

IASCOE NEWSLETTER



December 2007 Issue

Table of Contents

Page Number:

3. From the Desk of the SED, Derryl McLaren
4. IASCOE Presidents Page, Steve Kennedy
5. VP Report, Cindy Mensen
6. Greetings from the Secretary/Treasurer, Sue Beemer
- 7-9 NASCOE President- Bonnie Heinzman Greetings and Report to Members
10. MWA Executive Report- Jonathan Williams
11. Distinguished Service Awards -Tom Lane
12. Benefit information New Travel Site- Dee Lehn, MWA Benefits Chairperson
13. Health Care Program flyer Becky Zirpel, National Benefits Chairperson
14. NASCOE Store- Emblems Era Jarrard owner
15. Scholarship Deadlines and Information- Cindy Pistek
16. Publicity News Tammy Eibey
17. Legislative Report by Steve Abbas
- 18-19. Membership Updates- Dan Wells
- 19-20. Ohio Convention Report Dee Lehn
21. IACS Report submitted by David Hoaglund, President
22. Negotiation and Consultation Process-Charlene Neukomn MWA Negotiating Consultant
23. Welcome New Employee to Muscatine County- Deb Beatty
24. Laundry Tips submitted by Lisa Forburger
25. Injured Soldier Christmas Card request- Deb Essleman Baird, CED Price/Taylor Co CED, WI
- 25-26 Recipes from Tammy Eibey, Anna Hornbaker, Crystal Overstreet
27. More Than a Recipe by Kitty Benda
28. Those were the days...by Lisa Forburger
29. 2008 IASCOE Convention Ad
- 30/31. Polly PT written and submitted by Rose Woerner
- 32-35. IASCOE Officers/Directors/Committee Information
36. NASCOE website automatic notification sign up info



FROM THE DESK OF DERRYL MCLAREN, SED

It has always been intriguing to me how 1) history repeats itself, and 2) how much momentum and inertia there is in a government Agency such as FSA. As for #1, agriculture is a cyclical industry, so that shouldn't be a surprise. In regards to #2, here we are going about business as usual, and we have no Farm Bill authority to operate under. As in the words of the great philosopher, Yogi Berra, this is "déjà vue all over again"!

Giddee-up, whoa! Giddee-up, whoa!! There is all of this anticipation of a new Farm Bill, only to be put-off for another day. It is like getting dressed-up on a Saturday night, and there is no place to go. Don't fret or worry, and don't try to predict the outcome. Just wait patiently, and our time will come to implement a new Farm Bill. Leave the debate for the legislative process and policy-makers. It is often said that politics is the art of compromise, and there will eventually be a new Farm Bill. You have surely noticed, however, the longer the debate drags on, the more familiar it gets.

Wow, how do you keep abreast of these markets and Rural America "in flux"? It has been 28 years since soybeans were over \$10 at harvest (1979). Brian Gossling and I are trying to be reactive and responsive, yet rational and reasonable in setting cash-flow prices for 2008. The path we have chosen is somewhere in between a conservative and stable insurance guarantee (Fed Crop) to a roller coaster ride based on daily price gyrations. The prices we will use for current, short-term lending are the Fall, new crop CBOT prices x 75% x the three year average yield, calculated on a daily basis. For long-term lending, the price determined for short-term will be averaged (50/50) with the Target Price of the 2002 Farm Bill, not to exceed a maximum. In our deliberations, Brian pointed out to me that the average yearly price for corn has exceeded \$2.80 only four times in the last 28 years. The average prices of these four years for corn and soybeans will be the maximum price allowed for long-term calculations.

Meanwhile, back at the office, the FSA train just keeps on rolling. We are operating on the second Continuing Resolution, and the budget for 2008 appears to be stable. Staffing numbers for 2008 are the same as last year. All trained and available COTs have been placed, and our congratulations to them. There are four COTs currently in training, and up to six more will be hired from the 60 plus applications received in the latest advertisement. In light of 5 CED vacancies with more on the way, there will certainly be jobs available to the on-board COTs early next summer and the new COTs once they complete training, as well.

There is still more than talk about restructure. If you haven't already heard, there is an outside consulting firm conducting an office review and assessment. Don't be concerned, however, because this review does not involve local offices. Instead, it is confined to Washington headquarters, Kansas City, St. Louis, etc., and the 51 State Offices. Knowledge Bank, Inc. (KB) has completed Phase I (Sep-Oct) and is initiating Phase II (Nov '07-April '08). I have been involved in this project through my service on the State Office Review Task Force. The reason local offices are not included are two-fold, 1) State ceilings were already revised based upon workload, and 2) reorganization and consolidation plans have already been developed for all 50 States and Puerto Rico. By the way, Iowa's Plan received final approval last week. The specific scope of the study will include, 1) The NHQ Review, 2) State Office Organizational Review, and 3) Strategic Management of Human Capital.

There is still enough suspense out there to keep us "sharp". Another 'round of IPIA reviews is in the offing. About 500 offices will be reviewed this fiscal year, and they will be selected sometime in November. This is about the same number as the last time, of which Iowa had 28. I trust everyone is prepared to withstand scrutiny with a smile on your face. This is another reason we all needed to finish 2007 "on time".

We have never been as current in all of our offices as we are now. Let's keep it that way, for one of these days we will have to "spin on a dime, and give you 9 cents change" when the Farm Bill becomes reality with no time to spare. Meanwhile, enjoy this short reprieve and spend fruitful time with family and friends over the Holidays. They are waiting for you with open arms, as will be your job when you return.

A handwritten signature in black ink, appearing to read "Derryl McLaren". The signature is fluid and cursive, written over a plain white background.

The Presidents Page!



Looking Forward

As we approach the end of another year, it is time that we look forward. Where are we going and how can we be a part of shaping the future?

2007 Farm Bill

In the last IASCOE newsletter, I discussed the progress on the 2007 Farm Bill. The US House had just passed its version of the legislation and the Senate was expected to take up the matter in September. Well, it now appears that the 2007 Farm Bill won't be completed in 2007. And there is some talk of extending the current Farm Bill until 2009!!

At of this writing, the 2007 Farm Bill has stalled in the Senate. A vote to invoke cloture (which would limit the time for debate) fell 5 votes short of the 60 votes needed. Remember hearing the term "filibuster" in your high school government class? Well that is what we have. The Senate has gone home for a two-week Thanksgiving Day recess. Prospects for Congress to finish work on the Farm Bill before Christmas are slim at best.

What does all this mean for us? My advice is to stay involved. Many times our representatives will use their recess time to hold public meetings. This is an excellent chance to hear from their constituents. If this occurs in your area, I would encourage you to take the opportunity to meet with them. All you have to do is remind them of the service FSA employees provide to the agricultural community. Despite many obstacles, FSA has always been dependable in the administration of the farm programs. We have the delivery system to do the job!

Unused Sick Leave

An important issue that may be gaining some traction is that of allowing FERS employees to receive some benefit for unused sick leave. Representatives James Moran D-Va. And Frank Wolf R-Va. are working on legislation that would provide FERS retirees with a one-time payment, based on a formula that would take salary and total hours of sick leave into consideration. This issue affects not just FSA employees, but all federal employees under FERS. For the past several years, IASCOE / NASCOE have been at the forefront of pushing our representatives to address this issue. I don't want to give you any false hopes; there is a long road to travel before we may see any results. Our job as IASCOE / NASCOE members is to keep this issue moving down that road.

Enjoy the Holidays

It has been a tough year; Signature Authority, Eligibility Reviews, 770's, IPIA COR Reviews, CDP, LCP, etc. But now is time to enjoy the Season. Take time to enjoy your family and friends. Make sure you count your blessings. I wish you all a Very Merry Christmas and a Happy New Year!!!

Steve Kennedy, IASCOE President

Cindy Mensen, IASCOE Vice President



Get out and VOTE for your IASCOE Directors!

