



# Grass Roots Report

ND Association of Township Officers  
Finley, ND 58230

**NDTOA**

PRESORTED  
STANDARD  
US POSTAGE PAID  
FINLEY, ND  
PERMIT #9



Newsletter Editor  
**Notes...**

**Articles Due: January 15th**

Send **ARTICLES** to: Kathy Holte, Editor  
Lowe's Printing, Inc.

P.O. Box 1116 • Minot, ND 58702

Fax (701) 852-2119

E-mail: [kathy\\_h@lowesprinting.com](mailto:kathy_h@lowesprinting.com)

If you have questions, please call  
(701) 852-1211 or 1-800-760-2529

Check out [www.ndtoa.com](http://www.ndtoa.com)

Send **ADDRESS CHANGES** to:  
Nolan Verwest  
Rt. 1, Box 66 • Finley, ND 58230

**Protecting The  
Public Trust.**



**NORTH DAKOTA INSURANCE  
RESERVE FUND**

P.O. Box 2258

Bismarck, ND 58502

(701) 224-1988 • Fax: (701) 224-0609

Toll Free: 1-800-421-1988

[www.ndirf.com](http://www.ndirf.com)



**NOVEMBER 2003**  
**What's Inside**

President's Message .....Page 2  
 Grassroots Leadership .....Page 3  
 Country Lawyer .....Page 4  
 Workshop Schedules .....Page 5  
 NDIRF Member Services.....Page 6  
 Secretary's Corner .....Page 7

*The Official Newsletter of the ND Township Officers Association • NATaT Member*

## IRS Representative to Attend Annual Meeting

What should township officers do to comply with the most current IRS regulations?

Al Klamon from the IRS will be the guest speaker at the NDTOA Annual Meeting on December 1 & 2, 2003 at the Sleep Inn & Suites in Minot, ND.

Al will speak on township forms and procedures and answer any questions you may have. *Is your township complying? What does it take to do it right? What happens if you are not withholding tax from your officer's pay? Are you supposed to withhold tax from your meeting compensation?*

*Does it mean jail time for all of your supervisors or just confiscation of their farmland?*

Dennis Fewless will hold a workshop on "Why Townships Need Zoning."



He joined the ND Department of Health in 1975 and worked as a program supervisor and assistant director of the Water Supply and Pollution Control Division.

In 1990 he was named Director of the Division of Water Quality. Dennis earned a bachelor's degree in environmental health from Ferris State University, Big Rapids, MI, and did coursework in

environmental management at the University of Southern California. Currently, he is working on a master's degree in public administration from Montana State University.

Dennis is co-chair of the North Dakota Nonpoint Source Task Force Committee, co-chair of the Souris River Bilateral Monitoring Group (U.S. and Canada) and a member of the board of directors of the Association of State and Interstate Water Pollution Control Agencies. He is originally from Leroy, MI.

There will also be an open forum with NDTOA Legal Counsel, Tom Moe, Attorney-at-Law with legal questions you may have and a discussion on "What's Happening In Your Township."

Another important workshop will be presented by NDTOA District 5 Director, Barb Knutson on record keeping and taking minutes at your township meetings.

This will be helpful to all clerks, supervisors, and those holding any other position on a township board. Whether you are a new officer or an experienced one, this should be good for all and is heartily recommended by the State Board of Directors.

This annual meeting will be a very informative meeting.

### NOVEMBER 30

5 p.m. ....Executive Board Meeting  
 All committees of the NDTOA meet

### DECEMBER 1

8:30 a.m. ...Registration  
 9 a.m. ....**Call to Order** by President Donny Malcomb  
**Reading of the Minutes** by Secretary Ken Yantes  
**Treasurer's Report** by Nolan Verwest  
**Committee Reports**  
**Old Business**  
**New Business**  
**Recess Meeting**

12 noon ....Meal with guest speakers and entertainment

1 p.m. ....Workshop Programs  
 ☛ Dennis Fewless, ND Department of Health on Why Townships Need Zoning.

