

**NATIONAL ORGANIZATION
OF
PROFESSIONAL HISPANIC
NATURAL RESOURCES
CONSERVATION SERVICE
EMPLOYEES
(NOPHNRCSE)**



**“NOPHNRCSE...Preparing Leaders and Uniting
with Partners to Conserve our Natural Resources”**

**2005 NOPHNRCSE Annual Training Conference
June 27th-June 30th, 2005
Lafayette, Louisiana**

2004-2005 National Council Members

Bertha T. Venegas, President

Carlos Suarez, Executive Vice President

Carmen Diaz, Vice President

Fernando Garza, Secretary

Zaragoza Rodriguez III, Treasurer *

Renae P. Ford, Midwest Regional Representative

Michael Castillo, South Central Regional Representative *

Carlos Morganti, Caribbean Area Regional Representative

Arturo Carvajal, West Regional Representative

Herman Garcia, Northern Plains Regional Representative

Edwin Muniz, East Regional Representative

Roel Herrera, Southeast Regional Representative

*** Indicates re-elected to current position.**

Incoming 2005-2006 National Council Members

Kris Graham-Chavez, Vice President

Jazelle Jusino, Southeast Regional Representative

Rachel Lopez, West Regional Representative

2005 Training Conference Planning Team

Mario A. Morales, Conference Planning Team Chair
Donna J. Remides, Conference Planning Team Co-Chair

Edwin Almodovar	Astrid Martinez
Marina Barajas	Oscar Marroquin
Tony Carrizalez	Paul McQuade
Arturo Carvajal	Wanda Mercado
Mike Castillo	Billy Moore
Russell Castro	Floyd Nauls
Stacey Crevello	Juan Pena
Gregorio Cruz	Ruben Perez
Adolfo Diaz	Gilbert Resendez
Renae P. Ford	Tony Resendez
Louis Gamboa	Ricardo Rodriguez
Eddie Garcia	Javier Ruiz
Tony Garcia	Stella Santos
Flavio Garza	Ray Sisneros
Kris Graham-Chavez	Mike Squires
Amanda Hasemeier	Rick Tafoya
Juan C. Hernandez	Jose Valadez
Irma Hernandez	Lori Valadez
Arturo Ibarra	Omar Vela
Randolph Joseph	Kristina Wiley
Rick Luna	Faye Williams

I know of no pursuit in which more real and important services can be rendered to any country than by improving its agriculture, its breed of animals, and other branches of a husbandman's cares.

George Washington

Message from our President Mrs. Bertha T. Venegas

Welcome to the 12th Annual Training Conference of the National Organization of Professional Hispanic Natural Resources Conservation Service Employees (NOPHNRCSSE).

We are here today ["NOPHNRCSSE...Preparing Leaders and Uniting with Partners to Conserve Our Natural Resources."](#) An excellent training program has been prepared for us by our members. You can choose from technical, professional, and informational sessions. Our keynote speakers will motivate, invigorate and provide fundamentals for leadership development. The technical posters and presentations will highlight our emerging leaders and provide some insight as to what happens around the country in conservation. The conservation tours will take you to parts of the country you probably had never been to before and teach us about the natural resource concerns in the Lafayette, Louisiana area.



Do not pass up on the opportunity to learn about our partners like the Hispanic Serving Institutes, the 1890's Schools, the National Association of Resource Conservation and Development (RC&D) Councils, the National Association of Conservation Districts (NACD) and others.

I want to take this opportunity to thank Don Gohmert for hosting the conference and all the staff in Louisiana who assisted in the planning, especially Donna Remides. When you see these folks, please thank them for a job well done.

I want to thank the Chief and NRCS leadership for supporting this conference and assisting in providing some of the training. And, of course, a big thank you to Mario A. Morales and all the members involved in planning this event.

Take advantage of all the conference has to offer. And, of course, while you are in the heart of French Louisiana, enjoy a bit of the Cajun and Creole cultures in the area!

A handwritten signature in black ink that reads "Bertha T. Venegas".

Bertha T. Venegas
President
NOPHNRCSSE

Message from the Host State Conservationist Mr. Donald Gohmert

WELCOME TO LOUISIANA

On behalf of all NRCS employees and our partners across the state, I extend a warm southern welcome to you all. The theme of your conference, "*NOPHNRCSE...Preparing Leaders and Uniting with Partners to Conserve Our Natural Resources*," is especially appropriate as we approach the end of one farm bill and start preparing for another. Our many different programs have expanded our assistance to a diversified clientele. We know that there must be no others better equipped technically, managerially, or administratively to carry out the many conservation authorities than NRCS employees. While we appreciate and value our partners, technical service providers, and volunteers, it is our responsibility to be the best conservationists and public servants we can be to help producers apply conservation on their lands. There is no room for complacency and mediocrity. Ours is a noble job with a noble mission. Thus this conference is meant to train, inspire, and equip you with the skills and attitudes to serve with NRCS style and professionalism.



