

IASCOE

The Iowa Association Of FSA County Office Employees

April 2015



2015/2016 IASCOE OFFICERS

President

Curt Goettsch
CED Howard County



curtis.goettsch@ia.usda.gov
curt.goettsch@gmail.com

Vice-President

Jennifer Comer
PT Page County



Jennifer.comer@ia.usda.gov
jenniferburgoin@yahoo.com

Treasurer

Judy Dameron
PT Louisa County



judy.dameron@ia.usda.gov
jldameron@hotmail.com

Secretary

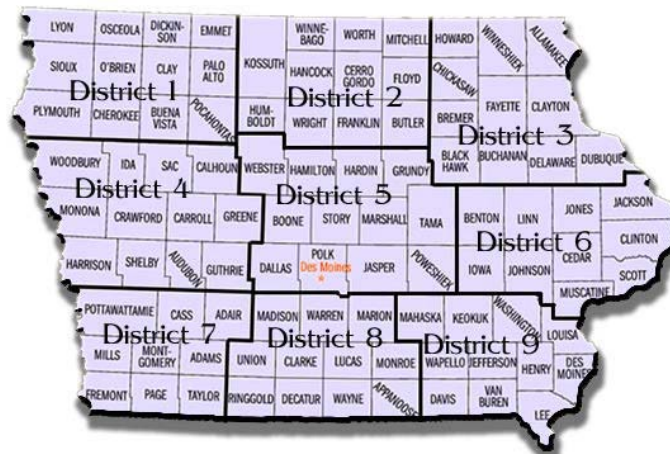
Cindy Pistek
PT Page County



cindy.pistek@ia.usda.gov
leonard.pistek@gmail.com

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

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



COMMITTEE MEMBERS 2015-2016

LEGISLATIVE CHAIR – Steve Luke

BENEFITS CHAIR – Dee Lehn

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

AWARDS CHAIR – Karen LaCour

SCHOLARSHIP CHAIR – Daniel Curry

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

PUBLICITY CHAIR – Kris Koth

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

MEMBERSHIP CHAIR – Joni Birkhofer

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

PROGRAM CHAIR – Keith Wheeler, Madison

EMBLEMS CHAIR – Kitty Benda, Marshall

NAFEC CHAIR – Mary Roberts, Calhoun



2015 IASCOE Directors

Other Roles

IASCOE Web Manager

Brian Beach - PT Sac County

brian.beach@ia.usda.gov

bbeach@mchsi.com

Convention Registration

Devalyn Wilson - CED Cedar County

devalyn.wilson@ia.usda.gov

dawilly@iowatelecom.net

Convention DoorPrizes/Silent Auction

Karen LaCour – PT Dickinson County

cmego@evertek.net

Karen.lacour@ia.usda.gov

Newsletter Editor

Kris Koth, CED, Jones County

kris.koth@ia.usda.gov

k_koth@hotmail.com

Newsletter Copy Editor

Anna Boecker, CED Tama County

anna.boecker@ia.usda.gov

Alt. Newsletter Copy Editor

Rose Woerner, CED Black Hawk County

rose.woerner@ia.usda.gov



2015 Awards & Scholarship Committee



2015 Publicity Committee



2015 Legislative and Benefits Committee



2015 Membership Committee

PAST IASCOE PRESIDENTS

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

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



A Message from our State Executive Director

One of the things that I have enjoyed about this position is the positive working relationships I have with the employee associations. I have always felt that I could call the leadership of any of the associations and have an open, honest discussion of any issue, and we all know that not every issue has been easy to talk about. There have a few times we had to disagree, but thankfully, those are rare. It does help that we all start from a couple of common points; we are here to serve our producers and we all care about each and every staff member.

I have said before, I will say it again, and keep saying it; I am so proud of the work that each and every one of you has done to implement the 2014 Farm Bill. This bill is very different from anything we have done in the past. From the producer

perspective, making a decision which will impact your business for the next five years is difficult to do, and you will question that decision at least once every year during that time. From the agency perspective, we have not had the chance to explain the benefits of the programs to the producers, but because of the financial impact of this legislation, we just couldn't do that this time. The risk of the market moving in any direction is just too high.

I recently had the opportunity to participate in a public meeting concerning wetland compliance rules. One individual complained that the local USDA office was spending taxpayer money to let producers know if a county drainage project might impact their operation. I look at this from an entirely different perspective. It is good government and good customer service for the local USDA office to try to make sure all of their producers are able to choose to be in our programs. Yes, participation in FSA programs is a choice, but if a producer is out of compliance with the rules, they lose that choice. I am proud of the good customer service that county FSA Office was doing and will stand 100% behind them! Thank you for your Great Work!

Take care,

John Whitaker
SED

The word "SPRING" is written in a large, green, stylized font. The letter 'S' is particularly large and decorative, with a swirl. A small, light blue butterfly is perched on the top of the letter 'R'.

SPRING

2015-2016 IASCOE President



If you attended the IASCOE Convention in March I'm sure you had a great time. If you missed attending you missed some great informational speakers, making some new friends, saying good-bye to others and just enjoying the company of fellow FSA employees.

Those of you who traveled to Cedar Rapids got a sneak peak of the host site for the 2016 NASCOE National Convention. Our goal is to put on one of the very best National Convention's ever. So far we had a great team that are 50+ strong and we still have lots of room for volunteers on all committees. If there is something you enjoy helping with please get in contact with me.

You can find all my info below, also if you just have questions about 2016

NASCOE National Convention feel free to call me.

It is an honor to serve you as we work through this year of change as your IASCOE President. It is a different kind of change then we saw just a few years ago. We aren't looking at budget issues at this time, moreover it is the change brought on by an all new farm bill. This kind of change is what FSA does best, that's not to say that there aren't challenges. We all know too well how challenging a new farm bill is to implement, the good news is we, FSA, have done this many times over. I am sure that again as we have been called upon to this task that we will not fail. It does however fall on to the leadership of IASCOE and NASCOE, as your employee associations, to insure that we have the needed resources and trainings to do our jobs. I can assure you that IASCOE and NASCOE are constantly working on your behalf.