☛ Al Klamon of the Internal Revenue Service. How to fill out 1099 and W2 forms correctly.

☛ Open forum with Tom Moe on legal questions and "What's Happening In Your Township."

☛ Record keeping and minutes by Barb Knutson.

5 p.m. ....Adjournment

6:30 p.m. ...Awards Banquet, entertainment, and auction

### DECEMBER 2

8 a.m. ....**President's Breakfast**  
 Annual membership meeting of NDTOA

8:30 a.m. ...Registration

9 a.m. ....Reconvene by President Donny Malcomb  
 Resolutions by Vice President Steve Ginsbach  
 Final budget actions  
 Elections

12 noon ....Adjournment

## Annual Meeting Auction To Be Held

The NDTOA auction will be held again this year. Donations are needed to make this activity a success. Please bring crafts, regional manufactured products, ethnic foods and any other items that are unique to your area to the annual meeting.

Thanks for your support! We appreciate it.

## NDTOA Officers

**DONNY L. MALCOMB**, *President*  
4000 338th St. SW • Berthold, ND 58718  
(701) 453-3285  
malcomb@ndak.net

**STEVE GINSBACH**, *Vice President*  
16290 91st St. SE • Hankinson, ND 58041  
(701) 242-7291

**KENNETH YANTES**, *Secretary*  
11240 Hwy. 65 • Cooperstown, ND 58425  
(701) 797-3755  
kyantes2001@yahoo.com

**NOLAN VERWEST**, *Treasurer*  
Rt. 1, Box 66 • Finley, ND 58230  
(701) 524-1020

**BRYAN HOIME**, *Past President*  
Rt. 2, Box 64 • Edmore, ND 58330  
(701) 644-2720  
bhoime@polarcomm.com

**FLOYD MILLER**, *District 1 Director*  
14954 57th St. NW • Williston, ND 58801  
(701) 875-4280

**RALPH OLSON**, *District 2 Director*  
5054 47th St. NE • Maddock, ND 58348  
(701) 438-2344

**LARRY SYVERSON**, *District 3 Director*  
Rt. 2, Box 44 • Mayville, ND 58257  
(701) 786-2697  
las@polarcomm.com

**KERRY SCHORSCH**, *District 4 Director*  
Rt. 2, Box 15 • New England, ND 58647  
(701) 579-4703  
kerry@globaladvertising.com

**BARB KNUTSON**, *District 5 Director*  
2600 236th St. NE • McKenzie, ND 58553  
(701) 673-3198  
knutsons@bektel.com

**ROBERT FORWARD**, *District 6 Director*  
8933 134th Ave. SE • Oakes, ND 58474  
(701) 742-2749

**BEA WALL**, *NATaT Director*  
6344 146th Ave. SE • Sheldon, ND 58068  
(701) 882-3355  
owegowalls@mlgc.com

### *Legal Counsel*

**TOM MOE**, *Attorney-At-Law*  
39 1st Ave. NW • Mayville, ND 58257  
(701) 786-2442  
thomas\_moe@mail.masu.nodak.edu



## President's Message *Donny L. Malcomb*

As I am writing this final message of the year for our newsletter, we are having some fantastic fall weather. Hope you are enjoying it and remember how wonderful it was on that stormy day we may have coming up this winter.

We have been busy planning for our annual meeting in Minot, so most of my message will be about our annual meeting.

It was great to meet an old friend and former working partner at our director's meeting in Carrington. It was a great pleasure meeting you again Victor, and all the township officers of Wells Township, Wells County.

We haven't forgotten you and are still working on your problem. Hope to have it solved by the annual meeting date. It also saddens me to think of the loss of the president of the Mountrail County Township Officers Association Rich Osness. A very good friend was lost and a valuable township officer. My condolences.

