

OCTOBER 2015



IASCOE NEWSLETTER

2015/2016 IASCOE OFFICERS

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PT Page County



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Vice-President

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Treasurer

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Secretary

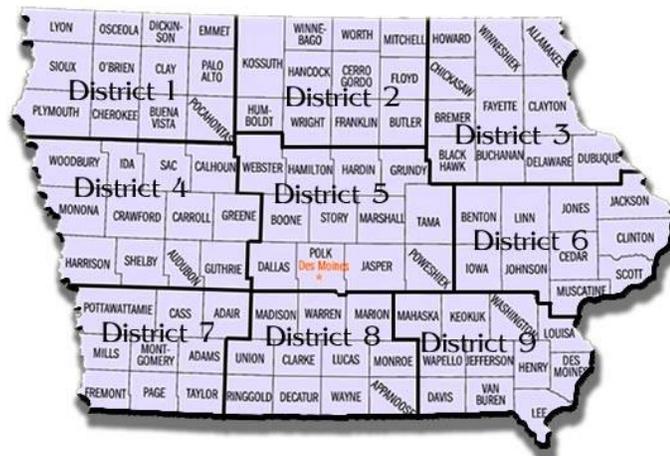
Cindy Pistek
PT Page County



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**2015-2016
IASCOE DIRECTORS & ALTERNATE DIRECTORS**

District	Program Assistant and County	County Executive Director and County
1 Director Alternate	Karen LaCour, Dickinson Samantha Erie, Pocahontas	Les Zobrist, Clay Larry Lago, Dickinson
2 Director Alternate	Cindy Pistek, Hancock Danielle Sidles, Kossuth	Barry TerHark, Cerro Gordo Angie Christian, Kossuth
3 Director Alternate	Andrea Carroll, Clayton Megan Koenigs, Howard	Heidi Nickol, Delaware
4 Director Alternate	Cathleen Borst, Carroll Donita Kenkel, Shelby	Steve Luke, Shelby Pat Warmbier, Harrison
5 Director Alternate	Alisha Lust, Jasper Travis Moore, Hamilton	Curt Houk, Poweshiek
6 Director Alternate	Joni Birkhofer, Muscatine Renee Schultz, Cedar	Kris Koth, Jones Randy Madsen, Muscatine/Scott
7 Director Alternate	Jennifer Comer, Page Monica Robinson, Cass	Cindy Bebout, Fremont/Mills Chris Irvin, Page
8 Director Alternate	Keith Wheeler, Madison Ronda Harrison, Lucas	Kathy Henely, Wayne
9 Director Alternate	Judy Dameron, Louisa Deanna Rood, Mahaska	Dee Ann Lehn, Keokuk



COMMITTEE MEMBERS 2015-2016

LEGISLATIVE CHAIR – Steve Luke

BENEFITS CHAIR – Dee Lehn

District	Member	County
1	Rex Wittrock	Buena Vista
2	David Stromer	Hancock
3	Adriana Foxen	Buchanan
4	Pat Warmbier	Harrison
5	Teresa Simonton	Poweshiek
6	Renee Schultz	Cedar
7	Chris Irvin	Page
8	Kelly Cain	Madison
9		

AWARDS CHAIR – Karen LaCour

SCHOLARSHIP CHAIR – Daniel Curry

1	Larry Lago	Dickinson
2	Tammy Pruin	Wright
3	Candace Fette	Clayton
4	Donita Kenkel	Shelby
5	Kathleen Baker	Marshall
6	Amy Castillo	Johnson
7	Monica Robinson	Cass
8	Kathy Henely	Wayne
9	Lanie Benjamin	Davis

PUBLICITY CHAIR – Kris Koth

1	Paul Berte	Pocahontas
2	Angie Christian	Kossuth
3	Heidi Nickol	Delaware
4	Heather Muenchrath	Shelby
5	Karla Novotny	Tama
6	Allison Vavroch	Benton
7	Mike Praska	Adams/Union
8		
9	Patty Steffensmeier	Des Moines

MEMBERSHIP CHAIR – Joni Birkhofer

1	Lisa Forburger	Palo Alto
2	Rosalie Carlson	Worth
3	Sheri Rodman	Clayton
4	Cathleen “Skip” Borst	Carroll
5	Katie Kramer	Jasper
6	Randy Madsen	Muscatine/Scott
7	Susan Lange	Cass
8	Marla Morlan	Monroe
9	Deanna Rood	Mahaska

PROGRAM CHAIR – Keith Wheeler, Madison

EMBLEMS CHAIR – Kitty Benda, Marshall

NAFEC CHAIR – Mary Roberts, Calhoun



2015 IASCOE Directors

Other Roles

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2015 Awards & Scholarship Committee



