



# Inside your OASWCDE

DECEMBER 2015

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## In Memory of Tia J. Rice

From November 23, 2003 until October 18, 2015, the conservation family was different. Drastically different! As the District Program Administrator of Seneca Conservation District, Tia J. Rice was known for being DIFFERENT.

Devoted  
 Ingenious  
 Ferocious  
 Frank  
 Energetically-  
 Rowdy  
 Enterprising  
 Natural  
 Tia

Tia's passion and leadership in natural resource conservation, agriculture, and people was evident in her personal and professional life. Whether taking her son to a pheasant hunt, making her daughter help at a work event, or encouraging her employees to take care of their own family and farms, she led with a "family first" attitude, while working hard at making conservation happen wherever she was. Tia served on many task forces and committees at county, state, and national levels, guiding the future of locally led, professionally staffed, and adequately funded soil and water conservation districts. She was

involved in many local organizations with her "conservation" hat, but always gave generously of her time to further what she knew was right and needed to be done, because she cared about the people in each group.

If you learned anything from the life of Tia, be different with it! If you want to memorialize Tia's impact in your life or at your District we are collecting memorial funds at Seneca Conservation District to distribute a scholarship in her honor to students attending her alma mater, THE Ohio State University.

- Written by Beth Diesch



# Transfer to the Ohio Department of Agriculture

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John Schlichter, Deputy Director of the Ohio Department of Agriculture, joined the Employees Association on our October conference call. His update was very encouraging as ODA is excited about the transfer of Districts to their department.

ODA is continuing to learn more about Districts and their work. They plan to keep existing programs the way they are unless new or better ideas come along, in which case ODA

will reach out to the Federation and staff. Districts will still serve as the local connection for pollution abatement, working with producers in a voluntary rather than enforcement role. There will no longer be chief's orders and enforcement will be handled through ODA's current staff.

The new chief of Soil and Water will be under John's leadership and should be announced around January 1<sup>st</sup>

2016.

The OFSWCD staff have already moved to the ODA building and the Division staff were scheduled to move late this calendar year. There are a couple of vacancies at the Division which may be filled if the budget can support it.

On behalf of the Employees Association, thank you John and all of ODA for your support during this transfer!



## Professional Development— Invest in Yourself

I recently attended a Women in Leadership seminar with our female board Chairman. We were both delighted by the content and the instructor's skilled and practiced delivery. It was not a day about empowering women, or overcoming common obstacles that females face in the workplace. Instead, it was like a day with a life coach (and one I would like to take home with me!). The seminar focused on work-life balance, on handling your emotions, and on organization as a valuable skill. It was a great opportunity to evaluate some of my habits and to see real opportunity for improvements. But most of all it was a wonderful and needed reminder that I owe it to myself to invest in myself and my own professional and personal development.

One of my favorite parts of the training was that the instructor asked us to keep a list of action items that we could take back to work with us.

These items were selected by me throughout the day based on the things I heard that I knew I most needed to apply to my own life and career. She also challenged us to create an appointment in our calendars to revisit the action item list to ensure that we would make progress on them. This is a strategy that I will apply to future trainings and meetings that I attend.

I was also thrilled to see that our Chairman was just as engaged in the training as I was. She runs her own organic farm and her office is her truck. The training was not about fitting into a box of office work efficiency. It was about doing things that work for you and that matter to you. It was about taking the time to take care of yourself by exercising or meditating and spending time with your family. The instructor also offered an incredible variety of methods to invest in your peers at work, from communication skills, to

building credibility and encouraging creativity. Everyone in that seminar room could relate and see the value of the lessons she offered. The instructor emphasized that to be a good and valuable leader you have to invest in yourself first, then you can invest in those around you. I think we all want to be better at what we do, but sometimes we do not know where to begin.

The day helped me realize that the starting point is investing in myself. Professional development is not just about being better at your job. It's about being a well rounded person who is willing to grow in areas that are challenging rather than avoiding them. If you have a skill that you want to build— be it technical, administrative, or interpersonal, take the time to attend a training, buy a book, or listen to a podcast, you are worth it.

- Written by Caitlin Botschner

# Hobby Highlight— Butterfly Summer

Most everyone recognizes Monarch butterflies. They have always been a part of our summers here in Northeast Ohio. When the NACD released their stewardship theme for 2015, the staff of Trumbull SWCD and I, decided to make that our overall theme for our projects and displays for the year.