You will get to meet and hear agency leadership, but more importantly, you will participate and interact in refreshing, energized sessions important to your self-development and motivation. You will also have an opportunity to take some tours to see some of the culture, taste the cuisine, and get a feel for conservation Louisiana style. It will be working hard but having fun at the same time.

After hours, please take time to enjoy the sights and sounds of a typical Louisiana evening, and as the Cajun French say, "Laissez les bon temps rouler!" meaning "Let the good times roll!" (English) or "Que corran los buenos tiempos! (Spanish).

Welcome to Louisiana,

A handwritten signature in black ink that reads "Donald W. Gohmert". The signature is written in a cursive style.

Donald W. Gohmert
State Conservationist
Louisiana

Message from our Native American Brothers & Sisters.



Osiyo (Hello), from the American Indian/Alaska Native Employee Association to our friends and co-workers in the National Organization of Professional Hispanic Employees.

I extend my apologies for not being able to attend your session in person. In these busy times we sometimes forget to coordinate our schedules and even when we do coordinate, we may still have conflicts. I appreciate this opportunity to share a few words in writing at your conference.

It has been an exciting year for our association. Last September our elder advisory group and some of our members were invited to drum at a USDA event scheduled in conjunction with the opening of the National Museum of the American Indian in Washington DC. In November we returned to DC to drum again at a USDA event and then a special NRCS event to celebrate American Indian Heritage month. It was great to be a part of these national celebrations and it also helped give NRCS and our employee association a little exposure.

As we began to make preparations for our session in Montana this year, we were given another reminder how important our employee organizations can be. One of our elder advisors, Louie Dick of the Confederated Tribes of the Umatilla, asked if he could perform a traditional giveaway ceremony at our meeting. Of course we agreed - our advisors have done so much for us and it would be another example of how traditional values continue to shape our lives today. It has been a real learning experience just planning the ceremony into our meeting. I am sure those who participate will find it to be a valuable and moving experience too.

I know you all have a good meeting planned in Louisiana too and again I regret the scheduling conflict. We'll miss seeing you with us this year.

We send our best wishes to you for an enjoyable and productive meeting.

Dodadagohvi (We'll see you again later),

IVAN N. DOZIER
2005 President of AIANEA



12th Annual
Training Conference of the
National Organization of
Professional Hispanic
Natural Resources
Conservation Service
Employees

"NOPHNRCSE.... Preparing Leaders and Uniting with
Partners to Conserve Our Natural Resources."

Program and Registration Materials
June 27-30, 2005

Professional Development Training Sessions

12th Annual Training Conference

The National Organization of Professional Hispanic Natural Resources Conservation Service Employees is hosting the 12th Annual Training Conference at the Hilton Inn in Lafayette, Louisiana June 27-30, 2005. This year's theme is "[NOPHNRCSE.... Preparing Leaders and Uniting with Partners to Conserve Our Natural Resources.](#)"

The conference will offer a unique opportunity for learning, networking, and sharing of ideas. Participants will select the concurrent sessions they wish to attend consistent with their documented training developmental needs. To assist participants with making their selection, course descriptions are provided for each session.

Accepting Change

This session will present ideas and concepts to utilize in these ever changing times. Presentation will include suggestions for excelling in your current position and preparing for future leadership positions.

Alternative Dispute Resolution

This session will provide basic information on Alternative Dispute Resolution (ADR). This session offers an overview of the concept of mediation, conflict management and resolution services to all agency employees.

Center Pivot Systems

This session will offer an overview of the latest center pivot system technology, which is the system of choice for agricultural irrigation because of its low labor requirements, convenience, flexibility, performance and easy operation.

Civil Service Retirement System (CSRS)

This session covers an overview of the major provisions of the Civil Service Retirement System (CSRS) for employees who are covered by this retirement plan.

Communication Skills and Group Dynamics

This session offers an overview on how to recognize, understand and appreciate others' behavioral designs/patterns. As well as discover how to adapt your style for enhanced communication, understanding, and relationships. This is a **double session** and is scheduled from 1:15 to 3:00 PM.

Conservation Tillage

This session offers an overview of the basic concepts of conservation tillage. No till and Minimum Till cropping systems will be discussed.

Correspondence Procedures

This session will explain the structure and importance of proper correspondence processing and the necessity of proper filing procedures. A brief summary of the agency correspondence procedures manual will be provided. Several examples are provided of the various types of correspondence. Examples include: letters, memorandums, decision memorandums, and informational memorandums.

Deciphering Demographics

This session will provide an overview of how to utilize demographic information to substantiate and support reports, grant proposals, memorandums, and other decision leading documents.

