



MISSOURI SMALLFLOWS ORGANIZATION

OUTHOUSE POST

A Quarterly Publication

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REGISTER NOW!

Early Bird & Room Reservation
for 2026 MSO Conference
Ends Dec 30th.



PAGE 4

WASTEWATER

**KEYNOTE SPEAKER: JAKE LOWE
DEALING WITH DIFFICULT PEOPLE**





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Membership,

As always, I hope this message finds you well. Currently, while writing this address, its snowing. Not a dusting either but the first actual accumulating snow of the year. Its only December 1st but it looks like the winter is going to come earlier this year than it has the last few years. I'd be lying if I said this wasn't discouraging to me. While I have most of my loose ends tied up, there is still a few systems I'd hoped to install before Christmas. Like many of you, I was praying for a mild winter. One that the ground doesn't freeze, the soil isn't saturated, and temps average 40 degrees. Doesn't look like this will be one of those years. I suppose a break for rest, family, and fixing everything we broke the year before is in order though. So, I'll take it as it is and enjoy it. Hopefully you can do the same.

With winter drawing in that also means the time for our annual conference is approaching. I don't know about you guys and gals, but I am very much looking forward to the Conference. It's not often we all get to gather as a collective group of professionals to push the industry forward. When we do though, it's always a guaranteed good time, filled with educational opportunities, laughter, friendship & fellowship, and memories with people we rarely see. The MSO Board and conference planning committee have put together a great group of speakers, and many events to be held at the conference. I hope to see you all there. If you have not registered, I encourage you to do so as soon as possible so that you can get the early bird rate. The conference facilities & rooming this year at Margaritaville will be a huge upgrade compared to years past and we are hoping for a big turnout from membership!

Many other exciting things are happening with Missouri Smallflows Organization. Our Board recently voted to bring on a lobbyist group to represent us at the Missouri Capital. There are a few bills that have been in legislation for the last few years that we are hoping this will help get pushed through. I will share more on this during the annual business meeting at the conference. Elections for the Board are upcoming, please reach out to Tammy or me if you are interested in helping grow the Onsite industry in the state of Missouri. The board consists of a fantastic group of people that are dedicated to serving the members of MSO. We are always looking for motivated individuals that have everyone's best interest at heart and in mind.

With the upcoming elections, it also marks the end of my term as President. This will be my last president's address. It has been an honor to serve the members of this organization and has challenged me to grow as a professional. I have enjoyed the challenge and plan to continue to contribute to MSO in any way that I am able moving forward. I give many thanks to all the fellow board members. Over the last four to five years of involvement I have had, I have grown to truly appreciate all the time and effort they give selflessly to helping others and the industry grow. It's a beautiful thing. The future president elect is Jessi Wood, I am confident that she will do a fantastic job leading this membership. I intend to take what I have learned with MSO and join NOWRA in some form. Hopefully being able to continue to grow Missouri Smallflows Organization even further at a state and national level.

Happy Holidays to All,

Nick Dykes

Dealing with Difficult People

Keynote Speaker - Jake Lowe

This keynote has been such a joy to put together! In our lives it seems inevitable that we will have to deal or interact with folks that are unpleasant. It could be customers or coworkers at our jobs, the black sheep at family gatherings, rude actions on the road, and on and on and on. In the instances where "those people" are being thrust in our experience, how do we act or approach that? Are we happy with the the interactions after they are finished? Do we feel better equipped to deal with similar people in the future? Is it possible that you are the difficult

one? Does it happen often enough to even care about how those interactions go? All of those are worthwhile questions! The keynote will dive into how these kind of experiences can be addressed!

This will not be a class or seminar. Don't expect references to psychology articles or conflict resolution experts. The talk will consist of observations from experience. It can provide another perspective from someone who has not only worked in the same industry as the attendees, but has experienced "difficult people" in retail work, bigots in daily experience, and time spent in prison.

Rest assured, the speaker will share how time and time again a difficult scenario has been transformed into a productive one. Whether we find ourselves in the wrong, or appear to be the victim, there is a pathway forward that can be good, and dare I say, joyful! More than an abridged "memoir", the talk will include helpful tips on dealing with these frustrating situations. Whether we need to give others more credit, give ourselves more credit, simply walk away, or put our foot down and rebuke the wrong, we can move forward without the dread or fear of dealing with what we feel are difficult people. The intent is for the talk to be an encouraging, thought-provoking, and lively start to a great conference!



