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Chickasaw County

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www.nhtribune.news • Thursday, July 27, 2023 • 20 pages • Issue 29 • Volume 149

Nashua will get its dam money

Supervisors narrowly approve budget amendment that includes money for city

By BOB FENSKE
editor@nhtrib.com

The budget amendment approved by the Chickasaw County Board of Supervisors included a host of items, but anyone attending Monday morning's public hearing might have thought the county was amending its 2023-24 budget for the sole purpose of giving Nashua \$50,000 to fix the

dam on the Cedar River that is located in the city.

That's because it was pretty much the only issue discussed during the 25-minute public hearing.

The amendment to the budget that began less than a month ago on July 1 was needed for a variety of reasons — ranging from taking in additional revenue to paying for items approved by the supervisors this past spring after

they had already certified the 2023-24 budget.

But Monday's hearing was focused on the dam in Nashua. This past spring, Nashua Mayor Alex Anthofer approached the board and asked if it would be willing to help the city with the dam that has had a troubled recent history.

Board members eventually agreed to give the city \$50,000 from its ARPA

interest funds to help Nashua pay for engineering and other costs to evaluate the dam.

The structure underwent a \$1.2 million repair in 2020 but problems arose soon after the work was completed when a large piece of concrete appeared near the dam and forced the city to begin a full evaluation of the

structure.

The issue, Chickasaw County resident Terry Johnson said Monday, is twofold. First, he said his research

SEE SUPERVISORS, 3



County may have less 'vigorous requirements' for EMS living quarters

County attorney tells supervisors that closing on McGrath's building is set for this Monday

By BOB FENSKE
editor@nhtrib.com

Chickasaw County will take possession of the building that will become home to the county-owned ambulance service this coming Monday, but the status of the living quarters for Chickasaw County EMS remained up in the air after the Board of Supervisors' meeting earlier this week.

County Attorney David Laudner, who joined this week's meeting on Monday, said that the county's purchase of a building at 204 E. Prospect

SEE AMBULANCE, 3

Finally, we get a heat wave, albeit a mini one

While much of the country has endured a sweltering summer, our little corner of the world has actually had a relatively cold season ... until now.

High temperatures are expected to approach the mid-90s both today (Thursday) and Friday. If the forecast holds true, it will be the first time in 2023 New Hampton has dealt with back-to-back 90-degree days; in fact, New Hampton has recorded a high temperature in the 90s just once, when the mercury reached 90 on June 24.

Medical professionals are asking residents to be mindful of the heat and limit prolonged outdoor activity while also staying hydrated.

The good news is the heat wave won't last long. Temperatures are expected to return to normal — highs in the mid-80s and lows into the 60s — by this weekend.



Bob Fenske/Tribune

Little Brown Church Pastor Drew McHolm and his wife, Jesse Boatright, pose for a photo at what will soon be the famed church's outdoor wedding venue.

A CHURCH FIRST

PASTOR APPRECIATES HISTORY OF LITTLE BROWN CHURCH BUT MINDFUL THAT MARRIAGES JUST PART OF STORY

By BOB FENSKE
editor@nhtrib.com

Early in his tenure as pastor of the Little Brown Church, Drew McHolm came to a decision.

He appreciated the history of the famed little church "in the Vale" and knew that the church has been home to literally thousands of weddings over the years, but on this day, he had performed seven wedding ceremonies.

"Seven, yes seven," he said, "and even though I knew that wasn't close to the record — it's actually 27 — I knew if I was going to be the pastor of this church, that just wasn't going to be the road I wanted to travel down. ... I just wasn't comfortable with a conveyor belt."

So the Scotsman came up with a new plan. There would be at least two hours between weddings, and the conveyor belt would be stowed away for a while.

"I like to personalize things so if we're doing a wedding at 11 and then another at 11:45, well, you know, that's pretty hard to personalize," he said. "I love the history of our little church, but it is a church, not a wedding chapel."

So as the Little Brown Church pastor and his wife, Jesse Boatright, and the church members prepare for the 70th annual Marriage Reunion that will be held Aug. 5-6, they're not denying one of the most important parts of the church's history but they are also emphasizing the church as a whole.

"I think there are a lot of people who just thought of us as that little church where

SEE LITTLE BROWN CHURCH, 5

Brother, sister gift fairgrounds big gift

Bearmans donate proceeds from livestock auction to Big 4's planned new beef barn

By BOB FENSKE
editor@nhtrib.com

Let's put it this way, it was quite a week for the Bearman family — specifically Tori and her younger brother, Ty — at the Chickasaw County 4-H and FFA Achievement Fair.

The siblings competed in a number of shows and Tori was crowned the 2023 Chickasaw County fair queen, but as much success as they had in the show rings at the fair, it was what they did the last day of the show that may have the longest impact.

A pig owned by the brother and sister fetched almost \$2,000 at the livestock auction that traditionally closes out the Achievement Show while a sheep owned by Ty brought in a

little more than \$4,000.

But instead of pocketing the money, the Bearmans donated the proceeds from the auction back to the Big 4 Fair Board so that they can be used to help fund an expansion of the fairgrounds' beef barn.

"We know how much it's needed," Tori said in an interview last week. "I mean that barn was really packed, and anyone who walked through it during the fair could see we need more room, a lot more room."

So when First Citizens Bank of New Hampton, through its community president, Bob Savre, purchased the siblings' pig and Midway Custom Ag's bid was the winner for Ty's

SEE DONATION, 9



Photo courtesy of Tori Bearman

Tori Bearman and her younger brother, Ty, pose for a photo with First Citizens Bank Community President Bob Savre after the bank purchased a pig jointly owned by the Bearman siblings during the livestock auction at the Chickasaw County 4-H and FFA Achievement Show.

Kindness Square taking shape, inclusive park to open this fall

By BOB FENSKE
editor@nhtrib.com

The inclusive park dream shared by many New Hampton-area residents is becoming a reality; in fact, if all goes well, Kindness Square will be up and running by mid-October.

Work on the project began earlier this summer with the tearing out of the old playground at Runion Park, and will kick into high gear in the near future with the installation of playground equipment, the building of a new

SEE PARK, 7



Bob Fenske/Tribune

Ray Bachman spends Tuesday morning grading what will soon be the Kindness Square inclusive park at Runion Park.

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Trojans honored

Turkey Valley places 10 on all-Upper Iowa Conference baseball and softball teams

Page 14

Library's 'snake'

New Hampton Public Library teams up with "dayhab" residents for unique project

Page 2

On the farm

Former Chickasaw star putting together solid year in the minors

Page 14

A unique snake takes over part of library's grounds

Day Hab paints rocks and invites community members to join in

By Bob Fenske
editor@nhtrib.com

Well, well, well, it appears the New Hampton Public Library has a snake issue.

Don't worry, you'll be safe from the slithery creatures when you go to the library to find your favorite book, read a magazine or hang out on the computer. This is a good snake problem.

That's because the men and women who attend Comprehensive Systems' Day Hab program have started building their own "Rock Snake" that is located just outside the west wall of the library (for the directionally challenged, that's the Walnut Avenue side of the building).

"We've had a lot of fun painting rocks and we're so appreciative that the library was interested in partnering with us on this," New Hampton Day Hab manager Peg Testroet said, "and the more and more we thought about it, we thought this should be a community project."

So on Monday, the Day Hab clients and staff members brought dozens of painted rocks to the library and began building the snake, but they want to add more rocks.

"So basically anyone who wants to paint a rock and add it to the collection is more than welcome to do that," New Hampton Public Library Director Carrie Becker said, "and as you can see, we have plenty of room to add to the snake."

Testroet said that those who want to add their painted rocks to the snake can bring it to the library, where it will be sprayed and added to the snake.

And Day Hab officials also are holding a contest to name the "snake." Inside the library is a basket for anyone who wants to throw out a name idea. The winner will be announced at a later date and will receive a prize from Community Connections New Hampton, i.e. Comprehensive Systems.

"We have a lot of people who love to paint rocks in our community," Becker said, "so I think this will be fun to see how long we can slither this snake along the library. It's a fun partnership and it's cool that we have a pretty good start to it already."



Day Hab officials and clients (above) pose with New Hampton Public Library Director Carrie Becker after they started putting together (below left) their "Rock Snake Project," one in which they are asking community members to not only contribute painted rocks to but also to help name (below right) the snake.



Coops announce intent to merge

The boards of directors of Northern Country Cooperative, Stacyville and Viafield, Charles City, have announced their intent to seek unification through a member vote. The future merger would combine the two highly respected and successful farm supply cooperatives to further strengthen the service and resources for their farmer-owners.

In the notification letter to members, it was shared that both boards entered a unification study to determine the best path forward for each cooperative. In consideration of previously shared business operations, strong financials, and shared culture and visions, it was determined that a merger would allow for optimal future growth and opportunities.

The combined cooperative will serve over 4,700 farmer members across counties in southern Minnesota and northern Iowa.

"This merger will be very beneficial for our members, employees and the many communities we represent," shares Northern Country's Board President, Dave Huper. "We are confident the combination of our respective cooperatives' strengths will bring the best in farm supply and services."

The future unified cooperative would join the two companies wholly together under a new name with no significant changes to operations or employees.

Rather, officials say the combined entity will be better positioned with the size and scale to best serve the needs of tomorrow's farm businesses.

"Each of our boards and management teams have reached this decision in the best interest of our current membership as well as future generations of co-op farmer members," stated Steve Fullerton, Viafield's Board President.

"We expect a merger to maintain the high-quality service and products our farmer customers have come to expect, while allowing for increased advantages in the marketplace, improved efficiencies, innovative offerings, and a best in class workforce."

Member voting ballots and informational packets will be mailed at a later date yet to be announced with a final vote count expected in early fall.



Project Flo would like to extend our heartfelt gratitude to all the incredible volunteers who dedicated their time, effort, and passion to assist with painting, laying carpet, window/door replacement, siding, and general cleanup this year. Your selflessness and hard work have not only transformed six projects in just five days but have also revitalized the Chickasaw County area. We are profoundly thankful for the following businesses and donors whose generous contributions of money, goods, and services made this endeavor possible. Together, as a united community, we have achieved something extraordinary. Your unwavering support and commitment to Project Flo have made a lasting impact on the lives of the families we serve and Chickasaw County. Thank you!

- | | | | |
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| Alta Vista Days Committee | Holy Family Parish | Mid Tech Services | Subway |
| Busti Lumber | Ionia Fire Department | Nathaniel Schwickerath - Attorney | Theisen's |
| Cedar Falls Construction | Klunder's Kafe | Paula Webb | Tony Hoffman Construction |
| Chris and Sara Wernimont | Kyle Grober | Phillips Refrigeration | Tri-T Finishing |
| Community Foundation Grant | Last Call | Roger and Jean Kolbet | Vern Laures Auto Sales |
| Croell Redi-mix | Linda and Jim Kobliska | Samantha Mueller | VGM |
| Duke Energy Foundation | Luana Savings Bank | Sandra Brummond | Wiltse Concrete Recycling & Excavating |
| First Citizens Bank | Marilyn Mihm | Schueth Ace Hardware | |

If we have inadvertently omitted anyone, please know that we apologize and appreciate your contribution. The efforts and generosity of many is truly inspiring.

Project Flo is a nonprofit organization whose mission is to improve communities by restoring homes and building hope. For more information visit www.projectflo.net.

Church Services

NEW HAMPTON

TRINITY LUTHERAN

223 S. Water
trinitylutherannewhampton.org
641-394-2552
Pastors Kevin Frey
and Dan Christensen
Service times: 9 a.m.,
Sunday.

HOLY FAMILY CATHOLIC

202 N. Broadway
641-394-2105
Father Jim Goerend
Mass times: 4 p.m.,
Saturday; 8 and 10 a.m.,
Sunday.

FIRST UNITED METHODIST & UNITED CHURCH OF CHRIST

at First United Methodist
201 N. Locust Ave.
Pastor Dong Hun Shin
Service times: 9:15
a.m. Sunday at FUMC; UCC
and Ionia UCC to hold joint
service at NH-UVV at 10:30
a.m.

REDEEMER LUTHERAN

611 W. Court St.
saudejerico.com
Pastor Peter Faugstad
Service time: 4 p.m.
Saturday Divine Service

HARVEST CHURCH

481 S. Linn Ave.
harvestcares.com
641-394-4380
Pastor Anthony Harris
Service time: 9:30 a.m.
Sunday.

PRAIRIE LAKES

234 S. Linn Ave.
prairielakeschurch.org
641-456-6880
Pastor Cory Orr
Service times: 9 a.m.,
Sunday.

JERICO

JERICO LUTHERAN

2512 120th St., New Hampton
saudejerico.com
Pastor Peter Faugstad
Service time: 8:30 or
10:30 a.m. Sunday Divine
Service (check website).

SAUDE

SAUDE LUTHERAN

2949 Stevens Trail, Lawler
saudejerico.com
Pastor Peter Faugstad
Service time: 8:30 or
10:30 a.m. Sunday Divine
Service (check website).

IONIA

UNITED CHURCH OF CHRIST

firstumcnewhampton.com
Pastor Dong Hun Shin
Service time: 10:30
a.m. joint service at New
Hampton UCC.

ST. BONIFACE CATHOLIC

Father Jim Goerend
Mass time: Saturday, 6
p.m.

LOURDES

OUR LADY OF LOURDES CATHOLIC

Rev. Jerry Kopacek
Mass time: Saturday, 4
p.m.

ALTA VISTA

ST. BERNARD CATHOLIC

Rev. Jerry Kopacek
Mass time: Saturday, 6
p.m.

ZION LUTHERAN CHURCH

Pastor Sue Cira
641-364-2115
Service time: Sunday,
8 a.m.

ELMA

IMMACULATE

CONCEPTION CATHOLIC

Rev. Jerry Kopacek
Mass: Sunday, July 23,
7:15 a.m.

ST. PETER LUTHERAN CHURCH

Pastor Bruce Miller
107 Wood St. Elma
Service time: 9 a.m.
Sunday.

NORTH WASHINGTON

IMMACULATE

CONCEPTION

Father Jim Goerend
Mass: Saturday, Aug. 5,
6 p.m.

Let the Bible help you relax this summer

Hammock? Check.
Lemonade? Check.
A good book? Check.
An afternoon all to yourself? Check.
Mix those four ingredients together and you have a recipe for a perfect summer afternoon. So why can't you relax? Why is your mind racing a mile a minute, as usual? What seems to be missing? There is one more secret ingredient needed for this dish and it is often overlooked - a spirit at peace.

For many of us, pushing the pause button is easier said than done, even during the summer months when life should slow down a little, giving us a chance to catch our breath and relax. But just as physical rest is necessary for a healthy body, spiritual rest is important for our spiritual well-being. And the best way to rest your spirit is to rest in the One who created you.

The notion of resting is a theme woven throughout Scripture beginning ... well, at the very beginning.
"On the seventh day God had finished His work of creation, so He rested from all His work."

Genesis 2:2 NLT

Even God took a day to rest after creating the world and it's a lesson He intends for us to follow. Here are six verses you can focus on this summer - verses to remind you to rest in God and lean into Him so you can relax and fully enjoy the season.

"The Lord is my shepherd; I have all that I need. He lets me rest in green meadows; he leads me beside peaceful

streams. He renews my strength."

Psalms 23: 1-2 NLT

In God, we have all that we need. No matter what. He knows the "green meadows" and "peaceful streams" that will restore and renew each of us. And He promises to deliver. When we walk with Him, we can count on Him for complete rest and restoration.

"It is useless for you to work so hard from early morning until late at night, anxiously working for food to eat: for God gives rest to His loved ones."

Psalms 127: 2 NLT

Even with the best of intentions, we can easily slip back into the habit of counting on ourselves to meet our needs. We honor God with our work but not when it serves as a cover for our inability to trust in Him. Trusting in Him, while working and resting, is the key to renewal and refreshment.

"Therefore I say to you, do not worry about your life ... your heavenly Father knows that you need all these things. But seek first the kingdom of God and His righteousness, and all these things shall be added to you."

Matthew 6: 25-34 NKJV

In this passage, Jesus makes it clear that worrying about the future is a waste of time. Instead, He reminds us that our heavenly Father values us above all else and He will care for us just as He does the flowers of the fields and the birds of the air.

"Come to Me, all you who are weary and burdened, and I will give you rest. Take My yoke upon you and learn from

Me, for I am gentle and humble in heart, and you will find rest for your souls."

Matthew 11: 28-29 NIV

Responsibilities can be overwhelming but Jesus promises to help carry the load. And His shoulders are much bigger than ours! While He doesn't promise a life without hard work and trials, He does promise to be our partner, participating with us and walking with us every step of the way.

"Be anxious for nothing, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all comprehension, will guard your hearts and your minds in Christ Jesus."

