



The Iowa Association OF FSA  
County Office Employees

# IASCOE NEWS

October 2003  
Newsletter

# IASCOE PRESIDENT'S REPORT

By Tom Lane, President

October 2003

Greetings Membership!!

The fall season is closing in on us and harvest is fast approaching. A historic year for our Agency is coming to a close. As employees, you have many reasons to be proud. Successfully implementing the most complicated farm bill in history is an incredible accomplishment. This has been a historic year for NASCOE as well.

At the National Convention, the delegates voted to split the Secretary/Treasurer position into two separate ones. The amendment passed with a vote exceeding the 2/3 majority required by the constitution and bylaws. It was a decision that had strong opinions on both sides of the issue. There will be some changes in how NASCOE "does business"; however, giving more people the opportunity to become involved is rarely wrong.

Iowa was represented wonderfully this year in the NASCOE publicity awards program. Three of our members received Midwest Area Awards and two of those three became National winners. They are as follows:

#### Midwest Area Award Winners:

Best Feature Story-Humor: *The Perils of Polly PT Part 6* - Rose Woerner, PT Wapello County

Best Feature Story-Human Interest: *Blessed Are The Elderly, Some Day It Will Be You* –

Lisa Forburger, PT Kossuth County

Best Web Site- Brian Beach, PT Sac County

#### National Award Winners:

Best Feature Story-Humor: *The Perils of Polly PT Part 6* - Rose Woerner, PT Wapello County

Best Feature Story-Human Interest: *Blessed Are The Elderly, Some Day It Will Be You* –

Lisa Forburger, PT Kossuth County

Additionally, Iowa had two counties receive recognition for 40 consecutive years of 100% membership. Louisa and Taylor counties received this distinction. Congratulations to the staffs of those counties. You have demonstrated a dedication to NASCOE/IASCOE that the rest of us are striving to achieve.

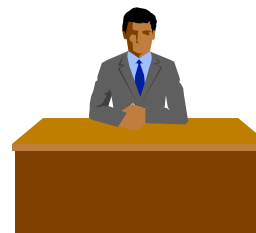
Recently, I attended the Wellness Day for our FSA District. We had a wonderful speaker. She gave us some ideas on how to manage our stress. They were very helpful. The theme for most of the ideas was to find some way to increase your "fun" level. With harvest fast approaching, LDP/Loan season starting & all the other program working running through their cycles, try to make time for some fun. Have an office picnic, do a fall leaf tour, attend a sporting event, concert or play. Do something to get your work off your mind. It will help you remember that there is more to life than FSA (as much as we may hate to admit it)!

Respectfully,  
Tom



# Alan's Thoughts

By Alan Donaldson – IASCOE Vice-President



I've been back from vacation now for over a month and life is getting back to normal, as normal as it can be after vacationing and then moving all three of our daughters to new places.

While vacationing in New Orleans with our family, we had the chance to see the D-Day museum. The museum is put together so that you can get the feeling and perspectives of the soldiers, sailors and Marines from all the countries involved in World War II. They have video and audio clips showing particular segments of the war. The museum also has weapons and equipment on display in a natural setting. It gives you a broader view of what servicemen and women went through when one can see and touch the actual gear and hear their stories in their own words.

I also took the opportunity to visit the National Confederate Museum. The writings and beliefs of those who took part in the Civil War conflict were on display in a way that gave me a chance to examine what it must have been like to live in that period and to possess a particular set of strong convictions, even though they may run contrary to my own.

So how does visiting some museums and moving 3 daughters come together in any coherent thought pattern? When we were moving the kids it was amazing how much stuff they accumulated in such a short time. Now I'm not pointing fingers because Linda and I have lived in the same house since 1976, and I hate to think of all that we have stored away since then. Some of the things that we couldn't live without turn into junk when we are moving or cleaning and want to make room for something new. All the arms and munitions from World War II are interesting to look at, but most are not compatible with the modern military; and although the Southerners held strongly to their beliefs, many had to be discarded when the Union finally achieved the victory.

We have many traditions within the FSA. Some are good, and we need to hold on to them. Our work ethic, our desire to help our neighbors, and our sense of honesty and fairness are definitely characteristics that are of value. By the same token, we don't need to hang onto ideas and policies that are no longer efficient or workable. When we are faced with change some of us hate it, some love it, and others just want to wait and see what shakes out. Typically what bothers one person in the office doesn't bother someone else. That's the difference in people.

One of my favorite quotes comes from Teddy Roosevelt - The Man Who Counts.

"It is not the critic who counts, not the man who points out how the strong man tumbled, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena; who strives valiantly; who errs and comes up short again and again; who knows the great enthusiasms, the great devotions and spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory nor defeat."

IASCOE is made up of many people who have divergent views. As an organization we try to take those views into consideration and set priorities. Sometimes we succeed and sometimes we don't, but you should know that we keep trying for the betterment of all the members. We ask for your support as we keep working for the best interests of our members.

Alan Donaldson  
IASCOE Vice-President

# 2003 NASCOE NATIONAL CONVENTION REPORT

Salt Lake City, Utah

By Tom Lane, IASCOE President

## Wednesday, July 23, 2003

5:30 PM – 7:00 PM: Officer & Delegate Meeting with NASCOE Officers. We discussed the resolution to split the Secretary/Treasurer positions. We received a handout on the division of duties between the officer positions. The discussion was very lively. It was a very beneficial meeting.

## Thursday, July 24, 2003:

The Convention opened at 8:00 AM with Steve Morrison presiding. An invocation was given by Paul Pace, CED from Wayne-Sevier County Utah. The colors were then presented by the Utah State Prison Honor Guard and the National Anthem sang by Kristi McClellan, member of the Honor Guard. Steve Morrison then led us in the Pledge of Allegiance.

Roll Call and seating of delegates was completed. 462 persons were in attendance. The convention delegation then received welcomes from the Utah Association President, the Utah SED, the Utah Commissioner of Agriculture, and Leo Osbourn, past NASCOE secretary/treasurer and Utah's National Convention Chairperson.

After the speeches concluded, Steve Morrison reviewed the convention agenda for everyone. The resolution to split the secretary/treasurer position was read to convention delegation. Morris O'Quin, National Membership Chair, present the plaques for 40 years of consecutive 100% membership. Iowa had two counties receive the award-Louisa & Taylor.

After a 15-minute break, the convention reconvened and Mr. Jim Little spoke. He started with "thank you" to Utah, his staff and to Charlotte Saunders. He shared he had been on the road for quite a while. He had been in 38 states in 3 months. It made him proud to see all the things we have accomplished. He went on to say "we are not yesterday's ASCS and FmHA--- We are FSA". The Agency and Department are addressing concerns and problems "holistically". They are addressing the problem across the whole department, not just where it occurs. They are creating teams to integrate business lines with Information Technology lines. There is a common thread across the nation: dedicated professional working with dedicated farmers and ranchers. Mr. Little then said there was only one word to describe the work we completed—"Amazing". He said that with the world population increasing, the number of farmers decreasing and their average age increasing, an investment in the future of agriculture will need to be made and we help make that investment.

Mr. Little shared that FSA represents over one-quarter of the USDA budget. Additionally, with that budget and if we were a private sector business, we would be the 7<sup>th</sup> largest business in the U.S.. Mr. Little finished by talking about the 2004 budget, EEO/CR concerns and issues, the recent CRP sign-up and other business.

Upon completion of Mr. Little's speech, the Labor-Management agreement was signed.

Mr. Doug Frago, DAFO, was next to speak. He thanked everyone for allowing him to be there and shared some experiences from his travels since taking office. Then he talked about the office consolidations, PT Classification review, the 1165 Series issue, and the necessity to report any threats, verbal or physical, that occur in the workplace. Violence will not be tolerated.

Mr. John Johnson, DAFP spoke next. He has been on the job 1 year. He was born in Arizona and his family moved to New Jersey. He grew up on a farm in New Jersey. He farmed and has worked for Farm Bureau, the poultry industry, and a wastewater engineering firm at different points in his career. He praised all employees for their work on the Farm Bill. He reviewed the process WDC goes through to establish policy for programs. He talked about a complete overhaul in the IT infrastructure for farm program delivery. It was a very nice speech.

Next was Mr. Jim Mace of JM Marketing. He started off by presenting a check for \$8,149 to NASCOE, his donation for the 2003 year. Then he introduced his staff members. He reviewed the SPECS vision program and shared that certain states would have a new cancer plan available. He also donated some items for the scholarship auction.

We broke for lunch. After lunch, Committee Meetings were held. (See minutes for each Committee) and Area Meetings were held.

That night was the Rodeo. It was a great show and the meal afterwards was wonderful.

**Friday, July 25, 2003:**

The morning started out with a member of the Utah delegation sharing that a blood mobile was going to be there that day and asked that everyone consider giving blood.