Communication between you and your IASCOE directors always must be a high priority in order for IASCOE & NASCOE to be successful. Your officers and team of directors will strive to keep you informed and please make sure to let us know if you have any concerns for IASCOE/NASCOE. Remember to stay up to date of the latest info, make sure we have your most current home address. This can easily be done when renewing your membership, make sure to supply us at that time with your home email.

You are always welcome to voice a concern, comment, idea or question to your IASCOE directors, President or Vice-President. We can only gauge what the feeling is in Iowa on topics, based on what you tell us. We share these things often with the SED and the NASCOE leadership team. Our organization is only as good as our communications with our members. I look forward to hearing from you!!

Curtis Goettsch
curt.goettsch@gmail.com
319-290-6339



2015-2016 IASCOE Vice-President

Greetings from your “new” IASCOE Vice President

Hello, my name is Jennifer Comer; I am a PT in Page County and have been with the agency for almost nine years. My husband and I have three children; step-son Nick is a graduate of Northwest Missouri State University and works as an agronomist for Syngenta, 9 year old Noah is a 3rd grader at Garfield Elementary and not sure he is going to 4th grade because he knows most everything about life there is to know. Our daughter Hannah is 6 and in kindergarten, we are forever grateful that her teacher has a sense of humor. I have been the IASCOE Secretary for the last three years and will now be serving you as Vice President. I am honored and excited to serve our membership in this capacity.

It was great to see so many faces at our annual convention in Cedar Rapids, if you didn't have a chance to attend, please take some time to read the recaps in this newsletter or visit with someone who did attend as there was some great information shared. I would like to extend a few THANK YOUs to those that contributed to our success;

- * To all involved in getting the VTC with WDC staff set up. We were joined by Greg Diephouse, Deputy Administrator for Field Operations and Courtney Dixon, Acting Administrator for FLP.
- * To the State Office Staff; this is always a great opportunity to ask questions, get clarification on programs and for some of our newer employees, just to put a face with a name!
- * To our Membership who submitted questions before the convention as well as those that asked questions during the call and State Office panel. Your contribution and willingness to participate makes the whole Convention successful.
- * To our NASCOE Executives and out of state attendees. Your stories and experiences from all over the country is always appreciated and reassures us that Iowa is not the only state experiencing agency ‘woes’ and successes!
- * To all the IASCOE District Directors, without your hard work and commitment to our group, we would not be able to serve our membership with such high standards.

One other *THANK YOU* that needs to be handed out is to the new employees that have joined our FSA family in the past year as either permanent or temporary staff. You walked through the door at a very busy (and somewhat unstable) time in our agency and jumped in with both feet. Hopefully things will settle down a little bit and those of us that have been here for a bit longer, will have time to train you a little more in depth instead of; “this is the copier/printer/fax/and scanner, here’s your computer, the three guys at the counter need to certify their crops, the fourth one needs to do an LFP application, and the other 25 need to update their bases and yields, oh and the bathroom is in the hallway.” Not the best method but we thank you for rolling with it! It sounds like there is training for all of us in the works this year which will help you not only in your job roles but to meet your co-workers from around the State. In the meantime, don’t hesitate to contact any of your IASCOE District Directors; we are here to help you. Welcome aboard – there are good things to come!

Best wishes for a successful spring!

Jennifer Comer,
IASCOE Vice President

Jennifer Comer,
IASCOE Vice President

2015-2016 IASCOE Secretary



Greetings, the 2015 IASCOE Convention is behind us and now we look forward to Iowa hosting the 2016 National Convention! Your IASCOE Directors elected me as your new Secretary and I am excited to serve our members in this position.

At the IASCOE Convention our NASCOE Vice-President, Wes Daniels, joined us. One of the things that we seem to hear from employees across the nation is “What does NASCOE do for me?” Wes gave us a recap of what the answer to that question would be for this past year.

- Regular COC meetings were reinstated
- Ag Appropriations are higher than in the past years
- Hunter Moorhead, our legislative consultant, keeps abreast of what’s going on in DC so we can be pro-active instead of reactive
- The hiring freeze was lifted
- The employee ceiling saw an increase
- A 1% COLA was received after several years of a pay freeze
- Time-off awards were granted
- 2014 Cash Awards were allowed

This is just a short list of accomplishments that were only possible as NASCOE worked with Management, Congress and all FSA employees. NASCOE continues to work for more Key PT’s and possible PT grade increases, only two things on a long list of “what NASCOE does for you”.

Our meetings included a Video Conference with Greg Diephouse from DAFO in a question/answer format. Topics included; progress on workload, phased retirement, LexMark printers, Linc Pass, the 2016 Budget, shared management and Key PT’s to name just a few. We were able to express our concerns face-to-face with Mr. Diephouse; he listened to issues from a perspective that could not be seen from their position in Washington DC. We were also able to have some Q & A with our STO personnel from all departments which allowed us a more “local” perspective.

The State Convention was a success and now we begin planning for 2016. The National Convention will be a HUGE project and our opportunity to showcase the great State of Iowa!! Iowa is famous for taking a project and going above and beyond to make it a success. IASCOE will host a great National Convention in 2016, but only because YOU will be involved.

Cindy Pistek
IASCOE Secretary

2015-2016 IASCOE Treasurer



I am sitting in a hotel room in Kansas City writing this article. I have been here a total of three weeks in the last month testing the new Commodity Loan Processing System (CLPS). It will be our new Marketing Loan system on the web. They say it is to be rolled out on April 24, but I have my doubts. They also say that the sys/36 will be shut down before the year is over; again I have my doubts. They are up in the air as to what they are going to do with the 2014 loans. But 2015 loans will definitely be on the web.