Our pollinator display at the county fair was spectacular, highlighting giant bees, butterflies, huge handmade paper flowers and a monstrous beehive. The centerpiece of the display was a colorful and eye-catching display of Monarchs. After doing all the research for that display, I developed a desire to contribute to the projects going on across the U.S. to help the Monarch population. With my husband, Tom, being somewhat homebound, I also thought it would be an interesting project that he could be a part of as well.

We started our Monarch nursery with a rather small milkweed plant on which we counted approximately 15-17 little eggs. They are quite tiny and

difficult to spot. During the 2<sup>nd</sup> week in August we began to see holes appearing in the milkweed leaves and sure enough, those little caterpillars were devouring the plant. I had a good supply of milkweed on hand to replace the ones that quickly disappeared as the caterpillars grew. The rate of growth was astonishing and within 2 weeks, they began the next stage of their metamorphosis, shedding their last skin and becoming a beautiful, jewel green chrysalis. Each day, the monarch pavilion was taken back outside onto our front porch where we watched attentively for signs of life and movement. Finally, during the Labor Day weekend, all but two emerged from their green and gold chrysalis and stretched their wings. It was amazing to watch. At first the wings are smaller than the body and all crinkled up. I think I held my breath with every one of them, just hoping that each one would develop all the way. Since we did not have a large crop of nectar producing flowers in our yard, we released all but 3 of the butterflies

into the gardens at the Master Gardener, Trumbull County Ag Center Gardens, where our office is located. I brought the last 2 chrysalises to the Soil & Water office, hoping that I could share this miraculous metamorphosis with the staff as they had been subjected to my photographs and daily updates about my babies.

Sure enough, on that Tuesday, everyone watched as the last 2 came into the world. Sadly, the very last one's wings had a defect and did not open all the way. We still released her, along with the other one (the only male) amongst the fragrance and colors of the butterfly garden.

I realize it wasn't hundreds or thousands of butterflies, but hopefully some of my girls laid eggs or started with the migration south. My husband and I are planning on trying to raise more next summer. Not to be cliché, but I think he caught "the bug."

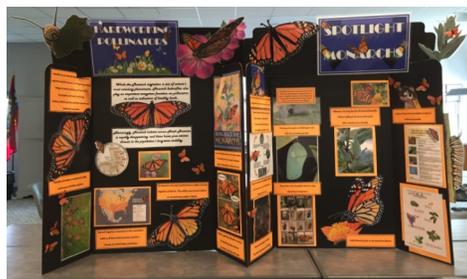
- Written by Kathy Telego



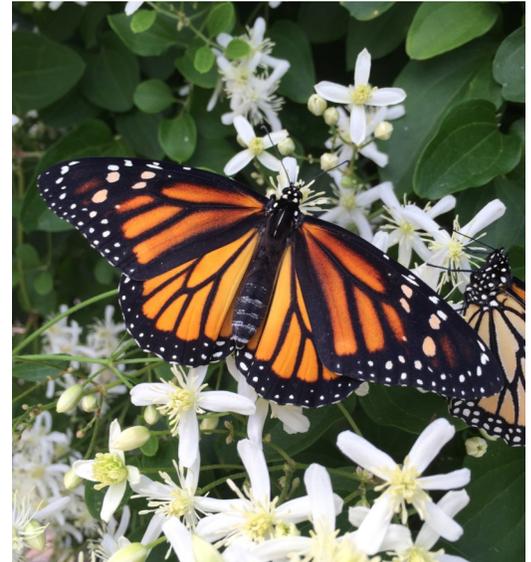
Emerging Butterfly



Adult Caterpillar



District Display



Monarch Butterflies

# Welcome New Area Director Kathy Baugh

The Board of Directors recently added a new member to our team. Kathy Baugh is a new member of the Staff at Belmont SWCD. She joined in February 2015 as the new Administrative Assistant. Prior to working for the SWCD Kathy was employed by a local college for 22 years. Her education is in Office Management and Human Resources. She is a Cancer survivor who wanted to refocus her career on working in a field that complimented her personal life.

Kathy's main focus at Belmont SWCD is managing the policy manual, publishing the quarterly newsletter, creating a records retention schedule, designing a new website, drafting a new strategic plan and creating a comprehensive calendar of PSA's for the district. Kathy is an avid outdoorsy girl who enjoys hunting, fishing, kayaking etc. Kathy has 2 children, Lindsay (22) and Camden (10) and several fur babies.