2015 Publicity Committee



2015 Legislative and Benefits Committee



2015 Membership Committee

PAST IASCOE PRESIDENTS

1959-61 Kenneth Hatcher
 1961-62 Raymond D Vanderhorst
 1962-63 Luther Stock
 1963-64 William H Holiday
 1964-65 Charles Bacon
 1965-66 Gaylor A Thayer
 1966-67 V. Deane Thornton
 1967-68 Marguerite Liddle
 1969-70 Warner C Walrath
 1970-71 Janet Hemm
 1971-72 Carl Lantz
 1972-74 James A Riekens
 1974-76 Cecil F Zollars
 1977-79 Garnita Ewart
 1979-80 John Ace Parker/Gary Brewer
 1980-82 Gary Brewer
 1982-84 Larry Niles
 1984-86 Joe McLaughlin

1986-87 Pat Drew / Ronald Parker
 1987-88 Mike Houston
 1988-90 Ronald Reuvers
 1990-92 Steve Abbas
 1992-94 Kevin Fitzpatrick
 1994-95 Jerry Frank
 1995-97 Kevin McClure
 1997-99 Jolene Fechter
 1999-01 Trice Smith
 2001-03 John Landgraf
 2003-05 Tom Lane/Alan Donaldson/
 John Landgraf
 2005-07 Dee Lehn
 2007-09 Steve Kennedy
 2009-11 Cindy Mensen
 2011-13 Jeff Davis
 2013-15 Curt Houk

A Message from our State Executive Director



October 1st with all of its deadlines has passed but I am not sure that we can say we have recovered. Survived maybe, but recovery from the implementation of the new Farm Bill will take a little while longer. We can look back and be proud of the work we have accomplished in support of our producers. We can also look forward to the remainder of the term of this Farm Bill as we provide our producers with the top notch service they can expect to receive from us.

One part of the new Farm Bill which Iowa FSA has played a key role in so far, is the electronic reporting or one stop reporting as it is often called. First, a big thank you to the 15 Iowa counties which participated in the ACRSI Pilot Project which is the first phase to implement this segment of the legislation. When I received the final report and found the extremely high accuracy rate of FSA, I just had to smile. Then when I opened the producer comment section of the report, I had to smile a lot bigger. Overwhelming, producers stated that FSA was easy to report to and accurate in taking the report. Your efforts really shone in the pilot project! Now the project will move to all counties in Iowa as well as fourteen other states and I am fully confident that FSA will shine again. I understand the concern that comes with any change, but as long as we can continue to excel in this project, we have nothing to fear.

During the 2016 Fiscal Year, I hope to continue some type of face to face training program. The importance of getting together was illustrated this year as we trained for Farm Bill implementation, and I hope to have at least day long training from every department again this year.

I am looking forward to next August when Iowa will showcase FSA at the NASCOE Convention in Cedar Rapids. I know that the convention which IASCOE will host will be one to remember and for other states to try to match for many years to come!

John Whitaker

SED





IASCOE President Jennifer Comer

As I sit down to write this, most producers are gearing up for harvest, some areas of the State it could be the most bountiful harvest yet, other parts, harvest won't take long! Either way we can count our blessings that another year of ensuring a safe food supply is on its way to the bins! Keep our farmers, ranchers, and their families' safe during this time of year.

So much has happened in the last few weeks I am not sure where to start. In August I attended my first National Convention. What an awesome experience!! Iowa has a LOT of work to do to get ready for 2016 but it is truly an exciting time. NASCOE Convention is a sort of 'homecoming' for so many people in FSA, those currently working, those who are enjoying retirement and our Washington DC folks. I have said it before that FSA is a 'family' and seeing all of these people come together for a few days only solidified that feeling. I encourage all of you to take the opportunity to attend a portion or all of the NASCOE Convention when it is in your own back yard in 2016. You will see a group of people that are 100% dedicated to you as an employee of FSA. In September myself, Dee Lehn, Cindy Pistek and Devalyn Wilson attended the Organization Meeting for NASCOE in Cedar Rapids. This was a chance for us to show off the convention center and answer questions about the plans for the 2016 convention. It also gave us an opportunity to visit with the new NASCOE leaders and again, a great opportunity to get to know more of our FSA family.

One of the big discussion items at national convention and the organizational meeting was the need to recruit membership. With the overall workforce of FSA down, our membership numbers have had no choice but to follow suit. This got me thinking that some of our new employees (or even our veteran ones) maybe haven't joined our association because they are not sure 'what IASCOE/NASCOE can do for them'. Here is one example.... How many of you have encountered a software, or program issue in the last, shall we say 2 hours? Did you know that NASCOE has a "form" for that? The Programs Committee has designed a *Programs Efficiency Submissions Form* that can be used to submit constructive ideas/solutions/ recommendations directly to the National Office. Using this form gives you an opportunity to voice your opinion and ideas for program/software changes. The National Office appreciates suggestions from the field offices, and the Program Committee will ensure that your voice is heard and follow up with you on the progress of your suggestion. For information on how to submit this form, you can visit with our State Programs Chair, Keith Wheeler, or visit the NASCOE website at www.nascoe.org and click on the Programs link.