Drip Irrigation

This session offers an overview of the latest drip irrigation technology, which is a system of choice for agricultural irrigation because of its low labor requirements, convenience, flexibility, performance and ease of operation.

Ecological Sites vs. Range Sites. Why do we need them?

The existing range site puts a large emphasis on describing the "assumed" historic climax plant community (HCPC) which existed at European settlement. The range site provides guidance towards understanding what causes departure from the (HCPC). The new ecological sites address the HCPC community plus other potential plant communities that may have evolved over time due to man's influence. Guidance on how to manage towards or from each of the new "steady state" communities is provided in an ecological site. Ecological sites are being developed to better address multiple resources and customer needs. This presentation will illustrate examples of what an ESD is and how it will better serve all our customers.

Effective Media Relations

This session offers an overview on how to:

- Develop positive, long-lasting relationships with reporters
- Conduct an effective news conference
- Create press releases that get results
- Measure the effectiveness of your program

Effective PowerPoint Presentations

This session will provide tips and information to improve your use of this software package. Instruction will include enhanced use of several tools and approaches, which are proven methods to help create eye catching, interesting and informative presentations. Knowledge of PowerPoint is required.

Effective Public Speaking

This session offers a basic overview on how to structure a talk, use impact items to improve your message, move and use your body language, as well as help you face your fear of public speaking.

Federal Employees Retirement Systems (FERS)

This session covers an overview of the major provisions of the Federal retirement, creditable service, thrift savings plan, social security, and other aspects under the FERS. The objective of this course is to help people think about and set realistic goals, objectives, and develop plans for a comfortable retirement

Flexible Spending Accounts

This session offers a detailed overview of a Flexible Spending Account, or FSA, which is an employee benefit program that allows you to set aside money, on a pre-tax basis, for certain health care and dependent care expenses. The course will provide enough information for employees to decide if the program will meet their needs, how to enroll, and how to receive reimbursement. This session will provide valuable tax savings information.

GIS & GPS

This session offers an overview of latest technologies of Geographical Information System (GIS) and Global Positioning System (GPS) currently available to our NRCS staff.

Grant Writing

This session offers a guide to the basic elements of grant writing and is offered to assist our members other optional funding sources for local projects. This is a **double session** and is scheduled from 8:30 to 10:20 AM.

Hispanic Leadership Program in Agriculture and Natural Resources

This session will introduce and present findings from a collaborative effort between UTSA, the Agricultural Program of the Texas A&M University System, and the USDA to promote professional development and to enhance research and policy issues related to Hispanics, and agriculture and natural resources.

Integrated Pest Management

This session offers a basic look at this increasingly recommended strategy called integrated pest management (IPM). This approach relies primarily on non-chemical means (such as controlling climate, food sources, and building entry points) to prevent and manage pest infestation.

Irrigation Water Management

This session offers an overview of design and implementation of on-farm irrigation systems, as well as in the identification and adaptation of irrigation techniques.

Life/Health Insurance Program

This session provides an overview of the life and health insurance programs available to agency personnel.

Medical Spending Accounts

This session offers a detailed overview of a Medical Spending Account, which is an employee benefit program that allows you to set aside money, on a pre-tax basis, for certain health care and dependent care expenses. This session will provide valuable tax savings information.

NOPHRCSE Constitution

This session will be an overview of the Bylaws and Constitution of our Organization.

NOPHRCSE Membership Services

This session will be an overview of Member services and benefits. We will also discuss the purpose and guiding principles of the organization.

NOPHRCSE Traditions and History

This session will be a presentation by one of the original founders of the Organization. The presentation will include a review of the history, traditions, and founding guidelines of the organization.

Nutrient Management

This session offers a comprehensive overview on managing the amount, source, placement, form and timing of the application of plant nutrients and soil amendments.

Planned Grazing Systems

This session offers an overview of optional grazing systems, which is the combination of pastures, livestock, fences, and management used to control forage production and harvest.

Preparing Better KSA's

This session offers a look at refining your skills for writing better Knowledge, Skills, and Abilities (KSA) Statements. It will help you understand how important it is to be able to communicate to selecting officials how your experience, training or education meets the criteria for a particular job.

Preventing Sexual Harassment

This session will provide employees with facts about sexual harassment, and the proper responses to it. It will explore the various complaint processes available to victims, and the rights and responsibilities employees have when confronted with harassment.

Rangeland Ecology

This session offers an overview of the inherently multidisciplinary nature of range science, including interactions of natural vegetation, domestic livestock, wildlife, soils and management.

Reasonable Accommodations

This session will provide an overview of "reasonable accommodations," understanding the process of accommodating an employee/client, and provide information with regards to researching the appropriate guidance.