The IASCOE Convention was once again a great success! I want to thank everyone who attended and/or helped to make it run smoothly. We elected new officers on Friday morning and I was reelected as your Treasurer. So, if there is anything I can do for you, please don't hesitate to ask.

I hope everyone has a great summer!

Judy L Dameron
IASCOE Treasurer



The 2015 IASCOE CONVENTION

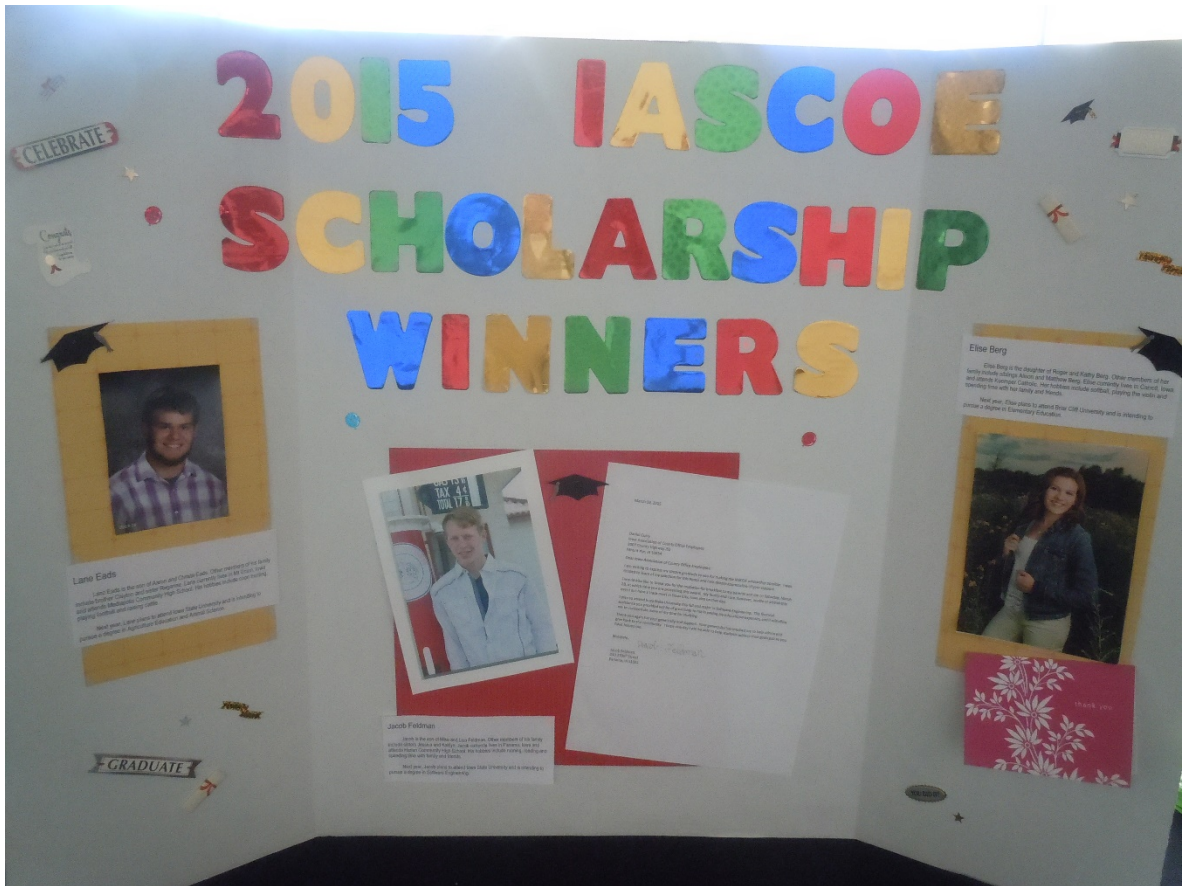


WAS UN" BULL"IEVABLE

**Don't miss the re-match schedule for August 6, 2016 at the NASCOE National Convention in Cedar Rapids, IA
Don't miss out on the fun at the National Convention ask your Director how you can volunteer to help out!!







2015 IASCOE Convention

Benefits and Legislative Meeting Minutes

Submitted by:

Steve Luke, State legislative Chairperson and Dee Ann Lehn, State Benefits Chairperson

Dee Ann Lehn, State Benefits Chair, called the meeting to order at 10:05 a.m. and proceeded with roll call.

All 9 districts were represented;

- District 1: Rex Wittrock
- District 2: Barry Terhark serving on behalf of David Stromer
- District 3: Adriana Foxen
- District 4: Pat Warmbier
- District 5: Teresa Simonton
- District 6: Renee Shultz
- District 7: Cindy Bebout serving on behalf of Chris Irvin
- District 8: Keith Wheeler serving on behalf of Kelly Cain
- District 9: Gretchen McLain

State Benefits Chair, Dee Ann Lehn, addressed the group beginning with a bit of history concerning employees' benefits. She stated the MWA is working to secure discounts with AAA insurance and she stated Sam's club is still offering membership discounts. Other information available on the NASCOE Website includes. Cell phone discounts, gas station awards programs and information about the Microsoft home Use Program.

State legislative Chair, Steve Luke, introduced Gretchen McLain, MWA Legislative Chair. Gretchen encouraged members to contribute to NASCOE PAC. She stated a new PAC promotion will be coming soon and members will have the opportunity to earn points to win a new Chevy Cruise.

NASCOE MWA Executive, Curt Houk, said communication was key in recruiting new employees as members. He stated we have a grass roots system with the COC and we should support that system by becoming NAFEC members. There will be a fly in to WDC next at which time our leadership will meet with management. Some of the recent accomplishments we have seen are regular COC meetings once again, increase in appropriations, the lifting of the hiring freeze, cash awards and no decrease in employee ceilings. He wants to continue working for employee promotions. Curt also briefly updated the members on the ARCSI pilot program.