Phil. 4: 6-7 NASB

In this passage, Paul provides some great advice - he suggests we turn our worries into prayers. When we stop worrying and start praying we will be filled with the complete peace and rest that only God can provide.

"I have told you these things so that, in Me, you may have peace. In this world, you will have trouble. But take heart! I have overcome the world."

John 16:33 NIV

The next time a restless spirit threatens to ruin a perfect summer day, stop and remind yourself that, in Jesus, the victory has already been won! God is in control, our destiny as believers is set, and things won't fall apart when we pause to enjoy the beauty.

— dayspring.com



Photos courtesy of Harvest Church

Harvest Church kids take a trip back in time

Harvest Church held its annual Vacation Bible School last week, and children headed back in time to ancient Babylon, where they studied "Daniel's Courage in Captivity" and then shared what they learned during the New Hampton's church's weekly worship service on Sunday morning.



This is the message we have heard
from him and declare to you: God is light;
in him there is no darkness at all.

1 John 1:5



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NASHUA

LITTLE BROWN CHURCH

littlebrownchurch.org
Pastor Drew McHolm
Service times: Sing-
A-Long Service, 10:15
a.m., Sunday; Traditional
Service, 10:30 a.m.

REPUBLIC CHURCH

1794 280th St., Ionia
Pastor Sarah Namukose
Service time: 10:30
a.m. Sundays.

UNITED METHODIST CHURCH

314 Brasher Street
Pastor Sarah Namukose
Service time: 9 a.m.
Sundays.

ST. JOHN LUTHERAN

300 Merrill St.
Pastor Todd Burrichter
Service time: 9 a.m.
Sundays.

CEDAR POINT CHURCH

310 Main Street
Pastor Darin Cerwinski
Service time: 6:30
p.m. Friday.

ST. MICHAELS CHURCH

602 Cedar Street
Father Tom Heathershaw
Service time: 6:30
p.m. Saturdays

ST. JOHN'S UCC -

PLEASANT HILL

10009 Union Ave.
Pastor Drew McHolm
Service time: Sunday,
9 a.m.

PLAINFIELD

UNITED METHODIST

404 2nd St.
319-276-3195
Pastor Roberta Robbins
Service time: Sunday,
8:30 a.m.

LAWLER

OUR LADY OF MT. CARMEL CATHOLIC CHURCH

3030 Highway 24
Father Nick Radloff
Mass: Saturday, 4 p.m.

IMMANUEL CRANE CREEK LUTHERAN CHURCH

2616 140th St, Lawler
Pastor Sue Cira
Service time: 9:30
a.m., Sundays.

FREDERICKSBURG

ST. PAUL'S LUTHERAN CHURCH-MISSOURI SYNOD

222 S. Washington Ave.
Pastor Ron Koch
Service time: 9 a.m.,
Sundays.

PEACE UCC CHURCH

221 Oak St.
Pastor Scott Smith
Service time: 9 a.m.,
Sundays.

WAUCOMA

ST. MARY CATHOLIC

218 3rd St. NW
Father Nick Radloff
Mass: Sunday, 8:30
a.m.

ST. LUCAS

ST. LUKE CATHOLIC

215 East Main
Father Nick Radloff
Mass: Sunday, Aug. 6,
10:30 a.m.

PROTIVIN

HOLY TRINITY

124 N. Main St.
Father Nick Radloff
Mass: Sunday, Aug. 6,
8:30 a.m.

LITTLE TURKEY

ASSUMPTION OF THE BLESSED VIRGIN MARY

3303 160th St.
Father Nick Radloff
Mass: Sunday, 10:30
a.m.

CLARKSVILLE

FIRST UNITED CHURCH OF CHRIST

31015 150th Street
Rev. Peter Wenzel
Service time: 10 a.m.,
Sundays.

Legal Notice • Legal Notice

CHICKASAW COUNTY
BOARD OF SUPERVISORS'
MINUTES
July 17, 2023

The Board convened on Monday, July 17, 2023, at 9:03 AM with members Breitbach, Kuhn, Cerwinske and Hackman present in the Boardroom on the 2nd floor of the Court House, New Hampton, Iowa. Suckow absent. Chairperson Kuhn called the meeting to order. Also present were Auditor Sheila Shekleton, Attorney David Laudner (phone), Bob Fenske, member of the media, Public Health Director Lisa Welter (phone), Treasurer Matt Ysbrand, Engineer Roman Lensing, Assessor Raymond Armel, EMS Director Joel Knutson, Briget Edson, and North Washington Mayor David Geerts.

Motion by Cerwinske, seconded by Breitbach to approve the agenda for July 17, 2023 with the removal of Auditor Sheila Shekleton, Custodian Dave Gorman and discussion about handbook. Roll Call: Ayes: Cerwinske, Breitbach, Kuhn. Nay: Hackman. Absent: Suckow Motion carried.

Motion by Breitbach, seconded by Hackman to approve the meeting minutes from July 10, 2023 with changes. Roll Call: Ayes: Breitbach, Hackman, Cerwinske, Kuhn. Absent: Suckow. Motion carried.

No Public Comment

Motion by Hackman, seconded by Breitbach to approve RESOLUTION 07-17-23-55 A RESOLUTION APPROVING THE MINOR SUBDIVISION PLAT OF: Parcel 2023-26 in the NW1/4 OF THE NW1/4 OF THE NE1/4 OF THE NE1/4 OF section 9, all in Township 95 NORTH, Range 11 WEST OF THE 5TH P.M., Chickasaw County, Iowa WHEREAS, ON THE 17th DAY of July, 2023 at a regular meeting by the Board of Supervisors, Chickasaw County, Iowa a minor subdivision plat of

Parcel 2023-26 in the NW1/4 OF THE NW1/4 OF THE NE1/4 OF section 9, all in Township 95 NORTH, Range 11 WEST OF THE 5TH P.M., Chickasaw County, Iowa Was presented. WHEREAS, the minor subdivision plat of

Parcel 2023-26 in the NW1/4 OF THE NW1/4 OF THE NE1/4 OF section 9, all in Township 95 NORTH, Range 11 WEST OF THE 5TH P.M., Chickasaw County, Iowa Has now been considered and should be approved. NOW THEREFORE, it is hereby resolved by the Board of Supervisors, Chickasaw County, Iowa that said Minor Subdivision Plat be approved, accepted and the Chairman is hereby directed to certify this Resolution of Approval. PASSED AND APPROVED on this 17th DAY of JULY, 2023. /s/ Matthew Kuhn, Chair, Hackman, Cerwinske, Breitbach, Absent; Suckow. ATTEST: /s/ Sheila Shekleton, Auditor Detailed document on file at Auditor's office and on county's website <https://www.chickasawcounty.iowa.gov>

Discussion with Treasurer Matt Ysbrand about Clerk's wages and no action taken.

Motion by Hackman, seconded by Cerwinske to table discussion of APRA funding requests from cities; Lawler \$50,000.00, Nashua \$50,000.00, and North Washington \$50,000.00 and Io-

nia's fund request of \$30,000.00 till there is a full board present. Ayes: Hackman, Cerwinske, Breitbach, and Kuhn. Absent; Suckow. Motion carried.

Motion by Hackman, seconded by Cerwinske to acknowledge resignation of Rayna Dunn, July 5, 2023. Roll Call: Ayes: Hackman, Cerwinske, Breitbach, and Kuhn. Absent; Suckow. Motion carried.

Motion by Hackman, seconded by Breitbach to acknowledge resignation of Staci Vestel, June 20, 2023. Roll Call: Ayes: Hackman, Breitbach, Cerwinske, and Kuhn. Absent; Suckow. Motion carried.

Discussion about removing counter-top desks in the Community Services Building for the Public Health. No action the board wants Custodian Dave Gorman involved.

Discussion of Secondary Roads updates.

Motion by Hackman, seconded by Cerwinske to give Permission to Enter Premises Agreement with Karen Williams for Chickasaw County Brushing at the Intersection of Akron Way and 265th St. and authorize Board of Supervisors Chairman Signature. Ayes: Hackman, Cerwinske, Breitbach, and Kuhn. Absent; Suckow. Motion carried.

Discussion of EMS Building.

Motion by Breitbach, seconded by Cerwinske to approve and authorize chair's signature on Memorandum of Understanding with AmeriCorps Senior Foster Grandparent Program. Roll Call: Ayes: Breitbach, Cerwinske, Hackman, and Kuhn. Absent; Suckow. Motion carried.

Discussion on draft of revised Purchase and Procurement Policies.

Motion by Hackman, seconded by Cerwinske to approve Quarterly Reports for Auditor, EMS, Recorder, Sheriff, and Veteran Affairs for period ending June 30, 2023. Roll Call: Ayes: Hackman, Cerwinske, Breitbach, and Kuhn. Absent; Suckow. Motion carried.

Motion by Hackman, seconded by Cerwinske to approve prior claims \$1.00. Roll Call: Ayes: Hackman, Cerwinske, Breitbach, and Kuhn. Absent; Suckow. Motion carried.

Motion by Cerwinske, seconded by Breitbach to approve claims \$1,285,439.53. Roll Call: Aye: Cerwinske, Breitbach Hackman, Kuhn. Absent; Suckow Motion carried.

Motion by Hackman, seconded by Breitbach to approve payroll checks dated July 14, 2023. Roll Call: Aye: Hackman, Breitbach, Cerwinske, Kuhn. Absent; Suckow. Motion carried.

COMMITTEE ASSIGNMENT UPDATES

Supervisor Cerwinske-July 11- Floyd Mitchell Chickasaw Landfill

Motion by Hackman, seconded by Breitbach to adjourn at 11:00 AM. Roll Call: Aye: Hackman, Breitbach, Cerwinske, Kuhn. Absent; Suckow. Motion carried.

Matthew Kuhn, Chairperson Board of Supervisors ATTEST:Sheila Shekleton, Auditor

No.23168

07/27/23

07/28/23

CITY COUNCIL
COUNCIL CHAMBERS
MONDAY
JULY 17, 2023
7:00 P.M.

The City Council of the City of New Hampton met in regular session in the Council Chambers at 112 East Spring Street, New Hampton Iowa at 7:00 p.m. Monday, July 17, 2023. The meeting was called to order by Mayor Schwickerath at 7:00 p.m. Council members present were Denner, Fisher, Humpal, McDonald and Porath. Speltz was absent. Also in attendance were Police Chief Tim Pederson, Casey Mai, Tammy Robinson, Bob Fenske, Joel Knutson and Shawn Hildahl.

1.Approve meeting agenda
2.Approve City Council Minutes of July 5, 2023

3.Approve City Claims of \$137,504.28
4.Encumber Funds For Traffic Signals \$3,600.00

5.Appointment: Brian Moore – Planning & Zoning & Emily Schueth – Library Board
6.New Class B Retail Alcohol License Dollar General @ 910 East Main Street

7.New Class B Retail Alcohol License Five Star Cooperative @ 1949 N Linn Ave

8.Floyd Mitchell Chickasaw County Landfill Monthly Report/Agenda

9.Setoff Participant Enrollment Application Form (Income/Offset Program)

10.Airport Commission Minutes of 7/10/23

11.Planning & Zoning Minutes of 7/11/23

12.Department Head Minutes of 7/11/23

13.Fire Department Minutes of 2/6/23, 3/6/23, 5/1/23, 6/5/23, 7/10/23

14.June 2023 Finance Reports

Moved by Fisher, seconded by Humpal; that the Consent Agenda be approved as presented; Ayes – Five. Nays – None. Absent – Speltz. Motion carried.

Chickasaw County EMS department head, Joel Knutson, updated the council on the first 6 months of activity for the ambulance service. Knutson reported they have answered 487 calls, a 12% increase from 2022 largely due to transfer activity. A third ambulance has been purchased and is stationed in Fredericksburg. There is a 28E Agreement meeting on July 26, 2023 for stakeholders to attend; Knutson encouraged council attendance. Knutson also thanked the City Council for allowing Chickasaw County to break the existing garage lease agreement without the required 60 days notice. Effective August 1, 2023 the department will take possession of the building at 204 East Prospect and will begin remodeling the facility for staff living quarters.

Councilmember Speltz arrived at 7:08 pm

The Council recently discussed the replacement of controller units for the traffic signals and unfortunately this past week an additional controller is malfunctioning and needs replacement. The Council requested that City Clerk Clemens continue to apply for grants to assist paying for the necessary updated equipment. Moved by Humpal, seconded by Fisher; To approve the pur-

chase of five (5) controller units #M60 NEMA ECOM, NTCIP from Mobotrex, Inc. for \$5,626 per unit; and to amend the FY2024 budget for the additional expenses, be approved. Ayes – Six. Nays – None. Absent – None. Motion carried. Jamey Pesek, on behalf of Richard Bast and Woodland Drive Road Association requesting approval of the final plat amendment for Woodland Estates, consisting of vacating platted right-of-way and the subdividing of a portion of Lot 8, which will be combined with Lot 9 of Woodland Estates Addition. At the July 11th P&Z meeting the Board recommend approval of the Woodland Estates Subdivision Plat Amendment with the vacation of the right-of-way of Woodland Drive. Moved by Denner, seconded by Speltz; That Resolution No. 2023-06 RESOLUTION APPROVING PLAT AMENDMENT FOR WOODLAND ESTATES & WOODLAND DRIVE be approved. Ayes – Denner, Fisher, McDonald, Porath, Speltz.

Abstain – Humpal. Nays – None. Resolution approved.

Councilmember Humpal shared her appreciation for Carrie Becker and the entire Library staff for all they do for our community. She applauded their continual efforts to offer a variety of programs all year long for residents of all ages.

Public Works Director Mai shared an update on the successful manhole replacement project on East Main Street.

City Clerk Clemens updated the council on a recent inspection of the dog pound facility located at the WWTP. The facility fencing was in violation; Clemens and Pederson are working on fixing the violations and continue to work with the SNAP organization.

Moved by Porath, seconded by Fisher; that the meeting adjourn at 7:56 p.m. Ayes – Six. Nays – None. Absent – None. Motion carried.

ATTEST: KAREN CLEMENS, City Clerk
ROBERT SCHWICKERATH, Mayor
COUNCIL CHAMBERS
CITY HALL, MONDAY, JULY 17, 2023 7:00 PM

CITY - WRITTEN SINCE JULY 3, 2023

State of Iowa,Sales Tax (WA SR)..... 3,787.34

USPS,Postage for Utility Bills 119.04

New Hampton, City of,Utilities (Clerk PD SR ST WA Fire Carnegie)..... 17,535.30

Five Star Coop,Supplies (SR) Gas (SR WA) Diesel (Fire Street)..... 714.77

Kwik Star,Gas (Police) Diesel, Gas (Street)..... 1,392.40

Powerplan,Blower Fan, Electric Connectors (Street)..... 1,057.92

Verizon Wireless,Data Charges (Police)..... 160.12

TOTAL WRITTEN 24,766.89

CITY - TO BE WRITTEN.....