Kathy Baugh

## Open Director's Seat (Area III)

The Employees Association is looking for a staff member from Area III to fill an upcoming opening on the Board of Directors. If you are interested in serving as a Director please contact Kim Vance of Carroll SWCD. To find out more about serving as a director or what the association does you can visit the OASWCDE website or contact one of our current directors.

All staff are welcome to attend our Directors' meetings (see upcoming dates on page 6) to learn more about our mission and efforts. It is a pleasure to work together to benefit our organization and this group is a prime example of "make it what you want it to be." The election to fill the opening will be held at the annual partnership meeting in February.

*"All staff are welcome to attend our Directors' meetings to learn more about our mission and efforts."*

## Ohio Conservation Partnership Conference

The Employees Association is planning a social event at the Ohio Conservation Partnership Conference in February. We will have details for you in our next newsletter, but the social is likely to be held in the hotel for convenience and accessibility and it is sure to be a good time!

The Employees Association along

with the OFSWCD highly recommend and invite you to attend the conference in 2016 for networking opportunities, continuing education, and a wonderful chance to be in a room full of passionate conservationists.



2015 Ohio Conservation Partnership Conference

# Thank You to ODNR

The transfer of our division from the Ohio Department of Natural Resources to the Ohio Department of Agriculture brings about great change for our District Professionals, SWCD Board Supervisors, and our Partners. With this change also comes great opportunity to blaze a trail in our new home. Without nurturing and support from ODNR-DSWR in the past, we could not face our future head on with excitement and anticipation. For these reasons and so many more, the OASWCDE

Association thanks you. In many ways, we are like young adults leaving home for the first time to explore the world. Thankfully, we have a solid foundation for which to build future success. In the words of Dr. Seuss: "You Have Brains in Your Head, You Have Feet in Your Shoes, You Can Steer Yourself Any Direction You Choose!" Thank you Ohio Department of Natural Resources for your guidance and support over the years!

- Written by Nikki Hawk



## Directors and Committee List

### Directors by Area:

#### Area I

Julie Lause– Wood SWCD

Mike Libben– Ottawa SWCD

#### Area II

Amy Roskilly– Cuyahoga SWCD

Kathy Telego– Trumbull SWCD

#### Area III

Kim Vance– Carroll SWCD

Kathy Baugh– Belmont SWCD

#### Area IV

Caitlin Botschner– Warren SWCD

Nikki Hawk– Mercer SWCD

#### Area V

Bonnie Dailey– Delaware SWCD

Linda Petit– Franklin SWCD

### Committees:

**State Technical Committee**– Nikki

**Catastrophic Sick Leave**– Mike, Bonnie, Caitlin

**OSWCC**– Mike

**Membership**– Amy, Caitlin, Bonnie

**Education**– Amy, Linda, Kathy T.

**Newsletter**– Caitlin, Julie

**OFSWCD Directors**– Mike, Nikki



# Upcoming Events— Mark your Calendar

## Employees Association Directors' Meetings

December 14th, 2015 10:30 a.m.  
(Conference call)  
January 11th, 2016 10:30 a.m.  
(Location TBA)

## National Association of Conservation Districts Annual Meeting

January 30– February 3, 2016  
Grand Sierra Resort, Reno, Nevada

## Ohio Conservation Partnership Conference

February 21-23, 2016  
Columbus Renaissance Hotel

## Area Winter Meetings

Area I– Tuesday Dec. 15th  
Area II– Monday Dec. 7th.  
Area III– Thursday Dec. 17th  
Area IV– Thursday Dec. 10th  
Area V– Wednesday Dec. 9th



## Ohio Association of Soil and Water Conservation District Employees

Contact:  
Bonnie Dailey  
Delaware SWCD  
557 Sunbury Rd., Suite A  
Delaware, OH 43015  
Phone: (740) 368-1921  
E-mail: [bonnie-dailey@delawareswcd.org](mailto:bonnie-dailey@delawareswcd.org)

The Mission of the OASWCDE is to strengthen local soil and water conservation district programs by:

- Promoting the professional development of employees.
- Enhancing cooperation between Districts through improved communication and information sharing.
- Establishing a platform for which to communicate with affiliated state and national associations.
- Offering the talent and expertise of all District employees throughout the state as a resource to assist, support and develop District programs.
- Fostering a sense of belonging for employees that extends beyond individual Districts and binds dedicated people to the cause of conservation.

**If you are not already a member– join today!**

**Individual & district sponsored membership forms are available on the website.**

[www.oaswcde.org](http://www.oaswcde.org)