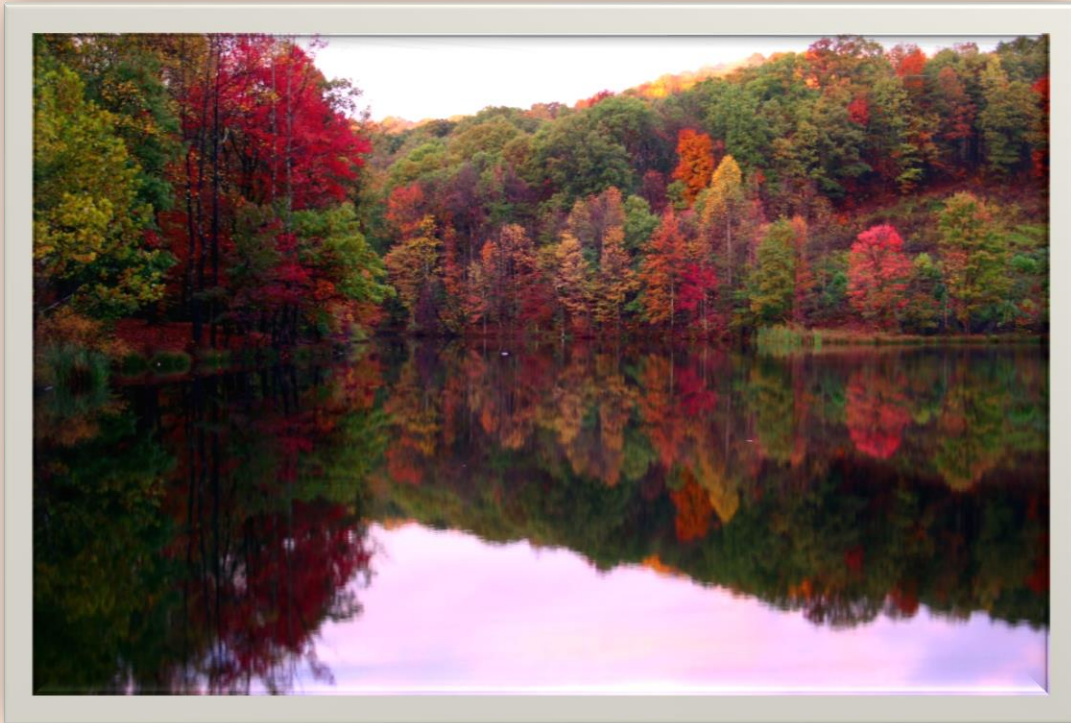




IASCOE November 2019





2018/2019 IASCOE OFFICERS

President
Jesse Wegner
CED - Fayette County



Vice-President
Angie Christian
CED - Kossuth County



Treasurer
Judy Dameron
PT- Louisa County



Secretary
Vacant





IASCOE DISTRICTS 2018/2019 IASCOE DIRECTORS

District	P.T. Director	C.E.D Director
1	Brittney Green - Dickinson Alt - Teresa Van Sloten Sioux	Paul Berte - Pocahontas Alt- Samantha Erie - O'Brien
2	Michelle Uthe-Mitchell Alt Vacant	Angie Christian - Kossuth Alt - Rosalie Carlson - Worth
3	Candace Fette- Clayton Alt - BreAnn Hemesath - Winneshiek	Jesse Wegner - Fayette Alt - Andrea Carroll - Winneshiek
4	Cathleen "Skip" Simons - Carroll Alt - Donita Kenkel - Shelby	Mary Roberts-Calhoun Alt – Kay Sunderman - Monona
5	Gabriela Thompson - Jasper Alt - Jane McCulley - Poweshiek	Brandon Jazz - Dallas/Polk Alt - Savannah Jungman - Poweshiek
6	Jessica Yuska-Scott Alt- Vacant	Matt Berg - Johnson Alt – Missy Olsen Jackson
7	Jennifer Comer - Page Alt - Nancy Gress - E Pottawattamie	Todd Perdew – Adams/Union Alt - Max Dirks - Cass
8	Deanna Rood - Marion Alt -Ronda Harrison-Lucas	Kathy Henely - Wayne Alt – Louis Munden Clark/Decatur
9	Judy Dameron - Louisa Lisa White-Washington	Elizabeth Benjamin- Davis Alt -Vacant
At Large Directors:	Odd Districts: District 1 Ron Pethoud-Chickasaw District 3 Krystal Schatz-Howard	Even Districts: District 4 Tammy Eibey- Jones District 8 Jane Ruble-Warren



