



November 2017

IASCOE NEWSLETTER



2017/2018 IASCOE OFFICERS

President

Jennifer Comer
PT Page County



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Vice-President

Jesse Wagner
CED Fayette County



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Treasurer

Judy Dameron
PT Louisa County



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Secretary

Wendi Denham
CED Mahaska County

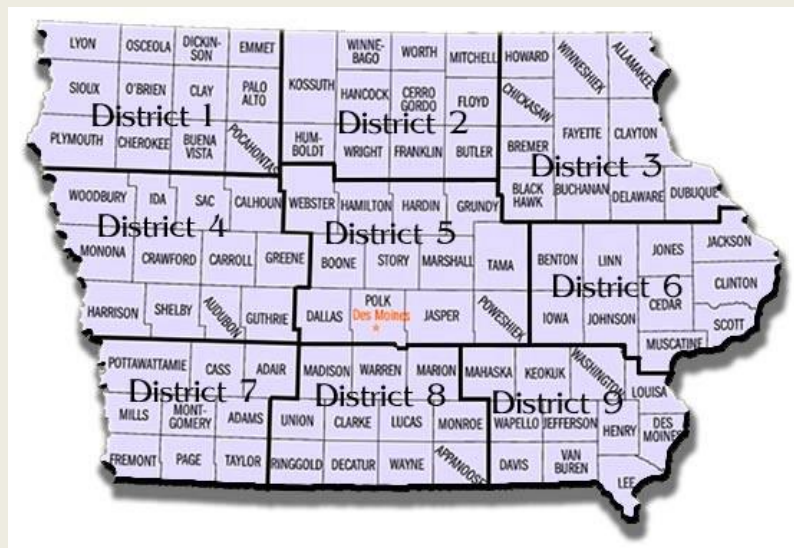


wendi.denham@ia.usda.gov
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2017 - 2018

IASCOE DIRECTORS & ALTERNATE DIRECTORS

District Number	Program Assistant/ County	County Executive Director/ County Office
1	Director Karen LaCour, Dickinson Alternate Samantha Erie, Buena Vista	Jeff Davis, Plymouth Larry Lago, Dickinson
2	Director Cindy Pistek, Hancock Alternate Danielle Sidles, Kossuth	Angie Christian, Kossuth Gary Yoch, Humboldt
3	Director Candace Fette, Clayton Alternate Karla Langreck, Fayette	Jesse Wegner, Fayette Andrea Carroll, Winneshiek
4	Director Cathleen "Skip" Simons, Carroll Alternate Donita Kenkel, Shelby	Steve Luke, Shelby Pat Warmbier, Harrison
5	Director Karla Novotny, Tama Alternate Kitty Benda, Marshall	Katie Kramer, Jasper
6	Director Angie Reynolds, Muscatine Alternate Jessica Yuska, Scott	Matt Berg, Johnson Jennifer Ness, Iowa
7	Director Jennifer Comer, Page Alternate Nancy Gress, E Pottawattamie	Cindy Bebout, Fremont/Mills Chris Irvin, Page
8	Director Ronda Harrison, Lucas Alternate Stephanie Hanson, Monroe/Appanoose	Kathy Henely, Wayne Jayne Ruble, Warren
9	Director Judy Dameron, Louisa Alternate Diane Nicholson, Mahaska	Wendi Denham, Mahaska Elizabeth Benjamin, Davis



COMMITTEE MEMBERS

BENEFITS & LEGISLATIVE CHAIR

STEVE LUKE & JESSIE WEGNER, Co-Chairs

<i>District</i>	<i>Member</i>	<i>County</i>
1	Rex Wittrock	Buena Vista
2	David Stromer	Hancock
3	Ron Pethoud	Chickasaw
4	Pat Warmbier	Harrison
5	Teresa Simonton	Poweshiek
6	Renee Schultz	Cedar
7	Chris Irvin	Page
8	Kelly Cain	Madison
9	Vacant	

AWARDS CHAIR – KAREN LaCOUR

SCHOLARSHIP CHAIR – CINDY BEBOUT/KATHY HENELY

1	Larry Lago	Dickinson
2	Tammy Pruin	Wright
3	Candace Fette	Clayton
4	Donita Kenkel	Shelby
5	Kathy Baker	Marshall
6	Vacant	
7	Lynette Gruchow	East/West Pottawattamie
8	Stephanie Hanson	Monroe-Appanoose
9	Lanie Benjamin	Davis

PUBLICITY CHAIR/Newsletter – Tammy Eibey

1	Paul Berte	Pocahontas
2	Megan Ruby-Friedow	Kossuth
3	Luke Hawkins	Black Hawk
4	Heather Muenchrath	Shelby
5	Karla Novotny	Tama
6	Allison Vavroch	Benton
7	Jamie Newbury	Cass
8	Jayne Ruble	Warren
9	Deb Rurup	Mahaska

COMMITTEE MEMBERS cont'd

MEMBERSHIP CHAIR – JONI BIRKHOFFER

1	Lisa Forburger	Palo Alto
2	Rosalie Carlson	Worth
3	Shawna Helle	Clayton
4	Cathleen "Skip" Simons	Carroll
5	Katie Kramer	Jasper
6	Joni Birkhofer	Cedar
7	Susan Lange	Cass
8	Marla Morlan	Monroe-Appanoose
9	Deanna Rood	Marion

EMBLEMS CHAIR – Kitty Benda, Marshall and Kathy Baker, Marshall

PROGRAMS CHAIR –Angie Christian, Kossuth

NAFEC CHAIR – Mary Roberts, Calhoun

CONVENTION REGISTRATION - Devalyn Wilson, Cedar

IASCOE WEB MANAGER – Brian Beach, Sac

CONVENTION DOOR PRIZES/SILENT AUCTION – Candace Fette, Clayton
Katie Kramer, Jasper





A Message from our Acting State Executive Director Robert Wegand

WOW hard to believe we are in the last 2 months of 2017, as we enter November I think it is a good time to say **THAN YOU!** Thank you for one of the most rewarding years I have had with our Agency (and I have had quite a few). The past year has afforded me the opportunity to really see how great all of Iowa FSA truly is – not just my county, our my district, or my program area but all of Iowa FSA and that is because of each and every one of you , your hard work and your dedication. It is because of you we are what we are and our efforts together make Iowa FSA what it is – something much bigger than any one of us bring to the Thanksgiving table and for that Thank you!

We sure have had bumps along the road this past year: the hiring freeze and then the very limited hiring; CRP cut offs and uncertainties; drought and storms causing us to implement our emergency programs which are never enough for those impacted by the disaster; commodity prices and their implications; the length of time it has taken to appoint our Under Secretary, Administrator, SED, and STC, our upper level leadership team have all been challenges. But we (Iowa FSA Offices) continue to deliver to the tune of over \$300 million of CRP payments; over \$200 million of ARC/PLC; over \$25 of new FSFL; over \$30 million of new MAL so far and we continue to manage a FLP portfolio of over \$1.6 billion. Because of all that you do, I say **THANK YOU**, Iowa farmers say **THANK YOU**, Iowa's rural communities and cities say **THANK YOU!**

Also I'd like to say thank you to Iowa's farmers because without them we wouldn't have the opportunity to serve as we do. Now back to you – thank you for giving me the opportunity to serve you as your acting SED in 2017. Together nearly 600 hundred strong we are much bigger than the sum of our parts, bigger than any one of us possibly could imagine and for that I am thankful.