Black Hills Energy,Natural Gas (PD WA Clerk Cust ST Fire SR)..... 634.72

CarQuest,Couplings, Air Filter, Straps (Street)..... 67.59

Chickasaw County Auditor,FY 23/24 Hazmat (3494 @ \$.50)..... 1,747.00

Chickasaw County Sheriff,FY23/24 28E Agreement Dispatching Services Fee..... 55,030.50

Federal Signal Corporation,Batteries for

Warning Siren 644.00

Galls,Uniform Allowance (Police)..... 421.13

Geerts Plumbing & Heating,Service AC (Fire) 506.00

Hawkins,Chlorine, LPC-4 (Water)..... 5,592.50

Heartland Asphalt,Cold Mix (Street)..... 1,059.44

Iowa Department of Natural Resources FY23/24 Water Supply Fee 384.45

Microbac Company,Testing Fees (Water)..... 62.00

MiEnergy,Electric Service (Sewer)..... 71.38

MME Properties,Econ Dev Grant- August 2023 Rent for Rebel Diamonds 700.00

Municipal Supply,2" Water Meter, Flanges, Bolts (Water)..... 2,143.42

NAPA,Supplies (Street Sewer Fire)..... 504.25

New Hampton Electric,Electrical Work, Troubleshooting (WA SR)..... 1,910.90

New Hampton Tribune,Council Minutes, Ordinance (Clerk) Assistant Ad (Econ)..... 591.52

Petty Cash,Certified Junk Vehicle Letters (Clerk) Postage (Econ)..... 87.31

Rapid Printers,Paper Towels, Copy Paper (SR) Utility Billings (WA SR)..... 343.24

Schluetter Body Shop,Tow Vehicle out from under fallen tree on Jefferson St 70.00

Schueth Ace Hardware,Vacuum (Custodial) Supplies (Fire Sewer Street)..... 229.76

US Cellular,Cell Phone & Data Charges (Street Sewer Fire WA Zoning)..... 355.13

USA Blue Book,Testing Kits (Water) ... 330.00

Visa,Gsuite (PD) Supplies (WA) Conference (Econ) Sanitary Manholes 2,893.93

Windstream,Phone Service (Water Sewer)..... 278.59

Wulfekuhle,Sludge Removal 7/3/23 (Sewer)..... 31,754.92

Total to be Written..... 108,413.68

Plus City Written 24,766.89

TOTAL TO BE APPROVED..... 133,180.57

PAYROLL -WRITTEN SINCE JULY 3, 2023

Collection Services Center,Payroll Withholding 190.89

EFTPS,FICA & Federal Tax... 13,623.90

Empower Retirement,Deferred Comp ... 325.00

..... 14,139.79

AIRPORT -TO BE WRITTEN

MiEnergy,Electric Service 171.40

CEMETERY -TO BE WRITTEN

Schueth Ace Hardware,Bungee, Knife, Tape, Paint 76.06

PARK & REC -TO BE WRITTEN

US Cellular,Cell Phone Service.... 62.35

Visa,Tot Lot Supplies, Popcorn Bags, Pool Lanes, Misc 2,235.29

..... 2,297.64

LIBRARY -TO BE WRITTEN

Schueth Ace Hardware,Light Bulbs, Bucket, Lid..... 73.76

Visa,Supplies 1,063.44

..... 1,137.20

CEMETERY- WRITTEN SINCE JULY 3, 2023

New Hampton, City of,Utilities 108.44

PARK & REC- WRITTEN SINCE JULY 3, 2023

State of Iowa,Sales Tax 2,395.93

New Hampton, City of,Utilities 5,260.46

Atlantic Bottling Company,Concession Items 1,330.34

Black Hills Energy,Gas at Pool 1,069.04

Bodensteiner Implement,Quick Hitch Broom 4,200.00

Carquest of New Hampton,Oil Filters 8.72

Carrico Aquatic Resources,Pool Chemicals, Consultations 4,134.71

City Laundering,Toilet Paper 325.84

Clemens- Mr. Lawn,3rd Application, Round Up, Weed Control on Trail 1,890.00

Cooley Plumbing LLC,Restroom Rentals 447.8

Decker Sporting Goods,Softball Home Plate..... 95.0

Fareway Stores,Concession Supplies, Pool Supplies, Treats for Programs 426.42

Hackman, Tara,Mileage for May (208 x .655) 136.24

Hanson Tire Service,Tire Repair, New Tires on Truck 416.00

Hassman Construction,Softball Press box Labor, Supplies 2,293.75

Iowa Soccer Association,Spring Fees 596.00

Iowa Surveillance Team,Security Camera Installation 4,399.94

Jendro Sanitation,Refuse 596.61

John Deere Financial,Strainer 16.14

Kwik Trip,Gas..... 292.00

Mary & Zips Repair,Saw Plug..... 5.00

Mick Gage Plumbing & Heating,Repair Leak in Pool House & Girls Shower 794.38

MITKO,Gasket for Main Pump 1.98

Myers-Cox,Concession Stand Supplies 4,830.22

NH Golf & Country Club,Youth Golf Camp Fee (20 @ \$15) 300.00

New Hampton Municipal Utility,Phone & Internet 83.34

New Hampton Rotary,Dues 78.75

Nystel, Michelle,Reimburse for Prize Giveaways at Pool..... 35.73

Rapid Printers,Blue Paper 24.89

Schueth Ace Hardware,Stain, Oil, Cleaner, Paint, Keys, Shelf 1,482.58

Zip's Outfitters,Tball Shirts 1,864.37

..... 39,832.24

LIBRARY- WRITTEN SINCE JULY 3, 2023

20/20 FX,Computer Repair 67.50

Baker & Taylor,Books 359.95

Black Hills Energy,Gas Service... 100.54

Iowa Communications Network,Long Distance Charges 8.60

Jendro Sanitation,Refuse Pickup 61.34

Kanopy,Streaming Services 67.00

New Hampton Municipal Utility,Phone & Internet 170.30

Riley's,Copier Fee 166.47

New Hampton, City of,Utilities 524.97

..... 1,526.67

No.23163

07/27/23

Legal Notice • Legal Notice

THE IOWA DISTRICT COURT
FOR CHICKASAW COUNTY
IN THE MATTER OF
THE ESTATE OF

FRANCELLA C. BURGART,
Deceased,CASE NO. ESPR003129
NOTICE OF PROBATE OF
WILL, OF APPOINTMENT OF
EXECUTORS,

AND NOTICE TO CREDITORS

To All Persons Interested in the Estate of Francella C. Burgart, Deceased, who died on or about June 28, 2023:

You are hereby notified that on July 11, 2023 the Last Will and Testament of Francella C. Burgart, deceased, bearing date of February 9, 2018, was admitted to probate in the above named court and that David Burgart and Larry Burgart have been appointed Executors of the estate. Any action to set aside the Will must be brought in the district court of said county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the Will whose identities are reasonably ascertainable, or thereafter be

No.23160

07/27/23 08/03/23

Legal Notice • Legal Notice

THE IOWA DISTRICT COURT
CHICKASAW COUNTY
IN THE MATTER OF
THE ESTATE OF ALAN KING,
Deceased, Probate No. ESPR003125

NOTICE OF PROBATE OF
WILL, OF APPOINTMENT OF
EXECUTOR, AND NOTICE TO
CREDITORS

To All Persons interested in the Estate of Alan King, Deceased, who died on or about June 18, 2023.

You are hereby notified that on the 23rd day of June, 2023, the last will and testament of Alan King, deceased, bearing the date of the 1st day of February, 2007, was admitted to probate in the above named court and that Dale King was appointed executor of the estate. Any action to set aside the will must be brought in the district court of said county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the will whose identities are reasonably ascertainable, or thereafter be forever

forever barred.

Notice is further given that all persons indebted to the estate are requested to make immediate payment to the undersigned, and creditors having claims against the estate shall file them with the clerk of the above named district court, as provided by law, duly authenticated, for allowance, and unless so filed by the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice (unless otherwise allowed or paid) a claim is thereafter forever barred.

Dated July 19, 2023.

Executors of Estate:

David Burgart, 202 N. 35th St., Clear Lake, IA 50428

Larry Burgart, 2192 Berkeley Ave., St. Paul, MN 55105

Michael K. Kennedy, ICIS#: AT0004194,Attorney for Executors, Kennedy & Kennedy,12 E. Main St.,PO Box 406,New Hampton, IA50659

Date of second publication 08/03/23

Probate Code Section 304

No.23160

07/27/23 08/03/23

Legal Notice • Legal Notice

NOTICE OF PUBLIC HEARING
NOTICE OF PUBLIC HEARING
ON PLANS AND SPECIFICATIONS,
PROPOSED FORM OF CONTRACT,
AND ESTIMATE OF COST FOR THE
FURNISHING MISCELLANEOUS
ELECTRIC SUBSTATION MATERIALS – STOLZ PARK SUBSTATION
FOR NEW HAMPTON MUNICIPAL
LIGHT PLANT, NEW HAMPTON,
IOWA.

Notice is hereby given that the Electric Utility Board of the New Hampton Municipal Light Plant, New Hampton, Iowa will meet at the Downtown Utilities Office, 112 East Main Street, New Hampton, Iowa 50659on August 14, 2023 at 5:00 PM. at which time and place the Electric Utility Board will consider the adoption of plans and specifications, and proposed form of contract and estimate of cost for the above referenced improvement, which are now on file in the Downtown Utilities Office. At said meeting the Electric Utility Board will receive and consider any objections

No.23128

07/27/23

Legal Notice • Legal Notice • Legal Notice • Legal Notice

chase of five (5) controller units #M60 NEMA ECOM, NTCIP from Mobotrex, Inc. for \$5,626 per unit; and to amend the FY2024 budget for the additional expenses, be approved. Ayes – Six. Nays – None. Absent – None. Motion carried. Jamey Pesek, on behalf of Richard Bast and Woodland Drive Road Association requesting approval of the final plat amendment for Woodland Estates, consisting of vacating platted right-of-way and the subdividing of a portion of Lot 8, which will be combined with Lot 9 of Woodland Estates Addition. At the July 11th P&Z meeting the Board recommend approval of the Woodland Estates Subdivision Plat Amendment with the vacation of the right-of-way of Woodland Drive. Moved by Denner, seconded by Speltz; That Resolution No. 2023-06 RESOLUTION APPROVING PLAT AMENDMENT FOR WOODLAND ESTATES & WOODLAND DRIVE be approved. Ayes – Denner, Fisher, McDonald, Porath, Speltz.

Abstain – Humpal. Nays – None. Resolution approved.

Councilmember Humpal shared her appreciation for Carrie Becker and the entire Library staff for all they do for our community. She applauded their continual efforts to offer a variety of programs all year long for residents of all ages.

Public Works Director Mai shared an update on the successful manhole replacement project on East Main Street.

City Clerk Clemens updated the council on a recent inspection of the dog pound facility located at the WWTP. The facility fencing was in violation; Clemens and Pederson are working on fixing the violations and continue to work with the SNAP

Parks and Rec director grateful to many for their work on Kindness Square

PARK: FROM 1

shelter house and restrooms and the completion of sidewalks and a larger and more handicap-accessible parking area.

And it's all going to be done in one fell swoop.

"It's exciting to see that it's going to really happen," New Hampton Parks and Recreation Director Tara Hackman said, "and with the grants, the donations and the big fundraiser that was put on, we're not only going to be able to have the playground but also all the amenities — like the restrooms, the shelter and everything."

Hackman said Monday that the playground equipment is set to be shipped early next week and should be in New Hampton by the first full week of August. And the park will

be ready for the playground. Not only is the old playground equipment removed — some of it is going to a park in Waucoma and other pieces are going to be installed at Garnant Park — but work is continuing on grading the playground and other "behind-the-scenes" things that need to be done before the equipment can be installed.

The original goal of the committee set up and charged with raising the funds for an inclusive playground was \$350,000. The committee secured those funds — through both private donations and grants — earlier this year, and a fundraiser held this past March raised another \$130,000.

And while the final price tag will be almost \$500,000, that price tag would have been much higher without contractors dis-

counting prices and providing in-kind donations to Kindness Square.

"It's quite a list and we're so grateful to everyone on it," Hackman said. "They've bought into the vision, and they've understood the community need for something like this."

Hackman certainly wasn't kidding when it came to her "quite-a-list" comment and reeled off the names of various businesses and individuals who are supporting the playground.

That list includes Mic Shekleton Plumbing, Ray Bachman, Stanton Electric, Phillips Modern Ag, Knight's Construction, Lester Glaser, Croell Redi-Mix, Ferguson Plumbing, Geerts Plumbing and Heating, Dave Denner Siding, Roger Dreckman, Bob Hackman, Builders First Source,

Nolt's Custom Concrete, Blake Ohm Nalaco, Kurth Pumping & Conveying, Jerry Tank Masonry and Construction, Nolt's Custom Concrete, and Brummond Construction — as well as city employees like Brian Quirk and Casey Mai, along with the New Hampton Street Department.

Hackman also wanted to "throw in a shout out" to the Kindness Square Volunteer Committee, those providing meals and refreshments for all of the laborers and to MercyOne New Hampton Medical Center, which is providing a much-needed air-conditioned room to eat in when needed.

The only issue — and its a "non" one — is the fact that when school starts next month, St. Joseph Community School

will not have a playground for a month or two. For years, the private school has sent its kids across the street to Runion for recess.

"We've talked to them and they know that for a bit, they'll just have access to the baseball diamond and maybe the basketball courts," Hackman said, "but they've been great about it. They're focused on the end product and it will be great for them."

.....

The new shelter house will be about 30-by-30 feet and will include circular handicap-accessible picnic tables, and Hackman said that those interested in donating a table to the shelter can give her a call at 641-394-5464 for more information.



New Hampton Community Schools Notifications

ORIENTATION FOR FAMILIES

ELEMENTARY OPEN HOUSE

MONDAY, AUGUST 21ST
2:00 P.M. - 6:00 P.M.

MIDDLE SCHOOL OPEN HOUSE

MONDAY, AUGUST 21ST
4:00PM - 6:00PM

5TH GRADE ORIENTATION AT 5:00PM

HIGH SCHOOL FRESHMEN OPEN HOUSE

WEDNESDAY, AUGUST 16TH
6:00 P.M. - 7:00 P.M.

NOTICE ~ ALL ATHLETES

You must have a Doctor's certificate of fitness before you are eligible to participate in athletics. Athletes are responsible for obtaining their own physicals.

All athletes must have insurance or waiver of insurance along with emergency procedure cards on file with school before they will be allowed to participate.

IMPORTANT: Students participating in interscholastic athletics, cheerleading and dance; and their parents/guardians; must sign an acknowledgement form stating they have received the information provided on the concussion fact sheet titled, "HEADS UP: Concussion in High School Sports." Students cannot practice or compete in those activities until this form is signed and returned.

SCHOOL BUS SERVICE

Ten buses will operate in the district to provide transportation for approximately 720 rural students. Bus assignments will be published in a later issue.

High School students living in New Hampton may ride from the elementary school building to the high school building in the morning and from the high school to the elementary building in the afternoon.

SCHOOL BUS VIDEO CAMERAS

The New Hampton Community School District Board of Directors has authorized the use of video cameras on school district buses. The video cameras will be used to monitor student behavior, to maintain order on the school buses, and to promote and maintain a safe environment. Students and parents are hereby notified that the content of the videotapes may be used in a student disciplinary proceeding. The content of the videotapes are confidential student records and will be retained with other student records. Videotapes will only be retained if necessary by the administration. Parents may request to view videotapes of their child if the videotapes are used in a disciplinary proceeding involving their child.

REPORTING A SAFETY CONCERN

- If you see something, say something.
- Call 9-1-1 if there is an immediate danger, if you know about an emergency, or if you see suspicious activity.
- Otherwise you may report any other safety concerns via the district's reporting number 641-394-2134 Extension 6008. This number allows students, staff, parents, and community members to confidentially submit concerns regarding safety, harassment, intimidation, and bullying to the district administration. All reports may be submitted anonymously.

PARENT NOTIFICATION

Parents'/Guardians' Rights Notification:

Parents'/Guardians in the New Hampton Community School District have the right to learn about the following qualifications of their child's teacher: state licensure requirements for the grade level and content areas taught, the current licensing status of your child's teacher, and baccalaureate/graduate certification/degree. You may also request the qualifications of an instructional paraprofessional who serves your student in a Title I program or if your school operates a schoolwide Title I program.

Parents'/Guardians may request this information from the Office of the Superintendent by calling or sending a letter to Office of the Superintendent, 710 West Main Street, New Hampton, IA 50659.

STUDENT ABUSE BY SCHOOL EMPLOYEES AND ASSIGNED INVESTIGATORS

Chapter 102 of the Iowa Administrative Code prescribes procedures for charging and investigating incidents of abuse of students by school employees. The school district's designated investigators are: Jay Jurrens, Superintendent (641) 394-2134 or Jamie Steege, school nurse (641) 394-2134

HUMAN GROWTH AND DEVELOPMENT

The school district provides students with instruction in human growth and development. Parents may review the human growth and development curriculum prior to its use and have their child excused from human growth and development instruction. Parents should contact the principal if they wish to review the curriculum or to excuse their child from human growth and development instruction.

Jay Jurrens
Superintendent 641-394-2134 ext. 6

Matt Manson
High School Principal 641-394-2134 ext. 3

Scott Frerichs
Activities Director 641-394-2134 ext. 4

Brad Schmitt
Middle School Principal 641-394-2134 ext. 2

Emily Steele
Elementary Principal 641-394-2134 ext. 1

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New Hampton Community Schools



MULTI-CULTURAL GENDER FAIR (MC/GF) GRIEVANCE PROCEDURE

Students, parents of students, or employees of the New Hampton Community Schools have the right to file a formal complaint alleging non-compliance with the regulations out-lined in Title VI of the 1964 Civil Rights Act, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, or Section 12.(8) of the Iowa State Education Standards.

Level I (Informal and Optional) - Employees with a grievance of discrimination on the basis of gender, sexual orientation, race, national origin or disability may first discuss it with their principal or immediate supervisor, with the objective of resolving the matter informally. A student or parent with a complaint of discrimination on the basis of gender, sexual orientation, race, national origin or disability should immediately discuss it with the teacher, counselor or building administrator involved.

Level II (Informal and Optional) - If the concern remains unresolved, the grievant is encouraged to approach the MC/GF Compliance Committee for the purpose of resolving the concern through fact gathering and discussion. The role of this group is to reconcile, if possible, the concern of the grievant using an informal procedure. The group will consist of the grievant, the person against whom the grievance has been filed, the principal or designee, a minimum of two MC/GF Advisory Committee members, and the MC/GF Facilitator.