There are nine IASCOE districts and five of them will soon be conducting an election for Directors. I hope each of you gave it some thought when you were notified it was time to make a nomination. Maybe you agreed to be a candidate or knew of someone you knew would be a good IASCOE representative. Each IASCOE District has two directors--one is a CED and one is a PT or FLO. Directors serve 2 year terms -- and they go by really fast. New directors begin and "retiring" directors end their terms at the annual IASCOE convention which is usually held in early spring. Qualifications include being an IASCOE/NASCOE member and having a willingness to represent the IASCOE employee membership in your district and Iowa. Directors hold 3 to 4 meetings per year. Other words come to mind when I think of the group of directors that have become my friends: dedicated, good listeners, not afraid to ask questions, willing to take a stand, generous by giving up some of their personal time to work on committees and serve others, attentive to legislative issues, attend out of state meetings and learn what are issues for FSA employees across the nation, and also willing to dress up in all sorts of costumes occasionally.....

I had to throw that last one in to show you that there is a bit of fun that goes with the "job" of IASCOE Director. I hope you consider the position and will vote when you get the chance.

Submitted by IASCOE Vice-President, Cindy Mensen



GREETINGS FROM YOUR SECRETARY/TREASURER IN SOUTHWEST IOWA!

It is the middle of November in beautiful southwest Iowa as I write this to you. The weather has been nice lately, good for finishing up harvest.

Last week my husband, Paul, and I went to Cedar Rapids for the State Volleyball Tournament. Our daughter is the varsity coach for Bedford so we follow the team as much as possible. We got beat out the first round but were very proud of the girls and their great season.

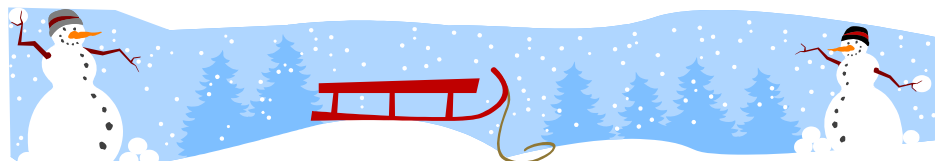
Each year as winter approaches I always think there will be time at work to get some jobs done that I have put on the back burner. As always, something unexpected messes up my plans. This time it is crop and livestock disaster and the possibility of a new farm bill. Things have a way of getting done but not necessarily in the order I had planned!!!

I am working on IASCOE election ballots for District 1 - 2 - 3 - 5 and 7. Every IASCOE member in those districts has the right to vote for directors and alternates for the upcoming year. Please exercise your right to vote. The directors are your link to NASCOE. If you ever have a question or concern, please contact an IASCOE director and we will get an answer for you.

In closing, may the love of Christmas warm your heart and stay with you throughout the New Year. May we never forget the true reason we celebrate this season and the realization of what matters the most in our lives...our abiding faith, our precious family and our treasured friends. I hope you and your family have a wonderful Holiday Season.

Sue Beemer

Taylor County PT



Dear NASCOE Members, Families and Friends,

Wishing each of you

Peace, joy, and love this holiday season!

Sincerely,

Bonnie Heinzman

NASCOE President



Dear NASCOE Members and Friends,

This morning a very dear friend sent me this following message and I want to share it with all of you:

Thanksgiving reminds us of so many blessings to count... and so many memories to cherish.

Hoping your Thanksgiving is rich with meaning, blessed with warmth.

Legislatively - I'm sure you are all aware of the status of the Farm Bill, but there is still hope that a Farm Bill will be passed in December or January. We will continue to concentrate on Conservation Admin. Membership letters may be requested through Cap Wiz so be looking for that. Some other things being worked on include leasing language and FERS Sick leave credit. We will not have a Mini-Legislative Conference this year; however, there may be a need for targeted fly-ins as the Farm Bill progresses. A couple of other things we are considering during national convention would be an educational Legislative session and/or possibly an Ag debate.

During our Exec Committee meeting this week, your Area Execs brought forth many concerns from the membership. Those were discussed and several topics were assigned to Execs to be followed up. NASCOE represents all county office employees and your concerns are important. Some of the concerns included Performance Plan issues, CED and PT Reclassification, Staffing, Training, Restructuring effects on CED's and PT's, and use of government equipment. You will be hearing more about this from the individual Area Execs.

Area Execs will be providing reports on our meetings with management this past week. The meetings were very informative and positive. I appreciate both the management reps that took the time to meet with us to discuss our issues, and also the Exec Committee who took time out of their offices to attend the meetings.

The overwhelming majority of states who responded to the survey on paper mailing vs. electronic mailings expressed a desire for electronic mailings. The fall mailing will be posted on the NASCOE web site www.nascoe.org. This may take a few weeks to gather the information and post it so please be patient. A notification letter will be sent electronically when the posting is available. You might also want to consider subscribing to the e-mail list of updates on the web site. Go to www.nascoe.org and click on the "sign up now" block. You can help us out by notifying your Area Exec when you see something on the web site that needs updated. PLEASE do not e-mail the webmaster, but do notify your Area Exec or an Officer. The web site has 270+ pages so the maintenance of the site is very time consuming.

Good news - Everyone has already received the changes for CCC-770's. The Administrator told us the change was a direct result of the work that has been done in County Offices to improve the results of the IPIA reviews. Congratulations to everyone on a job well-done!

I urge everyone to be very careful with use of government equipment and if you question whether or not to hit that "send" button - don't do it! Please, everyone be very careful with anything that contains personal information of employees and/or our customers. We must protect the personal privacy of our customers and employees.

I know everyone is very stressed and morale is low. Please remember we live in the best country in the world, and, our jobs are good jobs. We have our personal family and friends, but we are also a part of a larger FSA/NASCOE family. Please pause this holiday season and give thanks for our blessings. If someone you know is having a difficult time, please try to help them in any way you can to ease their burdens.

Thank you for all you do for NASCOE and FSA.

Happy Thanksgiving and a Blessed Holiday Season,

Bonnie

CED Reclassification Report

I know that some of you have heard rumors and snippets of what the factors might be for the next CED Reclassification process. The Exec Committee of NASCOE felt that we (NASCOE) needed to provide a report to membership detailing the proposal put forth by the CED Reclassification Task Force.

David Vidrine and Randy Cook are our NASCOE representatives on the CED Reclassification Task Force. They have each submitted some information for this report. The task force has met once and submitted a proposal for consideration which HRD is currently reviewing. However, please remember **this is only a proposal of the task force**. In all likelihood it will be several weeks before HRD can complete testing and review. It is always possible that once testing is complete, the task force will be called back together to go back to the drawing board to come up with a different plan. It may be several weeks before HRD can reconvene the task force for any further review. It may be even longer before HRD can get back to the group with anything definite. A guesstimate would put implementation of the new CED Reclassification process at sometime next summer.

The following is what was proposed by the group, keep in mind **that management would not accept any proposal that did not have the "supervision of three" in it**. The group suggested that 2 of the following three be the minimum requirements to be a grade 12.

1. Supervision of at least 3 employees according to the State's Staffing Chart for the county.
2. That the county administers at least 3 major programs with a minimum of 1 participant. Ie...CRP, NAP, DCP or Price Support, etc....
3. Pay a minimum of **XXX** individual tax ID numbers. The number has not been agreed upon. The process for coming up with an acceptable number is being evaluated.

Management does not view all offices as grading at a 12 and believes there are distinguishable factors, primarily scope and complexity as issues. The group also recommended that no downgrades occur until a vacancy in that position became open. The group provided the recommendations they felt were the best for CED positions nationwide. Bear in mind that Workload as we know it could not be used in the process because workload will no longer be available.