Remote Sensing

This session will cover the use of aerial photography to determine land cover use, trends, and changes of land use.

Robert's Rules of Order

This session provides a guide to one of the most widely used systems of parliamentary rules of order.

Soil Chemistry

This session will provide an innovative approach to understanding the chemical interactions within our soil profiles.

Time Management

This session offers ideas on basic time management methods and provides recommendations for improving your overall effectiveness.

Writing Effective News Articles

This session offers concepts of knowledge transformation and knowledge telling as well as ideas for effective writing. This session will provide information for enhanced news article writing.

**"Your life has a special purpose regardless of what the environment is."
Herb True**

Activities at a glance

Sunday (June 26th)

12:00-5:00	Arrival of Conference Planning Team
12:00-4:30	Arrival of National Council Members (proposed)
5:00-6:00	National Council Meeting (proposed) (Elmwood Room)
6:00-7:00	Planning Team Meeting (Elmwood Room)

Monday (June 27th)

7:00-8:00	Registration for Conservation Toolkit Participants and HEPM Training
7:00-8:00	National Council Meeting
8:00-5:00	Arrival of Conference Attendees
8:00-5:00	Conference Preparations and Set-up
8:00-5:00	Exhibit Set-up
8:30-4:30	Conservation Toolkit Training Instructor – Julie A. Daughdrill, GIS Specialist, Ashland Room
1:00-5:00	Registration
1:00-5:00	HEPM Training, Oaklawn Room
3:00-4:00	Moderators Meeting, Elmwood Room
4:00-4:30	Participating Students Meeting, Elmwood Room
4:30-5:30	Buses to Vermilionville, Hotel Entrance
5:00-7:00	Taste of Louisiana – Vermilionville
7:00-9:00	NOPHNRCSE Membership Meeting – Vermilionville
9:00-11:00	Taste of LA (continued) (Shuttle Bus will run from 9:00-11:15 PM.)

Tuesday Morning (June 28th)

8:00-8:05	Opening Session	J.R. Flores, STC, ND, Moderator
8:05-8:10	Flag Ceremony National Anthem	Louisiana National Guard Kenosha White, School of Music, University of Louisiana - Lafayette
	Invocation	TBA
8:10-8:30	Welcome	Bertha Venegas, President, NOPHNRCSE
8:30-8:50	Welcome	Don Gohmert, STC, LA Joey Durel, Lafayette City-Parish President, LA
8:50-9:10	Regional Comments	Merlin Bartz, Regional Assistant Chief, NRCS
9:10-9:40	Agency Comments	Bruce Knight, Agency Chief, NRCS
9:40-9:45	Memorials	
9:45-10:00	Break	
10:00-12:00	Membership Spouse/Family Mixer	
10:00-10:30	Org. Comments NOPBNRCSE – APIO – AIANEA – NACDE – NACD – NARC&DC –	Febe Ortiz, Deputy STC, TN, Moderator Charles Adams Pooh Vongkhamby Ivan Dozier (See program) Robert Dobbs (invited) Bill Wilson (invited) Sharon Ruggi
10:30-11:00	Presentation	"The Spanish Influence in LA" Dr. H. Glenn Jordan, University of Louisiana- Monroe
11:00-11:45	Presentation	"NTC Reorganization" Lawrence Clark, Deputy Chief for Science and Technology, NRCS
11:45-12:00	Break	

**"Leadership is that certain something that is 'bought with a price.' Bought with a price that can be paid by anyone, anytime, anywhere."
Charles E. Jones**

Tuesday Afternoon (June 28th)

12:00-1:30	Luncheon Guest Speaker	Rafael Guerrero, NRS, CNTC, Moderator "Hispanics and Agriculture" Kika de la Garza (Organization Padrino)
1:30-2:30		Rosabeth Garcia-Sais, Budget Officer, WI, Moderator
	Presentation	"The Louisiana Purchase and its Impact on Our Country" by Dr. H. Glenn Jordan, University of Louisiana - Monroe
2:30-3:00	Presentation	"Graduate Studies Program" Charles Adams, Director, NEDC
3:00-3:15	Break	
3:15-4:45		Kris Graham-Chavez, Resource Conservationist, Moderator Presentation "Becoming Unstoppable" Ruben Gonzalez, Three-time Olympian
4:45-5:00	Reflection	TBA
5:30-6:30	South Central Region Host Reception	
6:30-???	Scholarship Night Activities	

(Hospitality Room available after Scholarship Night Activities – approximately 9:30-11:00 PM.)