Chris Hare, MWA Alternate Executive agreed with Curt concerning the importance communication and building NAFEC membership. He considers the PAC an essential part of job security.

State NAFEC Committee Chair, Mary Roberts, talked members about the great relationship the National chairperson had with Juan Gracia and he was working to establish such a relationship with the new administrator. She asked members to give NAFEC a try and for CED's to encourage their COC members to do the same.

NAFEC MWA Committee Chair, Randy Tillman, stated the COC system started in 1933 during the dust bowl. NAFEC was created in 1965 to support that system and ensure the county committees have resources to assist them.

Bob Braden, the MWA NAFEC Director, addressed the revitalization of the NAFEC organization and commented the recent COC orientation training was indeed beneficial. And OMG! He's apparently learned FSA's secret language.

Its official, the 2015 IASCOE Convention has begun just as it has for over 50 years. Our Current President, Curt Houk, opened today's session just as the 35 past presidents have done before him. For over 50 years NASCOE/IASCOE has been working for FSA employees improving working conditions and enriching the benefits enjoyed by today's employees. Back in the 1950's, CO employees were not afforded the same benefits as other Federal employees. Federal Employees were granted several pay increases while CO employees were passed over year after year. CO employees had no standard leave policy, no health insurance benefits, were offered no life insurance and had no retirement plan. How many of us would be working for FSA today under those conditions?

Today, NASCOE continues its mission to assist FSA employees. Currently, the MWA states are working with AAA to negotiate discounts for their products.

A Sam's Club discount is once again in place for NASCOE members. You can take advantage of a \$10 discount or a \$25.00 discount on a Sam's Club membership depending on the membership option you choose.

Cell phone discount information is listed on the NASCOE Website. Some of these discounts are for NASCOE members only while others are offered to all government employees.

NASCOE has also researched available gas station discounts and rewards programs and listed those discounts on the NASCOE Benefits webpage.

Information about Microsoft Home use software program is available on the NASCOE website. This software is available to government employees at a greatly discounted price. Currently the cost is \$12.00 for a download or DVD copy of the software.

The Benefits Committee is always looking for opportunities to secure new benefits for our members. If you have any ideas or suggestions for additional benefit opportunities, please let me know.

Steve Luke called for a motion to adjourn the meeting and the meeting ended at 11:15 a.m.



Membership Committee
Joni Birkhofer Membership Chairperson

This year we had 7 Counties receive 100% Certificates and they are as follows:

Bremer County – 5 years
Jefferson County - 5 years
Van Buren County –5 years
Washington County - 5 years
Fremont County – 55 years
Jackson County – 55 years
Johnson County – 55 years

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:

Max Dirks	Cass County
Bonnie Cook	Jones County
Roxanne Westerman	Woodbury County
Jeanine Ehrig	Woodbury County
Marie Oleson	Hancock County

Congratulations to the winners!!! Remember next year to get your dues in early to be eligible.

As of August 1, 2014 we had 92% membership with no district having 100% membership.

We will be starting our 2015 Membership Drive sometime in April. Please complete the transmittals as soon as possible to be eligible for the 2015 “Early Bird” special!!!!

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. This process would be virtually impossible without a strong membership and your continued support.



—Your Association—Your Benefits—Your Job

AN ACTIVE MEMBERSHIP IS THE STRENGTH OF NASCOE

Publicity Committee
Kris Koth, Publicity Chairperson

A discussion was held that we will continue to publish 4 newsletters this next year and they will be published in January, April, July and October. The committee is free to write about whatever topics they seem appropriate to publish in the IASCOE newsletter. We discussed that we would like to see more stories about our members so the committee should ask each district for participation in their district. The committee will be contacting each office to do new employee spotlight articles since there has been a wave of new employees hired recently. Each committee member was assigned 2 newsletters to write for, we discussed that this should help the burden of trying to find something to write about.

The following was submitted to NASCOE for the Publicity Awards:

1. Best Website
2. Best Overall Newsletter
 - a. We submitted all 4 issued in 2014
3. Best Single Issue
 - a. January 2014
 - b. May 2014
4. Best Humor Story
 - a. Somewhere in Time by Larry Lago, July 2014
 - b. Oklahoma City Road Trip by Cindy Pistek, October 2014
5. Best Human Interest Story
 - a. An Italian Adventure by Cindy Pistek, January 2014
 - b. The Lake Hendricks Fishery by Mike Praska, May 2014
 - c. Wide-Eyed Adventures of a Small Toen Girl by Heidi Nickol, October 2014

A BIG thank you was given to the Committee for their dedication to the newsletter and their willingness to continue to serve on the Publicity Committee.

A motion to adjourn was made by Mike Praska and the meeting was adjourned.



Minutes of the Awards/Scholarship Committee Meeting

The IASCOE Awards and Scholarship committee met on Friday, March 27th at 11:30 am at the Double Tree Hilton in Cedar Rapids, Iowa.

Present were:

District 1: Larry Lago

District 2: Tammy Pruin

District 3: Candace Fette

District 5: Kathy Baker

District 6: Amy Castillo

Scholarship Chair: Daniel Curry

Awards Chair: Karen LaCour

The Scholarship made selections based upon scoring. It was reported that there were eight traditional applications received and one continuing education scholarship application received. The three IASCOE winners chosen were

Lane Eads

Elise Berg

Jacob Feldman

Scholarship winner Lane Eads will be attending the breakfast at the Saturday convention. The committee is excited to have them here.

All eight traditional and the one continuing education application received were forwarded onto the Midwest Area for further judging. The Midwest Area winners have not yet been chosen.

