



OASWCDE news & updates

September | 2021

Upcoming Events

September 9, 9 am

- Farm Science Review Clean Up

September 16, 10 am - 12:30 pm

- [Farmland Preservation Technical Committee Meeting](#)

September 18, 9 am-noon

- [Clean Sweep of the Great Miami River](#)

September 21-23

- [Farm Science Review](#)

October 17-23

- [Ohio Stormwater Awareness Week](#)

February 27 - March 1, 2022

- OFSWCD Winter Partnership Meeting

If you would like to have your event added to the next newsletter please send details to [Sara Fehring](#) by November 19th.

Summer Supervisor's School Thank you

By: Sara Fehring



From the staff, supervisors, and attendees of the 2021 Summer Supervisor's School, I would like to extend a thank you to all those that made the event possible. I would specifically like to thank the staff from Holmes, Carroll, and Monroe Soil and Water Conservation Districts, Janelle Mead and Nikki Hawk from OFSWCD, and the OFSWCD Officer Team. I am already planning my next trip to Holmes County to

stock up on fresh-baked bread, cookies, and fry pies.

The OASWCDE has chosen two recipients for this year's Sherry West Memorial Scholarship. Congratulations to Sadie Devore, daughter of Muskingum's Melissa Devore, and Heather Saylor, daughter of Huron's Lori Liles!



Sadie Devore

Sadie is majoring in Agriculture Education at Wilmington College. She is a member of both the Wilmington College Aggies Club and Agronomy Club. Sadie currently works at a local pizza shop where she enjoys being involved in the community and plans to use the scholarship to pay for tuition and class materials.



Heather Saylor

Heather is currently enrolled at Bowling Green State University where she is working on an Associate of Technical Study degree with plans to double major in quality systems and business management. Heather works and goes to school full-time and has been an active volunteer with Huron Soil and Water. Heather hopes to use her business degree and versatile background to help her improve operations for every business she works for now and in the future.

Looking for some additional education or training yourself? Remember that the OASWCDE still has training scholarships available for eligible, dues-paying members on a rolling basis. If you have a training opportunity you'd like to participate in, visit our [website](#) for more information on how to apply.

Ohio Stormwater Awareness Week

By: Kori Gasaway

Communities across Ohio are urging residents to “Be the Change for Clean Water” and take action during Stormwater Awareness Week, October 17-23, 2021. Stormwater Awareness Week is a regional effort that encourages communities and the groups that care about them to raise awareness of how rainwater moves through infrastructure and our environment.

Stormwater can push common household items – such as trash, lawn fertilizer, or paint- into local waterways, threatening our environment and clean drinking water. During Stormwater Awareness Week, Soil and Water Conservation Districts throughout Ohio are urging residents to take one or more of the following actions:

- Pick up trash in your neighborhood or a local park. It can be a family game to see who can fill up a bag first.
- Check the weather report before applying fertilizer to your lawn or any oil or chemicals to driveways and sidewalks. This will protect the environment and your pocketbook.
- Make sure lawns have 3-4 inches of topsoil under the grass. This will reduce runoff, as well as make lawns easier to maintain.
- Plant native plants that have deep roots, which will help break up clay soil and increase the amount of water remaining on a property while benefiting birds, butterflies, and bees.
- Plant a tree in your yard or install a rain garden. Trees can soak up 900 gallons of rain a year and a well-designed rain garden almost entirely reduce stormwater from a property.

Pollution left on roadways, sidewalks, driveways, and parking lots drains directly to our streams and rivers. Simple actions can improve water quality and reduce stormwater runoff. Stormwater can also erode away streams, which can cause flooding. Each year, Conservation Districts investigate multiple sources of pollution and assist hundreds of homeowners concerned with stream erosion and flooding, all caused by stormwater runoff.

There is so much we can do for Clean Water in Ohio. Please take a moment at home and at work during the week of **October 17th – 23rd**, to make your family and co-workers aware of what they can do to make Ohio a great place to live, work and play.



5 Languages of Appreciation in Workplace

By: Rebecca Longsmith

Can you remember the last time you expressed your appreciation to your coworkers, employees, or board members? Recent studies show that feeling appreciated at work is a major component in employee satisfaction and productivity. According to OC Tanner research, 79 percent of employees that quit their jobs cite lack of appreciation as a major reason for leaving, and 82



percent of employees said they don't feel as though their supervisor recognizes them for what they do.

