



NATIONAL ALLIANCE OF INDEPENDENT CROP CONSULTANTS

A Professional Society Representing the Nation's Crop Production, Research Consultants and Quality Assurance Professionals

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FROM THE PRESIDENT

What's Your VALUE?

by Grant McMillan

At times, being a consultant in the Ag industry can be a frustrating. One of the challenges we face in our industry is the perception of value and the battle between where we value our services and where our clients value our services. Often times, we assign a value that is too low. No time is this evident than when I see posted rates for mechanic shops. I walked into a shop last week that listed its rate at \$150 per hour.

I find this frustrating when I think of the years of education and experience that members of our industry hold. I hear it's a struggle to charge half or three quarters of the value we perceive that we offer because of the fear that the client won't pay and we will have no work or because we are too humble to reasonably value our services.

I spoke with a local crop consultant who mentioned that he has one client who he sits down with each winter and reviews the performance of his blueberry fields. He said that rank each field on yield performance and other factors such as drainage and soil type. They discuss the impact of what's actually working within the field efficiently. Then, the grower decides whether to keep the lower ranked field for another season or sell off a property to start fresh with a new one. Often times, a "for sale" sign goes on the property. He said that this grower's philosophy allows him to get rid of the problem properties, focus his energies on the better performing field and not strain his labor and equipment resources.

The same consultant recently told me that he is now implementing this same philosophy with his business as he approaches retirement. He has started to drop farmer-clients who give him the most headaches. In turn, he is able to better serve clientele he has retained, provide more time to them, work less and charge more. He said he wishes he would have done the years ago!

As we exit the field season and move into the fall and winter months, now is the time to reflect on the value you bring to the table and think through where the past season's hardships have come and have impacted your standards. By doing this you may find that you're undercutting yourself and that a change may be in order to get back to where you need to be.

HAPPENINGS ON THE HILL

by Allison Jones

USDA Announces Grant Opportunities

Conservation Innovation Grants (CIG) Classic – October 11, 2022

USDA's Natural Resources Conservation Service (NRCS) will invest \$15 million in conservation innovation this year through the Conservation Innovation Grants (CIG) Classic program. CIG is a competitive program that supports the development of new tools, approaches, practices, and technologies to further natural resource conservation on private lands. Through CIG Classic, partners develop new tools, technologies, and strategies to support next-generation conservation efforts on working lands and develop market-based solutions to resource challenges.

[Conservation Innovation Grants | NRCS \(usda.gov\)](#)

[View Opportunity | GRANTS.GOV](#)

RCPP Nutrient Management Grants – October 31, 2022

USDA's Natural Resources Conservation Service (NRCS) announced funding to improve opportunities for nutrient management. This is part of USDA's broader effort to address future fertilizer availability and cost challenges for U.S. producers. This announcement includes new flexibilities for nutrient management practices and planning, an economic benefits outreach campaign, and expanded nutrient management capacity. This includes a streamlined funding opportunity for up to \$40 million in nutrient management grant opportunities through the Regional Conservation Partnership Program (RCPP).

[USDA Announces New Opportunities to Improve Nutrient Management | USDA](#)

[View Opportunity | GRANTS.GOV](#)

The Southern IPM Center is pleased to announce the call for proposals for the 2023 Southern IPM Grants.

Our annual competitive grants program, Southern IPM Grants, regionally address Global Food Security challenges including invasive species, endangered species, pest resistance, and impacts resulting from regulatory actions. We use a competitive process each year to solicit and select projects for funding.

All projects must further our mission, which is to foster the development and adoption of Integrated Pest Management (IPM), a science-based approach to managing pests in ways that generate economic, environmental, and human health benefits. Funding is outcome-based.

We recommend reading through the entire RFA before beginning your planning.