We are still looking for volunteers to help with the 2016 National Convention, if you would like to help out, please give me a shout!

Thank you for the opportunity to serve you! Have a great fall.

Jennifer Comer
IASCOE President



IASCOE Vice-President Dee Ann Lehn

Calling All Members!

Judy Dameron, Joni Birkhofer and I recently attended the Missouri State Convention to promote the 2016 NASCOE National Convention which will be hosted by Iowa. The Missouri association graciously offered their support to Iowa by purchasing \$500.00 worth of raffle tickets and then taking 110 more tickets to sell.

This is a great start to our fund-raising efforts but we have a long way to go. Typically, a National Convention costs anywhere from \$75,000.00 to \$100,000.00. We need a commitment from each and every one of you to assist with the fund raising either by selling raffle tickets or securing sponsors for this event. Your directors will soon have raffle tickets available to distribute.

Another key to a successful event is having many people working together to make sure every detail is covered. Please, if you haven't done so, volunteer to be on a committee. I'm sure you can find one that is a good fit for you. We are looking for people to help with tours, transportation, registration, decorating and children's events among other opportunities. Contact your director to add your name to a list.

This convention is an opportunity to showcase our state and our dedicated employees. Start making plans now to attend the convention next August. You can come for the whole convention or just for a day but do come! If you have never attended a national convention, you will be blown away by the vast exchange of information, the evening entertainment and the camaraderie. I guarantee you will form new friendships that will last a lifetime.

Dee Ann Lehn
IASCOE Vice President





IASCOE Secretary Cindy Pistek

Greetings!

We returned from the NASCOE Convention in Milwaukee with a new appreciation for the work it takes to put on a great National Convention. As a first-timer to the convention your president, Jennifer Comer, enjoyed the experience. The sharing of stories and the understanding of the issues we all experience makes it so easy to make many new friends. I have attended many National Conventions and every time it's like a family reunion. It's now our turn to plan the "family reunion".

One of the things that I like the best is when the people from DC come and meet us face-to-face. The FSA Administrator Val Dolcini was there and was able to visit with some of the attendees one-on-one during the evening hospitality time. He visited 30 states in the last year, it is important to him to see what's going on at the field level. Mr. Dolcini listed some of the accomplishments this past year that are a direct result of what the employees have requested;

- Re-instituted awards/bonuses
- Created a hiring task force to improve the hiring process
- Computer Hardware – refreshed them
- Farm Bill training was held face-to-face
- Leadership Training was developed and implemented
- PT Aspiring Leader Program is coming in the near future

The Q & A process with a panel of people from DC gives a direct opportunity to address those who need to know what's on our list of frustrations, needs and concerns. Here is just a brief synopsis of some of the issues addressed.