The annual meeting this year, as you can see by our agenda, is in Minot at the new Sleep Inn. We will be the first convention for this new facility. I have viewed the rooms and they are wonderful. It's connection to Dakota Square makes it a perfect location for spouses to shop, browse, go to a movie, have a great lunch or just visit. The waterpark won't be open and I'm sorry to say you won't be able to ride the 200 foot waterslide.

The workshops at this meeting will be informal and educational. The ND State Health Department wants to emphasize the importance of township zoning. They feel they can't adequately protect your township without proper zoning. Come and find out more.

We are going to have to file those darn federal forms! The IRS will once again be available with a workshop showing us how to fill them out, what goes on them, who gets them, and whatever you may need to know to file the new federal forms for townships. Be sure to send your clerk or treasurer for this workshop so that they can learn how to comply with these new IRS regulations.

A lot of questions have arisen on township record keeping. What should be included in township minutes, how detailed should they be, in what type or form, and who are they available for. Your township

clerk may want to attend this workshop for better record keeping by your township.

Our final forum will be with Mr. Tom Moe, our legal advisor, on township law. It will deal with questions you may have pertaining to some problems you may be having in your township, and hopefully provide an answer for you. An excellent opportunity for you to find answers to your township problems.

Once again our County President's Breakfast will be held on Tuesday, December 2nd at 8 a.m. An excellent opportunity for county presidents to get together and discuss ideas and problems they are facing.

It's also a good time for the NDTOA to find out what we are doing wrong and what we can do to further help our local townships and county associations. Invitations will be going out to those I have on my list. If you are a county president and don't receive an invitation, please feel free to come—the breakfast is on us. If you can't come, send a representative to take your place. Please register with Nolan when you arrive on Monday.

Don't forget to bring that special item for our second annual auction. This year we will introduce you to an oriental auction. Contact your local crafters, manufacturers (Melroe, Bobcat, Case IH) and ask them for a donation for our auction. Then come ready to purchase these unique prizes.

Finally, come for the entertainment. During our noon luncheon on Monday Senator Byron L. Dorgan has been invited. His confirmation has not been completed, but he has indicated he will attend if scheduling will allow.

Also entertaining at the luncheon will be a master bagpiper, Aaron Malcomb. He has competed nationally and internationally with award winning pipe bands, as well as an individual piper. He is currently playing with the Regina Pipe Band.

Evening entertainment at the banquet will be a young lady from Sherwood, ND. Kelly Volk won second place at the ND State Fair Talent Contest this year. She has been to Nashville for further training and auditioning. She loves country music and sings some of the country classics by Patsy Cline and Hank Williams. She also does modern country, contemporary, and gospel.

Sounds like a wonderful meeting! ***This is your invitation. See you there!***

# Secretary's Corner *Ken Yantes*

Greetings Township Officers! Annual meeting time will soon be here!

The first and second of December is not far off and we will again come together with combined thinking to establish our organization's positive direction.

Our Grassroots Policy Development procedures start with a good idea carried from our township members through the township, county and state levels of our organization.

I cannot praise our members enough

for their thoughtful ideas expressed in resolutions and carried on to become policies of the NDTOA.

At the last legislative session we dealt with 67 issues (bills) that affected township government. We were successful on 65 of those 67 efforts.

Thanks to well thought out policy stands, we will continue to have this exceptional success. Please attend our annual meeting and help set a positive course for our organization as we move united into the future.

## Educational Opportunities

The following courses are available to assessment personnel through 2005. All courses will be held in Bismarck at the Comfort Inn.

MAY 10-14, 2004

### Commercial Cost Approach

NOVEMBER 15-19, 2004

### Tax Administration

MAY 9-13, 2005

### Agricultural Land Valuation

NOVEMBER 14-18, 2005

### Teaching Appraisal Techniques

For more information, contact LuElla Dahme, Property Tax Specialist at (701) 328-3143 or e-mail idahme@state.nd.us

*I don't have anything against work.  
I just figure, why deprive somebody  
who really enjoys it?* —Dobie Gillis

## Resolutions Session

Vice President Steve Ginsbach will again lead a resolutions session at the NDTOA Annual Meeting on December 1 & 2 in Minot. We hope you will bring your resolutions for discussion and development into NDTOA policy.