REMINDER:

This serves as official notice to the MSO Membership that the **Annual General Membership Meeting** will be held on **January 20, 2026, at 12:00 PM at Margaritaville Resort**. Members are encouraged to attend the meeting!



MSO Pre-Conference Agenda 2026

DHSS General CEUs: 7.5

Select: Basic: 5.25, Advanced: 5.25, Inspector: 2.25, OSE: 3.0

Registration is required for whole day. \$165 for MSO Members, \$335 for Non-members

Morning Session

8:00 AM – 12:00 PM

Matching the System to the Site

This section will have two sections of case studies that dive into soil reports, limitations that dictated options for treatment, and how they were installed. Speakers will discuss how the plans were executed and the challenges of the sites.

Case Study 1: Chris Nothstine & Nick Dykes

The subject for this portion of the pre-conference presentation will include the evaluation process for selecting appropriate wastewater treatment/dispersal systems to specific types of sites often encountered.

Case Study 2: Daniel Drury, Chuck Harwood, & Bryon Madonna

“They Can’t All Be Easy”

As design and installation professionals in the field of onsite wastewater treatment we are often asked to place an OWTS on a site that, at first glance, may not seem to be conducive to the request. And, while we can’t always work our magic on every site, we generally try our best to find a solution for our clients that not only suits their needs but also protects the environment. Because, nobody likes to tell a potential client that what they want can’t be done.

Afternoon Session

Control Panels – Following the Loop

This session will include several manufacturers that will discuss control panels and have opportunities for Q&A.

1:00 PM – 5:00 PM **Most Common Panel Types, Why are there so many different panels?, What's inside the panel, relays, CSR, Alarms, Electrical Recap – Dominic Dowell, Jet. Inc.**

Types of Panels, Basic Functionality, Float Types, Troubleshooting – Orenco, Seth Coggin or Orenco Rep

Electrical, Multimeters, and pumps – Making sense of it all – Darren Dubbelde, Innovative Pump Solutions

Troubleshooting Panels – Tom Rankin, Jr., TG Rankin Company



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Interested in becoming more involved in MSO? Join the MSO Board of Directors!

MSO is governed by elected members to better serve the association. It is a great way to give back to the industry by helping improve our association and build new goals. MSO Board Members serve for two-year terms. The election takes place at the MSO General Membership Meeting on January 20, 2026, at Margaritaville Resort.

For a full list of MSO Board Member responsibilities, reach out to Tammy Trantham, Executive Director. You can reach her via email: contact@mosmallflows.org or phone: 417-631-4027.

Board Member Expectations:

1. Attendance to monthly Board meetings – 3rd Thursday of the month (virtually), currently set at 9:00 AM
 - a. The only face-to-face Board meeting is in January at the Convention
2. Attendance to the annual Strategic Planning Meeting – (March in Jefferson City)
3. Participation in the Board Meetings to provide feedback and ideas for the association.
4. Optional but encouraged: participate in one of the Committees to better understand the association

Interested in stepping up for the industry? Contact Tammy Trantham or Nick Dykes to apply to run for the Board of Directors. **Deadline is December 29, 2025.**



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2026 MSO Conference & Trade Show

Margaritaville Resort in Osage Beach, Missouri



Monday, January 19th, 2026

(Agenda Subject to Change)

7:00 AM - 5:00 PM	Registration Is Open from 7:00 AM - 5:00 PM
8:00 AM - 5:00 PM	Pre-Conference Session - Room: Paradise A General CEU: 7.5 Select CEU's: Basic: 5.25 , Advanced: 5.25 , Inspector: 2.25 , OSE: 3.00
11:30 AM - 4:45 PM	Vendor Movie-In - Rooms: Paradise B & C
5:00 PM - 7:00 PM	Welcome Reception in Exhibit Hall -with the Roe-D-Hoe Kickoff! Rooms: Paradise B & C

Tuesday, January 20th, 2026

(Agenda Subject to Change)

7:30 AM - 5:00 PM	Registration Is Open from 7:30 AM - 5:00 PM
7:30 AM - 9:00 AM	HOT BREAKFAST - Exhibit Hall - Rooms: Paradise B & C

General Session - Room: Paradise A (Opening Sessions: General CEU: 1.0)

