

2/80

ILLINOIS SOIL CLASSIFIERS ASSOCIATION

FEBRUARY 1980 NEWSLETTER

PRESIDENT'S MESSAGE

One of my main interests as President this past year has been to explore the possibility of developing a certification process for the membership. Registration was one of the primary interests of the initial steering committee of the association. Past administrations have thoroughly explored the possibilities of registration and have found the climate politically unfavorable. Certification, where our membership self-certifies its own members, is the more likely option. Wiley Scott, Chairman, along with other members of the Ethics, Registration, and Membership Committee, has developed what I consider to be an excellent certification plan. This plan will assure that the Certified Soil Classifier now and in the future is current in the field, and continues to provide professional services to the public. I encourage each of you to read the attached certification proposal, come to the annual meeting, and let your opinion be heard. This proposal will be reviewed, and if passed, will go into effect immediately.

In August, I presented a paper at the ASA Meeting at Ft. Collins, Colorado. While at the meetings, I noticed quite a number of our members in attendance. The sessions were very informative and I had an opportunity to hear about some of the research that is going on in other parts of the country.

Regarding the annual meeting, Andy informed me that it would be a big help to him if the members would send in both the reservations and money by February 20. Apparently, he must give the restaurant a firm head count prior to the meeting. Incidentally, Andy has engaged an excellent speaker for the meeting.

Mike Kiefer
President, ISCA

CONGRATULATIONS

Several classifiers have passed from associate to full membership during the past year. They include Dale Calsyn, Don Fehrenbacher, Jack Simpson, Randy Staley, and Irene Watterson.

ANNUAL MEETING

The fifth annual meeting of the Illinois Soil Classifiers Association is scheduled for Saturday, March 1, at the Innsbruck Lodge, Champaign. The buffet style luncheon will begin at noon.

Dr. Ronald Yarborough, Professor of Earth Science and Planning at Southern Illinois University, will speak on the subject of wetlands.

Please return the following reservation form to Wells Andrews by February 20. The cost per reservation is \$6.90, including tax and tip. A map indicating the location of Innsbruck Lodge is included with this newsletter.

* * * * *

Mail to: Wells Andrews
Chairman, Program Committee, ISCA
2301 Sumac
Champaign, IL 61820

Please make ___ reservation(s) for the ISCA luncheon and annual meeting at \$6.90 each. My payment is enclosed.

Name _____

Address _____

INTERCHANGE

PROSPECT

BRADLEY

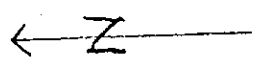
CHURCH

MATTIS

INNS BRUCK
LODGE

INTERCHANGE

INTERCHANGE



of technological capability to restore the land to levels of productivity before mining. U.S. District Judge Ackerman in Springfield has indefinitely barred OSM from halting the mining activities. Midland Coal Co. has filed suits against the federal government challenging its right to block mining activities. This issue of whether the state or federal government should set standards for reclaiming strip-mined land remains before the court.

Personal Notes on Soil Scientists

Bruce Houghtby is the new county soil scientist for the Knox County soil survey team since November 5, 1979. He is a University of Illinois graduate and was working for the Indiana Department of Natural Resources as a soil scientist for Randolph County. Bruce is a current member of the Indiana Association for Professional Soil Classifiers.

Charles Love is a SCS soil scientist trainee temporarily assigned to Knox County. Charles moved to Galesburg from Nashville, Tennessee and began work September 17, 1979. He is a graduate of Tennessee State University.

Bruce Putnam, a recent University of Illinois graduate, began work in January as a soil scientist in the Area 3 office. Bruce will be working closely with Chris Cochran, Area soil scientist.

A future ISCA member, Nathan Allen, was born to Mark and Marti Bramstedt October 27, 1979. Without his soil probe, Nathan weighed in at six pounds seven ounces.

January 22, 1980

Message from the Ethics, Registration, and Membership Committee:

Wiley Scott, Chairman
Wells Andrews
John Doll

Cliff Miles
Henry Mount
Donald Wallace

Attached you will find a document which defines a program to provide standards for the practice of professional soil classifying in Illinois. It is a voluntary program. It is separate from certification by, or affiliation with, ARCPACS.

Please study the standards carefully. If you have any questions, comments, or recommended changes, the committee would like to hear from you.