2018/2019 COMMITTEE MEMBERS

BENEFITS & LEGISLATIVE – Mary Roberts

<i>District</i>	<i>Member</i>	<i>County</i>
1	Jeff Davis	Plymouth
2	Tammy Pruin	Wright
3	Ron Pethoud	Chickasaw
4	Pat Warmbier	Harrison
5	Jane McCulley	Poweshiek
6	Jessica Yuska	Scott
7	Todd Perdew	Adams/Union
8	Kelly Cain	Madison
9	Katie Cordray	Wapello

AWARDS CHAIR – JENNIFER COMER SCHOLARSHIP CHAIR – KATHY HENELY

<i>District</i>	<i>Member</i>	<i>County</i>
1	Kristin Pedley	Osceola
2	Tom Abbas	Butler
3	Candace Fette	Clayton
4	Donita Kenkel	Shelby
5	Kathy Baker	Marshall
6	Kari Barker	Muscatine
7	Lynette Gruchow	East/West Pottawattamie
8	Dorothy Allen	Warren
9	Lanie Benjamin	Davis/Wapello

PUBLICITY CHAIR – Tammy Eibey

<i>District</i>	<i>Member</i>	<i>County</i>
1	Jaclynn Schlessler	Plymouth
2	Megan Ruby-Friedow	Kossuth
3	Heidi Nickol	Delaware
4	Heather Muenchrath	Shelby
5	Brandon Jazz	Dallas/Polk
6	Cassy Portz	Jackson
7	VACANT	-
8	Jayne Ruble	Warren
9	Deb Rurup	Mahaska

MEMBERSHIP – Michelle Uthe/Susan Lange

<i>District</i>	<i>Member</i>	<i>County</i>
1	Lisa Forburger	Palo Alto
2	Rosalie Carlson	Worth
3	Breann Hemesath	Winneshiiek
4	Cathleen “Skip” Simons	Carroll
5	VACANT	-
6	VACANT	-
7	Jennifer Comer	Page
8	Merilee Hamilton	Lucas
9	Lisa White	Washington



CONVENTION COMMITTEE- Angie Christian, Kossuth

CONVENTION REGISTRATION – Mary Roberts, Calhoun

SILENT AUCTION – Paul Berte, Pocahontas / Gabriela Thompson, Jasper

LIVE AUCTION ORGANIZATION- Mary Roberts, Calhoun

OTHER Duties

EMBLEMS CO-CHAIR'S –Kathy Baker, Marshall / Andrea Carroll, Winneshiek

PROGRAMS CHAIR – Angie Christian, Kossuth

NAFEC CHAIR – Mary Roberts, Calhoun

IASCOE WEB MANAGER – Brian Beach, Sac / Amie Johansen – O'Brien

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

2005-07 Dee Lehn

2007-09 Steve Kennedy

2009-11 Cindy Mensen

2011-13 Jeff Davis

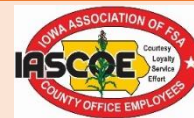
2013-15 Curt Houk

2015 Curt Goettsch

2015-17 Jennifer Comer

2018-19 Jesse Wegner





Hello IASCOE members,

Fall is in full swing and with that, we witness a time of year that Iowa transforms from the bright hues of green, to the oranges, reds and browns that dot our landscape and our fields. It also means a turn in the service that we provide and hopefully a quieter counter as we work hard to make payments to our producers.

Recently, I returned from a 2-day trip to Washington, DC after meeting with your NASCOE leadership and the leadership of all the employee associations. While there, FSA leadership demoed many of the workload, location analysis and staffing tools available to agency management. FSA also previewed program dashboards that will allow state and DD management, a resource to easily track program sign up and payments at the county level. While there FSA leadership and association leadership began a discussion on not only ways to improve these tools, but how best to utilize them. I believe this was a good first step in building trust needed to comprehensively discuss our staffing challenges and ensuring our resources are being utilized where our customers need them.