There was discussion held on increasing the scholarship amount from \$400 to \$500. A first nomination to adopt this was made by Tammy Pruin and seconded by Larry Lago, with unanimous consent from the attendees, motion carried. Daniel Curry shared that he will bring it before the board at the next Director's meeting.

This year one new Distinguished Service Award applications submitted. This was for IASCOE President Curt Houk, for Service to IASCOE/NASCOE. A plaque will be presented to Mr. Houck during the Awards presentation Saturday morning. This application and last years IASCOE Service to FSA/Agriculture winner, Barry Terhark, both have been forwarded on to the Midwest Area for ranking in their respective categories.

There were eight sick leave awards submitted this year, with the following:

Two for 1,000 hours

Jennifer Engel, of Jackson Co.

Mike Tinkle of Mahaska Co.

Three for 1,500 hours:

Paul Berte of Pocahontas Co.

Polly Fank of Buchanan Co.

Karen LaCour of Dickinson Co.

One for 2,000 hours:

Julie Vulk

Two for 2,500 hours:

John Bartenhagen of Louisa Co.

Cindy Bebout of Fremont/Mills Co.

Discussion was held by the committee of different motivations to acquire more award nominations for the Distinguished Service categories.

Committee meeting adjourned at 11:45 a.m.

Respectfully submitted,

Karen LaCour & Daniel Curry

A Barrel Racer Among Us

By: Allison Vavroch



Tara (L) and Charmayne (R) with Spinner

Tara Craver, Benton County PT was awarded a scholarship through the Kirkwood Community College Horse Science program to participate in the Charmayne James Barrel Racing Clinic April 2-5 in Cedar Rapids.

Charmayne James is an 11-time world champion barrel racer. She qualified for the NFR (National Finals Rodeo) 19 consecutive times. Charmayne was inducted into the National Cowgirl Hall of Fame in 1992 and was the first million dollar cowgirl. She has won more world championships than any other woman in professional sports.

Tara is a member of NBHA (National Barrel Horse Association) and UBRA (United Barrel Racing Association). She was the 2014 Iowa NBHA Open 4D Barrel Racing Champion.

Almost every weekend from April-November along with some biweekly jackpots, Tara competes in barrel races. She qualified for the NBHA World Championships in Perry, GA that she will compete in this coming October.

Charmayne James has been an inspiration to Tara for as long as she can remember so it was a very big honor to meet her and participate in the first clinic she's ever done in Iowa. At the clinic, Tara learned new drills to work on improving her positioning around the barrels to help her horse be faster. She was also able to improve her approach to the first barrel (which she calls the "money barrel!") She learned things to help her horse turn quicker and leave the barrel with more power. They also worked on improving her hand positioning and riding more with her feet.

Charmayne was very encouraging to the group and spoke of the importance of having a good support system that shares your dreams and to not let what others think alter your beliefs and dreams. She said you can do anything you set your mind to if you work hard for it.

Spinner is the horse that Tara competes with but also has other horses. Charmayne rode Spinner and gave Tara many nice compliments such as how light he is in the mouth which means he's very responsive. That was high praise to Tara since she trained Spinner herself. Good luck with your races this year Tara!



Charmayne giving praise to Tara



The group of participants at the clinic

DAVIS COUNTY, IA

Jan Christensen - 13+ years

I grew up and continue to live on a farm. I have three grown children and four grandchildren. I love spending time with my family and following the grandchildren to their activities along with uncovering fun items from flea markets and antique malls.

I can hardly wait for warm weather to plant flowers and get the hummingbird feeders out.

Lisa Cutler – 28 ½ years

I have lived in Davis County all of my life. I have been married to my husband Mark for almost 34 years. We have 3 children: Clint, Kristen and Logan. I have one grandson, Tyson (age 2) and one to arrive in September. My most favorite times are spent with family, planting flowers, reading, crocheting and spending time in our timber around a campfire. My favorite vacation was visiting Niagara Falls. It was spectacular and I was thoroughly entranced by the beauty of it. I love to make people laugh and hope my time on earth is well spent.

Linda Harrington – 13 years

I live on an acreage between Bloomfield and Ottumwa. My husband, Brian, and I have been married for 28 years and have two sons. Spencer is 26 years old and employed at John Deere Ottumwa Works. Ross is 23 years old and enlisted in the US Army as a Combat Engineer, soon to be deployed to Poland for his first tour of duty in Operation Atlantic Resolve. I enjoy flower and vegetable gardening when weather permits and just spending time outdoors. I enjoy training my German Shepherd, Sargent. I have been making homemade wine for about 2 years which I enjoy sharing with friends and family.

Shannon Smith – 1 year in May!!

I live on a farm outside of Bloomfield with my husband of 18 years, Dennis, and two sons, Matt (16) and Clayton (11). Our farm consists of corn, soybeans, wheat and hay. We raise cattle. We also raise pigs and Boer goats, which started from 4-H projects. I am involved with 4-H and am a co-leader of Kalico Kids 4-H club. I enjoy going around the state with our sons and showing our goats. I also host an Open Boer goat show in Bloomfield and was a co-founder of the Midwest On Target Show Goat camp for 4-H/FFA kids to learn about showing goats. I also enjoy spending time with family and friends.

Erin Wood – 4 ½ years

I live in Unionville, MO on a small cow calf farm. I enjoy spending time with my husband and two children. In what little spare time I have, I enjoy shopping at thrift stores.