In Section 6, we had a requirement of a copy of all transcripts of formal academic studies. We removed that requirement after discussion at a meeting of the Executive Council. ARCPACS requires a transcript for their certification program for applicants having less than fifteen years experience. Do you think we need the transcript of any or all of the applicants?

There will be a motion at the annual meeting to adopt these standards. All comments received by the committee by February 20 will be considered in the final draft. Please send comments to Wiley Scott at 411 North Dorchester, Mahomet, Illinois 61853.

An additional item of business that arises from this committee will be the question of group affiliation with ARCPACS. That will not replace individual certification in their program or in ours. It will provide strength in numbers. It also will provide a mechanism whereby state associations may interchange ideas and experiences, and become nationally recognized as a group which promotes identification of qualified professionals. The public is starting to demand evidence of professional competence of individuals whose activities affect the well being and economic attitude of the general public. One of their basic requirements is that the association and its total membership must subscribe to the ARCPACS Code of Ethics, a copy of which is attached for your review.

Come to the annual meeting -- be prepared to vote on issues which affect you.

STANDARDS FOR CERTIFICATION OF PROFESSIONAL SOIL CLASSIFIERS

by

ILLINOIS SOIL CLASSIFIERS ASSOCIATION (ISCA)

A program to provide Standards for the practice of professional soil classifying in Illinois; to state policy; define terms; create a Certification Board, setting forth the terms, qualifications, compensation, powers and responsibilities of such board; establish procedures for application; establish fees; and to provide penalties for violations thereof.

Be it adopted by the membership of The Illinois Soil Classifiers Association:

SECTION 1. Declaration of Policy.

In order to safeguard life, health, and property; to foster wise use of the land and maintain quality in the environment; to foster maintenance of professional competency and provide credentials to practicing soil classifiers, the ISCA shall create an examining program to provide for Certified Professional Soil Classifiers.

SECTION 2. Definitions.

As used in these standards, unless the context otherwise requires, the terms specified in Sections 2.01 through 2.06 have the meanings ascribed them in those Sections.

Section 2.01. "Board" means the Certification Board created by these standards.

Section 2.02. "Council" means the Executive Council of the Illinois Soil

Classifiers Association.

Section 2.03. "Soil Classifier" means a professional soil classifier as defined in subsection 2.04 of this Section.

Section 2.04. "Professional Soil Classifier" means an individual who by his knowledge of the physical, chemical and biological aspects of soils and the principals of soil classification, formation and morphology is qualified to practice soil classifying and is certified to do so under these standards.

Section 2.05. "Practice of soil classifying" means any work or service involving the investigation, evaluation, and determination of properties of soils essential to their classification and interpretation for various uses. It includes writing descriptions, mapping or plotting boundaries of soils and assembling reports of soil properties and the effect of soil properties upon the various uses and the effect of different uses upon kinds of soils. The practice of soil classifying also includes rating various soils for different uses and describing and evaluating the pedological processes and morphological features affecting and the planning and design, construction and maintenance of works of architecture, landscape architecture and engineering.

Section 2.06. "Soil" means the natural occurring accumulation of mineral and organic matter occupying the upper part of the unconsolidated portion of the earth's surface, in places reworked by man, and capable of supporting plant life.

SECTION 3. Appointment and Composition of the Certification Board.

(a) A Certification Board is hereby created within the Illinois Soil Classifiers Association. The Board shall consist of six (6) members nominated by the President and approved by the Council to serve staggered three (3) year terms.

(b) Eligible nominees shall be citizens of the United States and residents

of Illinois. They shall have at least four (4) years of experience in a responsible soil classifying position and be professional soil classifiers or be eligible for certification under these standards. Any member who ceases to be a legal resident of Illinois shall be deemed to have resigned from membership on the Board as of the last date of Illinois residency.

(c) The first Board shall be appointed within sixty (60) days after these standards are adopted, to serve for the following terms: two (2) members for one (1) year, two (2) members for two (2) years, and two (2) members for three (3) years, and until their successors are appointed. Any subsequent member of the Board nominated by the President shall be a qualified professional soil classifier and shall serve a term of three (3) years and until a successor has been appointed. Unfulfilled terms on the Board shall be filled within thirty (30) days by nomination by the President and approval by the Council at their next scheduled meeting. New members of the Board shall assume duties after being approved by the Council.

(d) The membership of the Board should represent governmental agencies, private sector and academic interests in approximately the same proportions as the membership of ISCA.