As many of us across the state tackle filling new positions while balancing funding priorities, there is no better time to think about non-monetary ways to boost employee satisfaction and retention. While data suggests most employers believe money to be a major factor in why employees leave, careerbuilder.com cites that only 12 percent leave because they want more money.

You may have heard the theory of Gary Chapman's "5 Love Languages" that are commonly referenced in regards to romantic, friendly, or family relationships, but Chapman has also contributed to a book about the "5 Appreciation Languages" as they relate to relationships in professional settings. The idea is that different people feel, or best receive, appreciation expressed in different ways. Below is a summary of each, as well as ways to get you thinking about how to implement them in your office.

Appreciation Language #1: Words of Affirmation

Words of affirmation, both written and oral, is the most intuitive appreciation language. Keep in mind that the way praise is given is important too. One of your board members may value praise in front of others, while another might prefer a subtler private recognition. Explicitly thanking others for contributions when presenting projects, "Employee of the Month," comments during performance reviews, and just reminding yourself to say thank you are good places to start. More specific praise is usually better than a vague statement, which often feels ingenuine.

Appreciation Language #2: Quality Time

Quality time can take many different forms. Soliciting feedback on procedures a person is knowledgeable about can not only make them feel appreciated but can also improve workflow and efficiency. Having an employee work on a team can help them feel valuable to their coworkers. Quality time can also mean general social involvement with others at the office, both at and away from work. Constructive staff meetings, office team sporting events, one-on-one collaboration, and individualized training are all ways to implement appreciation through quality time.

Appreciation Language #3: Acts of Service

Not to be confused with doing their job for them, properly timed acts of service are a great way to show appreciation. Pitching in with a project or helping someone catch up after a leave of absence builds goodwill and can be in the best interest of your district as a whole. Examples include volunteering to stay late in someone's stead, dropping off paperwork while out running your own errands, walking a coworker through a technological task, or taking the reins on more menial tasks to free up others to work on an urgent assignment. Remember to offer yourself in a way that doesn't communicate you think the recipient is inept or a burden. Even the most efficient employee can use a hand sometimes.

Appreciation Language #4: Tangible Gifts

While I don't want The Ohio Ethics Commission after me, there are still ways that tangible gifts fit into appreciation in the workplace. As with most gifts, it's the thought that counts. Those that value tangible gifts enjoy having a physical representation of appreciation. This can mean something as simple as a certificate of recognition. Other examples include circulating birthday cards for signing throughout the office, picking up a coffee for a coworker while you're out to lunch, and even providing time-saving or preferred office equipment (I know some of you

have a preferred pen brand!). More personal gifts between coworkers and from management are also appreciated, such as around big life events or holidays. Tailoring gifts to specific hobbies or interests is a sure-fire way of letting someone know they are valued and seen.

Appreciation Language #5: Appropriate Physical Touch

Physical touch is by far the most difficult appreciation language to implement successfully in the workplace. As with all appreciation languages, the goal is to tailor the approach to how it will best be received. When in doubt, leave it out! Fist bumps, handshakes, and high-fives are all totally appropriate ways to show appreciation in the workplace with willing recipients. This can be an easy way to thank groups such as teen volunteers after something like a pollinator garden installation.

How do I determine which Appreciation Language will be most effective?

Learning how to show appreciation in the workplace can take time and observation, but it never hurts to ask. Most people gravitate towards one or two languages over the others but are not confined to feeling appreciated in just one way. Chapman and co-author, Paul White, cover all 5 languages in-depth in their book, *The 5 Languages of Appreciation in the Workplace: Empowering Organization by Encouraging People*. Last but not least, just because there isn't anyone "above" managers or board members in a professional hierarchy doesn't mean someone stops needing to feel valued. Let your bosses and superiors know when you appreciate them as well!

Caring For Our Watersheds

By: Gwen Roth



Have you always wanted to engage more with high school students? Do you love conservation education? Are you excited about local watershed issues? If you answered yes to any of these questions, then you should get your local high school students involved in the Caring For Our Watersheds (CFW) contest.

CFW is an environmental contest for high school students throughout the state of Ohio. CFW asks students to submit a proposal that answers the question: **"What can you do to improve your watershed?"** Students can work independently, or as a team of no more than four to research their local watershed, identify an environmental concern, and come up with a realistic solution. Students are then asked to write a 1,000-word proposal about how they could fix their environmental concern. Proposals are due Jan 14, 2022, and will be reviewed by several rounds of judges. The top 10 teams are then given up to \$1,000 and local mentorship to implement THEIR idea!