Please send advanced copies of your resolutions to Steve at 16290 91st Street SE, Hankinson, ND 58041 or call (701) 242-7291.



701-837-3140 • 1-800-SLEEP IN  
2400 10th St. SW  
Minot, ND 58701

*126 rooms (26 suites) • Deluxe continental breakfast  
Huge indoor water park & arcade*

*Only hotel, convention center and water park attached to a  
major regional shopping mall in the U.S.*

*Shop over 85 stores  
and never go outside the building  
(Old Navy, Target, Sears, JCPenney, Herberger's,  
American Eagle, Eddie Bauer and many more.)*



## NDTOA 2003 Annual Meeting Registration Form

For reservations at Sleep Inn Inn & Suites, call 1-800-SLEEP IN or 1-800-837-3140  
2400 10th Street SW, Minot, ND • sleepinn@minot.com

Name \_\_\_\_\_ Officer Position \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Township \_\_\_\_\_ County \_\_\_\_\_

Total No. Attending \_\_\_\_\_ @ \$25.00 per person  
\$10.00 for each spouse attending the Monday night banquet

Total Amount Enclosed \$ \_\_\_\_\_

Please send this registration form along with your check payable to: NDTOA by November 15, 2003 to Nolan Verwest, Route 1, Box 66, Finley, ND 58230.

*NOTE: Townships may pay from their general fund for officer's registration fees and expenses.*

# NDIRF Member Services NDIRF Staff

Bearing in mind that the roster of township officials undergoes constant change, it might be useful to identify some of the services provided to members by the North Dakota Insurance Reserve Fund. The following list, while not all-inclusive, provides a quick review:

## INSURANCE PRODUCTS/UNDERWRITING/CLAIMS/FINANCIAL & INVESTMENT MANAGEMENT

Service to members is the reason for the NDIRF's existence and the items identified above are basic services all NDIRF members expect for their contribution dollar. The term "basic services" is not meant to imply that they are simple or unimportant—they are the heart of the relationship between the NDIRF and its members. Efficient maintenance of these services must always be the NDIRF's first priority.

## LIABILITY/SAFETY SURVEYS

The NDIRF maintains two full time staff positions for the primary purpose of providing information and advice regarding exposures to loss that may exist in areas over which members exercise authority. All members with significant premises liability exposures have been visited several times and provided with written survey reports.

## TRAINING PRESENTATIONS

The NDIRF sponsors topical presentations each year to various groups of members and their employees. Recent issues addressed include law enforcement liability concerns, employment matters, recreational facility management and open records/open meetings law.

In addition to the numerous training opportunities funded in whole or in part by the NDIRF and provided to members by third parties, NDIRF staff is also directly involved in presenting instruction to Fund members. NDIRF staff routinely present program information on road signing and maintenance, swimming pool safety, skatepark design, employment matters and other issues.

The defensive driving course (DDC-4) taught by NDIRF staff provides this program to members and their employees at no charge. Benefits to the NDIRF, members and their employees include safer drivers, potential workers compensation premium reductions and credits on employees' personal auto insurance premiums.

## TRAINING MATERIALS

The NDIRF has made numerous items available to all members over the past several years. For example, the NDIRF Guide is an excellent basic resource for any public entity on a broad range of risk management issues.

The NDIRF sponsors updating and distributing the ND Township Officers Manual following each state legislative session. This allows an up-to-date reference for township officers on matters directly affecting their responsibilities.

The NDIRF Public Employers Handbook has been distributed to over 900 cities, counties, school districts, park districts and special districts. This manual provides a quick reference on proper handling of numerous employment issues and a directory of resources available for more in-depth information.

An Aquatics Safety Manual was developed and distributed to NDIRF members with swimming pool facilities in 2002.