Iowa's HR staff continues to work hard to staff our offices as close to ceiling as we can. In fact, as of Oct 22nd, Iowa FSA is within 20 positions of our CO ceiling and all but 1 of those has a selection made and we are just waiting on the start date. This is great news for our teams, a kudos to all the hiring managers who have worked with us to turn certificates around quickly. We continue to work hard to get even closer to our ceiling number as we approach the end of the year. In addition, we know that we continue to have holes to plug due to unexpected resignations, illnesses and maternity leave and we continue to work with your DD's to ensure we can place TOs where they can be best utilized.

As we continue to bring more and more employees into our family, there becomes a fine line between making sure you are adequately trained to do the job we charge you with and leaving ample time to work in your offices to provide the actual service our customers need. However, I do believe that the better and more comprehensively we can train each of you, the better that service will be. That's why we have a full agenda of in person trainings being rolled out this fall. Whether its MAL, PL, or CRP training we've got a great opportunity to learn from one another. We've also added another round of "New PT" training scheduled for early December so look for details on that soon. While I know many of you are experts in your program field, training allows the newest members of the Iowa FSA team to learn from each of you. And frankly, I haven't met someone in this agency yet that doesn't continue to learn on a daily basis as our programs and policy change. I look forward to seeing many of you at these trainings soon!

As always, thank you for your continued hard work in serving our customers. More new sign ups are on the horizon with CRP and ARC/PLC just a few months away. I know we are up to the task. As always, your state office is here to support you should you need anything.

Happy Fiscal New Year!

Amanda De Jong

SED





Happy New Year!

By now I hope everyone has recovered from the celebration of ringing in FY20, as the ball has already dropped for FSA employees. Like most of you, I am anxious about what's to come for the new year and the roll out of the Farm Bill. But before we set our sights too far ahead, it is a good time to reflect on the accomplishments and challenges we experienced in FY19.

FSA employees went through a lot this past year. A long.....government shutdown, the start of a new Fam Bill with plenty of new program(s) to implement, (2) rounds of MFP, multiple disasters across the state, a certification season that seemed to last FOREVER, and plenty of other deadlines to meet sprinkled throughout the year. Not to mention the millions of dollars of ARC/PLC and CRP payments that were issued across the state.

Workload has a tendency of creating more workload and Iowa was able to increase our overall CO workload ceiling to 472! Our FSA family has grown in this past year. Thanks to the efforts of the Iowa Administrative STO staff, 50+ CO employees have been brought on, or are in the process of onboarding since this past spring. Iowa was also able to hire on two COT classes and max out our Key PT potential. This is all great news for Iowa!

As we roll up our sleeves in this new FY there are no shortages of tasks to complete. With the anticipation of more Farm Bill implementation actives to come, the STO has been diligently working on a host of upcoming face-to-face trainings for employees effecting multiple programs. There is also going to be another new employee orientation training. Thank you, Amanda De Jong and all department chiefs, at the STO for the bedrock foundation that these trainings will provide the Iowa FSA workforce.

In this new FY, I want to encourage all members to help make our agency even better by writing NASCOE program submissions. If you have an idea on how to fix a program, form, software issue, misc. please let your voice be heard. Program submissions from the field help make our agency stronger! FSA leadership has authorized NASCOE to work directly with WDC program specialists about improvements to software, policy concerns, forms, handbook changes, and more.

The constructive ideas from NASCOE members have given FSA the reputation as the "Can Do Agency". Take advantage of this opportunity as we work through the Farm Bill to let your voice be heard on the NASCOE website- Programs Tab- Program Submissions.

The glass is most certainly half full as we go full steam ahead into FY20. IASCOE's new year resolution is to keep you informed and the communication door open! Thank you for your membership to IASCOE and all the brand-new membership's in this past year.

Have a safe and bountiful harvest!