HAPPY THANKSGIVING IOWA FSA!

Bob.





IASCOE President Jennifer Comer

Greetings to all of you from Southwest Iowa! Hopefully harvest is in full swing or even winding down for your producers and everyone had a safe and bountiful harvest!

We have been issued a challenge by the Midwest Area Executive for the 2018 year in each of the committee areas. The challenge is; to increase membership and participation in each of the committee areas. I have no doubt Iowa is up for the challenge and will shine (like always). However, in order to increase participation, I think it is important to update you on each committee area and give you a quick glimpse at what each does for you.

Awards: Award nominations are due **January 1, 2018**. There are three areas of Distinguished Service Awards:

Service to FSA – Agriculture ★ Service to NASCOE ★ Service to Community

Iowa has had the National Service to FSA-Agriculture winner the last two years, so obviously we have some pretty outstanding people in our offices. The nomination process is easy, you can find it at www.nascoe.org along with a handbook to detail the process. Along with DSA awards, we will be soon soliciting sick leave awards and years of membership awards.

Benefits: NASCOE offers benefits through Working Advantage to secure discounts for travel, hotels, theme parks, restaurants etc. They have recently secured a discount on Sam's Club membership. Contact your IASCOE District Director if you want more information. We would also like to hear from you on any benefits you would like to see available for members. And don't forget Dillard Financial Services, NASCOE's exclusive benefits provider. We are working with the Dillard's team to get some retirement and benefit training in Iowa in the near future. They will do one on one retirement planning with you at any time. They are also incredible financial contributors to NASCOE and the State affiliates. For more information on Dillard's services, check out the Benefits link at www.nascoe.org.

Emblems: Have you guys checked out the selection of FSA/USDA merchandise available on the NASCOE Store?? Seriously you wouldn't have to buy work clothes anywhere else! You can find the 'store' on the NASCOE webpage OR keep up with new items on the NASCOE Emblems by Superior Facebook page! And 8% of all sales goes to the NASCOE Scholarship fund. Not a bad return on investment.

Legislative: Are you a PAC contributor? If not, please consider it. There is a great deal of information available at www.nascoe.org and click on The NASCOE PAC. Our NASCOE Legislative Consultant, Hunter Moorhead, also works hard for us on Capitol Hill. Hunter keeps us informed of farm bill talks, budget issues, and works tirelessly to ensure we remain open and operating. He is a "farm boy" himself – he gets us!

Membership: Is everyone in your office a NASCOE/IASCOE member? Have you hired new employees that might not know what NASCOE is or why it is important to be a member? Membership is the backbone of our organization, as our workforce continues to decrease it is inevitable that our membership numbers will as well. If you have questions about our organization, what exactly it is we do or need help convincing a co-worker to join, visit with your District Membership committee person or your District IASCOE Director.

NAFEC: NAFEC is the National Association of Farmer Elected Committees. Your County Committee members are eligible for membership and you are eligible for associate membership. NAFEC meets regularly with our leadership in Washington DC to discuss program issues, program provisions, office placement and staffing issues.

Often times, NAFEC can discuss more directly than what NASCOE can. For more information, contact Mary Roberts, our State and Midwest Area NAFEC chair.

Negotiations: Do you see concerning inefficiencies/issues in FSA program areas? You may not be alone! These items could quite possibly be something that could be discussed during the Negotiation/consultation period between NASCOE and FSA Leadership. If you have items that you feel need to be addressed, please do not hesitate to submit them. You can contact me directly and I will get them on the list.

Programs: We all experience frustrations each day with our programs and software. If you have a suggestion for improvements or changes, submitting a program request is EASY! You can find the process at www.nascoe.org and click on Forms & Downloads or contact Angie Christian, Iowa Programs Chair.

Publicity: This is how we keep you informed. Tammy Eibey, Iowa Publicity Chairperson and her committee do an excellent job of publishing this newsletter and keeping you informed of information and fun facts of FSA operations and our FSA family! If you have an idea for a newsletter article, a topic or even want to write an article give her a shout!

Scholarship: NASCOE and IASCOE has a variety of scholarships available to members' children and members themselves. Your generous support to our live and silent auction at Convention each year funds our scholarships. Scholarship deadline is **January 1, 2018** and done online only!

Iowa IASCOE Committee Chairpersons

Benefits and Legislature	Steven Luke, Shelby County Jesse Wegner, Fayette County
Scholarship	Kathy Henley, Wayne County
Awards	Karen LaCour, Dickinson County
Membership	Joni Birkhofer, Cedar County
Publicity	Tammy Eibey, Jones County
NAFEC	Mary Roberts, Calhoun County
Programs	Angie Christian, Kossuth County
Emblems	Kitty Benda, Marshall County Kathy Baker, Marshall County

So there you go – a quick run-down of our committees and what each does for our members. Most committees have a representative from each IASCOE district in Iowa. If you are interested in lending your talents to any of these committees please don't hesitate to contact the chairperson or your IASCOE District Director and let them know, we are always looking to get more people involved. As for what you can do to help Iowa in the challenge, nominate someone for a DSA award, submit an article for the newsletter, get a co-worker to become a member, encourage your children to apply for a scholarship, do a group order of apparel from the emblems store! Your participation helps!

Take time to enjoy the upcoming Holiday season with your family and friends. Thank you for all you do for our agency and our producers.

Jennifer Comer
IASCOE President





IASCOE Vice-President
Jesse Wegner

Thoughts from the North East

What is there not to love about the fall season, cool weather, football, trick or treaters, fall decorations (OK, that is my wife's favorite thing) and the harvesting of another year's crop. Fall is usually the time when I reflect back on the accomplishments, challenges and major events that shaped the year in our office. It is also the time were I have my highest job satisfaction. All the time spent on a lot of programs throughout the year is building toward Fall as FSA wraps up another year of supporting our producers by issuing ARC-CO/PLC, CRP, LIP, ELAP, LFP and Marketing Loan assistance. It is a lot of work to get to this point but it is extremely rewarding! Take a moment to reflect on all the hard work you have achieved and the lives you have impacted this year.

In the uncertain reality of continuing resolutions, hiring freezing's and doing more with less.....take stock in that fact that you are all making an impact in your rural communities every day and that FSA is a proud agency that is tasked with an unbelievable mission of providing a safety net for America's farmers. I know that I am preaching to the choir but it still needs to be said, Thank You for your dedication and the service you provide!

NASCOE continues to work hard to representing you. A steady stream of program responses keep rolling out from all across the country. If you are not seeing these responses go to the NASCOE website <https://nascoe.org/> and submit your personal email to follow their blog. This will ensure that you are getting timely information on all NASCOE related issues. If you or your office has not submitted a program submission, please do so! Your input makes a huge difference. Step by step instructions can be found in this newsletter, courtesy of Angie Christian. Thank you for your input and involvement!

Happy New Year (FY18)!