Level III (Formal) - If the grievance is not resolved at level one or level two and the grievants wish to pursue the grievance, they may formalize it by filing a complaint in writing on the Compliance Violation Form, which may be obtained from the Compliance Officer.

The remaining steps in the grievance process will be reviewed with the grievant. The entire grievance procedure is available for inspection in the Compliance Officer's Office along with other information relating to these topics. Please contact Brad Schmitt, Middle School Principal, 710 W. Main, New Hampton, IA 50659, (641) 394-2134 ext. 2 b_schmitt@new-hampton.k12.ia.us if you have any questions, concerns, or complaints. Mr. Schmitt is the Title VI and Title IX Officer for the New Hampton Community School District.

PARENTAL NOTICE GENERAL EDUCATION INTERVENTIONS

The New Hampton Community School District uses a problem solving model to address student concerns through general education interventions. Problem solving activities are part of the school's general program and may occur at any time throughout the school year. The problem solving process is a systematic set of procedures designed to look at different factors that might be affecting student success, such as what is taught, how it is taught, and how the student responds to these processes. During the problem solving process, school personnel (including special education staff and Keystone special education personnel) may be involved in gathering information that will be used to develop effective interventions.

As parents, you are key participants during all facets of problem solving. If a child is recommended for special education services, parents must give written consent. Parents may also request that their child be considered for special education services at any time by contacting the child's principal.

SECTION 504 OF THE REHABILITATION ACT OF 1973

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination against persons with a disability in any program receiving federal financial assistance. In order to fulfill obligations under Section 504, the New Hampton Community School District has the responsibility to avoid discrimination in policies and practices regarding its personnel and students. No discrimination against any person with a disability should knowingly be permitted in any program and practices of the school system.

The New Hampton Community School District has the responsibilities under Section 504, which include the obligations to identify, evaluate, and if the student is determined to be eligible under Section 504, to afford access to appropriate educational services.

If the parents or guardians disagrees with the determination made by the professional staff of the school district, he/she has a right to a hearing with an impartial hearing officer.

If there are any questions, please feel free to contact Matt Manson, Section 504 Coordinator for the New Hampton Community School District, at (641) 394-2134 ext. 3.

FAMILY EDUCATIONAL RIGHTS & PRIVACY ACT NOTIFICATION OF RIGHTS

The Family Educational Rights and Privacy Act (FERPA) affords parents and students who are 18 years of age or older ("eligible students") certain rights with respect to the student's education records. These rights are:

(1) The right to inspect and review the student's education records within 45 days after the day the School receives a request for access.

Parents or eligible students who wish to inspect their child's or their education records should submit to the school principal (or appropriate school official) a written request that identifies the records they wish to inspect. The school official will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

(2) The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.

Parents or eligible students who wish to ask the School to amend their child's or their education record should write the school principal (or appropriate school official), clearly identify the part of the record they want changed, and specify why it should be changed. If the school decides not to amend the record as requested by the parent or eligible student, the school will notify the parent or eligible student of the decision and of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

(3) The right to provide written consent before the school discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent.

One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. The criteria for determining who constitutes a school official and what constitutes a legitimate educational interest must be set forth in the school's or school district's annual notification for FERPA rights. A school official typically includes a person employed by the school or school district as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer, contractor, or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, medical consultant, or therapist; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official typically has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, the school discloses education records without consent to officials of another school or school district in which a student seeks or intends to enroll, or is already enrolled if the disclosure is for purposes of the student's enrollment or transfer.

(4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the School to comply with the requirements of FERPA. The name and address of the Office that administers FERPA are: Student Privacy Policy Office, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, DC 20202

ANNUAL NOTICE OF NONDISCRIMINATION

The New Hampton Community School District offers career and technical programs in the following service areas: Industrial Technology, Family and Consumer Sciences, Business, Vocational Agriculture, and Health Sciences.

It is the policy of the New Hampton Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the district's Equity Coordinator, Brad Schmitt, Middle School Principal; 710 West Main, New Hampton, Iowa 50659, 641-394-2134 ext. 2, b_schmitt@new-hampton.k12.ia.us

News Bits From Our Past

Compiled by Terri Josephson

Week of July 23 1948 (75 years ago)

- At a called meeting of the congregation Monday evening it was unanimously voted to rebuild the church which was totally destroyed and removed from the foundation in the recent Ionia disaster. The only thing that was left after the devastating tornado was a part of the furnace and stoker and the cement blocks of the foundation. A building committee was elected to formulate plans for the new church.
- Our local city superintendent of school, Mr. F.J. Moore, has been fortunate in securing a complete roster of teachers for the coming school year. New Hampton is one of the few schools in the state that can make this claim this early as many schools throughout the state will have to go throughout the entire school year minus teachers in various departments. This would not have been accomplished without the effort of Mr. Moore.
- 1973 (50 years ago)**
- A county-wide campaign to raise \$25,000 for the Chickasaw County Physicians Recruiting Fund will begin in New Hampton, with drives in other areas of the county scheduled for later dates. The money raised in this effort will be used for plane fare to bring prospective doctors here for visits, motel accommodations and meals and members of the committee will need to visit medical schools, Iowa Medical Society Headquarters and hospitals where doctors are interning. In addition a professional recruiter has been hired.
- The much-needed rain over the weekend didn't put a damper on New Hampton's 15th annual Ridiculous Days activities Friday. Crowds lined the streets before nine o'clock for the parade and remained in the community for the rest of the day's events. Following the parade, New Hampton merchants opened sidewalk stands and customers took advantage of the specials.
- A highlight of Friday evening was "The Battle of Bands" on New Hampton's three downtown intersections. At six o'clock Friday evening Sara Lee goodies and Pepsi were served. Some 2,400 individual pieces were served to the crowd on hand.
- 1998 (25 years ago)**
- Ron Diddy was elected by popular vote to be the Marshal of the first Heartland Days parade. He is president of the First National Bank and has been actively involved in the community for several years. Sarah Reicks was named the first New Hampton Heartland Days Queen. She was selected from 12 other contestants and was crowned by Mrs. Chickasaw County, Chantal Papousek. Sarah is the daughter of Rodney and Lisa Reicks.
- The New Hampton varsity softball team cruised to a Class 2A District Championship with wins over Oelwein and Waterloo Columbus in a post-season series hosted by the Chickasaws at Mikkelson Park.
- The Big Red looked very impressive in both games, winning a 9-0 shutout over the Huskies in the opener, and then winning a close 2-1 battle over the Sailors in the championship. In the regional tournament on Friday, the Chickasaws blanked Iowa Falls 2-0 and then followed with a 6-0 thumping of Waukon.
- The girls will play top-ranked Clear Lake in softball's equivalent of a sub-state game. If the Chickasaws win, it will be the first trip to the state tournament since 1986, when the Big Red took third place behind the legendary pitching of Colleen McCabe, who would go on to be a standout at the United States Military Academy at West Point.
- 2013 (10 years ago)**
- The New Hampton girls softball team played their first round game in the Class 3A state tournament.
- The 14th-ranked Chickasaws built a 3-0 lead over third-ranked Mid-Prairie, saw the Golden Hawks rally to tie the game in the top of the seventh and then won it in the bottom of the frame when Jen Ankrom blasted a two-run double that scored fellow senior Raelyn Webster to give the underdog New Hampton a 4-3 win.
- The victory was the Chickasaws' 15th in a row and sent them into Thursday's semifinal game against 11th-ranked Clarke, no matter what happens, the Chickasaws' magical season is assured of a top-four finish at the state tournament.
- Leighton Gaul, a 2013 New Hampton High School graduate can now add all-American to his long list of accomplishments as he recently took fourth at the 2013 Junior National Freestyle Championships in Fargo, N.D. Gaul went 8-2 in a 96-man, 126-pound bracket that included numerous all-Americans and several multiple state title winners. Gaul will attend the University of Northern Iowa in the fall, and although he's expecting to redshirt in his first season, he will compete in a number of "open" tournaments.
- 2018 (5 years ago)**
- Homeland Energy Solutions, an ethanol plant in rural Lawler, was honored with the "Project of the Year" Award from Ethanol Producer Magazine last month, for an expansion to the plant that was completed in November. The \$42.5 million expansion is aimed to increase capacity by 35 million gallons a year.

* Boy was I pleasantly surprised!!!

My sincere and humble thanks for all the remembrances (cards, calls and visits) that my family, friends, and special customers showered on me. What a great way to Celebrate my 80th Birthday. Love, good memories, and best wishes to all of you.

God Bless You, Jim Klunder, Sr.



Almanac

	H	L	P
Wednesday	80	58	--
Thursday	77	53	--
Friday	80	54	--
Saturday	83	55	--
Sunday	84	56	--
Monday	88	64	--
Tuesday	91	67	--

Forecast

Thursday: Sunny and hot during the day but chance of storms at night; high 93, low 69.

Friday: Pretty much the same as Thursday with a high of 94 and a low of 65 and storm chances at night.

Saturday: Mostly sunny and a bit cooler with a high of 85 and a low of 61.

Sunday: Partly cloudy and chance of pop-up rain; high 83, low 61.

Extended forecast: Partly cloudy with slight chance of showers; highs around 80, lows in the 60s.

Meetings

MONDAY

- Chickasaw County Board of Supervisors, 9 a.m., Courthouse.

History

- In 1861, Gen. George McClellan takes over command of the Union’s Army of the Potomac from Gen. Irvin McDowell.
- In 1866, the first transatlantic telegraph cable comes ashore at Heart’s Content, Newfoundland, after being laid out by 1,686 miles by a British steamship.
- In 1890, Dutch painter Vincent van Gogh shoots himself and subsequently dies from his injuries two days later.
- In 1949, the world’s first jet-propelled airliner, the British De Havilland Comet, makes its maiden test-flight in England.
- In 1953, after more than three years of bitter fighting, North Korea and the United Nations sign an armistice that divides the Korean peninsula at the 38th parallel.
- In 1960, then Vice President Richard Nixon is nominated by the Republicans to serve as their presidential candidate in the fall.
- In 1986, Greg LeMond becomes the first American to win the Tour de France.

Birthdays

- Hall of Fame baseball manager Leo Durocher was born in 1906.
- American golf star Jordan Spieth turns 30.
- “Orange is the New Black” star Taylor Schilling turns 39.
- Former MLB star Alex Rodriguez turns 48.
- American pop singer Maureen McGovern, who sang “The Morning After,” turns 74.
- American figure skater Peggy Fleming, who won Olympic gold in 1968, turns 75.

Corrections

- The Tribune wants to make sure all information it presents is accurate and correct.

If you see an error, please call Editor Bob Fenske at 641-394-2111.

Tribune

USPS 379-680

Official Newspaper:
New Hampton
Chickasaw County

Known office of publication
18 E. Main St.
New Hampton, Iowa 50659

Published Thursday.

Periodicals postage paid at New Hampton, IA 50659

POSTMASTER: Address changes to
New Hampton Newspapers,
801 Riverside Drive
Charles City, IA 50616

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publisher@nhtrib.com

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Penny Corbitt, 54



Penny Corbitt

Penny Corbitt, age 54 of New Hampton, died Wednesday, July 19, 2023, at St. Marys Hospital in Rochester, Minnesota.

A Mass of Christian Burial was held at 11 a.m. Wednesday, July 26, 2023, at Holy Family Parish in New Hampton.

For those unable to attend the Mass in person, they could join the family via Livestream on Penny’s Obituary Page on the funeral home website www.hugebackfuneralhome.com

Friends greeted the family from 3 to 8 p.m. Tuesday, July 25, 2023, at Hugeback-Johnson Funeral Home & Crematory in New Hampton. Visitation continued two hours before the Mass on Wednesday at the church.

Those attending the visitation were asked to please bring a memory of Penny written down to put in a jar that will be at the visitation Tuesday evening.

Penny was born on Jan. 17, 1969, in Milwaukee, the daughter of Patrick and Barbara (Perlic) Corbitt. She left behind a legacy of compassion, kindness, and friendship that touched the lives of many.

Penny’s educational journey began at Fredericksburg High School before she completed her high school years at New Hampton, where she embarked on the path that would define her career in the medical field.

After high school, she pursued higher education, earning her BA from the University of Northern Iowa and later attending nursing school at NIACC.

During her youth, Penny’s life took a beautiful turn when she crossed paths with her life partner, Jason Leach. Their bond strengthened as they attended junior and senior proms together, and their love blossomed into a lasting partnership. They welcomed their son, Danny, into their lives, and together they formed a loving and supportive family. Penny loved Danny with all of her heart and loved traveling around to watch his sporting events.

Penny’s heart was dedicated to the medical field, and she found purpose in helping others. Her experiences during the tragic events of 9/11 while working at VGM in medical logistics deeply impacted her, especially as she collaborated with people in New York during that challenging time. This profound event drove her to further her nursing education and subsequently embark on a nursing career at Satori Hospital in Cedar Falls.

She then spent a fulfilling decade at the New Hampton Clinic before eventually dedicating her skills and compas-

sion to St. Croix Hospice. In addition to her regular work, Penny also devoted her week-ends to the New Hampton Nursing and Rehab, showcasing her unwavering commitment to the well-being of others.

Penny’s passion for her community knew no bounds, and she was an avid volunteer who generously gave her time to causes close to her heart. Among her many involvements, she served diligently with the Chickasaw County EMS and the Rescue Squad, earning the respect and admiration of those around her.

Penny had a unique way of connecting with people, and her trademark greeting, “Hey Buddy,” endeared her to everyone she met. Her warm smile and friendly demeanor made strangers into friends wherever she went.

When Penny wasn’t working or volunteering, she found joy in shared experiences with Jason. Attending concerts together, regardless of the genre, brought them immense happiness. Whether it was country or rock and roll, Penny embraced each musical event with enthusiasm, creating cherished memories with her life partner.

Penny Elaine Corbitt leaves behind a community that mourns her passing deeply. Her life was one of selflessness, dedication, and love, and her impact on the lives she touched will be forever remembered. May her spirit live on in the hearts of all those who knew her.

Penny is survived by her life partner, Jason Leach of North Washington; one son, Danny Leach of Lawler; mother, Barbara Corbitt of Mason City; step-mother, Iva Corbitt of Fredericksburg; two step-brothers, Richie (Sona) Ellis of Mason City, and Tony (Diana) Ellis of California; one step-sister, Mary (John) Bohannan of Springfield, Missouri; and many nieces, nephews and dear friends.

She was preceded in death by her father.

Briefs

Conservation Board to hold float on Cedar next week

Chickasaw County Conservation will hold a river kayak float on the Cedar River next week on Thursday, Aug. 3, at 10 a.m. The trip will start from the Pearl Rock Canoe Access and travel to North Cedar Park in Bremer County. Boat availability is limited, so registration is required. However, if you would like to bring your own boat, please let the Chickasaw CCB know so they know how many people to expect.

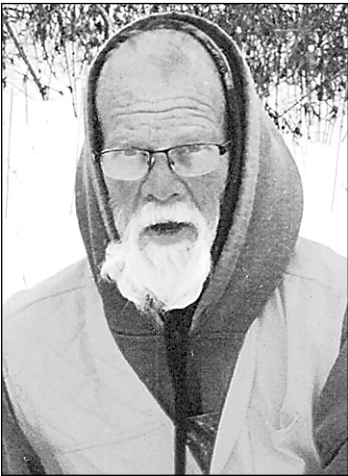
Make sure to bring some water or other non-alcoholic beverage for the float. You will be required to wear a lifejacket as part of the float. There is no charge for this event. Please call 641-394-4714 to register or if you have questions.

Chickasaw Pride Pantry open 24/7 this summer

New Hampton Rotary Club and New Hampton High School Interact Club members are reminding residents that the Chickasaw Pride Pantry is “open” during the summer.

The pantry is located in the upper entrance of New Hampton High School, which is accessible 24 hours a day.

Leslie Kellogg, 64



Les Kellogg

Leslie Kellogg, age 64 of Ionia, died Wednesday, July 19, 2023, at his home surrounded by his family.

The funeral service was held at 11 a.m. Saturday, July 22, 2023, at Hugeback-Johnson Funeral Home & Crematory in New Hampton with Patty Kellogg officiating.

Friends greeted the family from 9 to 11 a.m. before the service at the funeral home.

Online condolences for the Kellogg family may be left at www.hugebackfuneralhome.com.

Born on March 23, 1959, in Charles City, to Dale and Wilma (Martin) Kellogg. Les was a loving, kind, and adventurous man who lived his life to the fullest and touched the hearts of all who knew him.