A brochure on skatepark safety and design was developed in 2002, principally for the use of NDIRF members who lack staff resources but wish to develop these facilities in their community.

The NDIRF's newsletter, the *Participant*, is focused on providing loss control information to members and agents both directly (in the form of "how-to" segments) and by example

(through the examination and explanation of actual claim situations).

The *North Dakota Employment Law Letter* is being provided to 430 NDIRF members. This is an excellent resource for members in dealing with employment issues and subscriptions are targeted toward Fund members with at least a few employees on staff.

The NDIRF Risk Services department periodically publishes and distributes "Check It Out" bulletins to members and agents on matters of topical interest, including coverage changes and risk exposure alerts.

The NDIRF also maintains an updated video library, accessible through our website, containing training videos on a variety of risk management topics.

## LEGISLATIVE ACTION

The NDIRF works on risk-related issues affecting its members during legislative sessions and the interim committee process. These have included public transportation liability; open records and meetings laws; Y2K immunity; and state/political subdivision contract indemnification, among many others.

The NDIRF strives to cooperate and coordinate with representatives of its membership, such as the North Dakota Township Officers Association, and a solid working relationship has been developed.

**FHM EQUIPMENT LLC PRESENTS...**  
**FHM Spreader Grader**



**ECONOMICAL  
EFFECTIVE  
FAST**

**Used Successfully By:**

- Farmers & Ranchers
- County & Township Departments
- Contractors & Landscapers

**Several models and price ranges to choose from**

**ONE PASS ELIMINATES  
POTHOLES & WASHBOARD CUTS**

**Also FHM 3 Pt. Fifth Wheel Hitch**



- Haul any trailer
- Works on Category 2 or 3-point hitches
- Great on quick hitches
- Fast, efficient

**Also Fuerst Tine Harrow**



- Widths from 4'-42' HD
- Prepares seed beds for planting
- Scatters livestock droppings
- Driveway maintenance
- Renovate pastures

**ALSO AVAILABLE**  
**3 Pt. Hydraulic Center Links and Side Links**

**FHM EQUIPMENT LLC • 1-888-897-8837**  
**meyer28@bis.midco.net OR www.fhmequipment.net**



# Grassroots Government Leadership Award

To recognize the leadership, creativity, and dedication of township officials, the North Dakota Township Officers Association has established the NDTOA Grassroots Government Leadership Award to pay tribute to local officials whose community service exhibits the highest standards of dedication, ability, and service.

## ELIGIBILITY

The award will be presented to an individual local elected official currently in office. The award will recognize an official for his or her outstanding contributions—on a sustained basis or from a single performance.

Nominees should have responsibility for accomplishing or causing to be accomplished significant programs or projects within his/her area of responsibility, to the ultimate benefit of the general public.

Some examples of such professional accomplishments include local government cost-cutting, coordination of a major local volunteer effort, effectiveness in advancing township goals in state legislature, promoting townships at the national level, establishing new local services or programs, and success in securing public or private funding for local projects.

## SELECTION CRITERIA

Nomination should include specific reference to the following features of the nominee's accomplishments as applicable:

- a. Complexity of the problem(s) addressed;
- b. Measurable improvements resulting from nominee's accomplishments;
- c. Use of original, innovative or creative approaches and solutions in difficult situations;
- d. Long-term or lasting benefit of the nominee's accomplishments.

## NOMINATION PROCEDURE

Nominations may be submitted by member townships and counties of the NDTOA. Nomination deadline is one month prior to the state annual meeting. If you have any questions or need an application, please contact Awards Committee Chairman, Bob Forward, 8933 134th Avenue SE, Oakes, ND 58474 or call (701) 742-2749.

## 2002 RECIPIENT

Richard Heuchert, a lifelong resident of St. Thomas and a leader on the St. Thomas Township Board for 32 years received the "Mr. Township" Award last year at the NDTOA Annual Meeting in Bismarck.