(e) The Board members shall receive reimbursement for necessary and reasonable expenses incurred in the performance of their duties on the Board but shall not receive other compensation.

SECTION 4. Procedures and Responsibilities of the Certification Board.

(a) The Board shall elect from its membership, at its first meeting, officers for the coming year. The officers shall be chairman, vice-chairman, and secretary-treasurer. The duties of the chairman shall be to preside at all meetings of the Board. The vice-chairman shall preside in the absence of the chairman. The secretary-treasurer shall keep all records and files of the Board.

(b) The Board shall hold an organizational meeting annually within thirty

(30) days after the annual meeting of ISCA, and as many other meetings as may be necessary to conduct the business of the Board. It shall process applications and examine candidates seeking certification. Applications shall be processed within a reasonable time and no later than six (6) months after they are received. Notice of all meetings of the Board (after the organizational meeting) shall be given by the chairman, at least thirty (30) days in advance, to each member of the Board and to each applicant seeking certification.

(c) The Board shall maintain a current roster of the names and addresses of Certified Professional Soil Classifiers, and a confidential file for each one that contains (1) the application and supporting documentation that qualifies him or her for certification, and (2) date of certification and current status such as good standing, revoked, or suspended.

(d) The Board shall issue a certificate suitable for framing to each Professional Soil Classifier that it certifies, and annually, upon renewal, shall issue membership cards to each.

SECTION 5. Standards and Requirements for Certification.

In order to be eligible for certification as a professional soil classifier in Illinois, applicants must (a) be of good character and reputation, (b) be a member of the Illinois Soil Classifiers Association, (c) submit a written application to the Certification Board containing such information as is required in SECTION 5, (d) have actively practiced soil classifying in a responsible position at least three (3) of the preceding four (4) years, and (e) have successfully passed a written and/or oral examination designed to determine the proficiency and qualifications of the applicant to engage in the practice of soil classifying. A passing grade on an examination shall be a score of seventy (70) percent or higher.

SECTION 6. Procedures for Application.

Applications for certification may be submitted at any time and shall be on forms prescribed and furnished by the Board. Such application shall contain a signed statement showing (1) the applicant's formal education, (2) a detailed summary of his or her work experience, and (3) such other information as the Board may require, including the names and addresses of three references who have personal knowledge of the applicant's classifying experience. It shall be accompanied by the proper fee as prescribed in SECTION 7.

Any Member of ISCA at the time these standards go into effect shall have the requirements of examination and references waived.

The Board shall approve applications for reciprocal certificates for applicants who are certified or licensed to practice professional soil classifying in another state or country having equal or higher requirements for certification or licensure than those prescribed in these standards. The applicant shall provide evidence of the standards and his current status of good standing. At such time that the holder of a reciprocal certificate ceases to be certified or licensed in another state or country he or she shall transfer their confidential file from the other state or country to the Board, or otherwise provide the items required in an application as stated in the first paragraph of this section.

SECTION 7. Fees.

To pay the expenses of the operation of the certification process, the Board shall, at the time an application for certification is submitted, collect from the applicant a fee of ten dollars (\$10.00). If the applicant fails to qualify, such fee shall not be returned, but such applicant is eligible for re-examination within two (2) years.

The fee for annual renewal of the certificate shall be two dollars (\$2.00).

The fee for restoration of a certificate which has lapsed shall be five dollars (\$5.00).

The fee to be paid for a duplicate certificate shall be five dollars (\$5.00).

The fee to be paid for a reciprocal certificate shall be five dollars (\$5.00).

These fees may be adjusted as necessary by action of the Council of the Illinois Soil Classifiers Association.

SECTION 8. Renewal, Expiration, and Restoration of Certification.

(a) Each professional soil classifier who continues in active practice shall renew his certificate on or before January 1 and pay the required renewal fee. Every certificate not renewed on or before January 1 or in the month of January of any year expires on February 1 in that year. A professional soil classifier whose certificate has expired may have his certificate restored only by making application to the Board and upon payment of all lapsed renewal fees and payment of the required restoration fee provided that he or she has engaged in the practice of soil classifying three (3) of the preceding four (4) years. If certification has lapsed for more than four (4) years the applicant shall be required to pass an examination.

