



NEWSLETTER

Summer 2009

Production, education and marketing of quality roundwood products

President's Message

If you are receiving this newsletter, chances are pretty good that you are surviving the economic downturn and are plodding, clawing, and scratching to make the best of this situation. It is very perplexing and down-right irritating to be vilified for providing jobs and working hard to better ourselves. I am reminded of the economics professor who, upon the first day of a new semester, was telling his students he had never failed an individual in a class, but had, in fact, failed an entire class and this is why they failed:

Upon asking the students what they thought of everybody being treated the same, the majority thought it was a good idea and seemed most fair. After grading the first exam, it was determined that there were 4 A's, 8 B's, 16 C's, 8 D's, and 4 F's. The class determined that if everybody was to be treated the same, that everybody should receive the same grade, to which the professor agreed. This action was most appreciated by those who had received the D's & F's. The C's didn't care one way or the other. The students who had received the A's were furious and those who received B's weren't much happier than the A's. As the time arrived for the next exam those who had received the F's on the previous exam saw no reason to do anything different as everybody was going to get the same grade. The D students reasoned what little effort they had put into the last exam wasn't necessary under the current situation. The C's felt the same way. The real difference came amongst the A & B students: They had put all of their efforts

into achieving the higher grades, but alas, everybody was being treated the same, so why should they try to excel. It became apparent to the whole class that no effort was required. As a result of everybody being given the same grade, no effort was made to accomplish the goal of learning, no learning took place, and the entire class received a failing grade. Thus we have the same scenario working against those who want to try to succeed and achieve being stifled at every turn in the realm of reality in the working world.

So much for the negatives. If we continue to work hard (despite forces opposing our efforts), provide good products and good value our efforts will be rewarded.

The fall Board of Directors meeting will be held September 18th at 8:30AM in Clancy, Montana. The meeting is being hosted by Marks-Miller Posts and Pole. As always any member is welcome. If you have concerns that need to be brought to the Board but can't make the meeting, contact any board member.

Remember, if you are doing what you want to do in life, you are already head and shoulders above most. Enjoy each day; be thankful for all you have (health, family, independence, etc.) If you are having trouble making both ends meet, then go ahead and make one of them vegetable.

-Norman Tyser, President



2009 Summer Meeting IRA Board of Directors Meeting Minutes

Date of Meeting: June 11, 2009

Meeting started at 9:00 AM MDT

Minutes taken by Rich Lane, Secretary

Attendees: Board of Director members present included Norm Tyser, Mike Sterling, Bill Baker, Darrell Miller, Kal Kovatch, Craig Rawlings, Rich Lane & Executive Administrator Karen Kovatch.

Open Meeting – 9:03 AM MDT, President Norm Tyser presiding.

Previous Meeting Minutes – The Spring 2009 minutes were approved and accepted as presented.

Treasurer's Report – IRA Treasurer Kal Kovatch reported a cash balance of \$10,668.84 as of 6/11/2009. There is \$7,063.71 in the Vanguard account. The remaining balance of \$3,605.13 is in the Association checking account. Karen noted the expenses for the most recent newsletter mailed last week have not yet been paid. Also, the "second" dues notice for 2009 has not been sent yet, so some income is expected to result from additional dues payments from those members who have not yet paid 2009 dues.

Old Business

2010 Annual Meeting – The next annual IRA meeting is scheduled for Thursday March 18th through Friday March 19th, 2010 in Missoula, MT at the Hilton Garden Inn. Karen checked with several other Missoula motels but the Hilton currently offers the best value for the facilities and services we need.

Quality Control Brochure - The Board discussed updating and reprinting the IRA "Quality Wood Post" educational brochure which Darrel Miller and Mike Sterling will report on at the Fall 2009 Board meeting.

Fall 2009 Board Meeting – The Fall 2009 Board meeting will be held in Clancy, MT, hosted by Marks-Miller Post & Pole. There will be a social on Thursday evening with a Board meeting and tours on Friday. The most likely dates are Thursday September 17th through Friday September 18th, which will be confirmed in the coming weeks.