Lanie Benjamin – 8 ½ years

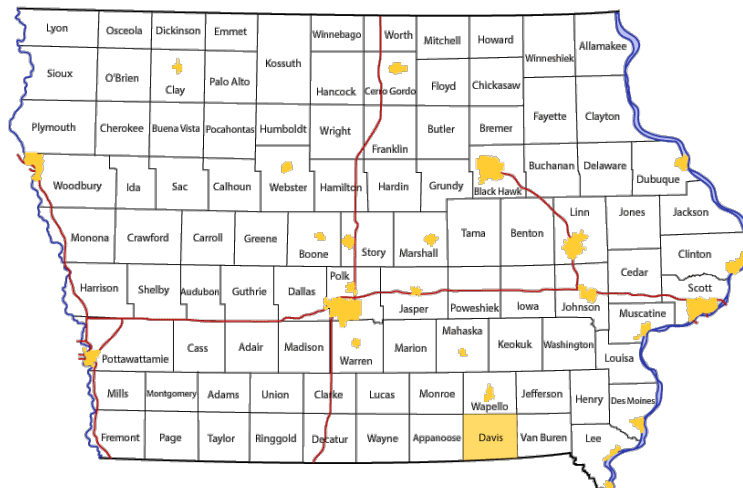
I live in Moravia, Iowa and manage the Davis County and Wapello County FSA offices. I have three children and I am very busy with their various activities. I am always on the go, so my time with my family and close friends is very important to me. I enjoy antique shopping and participating in trivia contests.

In Davis County, we look for opportunities to award our co-workers a “Gold Star”. A Gold Star is given when someone offers exceptional customer service in a difficult situation. Though it’s nice to get an “award”, we do our best to keep the tough ones to a minimum.

We are proud of offering a friendly atmosphere to our producers in Davis County when they come to do business with us. We have received many compliments and positive comments during the implementation of the 2014 Farm Bill. It is nice to get positive feedback from producers and know that the work you do is recognized and appreciated. We joke around a lot and give each other a hard time on a daily basis, but in the end, we work together as a team when it matters. If you’re ever down south, stop in and say hi. We’d love to see you!



Left to Right: Jan Christensen, Shannon Smith, Linda Harrington, Lanie Benjamin, Erin Wood, Lisa Cutler



RESTOCKING THE SHELVES OF KNOWLEDGE

Across the state and nation the past few years the FSA family has been asked to cut back and streamline. In these years we have had many of our colleagues decide to close the chapter of their lives that was dedicated to the agency and to public service. They have started to pursue time long deserved with family, friends, hobbies, travels and adventures. As we reminisce about the times with those that have moved on it is also a great opportunity to get to know the people who have been chosen to carry on the traditions of the agency. Here is a chance to meet those that have picked up the baton from the southwest part of the state to help preserve the legacy of the agency and that of helping producers, farmers and ranchers across the great nation we live in.

Adams / Union County: Angela Dubberke



Angela is originally from central Iowa but after attending college at NORTHWEST Missouri State (**GO BEARCATS!!!**). She decided to stay in the area to pursue a career in agriculture. Angela grew up on a farm and gained experience working in the agriculture industry through college. Angela decided that she would like to join FSA to continue helping producers, farmers and ranchers with the USDA programs. Angela started as a temporary employee in the fall of 2014 and gained permanent status in 2015. She has been assigned Administration and ARC/PLC.

Montgomery County: Amy Strebe



Amy grew up on a farm in Red Oak, Iowa. She has one daughter, Alyssa that is a first grader. She started as a temporary employee fall of 2012 in Montgomery County. She was then volunteered to transfer to Fremont County for nine months. She returned back to Montgomery and became permanent in 2015. Amy enjoys helping producers with the USDA programs. The programs she has been assigned are Compliance, ECP, LFP, and GIS.

Justin Voyles started as a Temporary employee in the Taylor County office in April of 2014. He started as a permanent PT in Page County in February of 2015. He grew up in Florida and Illinois. He enjoyed several hunting trips to southwest Iowa and decided to make the move. In his spare time, he enjoys hunting, fishing, and anything outdoors.

Page County: Justin Voyles



Julie was born and raised in Oconomowoc, WI, moved to Wiota, IA in 2003 and started with Guthrie County FSA in 2010, transferred to Taylor County this past January and currently resides in Mount Ayr. Julie's family includes husband Eric and 3 children (Jonny, Heidi and Ashley), 1 grandchild (Kylie) and expecting 2 more grandchildren in 2015. Julie decided to work for FSA because agriculture has always been a part of her life. Last fall they sold their acreage in Cass County, where they had a flock of Hampshire Show sheep. In 2013 they had Grand Champion Ram at the North American International Livestock Expo. "Homeboy" was named Supreme overall. She also enjoys hunting, fishing, her 4 Labrador



Taylor County: Julie Buchberger

Page County: Sharry Bredensteiner



Sharry started as a Temporary employee in the Page County office in April of 2014, and moved to a permanent PT position in September of 2014. She grew up on a farm and has previous experience working for the agency in the 1980's and 90's as an employee of the Farmer's Home Administration in Taylor County. She has three children: daughter Erica is a nurse, son Tyler is in the U.S. Air Force currently stationed in Japan, and son Samuel is a 6th grader. She has been assigned ARC/PLC.

Ringgold County: Josiah Rusk



Josiah grew up in Clearfield, Iowa. He graduated from Iowa State University with a degree in Animal Science. He has a wife, Tracey, and two boys, Isaac 6 and Logan 4. He came to work at FSA in October 2014 as a temporary employee and became full time in November. He decided he would like to join FSA because he enjoys working with people and wanted to continue working in agriculture. He has been assigned Conservation/CRP and GIS.



Ringgold County: Maria Weeda

Maria is originally from Crawford County and graduated from Iowa State University with a degree in animal science and microbiology minor. She started as a temporary employee in the spring of 2014 just a week before her wedding day, and officially joined the Mount Ayr community. Agriculture is an important cornerstone of our country, and she is proud to serve fellow producers, farmers, and ranchers through the diverse FSA programs. Maria gained permanent status in the winter of 2014, and has been assigned Compliance and Payment Limitation.