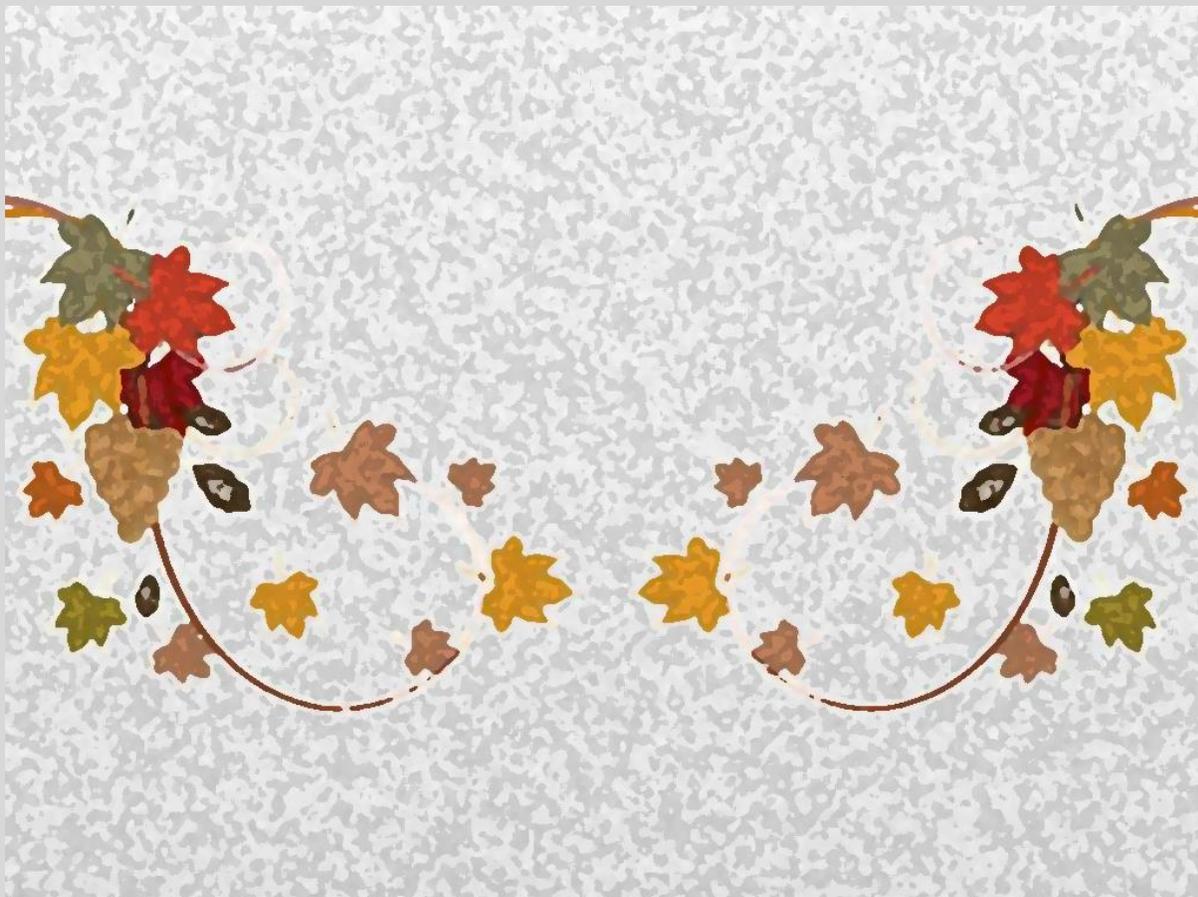
- Work Load Study: The ARS model is not useable. Congress put language in the Farm Bill that we need an outside review. We will be having a one (1) year review completed by an outside company on our workload. Washington understands that currently we aren't counting what's not getting done OR what's being done with extra hours. No matter what the workload model results are, we need to review carefully and be ready to make changes that might be indicated.
- AS400: The goal is to not have anything on them by the end of the FY 2015.
- IT Contracts: They are working to reduce the number of them and increase the number of help desks
- Performance Reviews: They are looking at them for solutions and taking action. In looking at the data it shows the Performance Reviews aren't being taken with the seriousness that is expected. DC feels we have many employees who exceed "fully successful" and aren't being rated fairly.
- ACRSI (Acreage Crop Reporting Streamline Initiative): The goal is to have a common framework with acreage reporting. The goal is to have less redundancy, improve the customer experience and enhance accuracy. The process will improve the technology communications between RMA/FSA. The crop-table names, intended uses, etc will be unified so the producer is able to understand one system.

- **Succession Planning:** This is something we have a great need for at this time. Attrition rates are higher than they have ever been. Every time 2 people are hired, 1 leaves the agency. This is a concern and solutions need to be developed.

As I look over my many notes from all of the sessions, I believe that it's not always the lack of awareness of our problems. During the entire convention the agency heads were more than willing to take the hard questions and if they didn't have an answer were willing to take the issue back with them for further action. They heard many times about working with a customer one minute and waiting for the "circle of death" to stop spinning so we could move on to the next step in the process with the producer.

It is now our turn to start the many hours, days, weeks and months planning a great convention of our own in Iowa. The committee chairs are laying the foundation and the board of directors is looking forward to working with all you in the process. Don't wait to be asked to be a part of this exciting time- volunteer!!! Iowa has one of the strongest memberships in the nation and we will have a great "family reunion" in August 2016.

Cindy Pistek, Secretary





IASCOE Treasurer Judy Dameron

Greetings from SE Iowa

I attended the National Convention in Milwaukee, Wisconsin in August. There was a lot of great information, great discussions, and good times with old and new friends. While we there, we began our raffle ticket sales for the 2016 National Convention in Cedar Rapids. I would say we got off to a great start by selling over 100 tickets in those few days. We hope to get some raffle tickets spread throughout the state in the next month or so. The 2016 National Convention will be sneaking up on us before you know it. It's going to take a lot of help from our membership to put on the BEST convention ever. Don't wait to be asked; step up and volunteer.

As your IASCOE treasurer, I have been busy recording dues for the 2015-2016 membership year and reconciling them with a NFC report that I get every pay period. One of the issues I run into is when someone gets a grade increase and they move into a different payroll deduction category. If this happens to you, you must submit a new FSA-444 to the State Office. If you don't, then the incorrect amount will be deducted from your pay. Also, if you have been using payroll deduction and wish to write a check for the entire year's membership, you must remember to fill out a FSA-444 to terminate that deduction. If you are not currently a member of IASCOE I would appreciate you considering doing so. IASCOE/NASCOE works very hard for all FSA employees and there are a lot of benefits that we wouldn't have without the hard work of a lot of dedicated people. If you have any questions or concerns about IASCOE/NASCOE please contact one of the directors in your district or feel free to contact any one of the officers.