Jesse



IASCOE Treasurer Judy Dameron



Wellness Day 2017

Wednesday, September 13, started out like any other day in Louisa County. Staff was on time and the weather was looking great for the afternoon Wellness Day with Washington County. The Louisa County staff traveled to Marr Park in Ainsworth, Iowa to meet up with the Washington County staff. The lunch menu consisted of Subway sandwiches, pasta salad, homemade salsa and chips, and of course dessert. Nutrition was needed for what was in store for them after lunch.



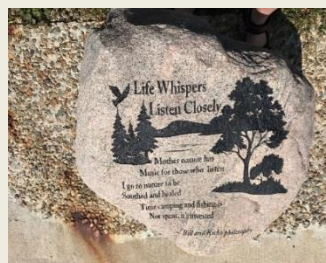
CORNHOLE!! Who doesn't like a little competition between offices?!?!? Two sets of boards were used. Board one was Cyclones and board two was Hawkeyes. Board one consisted of Lori & Deanna from Washington vs John & Dawn from Louisa. Board two consisted of Lisa & Pat from Washington vs Judy & Janice from Louisa. The games began and bags were flying everywhere. Board one was won by Washington and board two was won by Louisa. Now it was time for the championship game; Judy & Janice vs Lori & Deanna. The crowd was in awe when Judy sunk three bags in a row. She knew there was no skill involved just a lot of good luck. Well, Louisa County ended up winning 21 – 9. Everyone was considered a winner and received a treat bag put together by Washington County CED Bill Bartenhagen.



Next up was the casting contest. We had a kiddie pole with a plastic fish on the end of it. We tried to see who could cast the farthest. Some landed in the tree, some in the weeds by the pond and some didn't go past their feet. The casting contest for distance was won by Kathryn & Bill from Washington. The winner received a toy golf set. Lisa from Washington won the kiddie fishing pole for the shortest distance...at her feet! So then we decided to try to get our fish in the hula hoop ring. Let's just say some people need to keep their day job! The grand prize for overall winner was a case of adult beverages that went to Louisa County for their outstanding performances.



All in all it was a great day enjoying the outdoors and the camaraderie of fellow FSA employees.



Submitted by Team Captain

Judy Dameron
Louisa County



IASCOE Secretary Wendi Denham

Greetings from Southeast Iowa! The leaves have been changing colors, the weather is changing to cooler temperatures, and the holidays are just around the corner. That is significant for IASCOE, as that means that fall nomination forms will soon go out for Districts 1, 2, 3, 5 and 7. As the leaves and weather are changing, perhaps it is a good time to ask yourself if it is also time for a change in your life. As our employee base becomes smaller, our membership does as well. As a result, it becomes more and more difficult each year to fill positions for each district. Perhaps this opens up a great opportunity for some members to make a change and volunteer to serve their districts. If you are interested in being a voice for interests and concerns of your district, and/or if you are interested in meeting new people and making life lasting friendships, serving as an IASCOE Director could be an excellent fit for you!

Undoubtedly, change is hard. As a new IASCOE Director and Secretary, the last 7 months have been a learning curve for me. Admittedly, I am still getting on my feet in the position and learning what I am supposed to be doing to and best serve my district and the association. However, I can attest that the rewards are worth the change. I reluctantly stepped up into the Decorating Chair role for the 2016 NASCOE Convention. The task I was charged with was a large one, being responsible for ensuring multiple events were well decorated with a limited budget. The experience proved to be an invaluable one for me. I have gotten to know other employees that I had only been acquainted with for years. Furthermore, I got a taste of what IASCOE is truly all about, which made me want to become even more involved.

All told, be on the lookout soon for nomination forms. Please thoughtfully consider serving as a Director or nominating someone you know who would do an excellent job in the position. Be the change you wish to see in IASCOE and FSA!

Wendi Denham, Secretary



For More Information: www.nascoe.org
<http://midwestnascoe.org/committees/publicity-web/>
<http://www.iascoe.org/>



2018 IASCOE Convention News!
Iowa will be hosting the 2018
Midwest Area Rally

WHEN: IASCOE- March 22, 2018

MWA Rally- March 23-24, 2018

WHERE: Downtown Marriott, Des Moines, IA

- Reservations can be made online www.marriott.com/DSMIA or call (800)-228-9290
- Use Event Name: Iowa State County Office Employees Midwest Area Rally

Activities Planned:

Thursday- Scavenger Hunt

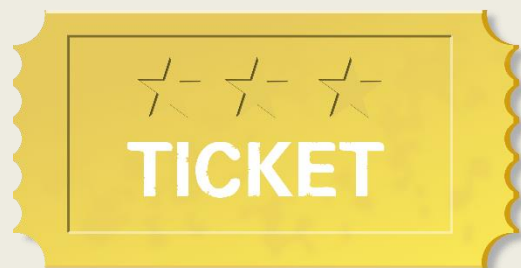
Friday – Farm Rock Band

Like them on Facebook: <https://www.facebook.com/Farm-Rock-146832448724310>

Keep an eye out for more information
as details are finalized!



Iowa is hosting the 2018 Mid-West Area Rally in conjunction with our state convention. It will be held on March 22-24, 2018 at the Downtown Marriott in Des Moines. Sooo – we have decided to bring back the old raffle tickets. This will help IASCOE defer some of the costs. Please contact a director for more information.



NASCOE ITEMS:

NASCOE President- Dennis Ray



The NASCOE executive committee, national committee chairs and the legislative committee all met in Sioux Falls, SD the weekend of September 15-18, 2017 for the organizational meeting. The meeting was held at the Ramkota Best Western and Convention Center, which will be the site of the 2018 National Convention. The South Dakota association is preparing for a great convention and I hope that you all plan on attending.

With several new team members present, we started the meeting by going around the room and introducing ourselves. I was once again amazed by the dedication and generosity of NASCOE members. Several members of the team were missing family gatherings, children's ballgames and other important events just to be there on behalf of all membership. I am extremely grateful for everyone who donated 4 days of their time to work on NASCOE business.

Our legislative consultant, Hunter Moorhead, was unable to attend due to obligations in Washington but he met with the group by phone in the Saturday morning session. He also spent about an hour and half on the phone when the legislative committee was holding their breakout session on Sunday. In addition to setting their action plan for the upcoming year, the legislative committee worked on finalizing their new PAC promotion.

Teresa Dillard and John Lohr of Dillard Financial Services met with the team to review the past year accomplishments and to go over their plans for the upcoming year. They shared their training plan, which has been reviewed by the Acting DAFO, for the coming year. They also presented a request to extend their contract for an additional 4 years. The executive committee took the request under consideration and also initiated a comment period from membership. You should have received an email through your area exec asking for feedback and where to respond.

Any time the executive committee meets together, we address the business of the association but the main purpose of the organizational meeting is to set a course of action for the coming year. The national committee chairs all presented their goals and plans for the year and the executive committee discussed and acted on their requests. The remainder of the meeting was spent setting the goals and priorities of the executive committee. I will list a few below.