-Jesse
IASCOE President





2020 IASCOE Convention News and More!

Well, it is that time of year where we reflect on how much we have accomplished and grown this past year. Offices have been extremely busy with the Market Facilitation Program, CRP re-enrollments, CRP Payments, Payment Limitation Eligibility and Farm bill; Your IASCOE Board of Directors has also been busy working on your behalf. I am happy to report back to membership that the 2020 IASCOE Convention will be held at the Radisson Hotel on University Boulevard in Ames, Iowa, March 27 & 28, 2020. The Radisson Hotel offers Contemporary rooms and suites, free Wi-Fi, a fitness center, onsite dining and it has FREE parking!! There are only 65 Rooms within our Block for Friday night onsite. We will have an additional 20 Rooms in our Block at Best Western right across the street. We were able to negotiate a fantastic room rate of \$94 for our block at both hotels. We are working with Hy-Vee for a catered meal for our Awards luncheon this year and we are very excited about this. Additionally, we will be working with Hy-Vee on some type of food/O'Devours for Friday night. We are finalizing options of entertainment along with, Live Auction for Scholarship and wrapping up the Silent Auction. Other parts of the Agenda and trainings are being discussed for you our members, in attending Convention. We have confirmed we will be working with the Iowa State FSA Office to once again hold a State Office Q & A panel in the afternoon. If you have not attended one of these sessions, it is a wonderful opportunity for you to meet and ask questions of your State Office staff in person. If you have a suggestion of items the Board should consider while planning Convention, please reach out to your local District CED or PT Director. Convention is for you our members and we are working on your behalf to make this important for you to attend. If you haven't attended a Convention before, start this year. I encourage you to take that step and get involved. This is the way to get first hand knowledge of benefits available to you as a member, hear from your IASCOE leadership on things they have been doing on your behalf, meet new friends/family across the state of Iowa and meet with our State Office Staff.

As your State Program Chairperson, I would like to report that Iowa has submitted 3 program submission topics through www.nascoe.org. We are tied for third throughout the Midwest Area for submissions. If you are not aware, to submit a Program Submission, you simply go to nascoe.org, submit your idea through the Program Efficiency Submission Form. A state, area, or national program chairperson may contact you of further clarification of the problem/solution and will keep you informed of their communication with WDC. Once the National Programs chair has consulted with the National Office, the response will be shared on the NASCOE website. This is a way for you help offices not only in Iowa but across the Nation perform our daily responsibilities more efficiently and effectively. No idea is a bad idea. Often times as an example, you will be in your office and think of a way that software could be improved yet, it remains a conversation in your office. Please, Please, PLEASE take the time to submit these ideas and let NASCOE see them. We have had success with changes due to suggestions from you our members. Should a similar submission already exist, no problem we simply provide you the guidance and where the response can be located from the NASCOE webpage.

Lastly, I want to say Thank you to all of you. I recently had the opportunity to attend the Aspiring Leadership Training put on by NASCOE in Dallas, TX. I say Thank you, because this was an investment of you, in me, to attend and learn more about being in a leadership role and representing all of you. Not only did I meet fellow members from across the Nation like myself, I learned more about our NASCOE history and where I can assist in doing my part on being a voice and advocate for us. Among many things I learned I want to take a minute to focus on one additional committee that has been formed. This committee is named the County Office Advocacy Committee. The committee was created to



encompass a broader range and vision of the entire County Office. Prior to this committee being created, we had National Association of County Office Farmer Elected Committee's (NAFEC). This new committee will now include members of NAFEC while supporting their vision and values, along with the values, interest and aspects of the entire County Office. If you have been following NASCOE News on Facebook or the NASCOE website, you may have already noticed Fact Sheets posted from this Committee regarding Performance Management. If not, please take the time to go to the NASCOE website, on the home page click on County Office Advocacy tab from the top and you will see posting that are beneficial for you to read. I hope to provide additional comments and assist in training possibly at convention on what I learned. The best part I can pass on to all of you is, get involved and stay involved. IASCOE/NASCOE is here for you and working hard on your behalf. Everyone is volunteering their time and started off the same way as you...nervous. Should I raise my hand to help or should I let others take care of it for me was a common question. Though I find great reward in hearing from members and finding out what I can do to assist in making our state association better for our Iowa members, the best reward is seeing each of you become involved and help us help ourselves.