Needless to say a great deal of discussion and deliberation took place. The group looked at ways to rewrite the CED Job Description [JD] that would be similar to the federal job descriptions that grade everyone at the same grade. This would have prevented offices being evaluated every couple of years based upon volume, diversification of work, technical knowledge and skill, etc. This may have been possible, but only if all CEDs were classified and graded the same. (For example all grade 12s or all 11s). The consensus of the group was that there was too much disparity or differences in CED positions for all to be graded the same. Therefore, the group was forced to use some method(s) to distinguish between the grades. Thus, numbers, matrixes, etc. were utilized.

HRD was insistent that the "Supervisor of 3" be an integral part of the classification. Everything the group could do to soften or lessen the impact of this detail was done before the recommendations were submitted.

I believe our representatives on the task force Randy Cook and David Vidrine did an excellent job for NASCOE. Their insight from having served as NASCOE Presidents and having been directly involved with previous reclassification task force was invaluable. We owe a huge THANK YOU to them for giving of time once again to work for the best for NASCOE members nationwide.

Once again, what was submitted was only a proposal to HRD. HRD is tasked with reviewing, fine-tuning, testing, rejecting or accepting, this proposal. This may require a re-convening of the task force to go back to the drawing board and begin again on a new proposal. Finally, when HRD is comfortable that all aspects of a proposal work, and there is fairness for all involved, then HRD will make their recommendation to those in management who make the final decision.

Bonnie Heinzman

NASCOE President

MIDWEST AREA EXECUTIVE REPORT

Area Executive Report -November 2007



It appears that the Farm Bill debate will continue for awhile. The last time I saw something there were more than 100 amendments made to the Senate proposal.

Once the Senate decides on their version it will get sent to a conference committee with the House. This conference committee will debate for a while and eventually send a farm bill to the President for approval. As of now, I don't think anyone knows what the final version will contain or how it will affect FSA. NASCOE will continue to promote Conservation administration and the administration of permanent disaster programs as well.

The NASCOE Execs and Officers just returned from the Fall Meeting with Management. The purpose of this meeting is to follow up on the negotiation items that were submitted last spring and also questions that were not answered at the National Convention. The Execs met for a day and a half to conduct NASCOE business and discuss the negotiation items and how they would be presented to management. I felt the meetings went really well and think this Executive Committee will work very well together.

A secondary result of the meetings with FSA management was the opportunity for them to meet the new Execs and Officers. Six of the eleven members are new so it was a significant change in faces. This event helps NASCOE build a relationship with each area of FSA management and helps put a face to the name. I know both the NASCOE board and FSA management appreciated that opportunity.

We met with the members of FSA's management team for two full days. This included Human Resources, Budget and Performance Management, Deputy Administrator of Management, and Information Technology Systems Depart the first day and then OCIO, the FSA Administrator, Conservation and Emergency Programs Dept, Deputy Administrator of Field Operations and the Deputy Administrator of Farm Programs on the second. The budget affected every meeting in one way or another. The budget will determine staffing and reclassification. It is driving the office closures and has determined how much is invested in the IT system. The budget will limit the amount and kind of training will get and the amount available for awards. The meetings were very open and the discussions were friendly and I felt very positive.

NASCOE will continue to work on the PT reclassification, watch how the Farm Bill develops, and be vigilant on the reorganization talk as well. We need members to submit items for negotiation items with management so we can communicate issues to them and maintain the ties that NASCOE has developed over the years.

I wish you all a happy and safe Holiday season and hope 2008 brings you all joy and prosperity.

Moments of Zen Wisdom

If at first you don't succeed, skydiving is not for you

Experience is something you don't get until just after you need it!

Jon Williams

MWA Executive

AWARDS COMMITTEE

Is there a person you know that deserves recognition for the wonderful work they do? Well, here is your chance to see that they get the honor they deserve—nominate them for a Distinguished Service Award!

The Distinguished Service Award eligibility information:

- Any member of the Association may make a nomination. If necessary, State Association Officers should submit qualified applicants.
- An officer of the State Association is *REQUIRED* to certify to the nominee's eligibility.
- *Eligible* Nominees are:
 - o Members in good standing

 - o Members serving under a permanent appointment

 - o Members who voluntarily retired during the current year

 - o Members whose state association is affiliated
- *Ineligible* Nominees are: National Officers; Executive Committeepersons or Alternates; National Committee Chairs; or, Area Awards Chairs
- Awards year is September 1 to August 31.
- Any nomination should be *brief, factual, and specific!* It cannot exceed two (2) double-spaced typewritten "8 ½ x 11" pages plus the cover sheet.
- Both the Nomination & the Cover Sheet should include:
 - o Name, address, & phone number of nominee and person making the nomination

 - o Certification by an Officer of the State Association that the nominee is *both*

Serving under a permanent appointment and is in good standing

 - o State & Area (MW, NE, NW, SE, SW)

 - o Position held

 - o Award being recommended: Service to NASCOE; Service to

FSA/Agriculture; Community Service

 - o Justification for nomination

INFORMATION FOR EACH CATEGORY OF DSA (these are recommendations for items to include in the nomination but any other pertinent information can also be included):

- **SERVICE TO NASCOE**: years of membership; committee activity; offices held; contributions to the association; FSA/ASCS background
- **SERVICE TO FSA--AGRICULTURE**: years with agency; program/project activity; size of county & number of farmers; contributions to FSA and/or agriculture; any special recognition; FSA/ASCS & NASCOE background
- **COMMUNITY SERVICE**: organization(s) involved with; office or committee assignment with organization(s); church affiliation, family status, children, etc.; what improvements did nominee make to his/her community; special recognition for efforts; FSA/ASCS & NASCOE background.
-

More information and the Cover Sheet are available on the NASCOE website (www.nascoe.org). Nominate those deserving individuals you know and see them receive the recognition they deserve!

Submitted by Tom Lane, CED Jackson County, Awards Chairperson

NEW BENEFIT INFORMATION!

For all the members! We have a NEW BENEFIT that will benefit NASCOE and help balance the budget, but only if you use the benefit!

We have had the opportunity to develop our very own web site for all your travel needs. Please tell your family, friends and especially your co workers about this new benefit.

When you are planning your next vacation or NASCOE or Area meetings and need to book a flight, rent a car or perhaps book a motel please log in to www.nascoetravel.com . This travel site works just like booking on line through an airline or Travelocity, cheaptickets.com, Expedia and etc. The difference is you will be helping NASCOE out not these other sites. All travel sites automatically build in a 5% commission on tickets. Well this site will also have to do that (it is the law), but they will give NASCOE 40% of that 5% commission back to our organization.

This site is not quite complete, but should be in about 2 weeks and it will soon be linked to the NASCOE web site for your convenience. I do have to thank Kelly Lunsford from NM for learning about this and helping get this started. It could not have been accomplished if it was not for her. When you see her, give her your thanks. The part that is not completed is little things such as our logo is not on the web site yet, it has not been linked to our NASCOE web site and things such as this that you will not notice if you start to use the site today.

So please check it out and please make sure you book your next ticket through www.nascoetravel.com

Submitted By:

Dee Ann Lehn, MWA Area Benefits Chairperson



Trains.....Planes.....Automobiles.....Ships.....

(IT REALLY WORKS! I HAD TO ARRANGE TRAVEL PLANS FOR A NASCOE MEETING AND IT COSTS THE SAME AS TRAVELOCITY AND EXPEDIA...CONSIDER USING WHEN MAKING YOUR TRAVEL PLANS IN THE FUTURE. NASCOE WILL RECEIVE A PORTION FROM EACH BOOKED ITEM. TAMMY)

Think: www.nascoetravel.com

CHECK THIS OUT!

This is for real! It is for us "Government Employees", there are Condos and rooms for \$329 a week and many locations or vacation spots. The web site explains it very well so there is no need for me to go into details.