He was a hardworking individual, always ready to lend a helping hand. His work ethic was admired by many and was evident in his long-standing employment history.

Les began his career with Fred Carlson Construction, where he was a dedicated member of the asphalt crew. His commitment and leadership skills led him to become the foreman of his crew, a position he held for over 20 years.

In the latter part of his career, Les found fulfillment as a truck driver for Rausch Trucking in Ionia, a role he held until October 2022.

Love was a guiding force in Les’s life. He was overjoyed to meet his wife, Cindy, through his sister. The couple tied the knot on March 20, 1997, and together, they created a life filled with love and laughter. The two spent their whole married life together in Ionia.

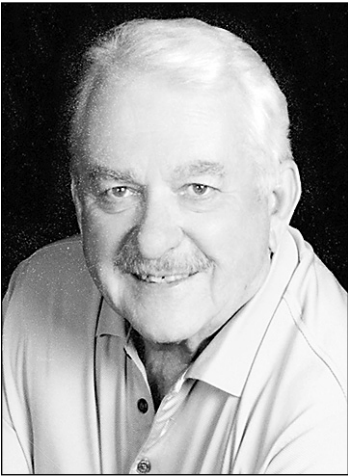
Beyond his career, Les was a man of many interests, with a passion for the outdoors. He

was an avid hunter, and his idea of hunting was if it’s brown it’s down or if it flies, it dies. His love for nature extended to fishing, where he could often be found casting his line at the Mississippi River, the local “pond”, and Chickasaw Park. Les’s adventurous spirit was also evident in his love for trapshooting. He was a proud champion at the Kellogg family reunion trapshooting event, a title he held dear.

Survivors include his wife, Cindy Kellogg of Ionia; sons, Nathan (Carrie) Kellogg of Center Point, Mitchell (Kayla) Kellogg of New Hampton, and Joe (Carrie) Snyder of New Hampton; daughters, Amanda Kellogg of Waterloo and Sherri (Brian) McDermott of Farmington, Minnesota; brother, Wayne Nathan of Waterloo; sister, Sandra Bucknell of Tripoli; sisters-in-laws, Lynette Kellogg of Ionia, Brenda Kellogg of Seattle, Sharon Kellogg of Ionia, and Diane Kellogg of Ionia; 19 grandchildren and four great-grandchildren.

He was preceded in death by his parents, Dale and Wilma Kellogg; brothers, LeRoy, Mike, Bruce, and Larry Kellogg; and sister, Bonnie Healy.

James ‘Butch’ Leach, 78



Butch Leach

Jerome “Butch” Leach, age 78 of Fredericksburg, died Tuesday, July 18, 2023, from injuries sustained in an automobile accident.

A memorial service will be held at 10:30 a.m. Friday, July 28, 2023, at Peace United Church of Christ in Fredericksburg, with the Rev. Scott Smith officiating. For those unable to attend the Service in person, please join the family via Livestream on Jerome’s obituary page on the funeral home website.

Inurnment will be held at Rose Hill Cemetery, Fredericksburg, with Brett Leach, Alek Rethamel, Ryan Leach, Garrett Rethamel, Jordan Leach, Justin Leach, Jacob Leach, Ashley Feltz and Kayley Rethamel serving at urn bearers. Honorary urn bearers are Carter Hughes, Crayton Leach, and Dawson Leach.

Friends may greet the family from 4 to 7 p.m. Thursday, July 27, 2023, at Hugeback-Johnson Funeral Home & Crematory in Fredericksburg. Visitation continues an hour before the service at the church on Friday.

Jerome Kenneth “Butch” Leach, a loving and adventurous soul, passed away on July 18, 2023, in Fredericksburg, due to injuries sustained in a pedestrian/automobile accident.

Born on Nov. 13, 1944, in New Hampton, the son of Derwood and Maxine (Potratz) Leach. Butch was a man of many talents and interests, always ready for a new adventure.

Butch attended school in Fredericksburg and graduated from Fredericksburg High School in 1963.

Gale Erion and Kimberly A. Olson to Erion Farm Management Inc.; PARCEL E NW SW 27-97-13 INGRESS EGRESS EASEMENT NW SW 27-97-13.

Ronald L. Eckenrod, Mary Jane Eckenrod and Mary Jane Eckenrod to Jennifer Sue Bouillon; S95’ NEW HAMPTON PHILLIPS FIRST ADDITION Block: 3 S95’ NEW HAMPTON WEST VIEW ADDITION Lot: 1 Block: 5.

Roberta Rowe, Roberta J. Dressing and George R. Dressing to Roberta J. Dressing and George R. Dressing; S1/2 CASS ST FROM E ROW LINE CHEYENNEAVE E TO SPRUCE ST BRADFORD HALLS ADD (BD) W1/2 SPRUCE ST FROM 10’N TO CASS ST L5 BLK13 BRADFORD HALLS ADD (BD) N1/2 MULBERRY ST FROM E ROW CHEYENNE AVE E TO SPRUCE ST BRADFORD HALL SADD (BD) W1/2 SPRUCE ST FROM MULBERRY ST N TO LINE 10’N L5 BLK13 BRADFORD HALLS ADD (BD).

Adis Lee to Adis Lee TR and Adis Lee TRUST AGMT; PARCEL A SE SW 23-96-12.

Barbara Sudol to Steven D. Sudol and Tamera L. Sudol; PT L28 SW NW 17-94-14 W1/2 NW 10-94-14 W10AC S1/2 SW 03-94-14 W15AC N1/2 SW 03-94-14.

Wade Stange and Jennifer Stange to Michael Pitz; COMM SE COR 28-95-11.

Judy A. Kleiss, Dale D. Kleiss, Kathryn Snider Busby, Kathryn Snider Busby,

Timothy L. Liddle and Wendy Liddle to Dustin E. Swagel and Amy J. Swagel; NASHUA COLERS SECOND ADDITION Lot: 7 Block: 1 NASHUA COLERS SECOND ADDITION Lot: 8 Block: 1 S22’ NASHUA COLERS SECOND ADDITION lot: 5 Block: 1 S22’ NASHUA COLERS SECOND ADDITION Lot: 6 Block: 1.

Callie J. Speltz to Kevin A. Einck and Wendy A. Einck; NEW HAMPTON NO ADDITION Lot: 1 Block: 47.

Rhett J. Wuchter and Kelsey C. Wuchter to Amber S. Perkins; NEW HAMPTON DAN HARTSONS FIRST ADDITION Lot: 5 Block: 2.

Shawn Goddard, Shawn L. Goddard and Colleen A. Goddard to Little Big Shots Investment Properties LLC; NASHUA CRONNINS FIRST ADDITION Lot: 2.

Chickasaw County Iowa to Robert Hansen; PARCEL 2022-48 SE NW 18-94-14.

Karen Bonfig and David Bonfig to Gary L. Poppe and Rhonda L. Poppe; UNDIVIDED ONE HALF INTEREST PARCEL 2022-85 W1/2.

Ann Flick and Ann M. Flick to Gary L. Poppe and Rhonda L. Poppe; UNDIVIDED ONE HALF INTEREST PARCEL 2022-85 W1/2.

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GARAGE SALES

CITY WIDE GARAGE SALES in Charles City will be Thursday, August 3rd through Saturday, August 5th. For full list of sales look in the August 1st Northeast Iowa Shopper.

GARAGE SALE "Christmas In July" Garage Sale. Friday, July 28th 10am-5pm, and Saturday, July 29th 10am-5pm. Decorations, plants, and much more. 272 South Alta Ave, New Hampton.

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Injury may have been blessing for former Chickasaw

McDONALD: FROM 14

preparation for the start of the second inning for the Asheville Tourists – High-A ball in the South Atlantic League – three years ago when he partially tore a muscle (teres major) in his shoulder. He was lost for the season.

That meant the former Chickasaw flame thrower, who still holds the single-season strikeout record (152) and most shutouts in a season at NH with seven in 2013, had to rehab and get stronger.

That’s exactly what he did and it worked as McDonald struck out 100 batters in just over 60 innings in 2022.

While his ERA (6.86 in 28 games) was high, he’s cut down on the walks (he had 50 of them last summer) and added a pitch to his repertoire in 2023, his fourth year of pro ball.

“I led the Astros organization in strikeouts per nine innings,” said Cole. “It wasn’t a matter if I had the stuff. I knew I had the stuff – I was walking a lot of guys and just coming off a season where I didn’t play at all. I was just trying to figure some things out.”

That meant the evolution of his pitching prowess saw him add a pitch to his arsenal he knew he could throw for strikes – the cutter.

“It turns out adding that pitch was huge,” said Cole.

He also joined forces with a former teammate at Iowa – Jason Foster – and they utilized the services of Tread Athletics – a pitching development company based out of Charlotte, North Carolina.

Cole said this past offseason’s remote pitching work with Tread helped out a ton and allowed him to hone in on the strike zone.

“They’re pretty big in the baseball world,” said McDonald. “We just worked on some things. I added a cutter to give me a pitch that doesn’t move as much. It’s basically a pitch that I can throw for strikes more.”

McDonald is currently the Hooks’ closer. He’s converted six out of eight save opportunities for his squad that plays in the Texas League and will travel to take on the San Antonio Missions this week for the start of a six-game road series deep in the heart of the Lone Star State.

McDonald was touched a tad this past Sunday as he surrendered three runs in a inning of work to close out a 10-4 Hooks’ victory over the Midland RockHounds at CC’s home park – Whataburger Field. But he still sports



Ben Zaragosa/Corpus Christi Hooks

Former New Hampton High School multi-sport athlete Cole McDonald delivers a pitch for Corpus Christi during a Texas League game earlier this season.

a 1-3 record on the hill this summer with a 4.97 ERA.

“I’ve kind of hit a little cold patch, but it’s been a really good season,” said McDonald. “I definitely feel a lot more confident this year.”

McDonald started out the season in Asheville, but it didn’t take him long to make his first journey in late April to Corpus Christi – a large metropolitan coastal city that sits right on the Gulf of Mexico.

“I was a little bummed I started out there,” said McDonald about pitching for Asheville to start his 2023 campaign.

But McDonald’s work ethic and drive to succeed has him back on the bump, trending upward and mixing it up with some of the best young talent in the world.

“The Astros absolutely love strikeouts,” said McDonald. “That’s what they preach to us all the time. I’m definitely on their radar. They know I have the stuff. They know I have the strikeout percentage and that I get a lot of swing and misses.”

McDonald’s pitching coach – John

Kovalik – told the Chickasaw grad recently that he’s ranked 17th in all of AA in terms of the best strikeout percentage for either a starter or reliever.

“I definitely think that the injury helped me kind of make some changes in terms of how I take care of my body...everything else off the field that you need to be good at so you can stay healthy and perform” said McDonald.

While McDonald works out of the bullpen now – his career didn’t start that way.

In between his sophomore and junior years at Iowa – McDonald tossed an absolute gem at the World University Games medal round in Taipei, Taiwan back in 2017.

That night McDonald was humming. He pitched a no-hitter in an 8-0 win for Team USA over the Czech Republic.

Fast forward six years to the present day and McDonald is still getting the job done. He said the backing of the Hooks’ fanbase sure doesn’t hurt in his bid to continue to send batters back to the dugout in disgust after another one of his fastball finds its way into the

catcher’s mitt.

“The fans are great here in Corpus Christi,” said McDonald. “They absolutely love Corpus Christi Hooks baseball. It’s a great experience being able to go around everywhere in the state of Texas and play all the teams here. It makes it fun.

“Obviously, being at AA – you’re playing against the most talented guys baseball has to offer. You’re facing quality opponents and the fans know that. So it’s definitely a good atmosphere and you know they’re paying attention.”

McDonald also deals with a challenging opponent that can sometimes be just as intimidating as any slugger looking to “go yard.”

The weather is hot, real hot in southern Texas.

“It’s pretty much 95-plus every single day and being that we’re on the water – the humidity is horrible,” said McDonald. “It’s usually like 105 – the real feel. It’s something you have to adjust to and make sure you’re drinking a lot of water.”

While playing in that Midland game

this past week – McDonald and his fellow pitching staff learned the difference between playing in the muggy confines of Whataburger Field and the dry, desert plains over in Midland, located in west Texas.

“Humidity doesn’t really affect the ball as much – you kind of have better grip,” said McDonald.

McDonald said the ball can get slick because of the lack of moisture in the air when you’re playing in a drier climate, like over in Midland. That means hurlers don’t get as good a grip on the ball compared to more humid environments.

McDonald was drafted in the 15th round in the 2019 MLB Draft after finishing up his career for the Hawkeyes.

McDonald, who has a 10-month-old son named Hendrix with his wife Cassidy, said he made the trip back to Iowa about two weeks ago.

He visited Cassidy’s family and hometown in Pleasantville – a small town in south-central Iowa that is located about 25 miles southeast of Des Moines.

But Cole’s family – Cory and his wife Shelly, along with some other members of the McDonald clan – have already left for Texas and plan on attending some of Cole’s games in San Antonio this week.

The Hooks and the Missions are currently tied for second place in the TL South standings with identical 45-45 records – three games back of the division-leading Amarillo Sod Poodles.

Yes, you read that correctly – that’s Amarillo’s nickname.

But in all seriousness, it’s Cole’s New Hampton roots that remain strong and are one of the reasons he’s shining on the big stage with a chance down the road to really start to make a name for himself.

“They (CC teammates) kind of make jokes that I’m the hardest working guy on the team,” Cole laughed. “That’s been my MO, I guess. They always see me working hard and doing all this stuff. I just find that normal.”

Cole is just doing what his father – known as “Coach Mac” to many in New Hampton – taught and instilled in him year’s ago.

“When I grew up in New Hampton – everyone worked hard and that’s just how it was. I’m definitely appreciative of the people that I had growing up to instill that work ethic in me,” said Cole.

“When I’m out there competing, I definitely want to make them proud.”

Turkey Valley will welcome back trio of all-UIC players

TV BASBALL: FROM 14

behind the plate for Stepan, Hanson was arguably TV’s ace as he sported a 1.64 ERA to go along with a 3-4 record. He struck out 47 batters in almost 43 innings of work.

“Him and Logan (Busta) were 1A and 1B,” said Stepan. “Logan really came on. Noah pitched really well early and got some wins against some good teams. He took on some of our bigger challenges.”

Hanson’s bat heated up toward the end of the season after the ball off his bat was having a hard time finding holes in the infield or outfield early on. He batted .300 and led TV in hits (24), runs scored (21), walks (19) and stolen bases (14).

“Towards the end of the year he got going a little more,” said Stepan.

Hanson – one of the best all-around athletes at TV – was a top fielder in the league. He committed just five errors and yielded a .964 fielding percentage.

“He’s very versatile. He can play lots of spots,” said Stepan. “For what I needed him for the last five years was to be our best catcher. He sacrificed being a good third baseman or center fielder to be our catcher.”

Hanson earned all-conference recognition in four seasons at TV. He was honorable mention as a junior in 2022 and was named to the second team as a sophomore and freshman.

Also selected on the UIC all-league team was second-teamer Oliver Schmitt, Stepan’s junior second baseman.

Logan Busta, just a freshman, was tabbed for the honorable-mention team, as was junior third baseman Caleb Kurtenbach.

Schmitt only allowed six earned runs in 13 appearances on the mound. That equated to a WHIP of 0.89 and an ERA of 1.70. He led the league in saves (4) and committed just three errors in 103 total chances at his second-base position for a .971 fielding percentage.

Schmitt batted .238 and drove in 16 runs.

“Good left-side infielders make a really good second baseman,” said Stepan. “He was steady there and made all the plays. He could turn two. He takes a lot of our tags at second base on steals and cuts – just everything. It’s a steady-ing piece to have him at second base for sure.”

Kurtenbach led the team in homers (2) – tied with Brennen Drilling – and RBI (20). He batted .310 and was second on the team with 22 hits. He also scored 19 runs.

“As a freshman, with his first at-bat, he hit a home run,” said Stepan. “You kind of build off that. He struggled last year hitting. He didn’t look comfortable in the box. This year he got real comfortable. We were able to keep him in the five-six spot and he put the bat on the ball. He had a really good year at the plate in that spot.”

Logan Busta came on to the scene in a big way for the Trojans as he went 5-4 in seven starts and came up with a 2.95 ERA. He fanned 36 batters in almost 43 innings on the hill.