(b) Any professional soil classifier whose certificate expires while he or she is engaged in active duty with the armed forces of the United States may have his or her certificate restored without paying any lapsed renewal fees or restoration fee or passing any examination if, within one (1) year after termination of such service, he or she furnishes the Board with an affidavit to the effect that he or she was so engaged, and if the Board finds that he or she is still of good character and reputation, and if not more than four (4) years has lapsed since he or she last engaged in the practice of soil classifying. If more than four (4) years has lapsed, the professional soil classifier shall be required to successfully pass an examination to determine his or her proficiency.

(c) The Board shall notify every certified professional soil classifier of the date of expiration and the amount of the fee required for its renewal.

The notice shall be mailed to the address listed on the roster at least thirty (30) days in advance of the expiration of the certificate.

SECTION 9. Revocation.

The Board may, upon its own motion, and may, upon receipt of written complaint, investigate the actions of any professional soil classifier certified by it. It shall have the power to suspend certification. It shall also have the power to revoke certification when the professional soil classifier is found guilty of any of the following practices: fraud or deceit in obtaining certification, or negligence, misconduct, or incompetency in the practice of soil classifying. Before the Board shall suspend or revoke the certification of any professional soil classifier it shall give that individual a hearing on the matter and shall, at least twenty (20) days prior to the date set for such hearing, notify the individual in writing. Such notice shall contain the exact statement of charges against him or her and the date and place of the hearing. Such individual shall be heard in person or by counsel before the Certification Board. If, after such hearing, the Board votes in unanimous favor of suspension or revocation, the soil classifier shall be notified and shall, on such notice, immediately return his or her certificate of certification.

SECTION 10. Effective Date.

These standards take effect upon approval by a majority of the eligible voters present at the Annual Meeting of ISCA.

code of ethics

AMERICAN REGISTRY OF CERTIFIED PROFESSIONALS IN AGRONOMY, CROPS AND SOILS

ARTICLE I. GENERAL PRINCIPLES

1. The privilege of professional practice imposes obligations of morality and responsibility as well as professional knowledge.
2. Each Certified Professional Agronomist, Crop Scientist, Crop Specialist, Soil Scientist, and Soil Specialist (hereafter called Registrant) agrees to be guided by the highest standards of ethics, personal honor, and professional conduct.

ARTICLE II. RELATION OF PROFESSIONAL TO THE PUBLIC

1. A Registrant shall avoid and discourage sensational, exaggerated, and/or unwarranted statements that might induce participation in unsound enterprises.
2. A Registrant shall not knowingly permit the publication of his reports or other documents for any unsound or illegitimate undertaking.
3. A Registrant shall not give professional opinion or make a recommendation without being as thoroughly informed as might reasonably be expected considering the purpose for which the opinion or recommendation is desired; and the degree of completeness of information upon which it is based should be made clear.
4. A Registrant may publish dignified business, professional, or announcement cards, but shall not advertise his work or accomplishments in a self-laudatory, exaggerated, or unduly conspicuous manner.
5. A Registrant shall not issue a false statement or false information even though directed to do so by employer or client.

ARTICLE III. RELATION OF PROFESSIONAL TO EMPLOYER AND CLIENT

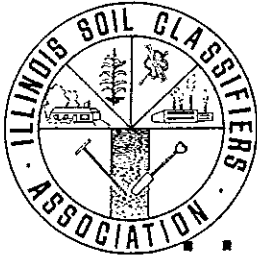
1. A Registrant shall protect, to the fullest extent possible, the interest of his employer or client insofar as such interest is consistent with the law and his professional obligations and ethics.
2. A Registrant who finds that his obligations to his employer or client conflict with his professional obligation or ethics should have such objectionable conditions corrected or resign.
3. A Registrant shall not use, directly or indirectly, any employer's or client's information in any way which would violate the confidence of the employer or client.
4. A Registrant retained by one client shall not accept without client's written consent, an engagement by another if the interests of the two are in any manner conflicting.
5. A Registrant who has made an investigation for any employer or client shall not seek to profit economically from the information gained, unless written permission to do so is granted, or until it is clear that there can no longer be a conflict of interest with the original employer or client.
6. A Registrant shall not divulge information given him in confidence.
7. A Registrant shall engage, or advise his employer or client to engage, and cooperate with, other experts and specialists whenever the employer's or client's interests would be best served by such service.
8. A Registrant shall not accept a concealed fee for referring a client or employer to a specialist or for recommending professional service other than his own.