Deadline for Proposal Submission Friday, November 18, 2022, at 5pm EST

Funding Categories

Seed Projects; Capstone Projects; and Working Groups (New or Continuing)

Funding Amounts

Targeted total funding for all Seed, Capstone, and Working Group projects is \$250,000. Most projects are limited to \$30,000 although in special circumstances IPM Working Group proposals may qualify for up to \$40,000 per proposal.

Timeline

The review panel for Southern IPM Grants sits in mid-January to make decisions regarding the funding of proposals. Applicants will be notified in a timely manner so projects can begin on March 1, 2023.

Webinar

IPMers ASSEMBLE! Get your Grant Proposal Ready: Tuesday, September 27, 11am Eastern

This webinar describes Center-offered services to help with writing Southern IPM Grant proposals and manage projects! These services include technology, communication, and evaluation. During the seminar you will get some tips and tricks to build your logic model. The seminar will also include a Q&A session.

Webinar Registration: https://zoom.us/webinar/register/WN_pCrDB_bEQihdQOkcNIRVw

More information and Access the RFA: [Southern IPM Grants 2023 - Southern IPM Center](#)

WOMEN IN AGRICULTURE

Women in Agriculture is a new series in the NAICC News, spotlighting female NAICC members who have contributed to NAICC and US agriculture. Our third article focuses on Jessie Roeth.

Father and Daughter Team

by Ronda Payne



Research became a second career for Jessie Roeth.

Preaching to the choir here: we all know crop research is an important occupation and one many people who grow up on farms feel will be a great fit for them with loads of fulfillment. Jessie Roeth, however, took a different path getting into the field (pun intended). Although her dad was a corn breeder for a major agrichemical company for more than two decades while running the family farm, the company closed his research station down and his only option was to transfer to a position out of state.

Moving wasn't an option. The family had farmed in the Troy, Ohio area for close to 100 years. So, he reinvented himself.

That's when he founded Buckeye Ag Testing.

Jessie had no intention of joining her dad's work prior to Buckeye being established. She had grown up on the farm, been a 4-H kid, but pursued sports more than anything else.

"I went on to play college basketball and then I coached college basketball for three years," she says.

It was when Jessie went back to school to earn her master's degree in business administration at The University of Findlay that she began to see a need at home. Her dad needed help with the business, especially in the administrative and finance areas, yet Jessie had no prior experience in ag research. She joined Buckeye Ag Testing in 2007 and hands-on learned the business with a crash course in the agriculture research side taught by her dad on site.

The family farms about 900 acres in corn, soybeans and wheat with about 350 acres dedicated to various research projects.

“He’s still involved, but he’s living the semi-retired lifestyle now,” she says of her dad. “We have an excellent staff of 9 full time employees here. And this summer, we had six college interns.”

Add to that 15 to 20 part time workers who come in during the growing season and there’s a lot going on. Everyone has their strengths, but they all are willing to jump in when and where it’s needed.

Yet, with all that happening, some things remain constant. The family business stays close to its roots and offers testing in corn, soybeans and wheat. However, what testing they offer in those crops is flexible.

“Buckeye started out just doing some variety trials, but every year, we started to expand our equipment, expand our testing,” Jessie says. “We’ve been very flexible about meeting the needs of whatever trials come in. The ability to diversify in this business has been very important.”

Diversification, with a focus on the crops they know best, allows them to be specialists in variety trials for those three crops while meeting the specific needs of clients.

“I found I really like having a balance of inside work and outside work,” she says. “You don’t really have time to be bored, there’s something different every day.”

Obviously playing sports competitively means Jessie is a competitive person. She wanted to do a great job at Buckeye, so she threw herself into it.

“He pulled me out there, showed me how to run equipment, showed me about the crops,” she says of her dad. “He would teach me why customers were asking for what they were asking for.”

Now she can jump on any piece of equipment and run it. It’s a similar story to many women in NAICC, which she values for the friendships.

“Being able to get that face-to-face time with others in the field in a different setting is important,” she says. “We’ve become really close over the years.”