“He’s kind of quiet. I don’t

All-UIC Baseball		
FIRST TEAM		
Keagen Streeter	South Winneshiek	Sr.
Jamie Kuennen	South Winneshiek	Sr.
Cam Lind	Kee High	Jr.
Noah Hanson	Turkey Valley	Sr.
Bryce Elsbernd	North Fayette Valley	Sr.
Caden Helle	Clayton Ridge/Central	Sr.
Carson Wenthold	South Winneshiek	Sr.
Carter Seitz	Kee High	So.
Ben Krambeer	MFL-Mar-Mac	So.
Carson Busta	Turkey Valley	Sr.
SECOND TEAM		
Kole Hageman	South Winneshiek	Jr.
Braiden Todd	South Winneshiek	Fr.
Jordan Cota	Kee High	So.
Kaleb Drape	Kee High	Jr.
Jaxon Millage	MFL-Mar-Mac	So.
Jacob Schellhorn	MFL-Mar-Mac	So.
Austin Evanson	MFL-Mar-Mac	Sr.
Oliver Schmitt	Turkey Valley	Jr.
Ben Mabb	North Fayette Valley	Sr.
Blake Reichter	North Fayette Valley	Sr.
HONORABLE MENTION		
Kaden Bullemann	South Winneshiek	Sr.
Carson Streeter	South Winneshiek	Fr.
Brayden Darling	Kee High	So.
Jacob Rolfs	Kee High	Sr.
Austin Schlee	MFL-Mar-Mac	Sr.
Bryce Radloff	MFL-Mar-Mac	Jr.
Caleb Kurtenbach	Turkey Valley	Jr.
Logan Busta	Turkey Valley	Fr.
Tate German	North Fayette Valley	So.
Peyton Loftsgard	North Fayette Valley	Jr.
Kylar Millard	Clayton Ridge/Central	Sr.
Kahne Bolsinger	Clayton Ridge/Central	So.
Sam Jacobs	Postville	Sr.
Harley Check	Postville	Sr.

know if I’ll ever see him fist pump,” said Stepan. “He’s just real even-keel. You kind of want that as a pitcher, because then you don’t get rattled in situations. You just kind of nod and do your job.”

Logan started for TV in its opening round postseason loss to Kee High. TV lost 6-1 in that game to the Hawks.

“What we needed him to do

this year – we had a good senior class around him – was get up there, throw strikes and let a good defense play behind you.”

TV placed fourth in the UIC, a game back of MFL-Mar-Mac (20-12, 12-6) and Kee High (19-19, 12-6). South Winneshiek, which played in the Class 1A State Tournament at Carroll last week, won the league with a mark of 16-2.



Kelly Terpstra/Tribune

Turkey Valley junior Oliver Schmitt runs to first in a game earlier this summer against Postville.

UIC Baseball			UIC Softball		
	Conf.	All		Conf.	All
South Winn	16-2	24-12	North Fayette V	14-2	19-14
MFL Mar-Mac	12-6	20-12	South Winn	14-2	21-16
Kee	12-6	19-19	Kee	12-4	15-18
Turkey Valley	11-7	14-14	Turkey Valley	11-5	13-20
North Fayette V	8-10	9-23	MFL Mar-Mac	8-8	9-24
CR/Central	4-14	6-24	Central Elkader	6-10	7-17
Postville	0-18	0-19	Clayton Ridge	5-11	9-22
			West Central	2-14	6-24
			Postville	0-16	0-19



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Photos courtesy of Heather Hackman

Another fun summer of ball, Ionia style!

Ionia Ball program participants recently wrapped up another fun season and coaches Chad and Heather Hackman — along with helpers Hayden and Addie Hackman, Caleb Sinnwell and parents — want to thank the city of Ionia for the use of the city’s diamond, supplies and awards.

T-Ball participants are in the top photo and they include (front row, from left) Oaklynn Nordmeyer, Kora Waddell, Finlee Pahnisch, Rhett Wangsness, Brix Deutsch, (second row) Blakely Holthaus, Gage Apel, Maci Theilen, Hazel Wesselmann, Maxwell Brahn, Hayden Poppe, Lennon Lukes, (third row) Reece Youngblut, Zuri Franke, Lauren Grober, Holland Heller, Harper Poppe, (fourth row) Natalie Bailey, Wren Arndorfer, Hayes Hanawalt, Knox Deutsch, Easton Apel, Drayton Horn, Bowen Baltes, (absent from photo) Abel Abbas, Brexten Baltes, Hayden Ciavarelli, Carson Cline, Aiden Edson, Zaylen Mahlstedt and Makalia Theilen.

Baseball participants are in the bottom photo and include (front row, from left) Wesson Duff, Makenzie Bean, Owen Rausch, (second row) Ryan Edson, Markell Peterson, Madison Hanson, Holden Brown, Ryder Schott, (third row) Mark Peterson, Markavion Peterson, Amelia Nosbisch, Noah Hoggins, Logan Sinnwell, (fourth row) Easton Brown, Grayson Moore, Harrison Hackman, Anson Smith, Lynae Abbas, Addison Brown, (absent from photo) Jacelynn Bailey, Kinley Kellogg, Becca Miller, Brock Miller and Brayden Tindell.

Coaches see pros, cons to so-called ‘dead week’

DEAD WEEK: FROM 1

Or they could go camping, hiking or any number of outdoor or indoor activities that one might want to explore before school starts back up later next month.

There’s obviously no perfect formula when it comes to giving high school students and the leaders of the activities those young adults are involved in a chance to rest and recharge. Some have been involved in sport, music or speech for what well could have amounted to 11 months out of the year.

While those instances of what is essentially year-round participation are not the norm, there are student athletes that do undertake every sport they can during all four seasons and/or are involved in speech and music as well.

Two New Hampton longtime fall sports coaches — NH volleyball coach Jess Geerts and Chickasaw Athletic Director and football coach Scott Frerichs — mentioned some of the pros and cons to the relatively new rule implemented by the state.

“‘Dead Week’ is a great time for families to take vacations, be together, and for athletes to have a break. As a fall coach it is not ideal because we have had a great summer of lifting and open gyms and this just puts a damper on the momentum,” said Geerts.

“Unfortunately, it is not my choice, so we just make the most of it and prepare for the season ahead. I hope families are able to enjoy this week however they choose.”

Frerichs, who has been the leader of New Hampton’s successful football program for

over 30 years, discussed how he feels about the period of no activity.

“Having been around some four-sport athletes, I like the concept of having a period of time for athletes and families to regroup,” said Frerichs. “It is difficult, however, to have eight days just prior to your season when you cannot be in contact with your athletes. Most of the athletes should be able to get some time off during the summer.”

Frerichs explained what he thought might be a better solution — which is to stagger the time off for students/coaches/instructors, instead of giving them one week off all at once.

“I have thought that maybe it is something that should be done throughout the year. Like maybe a series of three days off for students — one in the fall, one in the spring, and one in the winter.”

“That way we all share a little of the responsibility for getting the kids some rest time.”

Because of the quick turnaround with camps starting right after the “Dead Week,” coaches and athletes need to be ready to hit the ground running as the state allows the first football game to be played on Thursday, Aug. 24 — less than a month away.

Volleyball and cross country are officially permitted to hold their first matches or meets three days earlier on Monday, Aug. 21.

“You have to be organized and communicate as best you can with the athletes and other coaches prior to this time. So in a way, it actually forces you as a coach to start your communications early,” Frerichs added.

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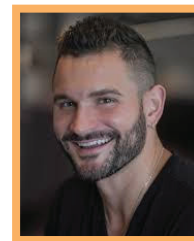
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Four Trojan seniors end softball careers on all-UIC teams

TV SOFTBALL: FROM 14

.500 her eighth-grade year last summer, hit to a clip of .451 at the dish this season to go along with three home runs and a conference-leading 39 RBI.

Don't be surprised next summer if Weber's eight doubles tallied this year turn into long flies that leave the park next summer.

Weber is constantly striving to get better.

"There's times when she would struggle and she would say, 'what am I doing wrong?' I said, 'you're hitting .450. I don't want to turn you into a .300 hitter,'" laughed Hackman. "You're not going to get a hit every time you're up."

Weber batted .507 last season with 47 total bases in 69 at-bats. She smacked one round-tripper in 2022. This year, she hit for a lower average, but still slugged .637 and amassed 65 total bases in 102 at-bats. Weber struck out just eight times. Her 46 hits were second-best in the UIC.

"She's got a strong cut. She hits the ball in both gaps. I thought she did a better job this year hitting the ball to right-center when pitchers try to pitch her outside," said Hackman. "Her strong suit is she's gonna turn on it, but she's become more of a better all-around hitter."

Hackman also saw two of his seniors make the cut and crack the UIC second team.

TV senior third baseman Olivia Snyder and Trojan senior outfielder Clare Courtney were able to consistently hit the ball hard this season for Turkey Valley and were awarded for such efforts with second-team status.

Each had a game to remember as Courtney went 4-5 in the nightcap of a doubleheader with Clayton Ridge in the last week of the regular season. That monster stat line included two doubles, a home run and six runs knocked in. The Trojans needed every one of those runs as they topped the Eagles in a slugfest, 20-14.

"She got hot in the second half of the season. In the conference games alone she hit .417," said Hackman about Courtney.

Snyder, who batted in the leadoff spot for the majority of the season, came up with perhaps her best game offensively against TV's main rival – South Winneshiek – during

All-UIC Softball			
FIRST TEAM			
Reagan Wymer	North Fayette Valley	Sr.	
Justine Conway	North Fayette Valley	Sr.	
Sarah Dean	North Fayette Valley	So.	
Morgan Kleve	South Winneshiek	So.	
Morgan Kreiner	South Winneshiek	Sr.	
Abby Wagner	South Winneshiek	So.	
Alison Wagner	Kee High	Sr.	
Alaina Blackwell	Kee High	Sr.	
Maici Weber	Turkey Valley	Fr.	
Delaney Scherf	Central Elkader	Sr.	
Abby Squires	West Central	Sr.	
SECOND TEAM			
Madysen Ney	North Fayette Valley	Jr.	
Hannah Schroeder	North Fayette Valley	Fr.	
Allison Heying	South Winneshiek	Sr.	
Avery Humpal	South Winneshiek	Jr.	
Britney Hageman	South Winneshiek	So.	
Jaylyn Walleser	Kee High	Sr.	
Lilly Kolsrud	Kee High	Fr.	
Olivia Snyder	Turkey Valley	Sr.	
Clare Courtney	Turkey Valley	Sr.	
Emelia Wikner	MFL-Mar-Mac	8th	
Ashley Shaw	MFL-Mar-Mac	Sr.	
Camdyn Deutmeyer	Clayton Ridge	Sr.	
Hannah Scott	West Central	Fr.	
HONORABLE MENTION			
Jessica Francis	North Fayette Valley	Jr.	
Ella Sieck	North Fayette Valley	8th	
Ella Willey	South Winneshiek	Sr.	
Hailey Riehle	South Winneshiek	Sr.	
Addison Winters	Kee High	Fr.	
Izzy Mettill	Kee High	Fr.	
Alison Leibold	Turkey Valley	Sr.	
Sierra Morris	Turkey Valley	Sr.	
Katelyn Scherf	Central Elkader	Sr.	
Ashlyn Scherf	Central Elkader	Jr.	
Emily Troester	MFL-Mar-Mac	Jr.	
Ayla Gerndt	MFL-Mar-Mac	Jr.	
Amyra Millard	Clayton Ridge	So.	
Audrey Ostrander	Clayton Ridge	So.	
Faith Steinbronn	West Central	So.	
Emily Edeker	West Central	Jr.	
Audrey Ruff	Postville	Jr.	
Harlie Miller	Postville	Sr.	

that same stretch run to the postseason. Two nights prior to the CR game, Snyder smacked four doubles in a 4-5 hitting performance in the opener of a twinbill against SW first-team all-league pick, senior Morgan Kleve. The Trojans won that game, 10-6.

"She set the table well for us," said Hackman.

Courtney, who hit in the No. 2 spot in the batting order for a large chunk of the summer, hit for a .338 average and racked up 43 total bases. She collected 27 hits and scored 24 runs to go along with 22 RBI. She was tied for second on the team in doubles (8) with Weber.

"She just started swinging with more confidence and looking for something to drive," said Hackman. "She really handled the low pitch well. She started hitting the ball hard."

Snyder paced TV's offensive attack with 10 two-baggers and hit .337 on the year. She came up with 47 total bases and 30 hits. She knocked in 18 runs and scored 34 times – tops on the team and tied for second in the league. Snyder was also a second-team pick last year as a junior.

"She had a lot of hard-hit balls that were one hops off the fence. If she had gotten them up higher, they would have been

home runs," said Hackman. "She's just a hard, line-drive hitter."

TV seniors Alison Leibold (second base) and Sierra Morris (pitcher) were picked as members of the honorable-mention team.

Leibold was second on the team in hits (31) and rapped out those key base knocks en route to a .313 batting average. She amassed 19 RBI, scored 21 runs and cranked seven doubles.

"She keeps things light. I was really happy how she stepped up this year," said Hackman. "She really hit the ball well for us. I preach more gap-to-gap hitting and she really bought into that, hitting to right center and taking the ball that way."

While Morris' ERA was a tad inflated at 6.90 – she got better as the season went along. She went 4-14 in 96-plus innings inside the circle. She struck out 55 batters in her 20 games started.

"She really did a good job of learning how to change speeds just by changing her grip. Her arm motion didn't look any different," said Hackman. "She really got better as the year went and wanted the ball for us. She wasn't backing down. At the beginning of the year she struggled a little bit throwing strikes."

Morris was third in the league in strikeouts and pitched perhaps the best game of her varsity career in TV's opening round 12-1 rout over Central Elkader in regional play. She allowed zero earned runs over the course of five innings against the Warriors and gave up just one hit. She struck out three and did not issue a free pass.

"She took to the role as our No. 1 pitcher going down the stretch – where at the beginning of the year I didn't know who that was going to be," said Hackman.

TV played to a mark of 13-20 overall and 11-5 in league play, good for fourth place. North Fayette Valley (19-14) and South Winneshiek (21-16) were crowned UIC co-champs with 14-2 league records.

TV lost to eventual state champ North Linn in the second round of Class 1A regional play. The No. 2 rated Lynx defeated the Trojans, 9-0.



Kelly Terpstra/Tribune
TV's Olivia Snyder (above) leads off base in game this summer and Clare Courtney (below) swings at a pitch.





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Dead week is the calm before fall sports storm

After a week of ‘no contact,’ athletes hit the gridiron, court and trail next week

By Kelly Terpstra
sports@nhtrib.com

Boating, swimming or just relaxing on some sandy beach – there’s plenty of time to do that if you’re a high school student athlete in the state of Iowa this week.

If you’re in the band or involved in speech, maybe it’s the perfect opportunity to travel with the family to go see the Grand Canyon, the Rocky Mountains or take a road trip to see “The Big Apple” in New York City.

The Unified Activity Federation Non-Contact Period that runs from Sunday, July 23 until the following Sunday on July 30 will allow those trips to be made for families involved in extra-curricular activities that still

want to enjoy what’s left of summer vacation before fall sports get under way.

This rule handed down by the state four years ago also applies to those participating in speech and music. That means no activity is allowed by instructors or coaches that work with students in those prospective fields, whether it be practices, camps, clinics, workouts, strength and conditioning, lessons, meetings, etc.

What used to be labeled as “Dead Week” and is now called “Family Week” and has been instituted by Iowa’s two governing prep athletic bodies that oversee high school athletics in the state – the Iowa High School Athletic Association (IHSAA) and the Iowa Girls High School Athletic Union

(IGHSAU).

That also includes the Iowa High School Music Association (IHSMA) and the Iowa High School Speech Association (IHSSA).

After this “Dead Week” period ends on Monday, July 31, New Hampton sports teams will begin their camps in a lead-up to Monday, Aug. 7, the first official day of practice for falls sports teams in Iowa.

That means Chickasaw football, volleyball and cross country can begin practicing. In the meantime, athletes and coaches will take a break and get ready for those start of camps that help each squad prepare for the upcoming regular season.

SEE DEAD WEEK, 12



Kelly Terpstra/Tribune
New Hampton’s Hailee Pesek and Braelyn Rosonke go up for a block attempt in a match played last fall.



Ben Zaragosa/Corpus Christi Hooks
Former New Hampton High School multi-sport athlete Cole McDonald delivers a pitch to the plate for the Corpus Christi Hooks during a Class AA minor league game.

McDonald’s goal remain the same

Despite recent ‘cold patch,’ former New Hampton High star enjoying solid season in Corpus Christi

By Kelly Terpstra
sports@nhtrib.com

Alex Bregman, Dallas Kuechel, Yordan Alvarez and Jose Altuve.

Those are just a few of the major league stars that worked their way up the ladder of professional baseball hierarchy to star for the Houston Astros.

Those MLB All-Stars – at one point in their celebrated careers – each played for the Corpus Christi Hooks, the AA affiliate of the defending World Series champs.

New Hampton’s Cole McDonald, a Hook himself, is hoping to join those elite ranks one day and reach the highest level of pro ball that one can attain.