ARTICLE IV. RELATION OF PROFESSIONALS TO EACH OTHER

1. A Registrant shall not falsely or maliciously attempt to injure the reputation of another.
2. A Registrant shall freely give credit for work done by others to whom the credit is due and shall refrain from plagiarism in oral and written communications, and not knowingly accept credit rightfully due another person.
3. A Registrant shall not use the advantages of salaried employment to compete unfairly with another member of his profession.
4. A Registrant shall endeavor to cooperate with others in the profession and encourage the ethical dissemination of technical knowledge.
5. A Registrant having knowledge of unethical practices of another Registrant shall avoid association with that Registrant in professional work.

ARTICLE V. DUTY TO THE PROFESSION

1. A Registrant shall aid in exclusion from certification those who lack moral character, who have not followed this Code of Ethics, or who do not have the required education and experience.
2. A Registrant shall uphold this Code of Ethics by precept and example and encourage, by counsel and advice, other Registrants to do the same.
3. A Registrant having positive knowledge of deviation from this Code by another Registrant shall bring such deviation to the attention of the Board.



ILLINOIS SOIL CLASSIFIERS ASSOCIATION

May 1980 Newsletter

FROM THE PRESIDENT:

The Soil Classifiers of Illinois now have certification in our own ISCA on the state level and are pursuing it in ARC PACS on the national level. Let us all take advantage of this opportunity to increase our legal recognition. Our future success is dependent on a joint effort by all members to be responsible professionals. Remember that only through legal recognition will we gain the professional image accorded those in other fields.

During the coming year I intend to emphasize two definite goals:

(1) Increase membership in all categories: At this time we do not have a student member and only one affiliated member. Let's be proud enough of our profession to encourage others to join us.

(2) Make policy directives: We as professional certified soil classifiers can be influential in many areas by letting others know how we stand on certain issues. The Public Relations and Education Committee will be working on these policy statements. They would appreciate receiving your ideas.

Due to our limited numbers we are spread thin and we need all the communications that any of us can engineer. So be sure to send all interesting items to Les Bushue's Newsletter Committee.

This year's motto - ACTION.

Appropriate Proverbs:

Act honestly and act boldly.

Action is the proper fruit of knowledge.

Act so when in the valley you need not fear those who stand on the hill.

J. E. Paschke

ANNUAL MEETING

The fifth annual meeting of the Illinois Soil Classifiers Association was held March 1, 1980.

Ronald Yarborough, Professor of Earth Science and Planning at Southern Illinois University, Edwardsville campus, spoke on wetlands. He stated that present criteria for mapping wetlands using vegetation and depth of water has a high degree of unpredictability in the long range. He and Don Wallace developed a method of wetland

soil classification based on eight soil parameters. These were: Drainage class, slope class, permeability 0-24" depth, permeability 24-48" depth, particle size 0-24" depth, particle size 24-48" depth, depth to water table, and surface runoff class.

This follow-up information on wetland classification comes from Steve Brady, SCS Biologist: The Fish and Wildlife Service has just published the new wetland classification procedure entitled "Classification of Wetlands and Deep Water Habitats of the United States." The new procedure is based on taxonomic keys to classify wetlands using a hierarchy of systems, subsystems, classes, subclasses, and dominance types. The five systems are Marine, Estuarine, Riverine, Lacustrine, and Palustrine. The Soil Conservation Service is preparing a list of hydric soils and the Fish and Wildlife Service is preparing a list of hydrophytes to use in the system. Circular 39, dated 1956, with the Wetland Types 1 - 20 will be phased out gradually as the new system is phased in. Where legislative mandates use terminology from Circular 39, its use will still be necessary.

In two very close election contests, Steve Higgins was elected President-elect and John Doll was elected Vice President. Treasurer John Alexander reported that the balance on hand was \$1,230.51 as of March 1.

Committee chairmen announced by President Paschke were:

1. Ethics, Registration, and Membership Committee - Roger Windhorn
2. Finance Committee - Vice President John Doll
3. Newsletter Committee - Lester Bushue
4. Program Committee - Earl Voss
5. Public Relations and Education Committee - Don Wallace

CERTIFICATION BOARD MEETS

The Certification Board of the Ethics, Registration, and Membership Committee met Saturday, April 26 at Champaign. Board members present were Chairman Steve Zwicker, Vice Chairman Wiley Scott, and members Mike Kiefer and John Alexander. Secretary-Treasurer of the Board Charley Frazee and member Walt Parks were not in attendance. The Board worked on the task of preparing questions for a qualifying examination. They plan to have about three times more questions available than will be on the exam. The actual questions for a qualifying exam will then be randomly chosen from these questions. A study guide to help prepare for this examination is also planned.