- Maintaining and strengthening the authority of the County Committee. This includes educating our members on the history of the county committee and the importance of the grass roots system of government. NASCOE has a working group devoted to protecting the authority of the county committee.
- Improving our communication with membership. Breakdown in communication has been one of our biggest issues for as long as I have been a member. We have several ways of distributing information including the NASCOE NEWS Facebook page, the NASCOE webpage itself, a distribution chain through the area execs and a national database for distributing sensitive information.
- Building and maintaining relationships with management. This process has been delayed due to the lack of appointees in the national office but will be a high priority as they come into office.
- Working with management and the Managerial Cost Analysis working group on a workload tool that provides valid data down to the county level.
- The reorganization of the mission area announced by the Secretary and how it might affect field the footprint of our agency will be a point of emphasis. We have a task force looking at current operations and how that might change going forward. This task force is also reviewing shared management operations to see if there are ways they can be made less burdensome for the staff. NASCOE also has a representative assigned to a National Office task force on shared management operations.

There isn't enough space to provide a complete list and we go into this year realizing that circumstances will come up that will require immediate attention. That is part of why we stress an effective communication strategy. We want to be able to share information with you but we also need for you, our membership, to have an avenue of contacting us when a new issue comes up. Please feel free to contact your area exec or a national officer if you have an issue or concern. You can also contact me directly if you prefer that. My personal email is djray2239@sbcglobal.net and my cell number is 573-382-2087.

The entire leadership team is here to serve you and I thank them all for volunteering their time, talents and personal resources. We look forward to having a good year and invite you to share any thoughts or concerns you may have.

Sincerely,

Dennis Ray
NASCOE President

MIDWEST AREA NASCOE NEWS:

National Association of FSA County Office Employees



MWA Executive Report
2017 - 2018 Organizational Meeting Exit Report
September 22, 2017
Christopher Hare

UNITY:

- the quality or state of not being multiple : **ONENESS**
 - a condition of harmony : **ACCORD**
- the quality or state of being made one : **UNIFICATION**

Without *UNITY* there is no *STRENGTH*. Greetings Midwest Area. As I start into my second and final year serving as your Midwest Area (MWA) Executive, I feel we need to be reminded of this. I look at NASCOE as 5700+ paths converging into one. Each path has experience, ideas, beliefs, etc. We must respect each other's path traveled and come together for a strong outcome. The NASCOE word is starting to spread. We continuously push ourselves. With every push, the bar gets set higher than before. State Officers, State Committee Chairs, and Board of Directors, I ask you to unify your goals. Work with each other, not against each other. Present tact and unity, rather than rogue and division.

I am pleased to announce the following Committee Chairpersons have been approved:

2018 MWA Chairs

Awards:	Kathy Balbaugh - Ohio
Benefits:	Jon Williams - Wisconsin
Publicity/Webmaster:	Teresa Holmquist - Minnesota
Negotiation Consultant:	Debbie Staley - Illinois
Membership:	Leann Oltmanns - Illinois
Legislative:	Kay Lumsden - Michigan
Emblems/ Scholarships:	Tina Young - Missouri
Programs:	Jamie Garriott - Indiana
NAFEC:	Mary Roberts - Iowa

2018 MWA Judges

Scholarship:	Awards:
Marilyn Dunn - Minnesota	Debbie Leeper - Missouri
Tammy Morrison - Illinois	Judy Dameron - Iowa
Michele Stahl - Ohio	Mindy Lolie - Illinois
Alt: Tammy Pruin - Iowa	Alt: Brandi Tatum - Missouri

Working with Jackson has been a real privilege. His thinking, knowledge, energy, and passion for NASCOE is inspiring and motivating to me. I want to thank him for all of his support and hard work he does for our area. To our Area Committee Chairs, you too make this position great. All of your handwork is recognized all over the country. You each take pride and ownership in your Committee Area and that is remarkable. Thank you!

I look forward to serving with this year's Officers, Exec Committee, and National Chairs. As I watched the room this year at the Organizational Meeting, I see well rounded, professional leaders who care about you, our membership.

The MWA was well represented.

Other attendee's from the MWA included:

- Jackson Jones, MWA Alt Executive / NASCOE National Legislative CO-Chair
- Kay Lumsden, MWA Legislative Committee Chairperson
- Teresa Holmquist, NASCOE National Publicity Chairperson
- Deb Esselman-Baird, Past NASCOE Secretary
- Curt Houk, NASCOE Treasurer
- Dennis Ray, NASCOE President



Falls Park, Sioux Falls, South Dakota

Our new leadership is working for you! Communication is key to getting members involved. If you or any member wants to get more involved, please let Jackson or I know. NASCOE currently has 7-8 task forces with 40-50 people serving on them to ensure our benefits are protected.

As I start with communication, I want to remind State President's to CC me on emails you send to your state. Particularly the emails I send out to you that are meant for distribution to all members. I want to see timely turn arounds notifying members in your states. This arena needs improved. If you can't send it out, delegate it to your Vice-President. If I send an email, and I don't see where you forwarded it on to your states membership, I will randomly contact a member from your state to ensure they are receiving the emails. You may be thinking, "wow micromanage much Chris?" Maybe so, but we have to timely get those emails to membership. Membership craves knowledge.

As I listened to Jim Iverson, RASCOE President speak, he stated "contacts are important. Congressional contacts are important." Once all MWA states have completed their Legislative Contact Spreadsheets, we will have an area Conference call for the next phase. The making contact phase. I feel that this type of exercise will help prepare members for our next legislative fly-in whenever that may be.

It's that time of year for performance reviews. All employees are encouraged to read national notice PM-2991. I want to make sure that we are all on the same page; Program Technician's (PT's), your rating official is the County Executive Director (CED) and the District Director (DD) is the reviewing official. CED's the County Committee is your rating official. The State Executive Director (SED) is your reviewing official. The District Director shall data load the rating the County Committee has agreed upon. If there is any variation of this process, rating changes, disputes, etc. Please let me know immediately.

The Organizational Meeting was packed with a lot of work and information. Below is a brief overview by committee. As Jackson stated in the Post National Convention Bulletin, the MWA Committee Chairs are going to be relied on more than ever. We want them to build working relationships with each of their respective State Committee Chairpersons, while maintaining a good working relationship with each respective National Committee Chairperson.

Below is a breakdown of some updates from the 2018 Organizational meeting by Committee Area:

Legislative: Donnie Green, Jackson Jones

- Upcoming PAC promotion was discussed. **PAC promotion is set to begin on 10/1/2017 and run through 08/01/2018. Details to follow.**
- Hunter Moorhead, Cross Road Strategies:
 - Continuing Resolution until 12/18/2017
 - President signed a Hurricane Relief package (Harvey) – Wildfire Relief Package/ Hurricane Irma relief package likely to follow. Awaiting the estimate of damage out there due to hurricanes, There might be ag assistance due to the areas that were hit.
 - Farm Bill – quiet talks are continuing
 - USDA -
 - Chris Beyerhelm will resume in his previous role, while Steve Peterson will be new Acting Administrator
 - RE-ORG – Lot's of rumors floating out there. If you hear a something unsettling, please let your Exec know. More than likely it's just a rumor at this time. NASCOE and Hunter are working for you.
 - SED Status – Some SED's have been selected.
 - DAFP – unknown until Northey is confirmed
 - DAFO- unknown until Northey is confirmed

Programs: Dana McKinney

- Program submissions are already being submitted.
- Continue to promote to all members to continue to submit
- Negotiation items are due by 12/15/2017.
- MWA is already leading the way this year with the number of program suggestions. Keep up the great work.