After implementation, the top 10 teams attend the final competition where they present their idea and implemented project and win prize money (\$300 - \$1,000). The school or club also receives matching money. What a wonderful opportunity, the students win money, the school receives money and actual student projects are

implemented in your local community!!

While we are celebrating the 10-year anniversary of Caring For Our Watersheds in Ohio, it has truly been a statewide contest for only the last two years. Let's make this our best year yet for CFW in Ohio. Help spread the word about this amazing contest. Contact Gwen Roth for more information. We can provide printed or electronic materials, in-person or virtual presentations about the contest specifics and so much more!

For more information, email [Gwen](#) or visit the [Caring For Our Watersheds Website](#).



Ohio Landowner/Hunter Access Partnership

By: Matthew Browne

The Ohio Landowner/Hunter Access Partnership (OLHAP) Program is a new way for Ohio hunters to get access to private properties. This program is funded in part by the federal Farm Bill under their Voluntary Public Access and Habitat Incentive Program (VPA-HIP). This bill provides funding to state and tribal agencies through a competitive grant process to implement programs encouraging hunting access on private properties. As part of the 2018 Farm Bill, Ohio was awarded \$1,831,500 to implement the new OLHAP program. The OLHAP program uses part of those funds to pay landowners for hunters to access their property. Participating landowners receive annual payment rates ranging from \$2.00 to \$30.00 per acre depending on the characteristics of the property enrolled. Enrollment contracts are for 2-3 years, with the possibility of extension.



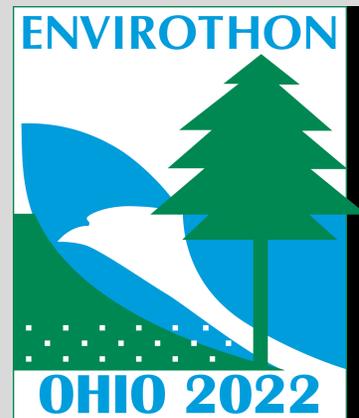
Excerpt from: <https://ohiodnr.gov/wps/portal/gov/odnr/buy-and-apply/hunting-fishing-boating/hunting-resources/ohio-landowner-hunter-access>

- **September 28th @ 1:00 p.m. - "Permits & Permissions" Webinar** focused on permits and requirements from ODNR when it comes to specimen collection and use as well as addressing copyright concerns for outreach materials.
- **November 17th in-person @ Reynoldsburg @ 9:00 am. "Financial Reporting Updates"**. Includes updates from the Ohio Auditor of State, Beehive Annual Plan of Work demonstration, and PERS addressing comp time and potentially another topic or two along the same lines.

2022 NCF National Envirothon

By: Janelle Mead

The Ohio Federation of Soil and Water Conservation Districts (OFSWCD) and the Ohio Envirothon Committee are pleased to be hosting the 2022 National Conservation (NCF) Envirothon. The NCF Envirothon will be held from July 24 to July 30 at Miami University in Oxford, Ohio. The contest will bring in high school students from across the United States, Canada, and China to Area IV to compete. The theme for the 2022 contest is "Waste to Resources". This year and next year the Ohio Envirothon Committee will be requesting donations, volunteers, supplies, and anything else you have to offer. Please save the dates, July 24 – 30, 2022, and keep an eye on your inbox for additional information.



Welcome, New Hire!

By: Sara Fehring

Huron SWCD



Veronica Hardy
H2Ohio Technician
veronica.easler@gmail.com

As new staff members are added to your team please send an email and photo to [Sara Fehring](#). The goal is to highlight new staff members quarterly.

2020 Board of Directors

Area 1

- [Matthew Browne](#) - Lucas SWCD
- [Beth Diesch](#) - Seneca CD

Area 2

- [Amy Roskilly](#) - Cuyahoga SWCD
- [Chad Stang](#) - Huron SWCD

Area 3

- [Katie Kovaly](#) - Monroe SWCD
- [Hannah Carpenter](#) - Belmont SWCD

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- [Kelly Crout](#) - Butler SWCD
- [Sara Fehring](#) - Hamilton County SWCD

Area 5

- [Bonnie Dailey](#) - Delaware SWCD
- [Rebecca Longsmith](#) - Delaware SWCD



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