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Madeline Mellinger Named Florida’s Woman of the Year in Agriculture

By Florida Daily

Florida Commissioner of Agriculture and Consumer Services Nikki Fried and the Florida Department of Agriculture and Consumer Services (FDACS) announced Madeline Mellinger as the 2022 Woman of the Year in Agriculture.

“It’s an honor to announce Madeline Mellinger as this year’s Woman of the Year in Agriculture,” said Fried. “Madeline has dedicated 50 years to Florida’s agriculture industry and is an innovator in the field of integrated pest management. As a business owner, scientist, and mentor, she has contributed greatly to the development of Florida’s next generation of growers and our agricultural industry as a whole. We are thrilled to be able to celebrate her with this award.”

In 1972, Madeline Mellinger founded Glades Crop Care, Inc. and remains its CEO today. Glades Crop Care is an independent agricultural consulting and contract research firm that provides integrated pest management and crop counseling services to more than 65,000 acres of plants and over 60 varieties of fresh vegetable crops, citrus, rice, and sugarcane.

Mellinger’s work has changed the way farmers in Florida approach pest control. Her work showed producers that they could shift from calendar-based pesticide application to need-based, which saved farmers money and reduced negative agricultural environmental impact.

Mellinger has also dedicated her time throughout the years to serving on a number of IFAS-related advisory boards, including the UF/IFAS Everglades Research and Education Center, a vice president search committee and co-chaired the UF/IFAS Strategic Planning Committee. In addition, she and her husband, Dr. Charles Mellinger, were vital in the establishment of the Doctor of Plant Medicine Program at the University of Florida to educate Florida’s future agricultural innovators. Madeline has been repeatedly recognized for her service, including being named a Friend of IFAS in 2014 and was one of Florida Trend’s Living Legends for 2018-2020.

SUPPORT NAICC BY SERVING ON A COMMITTEE

President Elect Clark Poppert will soon begin appointing committee members for the 2023 NAICC Committees. This is a great way for you to get involved in NAICC and support the Alliance. Review the committee descriptions below and let us know on which ones you are interested in serving. You can email Clark at clark.poppert@servitech.com or Allison

Jones, EVP at allisonjones@naicc.org. Or you can mark the committee on your membership dues renewal form.

Each committee is comprised of a Committee Chairperson appointed by the President (occasionally two people act as co-chairs); committee volunteers are from the membership; and the President appoints an Executive Board Liaison for each committee. The role of the Board Liaison is to sit in on committee meetings when possible and to function as the point of contact between the Committee Chair and the Executive Board. A few committees also have sub-committees within their structure, and for the most part these subcommittees also have a Chair that functions the same way, but typically report to the larger oversight committee (details below).

All committees meet on Wednesday afternoon at the Annual Meeting with the exception of the Allied Industry Committee which meets on Friday morning. Most committees conduct their business via email but conference call meetings throughout the year are available. Any member in good standing can serve on any of the other committees.

Here is a brief description of each committee to help you decide where you would like to serve:

Allied Industry Committee is made up of eleven elected Sustaining Members and two Voting members, (appointed by the President). The purpose of this committee is to recommend ways that NAICC and industry can work more closely on projects they have in common. This committee also identifies areas of mutual concern and provides an avenue of communication as well as evaluates papers for the Emerging Technology Session using the current criteria and specifications.

One of the most vital committees is the **Annual Meeting Coordination Committee** (AMC) tasked to plan, coordinate, and find speakers for the program of the next annual meeting, with input from the Consultant Education (CEC), Research Education (REC), and Quality Assurance Education (QAEC) subcommittees. This committee is chaired by the President-Elect.

The **Certification Board** is appointed by the President and finalizes, administers, and modifies the NAICC Certification program as needed.