Awards/Emblems/Scholarships : Micki Crider

Awards

- Micki reviewed current proposed updates to the Awards & Scholarships handbook.

Emblems

- **Emblems had a big year this year.** Between August 1, 2016, through July 31, 2017, \$50,739. Emblems sales during National Convention were \$10,047.

Scholarship

- Micki wants to remind everyone, that the scholarship winners thank you letter must be received before the scholarship money is disbursed.
- Starting this year, if an applicant selects the wrong category, the applicant will be disqualified.
- **October 15, 2017 is the anticipated date for the software to be open to start applying online for scholarships. THE DEADLINE TO APPLY IS JANUARY 1.**
- **States – PLEASE State publicizing this immediately. Do not wait until the last minute to send out to your state membership.**

Benefits: Christy Randall

- The Benefits Committee has been working on a new benefit with Sam's Club. Members in areas that have interested in some form of Sam's Club / NASCOE benefit. Once all of the details will be finalized, Benefit's chairs will be forwarding this information.
- Christy reminded everyone that the Benefits Committee is still working with Costco for a discount for NASCOE members.
- Christy reminded everyone, she and all area Benefits chairs want to hear any new ideas for benefits. She stressed no matter how small or large the idea could be, it could be one that the could be a winner for all members. Submit your ideas today.

Membership: Lynsey Brooks

- Lynsey wants all execs to poll which states currently have a membership database, and which ones do not. What information is included in your membership database (i.e name, address, office, contact phone numbers, email addresses, years of membership?)
- Are membership chairs receiving, reviewing, and reconciling their reports monthly?
- Does each state have a way to track new hires?
- Does each state have a way to track employee's retiring?
- Is each state tracking membership for counties or individuals? Does a state have a better way of tracking this information?
 - (MWA Exec stated that Indiana had records by county since 1959. It took time, but he feels Indiana is now on track with recognizing County Membership).
- Communication:
 - Lynsey is looking at creating a closed Membership Facebook page for committee chairs?
 - Are states reaching out to non-members? Should we try a letter campaign?
- Jump Teams:
 - States Membership percentage must be less than 60% to be eligible for a jump team.

(I will have LeAnn check in December if any of the 0% membership counties she reached out to had at least 1 employee join).

Publicity: Teresa Holmquist

- Making some changes to the current nascoe.org website. Many of the changes are "background" changes where the users may not even notice the change has occurred.
- Teresa is wanting feedback on the area bulletins.
 - Do you like our format? Should there be a uniformed bulletin?
 - Should we include an article from the President, Vice-President, Secretary or Treasurer in our area bulletins?
 - Have you clicked on the +follow button on the website and entered your home email address?

NAFEC:

- NAFEC Is currently working on an automated process to track their membership. NAFEC has been working on updating and ensuring their membership data base is accurate. If you received a letter stating you are not a member, but you have paid your dues or you have your dues electronically withdrawn every pay period, please email Mary Roberts, Chris Hare, and Jackson Jones so we can work with you in resolving this error.

2018 NASCOE National Convention – Sioux Falls, South Dakota

After taking a tour of the facilities and spending time in the city of Sioux Falls, I am looking forward to seeing all the hospitality the South Dakota association has to offer us. I have received 50- \$20 raffle tickets for each state. Please start promoting these immediately to your states. Prizes are listed on the tickets.

Closing thoughts to MWA State Associations:

1. If an emergency occurs and I am not available, please contact Jackson Jones.
2. 2018 State Conventions- As soon as your state has set their 2018 state convention, please let Jackson and I know.
3. NASCOE Attorney – This is a huge benefit for NASCOE members. Last year 30-40 issues resulted in the use of the NASCOE attorney. It is preferred that personal cell phones and emails are used when seeking advice during adverse actions.
4. SED Placement & Association Introductions – It is encouraged that State Associations should make contact with newly appointed SED's to introduce your state association and NASCOE almost immediately upon placement.
5. **DUES- State President's please make sure your dues are submitted timely. Transmittal forms can be located at <https://nascoe.org/forms-downloads/>.**

Respectfully submitted.

Christopher L. Hare
NASCOE MWA Executive

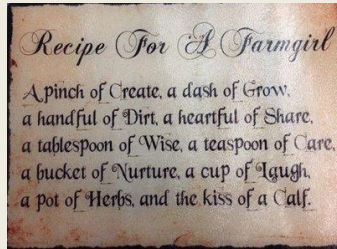
Contact information:

Phone: 765-505-3355

Email: Chrishare05@gmail.com



NASCOE EMBLEMS: 8% of all sales go to the NASCOE Scholarship Fund



Tall Apparel

Gift Ideas

Bags and Purses



Dress Shirts and Polos

Outerwear

T-Shirts

NASCOE Gear Provider:

Superior Trophies, Screen Printing and Embroidery

216 South Main Street

Marion, KY 42064

(800)342-9273

nascoebysuperior@gmail.com

<https://nascoe.org/store/>

~NEW~

A new benefit for NASCOE members is now available. The Sam's Club benefit is back - please see the flyer below for more information! If you have questions, please contact your area benefits chair.



Join or renew
and receive a
\$10 gift card*



Members-only Services



Special discounts on legal services and bundles



Save up to 25% on identity protection services**



ClubPickup

A convenient, fast and free service



FREE Rx Program†

Plus members can receive five select prescriptions for free and deeper discounts on qualifying prescriptions



How to Redeem

1. Print this offer or show it on your mobile device at your local club's Member Services Desk
2. Show proof of Membership with NASCOE

Associate Instructions

For new or renewed memberships:
Key in item #980036421
for \$10 gift card

*Join or renew as a Sam's Plus®, Sam's Savings® or Sam's Business® Member and receive a Sam's Club® Gift Card worth \$10

This offer is limited and may be terminated or changed at any time. You must be 18 or older to purchase a membership, and membership is subject to qualifications. Gift card will be provided at the time membership card is issued or upon renewal. This offer may not be combined with any other offer or promotion. Only one gift card per primary member. Gift card may not be used to pay for membership fee, travel purchases or select services, and must be claimed within 30 days of membership sign-up or renewal connected with this program. Membership cards are non-transferable and are valid at all Sam's Club locations worldwide. Walmart® and Sam's Club associates are not eligible for this offer. A Sam's Plus Membership and Sam's Savings Membership include one primary card and one spouse (or other household member 18 or older) card. A Sam's Business Membership and Sam's Plus Membership for business include one primary card, one company card and one spouse (or other household member 18 or older) card. Primary memberships are valid for one year from the date of issue. Offer not valid online. Visit SamsClub.com/privacy to view our privacy policy. Offer not valid in Puerto Rico. For a limited time only. One-time use only. Only original offers will be accepted. Offer void if copied, purchased or sold. Offer valid through JANUARY 31, 2018

** Compare to retail pricing. 25% savings is only available to Sam's Plus Members.

† Free prescriptions are available to Sam's Plus Members only and not to non-plus members. Offer is not transferable and available only at Sam's Club Pharmacies, and is not available on SamsClub.com. Only the quantity, formulation and strength stated on the Extra Value Drug List ("EVDL") sheet will be offered for \$0. Full list available at SamsClub.com/freerx. There will be a cost for quantities greater than the listed quantity. Prices listed in the EVDL do not apply to purchases submitted to any health benefit program, pharmacy benefit program, insurer or government health care program. Free medications are not available in the following states: CA, GA, HI, MA, MD, ME, MN, OK, OR, PA, RI, SC, VT, WI and Puerto Rico. This offer may not be combined with other offers, discount cards or discount arrangements, or promotions. Free prescriptions are not available when the listed prescriptions are dispensed as part of a compound. Valid prescription required. Other restrictions may apply. Terms subject to change without notice. See your local Sam's Club Pharmacy for details. Taxes or other fees may apply.