Judy L Dameron
PT Louisa County
IASCOE Treasurer

A photograph of a green raffle ticket. The text on the ticket is as follows:

2016 NASCOE National Convention - IASCOE Raffle
GRAND PRIZE:
\$4000 Travel Voucher (destination of your choice)
OR \$2500 Cash
Remington Model 870™ Wingmaster® 12-Gauge • Browning A-Bolt Hunter 270 Win
GLOCK 42, in .380 AUTO • PSE Surge Hunting Bow Package • \$500 Cash
Winner is responsible for all applicable taxes, licenses and fees
Drawing to be held August 6, 2016
\$20.00 • Need not be present to win
Permit # 5-00-000036-494

CONGRATULATIONS NASCOE

Best Feature Story, Humor—Oklahoma City Road Trip
by Cindy Pistek

Best Feature Story, Human Interest—Wide-Eyed Adventures
of a Small town Girl by Heidi Nickol

Best Website— IASCOE, Webmaster Brian Beach

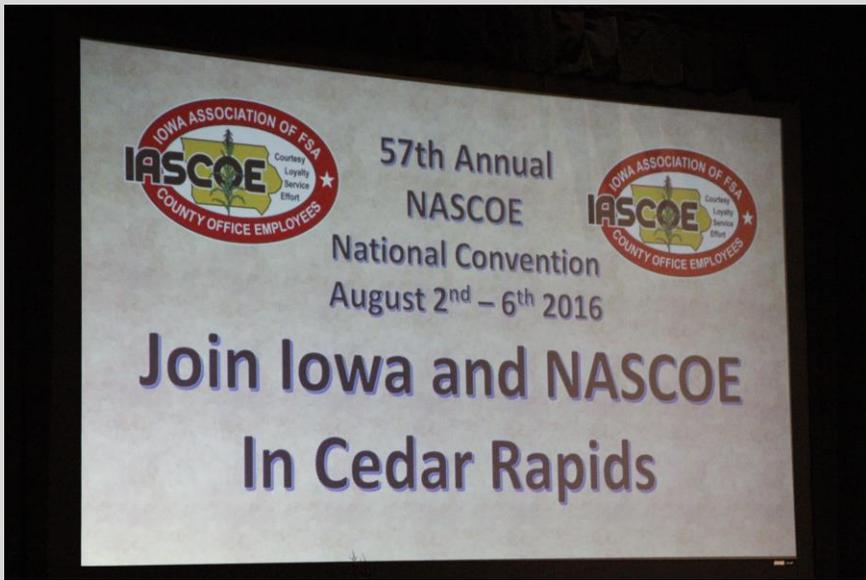
Best Single Newsletter Issue—IASCOE, Editor Kris Koth

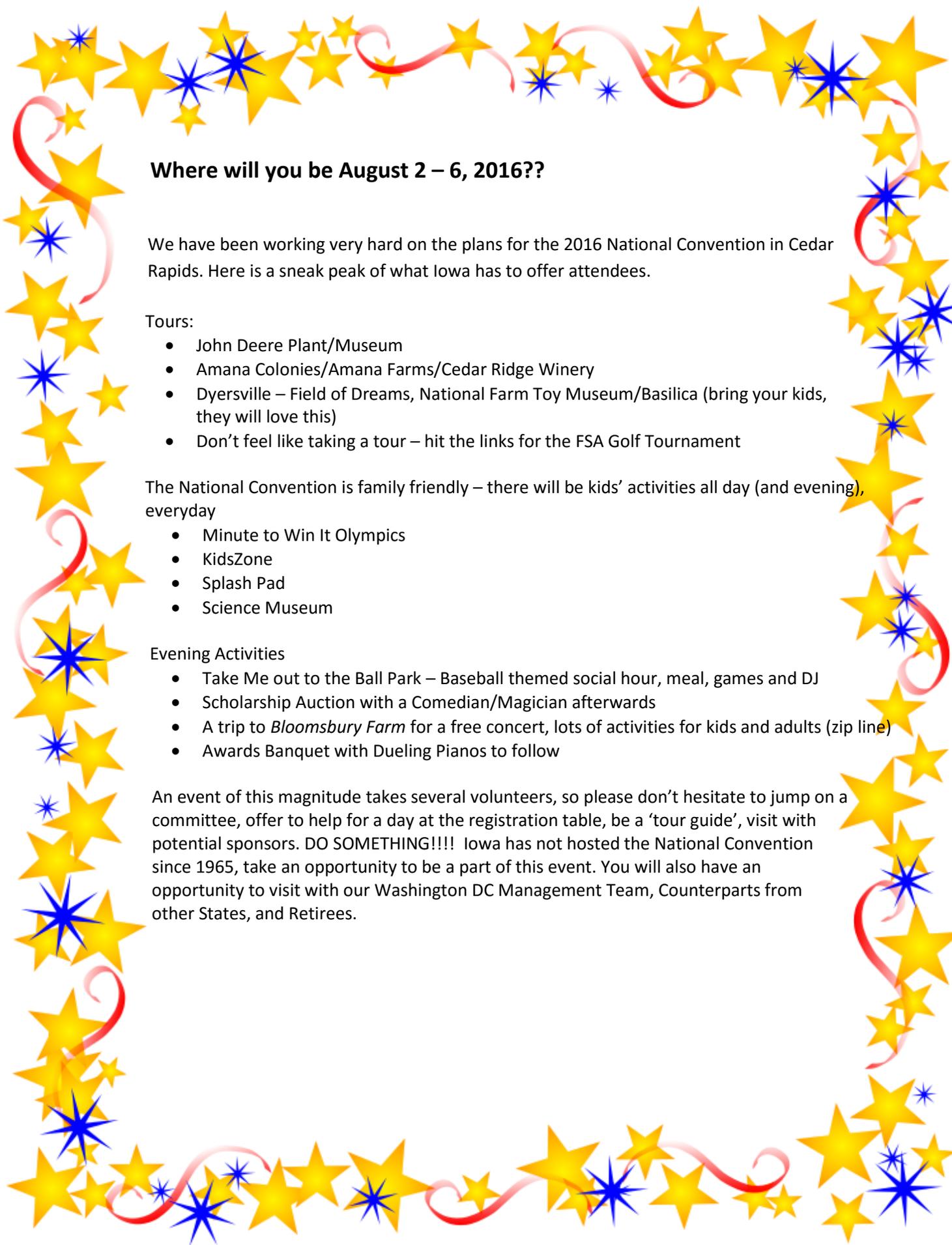
Best Overall Newsletter—IASCOE, Editor Kris Koth