Next, we heard from the South Dakota delegation. They made a bid to hold the 2005 NASCOE convention. This was followed by the Maryland delegation with information on the 2004 convention.

The Amendment to the Constitution was up next. The amendment is to split the secretary and treasurer's duties apart. There was a motion to table the resolution for one year. The motion failed. After some discussion on the matter, a vote was taken by written ballot. The Amendment passed by the required 2/3 majority. Upon completion of the vote, Candidacy Announcements were entertained. Steve Morrison announced for President, David Vidrine for Vice President, Bonnie Heinzman for Secretary and Larry Seagers for Treasurer.

John Williams, DAM was our next speaker. He talked about the '04 budget. He shared that FSA submitted a budget to increase IT funds and maintain present staff numbers. The House budget maintained people numbers and reduced the IT funds. The Senate budget show a \$37 million reduced S&E budget and reduced IT money. Mr. Williams stated that this is all up in the air and no budget had actually been passed. He did share that it looks like the '04 budget will show a \$1.3 trillion deficit. Mr. Williams then talked about IT convergence and changes in the budget process for his office. He also shared that in the next 4 years, the number of people eligible to retire will double. This causes the Agency concern.

Next was a Question and Answer session. See the NASCOE newsletter for details from this session.

After lunch, Committee Meetings were held. (See minutes for each Committee) and Area Meetings were held. Dan Root from Minnesota was elected MWA Executive Committeeperson. Chris Hollis from Indiana was elected as Alternate.

That night the Scholarship auction was held. \$4400 was raised. Iowa was well represented in the auction. After the auction completed, a dance was held until Midnight.

**Saturday, July 26, 2003:**

This morning started off with a moving memorial service to all members who had passed away in the previous year. It really tugs at your heart.

Upon completion of the service, South Dakota was selected to host the 2005 National Convention. Tentative dates are July 27 through July 30, 2005.

Next to speak was Paul Clark, NAFEC President. He gave out some awards. He also announced his retirement as President. He suffered a heart attack and could not keep up with the schedule the job required.

Then Clayton Bruce, RASCOE President spoke. He thanked the organization for all the help in getting the retired persons organization on it feet and promised to help when it was needed.

Additionally, we heard from the Officers of NADD, NASE and NACS.

At this point, I had to leave to begin the process of getting on the plane for my trip back to Iowa. I thank all the Iowa delegation for attending and the membership for allowing me the opportunity to participate in this historic meeting.

Respectfully submitted,  
Tom Lane, IASCOE President

# LEGISLATIVE COMMITTEE REPORT

Salt Lake City, Utah

The NASCOE Legislative Committee met at the Salt Lake City Marriott Downtown in Salt Lake City, Utah at 12:30 p.m. on July 24 and 1:30p.m. July 25, 2003, to review the 2003 legislative program, and to make further recommendations concerning NASCOE's legislative efforts for the 2003 - 2004 legislative year. Approximately 50 to 60 members were in attendance each day.

Kelly Lindsey and Bob McGrath were session Secretary's. Minutes recorded will be submitted to the Executive Committee as requested.

The following items were discussed and action taken:

Staffing and Budget issues were discussed. NASCOE has explored many options as they strive to help secure adequate staffing for the County Offices to implement and administer the farm bill. The legislative committee is continuing this effort and has a proposal they are working on. The discussion included what NASCOE could do that would keep this issue in front of the congressional delegations without wearing our welcome out.

The group discussed a RMA proposal concerning the sharing of data and the use of GIS in the taking of acreage reports. There was concern expressed that this was an area that could be contracted to other groups or entities. The group discussed the need for FSA to be the keeper and guardian of the data.

The group discussed the Contracting and Privatization initiative of the President and how it might affect us.

The group believes it is imperative that NASCOE actively pursue relationships with Coalition Groups. The committee feels that every effort should be made for a representative of NASCOE to attend the various coalition groups conventions and that they be invited to NASCOE's National Convention and Legislative Conferences.

The group believes NASCOE members should continue to keep the Legislative Committee informed of all key contacts, which are developed as members make contacts with their Congressman and Senators.

Bob Redding made some comments to the group on Friday afternoon and updated the group on several issues.

## 2002-2003 Legislative Program Recommendations

The Legislative Committee reviewed the past year's program and is respectfully recommending to the Executive Committee the following proposals for the 2003-2004 program year.

1. That legislative training continue to be a priority anytime NASCOE members gather at a National Convention, Area Meeting, State Convention or Outlook Conference. Training is to be developed by the Legislative Committee and approved by the Executive Committee.
2. That a very targeted Legislative Conferences be held in Washington, D.C in 2004. The recommendation is that conference shall alternate between a Legislative Committee meeting sponsored in full by NASCOE, and a Legislative Conference, co-sponsored by NASCOE and the State affiliates. In addition the Committee recommends that a training session be held, a meeting with coalition partners and congressional visits will continue.

3. The continuation of the Legislative Activist Program should continue. Since a few "key" Congressional Committees deal with a majority of the legislation that directly impacts FSA jobs and benefits, we recommend that NASCOE continue to develop a NASCOE legislative network, that will impact these "key" congressmen in their decision making process concerning employee benefits, agricultural issues and programs, and the infrastructure and delivery system for federal USDA programs.
4. That NASCOE continue to maintain the services of the Redding Finn (Robert Redding) through the 2003-2004 legislative year and consider pursuing a long-term contract.
5. That in the event USDA reorganization or agency restructuring is initiated by members of Congress, or as directed by the President's initiative as announced by OMB, or per the Secretary's discretionary authority permitted by the 1994 Reorganization Act, the Legislative Committee shall follow and develop its strategies consistent with prior resolutions passed by members in Rochester, New York in 1997 and Oklahoma City, Oklahoma in 1999 as adopted by NASCOE, as well as those outlined in the approved NASCOE position papers.
6. That NASCOE shall support the legislative efforts of RASCOE and NAFEC by exchanging position papers and legislative news, and executing joint legislative efforts. NASCOE members should be encouraged to support NAFEC and RASCOE and to maintain informational ties and build relationships with NACS, NASE and NADD.
7. That NASCOE shall continue its efforts to communicate with national and state farm organizations and commodity groups. Recognizing the abilities of our coalition partners to immediately lobby on behalf of our common interest, it is recommended that NASCOE immediately find a means to produce an electronic newsletter for the purpose of emailing communication, attachments and legislative updates to our coalition partners.
8. That organizational meeting of the Legislative Committee continue to be held on an annual basis early in the NASCOE year after the NASCOE organizational meeting for the purpose of educating newly appointed committee members, and to plan and strategize the coming year's legislative activities. It is recommended that this conference be held in Washington, DC. Quarterly teleconferencing should continue to be authorized.
9. That a NASCOE member attend the Coalition Partners National Conventions and that Coalition Partners be invited to National Conventions and National Legislative Conferences

#### In Conclusion

I would like to take this opportunity to express my sincere appreciation for each member of the Legislative Committee. Their devotion of time and effort was tremendous and had positive impact for our members. I also wish to thank the entire Executive Committee for their leadership, cooperation and support over the past year.

Respectfully Submitted,

Keith Whiteneck and Mark VanHoose  
NASCOE Legislative Co-Chairperson

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## 2003 NASCOE National Convention Attendees Salt Lake City Utah



(Left to Right)  
Rosie Kahl - Lyon County Iowa Delegate  
Pat Sorgenfry - RASCOE - Jones County FSA Retiree  
Denise Dugan - Woodbury County FSA and NASCOE National Emblem Chairperson



(Left to Right)  
John Landgraf - Sac County CED & past IASCOE President  
Denise Dugan - Woodbury County FSA and NASCOE National Emblem Chairperson  
Rosie Kahl - Lyon County FSA, Iowa Delegate and Iowa Awards Chairperson  
Tom Lane - Henry/Lee County CED & IASCOE President  
Pat Sorgenfry - RASCOE Delegate and Jones County Iowa FSA retiree.



# BENEFITS COMMITTEE REPORT

Billy Wayne Denison, Chairperson

National Convention July 24-26, 2003

Salt Lake City Marriott - Downtown

Salt Lake City, Utah

The NASCOE Benefits Committee convened at the Salt Lake City Marriott - Downtown on July 24 and 25, 2003, with Billy Wayne Denison, Benefits Chairperson, presiding. George Arredondo, SWA Benefits Chairperson, was appointed as the recording secretary for both sessions.

The session on Thursday July 24th, had 25 in attendance including the following Area Chairpersons recognized and introduced;

Paul Russell- NEA Darrell Jones – NWA Robin Richardson – SEA George Arredondo – SWA

The MW Area Benefits Chairperson, Kathy Post, was not in attendance; however, Kathy Lynott of Ohio was present for the MW Area.