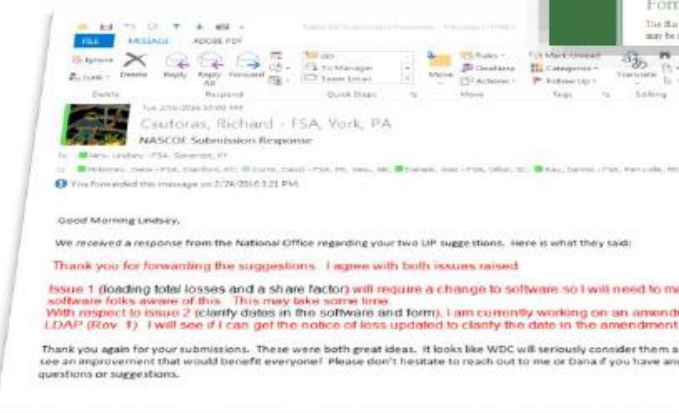
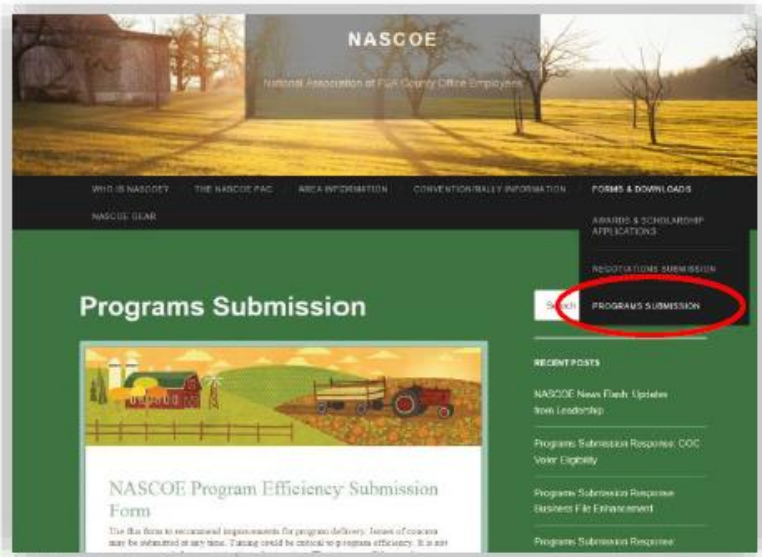


NASCOE can take your PROGRAM EFFICIENCY SUGGESTIONS directly to the National Specialists!

Have a solution to a program or software problem or inefficiency?

1 Visit nascoe.org and submit your idea through the Program Efficiency Submission Form.

2 A state, area, or national programs chairperson may contact you for further clarification of the problem/solution, and will keep you informed of their communication with WDC!



3 Once the National Programs chair has consulted with the National Office, the response will be shared on the NASCOE website.

Programs suggestions can be submitted on work time and NASCOE has the ability to work on these ideas year-round, not just at negotiation time. Send in your ideas as soon as you think of them. NASCOE wants to see prompt results when it comes to your ideas for how we can improve the way we do business!



NASCOE Negotiation Process!

One of the most important functions of NASCOE is the negotiation process. This is an opportunity for NASCOE to present member's concerns and issues to management in an effective manner and this process has been very successful in the past.

I encourage everyone to take some time and utilize the negotiation form at <http://www.nascoe.org/Pages/Negotiations.aspx>.

Be sure to clearly state the issue with background and facts, your position on the issue, recommendations for resolution, and any handbook/Notice references.

If you have any questions, please contact your area chairperson as follows:

Area Negotiating Consultants

MWA

Debbie Staley, IL

NEA

Jessica Walls, WV

NWA

Jenae Prescott, ID

SEA

Sabrina Conditt, AR

SWA

Tracy Wilson, OK

Remember, this process is directed more toward member benefits. Program suggestions should be submitted through the program page on the website at <http://www.nascoe.org/Pages/Programs.aspx> and the submission form is posted there. (see Previous Page)

Please have all negotiation items submitted by December 15, 2017.



AWESOME JOB! THANK YOU! YOUR ARE VALUABLE!

What better way to let someone know that they have done a great job, than to show acknowledgement through nominating them for an award for their efforts! No time better than now to do so. Please review the options below to take that opportunity to acknowledge a great job.

Extra Mile Award for ANYONE!

The beauty of this particular certificate program is that you can request an Extra Mile Award certificate for virtually ANYONE and at ANYTIME, not just IASCOE/NASCOE members that have gone the "Extra Mile"!

Do you know an individual who has done a good deed for someone else, without any return expectation? Is there a school that raised funds for a cancer research? How about a USDA Service Center that gathered food items for FEDS Feed Families? Or how about a neighbor that raked your leaves while you were at work? Bottom line is that with this certificate, you can show your appreciation to anyone, NASCOE Member or not to say, "Thank you, and I appreciate what you have done." The certificate does not come wrapped with ribbons or bows, nor is it framed, however, it is a professionally prepared certificate to honor the deserving recipient. You may frame your certificate before presentation as you see fit. Guaranteed to put a smile on the giver and the receiver every time! Just fill out the online form under the Awards tab on the NASCOE web- site (www.nascoe.org) and the certificate will be mailed to you within days!

Distinguished Service Awards

We all know at least one fellow IASCOE/NASCOE Members that have gone over and above in their:

Service to Communities for those who have contributed to Community needs!

Service to NASCOE for those who have gone above and beyond for NASCOE!

Service to FSA- Agriculture for those who have gone above and beyond to enhance FSA Agriculture efforts.

A great way to show your support and appreciation of Service well done is to nominate those deserving of acknowledgement. To nominate a deserving fellow IASCOE/NASCOE Member for any of the above categories that you feel they have earned the nomination, please complete the online form that can be found under the Midwest Area Awards link on the NASCOE website at www.nascoe.org no later than January 1st. The nominations do not have to be lengthy. For help in preparing the nomination, please see the section under the Awards link on the NASCOE website.