New Business

IRA Website – Karen has been updating the IRA website but expressed a need to upgrade the internet connection speed to enable her to do that effectively and efficiently. Craig made a motion, seconded by Darrell, to have Karen upgrade the connection speed that will allow her to make the website changes as needed. She anticipates an additional charge of \$20 per month to the existing service, but the board provided some leeway if the costs exceeded the anticipated charge. The motion passed unanimously.

Wood Treating Certification – Darrell is working with the State of Montana so that a recertification session can be conducted in Missoula on Thursday, March 18th, 2010 just before the 2010 Annual Meeting. Darrel expects that a 6 hour session will be necessary to provide 6 continuing ed credits. Darrell is also investigating how to set up the class so that attendees from states outside Montana can qualify for recertification in their states. More

Continued on next page...

...Minutes Continued

information will be provided in the next Quarterly newsletter.

Jump Start Program – Rich Lane reported that the Montana DNRC has received federal Stimulus funds to help reduce forest fuels and enhance forest health on private and State forest lands in Montana. This program is designed to also increase the amount of wood fiber available to the wood products industry, including the post and pole business sector. According to Roger Ziezak of DNRC, “The

link to look at the RFQ is <http://gsd.mt.gov/osbs/Results.asp?AgencyID=dnrc1>. It can also be accessed by going to the DNRC Home Page and clicking on the Jumpstart 2 heading under the Hot Topics section or it is also available on the Forestry Division Home Page.”

Adjourn – The quarterly board meeting of the Intermountain Roundwood Association adjourned at 9:45 am MDT.

-Rich Lane, Secretary

USFS in the Dumpster

From an email from Tom Troxel:

At first, this is easy to laugh at, but there's really no good news in depending on a federal agency whose own employees rate it so poorly.

Last year, American Forest & Paper Association contracted with Property & Environmental Research Center to conduct a 'Centers of Excellence' study which analyzed three consistently successful national forests. Some of the common attributes of those successful forests were a) engage local communities and advisory groups in planning, b) a focus on getting the best people, c) strong relationships with local communities, d) a priority for active forest management, and e) a system for tracking performance and accountability. Those are a good place to start.

In the Best Places to Work in the Federal Government Survey-2009: the Forest Service is rated as one of the worst.

In this year's Best Places to Work in the Federal Government the Forest Service ranks 206 out of 216 federal agencies – meaning that 95% of all

federal agencies ranked higher than the Forest Service.

This evaluation uses data from the Office of Personnel Management's Federal Human Capital Survey, including responses from more than 212,000 civil servants, to produce rankings of employee satisfaction and commitment (<http://data.bestplacestowork.org/index.php/bptw/index>).

The Forest Service ranks lowest of all USDA agencies. USDA itself ranked 23 out of 30 Departments. The Forest Service's sister agency in USDA, the Natural Resources Conservation Service (NRCS), ranked 61 out of 216. The Forest Service also ranks lowest when compared to USDI agencies which manage land. BLM was 150 out of 216. The Fish and Wildlife Service had the same score as NRCS.

Employee satisfaction increased at 71% of federal organizations between 2007 and 2009.

Continued on next page...



...Dumpster Continued

During that same time frame, employee satisfaction at the Forest Service decreased 11% from an index score of 59.9 to 53.3.

These rankings could be a significant barrier to recruiting highly qualified and motivated employees, since prospective employees seeking government service have ready access to them.

Out of the 10 workplace environment categories, the Forest Service scores lowest on: Effective Leadership, Strategic Management, Performance Based Rewards and Advancement, and Work/Life Balance. The Forest Service scores the highest in Employee Skills/ Mission Match, Teamwork, Pay and Benefits, and Support for Diversity.