The session on Friday July 25th had 14 in attendance including those Area Chairpersons and representatives mentioned above that were in attendance on Thursday.

Chairperson made introductions and opening remarks, and thanked the NASCOE, RASCOE, NAFEC, and NADD members for their membership, for their past and present contributions to NASCOE's benefit portfolio, and for their interest and use of many of the benefits NASCOE makes available. Chairperson also thanked James Mace and JM Marketing for their constant efforts in educating and servicing the membership, and for always looking to provide members with quality products at competitive prices.

1- The Chairperson reviewed a handout that had various issues and informational items beneficial to members, employees, and retirees. This handout included the following subjects,

- Summary of Benefits - Also provided at NASCOE website and in the updated "Welcome to NASCOE" pamphlet.
- Features and proposal of the Towing and Roadside Assistance package through Nation Safe Drivers.
- House Subcommittee consideration on Premium Conversion for Federal Retirees (HR1231).
- House recently approved a bill protecting Federal Retiree Drug Benefit.
- House Committee slated this week to investigate TSP system and recent customer service problems.
- Two House Bills that affect the new Flexible Spending Accounts (FSAFEDS) HR2351 and HR1836.
- HR 594, a bill that would amend Title II of the Social Security Act to Repeal the Government Pension Offset and Windfall Elimination Provisions.
- General information about FSAFEDS found at [www.opm.gov](http://www.opm.gov)
- Other useful links found at OPM website
- Information on USDA-ESRA (Employee Services and Recreation Association) [www.usdaesra.org](http://www.usdaesra.org)
- Members now have access to discounts for Shamu Club and Club Busch Gardens available online, or can still be requested through Area Benefits Chairperson.

2- The Chairperson reviewed the committee's goals for 2002-2003. Contacts at OPM have been made by the Chairperson, and are beneficial to NASCOE members when seeking information relative to employee-wide benefits. Legislative efforts were made during the NASCOE Legislative Conference to initiate dialogue regarding current concerns and problems with employee-wide benefits such as FEHB. The Benefits Committee, with the assistance of JM Marketing, continues to seek a viable dental benefit program. Just in the past few days, the committee received promising information about a dental benefit program. Further research is needed, but so far, it has shown to have several extremely good discounts at a very affordable rate; something that many NASCOE members are seeking.

3- The Committee reviewed the current portfolio of benefits available. No concerns or questions were raised, but the Chairperson encouraged those attending, and especially Area Chairpersons, to contact the Chairperson when questions arise on issues that have no immediate answer. When the issue deals with products and services provided by JM Marketing, encourage those seeking assistance to contact JM Marketing directly and/or the Benefits Chairperson. Policyholders who put off or ignore insurance related concerns risk losing benefits. This committee strives to address employee concerns in a timely manner.

4- Chairperson reported recent discussions and concerns about an Accidental Death and Dismemberment Insurance benefit that has been considered this past year. At the National Convention in St. Paul, MN last year, the Benefits Committee recommended to the NASCOE Officers and Area Execs that this product be made available to all NASCOE members. It would require NASCOE to pay a \$1.00 premium for every member regardless of that member's acceptance of the AD & D coverage upon receiving information from the marketing representative for the insurance company. Coverage is not automatic - each member who receives a card would have to complete information requested in that mailing and return it to the marketing company. The marketing representative requires a complete listing of each NASCOE member and their home mailing address. This information will be put in their database for future soliciting efforts. At the organizational meeting in Salt Lake City last September, the Officers and Executive Committee directed the Benefits Chairperson to seek ways of getting names and addresses of all NASCOE members. The Officers and Execs took no action to approve AD & D, but reserved such action when and if a name and address list could be provided. At the pre-convention meeting on Wednesday of this week, the Benefits Chairperson indicated that this would be a subject included on the Benefits Committee agenda because there are concerns about proceeding any further. James Mace has indicated that because of rapid changes in the insurance industry, last years quote is no longer available (however, something comparable can still be obtained) - it is not an attractive marketing tool in the insurance industry like it once was, so fewer and fewer companies make it available. The officers and execs requested that the Benefits Chair proceed with seeking a name and address list. This is one of the major concerns -NASCOE providing membership name and home mailing address information for the purpose of solicitation efforts by an outside vendor that we have no agreements with NASCOE and with whom no negotiation on any issue, prior to launch, is possible. The initial intent that gave rise to the idea of NASCOE doing this was to thank membership for being members, each individually, and to do so by giving each member an opportunity to have AD & D, at no cost, with each individual members consent. Realistically, how many members would actually indicate they want the coverage and return the card? If only 500 said yes, does that number justify NASCOE spending several thousand dollars while at the same time providing sensitive personal data on each member to a solicitor who can pass on such information to whomever they choose? These questions and concerns

raise the real possibility that there would be many hundreds of members upset with NASCOE in proceeding past these negative consequences and approving this product for launch. The intent, though, is not what concerns the Benefits Committee - the general idea was good, but the overall impact may manifest major backlash. Area Chairs were each asked to discuss this issue as much as possible at their area breakout sessions; however, time was very limited on Thursday. As a result, adequate discussion was not possible in each area. Limited discussion did indicate varied levels of concern. The consensus of the committee was to not make any recommendations, to get information out as quick as possible, request membership input, and to provide information back to the NASCOE Benefits Chairperson quickly. The recommendation made to the Officers and Execs at last year's convention is still on the table for consideration by them. Pending feedback and further discussion, the Benefits Committee will try to conference call prior to the Organizational Meeting in September to see if there is a consensus to make a recommendation to the Officers and Execs that is different from that made last year.

#### 5- New NASCOE Benefit Opportunity -Towing and Roadside Assistance Package offered by Nation Safe Drivers.

- In business since 1962 - Rated #1 by ID Power & Assoc. Licensed, bonded, and approved to operate in all 50 states.
- 24 hour emergency towing service
- First 25 miles included with package
- 24 hour lost key and lock out service
- 24-hour roadside assistance and service
- 24 hour battery service
- 24 hour mechanical first aid
- 24 hour tire service
- Theft, hit, and run protection.
- Hotel discounts
- Emergency transportation service.
- Rental car discounts
- Map routing service
- No underwriting guidelines to comply with.
- No annual claims limits
- Over 45,000 wreckers contracted nationwide

Annual costs to a NASCOE member are based on the individual, not the vehicle. That way, any vehicle you are driving would be covered. Any road worthy vehicle is covered. The plan allows unlimited calls per year. To cover the first person in your family, the cost is \$54.08/year. Any additional family members you want to cover would cost \$27.82/year. James Mace would like to look into a "High Option" rate package that would basically provide all of the above with the first 100 miles included in the package so that members would have more choice. He has also guaranteed the rate not to increase for 10 years.

The committee also considered allowing any non-member FSA employees who approach JM Marketing wanting to purchase the package – several DC employees this week have expressed interest. The Committee's consensus was to allow JM Marketing to sale to any non-members if they agree to pay an additional \$25.00 above the annual fee for the first person only and thereby not receiving the exclusive discounted rate available only to NASCOE members. JM Marketing has agreed to pay the \$25 additional fee to NASCOE.

6- The Chairperson discussed situations where some permanent appointment CO employees who are non-members of NASCOE receiving premium discounts on policies offered through NASCOE by virtue of an associate membership in RASCOE or NAFEC. The Chairperson reported to the committee that discussions with RASCOE and NAFEC leadership indicated that both associations would clarify their policy to not allow CO employees who are not members of NASCOE to enjoy discounted benefits without becoming members in good standing with NASCOE.

The Committee agreed that NASCOE Executive Committee policy number 33 should be amended and clarified to require permanent appointment CO employees to become members in good standing, regardless of associate membership with RASCOE or NAFEC, before becoming eligible for discounted benefits offered by NASCOE.

7- The Committee discussed the FEHB program's dependant care age limitation of 22 years. Most children do not complete college prior to age 22 and continue, in most cases, to meet the definition of a dependant. Many state governments are beginning to address this issue as it relates to health benefits for state employees. The benefits committee would like to further explore this issue with OPM.

8- The Committee requested Mr. Mace to address issues regarding NASCOE or FSA being able to provide temporary FSA employees with medical insurance coverage. Mr. Mace has visited this issue very recently. What could be possible would be known as a Mini-medical policy. It cannot be provided through NASCOE - it would have to be provided through FSA. Recent attempts to make this happen have failed for various reasons. The committee agreed that this issue should be put to FSA management for consideration and action if possible.

9- The Chairperson discussed appointing area benefit chairs to write newsletter articles over the course of this next year. Many new area chairs will be appointed this year. The Chairperson will take this issue up with the new area chairs at a later date.