Sick Leave Certificates

The NASCOE Awards program offers sick leave certificates to persons that have for the first time reached a new sick leave milestone during their career with FSA. Sick leave certificates are a great way for a state to recognize dedicated NASCOE Members whom have reached 1,000, 1,500, 2,000, 2,500, 3,000 plus each additional 500 hours of unused sick leave prior to January 1st. You may submit your names, county, and hours at any time, however those received The certificates are awarded at the State and/or National Convention as applicable. NASCOE also provides a plaque at the National Convention for NASCOE Members whom have achieved 3,000 or plus hours of unused sick leave and is awarded at the National Convention. Simply send the name, county, and # of hours reached to your State Awards Chairperson no later than January 1st each year.

If you have any questions on any of these awards, please do not hesitate to contact your IASCOE District Committee person as listed on the IASCOE.org website or myself at any time with questions.

IASCOE State Awards Chairperson
Karen LaCour , 2320 110th Ave., Lake Park, IA 51347
Phone: 712-330-1347 Email: cmego@evertek.net



Got an amazing co-worker?

Do they do more than what's required for FSA or Agriculture?

Are they really involved with the community?

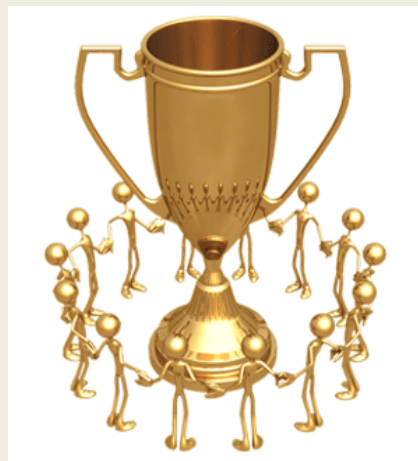
Are they working hard for our employees through NASCOE?

Take a few minutes and nominate
him/her for a NASCOE
Distinguished Service Award!

Nominating him/her is easier than ever!

The nomination form is available at:

www.NASCOE.org under Forms and Downloads



2017 National DSA Winner
Steve Abbas, Iowa
Service to FSA/Agriculture
Submitted by Mary Roberts, Iowa



Wes Daniels, NASCOE President, Steve Abbas and Mary Roberts, Iowa

2018 NASCOE Scholarships

IASCOE/NASCOE Scholarship Deadline January 1, 2018

Scholarships through IASCOE/NASCOE include:

- **Traditional Scholarship** (member's child) graduating high school senior or first year college freshman, full time student with a minimum of 12 hours
- **Open Continuing Education Scholarship** (member, spouse, child, or grandchild) 2nd, 3rd, or 4th year, or graduate student, with 6 or more credit hours per semester
- **Member Continuing Education** (NASCOE member) continuing their education
- **Continuing Education for Adult Children of Members** (member's adult child, or grandchild) 5 or less credit hours a semester
- **Grandchildren Scholarship** (member's grandchild) 12 or more credit hours per semester
- **Associate Member Scholarship** (associate member, spouse, child, or grandchild) minimum of 6 hours of enrollment

Deadline to apply is January 1, 2018. All applications must be submitted online at www.NASCOE.org (Forms and Downloads). Iowa is in the Midwest Area. A complete list of eligibility requirements are also available under forms and downloads. The NASCOE member's dues must be paid and membership kept current for the past 5 years or if less than 5 years, continuous membership since becoming a NASCOE member within the first 12 months of becoming a permanent employee.

Very Important to Note******Applications must be completed and submitted in ONE session.** Please review the following questions and have your responses saved in a word document so that they can be copied and pasted into the online application form. You will also be required to submit a Letter of Recommendation and Copy of your Official Grade Transcript. Supporting documentation must be emailed to mwascholarships@gmail.com All supporting documents should be sent in one file named as follows: first initial, last name, state abbreviation (ex: J Farmer IA). If you need to submit more than one file due to size, please number them sequentially (ex: J Farmer IA 1)

1. Tell us about yourself. What are your hobbies and interests? What is the one thing we really need to know about you?
2. Tell us about school. Where do you currently attend school? What are your grades? What are your extracurricular activities? What honors and awards have you received through school?
3. Are you involved in your community and church? If so, tell us about your involvement. What groups are you in? What things have you done to improve your community, church, and yourself? What honors and awards have you received through community or church involvement?
4. What are your plans for college? Where do you want to go to school? What do you intend for your major to be? What is your ideal job?
5. From production agriculture to agricultural law to commodity trading, the industry of Agriculture is incredibly varied. What impact will agriculture have on your future?

Additional information may be found at www.NASCOE.org. Questions may be addressed to Iowa Scholarship Chairperson, Kathy Henely at: henelydk@yahoo.com or by calling 641.217.8096.



FSA HIGHLIGHTS.....

FSA Golf Tournament

By Gary J. Yoch, Humboldt County FSA Executive Director

On Friday, August 25th, some of FSA's finest (and not so fine) golfers met at Spring Valley Golf Course near Livermore in Kossuth County for the annual FSA Golf Tournament. Eleven 4-person teams enjoyed great weather, great people and one of the nicest golf courses in north-central Iowa. This year's format was changed, making the tournament an 18-hole, 4-person best shot event jointly organized by staff members of the Kossuth and Humboldt County FSA offices. The tournament is open to family and friends of FSA employees. Hospitality and lodging the night before were in nearby Humboldt.

Each team had a unique, creative name. Interestingly, the team named "Not Gonna Win" comprised of LeeAnn Davis, Debi Ostrander, Ryan Leners and Justin Davis claimed first place in the Championship Flight! Also tied for the win, but coming in second based on the tie-breaker hole were the "Putt Alongs" that included Patti Murray, Brad Murray, Shelly Kohlhaas and Alan Kohlhaas. Cash prizes and golf balls were awarded for first and second place in all three flights, plus cash for longest putt, closest to pin, long drive for women and long drive for men. Each participant also received a door prize donated by Kossuth County ag-related businesses.

Traci Yoch, member of the "Hopeful Hackers" and spouse of Humboldt County CED Gary Yoch received special recognition for shooting "lights out" on hole #9 as her drive on the short par 3 hole veered to the right, hit and broke a street light--see attached photo.

Thank you to all those that participated in this event. We look forward to next year's tournament at a location to be announce next summer.



SIDE NOTE: History of the golf outing beginning came about by a former employee (district director) Gary Brewer. Gary died suddenly one day. He always enjoyed golfing and being around people and found organizing functions was a great way for team building. After his passing is when IASCOE honored Gary and started calling it the Gary Brewer Memorial Golf Outing. It had been known as an IASCOE event. We chose to just call it FSA golf outing as we are one even though we have GS and CO employees throughout the state. It is important that we include all employees and break the separation of "sides of FSA". So, we naming it FSA golf outing. Gary Brewer would be very proud!