PUBLICITY WINNERS









Where will you be August 2 – 6, 2016??

We have been working very hard on the plans for the 2016 National Convention in Cedar Rapids. Here is a sneak peak of what Iowa has to offer attendees.

Tours:

- John Deere Plant/Museum
- Amana Colonies/Amana Farms/Cedar Ridge Winery
- Dyersville – Field of Dreams, National Farm Toy Museum/Basilica (bring your kids, they will love this)
- Don't feel like taking a tour – hit the links for the FSA Golf Tournament

The National Convention is family friendly – there will be kids' activities all day (and evening), everyday

- Minute to Win It Olympics
- KidsZone
- Splash Pad
- Science Museum

Evening Activities

- Take Me out to the Ball Park – Baseball themed social hour, meal, games and DJ
- Scholarship Auction with a Comedian/Magician afterwards
- A trip to *Bloomsbury Farm* for a free concert, lots of activities for kids and adults (zip line)
- Awards Banquet with Dueling Pianos to follow

An event of this magnitude takes several volunteers, so please don't hesitate to jump on a committee, offer to help for a day at the registration table, be a 'tour guide', visit with potential sponsors. **DO SOMETHING!!!!** Iowa has not hosted the National Convention since 1965, take an opportunity to be a part of this event. You will also have an opportunity to visit with our Washington DC Management Team, Counterparts from other States, and Retirees.

2016 National Convention Sub-Committees and Members

IASCOE needs your help!! Are you signed up on a committee?? We need every member to help make this convention show IOWA is the best state in the nation! Here is your chance to get in on the planning of the 2016 NASCOE National Convention. Take a look at the committees we need to fill, think about what sounds like a good fit with your talents and let Jennifer Comer or the committee chair know you are interested in helping with that Committee. If you have questions about the specific duties of a committee, give Jennifer a call or email, she would be happy to visit about it.

Financial/Fund Raising/Sponsorship Committee:

Judy Dameron, Financial Chairperson

Jennifer Comer

Cindy Pistek

Curt Houk

All Members to help in fund raising!