The Committee Made The Following Recommendations To The Executive Board:

1. Roadside Assistance and Towing Package with Nation Safe Drivers should be offered to NASCOE membership with the Executive Board negotiating a reasonable return to NASCOE for its marketing of the product.
2. NASCOE Executive Policy number 33 should be amended and clarified to require permanent appointment CO employees to become NASCOE members in good standing, regardless of associate membership with RASCOE or NAFEC, before becoming eligible for discounted benefits offered through NASCOE.

The Chairperson expresses his appreciation to President Steve Morrison for the opportunity to serve as the National Benefit Chairperson. It has been a pleasure and honor to get to know and work with all of the NASCOE Officers, Area Executives, and other National Chairpersons on behalf of all NASCOE members. Thanks are also extended to the area and state benefit chairs for helping communicate NASCOE's benefit issues to the membership. I am looking forward to all the challenges, as well as rewards, that lie ahead in the coming year.

Billy Wayne Denison  
NASCOE Benefits Chairperson

# NASCOE Publicity Committee Report

Cindy Peterson, Chairperson  
National Convention  
July 23-26, 2003

The NASCOE Publicity Committee convened in Salon I & J at the Downtown Marriott Hotel in Salt Lake City Utah on Thursday July 24, 2003 at 12:30 p.m and Friday July 25, 2003 at 1:30 p.m. with 15 members present.

Cindy Peterson, Chairperson presided over the meeting. Tammy Morrison served as recording secretary

Committee members present were:

Tammy Morrison: Midwest Area

Diane Holowaty: Northeast Area

Debbie Arntz: Northwest Area

Lottie Hall for Patsy Caldwell: Southeast Area

Jim Bob Solsbery for Shell Pickett: Southwest Area

Committee members present gave a brief report of publicity activities and concerns from their respective areas.

The Committee reviewed the actions of the NASCOE Board and Executive Committee since the prior meeting at the NASCOE Convention of 2002 in St Paul, MN.

A discussion of the revised Special Categories score sheet resulted in the determination that it was an improvement and should be retained.

The Area Publicity Winners recognized and thanked for their contributions.

## Midwest Area

- Best Newsletter: Illinois, Jo Ann Binger, Editor
- Best Newsletter-Honorable Mention: Wisconsin, Myrna Stevenson, Editor
- Best Single Issue: Illinois, April 2002, Jo Ann Binger, Editor
- Best Feature Story-Humor: "The Perils of Polly P T. Part 6", Roseanne Woerner, Iowa
- Best Feature Story-Human Interest: "Blessed Are the Elderly, Some Day It Will Be You", Lisa Forburger, Iowa
- Best Web Site: Iowa, Brian Beach, Web Master

## Northeast Area

- Best Newsletter: West Virginia, Melodie Bailey, Editor
- Best Newsletter-Honorable Mention: New York, Cecelia Karashay, Editor
- Best Single Issue: West Virginia, September 2002, Melodie Bailey, Editor
- Best Feature Story-Humor: "I Love Snow!" Pat Cassidy, New York
- Best Feature Story-Human Interest: "The Power of Prayer", Tom Pipher, New York
- Best Web Site: West Virginia, Wayne McKeever, Web Master

## Northwest Area

- Best Newsletter: North Dakota, Pauline Everson, Editor
- Best Newsletter-Honorable Mention: South Dakota, Peggy Groen, Editor
- Best Single Issue: North Dakota, September 2002, Pauline Everson, Editor
- Best Feature Story-Humor: "Hospitals and Self-Propelled Vacuum Cleaners", Stan Thompson, South Dakota
- Best Feature Story-Human Interest: "Son Up-Son Down", Daniel Weber, North Dakota

#### Southeast Area

- Best Newsletter: Arkansas, Nancy Chlapecka, Editor
- Best Newsletter-Honorable Mention: South Carolina, Patsy Caldwell, Editor
- Best Single Issue: Arkansas, April/May/June 2002, Nancy Chlapecka, Editor
- Best Feature Story-Humor: "The Creation of NASCOE", John Rogers, South Carolina
- Best Feature Story-Human Interest: "A Family Tradition", Lavelle Marcengill, South Carolina
- Best Web Site: Virginia

#### Southwest Area.

- Best Newsletter: Oklahoma, Brenda Moore, Editor
- Best Newsletter-Honorable Mention: Kansas, Gale Beek, Editor
- Best Single Issue: Texas, September 2002, Shell Pickett & Johnny Reynolds, Co-Editors
- Best Feature Story-Humor: "Our Version of Planes, Trains and Automobiles",  
Kelly Lindsey, Texas
- Best Feature Story-Human Interest: "Our Three Hour Tour", Cleo Smidt, Kansas
- Best Web Site: Kansas, LuAnn Callan, Web Master

The National Publicity Award winners are:

- Best Newsletter: Arkansas, Nancy Chlapecka, Editor
- Best Newsletter-Honorable Mention: West Virginia, Melodie Bailey, Editor
- Best Single Issue: Arkansas, April/May/June 2002, Nancy Chlapecka, Editor
- Best Feature Story-Humor: "The Perils of Polly P.T. – Part 6", Roseanne Woerner, Iowa
- Best Feature Story-Human Interest: "Blessed Are The Elderly, Some Day  
It Will Be You", Lisa Forburger, Iowa
- Best Web Site: West Virginia, Wayne McKeever, Web Master

The Committee reviewed and discussed the publicity contest responsibilities at the various levels, rules, score sheets and scoring, and web site judging. Web Master, Sandra Starbuck, visited with the committee on web site issues including submission of area news to be posted, setting up web sites, and providing Sandra links to each states website.

The Committee received a proposal to amend the Best Newsletter Contest requirements. This amendment would require that each issue include at least one item from each category on the contests score sheet to qualify for the competition. The Committee felt the amendment would make the contest too restrictive and that the present score sheet adequately deals with this issue.

Diane Holowaty of Connecticut discussed and provided an informational handout of how she designed the Connecticut website. Diane graciously answered questions and offered assistance.

Jim Bob Salsbery provided the Committee with copies of the Texas Tales newsletter and explained its newspaper format, how it was published, printed, and mailed. Jim Bob also answered questions and provided suggestions.

The committee emphasized that publicity and communication are of key importance to NASCOE. There is no right or wrong way to do a newsletter or web site. Each state and area must determine what is of importance to its membership. The Committee agreed that obtaining news and feature articles has been difficult this last year, but the ability of the areas and states to distribute that news has improved and will continue to do so.

Chairperson Peterson offered congratulations to all the contest winners. Also a big thank you to all the Publicity Chairs and Judges for their dedication and support of this organization. Because of their efforts, all the members of NASCOE are winners.

Chairperson Peterson then thanked Sandra Starbuck, Diane Holowaty, and Jim Bob Solsbery for their presentations, and Tammy Morrison for being the recording secretary. She expressed her thanks to President Steve Morrison for giving her the opportunity to serve NASCOE. Also, thanks to the all the Area Executives, Committee Chairpersons, and all the members who contributed to NASCOE Publicity over the course of this very busy year.

The NASCOE Publicity Committee makes the following recommendations:

- The new Special Categories Score Sheet be continued.
- Changing the contest year from April 1 through March 31 to January 1 through December 31. For the current contest year the rules should be amended from the 4 issue requirements to 3 issues but only for calendar year 2003. In calendar year 2004, the minimum 4-issue requirement will be resumed. This change will apply to all contest categories. The Committee is aware that this change may result in the overlap in eligibility of some issues and articles.

Respectfully submitted,

Cindy Peterson  
NASCOE Publicity Chairperson

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## NASCOE National Publicity Awards Presentation

Rosie Kahl accepted the national awards for Rose Woerner and Lisa Forburger



Pictured from left to right:  
Steve Morrison - NASCOE President,  
Rosie Kahl - Iowa delegate and Awards Chairperson from Lyon County FSA Office,  
Cindy Peterson - National Publicity Chairperson from South Dakota.

# **IASCOE Members Receive National Awards For 2003**

## **Best Featured Article – Human Interest** **“Blessed Are The Elderly, Some Day It Will Be You”** **By Lisa Forburger, PT Kossuth County (March 2003)**



Alan Donaldson, IASCOE Vice President, Sioux County FSA CED, presenting Lisa Forburger, Kossuth County FSA Office PT, with her 2003 Midwest and National Publicity Awards for “Best Feature Article-Human Interest”

Pictures submitted by Rosie Kahl, Lyon County FSA PT, and IASCOE Vice-President Alan Donaldson, Sioux County FSA CED

## **Best Featured Article – Humor** **“The Perils of Polly P.T. - Part 6”** **By Roseanne Woerner, PT Wapello County (March 2003)**



Rose Woerner, Wapello County PT, received the 2003 National Award for “Best Feature Article – Humor” from IASCOE Newsletter Editor, Tammy Eibey.