An integral part of NAICC and the Executive Board decision-making process is from information coming from the **Governmental Affairs Committee** (GAC). It is made up of three subcommittees: GAC-Crop Consultant (GAC-C); GAC Researcher & QA (GAC-R), and the Crawfish Boil on the Hill (CBOH). The GAC monitors and discusses legislation and regulatory issues and policies, pending, proposed, and needed, specifically those that will directly impact NAICC members, but also general agricultural, environmental and food

issues on which NAICC may be consulted or wish to express an opinion. The committee assists the Executive Vice President and provides information to the membership through newsletter articles and emails and identifies issues and develops talking points for the NAICC Board prior to Hill visits.

The ***Crawfish Boil on the Hill*** (CBOH) subcommittee plans the annual CBOH event to be held in conjunction with the March Executive Board meeting in Washington, DC. NAICC hosts Congressmen, Senators, Congressional staff, USDA, EPA and other agency personnel, as well as invited commodity and Ag association groups/ representatives for an evening of good food and networking opportunities.

The ***Education Outreach Committee*** (EOC) has four subcommittees: Consultant Education, Researcher Education, GLP Education and ACADEMY Subcommittee. They are responsible for developing educational opportunities for members outside of the annual meeting. Currently these subcommittee are responsible for planning and promoting the Focus on Ag workshop, Efficacy Training and the GLP Training course, webinars within the ACADEMY, and other regional workshops held annually.

Although it is seldom needed, the ***Grievance and Ethics Committee*** (G&E) reviews any grievances that one member may file against a fellow member and if necessary, submit any recommendations stemming from a review to the Executive Board. They also periodically review the NAICC Code of Ethics and recommend updates as needed.

The ***International Outreach Committee*** works to establish contact with other consulting organizations outside of the U.S. and to look for opportunities to cooperate on educational programs and information exchange. They assist in keeping NAICC informed of agricultural issues facing consultants in other countries. This committee also acts as liaison to the Global Alliance of Independent Crop Consultants.

The ***Leadership Program Committee*** is responsible for developing and implementing certain portions of the NAICC Leadership Program (NAICCLP).

The committee responsible for marketing the association to sustaining members and current membership is obviously called the ***Marketing Committee***. This committee is also responsible for the Consultant of the Year award program and reviewing the NAICC website, NAICC.ORG for needed updates.

Responsible for recruitment of new members as well as periodic examination of the eligibility of all members is the ***Membership Recruitment, Retention, and Rules Committee*** or the MRR&R. Members also head up the New Members Boot Camp held at the Annual Meeting and act as a liaison to new members during their first two years of

membership. The committee consists of one Executive Board Directors plus a minimum of three other appointed members.

The **Newsletter Subcommittee** is under the jurisdiction of the MRR&R. This committee works with the Executive Vice President to source and accumulate articles for the NAICC News that are of interest to the membership and current events in crop and research consulting businesses and in agriculture.

One of the most important committees is the **Nominating Committee**. This committee's mandate is to nominate qualified NAICC voting members for election to available positions on the Executive Board in all sections with the exception of the Director position to be held by a person from any membership category other than the Voting Membership category, hereafter called non-voting position.

According to NAICC by-laws, the current past president serves as the Chair of the nominating committee. The NAICC president-elect also serves as a member of this committee. The President Elect will select two NAICC past presidents to serve on the committee. Finally, a minimum of four voting members are nominated to the committee from the floor at the annual NAICC business meeting. At least two of those nominated from the floor will reside east of the Mississippi river and at least two will reside from west of the Mississippi river.

MEMBERSHIP RENEWAL

Thank you for your continued support and dedication to NAICC! We look forward to our continued relationship in 2023. Please click on the button below to pay your membership dues and update your member profile to keep it current in the online directory.

The 2023 printed Membership Directory will be made available in January 2023. If you would like to be listed in the printed NAICC 2023 Directory, your NAICC membership must be paid by end of day November 15. Log into the Members Only section at NAICC.org or click Renew now below.