**"Look for your passion and follow it, come what may, but do it from a Latino perspective, where you are guided by the effect of what you do on your family and your community. Being Latino is emotional, is spiritual, and to me it means moral structure: what is good, what is right, what is justice. All this will become more important as we go through some tough times ahead. We need to build on that."
David Have-Bautista**

Wednesday (June 29th)

7:00-9:15	State Conservationist's Breakfast Moderator – Angel Figueroa, National TSP Coordinator
7:30-7:50	Introductions & Explanation
7:50-8:00	Session I
8:00-8:10	Session II
8:10-8:20	Session III
8:20-8:30	Session IV
8:30-8:40	Session V
8:40-8:50	Session VI
8:50-9:00	Session VII
9:00-9:10	Session VIII
8:00-8:45	Viewing of Poster Presentations
9:00-5:00	TSP Planning Workshop
9:15-9:45	"Diversity as a Requirement for Positioning Agencies for Future Success" Dr. Ed Mahoney, PhD, Associate Professor and Extension Specialist, Michigan State University
9:45-10:00	Break

**"We make a living by what we get. But we make a life by what we give."
Winston Churchill**

**"What you get by reaching your destination isn't nearly as important as what you become by reaching that destination."
Zig Zigler**

Technical Papers

10:00-11:00

Technical Paper Presentations

OAK ALLEY

"New Irrigator's Pocket Guide and Conservation Training Materials for Spanish-Speaking Agricultural Workers" presented by Arturo Carvajal from NRCS-CA & Mike Morris from National Center for Appropriate Technology-CA

"Small Watershed Program in Texas... TRIALS AND TRIBULATIONS" presented by Ronnie Skala from NRCS-TX & Russell Castro from NRCS-TX

ROSEDOWN

"Campaign Urges Ranchers to 'Cowboy Up with Conservation' " presented by Lori Valadez from NRCS-MT

"An Arizona NRCS Overview" presented by Magdalena Moreno from NRCS-AZ

OAKLAWN

"Educación es Poder" presented by Dawn Affman from NRCS-CA & Rocío Pineda from NRCS-CA

"The PLANTS Database: An Innovative Tool for Natural Resources Conservation" submitted by Rebecca Noricks from NRCS-NPDC-LA & Gerald Guala from NRCS-NPDC-LA

ASHLAND

"Natural & Cultural Resource Management through Partnerships" presented by Rebecca de la Torre from US - Fish and Wildlife Service-AZ, Lorenzo Arriaga from US - Bureau of Reclamation-TX, Dr. Ramón Olivas from US - National Park Service-NM & Gerry González from NRCS-AZ

**"Out of the long list of nature's gifts to man, none is perhaps so utterly essential to human life as soil."
Soil Conservation 1939**

Poster Presentations

11:00-11:30 Viewing of Poster Presentations

“Conservando Nuestro Ambiente”

presented by Amanda Hasemeier from NRCS-PA & Noel Soto from NRCS-PA

“Iowa Conservation Security Program North Raccoon River Watershed”

presented by Brad Harrison from NRCS-IA

“Nutrient Management Planning Self-Certification Program Workshop”

presented by Brunilda Vélez from NRCS-WI

“Soil-Landscape Relationship in Jakes Valley, East-Central Nevada”

presented by Lorena Benítez from NRCS-CA

"ATTRA: The National Sustainable Agriculture Information Service"

presented by Mike Morris from National Center for Appropriate Technology-CA

“National Technology Support Centers”

presented by Ken Spaeth from the Central National Technology Support Center, Ft Worth, TX

11:30-12:00 Change for Conservation Tours

12:00-12:30 Box Lunch & Board Buses

12:30-5:00 **Conservation Tours –**

1) Avery Island Tour - McIlhenny Family Farm, Jungle Gardens (a \$5.75 extra fee is applicable), and Tabasco Sauce Factory

2) Avery Island Tour - Wetlands/Flood Control Structures/WRP and McIlhenny Tabasco Sauce Factory Tour

3) Tour of Lake Martin – Explore the Swamp Ecosystem and see a vast array of wildlife and learn about Cajun survival skills. We will travel through a Cypress/Tupelo Swamp Forest. This tour will be conducted on ‘swamp boats’ (a \$10 extra fee is applicable). We will visit a sugar mill. Lastly we will visit the University of Louisiana-Lafayette Ag. Complex Farm and see BMPs for rice, crayfish, sugarcane and soybean production. We will also view prescribed grazing systems, heavy use area protection sites, filter strips, and grade stabilization and water control structures.

4) Same as Tour #3, but in reverse order.

Free Evening – Dinner on your own.