Picture submitted by Tammy Eibey



# EMBLEMS/PROGRAM COMMITTEE REPORT

Denise Dugan – Chairperson

The Emblems/Program Committee convened at the Marriot Salt Lake City Utah on July 24<sup>th</sup> & 25<sup>th</sup> 2003. Chairperson Denise Dugan presiding.

## Members Present

Northeast Area	Brenda Hicks
Southeast Area	Diane Barefoot
Southwest Area	Joilynn Garcia

There were nine NASCOE members present in addition to the area chairs. Lynda Steichen was appointed as recording secretary.

The financial report was reviewed showing an account balance as of 6-30-03 of \$11351.57.

The new “Store-Front” was announced as being “live” as of Monday July 21 2003. The committee discussed the flexibility of ordering. Suggestions for two new items were given: a vest for pins and a lanyard for keys or I.D. badge. It was the wish of the committee that merchandise be on display at the National Conventions and possibly a state packet be made available for their conventions. The Chairperson will check with BEJ’s Advertising to see if this is possible.

The Committee made the following recommendations:

- Monies from the Emblems account to be transferred to the scholarship fund, in the amount to be determined by the Executive Board on a yearly basis.
- Executive Board to develop roles and responsibilities of the Program Chair.

I would like to thank our NASCOE President, Steve Morrison, and all the Executive Board for giving me the privilege to serve NASCOE as your Emblems/Program Chairperson. Also, a very special thank you to all those who have helped in the Emblems booth.

Respectfully Submitted,

Denise Dugan  
Emblems/ Program Chairperson

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## CONTRIBUTE TO THE NEXT IASCOE NEWSLETTER

If you have any stories, photos, jokes, quotes, recipes, or information that you would like to include in the next IASCOE Newsletter, send them to Tammy Eibey at [tammy.eibey@ia.usda.gov](mailto:tammy.eibey@ia.usda.gov).

# **AWARDS COMMITTEE REPORT**

**JEANIE E. SETSER ~ NASCOE AWARDS CHAIRPERSON**  
National Convention  
July 24 - 26, 2003

The NASCOE Awards Committee met on July 24 & 25, 2003, at the Marriott Hotel Downtown in Salt Lake City, Utah. There were 19 members present.

Jeanie Setser, Chairperson presided over the meeting. Jeff Wilson served as recording secretary.

Area Awards Chairpersons present were:

Jeff Wilson, SWA  
Marcinda Wolthius, SEA  
Rosie Kahl, MWA

Area Scholarship Chairpersons present were:

Kathy Hendricks, SWA  
Dianne Mayer, NWA  
Cecilia Karashay for Barb Davidowsky, NEA  
Jeanie Setser for Cliff Fussell, SEA

Committee members presented brief reports from their respective areas.

The National Distinguished Service Award winners were recognized:

Service to FSA-Agriculture: Alice Jean Monday, PT, Mississippi  
Service to NASCOE: Norma J. Cannady, CED, Oklahoma  
Community Service: Rod Johnson, CED, Colorado

The Area Scholarship winners are as follows:

NWA - Nick Fosheim, South Dakota  
NEA - Leah Paige Harold, West Virginia  
MWA - Robert Caleb Colbert, Missouri  
SWA - Lisa Nicole Edelen, Oklahoma  
SEA - Ross Allen Lumsden, Alabama

The 2003 National Scholarship winner is Lisa Edelen, daughter of Lannette Edelen, PT, Chickasha, Oklahoma. All national winners are in attendance at this year's convention.

The group discussed ideas to encourage more nominations in the awards program. They remarked that providing examples of previous winning nominations helped and asked that these be put on the web if possible. It was noted that personal contacts were usually most effective when trying to garner nominations at the state level. The members shared different strategies for scholarship funding on the state level.

The \$1/Member/Pay Period Campaign was discussed. To date, there has not been much interest in this program. The Chairperson will include information on this campaign in the next general NASCOE mailing.

The SEA Awards Committee recommended that some award be created to recognize blood donors and volunteer fireman. The members will consult with their respective states on this idea in order to formulate the criteria for this award.

The committee looked at our current certificate format and recommends that all NASCOE certificates (sick leave, certificates of appreciation, and professional improvement certificates) be redesigned for a more updated style. Marcinda Wolthius was charged with developing a few samples for the area chairs to review. The committee asked the chairperson to inquire about getting the certificates on the NASCOE website as fillable forms once a new design is finalized. The committee also recommends that executive policy #27 be revised to make the national awards chairperson responsible for ordering and maintaining all certificates, whether in hard copy or internet form. The chairperson will research the cost of foil seals to "dress up" the certificates.

The committee reviewed the wording of the scholarship eligibility paragraph on page 8 of the Awards Booklet as it applies to dependents of retirees. It was determined that this paragraph was clarified by the 4<sup>th</sup> amendment to the booklet on March 5, 2001. The group observed that the online version of the booklet has never been updated to incorporate any amendments. Because the online version is referred to and used most by members interested in awards and scholarships, the committee recommends updating and maintaining the online version with current provisions only. A copy of the booklet in its original form and any amendments should be maintained in hard copy form for history purposes.

The committee discussed the current supplier of our awards plaques and determined that we will continue to use Eddy's Engraving & Gifts as our source. The chair has checked with other vendors and found Eddy's to be very competitive in pricing. All area chairs are pleased with the quality of our plaques.

Lastly, the group would like for the duties of the awards and scholarship chairs to be more clearly defined. This should be distributed all the way to the state level. If such a description does not exist, the committee recommends that the execs address this item.

The NASCOE Awards & Scholarship Committee makes the following recommendations:

1. The National Awards Chairperson is responsible for ordering and maintaining a supply of certificates.
2. Redesign all certificates to a more updated style.
3. Provide only current information in the online version of the Awards Booklet.

Respectfully submitted,  
Jeanie E. Setser  
NASCOE Awards Chairperson

# RASCOE NEWS

Greetings to the retirees and those about to retire in Iowa. One of the benefits of keeping your membership in IASCOE and then joining in RASCOE is the opportunity to continue to attend the conventions and keep in touch with the folks you have known throughout your career.

I recently attended the National Convention in Salt Lake City Utah. There were 49 retirees attending the luncheon. One of our concerns of course, is the legislative benefits that both the NASCOE and RASCOE groups have been drilling on for several years. We need to keep up the fight and we need retirees to come on board to help support the effort to keep our groups going. If you are reading this and have anyone in your county who will be retiring soon, please share their name with me so I can contact them. We have tripled our membership in Iowa and now have nine (9) members but have a ways to go to have an outstanding level of membership. Thank you for the past support for those who carry the torch and please consider RASCOE when the time comes.

The State of Maryland will be hosting us next year in Baltimore. South Dakota will be in 2005. Make plans to attend and enjoy the fun.

The delegates from Iowa were faced with a tough decision on whether or not to keep the Secretary/Treasurer position together, or phase it into two positions. The later won. And in the old FSA tradition, we will all pull together to make it work effectively.

In Service,  
Pat Sorgenfry, Retiree Jones County FSA  
10752 80thAve. Onslow, Iowa 52321  
E-Mail - Hpsorg@netins.net

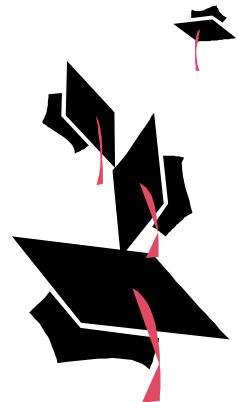
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## *IASCOE SCHOLARSHIP APPLICATIONS*

It is the time of the year to be thinking about IASCOE Scholarship applications. In November the application process will begin.

Applicants must be an IASCOE/NASCOE member, member's spouse, or member's legal dependent. The member must be a county FSA employee who has their dues paid and membership current for the past 5 consecutive years or since becoming a permanent FSA employee.

The applicant may be either a high school senior or graduate with a minimum of a "C" average in both junior and senior year or may be a full-time college student with a minimum of a "C" average up to the Bachelor Degree level.



For more information, contact Vicki Heeren - Franklin County  
Phone - 641 456 2561  
FAX - 641 456 3762

## *Mary Jo Zumach Receives National Award*



Mary Jo Zumach of the Kossuth County Farm Service Agency has received the national Horizon Award. This award is given to a NASE (National Association of Support Employees) member of more than two years who has made a significant contribution to NASE on either the local or national level.

Mary Jo has been employed with the Farmers Home Administration for 28 years, beginning in 1975. Since that time has been a member of both NACOAC and NASE. She has served as an officer at every level in her state association and continues to do so. She has also served on both the State and National By-Laws committee, which takes knowledge, time and dedication. Mary Jo has proven repeatedly that she has all of these qualities, as she has been chairperson of this committee many times over the past several years.

Mary Jo Zumach plans to retire this year and NASE will find it difficult to replace her on the By-Laws committee. Photo by Dorothy Muckey

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Greene County FSA Office employees get in the mood with matching barbwire temporary tattoos during one of the Local Farmer's Market.