There are four subcategories within the Effective Leadership category. Within those subcategories, "Effective Leadership – Supervisors" ranked noticeably higher (61.8) than the other three subcategories, "Effective Leadership – Leaders (35.3)," Effective Leadership –Empowerment (43.2)," and "Effective Leadership – Fairness (43.8). Apparently, Forest Service employees rank the leadership of their supervisors higher than the overall leadership of the agency as a whole at the various organizational levels.

Some relevant information from the analysis is included in the Best Places to Work website (<http://bestplacestowork.org/BPTW/analysis/>). This section states:

"The Nuclear Regulatory Commission and the Government Accountability Office ranked first and second in the 2007 rankings. These two agencies have maintained their positions in 2009. Perhaps more noteworthy is the fact that

both agencies significantly improved their scores, even though they were already top-ranked..."

For the fourth time in a row, the primary driver of job satisfaction in the federal space is effective leadership. While this finding is no surprise, the reasons behind it are. In a first, the 2009 Best Places rankings break down which factors shape employees' views of their leadership. Conventional wisdom holds that the greatest influence on an employee's satisfaction is his or her immediate supervisor. However, the 2009 Best Places rankings reveal that it is actually the quality of an agency's senior leadership that has the greatest bearing on employee views.

Employee mistrust of agency leadership is a serious matter. The results of the survey are symptomatic of other cultural issues within the agency and should be viewed with the critique and recommendations of the Dialogos report and the follow-up 2009 diagnostic memo in mind (see: <http://fsweb/dialogos/dialogos-followup-report.pdf>). Many of the issues identified in the Dialogos reports are once again surfaced in the Best Places survey suggesting either that much more work needs to be done on these issues or that current efforts are not as effective as we may have hoped initially. It may also be that recent cultural changes have had insufficient time to take hold with employees.

A story in Government Executive magazine reports that OMB intends to use the rankings in the 2011 budget process and may require agencies ranking lowest to put together improvement plans (<http://www.govexec.com/dailyfed/0509/052009ar1.htm>).

Cash for Hogfuel

A Double Edged Sword for IRA Members?

Recently the Farm Service Agency (FSA) of the USDA announced the Biomass Crop Assistance Program (BCAP). BCAP provides financial assistance to producers or entities that deliver eligible biomass material to designated biomass conversion facilities for use as heat, power, biobased products or biofuels. Initial assistance will be for the Collection, Harvest, Storage and Transportation (CHST) costs associated with the delivery of eligible materials.



SUMMARY: This Notice of Funds Available announces that funds are being made available beginning in 2009 for certain provisions of the BCAP established by the Food, Conservation,

and Energy Act of 2008 (2008 Farm Bill), in order to provide matching payments to certain persons or entities for the CHST of eligible material delivered to qualified biomass conversion facilities.

According to Dave Atkins of the USFS in Missoula, MT this program is slated to run until 2012. Each producer would be eligible for a time period of two years, running concurrently. The pros to this program would, of course, be the matching funds for hogfuel however Dave is concerned about the unintended consequence effecting the roundwood, pulp and other fiber markets. Dave also noted that while the FSA has a long history of agriculture programs this is the first time they have dabbled in timber.

Comments of the EIS are due by September 24th 2009 and discussion will be held at the Director's Meeting held in Helena on September 18th. Visit <http://www.fsa.usda.gov/FSA/webapp?area=home&subject=agri&topic=bcap> for more information online.

-Karen Kovatch

2010 IRA Annual Meeting Date

Save the date:

Social Thursday, March 18th

Meeting Friday, March 19th in Missoula, Montana at the Hilton Garden Inn ❖



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Townsend City Park Picnic Pavilion



Director, Craig Rawlings pointed out there are some great photos of projects made with roundwood on the Beaudette Consulting Engineers, Inc. website. Here is

section with jack trusses defining hips off the main bents at each end. The raised central clerestory portion of the main bents allows natural light to filter to the main section of the pavilion while still protecting occupants from the elements.

some photos and the story about one such structure in Montana:

“The 30x50’ pavilion was constructed for the city of Townsend, Montana. Funding for the design was by the Forest Products Lab in Madison WI, as part of the initiative to promote the structural use of small diameter wood.