Thursday (June 30th)

8:00-8:20	General Session, Moderator – Renae P. Ford, IA
8:30-9:20	Professional Development Training Sessions
9:30-10:20	Professional Development Training Sessions
10:20-10:40	Break
10:40-11:30	Professional Development Training Sessions
11:40-1:00	Lunch – MC - Sharyn Alvarez, FWP Director, NRCS-USDA Presentation - "Carry the Torch – I can, I want to, I will" Pegine Echavarria, Professional Speaker.
1:15-2:05	Professional Development Training Sessions
2:10-3:00	Professional Development Training Sessions
3:00-3:15	Break
3:15-4:05	Professional Development Training Sessions
4:10-5:00	Professional Development Training Sessions
5:30-6:30	No host Reception
6:30-8:30	Awards Banquet MC - Humberto Hernandez, Resource Conservationist, National Oversight & Evaluation Staff Presentation of National Council Officers Presentation "Leadership & Community Service" by J.R. Martinez, Cpl., U.S. Army
9:00-12:00	Dance (Hospitality Room will be available 9:00-11:30 PM.)

**"The treatment must fit not only the needs and adaptabilities of the land, but the needs and adaptabilities of the farmer as well."
Hugh Hammond Bennett Sept. 18, 1943**

Professional Development Sessions

CONCURRENT TRAINING SESSIONS SCHEDULE AND ROOM INFORMATION
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Thursday, June 30, 2005	8:30 a.m. – 9:20 a.m.	Morning
Course Title	Speaker	Room
Civil Service Retirement System	Rodney Hyatt	Ashland
Center Pivot Systems	William Durham	Oak Alley
Planned Grazing Systems	Joanna Pate	Rosedown
Irrigation Water Management	Arturo Carvajal	Oaklawn
GIS & GPS	Jerry Daigle	Cypress
Grant Writing- Double Session	Dr. Debra Davis	Magnolia
Effective Power Point Presentations	Marti Ratcliff	Willow
Preventing Sexual Harassment	Sharyn Alvarez	Maple

Thursday, June 30, 2005	9:30 a.m. – 10:20 a.m.	Morning
Course Title	Speaker	Room
Civil Service Retirement System	Rodney Hyatt	Ashland
Correspondence Procedures	Mark Bushman	Oak Alley
Ecological Sites vs. Range Sites - Why do we need them?	Homer Sanchez	Rosedown
Conservation Tillage		Oaklawn
Soil Chemistry	Rudy Garcia	Cypress
Grant Writing- Double Session	continued	Magnolia
Effective Power Point Presentations	Marti Ratcliff	Willow
Alternative Dispute Resolution	Giavanna D. Pullen	Maple

BREAK

<p>“It is the capacity to develop and improve their skills that distinguishes leaders from their followers.” Warren Bennie and Bert Nanas</p>
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CONCURRENT TRAINING SESSIONS SCHEDULE AND ROOM INFORMATION		
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Thursday, June 30, 2005	10:40 a.m. – 11:30 a.m.	Morning
Course Title	Speaker	Room
Medical Spending Accounts	Karen Garner	Ashland
Correspondence Procedures	Mark Bushman	Oak Alley
Ecological Sites vs. Range Sites - Why do we need them?	Homer Sanchez	Rosedown
Center Pivot Systems	William Durham	Oaklawn
Soil Chemistry	Rudy Garcia	Cypress
Time Management	Dr. Robert Richard	Magnolia
Deciphering Demographics	Dr. Debrough Tootle	Willow
Reasonable Accommodations	Cliff Denshire	Maple

LUNCHEON

Thursday, June 30, 2005	1:15 p.m. – 2:05 p.m.	Afternoon
Course Title	Speaker	Room
Flexible Spending Accounts	Karen Garner	Ashland
Effective Media Relations	John Chaney	Oak Alley
Hispanic Leadership Program	Robert Trujillo	Rosedown
Remote Sensing	Jerry Daigle	Oaklawn
Writing Effective News Articles	Denise Coolman	Cypress
Communication Skills & Group Dynamics - Double Session	Dr. Debra Davis	Magnolia
Time Management	Dr. Robert Richard	Willow
Robert's Rule of Order	Dora Ann Hatch	Maple

<p>"What lies behind us and what lies before us are small matters compared to what lies within us." Ralph Waldo Emerson</p>
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CONCURRENT TRAINING SESSIONS SCHEDULE AND ROOM INFORMATION		
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Thursday, June 30, 2005	2:10 p.m. – 3:00 p.m.	Afternoon
Course Title	Speaker	Room
Life/Health Insurance Program	Karen Garner	Ashland
Effective Media Relations	John Chaney	Oak Alley
Hispanic Leadership Program	Robert Trujillo	Rosedown
Remote Sensing	Jerry Daigle	Oaklawn
Writing Effective News Articles	Denise Coolman	Cypress
Communication Skills & Group Dynamics - Double Session	continued	Magnolia
"Accepting Change"	Dr. Robert Richard	Willow
Robert's Rule of Order	Dora Ann Hatch	Maple