Visit our website at [iascoe.org](http://iascoe.org)

## **Jerry Taylor Retires in Sunny South Central Iowa**

I started my career with ASCS as a crop appraiser in Lucas County in 1977. I received my crop appraisal training in Warren County, because that was a very dry year in central Iowa. I was farming at the time and continued to work for the agency and farm until 2002, when my wife and I sold the farm and moved into Chariton.



In 1978, I worked in Lucas County as a fieldman measuring crop acres. That fall with the approval and guidance of Marvin Smith (the compliance chief for the State of Iowa ASCS at that time), I flew the first aerial slides. Later, Willard Lange helped me with the pilot program. In the winter of 1978-1979, Willard and I flew to Bonham, Texas, where the aerial slide pilot program was located for the nation, to compare notes with those folks.

In 1979, the Iowa State ASCS Office determined that Iowa would do all of their compliance work using the aerial slides. This was a big challenge for me. Willard and I were the only ones in the state who had worked with the slides at that time. We trained flight crews and pilots on how to take the slides in a manner which county offices could use. We also had to convince the county office staffs that aerial slides were the way to go. We heard a lot of “That won’t work” and “That is the dumbest thing I’ve ever heard of”, along with many other comments that I can’t put in print. It sounded similar to what we are hearing now with GIS taking the place of the aerial slides we have used for over 20 years.

In 1979, I was appointed District Compliance Supervisor to oversee the compliance activity within my district. This was a temporary position that lasted until 1990 when I went into COT training. While I worked as a District Compliance Supervisor, I met a lot of individuals, who I still consider friends today.

In November 1990, I was lucky enough to be hired by the Wayne County Committee to be their CED. Since that time, I have had the pleasure of working with a very good staff and have had a good County Committee over the years. I am going to retire from the FSA on September 30 of this year after having a very diversified and wonderful career over the last 24 years.

# Jeanie Wilken of Plymouth County Retires

The Plymouth County FSA Office celebrated the retirement of Jeanie Wilken after over 22 years of service. She was honored with an open house from 1 to 4 on August 27<sup>th</sup>. Many of her friends and family joined in the celebration and wished Jeanie a happy and enjoyable retirement.



Article Submitted By: Jeff Davis Plymouth County CED  
Picture By: Alan Donaldson Sioux County CED

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## Sac County Welcomes A New Employee



Hello, my name is Cathy McDonough. My husband Jim and I live on a farm south of Schaller in Sac County. We have four children; Michele, Melanie, Mike and Mark. We also have four grandchildren; Kayla, Tasha, Austin and Kaitlyn. I was previously employed at Farmers Cooperative Elevator of Early for nine 9 ½ years. I'm looking forward to working at the Sac County Farm Service Agency.

## Farmers' Market Week Proclaimed In Greene County

By Candy Hoyle - PT Greene County

Farmers' Market Week was celebrated Tuesday, August 5, 2003, at the Greene County Farmers' Market. The Greene County FSA Office sponsors the market. Location of the market is on the east side of the Greene County Courthouse. The market is from 4-7 pm Tuesdays, June through Sept 23, 2003.

Jefferson mayor Charles Davis kicked off the local recognition of the national observance when he signed a public proclamation on Thursday, July 31. At the signing, he said that the Greene County farmers' market is an important part of Jefferson and the surrounding area's economic and social well being. He said that the market and vendors make an important contribution to the community and that the variety of fresh locally grown fruits, vegetables, and flowers reflect the diversification of Iowa's agriculture.

Davis urged all residents to shop for locally Iowa grown and locally Iowa made products at the Greene County farmers' market. He said every dollar spent there supports local agriculture and the economy.

Special events are planned for the Tuesday night market in honor of Farmers' Market Week. According the market manager Candy Hoyle, there will be free sweet corn given away to patrons, supplied and served by the FSA Staff. Mud Hen the Clown will be making balloon animals and Funtime Iowa will be doing free airbrush tattoos for all!



From left to right in the picture: FSA Staff, Jean Finch, Diane Wise, Dawn Clark, Diane Ostrander, Candy Hoyle, Debi Ostrander, Kevin Fitzpatrick, Vendors Mickey Frantum, Della Peachey, Kenneth Peachey, and Jerald Deal. Seated is mayor Charlie Davis.



# Greene County's Famous Cook

Submitted by Candy Hoyle – PT in Greene County

Diane Ostrander, PT from Greene County, has been nominated by our office as "famous"! She is always cooking up a storm! Whether she is making goodies for the office, a family gathering, or a church, she has the best recipes! She was featured in the "Iowa Farmer Today/Saturday, January 11, 2003 "To Die For" article.



In December 2002, our office (NRCS included), gathered up a huge box of staple goods for her. As you can see in the pictures, there was everything imaginable in it! From crackers, to sugar and flour, to chocolate chips and coconut, to oil, canned milk, and mayonnaise. We wanted to hit all bases, so she would keep on bringing the goodies!

Diane has catered meals and treats to West Central Cooperative in Jefferson. She is a favorite at church activities. Her church group serves a famous pork loin sandwich and home made ice cream at the farmers' market in Jefferson. That meal is to die for!

Diane and her husband, Dennis, farm about 1150 acres just north of Jefferson. Their children, Angela and David, are married. Angela, and her husband, Sean, have two sons, Devon and Logan and live in State Center. David and his wife, Kris, live in Jefferson, they are expecting their first child in October.

Diane concedes since she began working full time in 2001, after being a temporary for 3 years, she sometimes misses doing more with the farm work. Usually now, during the fall, after work and on weekends, she hops into the grain truck and helps haul in grain to the elevator. The office staff in the USDA building are all "pleasingly plump" and really glad that she is on fulltime!

If you are ever on your way to Greene County, call a day or so ahead and I am sure that Diane can get something whipped up for you! Requests usually get fulfilled! Some of her recipes are included here; she has a ton to share if you like!

Recipes on next page



Recipes  
From  
Diane  
Ostrander  
PT - Greene County

Poppy Seed Cake

- |                                                  |                          |
|--------------------------------------------------|--------------------------|
| $\frac{1}{4}$ C. poppy seed (in 1 C. buttermilk) | 1 tsp. vanilla           |
| 1 C. margarine (softened)                        | 2 $\frac{1}{2}$ C. flour |
| 1 $\frac{1}{2}$ C. sugar                         | 1 tsp. baking soda       |
| 4 eggs                                           | $\frac{1}{2}$ tsp. salt  |

Beat margarine and sugar together. Add eggs, one at a time. Add buttermilk with poppy seeds and vanilla. Continue adding dry ingredients. Grease an angel food cake pan. Mix 2 tsp. cinnamon and  $\frac{1}{3}$  C. sugar. Layer cake mix and cinnamon sugar. May layer three times. Bake at 350 for 40-45 minutes. Don't over bake.

Breakfast Brunch

- |                               |                                |
|-------------------------------|--------------------------------|
| 8 slices day-old bread, cubed | $\frac{1}{4}$ tsp. dry mustard |
| 1 lb. Sausage                 | $\frac{1}{2}$ tsp. salt        |
| 1 lb. ground pork             | 6 eggs                         |
| 8 oz. shredded Cheddar Cheese | 2 C. milk                      |

Butter a 9x13 inch pan. Brown sausage and pork. Drain well. Put bread cubes in bottom of pan. Add meat and cheese. Beat eggs and add mustard, salt, and milk. Pour mixture over top of cheese and refrigerate overnight. Bake covered at 325 for one hour or until set.

Angel Cookies

- |                                     |                                    |
|-------------------------------------|------------------------------------|
| $\frac{1}{2}$ C. brown sugar        | 2 C. flour                         |
| $\frac{1}{2}$ C. sugar              | 1 tsp. baking soda                 |
| $\frac{1}{2}$ C. softened margarine | $\frac{1}{2}$ tsp. cream of tartar |
| 1 egg                               | 1 tsp. vanilla                     |

Mix first four ingredients. Add next four to the mixture. Have a small bowl of cold water and a bowl of sugar ready. Roll a tsp. of dough into a ball with your hands and dip half of it in the water, then the wet half in the sugar and put it on a cookie sheet with the sugar side up. Flatten it a bit with a fork. The water helps the sugar stick to the cookie. Bake 10 minutes at 375. Makes two dozen.

