, and solutions to problems.

**Interpreting:** You analyze others' motives and behaviors based on your own experiences.

OVER 15 MILLION SOLD



You might be saying, "Hey, now wait a minute. I'm just trying to relate to the person by drawing on my own experiences. Is that so bad?" In some situations, autobiographical responses may be appropriate, such as when another person specifically asks for help from your point of view or when there is already a very high level of trust in the relationship.

**Habit 1:** Be Proactive

**Habit 2:** Begin with the End in Mind

**Habit 3:** Put First Things First

**Habit 4:** Think Win-Win

**Habit 5:** Seek First to Understand, Then to be Understood

**Habit 6:** Synergize

**Habit 7:** Sharpen the Saw



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