I hope everyone continues to have a safe and happy harvest! I look forward to seeing those of you attending the upcoming Conservation Training in West Des Moines. Seems odd to say as I don't know where the year has gone, but those of you not attending Happy Thanksgiving!!

Sincerely,

Angie Christian

IASCOE Vice-President
District 2 CED Director





2019-2020 Financial Report by Category1
6/30/2019 through 9/30/2019

Category	6/30/2019- 9/30/2019
INCOME	
Donation	562.50
Interest Inc	31.21
Membership	14,026.73
TOTAL INCOME	14,620.44
EXPENSES	
Membership Expense	2,242.50
National Convention Expense	1,775.73
Tax Preparation Expense	250.00
TOTAL EXPENSES	4,268.23
Balance Forward	
Bal Fwd NON-PROFIT CHECKING XX0773	62,896.87
TOTAL Balance Forward	62,896.87
OVERALL TOTAL	73,249.08

Judy L
Dameron
IASCOE
Treasurer



On October 24th, I had the privilege to attend the NASCOE Aspiring Leadership conference in Dallas, Texas. The goal behind the training was to give attendee's the opportunity to network with fellow NASCOE members as well as learn about a variety of topics. We broke out into 3 sessions throughout the day. The first session I attended was an overview of how and when to conduct business for NASCOE. Session two outlined the history of NASCOE, how it was formed and what NASCOE has negotiated for and gotten over the years for FSA employees. The third and final session outlined how to recruit new employees and why everyone should get involved with NASCOE. It overviewed our position between congress and the USDA administration and how we (NASCOE) are like an insurance policy when it comes to protecting our jobs and benefits.

Overall, I had an awesome experience in Dallas. For me, learning more details about the history of NASCOE, why it's important to get involved were two highlights from the day. I now better understand what challenges our agency work force faces and how NASCOE is working to tackle those challenges. Getting to spend a day with other FSA employees who are dedicated to NASCOE gave me a new energy for IASCOE and NASCOE duties.

Thanks,

Matthew Berg, District 6 Director





IASCOE/NASCOE Scholarship Deadline January 15, 2020

Now's the time to be thinking ahead to the scholarship application period. Once again, scholarships through IASCOE/NASCOE will be offered in the following categories:

- **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

Not Yet Available!!

Deadline to apply is January 15, 2020. 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?

Questions may be addressed to Iowa Scholarship Chairperson, Kathy Henely at: henelydk@yahoo.com or by calling 641.217.8096. **Software on the NASCOE website is not yet available for 2020 submissions!**





2020 NASCOE Awards

It is time to start thinking about NASCOE Awards. I wanted to give you some important dates to get on your calendars, so we don't miss any opportunities for our awesome members!

Sick Leave Awards

- Sick leave certificates are awarded for members with accumulated sick leave of **1000, 1500, and 2000** hours.
- Plaques are awarded to permanent employees who are NASCOE members in good standing that with accumulated sick leave of **2500, 3000, and 3500 +** hours.

Hours should be based on total accumulated hours as of **December 31, 2019**

Deadline to submit hours to Jennifer Comer, IASCOE State Awards Chair is January 10th, 2019. Please submit nominees to: Jennifercomer71@gmail.com

Distinguished Service Awards

We all know and work with outstanding individuals within our Agency that go above and beyond every day and consider it “part of the job”. It is time to recognize these folks for the work they do. The DSA program encourages recognition of NASCOE members who make outstanding contributions in the Areas of **Service to NASCOE; Service to FSA-Agriculture; or Service to Community.**

The nomination process is easy! Nominees must be full members of IASCOE/NASCOE in good standing. Nomination forms are available at www.NASCOE.org under Forms and Downloads. You need to include the name, address, email and telephone numbers of the nominee and nominator, the award being recommended and a brief description of why the nominee is deserving of the award. The nomination information should be brief, factual and specific.

Nomination Deadline is **JANUARY 15, 2020** and must be completed on the official nomination format provided on www.NASCOE.org



For up to date NASCOE information and recent postings visit: <https://nascoe.org/blog/>

Website tip: Negotiations

Do you have an item that you would like to submit for consideration for negotiation with management? Submissions can be made at any time using NASCOE's simple to use online submission tool.