Publicity Committee

Kris Koth, Co-Chair

Anna Boecker, Co-Chair

Information Committee

Devalyn Wilson, Chair

Cindy Bebout

Transportation Committee

Curt Houk, Co-Chair

Jeff Davis, Co-Chair

Mike Praska

Registration Committee

Joni Birkhofer, Chair

Jane McCulley

Debra Rurup

Youth Committee

Heidi Nickol, Chair

Banquet/Meals Committee

Mary Roberts – Chair

Retirees Luncheon Committee

RASCOE of Iowa Members

Entertainment Committee

Angie Christian, Chair

Decorating Committee

Wendi Denham, Chair

Teresa Simonton

Cindy Bebout

Auction Committee

Katie Kramer, Chair

LeeAnn Davis

Tours Committee

Tom Lane, Chair

Adriana Foxen

Randy Madsen

Golf Tournament Committee

Al Kiewiet, Chair

Rex Wittrock

Farm Service Agency Employee Attributes

Friendly, factual, fun-filled, fearless, fast, fierce, fundamental ☺

Analytical, advisory, advisable, agreeable, affirmative, adorable ☺

Reliable, receptive, remarkable, reasonable, reactionary, rebels ☺

Mindful, modern, methodological, masterful, memorable ☺

Sharp, silly, sincere, skilled, strategic, supportive, sensitive, sensible ☺

Effective, equal, ethical, exact, exceptional, enjoyable, excellent ☺

Retiring, reminiscent, repetitious, responsible, respectable ☺

Vehement, valiant, valid, vocal, verbal, varied, valuable ☺

Imaginative, infectious, instrumental, instinctive, intelligent ☺

Certain, challenging, chief, careful, candid, changeable, chivalrous, chosen ☺

Elementary, elite, eloquent, expressive, exuberant, expectant ☺

Accessible, academic, ahead, authentic, authoritative, available, awesome ☺

Gracious, great, goofy, grammatical, gratifying, great ☺

Excusable, executive, epic, evaluative, enforcers, even, essential ☺

Neutral, nice, noble, notable, noteworthy ☺

Classy, communicative, complex, compulsive, comic, cohesive ☺

Youthful, yearning, yielding ☺

The Veterans of FSA

This will not be an article about adventures in far off lands nor battles fought but mostly an insight of those that have served and gave a portion of their lives to the protection of freedom and service of this great nation.

For most that read this article its words will roll off like a passing cloud on a summer's day because it is too difficult to truly wrap their mind around the fact that this type of life and sacrifice existed for those we have only know as co-workers and classmates. They have served in foreign lands in time of conflict and peace. In countries where they were considered an ally and others where they were considered the enemy. They made sacrifices of time with family and friends to contribute themselves to a greater good for all. They missed holidays at home, birthdays, deaths, weddings, anniversaries all to serve in places with people from other states, countries, creeds and cultures all moving towards a common greater good.

Most Veterans do not just open up and divulge their experience. The places they have been and things they have had to do are known only to them and those they served with. Occasionally in passing they will share their story with other veterans who would understand. They communicate differently with each other than they would with a person that has never served in the military. They have a different understanding of dedication, commitment, sacrifice, hard times, and urgency. Often once put into their perspective daily problems are not nearly as critical as they seem to most.

I have asked all the veterans that I know of in Iowa FSA and support agencies to share a little, whether they are CO or GS because as veterans there is no 2 letter division of status, only if you have served. They may have been officers or enlisted, Airmen, Sailors, Marines, Army or some other branch of service but all at some point in their life committed themselves to the service of America. No matter their rank, no matter their duty station/race/gender/color/creed they once wrote a blank check for their life to America. They sacrificed months and years of their own lives in other states and in foreign countries and continents for the protection of the freedoms that everyone enjoys. I have blended and mixed the information for anonymity and some of the veterans served in multiple branches and most had multiple MOS's (jobs).

Veterans of FSA: Todd Dirksen, Ronald Pethoud, Michael Praska, Terry R. Smith, Marv Stokes, Daniel Wells

Branches of Service: Army (Active), Navy (Active Reserve), Army National Guard (Iowa), Navy (Active), Air Force (Active), Army (Active), National Guard (Iowa), National Guard (Missouri), Navy (Active) – Seabees.

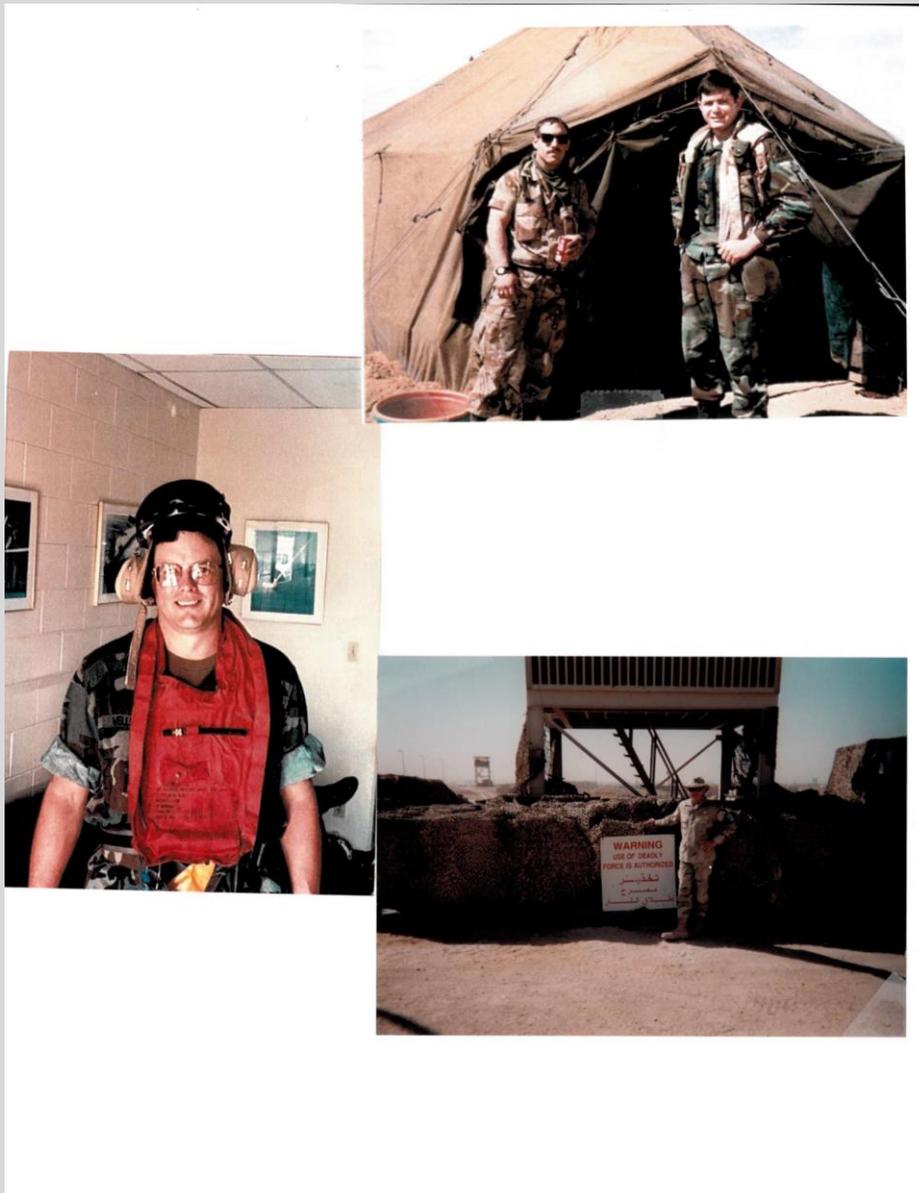
Military Occupational Skill: Infantry, Field Artillery Fire Direction Specialist, Army Personnel Services Spec, Bradley Fighting Vehicle Systems Mechanic, Infantry, Artillery, Automated Logistics, Security Forces, Naval Career Counselor Chief, Builder Chief, (Construction Project Manager)