Renew now



REGISTRATION IS NOW OPEN

Visit with old friends and make new ones as NAICC continues to grow our membership and meeting attendance. Come join our talented ag professionals...our industry's greatest and most influential leaders. [CLICK HERE](#) for registration, schedules and more information.

Looking for a way to increase you Company's brand awareness? We have several sponsorship opportunities to fit any size budget. [CLICK HERE](#) to see a complete list or email allisonjones@naicc.org for more information.

NASHVILLE

**2023 NAICC
Annual Meeting &
AG PRO EXPO**
January 23-27, 2023

**NAICC 45th
Anniversary**
1978-2023

Omni Nashville Hotel

For information visit
www.naicc.org

THREE PRE-MEETING WORKSHOPS

Pre-Meeting Workshops

GLP Training

Randy and Angela Fuller (*IntegriQual LLC*) and GLP Education committee co-chairs, invite you or your staff to the upcoming GLP training sessions offered on Tuesday, January 24th at the Omni Nashville Hotel. Sessions include:

GLP Basic (limited to 100)

GLP Refresher/Advanced (Limited to 60)

Practical Field – Sampling (Limited to 25)

These courses are designed to address GLP knowledge and application for basic research staff (lab & field), study directors, principal investigators, and test facility management. Basic GLP is an introductory, all-encompassing overview of the regulations taught by Lori Rodaway, Annette Leslie, and Angela Dawson. This is recommended for newer staff, both technical and QAU.

Advanced GLPs are taught by Randy Fuller and Mark Tumey. “We cover more practical aspects of GLPs in real life situations and have done detailed discussions on things like the EPA advisories and GLP preambles in the past,” said Randy. This is course for QA, TFM and SDs who want a better understanding of GLP principals and problem solving.

Finally, the practical workshop gets attendees out of the classroom and into the field (or parking lot) to have hands on demonstrations of various techniques and equipment, as well as discussions on maintenance, GLP documentation, and Standard Operating Procedures. “This is a good fit for those working in the field to learn sampling techniques and equipment firsthand,” added Randy.

Sessions are held concurrently. The investment is \$125/person/course. According to Randy, “Space is limited so I recommend visiting the NAICC website. When registering for the Annual Meeting, choose the class under additional workshops. If there is space available the day of, we may be able to register a few more people at the door.” All workshops are on Tuesday lasting about 4 hours, starting at 8:00 am and usually breaking up by 12:00 noon. These qualify as CEU for RQAP certification.

Consultants Workshop

Navigating the Surge of Biological (Biostimulant) Product Introductions into Crop Production Markets.

During the past decade there has been an increasing number of biological based products, biostimulants and biopesticides, introduced into local and global agricultural markets to support improved plant and soil health, and pest management.

Documenting label claims for efficacy in small plot studies and understanding the value of these products in commercial production systems presents a challenge for researchers and crop advisors.

In this GAIAC/NAICC Workshop speakers (agricultural advisors, researchers, industry representatives and regulatory officials) will discuss the challenges presented in generating and communicating the supporting data and economic value of these products. The workshop purpose is to help advisors make informed recommendations to support grower client decision making.

Speakers and participants will explore potential for collaborative strategies between researchers (public and private) and advisors to develop reliable large-scale data to better assess the performance and value of these products in commercial production.

Speakers from Europe, US, South America, and Australia will participate to provide a global picture of applications for this group of products.

Consultants/advisers, industry representatives and regulators will drive the conversation on what needs to happen to create user confidence and build a knowledge base on proper use of these technologies to achieve label claims. This is an opportunity to share your experiences with a diverse group of Ag professionals and to offer solutions on successfully incorporating these products into existing production systems. This workshop will be held on Tuesday, January 24th from 2:00 pm to 7:00 pm.

Efficacy Workshop

The goal of the efficacy workshop is to educate Contract Research Organizations on how to conduct good efficacy trials generating quality data. Each year, speakers from public and private research institutions are invited to share their knowledge with the audience.