9:00 AM - 9:10 AM	Welcome by MSO President - Nick Dykes
9:10 AM - 9:30 AM	Update from DHSS - John Campbell
9:30 AM - 9:45 AM	Update from DNR - TBA
9:45 AM - 10:00 AM	Update from NOWRA - Chris LeClair
10:00 AM - 10:15 AM	Break in Exhibit Hall - Rooms Paradise B & C
10:15 AM - 11:30 AM	Keynote Address: Dealing with Difficult People, Jake Lowe (General CEU:1.25)
11:30 AM - 1:00 PM	Lunch & General Membership Meeting - Room: Paradise A
1:00 PM - 1:30 PM	Break in Exhibit Hall - Rooms Paradise B & C

Track	Track	Track	Track
Room	Windgate 60 - 61 (Level 6)	Windgate 62 - 64 (Level 6)	Nautical Wheeler (Level 7)
1:30 PM - 2:30 PM	Regulator Open Forum Leah Ferris & Guy Gerard General CEU: 1.0	The Do's and Don'ts of Evaluating a Job Site & Setting a Tank Jay Julien General CEU: 1.0 Basic: 1.0 , Advanced: 1.0	After the Inspection Brenden Murphy General CEU: 1.0 Inspector: 1.0
2:30 PM - 3:00 PM	Break in Exhibit Hall with Roe-D-Hoe Trials - Rooms: Paradise B & C		

2026 MSO Conference & Trade Show

Margaritaville Resort in Osage Beach, Missouri



Tuesday, January 20th, 2026 Continued

Tracks	Track 1	Track 2	Track 3
Room	Windgate 60 - 61 (Level 6)	Windgate 62 - 64 (Level 6)	Nautical Wheeler (Level 7)
3:00 PM - 4:00 PM	Advanced Installer Open Forum Chris Nothstine & Nick Dykes General CEU: 1.0 Advanced: 1.0	OWTS - The Good, The Bad, The Ugly/Pearls of Wisdom for Inspectors Steve Mirowski General CEU: 1.0 Inspector: 1.0	Mapping Soils for Subdivisions, Wastewater Disposal & other Large Projects Joey Meinert General CEU: 1.0 Basic: 1.0, Advanced: 1.0, OSE: 1.0
4:00 PM - 4:15 PM	Break in Exhibit Hall with Roe-D-Hoe Trials - Rooms: Paradise B & C		
4:15 PM - 5:15 PM	AES Septic System Training: Design & Implementation in MO Eoghan O'Connor General CEU: 1.0 Basic: .50, Advanced: .50	Basics of How Water is Treated - The Fate of Coliform Jake Lowe General CEU: 1.0 Basic: .50, Advanced: .50, OSE: .50	Navigating MO's Regulatory Landscape for Onsite Systems: Experiences from the Field Kerry Clark General CEU: 1.0
5:15 PM - 7:30 PM	Membership Appreciation & Roe-D-Hoe Championship - Rooms: Paradise B & C		

Door Prizes Drawn throughout this time - Must Be Present To Win!

8:00 PM - 10:00 PM	Evening Social at Fin City Bowling, Billiards & Arcade!!
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Wednesday, January 21st, 2026

Tracks	Track 1	Track 2	Track 3
8:00 AM - 9:00 AM	OSE Open Forum Joey Meinert and Mitch Feyerherm General CEU: 1.0 OSE: 1.0	MICC - The Latest from Lab and Field Studies Ron Naumann General CEU: 1.0	Your Website Works Harder When Google Likes It Chris Downing General CEU: 1.0
9:00 AM - 9:30 AM	Break - 60's Foyer		
9:30 AM - 10:30 AM	Inspector Open Forum Rob Smith and Douglas Hurrelbrink General CEU: 1.0 Inspector: 1.0	Service Provider Panel Discussion Jessi Wood, Cody Wood, Jay Julien & John Christopher General CEU: 1.0 Basic: 1.0, Advanced: 1.0	Philosophy of a Soil Scientist Timothy Knoernschild General CEU: 1.0 OSE: 1.0
10:30 AM - 10:45 AM	Break - 60's Foyer		
10:45 AM - 11:45 AM	CPR, First Aid and Stop the Bleed Gary French General CEU: 1.0	Keeping the Flow of Communication-Without Backups Michael Bowers General CEU: 1.0 Basic: .50, Advanced: .50, OSE: .50	Dye Tracing in Missouri Sully Parks General CEU: 1.0 Inspector: 1.0
11:45 AM	Conference Adjourns		
12:00 PM - 1:30 PM	MSO Board Meeting - Land Shark Restaurant		

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2026 MSO Conference Registration
January 19-21, 2025
Margaritaville Resort, Osage Beach

MSO Membership

You must be a **current member at the date of the conference** to take advantage of membership pricing. Check your membership status by logging into the Member Portal, or emailing the MSO office.