The certification activity is planned to be self-sustaining financially except for the early costs. The first certification by the Board is expected by September or October 1980. The next meeting of the Board will be held June 14, 1980 at the home of J. D. Alexander, 2607 Melrose Drive, Champaign.

A meeting of the Council of ISCA will be held at 10:00 a.m., Saturday, June 7. The meeting place will be at the SCS state office, 200 West Church Street, Champaign.

DID YOU KNOW?

Our association donated \$25.00 toward the U of I Field and Furrow local soil judging contest held last fall. We supplied one-half of the 2nd place award which was won by John Pearse.

The Northcentral Regional Work Planning Conference was held May 19-23 at Purdue University. This is an activity of the National Cooperative Soil Survey. Earl Voss is Chairman of Committee VIII, Classification, Interpretation, and Modification of Soils on Mine Spoils and Disturbed Soils. John Alexander is Chairman of Committee VI, Soil Correlation and Classification. Chairman of Committee I, Soil Interpretations, is former member Ken Hinkley.

Roger Windhorn wants to hear from us on prospective new members. Write him at 1394 Arcadia Drive, Galesburg, IL 61401 or telephone him at 309-343-8716.

HOT OFF THE PRESS

Winnebago-Boone Counties and Ogle County soil survey reports have been published in the past few days. The Ogle County report has an attractive cover in color.

NEWS OF MEMBERS

Past President Mike Kiefer will be working as an agronomist in Area 2 within a few months. Nearly 1/2 of the time he will be working as a soil scientist mainly in the Chicago area.

Ivan Jansen is home after a brief trip to Egypt. He went under the sponsorship of USAID to help select sites for oil seed production. These sites must be favorable for irrigation. Ivan reports that some Egyptian soils receive less than 1/2 inch of rainfall per year. Some of the irrigated soils in Egypt have a salt problem. (Ivan discovered that the Egyptians and their guests drink a lot of tea.) Ivan also put in some new test plots in his disturbed soil study. He will be studying blended disturbed soil materials.

Tyrone Goddard tells us that the final acre ceremony was held in Bond County on April 18. Fifty adults and 40 students were in attendance. Ty and company prepared two pamphlets stressing soils for this ceremony and the S&WCD annual board meeting. Ty says that they have also completed soil map compilation for Bond County.

Henry Mount, new Assistant State Soil Scientist for New Hampshire, is in Durham, N.H. now but we have heard back from him a few times by phone. He likes his work there and said that he was doing some on-site investigations soon after he got there.

Kermit Larson, recently back from a tour of duty in Pakistan, worked a short tour of duty at the Champaign state office this spring. He then went to work at the National SCS office, Washington, D.C. in International Activities. Kermit recently accepted a position in the Northeast Technical Service Center at Broomall, PA. He will be working mainly in soil interpretations.

John Pearse, a recent applicant for membership with ISCA, is finishing his B.S. Degree in agriculture at the U of I. He expects to join Fred Awalt and staff in the Effingham County soil survey early in June.

Don Fehrenbacher is completing work on his M.S. Degree in agronomy at the U of I. He will be working full time with SCS after the 18th of May. Don and Cindy became the proud parents of a baby girl on May 8. Amy Beth weighted 7 pounds 11 ounces and was 21 inches long.

Recent new SCS survey leaders are Gerald Berning at Mt. Sterling, John Doll at Decatur, and Mike Walker at Peoria.

Counties that have recently signed agreements for a soil survey are Calhoun, Cass, and Mercer. As this newsletter was going to press, we heard a report that the Vermilion County Board had voted to cost share in a soil survey.

Members of ISCA who have recently received training are:

Effective Presentations and Instructions - Henry Mount, Lester Bushue, and Steve Zwicker.

Laboratory Data Procedures - Gerald Berning, Robert Tegeler, Scott Martin, and Irene Watterson.

Soil Correlation - John Doll.

Soil Lab Data-Use - Wells Andrews, Kenneth Gotsch, and Mack Hodges.

Level IV Management - Wells Andrews and Lester Bushue.

Included with this newsletter is a copy of the April 1980 membership list.