Only 20,000 ball players have suited up in a Major League Baseball uniform since its inception clear back in 1867.

That’s not a lot, relatively speaking, compared to the sheer millions that have played the longstanding sport over the course of over 150 years.

There’s a reason it’s called the big leagues – or what some baseball scribes over the past century or so have dubbed – “The Show.”

That’s McDonald’s dream.

“If I do make it to the ‘big’s’ one day, it would be awesome,” said McDonald.

The 2015 New Hampton High School grad and son of current Chickasaw baseball coach Cory McDonald is back and better

than ever for the Hooks after pitching just nine innings in 2021 because of a shoulder injury. McDonald’s passion to play was put on hold the previous year in 2020 after MLB shut down all levels of minor league baseball because of the COVID-19 pandemic.

That means the University of Iowa grad, although he’s relatively old at 26 years of age by AA ball standards, has plenty of life left in his fastball that helped rank him fifth all-time in strikeouts (203) for Hawkeye head coach Rick Heller.

“I missed a lot of time,” Cole said.

McDonald was warming up in

SEE McDONALD, 11

Weber tabbed for first team, four more Trojans are named all-UIC

By Kelly Terpstra
sports@nhtrib.com

Maici Weber is the total package for the Turkey Valley Trojans.

The super exciting news for Trojan softball fans is that she still has three years of eligibility left.

The bad news for opponents is she’s probably going to continue to get a lot better.

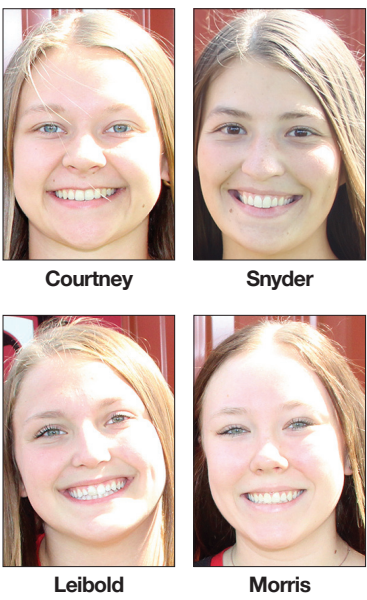
Weber, just a freshman who completed her second season of varsity competition for Junior Hackman’s TV squad, once again rose to the elite ranks of small-school class softball success in this corner of the state.

Weber is primed to break-out in the near future and really make a name for herself statewide if all goes as planned for the Trojan standout in the years to come.

Weber was a repeat first-team selection on the Upper Iowa Conference all-league squads that were announced earlier this month.

While Weber’s bat is one of the best in Class 1A – it’s her strong arm behind the plate at catcher that is really making an impact as well out on the diamond for the squad from Jackson Junction.

Weber – the younger sister



Courtney Snyder Leibold Morris
of Trojan junior Halle Weber and last year’s all-state hurler, Josie Weber – threw out a conference leading 11 runners trying to steal in 2023. She also only committed two errors in 128 total chances behind home plate. That equated to sparkling .984 fielding percentage.

“Considering how hard her pitchers throw, that makes it that much more impressive,” said Hackman. “It’s not like she has a flamethrower throwing pitches to her, either.”

Weber – who batted over

SEE TV SOFTBALL, 13



Kelly Terpstra/Tribune
Turkey Valley’s Maici Weber crosses the plate to score a run in a game against North Fayette Valley.



Kelly Terpstra/Tribune
Turkey Valley catcher Noah Hanson (above) snags a foul pop up while teammate Carson Busta (below) throws across the diamond to record an out.

Hanson, Busta lead Trojans’ all-Upper Iowa contingent

Turkey Valley seniors named to all-conference first team while three underclassmen also honored by UIC coaches

By Kelly Terpstra
sports@nhtrib.com

In 21 years at the helm of his Turkey Valley baseball program, Dan Stepan’s 2023 Trojans fielded and pitched as well as any squad he’s ever had over in Jackson Junction.

Those are two reasons why the Trojans came up with five all-conference nods on the Upper Iowa Conference all-league selections that were announced recently.

While Turkey Valley (14-14, 11-7) had tough luck at the plate – for a multitude of reasons – it was a season to remember on defense.

Stepan said his 2023 squad had the second-best team ERA (3.38) and fielding percentage (.945) of any Trojan team that he’s ever coached.

His defense was anchored up the middle by seniors and fifth-year starters – shortstop Carson Busta and catcher Noah Hanson.

Busta and Hanson each were



Schmitt Kurtenbach L. Busta
honored with first-team All-UIC distinction.

Busta finished up his stellar career at TV with the second-most walks (71) ever of any Stepan-coached team. Busta was a repeat selection on the first team and while his stats weren’t as flashy at the plate as last year – he batted .416 as a junior – he still got the job done in any number of ways.

Busta, who like Hanson has started since his eighth-grade year, led TV in total bases (35) and was second with 20 runs scored. He batted .272 and knocked in 11 runs.

Busta led the UIC in assists with 73 and was also tied for the league lead in triples (3). He coaxed 17 walks in the batter’s box in this his final season as a Trojan.

“He’s got a good eye,” said Stepan. “I think he got frustrated in the middle of the year because he knows the strike zone. He seemed to have a lot of first pitches off the plate called a strike. Then you’re leaning on the plate and he never voiced any displeasure, you could just tell he knew it wasn’t a strike and it’s a called a strike.”

Busta didn’t complain, though, and kept plugging away at the dish in an effort to get on base in his leadoff spot for the Trojans.

“He’s a good 2-0, 3-1 hitter. He struggled to get in good counts this year,” said Stepan. “He was kind of a grinder with it.”

In addition to his offensive production and superb defense

SEE TV BASEBALL, 11



Should you communicate that you're interested in multiple positions at a company?

By Kat Boogaard
ZipRecruiter.com

You're ridiculously excited about a company. So excited, in fact, that you're pretty much willing to apply for each and every open position they have posted on their careers page—whether that means you'd be the VP of marketing or just restocking the vending machines.

First things first, that's awesome! Finding an employer you really connect with can be half the battle during a job search, and it's great that you've found one you feel so passionately about.

But, now you're left with another big question: Can you apply for more than one job with the same company? And, if you do, should you communicate that to the employer?

Unfortunately, this is another one of those scenarios that comes with a sort of flaky answer: It depends. Your best course of action depends on a bunch of different factors and variables, including the specific employer and your own situation.

But, while there isn't a cut and dried answer for you to fall back on, that doesn't mean you need to toss up your hands and call the whole thing a mystery. Use these three questions to take a close look at your circumstances and decide on your next steps.

1. How many positions are you interested in?

To start, determine how many open positions with the company that you're realistically interested in. If you find yourself leaning toward two, that's not a problem. But, if you feel as if you're willing to apply for any job—regardless of what it is—you might need to pump the brakes and do some reevaluating.

Yes, your desire to just get your foot in the door with a particular company is understandable—and maybe even a touch admirable. However, you need to make sure to keep yourself in check and resist the tempta-

tion of submitting your name for consideration for everything from the mail room to the corner office.

Why? Well, that sort of approach not only makes you difficult to evaluate, but it can also cause you to appear a touch desperate. You're much better off keeping a narrow focus and only zoning in on the positions that you're truly a good fit for—and vice versa.

That way, if you do decide to tell the hiring manager or interviewer that you're interested in multiple positions, you can rest assured that you won't come off as a needy stalker with no standards.

2. Are you qualified for more than one position?

If interest was all it took, job searching would be easy. But, as you already know, that's only one side of the coin. You can't just be interested in a position—you need to be qualified for it.

So, if you're thinking of telling the hiring manager that you have your sights set on a few different available opportunities with the company, you first need to ensure that you can actually fulfill the requirements of all of those positions.

It's always important to be realistic in your job search. And, honestly, tossing your hat into the ring for something that you're not truly qualified for will only inspire confusion for the hiring manager—and might even negatively impact your chances of landing the job that you actually are qualified for.

3. Where are you in the hiring process?

Here's perhaps one of the most important questions when deciding whether or not you should loop the company in on your interest in multiple positions: Where are you in the hiring process?

If you're only just getting started with applying or are just going through your initial phone screening, that can be an appropriate time to express your interest in another available opportunity.



By the way, if you find yourself at this stage, make sure that you take the time to tailor your resume and cover letter for each position you apply for. Despite what you might initially be inclined to think, this step becomes even more important when you're applying for different jobs within the same company.

However, if you're way later in the hiring process, you're usually better off keeping your lips zipped about any other opportunities that pique your interest. You definitely don't want to be in your final interview—moments away from signing an offer letter—and then chime in with, "Hey, I saw you guys are also hiring a Social Media Manager. That sounds interesting to me too. Can we chat about that job really quick?" That sort of approach will only make you come off as noncommittal, flaky, and perhaps a little easily distracted.

When you find yourself extremely excited about a company, it can be tempting to completely blanket their entire office with your resume. However, expressing interest in every single available job isn't necessarily your best approach.

If you find yourself debating whether or not to share that you're interested in multiple positions, ask yourself these three

key questions to decide on the best course of action for your unique situation. Good luck!

Did you know?

Metro Editorial Library

A well-edited résumé can go a long way toward helping job candidates make a strong first impression with hiring managers. A recent survey of hiring managers and human resource professionals across companies of various sizes and in an assortment of industries conducted on behalf of CareerBuilder found that certain mistakes were deal breakers for a large percentage of individuals tasked with helping to find new hires. Seventy-seven percent of hiring managers indicated typos or bad grammar on a résumé were enough to disqualify a candidate from consideration. An unprofessional email address (35 percent) and a résumé with long paragraphs of text (25 percent) are some additional



mistakes that hiring managers consider deal breakers. This information can prove useful for job seekers, who should know that 39 percent of hiring managers indicated they spend less than a minute looking at a résumé. That brief chance to make an impression should not be undermined by preventable blunders like typos and poor grammar.

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How mid-career professionals can find their next job

Metro Editorial Library

Newly minted college graduates often utilize career placement services at their colleges and universities as they seek to land their first job in their chosen field. Such services typically are not utilized by mid-career professionals, who are generally those individuals with ample experience but who are still many years away from retirement. But it's not necessarily easy for anyone to find a new job in the digital era, so mid-career professionals can utilize some strategies to increase their chances of finding a job that allows them to advance to the next step in their careers.

• **Identify your priorities.** Mid-career professionals who are working but want to move on to a new opportunity have the luxury of looking for a position that aligns with their priorities and should take full advantage of that position. Identify what you like or don't like about your current job. Variables that merit consideration include the job itself, but also company size, workplace culture and benefits and perks. Make a list of these priorities and identify which are most and least important to you, and then allow that list to inform your search for a new job.

• **Determine if your next job will be your last job.** Many mid-career professionals looking for a new job may be looking with the intention that their next employer will be the last company they work for. If that's the case, then it's important to keep that in mind as you begin your



search. Opportunity for professional growth and advancement should be available within an organization that you envision being the last firm you work for. If you enjoy the challenges and excitement that comes with switching employers, or even careers, then you may not need to prioritize advancement opportunities over chances to beef up your experience.

• **Practice interviewing.** Mid-career professionals may not have interviewed for a job in many years, and the process of interviewing has undoubtedly changed since individuals

were offered their current jobs. For example, initial interviews are now often conducted over conferencing apps like Zoom, so mid-career professionals may want to study up on how to master such interviews. Everything from lighting to backgrounds to how you sit during the call can affect interviewers' impression of you as a candidate. So preparing for interviews may involve more than traditional steps like studying up on the company and preparing responses to questions interviewers may ask.

• **Utilize a recruiter.** Mid-career professionals can benefit

from the services of a recruiter. Recruiters can provide pointers on constructing a résumé and how to answer interview questions with the goal of emphasizing your experience and accomplishments. Such insight can be invaluable for established professionals.

Mid-career professionals looking for their next job can utilize various strategies to ensure they ultimately land at a company that values their experience and challenges them in new and exciting ways.



Tips to make a résumé more ATS-friendly

Metro Editorial Library

Job searches are often described as akin to looking for a needle in a haystack. That could be even more so in the digital age, an era when online job boards feature hundreds, if not thousands, of listings. Sifting through those listings can be time-consuming and force job seekers to wonder if their résumé will even be seen.

Conventional wisdom regarding résumés may no longer apply. A résumé can still be a useful asset, but job seekers must recognize the game has changed, specifically in regard to how résumé submissions are received and reviewed. Many companies now use applicant tracking systems (ATS) to sift through résumé submissions before they ever land in the inbox or on the desk of an actual

human being. Because ATS is so popular, job seekers would be wise to embrace strategies to make their résumé more ATS-friendly to increase the chances the document finds its way to a hiring manager.

• **The right keywords can help get a résumé seen.** Though a résumé was once viewed as a tool that allowed job seekers to illustrate how they were unique from other applicants, uniqueness on a résumé may now be a detriment. ATS serve as virtual gatekeepers that scan documents submitted for job openings. If those documents don't feature certain keywords, they're likely to be relegated to the virtual scrap heap. Professionals should research which keywords are likely to get their résumé past the first stage of the hiring process

RÉSUMÉ, turn to page B2

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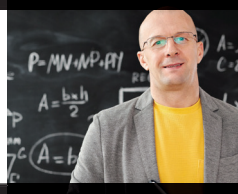
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How to master modern job hunting

Metro Editorial Library

Quitting a job might never seem like the best option for established professionals, but it's a route that was taken by an incredibly high number of workers in recent years. According to the Job Openings and Labor Turnover Survey from the U.S. Bureau of Labor Statistics, 50.5 million people quit their jobs in 2022. Improved job prospects undoubtedly contributed to that high turnover, but professionals who left their jobs without another one already lined up may need some help finding their next gig.

Significant layoffs in the early months of 2023 coupled with tens of millions of individuals leaving their jobs voluntarily in 2022 could potentially make the competition for new jobs more competitive. Professionals confronting that situation can consider these tips as they seek to master the art of modern job hunting.

- **Use LinkedIn to your advantage.** The professional social media platform LinkedIn is an invaluable resource, especially for professionals looking for a new job. Even professionals who are still working but hoping to land a new job can utilize LinkedIn to their advantage, as many recruiters embrace the strategy of passive recruiting, which involves scouring LinkedIn for professionals who are not actively looking for a new job but might be interested if the right opportunity presents itself. Professionals who aren't already on LinkedIn should join and create a profile that highlights their experience and skills. Workers who are already on LinkedIn can periodically update their profiles and use the platform to stay up-to-date on the latest trends in their industries.

- **Create a portfolio of your work.** Landing

an interview may be the first goal, but professionals also must be ready to master that interview should the opportunity arise. A portfolio that showcases past work and accomplishments can help candidates present themselves in the best light possible. Utilize a free or inexpensive service like WordPress that hiring managers and others can visit quickly and easily to see your work.

- **Identify who you want to work for.** Experienced professionals who are still working may have the luxury of patience when beginning their job search. That luxury ensures professionals can wait for opportunities at companies they want to work for. Targeting specific companies can take some of the frustration out of modern job hunting, which often requires scouring a seemingly endless string of job openings. Out-of-work professionals can still target specific firms, but they also can utilize down time to research other organizations in an effort to widen and expedite their search.

- **Work with a recruitment agency.** Much like job seekers grow frustrated at sifting through job postings, organizations may not have the will or the resources to devote to finding worthy candidates for their openings. That's why organizations often turn to recruitment professionals, who do the leg work when companies are looking to hire new people. Recruitment professionals earn their money from the companies doing the hiring, not the person getting hired. So there's no downside to utilizing recruiting professionals in your search.

Modern job hunting can be difficult. But various strategies can help talented professionals land rewarding jobs.



Dress for interview success on your next job interview

Metro Editorial Library

In his masterpiece "Crime and Punishment," author Fyodor Dostoevsky wrote, "We sometimes encounter people, even perfect strangers, who begin to interest us at first sight, somehow suddenly, all at once, before a word has been spoken." The great Russian novelist is referring to the fact that impressions can be made even before conversations begin. This is an important notion to grasp and can do a job seeker a world of good in every interaction during the hiring process, including the interview.

Recruiters may have an understanding of you as an applicant from your résumé and other correspondences, but it is during the interview — whether it's in person or remote — that a hiring manager can really get a sense of your energy and professionalism. While no one wants to be judged on appearance alone, what you look like and how you dress affect others' first impression of you. Doing all you can to tip the scales in your favor may lead to favorable job outcomes. The best outfit to wear on an interview varies depending on the

company and the job, according to The Balance: Money. But there are some guidelines for dressing to make the best impression.

- **Follow the employer's dress code.** If you can gauge dress code in advance, dress to mirror what others are wearing and then take it up a slight notch. For example, while you wouldn't wear a suit if you're interviewing as a park ranger, you may eschew work boots and faded jeans for a collared polo shirt and khaki pants. For a tech start-up or creative company that favors casual wear, something that is more business casual may be appropriate for the interview.