Visit <http://nascoe.org/forms-downloads/negotiations-submission/>



NASCOE Benefits Included with Your Membership

- ✔ **DILLARD FINANCIAL SOLUTIONS (DFS)** is the Official Benefits Provider for NASCOE and they offer many products including retirement, insurance and investments. Free retirement and benefits analysis. For all their products visit their website at <http://dillardfinancialsolutionsinc.com/nascoe/benefits/>. DFS can also be found on the NASCOE website under benefits.
- ✔ **WORKING ADVANTAGE EMPLOYEE DISCOUNT PROGRAM** offers employee discounts to NASCOE members for hotels, theme parks & attractions, movie tickets, water parks, shows, rental cars, gift cards and shopping deals. <https://workingadvantage.com/>. The NASCOE Company Code can be obtained from your National, Area or State Benefits Chair.
- ✔ **NASCOE EMPLOYEE RELATIONS SERVICES (ERS) - 1 HOUR OF FREE LEGAL COUNSEL** with the NASCOE Attorney. Designed to confidentially assist and guide members that need advice, education, or legal services regarding employment and human relation issues. For more in-depth information, please visit the NASCOE web page and look under Benefits | NASCOE Employee Relations Services. Be sure to follow the proper channels that are listed.
- ✔ **AIR MED CARE GROUP DISCOUNT.** The application can be found on the NASCOE website at Benefits | Air Med Care | AirMedCare Contract. The current cost is \$65 per year. They have several different policies to choose from and can save you and your family from additional burdens in accident situations.
- ✔ **SAM'S CLUB \$10 GIFT CARD.** By joining or renewing your Sam's Club membership, you can receive a \$10 gift card. Visit the NASCOE website at <https://nascoe.org/benefits/>.
- ✔ **JM MARKETING** is another source for long term care, vision and cancer policies. You can find their information on the NASCOE website under Who Is NASCOE? | NASCOE Affiliates | JM Marketing.





NASCOE Update Benefits-Emblems

A New Benefit for NASCOE Members!

**NASCOE Chairperson
Benefits - Emblems**

Christine Lary
Vermont

Cell: 603-448-7730

benefitschair@gmail.com



Videos regarding the program are posted and can be viewed at: <https://nascoe.org/benefits/>



Dear Members of NASCOE,

In our continual dedicated efforts to always serve our members with maximum value we are excited to announce that we have just partnered with **LiveStreamingFitness.com** as our "official" online healthy lifestyle resource!

Why did we do this? Because you and your family matter to us! We believe that every one of you should have affordable access to resources like fitness, nutrition and cooking to serve you and your family in living your healthiest life. **LiveStreamingFitness.com** is an on-line healthy lifestyle platform that includes live streaming and on demand fitness, nutrition and cooking shows available 24/7 in a safe and interactive community of professionals and individuals promoting the best version of a healthy you.

On top of that, **WE NEGOTIATED ON YOUR BEHALF**...a membership like this normally costs \$99 per year. **For only \$49 per year, with your NASCOECARES promo code, you will have full access to these amazing resources!** Also, get EXTRA FREE MONTHS if you hurry and enroll before December 1st; your membership will be valid through the entirety of 2020!

Check out the information below to enroll and let's get started living our healthiest lives together!

Sincerely,
The NASCOE Team





FAB 5



LST253

RING SPUN POLY/COTTON FLEECE

Go to nascoe.org/store and type in FAB5 at checkout---you will save \$5.00 on either of these pullovers*



ST253

REMEMBER, 15% OF ALL SALES GO TO THE NASCOE SCHOLARSHIP FUND



Emblems by Superior

216 South Main Street
PO Box 374
Marion, KY 42064



270.965.4310
Cell 270.704.0370

emblemsbysuperior@gmail.com

* coupon valid until 11/15/19

Thankful Report

Thanksgiving celebrations in my lovingly, flawed family were never a dull moment. Our cranberry sauce may have been served on my mom's china in the shape of the can, true to its original mold. Our green bean casserole had onions on one half and were naked on the other to appease my brother's pickiness. There were definite lumps in the mashed potatoes. The turkey always seemed to have suffered some disaster. One may have been burnt to a crisp in my step-dad's shiny, new smoker. Another wasn't thawed in time to cook, so frozen pizzas may have been the main course. Although there were always minor disasters with Thanksgiving meals at our house, there were invaluable staples constant at our Thanksgiving dinner table: laughter, family, my mom's delectable, never flawed, homemade pies and the requirement to state your Thankful Report.