Individual Annual Dues (\$170)

If you would like a Company Membership for 4 or more employees, call our office.

2026 Conference Registration

Pre-Conference, January 19

\$165 Member \$335 Non-member (includes one-year membership)

Vegetarian lunch option (check here)

[Register online!](#)

Saves you time!

Conference, January 20-21

\$200 Member \$370 Non-member (includes one-year membership)

Vegetarian lunch option (check here)

Register after December 30, 2025, add \$25 late fee: _____

Guest/Spouse Fee \$150: _____ Name: _____

Fee only covers events on January 20-21, plus Opening Reception. **Does not include Pre-Conference on January 19.**

Total of Payment: _____

Registration Information

Member Name: _____

Name as it would appear on name badge: _____

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MSO ANNUAL CONFERENCE

GUN DRAWING

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- Tickets are \$20 each or 5 tickets for \$100
- Drawing will be held at 7:15 PM on Tuesday, January 20th, 2026 at the Roe-D-Hoe



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► **February 11th, 2026**

Trickling Through Media Filters

Location: Kearney, MO - Kearney Winsupply
Full Day Class: 8:30 AM - 4:30 PM
DHSS General CEUs: 6.0
Select: Basic: 0, Advanced: 6.0, Inspector: 5.0
Onsite Soil Evaluators: 0, Perc Tester: 0
DNR Wastewater CEU's: 6.0
Member Price: \$150 Non-member price: \$235

► **February 12th, 2026**

Earthen Structures & Above-Ground Dispersal Methods

Location: Kearney, MO - Kearney Winsupply
Full Day class: 8:30 AM - 4:00 PM
DHSS General CEUs: 6.5
Select: Basic: 3.5, Advanced: 4.0, Inspector: 3.0
Onsite Soil Evaluators: 1.5, Perc Tester: 0
DNR Wastewater CEU's: 6.5
Member price: \$150 Non-member price: \$235

► **March 4th, 2026**

Onsite Pumps, Panels & Electrical

Location: Warrensburg, MO - Johnson County Community Health Services
Full Day Class: 8:30 AM - 4:30 PM
DHSS General CEUs: 4.0
Select: Basic: 4.0, Advanced: 4.0, Inspectors: 4.0
Onsite Soil Evaluators: 0, Perc Tester: 0
DNR Wastewater CEU's: 4.0
Member Price: \$150 Non-member price: \$235

► **March 5th, 2026**

Aerated Treatment Units

Location: Warrensburg, MO - Johnson County Community Health Services
Full Day class: 8:30 AM - 4:00 PM
DHSS General CEUs: 7.0
Select: Basic: 7.0, Advanced: 7.0, Inspector: 5.0
Onsite Soil Evaluators: 0, Perc Tester: 0
DNT Wastewater CEU's: 6.0
Member price: \$150 Non-member price: \$235

► **April 7th, 2026**

Basic Soils & How to Read a Soils Report

Location: Camdenton, MO - Mid-County Fire Department
Full Day Class: 8:30 AM - 4:30 PM
DHSS General CEUs: 5.0
Select: Basic: 5.0, Advanced: 5.0, Inspectors: 0
Onsite Soil Evaluators: 5.0, Perc Tester: 2.0
DNR Wastewater CEU's: 0
Member Price: \$150 Non-member price: \$235

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See Website for Additional Classes

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Soil Judging Team Claims Second in Regional Competition

Written by Abigail E. Addae



Caption: The Missouri State University Soil Judging Team (from left to right) with its awards: Coach Michael Bowers, Brandie Elliott, Anna Maria Snodderly, Megan Leirman, Raina Clements, Brigham Lee and Coach Lindsey Anderson.

The Mo State team's impressive performance earns it a spot at the 2026 national contest.

For its excellence in evaluating soil profiles, the Missouri State University Soil Judging Team finished second at the 2025 Region V Soil Judging Contest. Hosted by the University of Nebraska at Omaha, the event took place from Sept. 28- Oct. 3. With this achievement, the team advances to the 2026 National Collegiate Soil Judging Contest from March 22-27. North Carolina State University in Raleigh, North Carolina, is the host.

About the competition

This year's competition featured nine teams and 78 students from Missouri, Kansas, Iowa, Nebraska, South Dakota and Minnesota. The five-day event included three days of practice, one day of competition and an awards ceremony on the final day.

"The practice days involved long hours in the field in soil pits, learning about the local soils and what their limitations are for certain land uses," said coach Lindsey Anderson, adjunct instructor in the School of Agricultural Science and Conservation.