- **Err on the side of caution.** If you do not know the company dress code, it is always better to be overdressed than underdressed. A sports jacket and a button-down shirt for gentlemen and tailored pants and blouse for women may fit the bill.

- **Less is more.** Distractions can derail an interview, and wearing too many accessories can be distracting to the interviewer and even candidates during the interview.

Keep jewelry to a minimum and mute all alerts on a smartwatch and smartphone. If you have piercings, you may want to remove them until you learn more about which types of body art are acceptable at the company, which you should be able to discern when visiting the office. Distractions also can include heavy or drastic makeup and hair styles. Tone things down until you have a firm understanding of dress policies.

- **Choose neutral colors.** Wear neutral or classic colors over more flashy options. You want to be judged on your qualifications, and neon shirts or a busy print dress could cause an interviewer to lose focus. During a remote interview, choose a high-contrast interview outfit so that you don't blend in with your background.

- **Wear clean, tidy clothes.** No matter how formal or informal the attire, it should be freshly laundered, free from wrinkles or damage, and fit properly.

Interview attire can make or break first impressions, so attention should be placed on what to wear.

RÉSUMÉ

Continued from page B1

and include them in the body of the document.

- **There's more to it than keywords.** Though the right keywords can ensure a résumé gets past the virtual gate-

keepers, they're not the only features of a good résumé. ATS are programmed to read résumés that are formatted in certain ways. The experts at Jobscan note that the most ATS-friendly résumé is one that is chronological. That's something most job seekers are already familiar with, as professionals have long listed

their professional experience in reverse chronological order. That approach still works, and Jobscan recommends including company name and location, job title, start and end dates, and achievements and responsibilities for each job listed in the work experience section.

- **Avoid unique formats.** Résumé data included in graphs,

tables and columns might seem invaluable, but ATS software might make a mess of it. In addition, maintain a uniform font throughout the document. Sans serif fonts like Calibri and Helvetica won't be difficult for ATS programs to read, increasing the likelihood that the document will ultimately be seen by a hiring manager.

- **Make the résumé mobile-friendly.** A résumé that is easily opened and read on a mobile phone is likely to be just as easily read in an ATS program. Professionals can design their résumés and then open the documents on their phones. Documents that open quickly and easily are probably formatted in an ATS-friendly

way, while those that don't may need to be simplified and reformatted.

In the age of digital job-seeking, professionals can take steps to make their résumés ATS-friendly to ensure the documents are ultimately seen.



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How to navigate a remote interview

Metro Editorial Library

Not so long ago, job interviews were conducted almost exclusively in person. Hiring managers were able to assess candidates during these interviews, getting an idea about everything from the applicant's skill set to how he or she affected the energy in the room to body language and the confidence of a handshake.

Today a growing number of interviews are virtual. Many are conducted via popular video conferencing apps like Zoom. In a recent survey of talent leaders and recruiters conducted by the tech firm Talview, 80 percent of respondents said their hiring process is now fully remote. There are many advantages to remote/virtual interviews. They tend to be more convenient for remote screening applicants for remote positions because the applicant pool may be coming from anywhere around the world. Remote interviews also can be less time-consuming.

As useful as they can be, remote interviews are not foolproof. Technical snarls or uncooperative conditions at home can affect remote interviews. Virtual interviews also may not give candidates an accurate idea of the culture at a given firm. But remote interviews are likely here to stay, so here's how candidates can put their best (virtual) foot forward.

TEST THE TECHNOLOGY

Open the conferencing app and test links to make sure that you can get on the service and understand how it functions. Log in early, even if it means sitting in a virtual waiting room until the meeting organizer arrives. At least you'll be ensured of being on time.

HAVE A CHEAT SHEET AT THE READY

A remote interview gives candidates a distinct advantage, as they can utilize notes without it being obvious. Place them just above the device camera or off to the side slightly so you can refer to them like one may read a teleprompter or cue cards on television.

USE YOUR SPACE WISELY

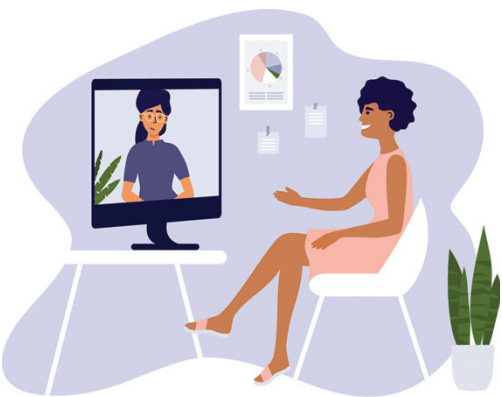
If you'll be on video, set up your space and your appearance so that it is professional but engaging. Use your home office environment to make a strong impression. Keep background clutter to a minimum. If necessary, use a virtual office backdrop, which was preferred by 97 percent of the 513 recruiters

that Harvard Business Review observed and interviewed over an eight-month period in 2020.

ENGAGE WITH THE INTERVIEWER AND AVOID DISTRACTIONS

Distractions can knock you off of your game and make you come across as less engaging to recruiters. Ask housemates to make themselves scarce during the interview and lock pets out of the room. Silence your phone (if it isn't the device being used for the interview) and look into the camera while speaking. Maintaining eye contact is a sign of respect and confidence. If the interviewer is speaking at length, utilize the mute button on your phone or conferencing app to silence ambient noise.

Remote interviews are a large part of modern working environments. Mastering an ability to interview remotely can help candidates ace their next interview.



Common workplace benefits

Metro Editorial Library

Salary is just one component of the package that businesses may offer their employees. Though salary is important, an honest comparison of companies can benefit from a look at the larger picture — and that includes an analysis of what companies offer in addition to financial compensation.

Some people feel that certain perks outrank salary on their professional priority list. The Society of Human Resource Management indicates 92 percent of employees feel employment benefits are important for overall job satisfaction. They're also a driving factor when candidates read job postings.

Certain benefits are standard offerings, while others take perks a step further. The following are some of the benefits job seekers may encounter in job listings and during the interview process.

• **Health insurance:** Offering health insurance is mandatory in certain areas, while in others it is up to the employer. Insurance costs may be taken care of by an employer, while in most cases employees have a portion of those costs deducted from their paychecks. Health benefits also may be extended to employees' family members. Large organizations may allow employees to choose their health insurance provider,

while small firms may only contract with one company.

• **Flexible health spending account:** A health care spending account, sometimes called a health savings account, enables employees to set aside a portion of their incomes before taxes are deducted. That money can be used for qualified health purchases. Employees submit receipts for these health needs, which can include copayments, over-the-counter medications, sanitary products, or first aid equipment, and then get reimbursed up to the amount they had deducted for the year. HSAs are one way to reduce tax burden.

• **Paid time off:** Often referred to as "PTO," this is a benefit that enables employees to schedule personal days off from work. Typically, PTO accrues each pay period by a set number of hours. PTO may occur in place of or in conjunction with separate vacation time. PTO can be a negotiating point with prospective employers who do not have wiggle room on salary offerings.

• **Life insurance:** Many employers contract with life insurance companies to offer their employees discounted rates on life insurance premiums. Employees typically pay these costs out



of pocket, but the employer facilitates the relationship with the insurance broker.

• **Retirement savings:** Employers may offer pensions or other retirement savings plans such as 401(k) and 403(b) accounts. Employees contribute a percentage of their salaries and employers may make matching or discretionary contributions as well.

• **Flex scheduling/remote work:** Many employers recognize the advantage of allowing employees to work from home all or a portion of the week. An alternate work schedule also may be offered to help employees. With an alternate work schedule, employees may eschew the traditional 9 to 5 schedule for an 8 to 4 or even 11 to 7 schedule. Flexibility is something employees covet, as it can help them achieve a work/life balance.

These are just some of the benefits professionals can consider as they search for a new job. Additional benefits include bonuses, stock options and tuition reimbursement.

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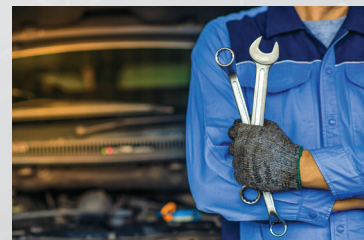
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How to break into a new industry

By Benny Spiewak
ZipRecruiter.com

As Americans begin to enter the post-pandemic world, many are emerging with new priorities. For some, that means reexamining their career choices in search of more flexible work hours, more meaningful work, or simply something new.

But switching industries can be difficult—especially when the robots parsing your online resume, or the human hiring managers, do not see your past experience as directly relevant to their open roles. Here are a few ways to make it easier:

1. Be Realistic

While you can jump into some industries by acquiring online certifications, taking classes, or taking a pay cut, others may require more time, cost, or effort than you are able to sacrifice. While it isn't impossible for someone in their 50s to change careers and become a lawyer, the amount of work involved in applying to a law program, balancing studies with home and work life, and starting at the bottom after years of schooling may not be realistic. But there are other opportunities in the field that require less investment, like becoming a mediator or paralegal. Be creative in how you think about getting into a new type of job and consider how past skills and experience may help get your foot in the door.

2. Explore New-Collar Jobs

There are many exciting and well-paying jobs

that only require some specific education or training rather than a full college degree. Some of these "new collar jobs"—which include roles like drone pilots, photo editors, and information technology specialists—can be learned online in just a matter of weeks or months. Visit ZipRecruiter's Course Catalog to find courses you can take in healthcare, education, design, information technology and security, marketing, and more.

3. Consider Freelancing

One way to gain real-world experience is by building out the skills you have in your field of choice by doing contract work. Last year, 36% of the U.S. workforce worked freelance in some capacity. Freelancing can help you build out your portfolio, make connections in the industry, and work with people who can introduce you to other clients and potential employers. The ability to make your own hours can also enable you to keep your current job, or take on multiple projects, while building skills. A good place to find clients is on freelancing platforms like Upwork, Fiverr, Toptal, DesignHill, and 99Designs. You might also be able to find industry-specific platforms by searching online.

Whether you graduated from school a few years ago, or have been working in your field for decades, making a career change can be exciting and lucrative, if you approach it the right way. Use these tips to begin the next part of your career journey!

How to navigate salary inquiries during the interview process

Metro Editorial Library

Navigating a job search can be exciting. As professionals look to take the next, or even the first, step in their careers, they may encounter numerous opportunities that will allow them to make the most of their talents and fulfill their potential.

The excitement of a job search is sometimes accompanied by nerves. Nervousness often fluctuates during the hiring process, and salary is one area that can cause some anxiety. As candidates progress through the interview process, salary can seem like the elephant in the room. No matter how great an opportunity may be, professionals still want to ensure their salaries are commensurate with their experience and reflective of their talent.

In an ideal situation, hiring managers will discuss salary early in the process. In fact, many job postings list salary range in the job description. However, that information may not be as readily available when professionals earn interviews through networking. That's a significant distinction, as surveys have indicated that networking is how many experienced professionals find new jobs. In fact, a 2012 analysis of data from sources such as the U.S. Bureau of Labor Statistics and Glassdoor conducted by Interview Success Formula concluded that as many as 80 percent of job openings are never advertised. So it's often not as simple as scouring a job listing to determine salary range.

Candidates should not interpret a failure to broach the topic of salary as a firm having something to hide. A lack of salary information in a job posting might be related to potential legal concerns. In an effort to combat pay discrimination, a growing number of state and local governments now forbid employers from asking about candidates' salary histories. The human resources experts at HR Dive note that 21 states in the United States have state-wide bans that prohibit employers from asking about salary histories. Those bans are not in place in Canada, but in 2019 Ontario became the first province to pass pay transparency legislation that mandated all publicly advertised job postings include a salary

range. Various firms in the United States insist they are committed to transparency and will list salary ranges in job listings. But even those that do not list salary range in a listing may reference it during an initial interview. Candidates in the early stages of the hiring process can therefore benefit from being patient.

If salary still hasn't been brought up after an initial interview or a second interview, candidates can request a range. An initial interview is not the appropriate time to do that, as it can make candidates appear overeager about salary. However, requesting a range after a first or second interview indicates to a firm that candidates are still interested in the position. And though it can spark some nervousness on the part of candidates, it's entirely reasonable to request a salary range before committing any additional time to the interview process, especially since that process may require travel and time off from work.

Salary can be the elephant in the room during a job interview. A patient and delicate approach to salary discussions can reflect positively on candidates and ensure they get the information they need to make the most informed career decision.



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How to negotiate a job offer

Metro Editorial Library

Job offers can spark a whirlwind of emotions. After spending weeks or months trudging through job postings, remote interviews, phone calls, and reference requests, individuals may be eager to sign on the dotted line and get to work. Though it's easy to let that excitement take over, professionals must carefully study a job offer to ensure it's in their best interests.

It's not uncommon for professionals to worry that careful consideration of a job offer can make them appear greedy or unappreciative. However, any firm worth working for will allow candidates ample time to consider an offer and even negotiate terms if the need arises. In such instances, professionals can consider these negotiation tips.

• **Work with a recruiter.** A professional recruiter can be your best advocate. Recruiters function as the intermediary between candidates and companies. These individuals can help professionals negotiate a fair offer and benefits in line with market compensation levels and current trends, according to LinkedIn. Employers may take recruiters seriously, and recruiters will have no qualms about negotiating because they are third parties in these conversations and can serve as the proverbial "bad guys" if need be.

• **Think about what you want most.** Negotiation terms should reflect what matters most to you, which may differ from person to person. Salary is not the only negotiable. Perhaps a certain amount

of vacation time is important because you routinely travel to visit with family? Maybe you need an alternative start time to accommodate childcare needs? Or you may want to solidify retirement savings and can negotiate for a larger match to your 401(k) plan? Focus on one or two negotiation points to get the best employment terms.

• **Verbally negotiate with the hiring rep.** It's important to negotiate before a written offer is presented. This is when you have the most leverage. Once an offer is put on paper, managers may be more reluctant to change terms. Take a day to mull over the offer and make a list of wants; then ask for a call with the recruiter. You never know what you can get if you don't ask.

• **Expect some give and take.** An employer likely will not cave to all of your demands unless they are desperate to fill the role. Negotiations often are marked by trading one thing for another. For example, an uptick in personal time off may come at the compromise of having to work longer hours each day. While you may not be able to get a big salary increase, the employer may be able to offer you a better title, which can translate into more upward growth in the industry when you move on to another job. Again, if money is an issue, an employer may be willing to make up for a certain salary by offering stock options, expense account allowances or other perks.

Job seekers shouldn't be afraid to negotiate offers with prospective employers.



6 ways to tame nerves before a job interview

Metro Editorial Library

Interviews are an integral component of the hiring process. According to Zippia, the average corporate job opening garners 250 résumés. Among those, only four to six people are likely to be interviewed.

With such competition for jobs, landing an interview is an opportunity to be cherished. Furthermore, candidates should do their best to ensure interviews go as smoothly and effectively as possible. Nerves can derail an interview. Nervous energy is a byproduct of humans' "flight or fight" response in stressful situations. Adrenaline builds up in the body and that can make for a nervous interview. The following anxiety-taming tips can help anyone remain calm, cool and collected during an interview.

1. **Laugh out loud.** Humor can diffuse nervous feelings. Rather than stewing on the upcoming interview, watch a funny movie or listen to some standup comedy to help you

laugh and lighten up.

2. **Leave plenty of time for travel.** Anxiety can creep in if you're running late for an interview. Leave plenty of time to get there when interviewing in person. You don't want to stroll in sweaty and out of breath because you just ran from the subway station or parking lot. For remote interviews, ensure that meeting links are working properly and that you understand how to use the conferencing application in advance of the interview.

3. **Be prepared.** Prepare for the interview and conduct a trial run with a friend or family member. Research commonly asked interview questions but be prepared to answer more job-specific queries as well. Preparation can help you feel less nervous and more in control.

4. **Clear your mind.** Figure out which relaxation method works for you and employ it. Some find taking a short stroll outside enjoying nature clears their mind, while others prefer

deep breathing and meditation. Some people may feel more relaxed after an exercise session. Build these coping mechanisms into your schedule on the day of an interview.

5. **Change your perception.** An interview is a conversation and not an interrogation. Certainly you are selling yourself to the recruiter, but the company also has to sell itself to you. Interviews are two-way streets to determine if the employer-employee dynamic is the right fit. Remembering that you are on somewhat equal footing can make the interview less nerve-wracking.

6. **Make small talk.** While waiting to be called into the interview, speak with others, such as the receptionist, other employees walking by or even people in the elevator. Small conversations can shift your focus from internal thoughts to external stimuli.

Job interviews can drum up nerves, but there are strategies to help candidates overcome their nerves.

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