Break

Thursday, June 30, 2005	3:15 p.m. – 4:05 p.m.	Afternoon
Course Title	Speaker	Room
Federal Employees Retirement Sys.	Rodney Hyatt	Ashland
Nutrient Management	Richard Aycock	Oak Alley
Rangeland Ecology	Dr. Kenneth Spaeth	Rosedown
Drip Irrigation	Arturo Carvajal	Oaklawn
Effective Public Speaking	Johnny Arceneaux	Cypress
NOPHNRCSE Traditions & History	Rosendo Trevino	Magnolia
Integrated Pest Management	Dr. Clayton Hollier	Willow
Preparing better KSA's	Randolph Joseph	Maple

<p>The quality of a person's life is in direct proportion to their commitment to excellence regardless of their chosen field of endeavor."</p> <p>Vince Lombardi</p>
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CONCURRENT TRAINING SESSIONS SCHEDULE AND ROOM INFORMATION		
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Thursday, June 30, 2005	4:10 p.m. – 5:00 p.m.	Afternoon
Course Title	Speaker	Room
Federal Employees Retirement Sys.	Rodney Hyatt	Ashland
Nutrient Management	Richard Aycock	Oak Alley
Rangeland Ecology	Dr. Kenneth Spaeth	Rosedown
Drip Irrigation	Arturo Carvajal	Oaklawn
Effective Public Speaking	Johnny Arceneaux	Cypress
NOPHNCSE Membership Services	Astrid Martinez	Magnolia
NOPHNCSE Constitution	Patrick Conner	Willow
Preparing better KSA's	Randolph Joseph	Maple

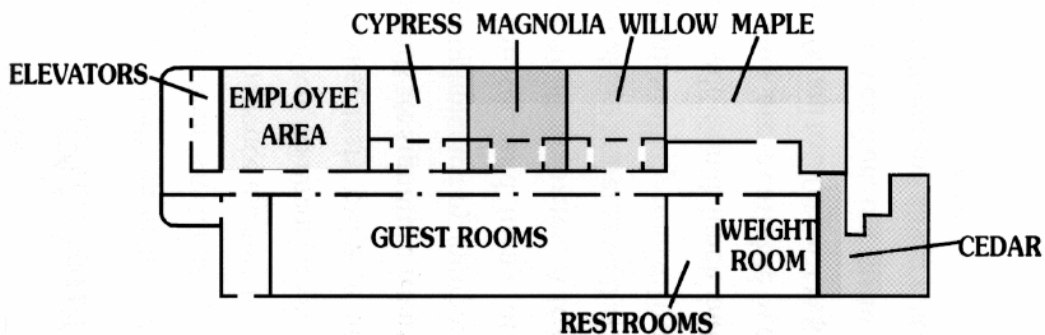
**"There's always room at the top."
Daniel Webster**

**"When you are making a success of something, it's not work. It is a way of life. You enjoy yourself because you are making your contribution to the world."
Andy Granatelli**