The workshop usually covers trials conducted for multiple disciplines: entomology, acarology, nematology, plant pathology, weed management, and adjuvant research. Speakers address multiple topics from trial set-up to report writing. Depending

on trial discipline, different application, evaluation, and data collection methods are discussed.

The efficacy research workshop started in 2019 with a half-day program. Following increased participant interest and wide range of topics, the workshop format was extended to a full day including breakfast and lunch for the attendees. The format of the workshop was changed in 2021 due to COVID-19. The workshop that year was delivered in an online format as a part of the NAICC Academy. It is still available on the NAICC website.

On Monday January 23, 2023, NAICC will be hosting the 5th Efficacy Research Workshop focusing on how to conduct good efficacy trials to provide quality data. This workshop will be held between 8:00 am and 4:30 pm, with registration and continental breakfast beginning at 7:15 am.

The morning session will include lectures from our invited speakers whereas the afternoon session will be an interactive workshop. Invited speakers will share their knowledge about insecticide, fungicide, herbicide, and agronomic efficacy trial conduct focusing on row crops. The final program is coming soon.

The afternoon session with small group rotations will cover protocol writing, research trial problem solving scenarios, as well as a spray booth demonstration. Attendance certification and CEUs for CPCC-I, CPCC-R, CCA, PCAs will be provided at the end of the workshop. Pesticide applicator CEUs will be available for FL. The workshop cost is \$140.

We encourage contract researcher to give a short three to five minute talk to their peers about specific trial evaluation and application methods. For more information, please contact Anna Meszaros, chair of the Research and Education Committee (ameszaros@ufl.edu).



FEAE SCHOLARSHIP OPPORTUNITY

The Foundation for Environmental Agriculture Education (The FEAE) is on a mission to support the next generation of Ag professionals. The FEAE provides five scholarships each year to students (graduate and undergraduate) who major in Crop Production or an allied subject. To find out more on these scholarships and how to apply, all interested students should visit our Foundation website below. The deadline for application for next year's scholarships for the 2023 school year is December 1, 2022.

Learn more [click here](#).

NOMINATIONS OPEN

Nominate a Consultant, Researcher or Quality Assurance Member to Receive the Consultant of the Year Award

Since 1993, when the Consultant of the Year award was established, NAICC has sought to honor a few crop consultant members each year who have illustrated leadership within and outside the organization. Beginning in 2022, the COTY will expand to also include Research Consultants and Quality Assurance Professionals. There will be one award for each of the three categories: a CCOTY (Crop Consultant of the Year), a QAPOTY (Quality Assurance Professional of the Year), and a RCOTY (Research Consultant of the Year). NAICC is excited to recognize each of the main membership groups that contribute to our great organization.

The award winners must be NAICC members of good standing who are nominated by another NAICC member. Their applications are evaluated based on career information, involvement in ag-related organizations, honors and awards, and also community involvement, and educational background.

The recipient of the COTY will receive a complimentary registration package for the next annual meeting. This will include meeting registration, convention meals, a plaque, and recognition in the NAICC News and The Scoop magazine.

To nominate a NAICC member, [click here](#) to access both an online application and a form to print.

Service Awards

One of the highest honors within NAICC is receiving the Service to NAICC or the Service to Agriculture Award. The purposes of the Service to NAICC and the Service to Agriculture Awards are to honor someone for distinguished service within agriculture industry and also in recognition of outstanding contributions and dedicated service to NAICC, the American farmer and agriculture practitioners. It is given to someone who goes beyond the call of duty to help promote agriculture, and specifically someone who has a direct impact on NAICC.

Please send nominations to Marketing Committee Chair Kenzie Bickhart at kbickhart@cmsagresearch.com or AllisonJones@naicc.org.



NAICC ACADEMY WEBINARS

Click on the links below or go to <https://naicc.org/naicc-academy> to sign up!