Sour Cream Raisin Bars

- |                            |                          |
|----------------------------|--------------------------|
| <b>First mixture:</b>      | <b>Second mixture:</b>   |
| 1 $\frac{1}{2}$ C. oatmeal | 4 egg yolks              |
| 1 $\frac{1}{2}$ C. flour   | 1 $\frac{1}{2}$ C. sugar |
| 1 tsp. baking soda         | 3 T. cornstarch          |
| 1 C. brown sugar           | 2 C. raisins             |
| 1 C. softened margarine    | 2 C. sour cream          |

Mix ingredients for first mixture. Put 2  $\frac{1}{2}$  cups in a greased 9x13 inch pan to cover bottom of pan. Mix ingredients for the second mixture and cook in a pan just until thickened. Stir constantly to keep from sticking. Pour over first layer. Then pour the rest of the first mixture on top. Bake 25 minutes at 350.

# DISTINGUISHED SERVICE AWARDS

By: Connie Safley

It is time again to start thinking about recognizing someone that has made an outstanding contribution in areas of: NASCOE; FSA – Agriculture; or Community Service. This program encourages recognition of NASCOE members who make outstanding contributions in one of the three areas. Any member of the Association may make a nomination. Only members of the association who are in good standing, who are serving under a permanent appointment, or who have voluntarily retired during the current year are eligible to receive these awards. Nominations need to be mailed NO LATER than FEBRUARY 1<sup>st</sup>, 2004.

## INFORMATION FOR EACH CATEGORY

**SERVICE TO NASCOE:** Years of NASCOE membership; committee activity; offices held; contributions to the organization; FSA background and any other pertinent information can also be included.

**SERVICE TO FSA-AGRICULTURE:** How long has nominee worked for FSA?; what program or special project have they worked with?; size of county and number of farmers; any outstanding contribution to FSA and /or Agriculture?; has nominee received any special awards or promotions?; NASCOE background and any other pertinent information can also be included.

**COMMUNITY SERVICE:** What organization(s) has nominee worked with?; do they hold an office or any special committee assignment?; their church affiliation, family status, children, etc.; what has nominee done to improve the community he/she lives in?; any special recognition received; FSA and NASCOE background and any other pertinent information can also be included.

## LENGTH OF NOMINATION

A nomination should be brief, factual, and specific! It cannot exceed two (2) double-spaced typewritten 8 1/2" X 11" pages, plus the cover sheet. The pages must not be reduced by photocopier or other means to enable more print on the two pages. No attachments, and conclusions not backed by facts should be avoided. Specific examples and details should be given to support the nomination.

## SUBMITTING NOMINATION

Mail the original and five (5) copies of the nomination to Attention – Connie Safley, Dallas County FSA, P.O. Box 70, Adel, Iowa 50003 before February 1<sup>st</sup>, 2004. If you need a cover sheet or more information contact Connie Safley at 515-993-4205 or you can go to NASCOE website ([WWW.nascoe.org](http://WWW.nascoe.org)).

# THE FSA THROUGH THE EYES OF A TEMP

By Norma Hebert

This last year has been a real trying time for the employees in the FSA offices across the state of Iowa. The “new” farm program and various disaster programs along with the regular CRP sign-up, the sheep programs, the facility loans, the farm certifications, the commodity loans, the dairy program (notice I didn’t have to include LDPs) have really put a strain on the people in the local offices.

Fortunately, a little of that strain has been reduced (I think) by the hiring of some temporary help in a lot of the counties. I happen to be one of those temporaries and I have certainly found this to be an eye-opening experience. My previous encounters with the FSA office have been to go into the office whenever my husband told me to do so and I would either leave them a check or they would give me a check. Not too difficult a job! Well, that kind of business-dealing would lead one to believe that the nice pleasant staff that waited on me there would be a great bunch of people to work with and it would be kind of a fun job. After jumping through the necessary hoops and managing to get myself back into the world of wage earners, I have a whole new insight of the people in our local office. I’d like to share some of my thoughts about the interesting personalities I have come to know.

First of all there is Lorraine whom they call the admin person. I have yet to fill out a time sheet correctly or get my leave slip done to her satisfaction the first time. I’m sure that no COR person will EVER find anything wrong with her books. I’ve also found that it’s important to be frugal in the amount of scotch tape you use to seal an envelope. It’s important not to make mistakes—not so much because of the bookkeeping problems but because we’re trying to make our one dispenser of white-out tape last until ’06. It’s also a known fact that all broken rubber bands must be saved. We’ll tie a couple of them together if we need bigger ones.

Slim is in charge of the maps, the measurements, and all that persnickety stuff. Be sure to use the red marker with the gray top if you are making 3’s, 5’s, or 8’s on the maps. The red marker with the black top is used for the other numbers. All *ones* must be 1/8 inch tall if they are part of the farm number. If the *one* is used to designate acres it is to be 3/32 of an inch tall. Farmers know that if they spill coffee or grease or blood on their signature pages that it is best to mail them to Slim rather than have to face her most disappointed look when she is handed a mussed up paper. Slim does, however, bring the best candy and donuts to the break room. She doesn’t eat the stuff herself—she just likes to buy it.

The person with the final say about which farmers have their ducks in a row and which ones do not when it comes time for payments to be sent out is Tulip. Tulip asks everybody that comes in the office if they make more than two and a half million dollars. Then she asks them if they are one person. Finally she wants to know if they make their living farming. It always amazes me that she can ask those questions with a straight face. And it never amazes me that most of the farmers stand at the counter and laugh at her like she just told the funniest joke. Most of the county farmers know by now though, that when Tulip

places her hands on her hips and uses her “I’m losing my patience here” voice its time to pay attention. They are quite aware that there won’t be any brown windowed envelopes showing up in their mailboxes until she gets all those signatures that she wants.

Hynie is the office’s sticky lady. She loves Post-Its. I haven’t worked here long enough to know if the sticky notes are really all that important or if they’re just a symbolic gesture that someone has looked at the folder. I do know, though, that the other day there was a feed-grain folder on her desk with one bright green sticky stuck to it that read “Be Sure to Read Yellow Sticky” with an arrow pointing to a yellow sticky that said “Return to File Cabinet When Done Reading This Sticky”. Actually Hynie is much more than the sticky lady. She is also the disaster lady and there have been a lot of disasters that have crossed her desk this year. Its one of those jobs which is just never completely finished.

If you need to know anything, and I do mean anything, about anybody anywhere in the county you will want to talk to Maxine. You will know you’re talking to Maxine because she will be carrying around a cup which reads “Eat, Drink, and Be Crabby”. Now this is not Maxine’s personality at all. It’s when she doesn’t get her caffeine high from her Pepsi that we’re all in for a long day. Another sign of the type of day ahead for everyone in the office is when Maxine has to pop her first Pepsi before 8:30 in the morning. A fresh piece of chocolate will go a long way, too, in getting Maxine to help you out with any kind of problem that you might encounter. I don’t want you to get the wrong idea about Maxine. She’s always the first to get her lien waivers filed, her loans dispersed, and the computer upgrades done—she wants to be sure to have enough time to shoot the breeze with any farmer that’s got a few minutes to visit at the counter.

The Boss is in a category all by herself. What else can you say about a person who says to you, “According to the SO because of low PCPs, LDPs from the 633s can be used to complete the 688s for the DCP in preparation for the completion of the 509s if the 509Es are in agreement with the 509Bs and the COC agrees with everything on the 156EZs based on the 568s...” or something like that. I’m sure I stand with a blank look on my face and my mouth open. Then I go ask Slim or Hynie or Maxine or Lorraine or Tulip if they know what she just said.

As I said earlier, this temporary job has been a real eye opener. I assume you know by now that I have changed the names of my co-workers - mostly to protect myself. On a more serious note, they have been a wonderful group of people to work with. I have seen them laugh together and I have seen them cry together. I have seen them struggle over new programs and I have seen them come to each other’s aid. The only thing I haven’t seen is a government program that they could not administer in a most professional manner.

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## CONTRIBUTE TO THE NEXT IASCOE NEWSLETTER

If you have any stories, photos, jokes, quotes, or information that you would like to include in the next IASCOE Newsletter, send them to Tammy Eibey at [tammy.eibey@ia.usda.gov](mailto:tammy.eibey@ia.usda.gov).

# Dusting

Submitted by Tammy Eibey

"A house becomes a home when you can  
write "I Love You" on the furniture."

I can't tell you how many countless hours that I have spent CLEANING! I used to spend at least 8 hours every weekend making sure things were just perfect - "in case someone came over". Then I realized one day that no one came over; they were all out living life and having fun!

Now, when people visit, I find no need to explain the "condition" of my home. They are more interested in hearing about the things I've been doing while I was away living life and having fun. If you haven't figured this out yet, please heed this advice.

Life is short. Enjoy it! Dust if you must, but wouldn't it be better to paint a picture or write a letter, bake a cake or plant a seed, ponder the difference between want and need?

Dust if you must, but there's not much time, with rivers to swim and mountains to climb, music to hear and books to read, friends to cherish and life to lead.

Dust if you must, but the world's out there with the sun in your eyes, the wind in your hair, a flutter of snow, a shower of rain. This day will not come around again.