During the competition, students judge soil pits by recording each soil horizon's properties and classifying the soils based on their findings. Teams whose analyses most closely match those of professional soil scientists receive the highest rankings in the competition.

A strong comeback

Missouri State's team made an impressive comeback, competing for the first time since 2019.

"We're very proud of the students and the recognition they brought to Missouri State," said coach Michael Bowers, adjunct instructor in the School of Agricultural Science and Conservation. "We put a lot of work into preparing for the competition and fundraising, and the team wouldn't exist without the students."

In preparation for the competition, the team met weekly to study soil properties, classification, water retention abilities and suitable uses.

Turning expertise into mentorship

Both coaches balance their teaching roles with full-time careers — Anderson as a soil scientist with the U.S. Department of Agriculture's Natural Resources Conservation Service and Bowers as the water quality field operations manager for the Greene County Resource Management Department. Despite their busy schedules, they remain dedicated to coaching and inspiring students to explore soil science and related careers.

"We both enjoy teaching and have a passion for soils, and we remain eager to share that passion with others," Anderson said.

Building skills beyond the classroom

Soil judging gives students hands-on practice to develop skills for analyzing diverse soils, landscapes and resources across the United States. "Agriculture and natural resources cannot be fully taught in a classroom. Students need to get out in the field and get their hands dirty," Anderson said. "This practical understanding of resources is critical for better management of natural resources and also makes students more competitive in job searches."

For Missouri State seniors Raina Clements and Anna Maria Snodderly, participating in the competition was an incredible experience.

"Joining the soil judging team has taught me more about soil than any traditional lecture could. I've gotten better at working in a team and the group judging experience is a great insight into how my future career as a soil scientist may be," said Clements, a double major in wildlife conservation and management and geography and sustainability.

For Snodderly, a double major in environmental plant science and geography and sustainability, her favorite part of the contest was team bonding.

"I'm much more passionate about soil after participating in this contest. Soil may seem like a boring subject, but our group had fun learning new things together," she said.

To prepare for the upcoming national competition, team members are raising funds. They will resume their practice in November to study types of soil in North Carolina and strengthen their skills.

(Editor's Note: reprinted from MSU Agriculture Blog. MSO helped sponsor this team to participate in the Regional Competition.)

Member Benefit: Apply for the Daryel Brock Memorial Scholarship Program

In honor of Daryel Brock, MSO created a scholarship program for members' children, dependents, nieces, nephews, or grandchildren. Eligible students must be:

- Currently a senior in High School.
- Planning to enroll in a degree program at an accredited educational institution.
- Using the funds for tuition, required fees, course-related supplies, or equipment.
- Applicants must request application via written request (email or mail) and **submit the application by March 15, 2026.**

Scholarship Rules are posted on the MSO website: <https://mosmallflows.org/daryel-brock-memorial-scholarship/>. Applicants must request a scholarship application form. Last year, MSO gave out three scholarships. Don't delay and apply today!

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DHSS Update

The Onsite Wastewater Program has experienced key staffing changes. In August 2025, Eric Folks, Onsite Wastewater Program Manager, resigned his position with the Department of Health and Senior Services to accept a position in the private sector. John Campbell temporarily filled the role with Mr. Folks' departure and was officially hired as the new OWTS Program Manager on October 1, 2025. We have also welcomed two additional staff members into the OWTS Program. Charlene Smith was hired by the Department mid-May 2025 but did not fully integrate into the Program until October 2025. Josh Eitel started with the Program on December 1, 2025.

In February 2025, the Program migrated from Access to Survey 123 as the new data base for tracking onsite wastewater professionals' registration/licensures. This change impacts how professionals receive updates or reminders from the Program. All correspondences will now be done via email and no longer through postal mail. It is crucial that a current email address remains on file. Professionals will receive an email six (6) months before their registration/license expires and a reminder email 60 days before expiration with information for the professional to complete their renewal process.

In September 2025, the new inspector forms were provided to all Onsite Wastewater Inspectors. Issues with the forms were identified, and the Program continues to troubleshoot solutions. Until these issues are resolved, inspectors may utilize the new forms or prior forms, whichever form functions better for their process.

The Program is actively building a new system in Survey 123 that will streamline the OWTS permitting process for the counties that are permitted by the State of Missouri or a contract county that permits on behalf of the State of Missouri. This program has a target start date of early Spring 2026.

John Campbell
OWTS Program Manager

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