Check out http://www.gettravelop.com/html/ge_index2.asp

Enjoy this is one of those things that took a little team work and is a benefit for every government employee.



Complementary Health Care Program for Service Benefit Plan Members

- Save up to 50% at participating fitness centers and spas
- Save up to 30% on our national network of over 33,000 complementary health care practitioners
- Save 25% on hundreds of nutritional supplements, and up to 85% on select magazine subscriptions
- Access to award-winning online health education tool WholeHealthMD

The 2007 annual membership fee is \$23 (per member per year)

Questions? To learn more about your Complementary Health Care program, visit www.fepblue.org or call 1.877.268.7283 from 8 a.m. to 8 p.m. (EST) Monday thru Friday

SIGN ME UP! YES, I accept your invitation to participate in the WholeHealth Networks Discount Program. To receive your membership and information packet, please fax the completed application to 703.430.6210 or mail to WholeHealth Networks : 46040 Center Oak Plaza, Suite 130, Sterling VA 20166-6573.

First Name: _____ MI: _____ Last Name: _____
Street Address, Suite #: _____
City: _____ State: _____ Zip Code: _____ County: _____
Phone number: _____ Fax number: _____ Email: _____

Payment

Check enclosed (payable to Healthways WholeHealth, Inc.)
 Credit Card (Circle one): MasterCard Visa American Express Discover
Account Number: _____ Exp date: ____ / ____
Cardholder Name (as it appears on the card): _____
Signature _____

thenascoestore.com News

The store name remains the same; the website name has changed to:

www.nascoeemblemsonline.com

We had needed to get a more user-friendly website for some time, and we think we have one now. We rushed into getting the new site set up, so we're still working out some kinks, but overall, it is going really smooth. You can look at all 90-plus products by clicking on All Products and scrolling from page to page. Hoover over the thumbnail, and you can see a larger view of the products and can go direct to the order page. And, check out the new Flash Design feature at the top of the home page.

We will be featuring different products each month as well as offering new sale items each month.

We've had some very positive feedback regarding this new site – check it out and register now, even if you don't place an order. Everyone that registers will be in our database of email addresses to receive email specials from time to time of items.

Remember, NASCOE gets a percentage of every sale which goes to the Scholarship Fund.

When you order between now and December 31, 2007, use coupon code NEWWEB for 15% off your order of \$60 or more. In addition, we will be sending a FREE gift with each order until January 1. Order today in time for holiday giving.

Thanks,

Era Jarrard



SILK TIES



Coffee Mugs



Long Sleeve Dress Shirts



Fleece Hooded Jackets



Organizers

AND MUCH, MUCH MORE!

IASCOE SCHOLARSHIP PROGRAM

IASCOE will again this year be offering scholarships to high school seniors, graduates, or full time college students, up to the Bachelor Degree level. (full-time is a minimum of 12 credit hours) Eligibility requirements are a minimum of a “C” average (using the 4.0 system) in **both** junior and senior years of high school or as a college student. Also the applicant must be a legal dependent of an **IASCOE** member, a member’s spouse, or even be an **IASCOE** member. The **IASCOE** member must be a county FSA employee with membership during the last five consecutive years or has been a member since becoming a permanent FSA county employee, including the current year.

DON’T MISS OUT ON THIS OPPORTUNITY!! Part of your annual dues goes directly to the **IASCOE** scholarship fund. If you or someone you know is an active member and will have a college bound student or has a student currently in college, take advantage of the **IASCOE** scholarship program.

The 2008 application has seen a change from prior years. In response to membership concerns, NASCOE has revised the scholarship application. Beginning with 2008 applications, we will no longer be requiring any financial information from the applicant or the applicant’s parents. The scholarship application may be printed from the NASCOE web-site www.nascoe.org. Once you are at the site, click on “scholarship” and you will find the scholarship application. You may type in your information and print the application, or print the application and complete. **BE SURE TO PRINT THE SCHOLARSHIP APPLICATION CHECKLIST** as well; this page will assist you in making sure you have all required information submitted. Please note the checklist return date should be **January 31st** for the Iowa Scholarships. **Please return the completed applications to me at the address below by January 31st, 2008. DON’T PUT IT OFF, GET YOUR APPLICATION TODAY!**

Cindy Pistek, Scholarship Chairperson
2145 Maple Ave

Britt, IA 50423

E-mail: lpistek@fbx.com

Phone: 641.843.4573



IASCOE PUBLICITY NEWS

SUBMITTED BY: TAMMY EIBEY

THE CALENDAR YEAR IS WINDING DOWN AND ANOTHER BUSY YEAR FOR THE PUBLICITY COMMITTEE WILL HAVE BEEN PUT IN THE BOOKS...OR NEWSLETTER ARCHIVE SO TO SPEAK. THE AREA COMMITTEE MEMBERS HAVE BEEN DOING A FANTASTIC JOB GETTING ME ARTICLES OR ENCOURAGING OTHERS IN THEIR AREA TO SUBMIT ARTICLES FOR THE QUARTERLY IASCOE NEWSLETTER. THANK YOU TO DERRYL MCLAREN FOR HIS SUPPORT AS WELL. HE SUBMITS ARTICLES FOR EACH ISSUE. I ALSO ENCOURAGE THE IASCOE OFFICERS, DIRECTORS AND COMMITTEE CHAIRS TO SUBMIT ARTICLES AS WELL. WE ALSO TRY TO GET ITEMS FROM OUR

LAST JANUARY I SUBMITTED SEVERAL PUBLICITY ITEMS FROM THE 2006 CALENDAR YEAR FOR THE AREA AND NATIONAL AWARDS. IOWA WAS FORTUNATE ENOUGH TO WIN 2. ROSE WOERNER WON FOR BEST FEATURE STORY HUMOROUS WITH POLLY PT AND IOWA WON BEST SINGLE ISSUE FOR THE SEPTEMBER 2006 EDITION. IOWA DID VERY WELL BY WINNING 2 OF THE 6 NATIONAL AWARDS. THE MWA TOOK HOME 4 OF THE 6 WITH ILLINOIS AND WISCONSIN ALSO TAKING HOME AWARDS.



I AM ALSO CURRENTLY SERVING NASCOE AS THE NATIONAL PUBLICITY CHAIR. THIS HAS BEEN A VERY BIG LEARNING EXPERIENCE. THE CHANGE IN NATIONAL CHAIRS FROM SOUTH DAKOTA TO IOWA MEANT FINDING A NEW PRINTER AND GETTING SOFTWARE APPROPRIATE TO THAT PRINTER! I FOUND ONE IN CEDAR RAPIDS AND GOT THE NEW ADOBE CREATIVE SUITE SOFTWARE TO USE FOR THEM. GOOD GRIEF! WE SURVIVED THE FIRST PRINTING. I HAD TO GET APPROVAL AT THE ORGANIZATIONAL MEETING IN LATE SEPTEMBER FOR THE PRINTER AND THEN WE HAD DELAYS GETTING THE ACCOUNT SET UP AND THE ISSUE FORMATTED CORRECTLY...LIKE THEY SAY...THIRD TIME WAS A CHARM! THE NEXT ISSUE WILL GO MUCH SMOOTHER AND BE OUT IN A MORE TIMELY FASHION... (MY FINGERS AND TOES ARE CROSSED!)

ONE IMPORTANT WAY NASCOE KEEPS IT MEMBERS UP TO DATE OR CURRENT REGARDING IMPORTANT INFORMATION IS THE NASCOE NOW I DO THESE 2 TIMES A MONTH. THEY ARE POSTED TO THE WWW.NASCOE.ORG WEBSITE UNDER PUBLICITY AND ALL ISSUES HAVE BEEN ARCHIVED FOR BETTER PRINTING (THE FALL 2007 NATIONAL NEWSLETTER IS ALSO POSTED TO THE SITE NOW). I ENCOURAGE ALL TO SIGN UP FOR OUR AUTOMATIC NOTIFICATION WHEN ITEMS ARE CHANGED OR ADDED TO THE SITE. THE SITE HAS A WEALTH OF INFORMATION FOR MEMBERS...PLEASE TAKE ADVANTAGE OF THIS SITE! IF YOU WOULD PREFER TO HAVE ME NOTIFY YOU, I NEED AN EMAIL ADDRESS TO DO SO PLUS YOUR NAME.