2022 On-Demand Webinars

[Basic GLP Training](#) – \$125

[Carbon Markets 101](#) – \$75

[Inside Out – What Goes on Inside the Mind of an Auditor?](#) – \$75

[New Technologies in Agriculture](#) – \$75

Free Videos

Worker Protection Standards:

[How to Comply](#)

[WPS Training Videos](#)

2021 On-Demand Webinars

[2021 Hot Topics in Midsouth Ag](#) – \$25

[2021 Hot Topics in Midwest Ag](#) - \$25

[Efficacy Research Workshop](#) – \$100

[GAIAC Presents: Fall Armyworm/Precision Ag/Business Management](#) – \$75

[Nutrient and Carbon Trading](#) – \$25

[Virtual Auditing – Sponsor and CRO Perspective](#) – \$50

[What's the Deal with GLP Equipment?](#) – \$50

Become an NAICC Academy Sponsor

NAICC is looking for 2022 Academy Sponsors. Gain exposure for your business by having the opportunity to showcase your Company's name and products/services in front of over 700 independent crop, researcher, and quality assurance consultants. This is a great way to make the most of your advertising dollars while giving back to our organization and allowing members alike to further educate themselves on our great industry other professional development topics.

Sponsorship Information



THANK YOU TO OUR SPONSORS

The graphic features a green field background at the top. Below it, the NAICC Academy logo is prominently displayed on the left. To the right, the text "THANK YOU TO OUR SPONSORS" is written in green. Below this, a grid of logos for various sponsors is shown, including Bayer CropScience, eKonomics, LANGE, SGS, Tidewater Agronomics, Inc., Great Lakes Agricultural Research Service, Inc., Servi Tech, Ag Services, and Belchim Crop Protection. The NAICC Academy logo is repeated in smaller sizes with different labels like "Elite", "VIP", and "Partner".

NEW MEMBER SPOTLIGHT

NAICC New Member Profile Karla Jensen

Karla Jensen with LABServices in Hamburg, PA is proof that a quality candidate from an outside industry can thrive in the agricultural field. She has been a valuable member of the shipping department and office staff for this busy company for three years. "I served as a national sales rep in another industry and understand the importance of lots/skus, accuracy in fulfilling requests and working closely with reps and their unique positions," said Karla. "Plus, I'm an Iowa farm girl from way back and ag is in my roots." She grew up detasseling corn and walking beans as a youth.

One of Karla's favorite quotes is from Pablo Picasso which states, "The meaning of life is to find your gift. The purpose of life is to give it away." With this in mind, Karla came to the NAICCC newsletter and marketing committees to share her talents. Before moving to Pennsylvania in 2017 with her husband, an ELCA Lutheran pastor, Jensen served in multiple sales, media and marketing positions. "I'm also a writer with two books published and I loved being a columnist back in Wisconsin for a regional arts and culture magazine. I also founded and led a writer's group for ten years. I recognize the value of investing time/talents for the greater good and building relationships in this manner," added Karla.

In her work with LABServices, she has faced the challenges with grace. Keeping up with the work during the busy spring season is both fun and exhausting, says Karla. "Our new inventory program is something I wouldn't want to do without," she adds. Her best advice for those in a similar career is to leave every position you hold better than you found it. While Karla's not working, you'll find her reading, writing, traveling, chairing the local arts committee, and staying active in her church.

Gates Foundation is Hiring!

Permits and Regulatory Compliance Manager

For more information [click here](#)



TRIVIA QUESTION

**Answer the following question for a chance to win a \$50
Visa Gift Card:**

Last Month's Winner

What country boasts the world's largest renewable water resources? Nearly twice as much as Russia and 12–16% of the total global supply.



Submit your answer [HERE](#)



**Congratulations
Lisa Wheelock-Roney**

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Thank you to the Newsletter Committee for putting this issue together:

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If you would like to submit an article or have a suggestion for the *NAICC News*, please contact [Rachel Lightfoot](#) or [Allison Jones](#).

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