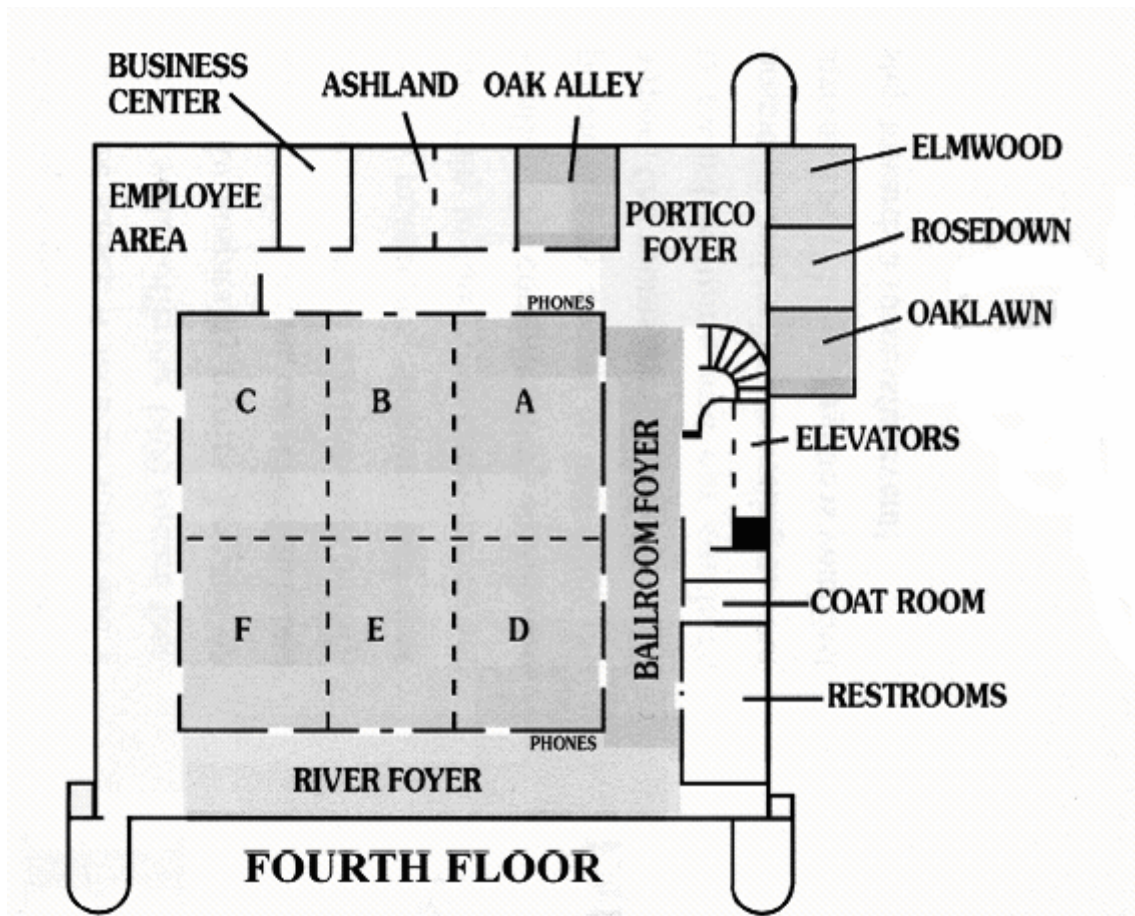
Hotel Information

Hotel Layout

- Conference Headquarters will be the Elmwood Room, on the 4th Floor.
- Conservation Toolkit Training will be in the Ashland Room, on the 4th Floor.
- Technical Posters & Exhibits can be viewed in the Foyer Area.
- General Session on Tuesday will be in Ballrooms D & E, on the 4th Floor.
- Luncheon on Tuesday will be in Ballrooms A, B, & C, on the 4th Floor.
- Scholarship Night Activities will be held by the Pool on the 1st Floor.
- State Conservationist's Breakfast will be in Ballrooms A, B, & C, on the 4th Floor.
- General Session on Thursday will be in Ballrooms A, B, & C, on the 4th Floor.
- TSP Planning Workshop will be in the Maple Room, on the 1st Floor.
- Technical Papers will be presented in the Oaklawn, Rosedown, Oak Alley, & Ashland Rooms, on the 4th Floor, as assigned.
- Conservation Tours will leave from the Front Entrance of the Hotel.
- Professional Development Sessions will be held, as assigned, on the 1st & 4th Floors.
- Luncheon on Thursday will be in Ballrooms A, B, & C, on the 4th Floor.
- Awards Banquet will be held in Ballrooms A, B, D, & E, on the 4th Floor.



FIRST FLOOR / POOL LEVEL



Early Check out Policy

Guests checking out prior to the confirmed departure date will be charged a \$50.00 early departure administrative fee.

Special Accommodations

Special Accommodations are available with notice and depending on availability. Please notify someone at the Registration Desk.

Travel Information

Per Diem rate for Lafayette, La is \$60/\$31. Meal deductions are: Breakfast - \$6.00, Lunch - \$6.00, and Dinner - \$16.00. Mileage reimbursement for requested use of POV is \$0.105 per mile.

**"Success is a journey, not a destination."
Dr. Robert Schuller**

Conference Exhibitors

National Grazing Lands Conservation Initiative (GLCI)

Steering Committee

Dan Caudle

Ft. Worth, Texas

National Water Management Center

Water Resources Outreach Specialist

Theodis Bunch

Little Rock, Arkansas

USDA Natural Resources Conservation Service

Soil Survey Office

Manuel Matos

Fargo, North Dakota

USDA Natural Resources Conservation Service

Soil Survey Office

Luis Hernandez

Fayetteville, Arkansas

USDA Natural Resources Conservation Service

Electronic Government (e-GOV)

Mario A. Morales, Tony Resendez,

Zaragoza Rodriguez III,

and Bertha T. Venegas

Texas

Student Participants

**Nathan Combs
New Mexico**

**Melissa Matos-Acosta
North Dakota**

**Roberto F. Duran
Colorado**

**Britney Munoz
California**

**Michael J. Gonzales
Colorado**

**Jose Luis Perez
Texas**

**Yue Lu
New Mexico**

**Denise M. Soria
California**

**Edwin Martinez-Martinez
Nebraska**

**Carlos Torres-Melendez
Puerto Rico**

Scholarship Students

**Alexandra M. Avila
Maryland**

**Danielle C. Dodier
Texas**

**Joaquin D. Anaya
New Mexico**

**Ninfa Romero
California**

**Stephanie de la Rosa
Arizona**