(continued)

Duty Station's: Ft. Sill, OK., Ft. Carson Co., Garlstadt Germany, Ft. Bliss, TX, Hanau, Germany, Des Moines Army Recruiting Battalion Support Staff, Des Moines, IA, Ft. Irwin CA-National Training Center, Ft. Knox KY, ESCON Village- Saudi Arabia, Omaha, NE, Seattle, WA, Minneapolis, MN. Camp Ripley, MN. Ft. Riley KS, Ft. McCoy, Wis. Camp Dodge IA, Camp Ashland NB, Nebraska, Missouri, New Mexico, Texas, Wyoming, Alabama, Louisiana, Arkansas, Great Lakes IL, Gulfport MS, Omaha NE

Foreign Service: Saudi Arabia, Kuwait, Iraq (Desert Shield/Storm), Saudi Arabia (Desert Spring), Kuwait, Afghanistan, England, Saudi Arabia, Iraq, United Arab Emirates, Jordan, Germany, Sigonella, Sicily, Nea Makri, Greece

Total years of military service: 15 years + 7 Years + 27 Years + 27.5 Years + 21 Years + 23 Years = 120.5 years of combined service.



Gotta Love Farmers

By: Allison Vavroch

The stress of looming deadlines has made any humor in the office a saving grace as I'm sure it is in most. Working with farmers on a daily basis is one of my favorite parts of the job. I grew up on a farm, married a farmer, and ever since my first real job through college, have worked with farmers. They have such a way with words on a normal day, but being pregnant really brings out the best of their no filter ways. If you've ever been the pregnant one in the office or had a pregnant co-worker, I'm sure you can relate to this. I thought I would share some of the funny things I've heard over the past few months for you to laugh at as well.

"You know you're not supposed to swallow those watermelon seeds, right?"

"What are you growing in there a basketball?"

"Weren't you just pregnant?" (If you consider 3 years ago "just" then I suppose yes)

"Look at you, I could barely tell you were pregnant last time!" (Meaning.....?!)

"When's the baby due?"

"October 16"

"Don't you know that's against the rules just like no weddings in the fall?!" (Sorry, I obeyed the no spring or fall wedding one!)

"You're going to be eating birthday cake in the combine!"

"I know you're not supposed to ask a woman this but when are you due?" (I think what you're not supposed to ask is "are you pregnant" but I could be wrong!)

"How have you been sleeping? My wife was so tired and uncomfortable when she was that far along."

Did I mention I really do love our producers?!





PUBLICITY CONTEST

The IASCOE Publicity Committee is asking for your help!!

We would like to finally have a name for the IASCOE Newsletter and we need your help coming up with a name to our National Known Award Winning Newsletter.

Other States have catchy names to their newsletter like Texas, it has the TASCOE Tales. So it's about time Iowa has its own catchy name to its newsletter.

So we are asking our membership to come up with a name for the newsletter and submit those names to Kris Koth @ kris.koth@ia.usda.gov. The winner will receive a free copy of the IASCOE Newsletter!!