The Thankful Report was conducted prior to our family prayer. Each member of the family would state what they were the most thankful for, starting with my Grandfather. As a child, I would sweetly outdo my brothers with an answer like, "I am thankful for baby Jesus". As a punk teen, caught in the 'grunge phase', I was 'too cool' and probably offhandedly answered "body piercings' or 'hair dye'. It wasn't until I got older that I grew into the understanding of what it truly means to be thankful for something and how important it is to acknowledge and recognize blessings. As an adult, with three healthy, young children of my own, I have so much to be thankful for and I often am amazed by how blessed I truly am.

Prior to arriving at my mom's house to assist her in the inevitable impending disaster of our Thanksgiving meal, I always encourage my children to think about what their answer will be to the Thankful Report. Last year, when my 10 year old honestly blurted out he was thankful for the Iowa Hawkeyes and football, my husband beamed with pride. When my 8 year old batted his eyes and oozing with sibling rivalry stated, "Well, I am thankful for Baby Jesus ", I realized some traditions and history were alive and well in our family.

With Thanksgiving around the corner, I ponder if the Thankful Report was one of our listed reports on FSA share-point due on Thanksgiving Day, what would I say? As I reflect on the work aspects of my life, I find my cup is overflowing. While I am thankful for a working Xerox copier, super jelly pens, and pink highlighters, my strongest feelings of thankfulness are evoked from my work family. I am truly blessed and am extremely grateful for a wonderful, intelligent, talented family of FSA employees that make my job a joy.

What would you say for your home Thankful Report or your FSA Thankful Report?

Wishing you all a Happy Thanksgiving!

-Written by Heidi J Nickol, CED Delaware County



Submitted by: Jackie Schlessor, Plymouth County

Wellness Days

The Exciting Adventures of

District 1

Benefits of Workplace Wellness Programs

- Lower Healthcare Costs
- Reduced Absenteeism
- Increased Productivity
- Reduces Stress
- Builds a culture of Health

Source: www.clinicalkey.com

Getting Their Paint on In Plymouth County

The Pickled Palette in Sioux City was where it was at when the employees of Plymouth County took to their Wellness Day on August 15th. First the group enjoyed lunch at The Wheelhouse Bar & Grill. Once their appetites were fulfilled they headed over to the Pickled Palette.

with PT Shawnee Herzberg before she left to start her Student Teaching on August 22nd.

To see what the Pickled Palette all has to offer please visit <http://pickledpalette.com>



The Pickled Palette is a Paint-It-Yourself studio where one can choose from a variety of Pottery, Glass Fusing, Board Art or Canvas Art to show off their creative side.



L to R: CED Jeff Davis, Roma Lancaster, LeAnn Cooper, Jackie Schlessor, Brooke White and Shawnee Herzberg

The group from Plymouth decided to try their hand at painting some pottery. The picture below is the group proudly showing off their craftiness. It was a nice and relaxing day and was enjoyed by all. It was also one final get together

LIVE AND WORK BUT DO NOT FORGET TO PLAY, TO HAVE FUN IN LIFE AND REALLY ENJOY IT.

What's "New" in Sioux County

September 18th the Sioux County FSA group spent their Wellness Day checking out "new" things in their County. First they toured the new Dog Boarding/Daycare/Grooming business in Orange City called Dutch Dogs.

This enterprises is owned and operated by PT Teresa

Van Sloten's daughter Ashley. Next the group traveled to Sioux Center for lunch at the new Jimmy Johns.

Once they were full, they decided to walk their lunch off by conquering the 8 acre corn maze at the new Fields of Fun pumpkin patch in Sioux Center.

L to R: Yvonne Fridie, Teresa Van Sloten, Von Te Grootenhuis, Mark Hodgins, Jeff Davis, John Vote, Tauney Lockhart and Beth Kujala.