Fremont County: Destinee Shearer (right) & Stacy Burge (left)



Stacy Burge grew up on a farm in the Malvern/Silver City area but currently lives outside of Sidney with her husband Rod and two kids, Ethan (21) and Chloe (12). Stacy was looking at leaving the Long Term Care industry to work closer to home, at a job with less "stress". Her mom worked for FSA many years and her sister is currently a PT in Page County. Her current programs are Admin, Automation, CRP, ECP and Farm Records. Stacy joined the Fremont County office in April 2014. In her free time Stacy and her sister Jennifer Comer (PT in Page County) enjoy their small "junk", repurposing business called "The Farmer's Daughters".

Destinee Shearer is originally from Kearney, Nebraska but relocated to Sidney, Iowa when she married husband Matt in July, 2013. A proud wife and mother of a 7 month old baby boy, Brantley, she became interested in working for FSA for a few reasons. First, her husband is a farmer and the more she learned about farming the more interested she became in becoming a part of it. Secondly, she was getting very burnt out as a professional in the mental health field, and was interested in trying something completely different than anything she had ever done before. These two things combined, and here she is! Her current programs are Compliance, Direct Farm Loans, Price Support, Payment Limitation, and Disaster programs.

All about the "BASE"

Revamped lyrics: Heidi Nickol

Because you know it's all about the base,
'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base

Yeah it's pretty clear, this ain't 2002
But it's a farmbill year, and we've got work to do
We got the work work that all of us face
T' put all the right base in all the right places
We see the magazines working farm program opts
We know this stuff is real Come on into our shop
If you got yield yields, just bring 'em up
'Cause every farm needs an update from the bottom to the top
Yeah Kevin, he told us, "don't worry about proof"
He says, "FSA rocks this so let's go and RAISE THE ROOF!"
You know we won't be no lazy, bored, slow, dull, clueless staff
So get your butt in here, to choose the right program path

Because you know it's all about the base,
'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base

We're bringing yield back!
Go ahead and tell them busy agents, Hey
Yo We're not playing, check each and every plat
And we're here to tell you that
'Cause every farm needs an update from the bottom to the top
Yeah Kevin, he told us, "don't worry about proof"
He says, "FSA rocks this so let's go and RAISE THE ROOF!"
You know we wont be no lazy, bored, slow, dull, clueless staff
So get your butt in here, to choose the right program path

Because you know it's all about the base,
'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base

Because you know it's all about the base,
'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base, it's no trouble!
It's all 'bout the base, 'bout the base

Because you know it's all about the base,
'Bout the base, it's no trouble!
It's all 'bout the base, 'bout the base.

JOIN, SERVE AND SHARE

Submitted by Barry TerHark

How were you informed about IASCOE? How was it described to you? We were all faced with the time in our lives that we made a choice about joining IASCOE.

The sales pitch I heard was the convention and how many people you could meet. I was also informed of the great benefits. At the time it was a discount at Sea World (which I have never gone to). Today the popular benefit is the cell phone discounts. I have heard some employees say they were told to join because IASCOE is the reason that "Program Technician's are 7s" in regard to the pay scale. Others were told "that is what we do at this office – you join".

As I've aged in the agency I've come to realize what IASCOE means. IASCOE does provide great benefits for our employees, ensures that we receive the same treatment as our Federal Employees, discusses program situations with our leadership, and ensures we have workload in the future to support our agency.

IASCOE is part of a bigger picture, NASCOE. NASCOE is the National Association of Farm Agency County Office Employees. It represents us, the county level employees. It represents the interests of ALL county office employees of the FSA, regardless of membership. It was originally chartered to render better service to American agriculture by having a national medium for the exchange of ideas and information, and to facilitate closer cooperation in working toward the solution of mutual problems.

The objectives are 1) to assist in every way possible to assure the successful operation of the FSA and the attainment of the agency's objectives, 2) to cooperate with common interest groups and organizations to conserve and improve our natural resources, 3) to secure equitable salaries, working conditions, and retirement provisions for ALL county employees, and 4) to provide professionalism of our workers (found at the link 'about NASCOE') at www.nascoe.org.

Joining IASCOE and being involved does make a difference. When employees' voices unite, and we chant the same song, we can make a difference in our agency. NASCOE provides a battle cry to members of Congress and to leadership at Washington to ensure that the rights of the County Office Employee are met so we can provide outstanding customer service to the public that we serve – our agricultural communities.

IASCOE has nine different districts. Each district has a PT director and a CED director with an alternate for each. Awards, benefits, emblems, legislative, membership, programs, publicity and scholarship are committees within IASCOE. Each district has a representative for the benefits/legislative, awards/scholarship, publicity, and membership committee. Add in a person as the CAPWIZ coordinator, Convention registrar, and the IASCOE web manager, and we find it takes a large number of volunteers to support this organization.

Over the past several years we have watched as many of older employees have retired. These employees have provided service and volunteered for these committee positions for years. These employees sacrificed time and resources ensuring that the County Office Employee would have a voice and be represented. By becoming involved in IASCOE they have learned what IASCOE does for them.

Take some time and go to the IASCOE and NASCOE website. If you don't know already find out what district you are in. Some may not even know it isn't based on your District Director districts anymore. Find out who your director is.

Visit with that person and see if there are any places that you could serve. Maybe a committee has someone volunteering just because no one else wants to. We need volunteers to serve in these positions.

I first challenge you, if you have not already, to JOIN IASCOE. The cost is small and the benefit is great. The second thing I challenge you to do is volunteer your time to a committee or become a director or alternate director. Find your place to SERVE in IASCOE. You will meet some great people, understand the organization and the agency better, and do a great service for not only the producer that you serve, but also the employee that you work with. Finally, I challenge you to talk about IASCOE with a friend that works within the agency. See if they have joined IASCOE. See if they have volunteered time for IASCOE. SHARE what you know about IASCOE with others. Remember to JOIN.

I Realize

As each generation passes through our office.
I realize how quickly time goes by.

As each history file gets filled.
I realize just how many great producers I have known.