PLEASE ALSO KEEP ME INFORMED OF ANY OFFICE ADDRESS CHANGES SO THE NATIONAL NEWSLETTER CAN BE RECEIVED TIMELY. WE PRINT OVER 4100 ISSUES AND MAIL TO COUNTY AND STATE FSA OFFICES, CONGRESSIONAL MEMBERS AND THEIR STAFFS, WASHINGTON DC PERSONNEL AND ADMINISTRATORS PLUS ASSOCIATE MEMBERS.

THANK YOU FOR YOUR TIME....HAPPY HOLIDAYS!
TAMMY

SIouxCityChick81@hotmail.com

Legislative Report

Hopefully things have slowed down a bit for everyone after the tremendous amount of work you have seen and done this past year. GIS, IPIA, OMB Circular A-123 have all created an endless source of things to do. The non-passage of a new Farm Bill has given us a chance to catch our breath. For those of us that have been around for any length of time, the debate of the new Farm Bill will probably mean that nothing will get done for quite a while and then our agency will be asked to rapidly disseminate, disperse, and sign up producers in a very short period of time. Such is the nature of the beast.

Speaking of the Farm Bill currently being debated in the Senate – there is still a long ways to go. The House has passed their version of the new Farm Bill. If the Senate passes their version, the Farm Bill discussion must go to a conference committee and a final Bill must be signed by the President. At the time I am writing this, there has been dialogue that there may be a Presidential veto. This all means there could be many changes to the final legislation.

As NASCOE members we can have an impact on the proposed Farm Bill. There are several ways you (as members) can help. First of all, sign up for CAPWIZ. This is really a very simple and effective process. Our NASCOE leaders and legislative consultants study the issues and then compose the issues that are most important. The letters they compose are posted on CAPWIZ and alerts are sent to those signed up for CAPWIZ. Once you receive a NASCOE CAPWIZ alert, you simply send the message to your Congressman or Senators from your home computer. This takes a matter of minutes. A Congressman or Senator may receive one or two letters or emails on a subject and it probably doesn't mean that much to them. When they receive many letters or emails about a subject, they take notice.

Secondly, get to know your local Congressman's or Senator's area contacts or the Congressman or Senator themselves. For example, Congressman Latham has an area representative at Fort Dodge who makes monthly visits in my home county as well as other area counties. I make every effort to stop and see Jim when he makes his monthly visit in Hampton. It is important to have those contacts when legislative type issues arise. You need to use annual leave when you make these visits but you will find that 15 minutes or an hour or whatever it takes is well worth it.

Finally, there are many farm organizations that lobby Congress on various issues, including the Farm Bill. If you have producers in your county that are involved or are leaders in farm organizations such as the Iowa Corn Growers, Iowa Soybean Growers, Iowa Farm Bureau, etc, get to know them. These groups are very influential with Congressman and Senators. They can indirectly lobby for us if you make them knowledgeable of our programs and work ethic and you can prove to them we are an agency that "gits er done".

IASCOE Legislative Chair

Steve Abbas

IASCOE NEWSLETTER ARTICLE

2006 Final Membership Report

By

Daniel Wells, State Membership Chairperson

The numbers are finally in!!! The 2007 IASCOE Membership drive turned out to be another success. Our IASCOE membership this year is 88.3%. This is down just a bit from last year. This is probably the effect of so many retirements and new hires. Thanks to all of you and the hard work of your membership committee we are reaping the benefits of another successful year. Our continued goal is to have as many members as possible in Iowa and we should be striving to encourage growth in our membership.

We have seen a lot of our co-workers retire this year and we wish them all well with their new endeavors. However, as those positions are filled it is going to be very important and it should be our duty to inform these new employees about IASCOE and about how important it is to maintain a strong membership.

For those of you who have recently retired, we would like to suggest that you become an associate member of IASCOE. Many of you have been receiving benefits through IASCOE and to continue those benefits should consider becoming an associate member. We currently have 40 active associate members.

Each year your IASCOE directors draw five (5) members for the "Early Bird" special. Each IASCOE member whose dues are received before June 15th is eligible for a refund of \$50. This year the following IASCOE members were drawn:

Cynthia Ohl – Crawford County

Pam Giddings – Franklin County

Jane Trauger – Humboldt County

Paula Frazier – Benton County

Christy Leyh – Bremer County

Congratulations to the winners!!! Remember next year to get your dues in early to be eligible. You have to play to win!!! For those of you who have your dues payroll deducted, you are automatically eligible.

Thanks to those who choose to be members of IASCOE we are able to receive and maintain benefits that do not come automatically like many people think. All the benefits we receive as County Office employees are a direct result from the efforts of NASCOE/IASCOE. It is very important for us to maintain a strong membership to achieve the goals we have set for ourselves. As you are all aware, NASCOE continues to work to ensure the fair treatment of all our employees and to provide a work environment beneficial for all. This process would be virtually impossible without a strong membership and your continued support.



Visiting Ohio—The Buckeye State

Submitted by Dee Ann Lehn

CED, Keokuk County

Judy Dameron, Joni Birkhofer and I recently returned from a week-end's journey to Columbus, Ohio during which we attended the OASCOE State Convention. This is the second state convention we have attended in Ohio as the three of us travel that same direction 2 years ago.

We are always welcomed with open arms by the Ohio members. We had the opportunity to make new acquaintances and to learn how "things are done in the Buckeye State" while enjoying the hospitality of the Ohio members. We arrived in Columbus on Friday, November 2, 2007 in time to partake in an hospitality session honoring the Ohio Program Technicians, join in the organized games and dance the rest of the evening away. Judy and Joni took second place in the "Know Your Co-worker game" while my partner, Jeff (STO Conservation Specialist) and I secured second place in the corn hole competition. Earlier, that day, Ohio employees had the opportunity to attend an Employees Benefits meeting facilitated by Ohio State Office personnel.

Saturday morning took on a more serious note once again as the business meeting began with President, Mark Van Hoose, addressing the membership followed by Jim Mace sharing the most current information on insurance policies available to NASCOE members. Other guest speakers included the SED, John Stevenson; STC Chairperson, Dorothy Leslie; MWA Executive, John Williams, John Chott from DAFO and Congressman Zack Space.

Speakers addressed such topics as the farm bill, office consolidations, PT and CED re-classification and 770 reviews. A question and answer sessions followed the speeches. Most questions were directed to Mr. Chott including one asking about the administration's position on those State Plans which did not include any office closures. He made a reference Iowa stating the workload in our state would seem to support no closures which was just the answer we wanted to hear! All 51 states have now submitted plans. Those plans propose consolidating 226 offices across the nation with 58 of those offices being offices with no employees and 46 offices of those offices already closed at this point.

Congressman Space, a member of the House Ag Committee, states he expects the Farm Bill to be ready to present to the President by the end of the year while John Williams talked about money saving ideas such as electronic versions of the NASCOE quarterly Newsletter and Spring and Fall Mailings. John also encouraged all members to read *NASCOE NOW* which is published every 2 weeks and has the most up-to-date information concerning NASCOE issues. The Business meeting was concluded with a banquet allowing time for fellowship among all attendees. I do want to issue a thank you to all the Ohio members who made this a memorable event with a special recognition going to Ohio CED, Bill Huston, who acted as our host and tour guide during our stay in Columbus.