Dust if you must, but bear in mind, old age will come and it's not kind. And when you go - and go you must - you, yourself will make more dust!

Share this with all the wonderful women in your life! I JUST DID.

It's not what you gather, but what you scatter  
that tells what kind of life you have lived.

# The Empty Nest

Submitted by Dee Ann Lehn  
CED Keokuk County



When I woke up this morning, I realized I had slept the whole night through without a single disturbance. It took just a moment for me to focus on the fact that both my sons were now off to college. I pondered on that fact and wondered if I will soon be showing the dreaded symptoms of the all too common condition called “*The Empty Nest Syndrome*”.

I had recently read an article in the local newspaper on that very subject. Empty nest syndrome, the article began, refers to the sadness or grief many parents feel when the kids go off to start independent lives of their own. Our goal as parents for the past 18 years or so has been to teach the little darlings how to be responsible, independent young adults, but now that the offspring have flown the coop—what do we do to fill the void??? No more ballgames, no more school programs—Am I really ready to trade my bleacher butt syndrome for the Empty nest syndrome?

For all these years, leisure time really hasn’t literally meant leisure time—it meant running the youngsters here and there while they made the most of *their* leisure time. Now all of the sudden, I need to look for a new purpose to my life. I have a vague memory of a hobby or two I used to enjoyed a couple of decades ago. I wonder if the hubby and I can stand so much togetherness and I suppose this means the “M” word (menopause) will soon be looming in my future.

When I now enter the boys’ former sacred domain, the basement, I find no empty pop cans, no half-eaten bags of chips, no wet towels or dirty clothes on the floor. I kind of miss trying to guess how extra teenagers will be snoozing away on the sofas on any given Saturday morning. Yet, just when Mom and Dad thought they were rid of my brothers and me, one of us would move back home. Heck, I even brought a couple of kids of my own and a dog when I showed up on Mom and Dad’s doorstep! It seems this independent adult life may take decades of its own to actually fully evolve.

The experts say it can take up to two years for the empty nest syndrome to run its course. However, I’m already taking a liking to be able to sit down at the computer whenever I have a mind to instead of trying to sneak in a moment when the boys were otherwise occupied. Heck, I don’t care what the experts say; I’m going to set a new record of recovery!

*“Honey, quick, lock the door—I hear one of the boys’ cars pulling in the driveway!”*

# THE PERILS OF POLLY P.T.

## PART EIGHT

By Roseanne Woerner  
PT From Wapello County

Visit our  
website at  
[www.iascoe.org](http://www.iascoe.org)  
for the first seven  
parts of "The  
Perils of Polly PT"

It is Monday morning. Cindy Sheryl, our automation PT, is on leave and I am filling in. I have watched her bring up the computer a million times. I have done start-of-day and end-of-day. I know how to queue. So, why am I nervous? This is the question I ask myself as I slip the key into the slot and flip the red power button. It's easy. I just flip the switch and...nothing happens.

I am thinking, maybe I should start all over. So, I flip the switch back, take out the key and then restart the process. Nothing again. I check the mainframe. There are lights. I check the LAN/WAN cabinet. Lights there too. I don't know what they mean, but at this point, I feel certain that any sign of electric power has to be good. I check the cables. I check every connection, everything that's hooked into something else. When I am confident that the cables, buttons, and switches are pretty much intact, I call for help.

My point of contact is Joe Monroe. Joe has a precise voice and he uses the word 'exactly' in almost every sentence. I am thinking that Joe is really picky. I bet that he dry-cleans his blue jeans. I bet he presses his sweaters. I bet he is going to hate working with me.

"What does your screen look like exactly?" he asks.

"It doesn't look like anything," I tell him. "It's completely black."

"Completely black?"

"Yes, completely black."

Joe blows out some air. "Okay," he tells me.

"Let's proceed. First, we need to make certain that you have a power source, so look at the front of your computer and tell me what you see exactly."

"I see nothing, Joe."

"You don't see a light?"

"No," I say. "I don't see a light."

"Fine," he says.

"But then I don't see a place for a light either."

He blows out some more air, as if he is already annoyed with me, which would be a record since I have only answered a couple of questions so far. "Okay," he says. "Now this is important. We need to rule out a PBKAC problem." His words are drawn out and every syllable enunciated. "Where exactly is your machine plugged in?"

"Huh...into a wall socket of course," I try to muster a bit of indignation in my tone, so that he will think he's dealing with a true professional. "Rest assured, I checked every connection before I called."

He blows out air again. "Is your CAT5 cable connected to the Ethernet card?" he asks.

I am excited now. I know that one. "That's the blue cable right?"

"Exactly," he says.

"Yes, it's plugged in."



“Hmmm,” he says. “I can’t quite determine the problem exactly, but I think we need to move to the LAN/WAN cabinet and maybe we should have a conference call with Lola Falooza. She’s really good at diagnosing PBKACs.”

I figure that if Joe wants to call in reinforcements, by golly, I will too. I walk to the door while he has me on hold and I give a yell for Stevie Corona.

Stevie ambles over to the computer room with coffee in hand. He is wearing ostrich boots on his feet and an expression of boss bliss on his face. “What’s up?” he asks.

“We’re on hold,” I whisper. “The computer won’t come up and I need help. Here, I’ll put the phone on speaker so you can hear what they’re saying too, but you have to promise not to talk.”

“But…”

“Promise or I’m getting someone else to help.”

“But what if I…”

“Hand signals. You can do that, but nothing else. Okay?”

He thinks about it for a minute and then he gives me a nod.

“Lola,” Joe says. “This is Polly. She can’t seem to bring up her system this morning for some reason. She says she has power, but nothing is happening.”

“Hey Polly, how are you doing there girlfriend. Can I call you girlfriend, even though we just met?”

Lola is way too cheerful for eight o’clock in the morning. She has one of those raspy voices, indicative of a heavy smoker or a former cheerleader, who is still living with the effects of strained vocal chords.

“Hi Lola,” I say.

“Lola,” Joe continues. “I think we have a PBKAC problem but I can’t exactly define a

plan of attack so I thought we could take a peek at the LAN/WAN.”

“Terrific,” Lola says. “Now Polly, I’m just going to hop into your system for a minute, if that’s okay with you.”

“Sure,” I say.

I hear a lot of typing, some muttering, a few mumbled words, and then Lola says, “Polly, has anyone moved your jumpers?”

I am about to ask what a jumper is, but Stevie is already shaking his head no. “Not to my knowledge,” I say.

“Okay, swell.”

I hear voices in the background and I am thinking that Lola is carrying on several conversations at once. What a woman.

“Now Polly, the router is at the top of the cabinet and it’s sitting on a shelf that can be pulled out. I want you to pull it out, locate the cable that runs behind the router and tell me if it’s connected to the D1 slot or the D2.”

Stevie listens to the instructions and nods. He is up on his tiptoes now. He’s got the router pulled out. He’s scrunched between the cabinet and the wall. His face is partially smashed and he can only see out of one eye. He says something.

“Did you say D1 Stevie?”

He nods yes, so I relay the message to Lola. “Absolutely terrific,” she says. “You go girlfriend. Great answer.”

I am smiling all over myself. I am blushing with pride. I feel like I just won a prize on a game show.

There is more typing, more muttering and then Lola says, “Now Polly, I’m going to ask that you move the LAN/WAN cabinet away from the wall. Once it’s away from the wall, I want you to check the back of the server at the bottom of the cabinet. Now, you’ll have to get down on your knees to do this, but I want you to tell me what kind of lights you have and what color they are.”

Stevie is so good. He moves the cabinet away from the wall and proceeds to get down on his knees. One gold light,” he says. “And three green ones.”

I am in the process of passing the message on to Lola when Stevie says, “Uh...Polly.”

“Stevie be quiet,” I hiss. “If you talk, I can’t hear.”

“Polly, look at me for just one second. Please.”

Lola is saying something else, but I’ve already stopped listening because I’m looking at Stevie. He’s still down on his knees, waving a plug through the air. “This might be the problem,” he says.

“No way,” I tell him. “I checked the outlet.”

“Which outlet?”

I point to the most obvious outlet beside the monitor. “That one right there,” I tell him.

“But that’s the outlet for the printers.”

“Then where is the outlet for the computer?”

“Polly...girlfriend...hey Polly. Are you there?” It’s Lola.

“Sorry Lola,” I say. I guess we found the trouble. I feel really stupid. The computer wasn’t plugged in after all. Hey Joe, I guess it wasn’t a PBKAC problem.”

“Sounds like it was to me,” Joe says.

“Oh...well...what exactly does PBKAC mean Joe?”

“It means PERSON BETWEEN KEYBOARD AND CHAIR,” Joe says.

“Well, you know what I say to that, don’t you Joe?”

“No,” he says. “What?”

“Exactly.”

THE END

## *The Perfect Freeway*