As we wait on each producer.
I realize even more what the seasons of life really means.

As each year goes by.
I realize what our producers mean to us.

As each busy day of living our lives goes by.
I realize more than ever that each interaction could be our last.

Submitted by: Kitty J Benda
Marshall County





56th NASCOE CONVENTION
 August 12-15, 2015
 Potawatomi Hotel & Casino
 1721 W Canal St
 Milwaukee, WI 53233
 844-217-4100

**Important: Block of rooms
 only good until July 8, 2015.**

Name: _____ Guest _____
 Circle One: Delegate Member RASCOE NAFEC Honorary Member District Director
 Address: _____

 e-mail: _____
 Phones: Work _____ Cell _____

Please choose ALL EVENTS that you plan to attend—even if it is FREE!

Honorary Life Members and guest under 13 years of age may attend the Convention free as our guest. Your registration is essential so that we can be prepared for the correct number of attendees to each event.

DATES/TIMES	EVENT	COST PER PERSON	# ATTENDING	TOTAL \$ DUE
POSTMARKED BY JUNE 15, 2015	REGISTRATION	\$45		
POSTMARKED FROM JUNE 16 – JULY 15	REGISTRATION	\$55		
POSTMARKED AFTER JULY 15, 2015	REGISTRATION	\$65		

WEDNESDAY, AUGUST 12 8:00 – 4:00	Farm Tour: Koeplke Farms Growing Power and Serenity Farms of WI- includes lunch	\$45		
WEDNESDAY, AUGUST 12 8:00 – 4:00	WI Industry Tour: CASEIH and the Harley Davidson Museum- includes lunch	\$45		
WEDNESDAY, AUGUST 12 8:00 – 4:00	Brewery Tour: Fabst Mansion, Miller/Coors, Lakefront Brewery and Great Lakes Distillery- includes lunch	\$45		
WEDNESDAY, August 12 6:00 p.m.	Taste of Wisconsin Buffet Style Dinner Provided at no cost Sock Hop at 7:30 pm	Free		
THURSDAY, AUGUST 13	Scholarship Auction followed by Dueling Pianos Dinner on your own	Free		
FRIDAY, AUGUST 14	RASCOE LUNCHEON	\$30		
FRIDAY, AUGUST 14	Banquet followed by the Live Band- Red Hot Horn Dawgs	\$45		
SATURDAY, AUGUST 15	Convention to Adjourn at noon. Entertainment will be on your own- Hotel has many activities			

YOUTH ACTIVITIES:

**Must submit Parental Consent Form for any and all Youth Activities.
(Form available at www.nascoe.org or at Convention Registration Desk.)**

Youth Name(s): _____

Ages: _____

DATE/TIME	ACTIVITY	COST PER PERSON	# ATTENDING	TOTAL \$ DUE
WEDNESDAY 6:00	Video Games in Real Life-Minecraft! Plants vs Zombies! Fun for all ages (at hotel)	FREE		
THURSDAY, AUG 13 TH	Milwaukee Public Museum Evening: Trip to Country Springs Waterpark (off site)	\$20.00		
FRIDAY, AUG. 14 TH	Discovery World Evening: Indoor Movie Campout! Set	\$20.00		
	up your tents and watch a movie on the big screen "under the stars"			
SATURDAY, AUG 15 TH	Milwaukee Zoo or other activity	\$20.00		
NOTE: There is no pool available at the hotel				

YOUR 2015 NATIONAL CONVENTION T-SHIRT is included in each registration fee

Quantity _____ Size _____ Quantity _____ Size _____

\$ FREE

PURCHASE YOUR 2015 NATIONAL CONVENTION DISC OF PICTURES @ \$20

\$ _____

Convenience fee for Pay Pal.... \$5.00

\$ _____

2015 NASCOE NATIONAL CONVENTION REGISTRATION TOTAL

\$ _____

RETURN YOUR COMPLETED REGISTRATION FORM AND CHECK PAYABLE TO:

WASCOE
Deb Ellingson
Fond du Lac FSA
W6529 Forest Ave
Fond du Lac, WI 54937
920-923-3033

INFORMATION NEEDED FOR THOSE ATTENDEES ARRIVING AT THE MILWAUKEE AIRPORT:

ARRIVAL DATE AND TIME: _____
AIRLINE/FLIGHT NUMBER: _____
NUMBER IN PARTY: _____
DEPARTURE DATE AND TIME: _____

QUESTIONS:	Tom Oasen-262-903-7396	Kim Iczkowski: 262-271-4543
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NASCOE PAC PROMOTION

In an effort to promote NASCOE's PAC, we are kicking off a "friendly competition" between members. You can earn PAC Promo Points by enrolling new members, getting current participants to increase their current contributions, and/or answering NASCOE trivia questions on NASCOE's Facebook Page during the April 2015 PAC Promotion/Awareness Month. You can visit www.nascoe.org, NASCOE's Facebook page, or email Donny Green at chief300@dtccom.net to get complete contest rules.

We are going to give the individual with the most PAC Promo Points 10 tickets and the individual with the 2nd most PAC Promo Points 5 tickets. In addition, the state with the most cumulative PAC Promo Points will get 5 tickets! Tickets will qualify winning individuals and the winning state for a chance to win a.....

2015 Chevrolet Cruze or \$10,000 in CASH

that will be given away at the banquet on Friday, August 14th at the Milwaukee, Wisconsin NASCOE National Convention!!



Here's how it works folks...the competition will kick off Wednesday, April 1, 2015 and will continue until 5:00 p.m. (CST) on Friday, August 14th, 2015.

Only the PAC enrollment forms with version date 4-1-15 will be considered for this competition. The forms must be completed, signed, dated, and submitted no later than 5:00 p.m. on August 14, 2015. At the end of the promotion period and prior to the prize drawings at the banquet, all Promo Points will be tabulated and tickets presented to be entered in the drawing.