## Township Federal Employment Tax Filing Responsibilities

Elected and most appointed officials are defined by statute as employees of the public entity they serve, e.g., mayors, members of the legislature, county commissioners, city council members, and board or commission members.

Generally, when workers are employees, the government entity that employs them must withhold and pay employment taxes.

Rhonda Kingsley of Fargo and Allyn Klamann of Dickinson are with the Internal Revenue Service's Office of Federal, State and Local Governments. *Rhonda and Allyn, both longtime residents of North Dakota, will be available to discuss township federal employment tax filing responsibilities at the state association's annual meeting in Minot December 1st and 2nd.*

They look forward to seeing you there!

*Never take life seriously.  
Nobody gets out alive.*

# IMPORTANT NOTICE!

## NOTIFICATION OF BY-LAW CHANGE

The NDTOA State Board recommends the following by-law be adopted at the 2003 annual meeting. Amended article #5 to include after last line a third line as follows:

**The treasurer shall not serve as a member of the audit committee.**

## BOARD OF DIRECTORS

The following directorships on the NDTOA Board of Directors are up for re-election for 2003:

1. District #1 presently held by Floyd Miller of Williston
2. District #3 presently held by Larry Syverson of Mayville
3. District #5 presently held by Barb Knutson of McKenzie

They are all eligible for another two-year term. Anyone interested in serving on the NDTOA Board of Directors may contact any member of the Nominating Committee: Ralph Olson, (701) 438-2344; Kerry Schorsch, (701) 579-4703, kerry@globaladvertising.com; or Robert Forward, (701) 742-2749.



*There is no pleasure in having nothing to do; the fun is having lots to do and not doing it!*

# Farmers Union Insurance

You're Never Alone  
**1-800-366-6338**



# The Country Lawyer *Thomas R. Moe, Attorney-at-Law*



Greetings to all! I hope everyone has had a successful and safe harvest. I probably should say “having” a safe harvest as it’s still going on in most parts of the State. I remember as a kid putting away the combine by Labor Day, because we only had small grains. Now, beans, corn, canola, beets, potatoes and sunflowers keeps everyone busier longer as harvest goes into December!

I have tried to keep track of baseball, however, as the League and World Series are my favorites. Did you know that baseball is the only game where only the defense gets to handle the ball—and the offense generates its scores without ever touching the ball?

While you listen to games on the pickup radio, realize that now is a good time to do a road and sign survey before too much snow falls. Make sure you document your trip—use the inspection forms supplied by the Insurance Reserve Fund folks if you have them. Or, make up your own form; the point is to make sure you write this information down for future records.

I know several townships are setting new priorities for snow removal. As we see more people moving off the farm or into town for the winter, the necessity for snow removal on many roads diminish. You could review this during your fall road survey as well.

The Board of Directors is planning an informative and educational annual convention in Minot. Please consider attending this year. It’s for everyone, as we did away with the two delegates per county several years ago.

It’s official township business, so a township surely could reimburse mileage and/or hotel rooms and other expenses for attendees. Remember too, the convention is not only for supervisors but clerks, treasurers, and assessors also, as they are township officers too!

I’ve spoken with several of you by phone over the last year, so now is the time to come to Minot so I can match a voice with a face! Several township

treasurers have inquired about the need to report to the IRS with W-2s or 1099s, etc., so plan on an informative session on that topic at the meeting. Folks from the IRS will be at Minot and give us the training. Following are a few questions I’ve received in the office lately. See you in Minot!

**Q.** We have a fellow in our township that wants to put in a cattle guard. He’s willing to pay for it. What are the rules?

**A.** Check chapter 24-10-01 thru 08 in your handbook for the scoop on cattle guards. Generally, the township has the responsibility to set the specifications for the guard and make sure it is signed properly. Advance warning signs should be placed 300 feet out on both sides of the cattle guard. Make sure you get the arrangement with the farmer in writing, especially laying out his responsibility for any future repairs or maintenance that may be needed.