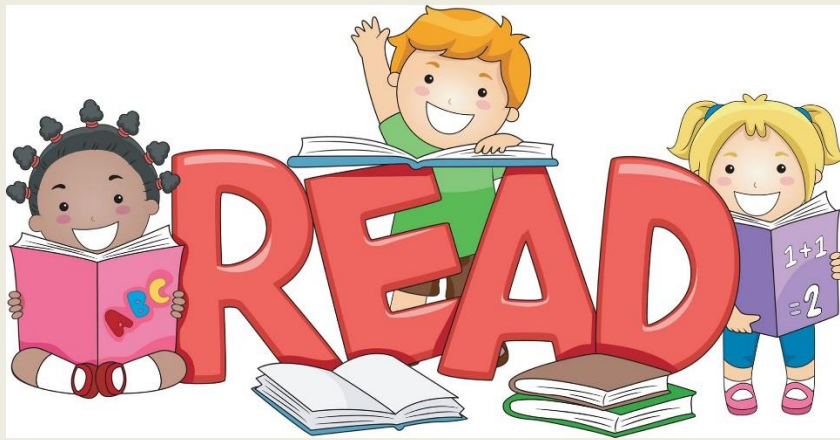
FFA's HIGHEST HONORS!



Anthony Furlin received his FFA American Degree at National FFA Convention in Indianapolis, Indiana on October 28th. **The American FFA Degree is awarded to members who have demonstrated the highest level of commitment to FFA and made significant accomplishments in their supervised agricultural experiences (SAEs).** The American FFA Degree is awarded at the National FFA Convention each year to less than 1% of FFA members making it one of the organization's highest honors.

Anthony is a member of the Seymour FFA Chapter and was the first American Degree recipient from the Seymour Chapter. He is a junior at Northwest Missouri State University studying Agronomy and Ag Business. He is the son of Dan & Martha Furlin of Numa, Iowa. Martha is a PT in Wayne County. Attending the ceremony with Anthony were Dan, Martha & Danielle Furlin and Chanae Fitzgerald, Seymour FFA Advisor.





The importance of Reading ---

Kate and Addison recently enjoyed the opportunity to participate in the "Read to Rover" program at the Winterset Library. Snoopy, a trained therapy dog, listens intently to the twin granddaughters of Dorothy Allen, PT in Warren County.



Happy Halloween



Happy Halloween from Sadness and the Calhounas

Did you know this about the Agriculture in OUR Great State of Iowa?

Iowa's TOP 5 Agriculture Exports, 2015

(value in million \$)

Soybeans - \$2,516

Pork - \$1,989

Feeds and Other Grains* - \$1,506

Corn - \$1,398

Soybean meal - \$639



Iowa's TOP 5 Agriculture Commodities, 2015

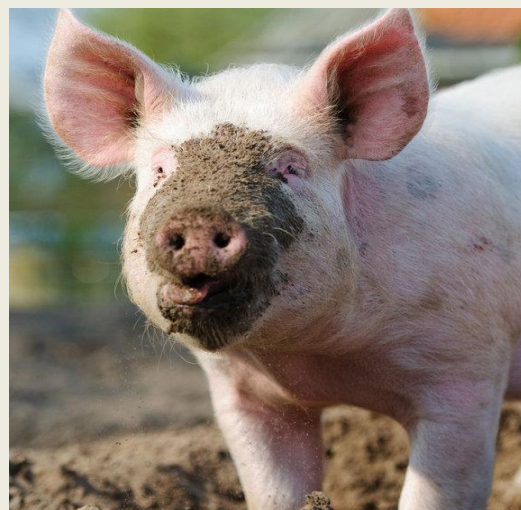
Corn - 30%

Hogs - 27%

Cattle and calves - 16%

Soybeans - 16%

Chicken eggs - 6%



General

Iowa has 55,875 square miles of land. Over 85% of Iowa's land is used for agriculture.

Iowa ranked 2nd in 2015 in the nation in farm cash receipts at \$35 billion.

Iowa's 43 ethanol plants have a combined annual capacity of 4 billion gallons of ethanol annually. Iowa produces more than 30% of the nation's ethanol.

Iowa ranks second in total agricultural exports. Iowa farmers exported more than \$11 billion worth of agricultural products in 2015.

Climate & Soil

Iowa temperature averages 21°F in January and 76.5°F in July. The annual average temperature ranges from a low of 11°F to a high of 86°F.

Iowa's average precipitation is 35.7".

Iowa is the 2nd windiest state generating more than one-third of net electricity from wind.

The Iowa state soil is a series called "Tama."

Iowa has at least 11,000 different soils.

Iowa has some of the richest and most productive soil in the world.

Crops & Livestock

Iowa ranks 1st in the U.S. in corn and 1st soybean production.

Iowa farmers harvested 13.5 million acres of corn (2.7 billion bushels) in 2016.

Iowa corn crop values \$8.8 billion.

Iowa harvested 9.45 million acres of soybeans (571.7 million bushels), in 2016, which valued \$5.3 billion.

Livestock in Iowa consumes 461 million bushels of Iowa Grown corn annually.

Iowa leads the nation in hog and egg production.

Over 240 million pounds of cheese are made in Iowa per year.

There are 22.4 million hogs (almost 32% of the nation's hogs), 3.9 million cattle, 175,000 sheep and 60 million chickens in Iowa. Iowa chickens laid 16 billion eggs in 2016.

Iowa's dairy industry produced an estimated 5 billion pounds of milk in 2016. The average milk produced per cow was 23,634 pounds.

Iowa ranks second nationally in red meat production. In 2016, 7 billion pounds of red meat were produced.

The 165 thousand sheep shorn in 2016 produced 900 thousand pounds of wool.

Iowa ranks tenth in wool production.

Nearly one-third of the nation's hogs are raised in Iowa. Exports of pork from Iowa totaled more than \$1 billion in 2016.

In 2016, a little more than 11.7 million turkeys were produced in Iowa, many of which supplied the turkey for Subway restaurants.



Created by
Sue Lindlauf
Grand Forks Herald
2010

HAPPY THANKSGIVING WORD SEARCH

P	C	O	W	X	Y	W	O	C	O	W	X	Y	W	W
U	H	K	E	A	U	L	U	F	K	N	A	H	T	E
M	V	O	I	S	T	U	F	F	I	N	G	F	D	D
P	M	J	L	W	M	C	K	Y	J	T	W	A	C	B
K	T	A	U	I	K	N	J	T	G	U	D	M	N	R
I	N	M	H	C	D	G	M	U	M	Y	E	I	G	E
N	R	V	I	E	O	A	H	R	V	I	E	L	J	A
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F	R	I	E	N	D	S	A	E	I	P	F	P	K	D
S	Q	U	L	B	L	L	S	Y	U	L	B	L	L	O
W	A	Y	G	S	E	O	T	A	T	O	P	A	O	O
X	S	A	L	A	D	I	X	S	T	K	G	Q	I	F
D	Y	A	M	A	D	S	D	D	R	M	B	Z	U	U
F	L	T	H	A	N	K	S	G	I	V	I	N	G	Y
G	P	Q	C	H	S	E	L	B	A	T	E	G	E	V

See how many of these words you can find in the puzzle. The words can be forward, backward or diagonal.

- | | | | |
|------------------------|--------------------|--------------------|-----------------------|
| 1. THANKSGIVING | 5. THANKFUL | 9. STUFFING | 13. PUMPKIN |
| 2. HOLIDAY | 6. FOOD | 10. SALAD | 14. PIE |
| 3. FAMILY | 7. TURKEY | 11. BREAD | 15. VEGETABLES |
| 4. FRIENDS | 8. POTATOES | 12. YAM | 16. HAM |