Left to Right

CED, Bill Huston, Congressman Zach Space, Ohio President-Mark Van Hoose



Left to right

MWA Executive-Jon Williams, DAFO-John Chott, SED-John Stevenson, STO Chairperson-Dorothy Leslie



[Support Our FSA/USDA Military Families](#)

At www.usdamilitaryfamilies.org there is a link to a Yahoo group where you can post messages and get support from others. The website is a collection of resources for families. There is even a prayer list that people can join.

IACS Report

Submitted by David Hoaglund, IACS President

Changes, We constantly hear the word in FSA. It probably would be more accurate to consider change the standard procedure. There are many issues facing FSA Employees: A new Farm Bill, a new budget, and USDA reorganization to name a few.

In FLP, we have now implemented the Direct Loan Making System as the process has moved to the web. We also had some training meeting regarding the changes in the guaranteed Interest Assistance program. October provided the first opportunity for the guaranteed lenders to electronically enter their status reports. There have been major revisions to the Farm Business Plan and DALR\$ will also be converting to the web in the near future. In addition, appraiser training requirements and a revamping of the FLOT program are being reviewed.

The New farm bill will also provide guidance on other FLP issues. Some of them are:

The availability of credit, term limits for both and guaranteed loans, disaster funding for EM loans, loan limits, targeting of funds, etc.

In addition to the possible changes the farm bill may bring, the streamlining of the FLP programs is here, effective December 31, 2007. There will be new handbooks delivered to the offices. The training will be mostly through Ag Learn and two of the five courses can now be taken. These courses will be mandatory for all FLP personnel. The National training for the FLP Policy Meeting will be held November 26-30th in Tucson, Az.

The 1165 Classification for loan officers is being discussed again and the possibility exists that it may be revisited.

UPCOMING EVENTS:

Zone B Convention will be held Feb 1-2, 2008 in Sioux Falls, SD.

2008 National Convention will be held June 14-19 at the Cornhusker Marriott Hotel in Lincoln, Nebraska.

These are a few if the changes and there will be more. However, we all need to be sure to take time to relax and enjoy the upcoming holiday season. Focus on our families and leave work at the office. I wish all of you a safe, healthy and happy holiday season.

Dave Hoaglund, IACS President



2008 Negotiation & Consultation Item Submission

Now is the time to begin submitting any negotiation consultation items you may have. The deadline for Negotiation/Consultation items to be submitted is December 15, 2007.

The Negotiation/Consultation Items submitted is your voice to management to let them know how your employee concerns. If there are no negotiation/consultation items to present to management, then management assumes there are no problems, needs or improvements needed in field operations. Is this really the case in your county office?

This is your employee association and your chance to be heard. Every member counts and every issue submitted is presented and discussed. The following are some examples of the most common types of concerns that are Negotiation/Consultation items:

- Are you looking for a change in FSA policy?
- Are you concerned that established FSA policy is not being followed?
- Are you concerned about changes made in established policy?
- Does it involve individuals?
- Does it involve a group of individuals?
- Does it concern Position Classification or Grades?
- Does it pertain to FSA policy on holidays, leave, travel, credit hours?
- Is your concern about personnel issues such as:
 - Adequate training?
 - Inaccurate position descriptions?
 - Value of performance evaluations?
 - Concerns about staffing and budget?
 - Do you question if Workload is being credited for work that is being done, or have a concern that workload is not being credited where the work is being done?

If you have a concern or idea for improvement, please take the time to complete a Negotiation/Consultation form and let NASCOE know. The submission form is available on the NASCOE website at <http://www.nascoe.org/negotiations.htm> . The link for the form is at the bottom of the page. Be sure to complete the entire form.

Send your area NASCOE Negotiation Consultant your concern by completing the Negotiation/Consultation Submission Form. Your NASCOE Negotiation Consultants for the 2008 year are:

MWA Charlene Neukomm

SEA Nancy Meyer

NEA Sandy Ford

NWA Kevin MacIntyre

SWA Sharon Curtis

Contribute To the Next IASCOE Newsletter

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

PLEASE WELCOME DEB BEATTY
NEW EMPLOYEE AT THE MUSCATINE COUNTY FSA

By Deb Beatty



I live on a farm outside of Muscatine. My husband is Robert and I have a hog operation where he farrows and sells ISO wean pigs.

We have 4 children. Matt (28) and his wife Wendy live in Grimes, IA; Matt is the Rec Director for the city of Ogden and Wendy works for Pioneer in Johnston.

Shawn (28) works on the farm with Robert, he is engaged to be married in June to Amanda King.

Nicole (21) and her husband Ray Nebergall. Ray farms with his dad Karl outside of Atalissa. Nicole is a student at Iowa majoring in elementary education.

Carl (20) our youngest works on the farm also.

In my spare time I like to sew, especially quilting. I just made a quilt for little Josie Wathan for a benefit, it was exciting to see how much money it helped raise for the family.

Before coming to work here I had my own beauty shop at home until health issues made me close it. Then I worked at Neal's Vacuum and Sewing in Muscatine, plus helped in the farrowing barn at home.



It seems like I am always looking for an answer and sometimes spend too much time finding it. When that happens, I like to share. Here are some helpful hints that I have found.
Submitted by Lisa Forburger, PT. Kossuth County

Grease Stain Removal from Clothing

To remove a black grease stain from clothing, try saturating the stain with rubbing alcohol, then blot with a clean white cloth. If the stain persists, try using a grease cutting dish detergent, such as Dawn, and rub with a soft toothbrush. Another option, although it seems crazy, is to soak the soiled area overnight in a solution of detergent, Coca-Cola and water. Launder as usual.

Refresh Black Clothing

You can refresh your black clothes by adding bluing, or strong coffee, or tea (2 cups) to the rinse water. They should return to their original dark black state. To prevent future fading, wash them in cold water, with Ivory Flakes plus only a small amount of detergent.

Remove Gasoline Odor from Clothing

To remove the odor of gasoline from clothing, place the clothing in a large bucket of cold water. Add two cans of coke to the water and a box of baking soda. Allow the clothes to soak for 24 hours. Then, hang the clothes on a clothes line to air dry. Finally, place the dry garment into the washing machine and launder as usual.

Grass Stain Removal from Clothing

To remove grass stains, dab the area with rubbing alcohol or diluted hydrogen peroxide before washing. Or, try putting liquid dishwashing detergent on the stain, let sit for ten minutes then wash.

Removing Rust from Clothing is Easy

The best way to get rust stains out of your clothing is to use a lemon or table salt and cream of tartar.

Lemon

- To use a lemon; lay your garment on a flat surface on top of a towel.
- Cut the lemon in half and squeeze the juice onto the rust stain. (If you do not have a lemon, you can use bottled lemon juice, it works just as well.)
- Lay your garment in the sun and allow it to dry.
- Once your garment has dried, look to see if the rust stain has lifted. If it has not, repeat the process.
- If the rust stain is removed, launder your garment.

Salt and Cream of Tartar

- To use salt and cream of tartar, simply make a mixture using equal parts of both.
- Lay your garment on a flat surface on top of a towel.
- Spread your cream of tartar and salt mixture onto the rust stain.
- Place your garment in the sun and allow it to dry.
- If the rust stain has lifted, launder the shirt.
- If the rust stain has not lifted, repeat the process.

Fresher Looking Whites

You should be able to restore your clothes to white (and not damage the fibers of the fabric) by soaking them in lukewarm water and color safe or oxygen bleach for 24 hours, then rinse them with vinegar and water. Use one tablespoon of vinegar to one quart of water. Your clothes may be turning gray because you have hard water, and this diminishes the effectiveness of detergents, and often leaves a residue on clothing. If you think this is a case, you may want to add a powdered water softener to your wash, particularly when washing white clothes.



A GREAT IDEA!