**Q.** Can the treasurer be appointed?

**A.** No. The treasurer is one of those listed officers that must be elected. Note: the treasurer’s office may be combined with the clerk—but this combined position still is an elected one.

**Q.** Several of our “snowbird” residents have asked if they could sign a proxy form for the township annual meeting next March. They don’t think they will be back from Arizona by then. Several companies and cooperatives send you ballots in the mail. Can townships do this?

**A.** No. The law requires the patrons of a township to “assemble” and have its meeting. No absentee ballots, proxies, or

other means of non-attendance is legal. This is due to the fact that it is a meeting, rather than just an election. There is no way to know what the topics may be which will be brought to the floor for a vote—thus, the need to be personally present.

**Q.** The bridge on our road has been condemned. The county doesn’t want to replace it. Don’t they have to?

**A.** Probably not. I’m assuming you are talking about a bridge on a township road, rather than a county highway. Unfortunately, bridges are one of the most expensive pieces of a road system, so it always boils down to priorities and money. Counties can only afford to maintain those bridges on high priority roads; and, township roads usually have a lower priority. And, township budgets just aren’t capable of raising enough money to build bridges.

**Q.** I’m missing a couple of pages from our township officers handbook. Can I get a replacement?

**A.** Yes, just notify NDTOA’s treasurer, whose address and phone is listed in this newsletter. Or, you can go to NDTOA’s website: [www.ndtoa.com](http://www.ndtoa.com) and click on the Century Code link. Note: there will be a whole new set of updates available at next February’s workshops.



[www.ndtoa.com](http://www.ndtoa.com)

# Discussion Forum Online

Your Township Discussion Forum is online. If you have any questions about situations that may arise in your township, please click on the "Discussion Forum" page at [www.ndtoa.com](http://www.ndtoa.com) and we will post them. Someone else has probably confronted the same situation, and may be able to help you out.

## Annual Meeting Entertainment

Luncheon Entertainment  
Master Bagpiper Aaron Malcomb  
Currently playing with the Regina Pipe Band.

Evening Entertainment  
Singer Kelly Volk from Sherwood, ND

*I discovered I always have choices and sometimes  
it's only a choice of attitude.*

—Quentin Crisp

## Tentative Workshop Schedule

### FEBRUARY 9, 2004

Larimore: Afternoon • Park River: Evening

### FEBRUARY 10, 2004

Langdon: Morning • Devils Lake: Evening

### FEBRUARY 11, 2004

Newburg: Afternoon • Minot: Evening

### FEBRUARY 12, 2004

Williston: Afternoon • Stanley: Evening

### FEBRUARY 13, 2004

Turtle Lake: Morning • New Rockford: Afternoon

### FEBRUARY 17, 2004

Bowman: Morning • Mott: Afternoon

### FEBRUARY 18, 2004

Steele: Morning • Jamestown: Afternoon  
Oakes: Evening

### FEBRUARY 19, 2004

Lisbon: Afternoon • Casselton: Evening

### FEBRUARY 20, 2004

Finley: Morning

Check out [www.ndtoa.com](http://www.ndtoa.com) • Check out [www.ndtoa.com](http://www.ndtoa.com) • Check out [www.ndtoa.com](http://www.ndtoa.com)



**SERVING  
NORTH DAKOTA  
TOWNSHIPS  
FOR  
97 YEARS**

- \*CORRUGATED METAL PIPE (SPIRAL & RIVETED).
- \*BOX CULVERTS.
- \*BEAM AND TRUSS BRIDGES.
- \*STRUCTURAL PLATE PIPE.
- \*FLAP GATES.
- \*CULVERT RELINING.

MR. NEIL NICHOLSON  
CAVALIER COUNTY COMMISSIONER

**JOHNSTON FARGO CULVERT INC.**  
1-800-568-6890  
[WWW.JOHNSTONCULVERT.COM](http://WWW.JOHNSTONCULVERT.COM)

PROUDLY PROVIDING  
JOBS IN  
NORTH DAKOTA