Let's Wine & Dine Then Shop Till We Drop!!

The ladies of Lyon County enjoyed a nice leisurely wellness day that started with lunch at Calico Skies, a local Vineyard and Winery located in Inwood.

Calico Skies not only hosts on and off-site tastings but also hold many events such as weddings, mystery dinners and the Harvest Festival Stomp Contest. For more information on this beautiful location please visit www.calicoskieswine.com

After a tour of the facility it was off to the local stores where they shopped till they dropped!



Calico Skies
VINEYARD AND WINERY

It's Time to Par-Tee in Palo Alto

FORE!!! Palo Alto County was able to take a break for a Wellness afternoon on Wednesday, October 9th with a round of golf at the 5-Island Golf Course in Emmetsburg.

Other plans were discussed for wellness activities such as lake activities; but the work load in the office kept pushing Wellness back. A good time was had by all!

The weather was very good for the golf game considering it was so late in the season.

Golf combines two favorite American pastimes: taking long walks and hitting things with a stick.
P. J. O'Rourke



Forests, Waterfalls and Streams....Oh My!!

Osceola County took a Wellness afternoon to enjoy lunch at the Okoboji Store and then they hit the links. The mini links that is! The ladies enjoyed showing off their mini golfing skills on the 18 Hole course at Ranch Okoboji.

forest and navigate waterfalls and streams in order to conquer the course!

Front Row L-R: Mary Oberloh, Julie Luedeman, Sam Sherwood, Kristin Pedley and Dani Carlson

They had to follow the yellow brick road through the enchanted

Back Row L-R: Leah Clark, Sheila Erwin and Kayla Ackerman



Merry Christmas from BV & O'Brien

It may be the season of Pumpkin Spice but the ladies of Buena Vista and O'Brien Counties decided to get a little Merry and channel their inner Christmas Spirit with some crafting at Jennie's Homeshed in Washsta.

Since 2013 Jennie's Homeshed has been providing public and private art classes, to go kits and custom orders. Housed at their family farm in their machine shed; Jennie's Homeshed also has home décor, seasonal décor, a kids corner and floral.

Jennie's is a great place to experience and a good time was had by all. Sadly, the ladies will have a wait a little longer to display their fantastic artwork but they did a great job!

Once their crafting was complete, they rounded out their Wellness Day by going out for supper.

For more information on Jennie's Homeshed please visit <https://jennieshomeshed.com>.

Jennie's
homeshed
country creating and decorating



L-R: Lisa Ferguson (BV), CED Sam Erie (BV), Amanda Pressley (BV), Lexi Johannsen (O'Brien), Brenda Tremmel (O'Brien) and Calin Wise (O'Brien)

It's Hiking Time!!!

Picture it, Emmet County, October 8th 2019. The skies are blue, the sun is shining and it's the perfect temperature for a fall hike. That is exactly what the crew from Emmet County did for their Wellness Day.

First they had to fuel up with lunch at a local Mexican Restaurant. Once their energy levels were set to "High" they hit the trails at the local Fort Defiance State Park.

Located in Estherville, this 191 acre of rugged woodlands offers a fascinating contrast to the surrounding rolling hills of farmland. Several trails offer picturesque settings and excellent exercise.

There are also plenty of picnic and scenic areas for relaxation. For more information, or to plan your own hike; please visit www.iowadnr.gov and under Places to Go click the link for Fort Defiance.



L-R: CED Michael Yegge, PT's Anne Vedder, Jill Jensen and Alene Curry

Nature, Nature Everywhere

Tuesday, October 22nd was the day the Dickinson County FSA became Naturalists.

The toured the Dickinson County Nature Center which is open year-round. The Nature Center provides learning and fun for all ages.

After touring the Center, the crew decided to visit the Abbie Gardner Cabin & Museum. It was here they learned the story of the Spirit Lake

Massacre and how 13-year-old Abbie Gardner's family was killed and herself taken captive by the Inkpaduta's Native American Band.

The crew from Dickinson had a good time! For more information on the Nature Center or Cabin & Museum please visit <https://dickinsoncountyconservationboard.com>



L-R: Terry Dalen, Janet Smith, Karen LaCour and CED Mike Yegge