When you are making out your Holiday Card List this year, Please include the following:

A Recovering American Soldier

C/O Walter Reed Army Medical Center

6900 Georgia Avenue, NW

Washington D.C. 20307-5001

Holiday Recipes

Scalloped Pineapple

1 sleeve Ritz Crackers Crushed

1 stick Butter Melted

Mix these together and save for the topping

2 cans chunk pineapple drained

1 cup sugar

3 tablespoons flour

Mix these together and place in a 9 X 9 baking dish. Spray with non stick cooking spray.

Top with the Cracker/butter mixture. Bake at 350 degrees for 25-30 minutes.

Yummy...can serve with whipped cream or plain.

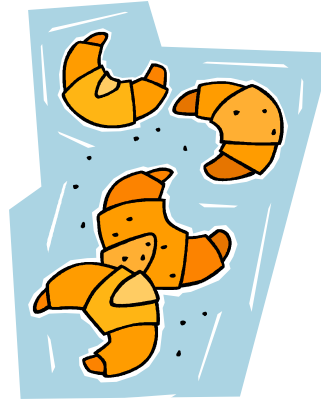
Tammy Eibey

Delaware County



Never Fail Rolls

- 1 pkg dry yeast
- ½ cup warm water
- 1 cup hot water
- 1 cup cold water
- ½ cup shortening (I use butter flavored Crisco)
- ½ cup sugar
- 2 eggs
- 7 ½ to 8 cups flour
- ½ teaspoon salt



Dissolve yeast in warm water. Melt shortening in hot water. Mix hot water/shortening mixture with cold water in large mixing bowl – make sure it is not too hot. Add dissolved yeast, eggs, sugar and stir well. Add flour and salt and stir well. Knead about 15 times on lightly floured board and form into a large ball. Lightly cover dough ball with shortening. Let rise in warm place for about 1 hour. Punch down. Shape dough and place in pans and let rise again – about 45 minutes. Bake in 350 degree F oven for 30 minutes.

This recipe makes 24 large rolls, or 2 loaves of bread. Can be used for any kinds of rolls – crescent, cinnamon, etc.

Anna Hornbaker

Van Buren County

Turtle Cookies

- Melt together: 2 squares chocolate ¼ lb butter – 1 stick, 2 eggs
- ¾ cup sugar, 1 cup flour
- 1 teaspoon vanilla, ½ teaspoon salt
- Place 1 teaspoon dough in waffle iron for cookie. Bake 1 to 1 ½ minute.

Frost with Icing:

- 1 square chocolate, 1 cup brown sugar
- 2 Tablespoon butter, ¼ cup hot water

Bring to boil and boil 1 ½ minute

Vanilla

Powdered sugar to thicken

Frosting gets thick – I add a little milk.

Crystal Overstreet

Van Buren County



Finding More Than Just a Recipe!

One Sunday afternoon I was looking for a new recipe, so I picked up the bright yellow IASCOE cookbook that was issued in 1993. I started thumbing through it and realized I'd opened up a book that led me to a rollercoaster of emotions. You see I recognized many of the names. I stopped and took the time to make this more than just a recipe hunt. My quest for a recipe had turned into a name searching game.

This little cookbook had made me reminisce our many valued friends and the valued times that we have shared together. After all, we do spend a good deal of our lives with each other. Yet time still flies by without us really realizing that. Some of our good friends have retired, some have left or changed positions within the agency and others have left us permanently. This touched me deeply as I was thinking about one of our past employees who died while still employed. She loved Christmas and angels so we think of her even more at this time of the year. By this time tears were streaming down my face. I thought, "What am I doing"? I was just looking for a recipe!

This little cookbook had made me stop and realize even the current life changing events that are happening everyday to many of us. After spending many years together this January our office will have lost half of its staff in the last 2 years. We have worked side by side with these people for as many as 15 and 20 years. Talk about some people that not only know a lot about your life, they also understand you. Our last DD is leaving in December and our CED is leaving in January. Our manager is the kind of person that lends a helping hand whenever he can. You know that saying, "That you don't know what you've got till it's gone", that applies here with each and every employee that we have lost in one way or another. We will miss them all but are also grateful to have had our lives cross paths.

Amazingly enough as new employees come aboard, we have yet again found some pretty special people. We are thankful for the blessing of knowing them all! I have used our cookbook many times, as I am sure many of you have. I have found myself thinking, "Hey I know that person or I just met that person", same as you Right! Who could have imagined that a little old cookbook could trigger so many fond memories along with giving us so many wonderful recipes!

May all of you have safe and joyous holidays as you remember those special people in your lives! May health also be with you and bless you all, my friends!

Submitted by Kitty J Benda, CPT Marshall County and Publicity Committee



Subscribe To the IASCOE Newsletter

To receive an email notification of new IASCOE Newsletters and web page updates go to our web site at www.iascoe.org and click on the subscription link.

Those were the days my friend, we thought they'd never end.....

Remember when you first began at FSA, or should I say ASCS, or CFSA or maybe even ASC! That is what my Dad always said, she works at ASC. We have been through mountains of changes and the funny thing about it we have many more on the way.



When I first started with Farm Service Agency, our backups were stored on 12 inch floppy disks. The CPU, which we called Bertha, was a machine that was 6 foot long and 3 foot wide. The floppy disks were inserted in a magazine that held 12 diskettes and required 2 magazines, every night. The diskettes were rotated on a weekly basis. The tape replaced the magazines in the early 90's. Was that a life saver! The CPU was huge, noisy, and very warm. I think that Sharon is still deaf from the distraction because she sat by it for so many years. When we moved to our "new" building 14 years ago, Bertha got her new home, in designated room, along with many printers. This room even had its own air conditioning system to keep it cool. It was replaced again in the 90's and then did we ever have room.

Jayne Trauger, Humboldt County, remember TYPING commodity loan applications, yes *typing* on a typewriter the commodity loan applications. You could not make more than three mistakes on the form or you had to start all over again. Talk about frustrating, I always wonders how many trees I went thru! It took more time to complete an application in the good old days than it does today, and that is when the whole county seemed to seal their grain. It could take up to weeks for a producer to receive their money. And of course the lien searches took days to receive, again *type* up the lien waiver and mail out to the producer for them to get signatures from the bank or landlord. There were no fax machines for same day response. Oh - but we had fun and it did seem there was more laughter than there is today. You had to laugh to keep your sanity back then, you remember the good ol' days!

Sharon Lovstad, Kossuth County, remembers the winter back in the late 70's when there was an energy crunch and the thermostat in the office was taped on 68 and no one was allowed to touch it except the CED. He often walked by and even checked to make sure it had not moved. The building was old and cold along with the winter. The secretaries, of course, were required to dress professionally which included hose and heels therefore they about froze to death. Many days the coats were never removed and the finger tips were cut out from gloves so they could type. A long hot shower was the first thing done after arriving home, to unthaw!!!!

Another memory would be the Disaster Program in 1992. The producers were required to submit their production evidence. I remember Jerry Frank telling us at a staff meeting, "They must be organized; we will not accept a shoe box with the evidence." I kid you not; my first farmer came in with a shoe box, a real shoe box with all his load tickets. It was truly a disaster! Now we have this information downloaded to us from RMA, and if they did not have crop insurance during the disaster, they are not eligible. Do you think someday, we will be RMA?

I always enjoyed the State Conventions that were held when there was such a thing as extra money. It was a great opportunity to get away, meet new people, hear some good speakers and stay in a nice motel. Like the Savory before it was remodeled? Wow, we saw mice running all night long.

Well, that is just a few of those were the good ole days; I hope that I can continue you in the Spring Newsletter. Why don't you send me one, I would like that!

Submitted by: Lisa Forburger, PT Kossuth County



2008 Joint IASCOE/IACS/IASE Convention

It's time to think about making your reservations to attend the 2008 IASCOE/IASC/IASE Joint Convention. This upcoming event will be held March 28 and March 29, 2008 at the Stoney Creek Inn in Johnston, Iowa. Last year's convention was at this same location and we were very pleased with the facility and the staff was wonderful and very accommodating.