The initial design was sketched on a “napkin” with city council members and approved by the mayor. Design features four small diameter timber bents that delineate the structures cross



Fabrication of the small diameter components was by Porterbilt Company in Hamilton, MT and shipped to the site. The foundation, erection of round wood components, roof deck and finish was completed by community volunteers.”



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Membership Information

Thank you for inquiring about the Intermountain Roundwood Association.

Our organization is a nonprofit corporation representing the economic, educational, and social interests of roundwood producers. Anyone engaged in or interested in the harvesting, manufacturing, or marketing of small roundwood and associated products is eligible for membership in our organization.

Our association has been working for a consistent and stable supply of raw materials; presenting a united voice to government agencies and congressional delegations on those issues facing our association; working with government agencies on hazardous waste disposal alternatives; working to find State and Federal loan opportunities for small businesses; locating new out of region markets for members products; providing information on State and Federal Regulations; distributing a quarterly newsletter with pertinent information; providing advice to members in their dealings with governmental regulatory and land management agencies; and educating the public on the need to thin timber stands to provide a healthy environment and prevent stand-destroying fires.

Meetings

Members are encouraged to participate in the quarterly director meetings throughout the year as well as our annual meeting. The board conducts four meetings, usually two teleconference meetings and two physical meetings each year. Members are welcome to raise concerns and contact directors with specific issues and any questions.

The next Board of Directors meeting will follow the Annual Meeting on **Friday, September 18th 2009**. All members are welcome and encouraged to participate. Contact IRA President, Norm Tyser for more information.

Advertising

Business Directory Ads:

Contact Gary Marks (406) 933-5981 or gary@marks-miller.com

IRA Website

Log on at:

www.intermountainroundwood.org

Email: info@roundwoodassociation.org

IRA Board of Directors

Norman Tyser, President	(307) 742-6992	ntyser@wyoming.com
Mike Sterling, Vice President	(208) 722-6837	mike@parmapostandpole.com
Rich Lane, Secretary	(406) 721-2573	rlane@naturalresourcesolutions.com
Kalvin Kovatch, Treasurer	(406) 677-2300	roundwoodwest@blackfoot.net
Darrell Miller	(406) 933-5981	darrell@marks-miller.com
Bill Baker	(605) 348-8338	sawdust@orbitcom.biz
Craig Rawlings	(406) 728-9234	crawlings@mtcdc.org

Newsletter, Classified Ads & IRA Website

Karen Kovatch, Editor	(406) 677-2932	info@roundwoodassociation.org
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2009 IRA Membership Application Form



Please return this form and \$100 payment to: (Sorry, we do not take credit cards.)

Intermountain Roundwood Association

Kalvin Kovatch, Treasurer P.O. Box 1275, Seeley Lake, MT 59868

1
Name of Business or Organization: _____

Contact person: _____

Mail me a receipt.

- This is how your membership will be listed on the back of the newsletter and on the IRA website.

Additional contact and services information for receiving newsletter, your personal IRA web page and the Membership phone and address lists:

New member: Complete remainder of this form. **Current Member:** Make changes as noted.

Current Member: No changes this year. *Stop here, as tempting as it might be: do not check any more boxes!*☺

2
Address: _____ City: _____ State: _____ Zip: _____

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Email to info@roundwoodassociation.org or attach separate page. Limited to 150 words. Remember to include one photo or logo image to accompany your business or organization description. You may email photo or logo also.

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Arch Wood Protection	Midwest Fence Company	Roundwood Systems
Baker Timber Products, Inc.	Missoula Saws, Inc.	Roundwood West Corporation
BJ Consulting	Montana Community Development Corporation	Ruby Valley Pressure Treating
Bouma Post Yards	Montana Manufacturing	Stephen T. Smith Consulting
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