The Stoney Creek Inn has a unique way of letting you enjoy the great outdoors indoors! The atmosphere is that of a hunting lodge decorated with an abundance of items that make you feel as if you are sitting around a warm campfire in the middle of wooded wonderland.

The Stoney Creek Inn is just a few miles from Des Moines and all that our Capitol City has to offer. Great shopping, fine dining and a variety of entertainment options are just minutes away.

If you are interesting in helping with the convention, please contact one of the IASCOE directors. We always welcome anyone who has a desire to become more involved in their employees' association.

More Details and Registration forms will be sent out in January and February!

The PERILS OF POLLY P.T.

PART 24

Written by Roseanne Woerner

Created by Dee Ann Lehn

I'm really not a conniving person, but most of the time; I know how to wangle things my way. Last week, for instance, I was trying to figure out how I could get the hot, new guy at NRCS to notice me. He seems especially immune to me, to my charm, my wit, my new clothes, and my perfume. I have used every female ploy that I can think of to make some sparks fly. So far, nothing works. I'm not discouraged though. There's always Plan B and my Plan B is pretty ingenious, if I do say so myself.

Tessa Starr calls me in her office for my performance review. "You're a very enthusiastic person," she says. "And I appreciate your help at the counter, **BUT**, and this is a pretty big, **BUT**, Polly...you don't know your program."

I fix an expression of concern on my face. "Does anyone really know CRP?" I ask. "I mean, I just get used to the rules and something changes. Plus, they keep adding practices. It's hard to keep up."

"That goes with the job," she tells me.

"Oh, I agree. And I know it would help if I came from the farm. I mean, it would probably make sense then."

"Hmmm," she says. "Maybe, but maybe not. I think if you put in some time with your handbook, you would see results. Now, what about your Individual Work Plan? Have you done anything with that?"

I do my best not to act too excited. "Well, this is what I was thinking. If I did some CRP status reviews with NRCS, I could see some of these practices for myself and everything would make more sense."

"You know that's not a bad idea Polly. But I don't know if they have time. Everyone over there is busy with CSP and EQIP."

"Gordon and Ty are working on CSP and EQIP, but I'm pretty sure that Andy is only working on CRP." (My heart actually flutters when I say Andy's name.)

Tessa crinkles her brow. "Who's Andy?"

I feel my face flushing, so I'm really careful not to make eye contact. "The new guy," I tell her.

"Oh...him," she says. "Okay. I'll see how busy they are. Meantime, you need to pull the handbook and review the practice standard every time someone applies."

“Wow. That’s a great idea, Tessa. I’ll start doing that right away.”

Our NRCS office has five employees, including Andy. There is Brian, the D.C., Julie, the clerk, Gordon, the Soil Conservationist, and Ty, the technician. I get along with everyone, but I have to say that Gordon really bugs me because he never shuts up. Plus, he loves to poke people with this pencil that he wears behind his ear. Our contact is pretty minimal though, since he’s never worked on CRP. Thank goodness.

Tessa buzzes me around three o’clock. “Polly,” she says. “You and Andy are going to the field first thing Monday morning. Be sure and dress appropriately. Oh and you’ll be walking a lot so wear some decent shoes.”

I have an instant mental image of Andy and me, strolling across a beautiful green meadow. There are big, puffy clouds in the sky and a babbling brook at the base of the slope. We laugh. We talk. We develop a mutual crush. We date. We fall in love. Our wedding is perfect in every way.

Back to reality and the cold, cruel world. On Monday morning, Gordon appears at my desk and pokes me in the arm with his pencil. “Ow,” I say. Even though it doesn’t hurt, I’m trying to make a point.

Gordon chortles. “You better toughen up Girlie, if you’re going out to the field with me.”

“I’m not going with you,” I tell him. “I’m going with Andy.”

He gives me this really cheesy smile. “Andy was detailed to Blake County for three weeks. Looks like you’re stuck with me, Kid.”

So much for Plan B.

TO BE CONTINUED.....



*Merry Christmas from years past....
Guess the year!*



2007/2008 IASCOE OFFICERS

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**Steve Kennedy
CED Jasper County**



Vice-President

**Cindy Mensen
CED Clayton County**

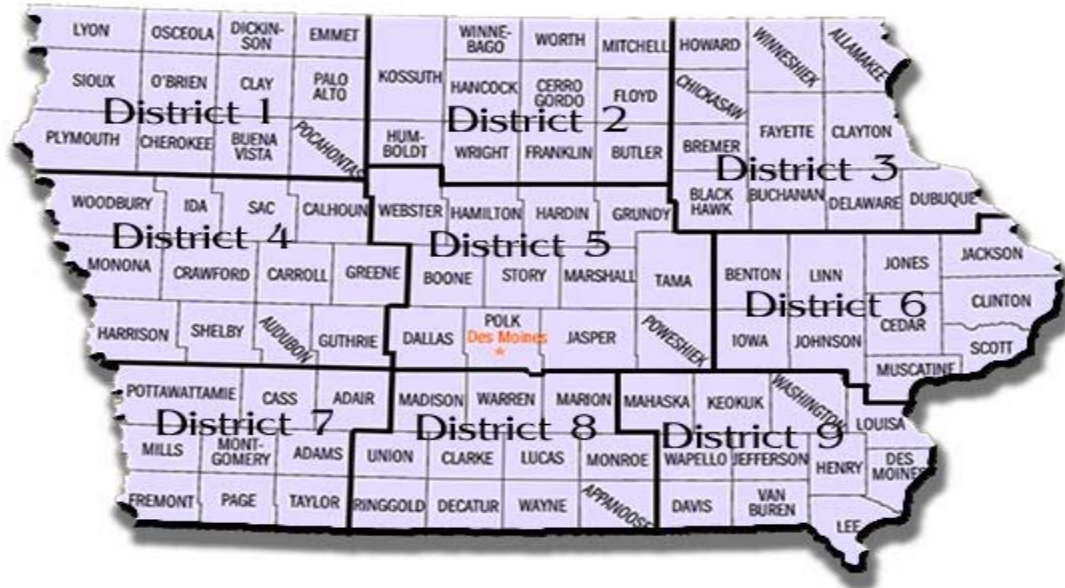


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PT Taylor County**



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9	Judy Dameron - Louisa Alt - Dawn Stewart - Henry	Dee Ann Lehn - Keokuk Alt - John Bartenhagen - Louisa

2007/2008 IASCOE COMMITTEE CHAIRS

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Membership: Carma Reiss - Benton
Bene/Legis.: Randy Madsen - Muscatine/Scott

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Membership: Marla Morlan - Monroe
Benefits/Legislative: Linda Carson - Clarke

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1961-62 Raymond D Vanderhorst
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1964-65 Charles Bacon
1965-66 Gaylor A Thayer
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1967-68 Marguerite Liddle
1969-70 Warner C Walrath
1970-71 Janet Hemm
1971-72 Carl Lantz
1972-74 James A Riekens
1974-76 Cecil F Zollars
1977-79 Garnita Ewart
1979-80 John Ace Parker/Gary Brewer
1980-82 Gary Brewer

1982-84 Larry Niles
1984-86 Joe McLaughlin
1986-87 Pat Drew / Ronald Parker
1987-88 Mike Houston
1988-90 Ronald Reuvers
1990-92 Steve Abbas
1992-94 Kevin Fitzpatrick
1994-95 Jerry Frank
1995-97 Kevin McClure
1997-99 Jolene Fechter
1999-01 Trice Smith
2001-03 John Landgraf
2003-05 Tom Lane/Alan Donaldson
/John Landgraf
2005-07 Dee Lehn
2007- Steve Kennedy

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