

**The Iowa Association Of FSA
County Office Employees**

IASCOE

NEWS

June 2003

Newsletter



*2003 IASCOE/IACS/IASE Convention
Adventureland Inn - Altoona Iowa - April 3rd, 4th & 5th 2003*

Congratulations To Our IASCOE Members Who Won 2003 National Publicity Awards

Lisa Forburger for Best Feature Story- Human Interest
Rose Woerner for Best Feature Story- Humor

-----Original Message-----

From: Tammy Eibey [mailto:tammy.eibey@ia.usda.gov]

Sent: Friday, June 13, 2003 9:42 AM

Subject: National Awards!

Hello everyone! I just received word from Tammy Morrison (IL) Midwest Area Publicity Chairperson, that IOWA has won 2 national awards:

Lisa Forburger for Best Feature Story- Human Interest
Rose Woerner for Best Feature Story- Humor

Way to go Ladies! I have spoken to each on the phone this morning. They will be receiving information from Cindy Peterson (SD) National Publicity Chairperson concerning the award and all the details! . This is good news. 2 from the Midwest and the 2 are from IOWA!!!!

Tammy
Iowa Publicity Chairperson

You can read these award-winning stories
and more on our web site at www.iascoe.org

2003 DISTINGUISHED SERVICE AWARD

This year IASCOE is proud to announce that Tammy Eibey received the distinguished service award for Service to FSA/Agriculture. Trice Smith submitted the nomination. After reading the nomination, I'm sure that you will agree that Tammy deserves this recognition for all her efforts to promote agriculture.



NOMINATION FOR SERVICE TO FSA/ AGRICULTURE

The IASCOE member that I would like to submit for this award has been a member since her permanent employment. She was elected to the IASCOE board as Alternate Director in 1998 and as elected PT Director in January of 2002. In her position as IASCOE Director Tammy Eibey graciously accepted the Newsletter Editor duties. She now has the quarterly job of reminding, begging, and finally demanding articles for the newsletter from officers and committee chairs. Tammy has taken the duties of compiling and arranging the articles into a Newsletter format to be distributed for the first time through the IASCOE Web page. I think we have all enjoyed her efforts with this new style of newsletter. Tammy and her husband Chris are involved with many agricultural aspects within their community. They have been involved with the Delaware County Cattleman's Association for many years where Tammy held the organizations treasurer position for six years. Three of their children are members of 4H clubs and show cattle at the county fair. Tammy is currently serving on the county 4H youth committee. Tammy was a county office employee for many years and 2 years ago was hired as a Federal Employee for the FLOT program. In her short time as a Farm Loan Officer Tammy has worked diligently with the local 4H and FHA chapters to obtain many youth loans in her county. She is working very hard to teach these future young farmers in her county the importance of good business and sound record keeping. This past year Tammy made an Agricultural poster that was displayed at the State Fair.

Last year Tammy was given an important position on Congressman Jim Nussle's Ag Advisory Council. This council meets quarterly and keeps Congressman Nussle updated on Ag issues within his District. Tammy is in constant contact with Congressman Nussle's local office in Manchester with local county issues and has proven to be a great advocate for NASCOE in Nussle's Washington office. Tammy has attended the last three NASCOE Legislative conferences. I have attended all three conferences with Tammy and have seen her work first hand. She carefully prepares her delivery for the congressional visits and her delivery is very straightforward and honest. Her efforts have not gone unnoticed by myself and other NASCOE legislative people. Tammy exemplifies to me what service to FSA/Agricultural is all about. She has been a County and a Federal employee and sees no difference in employees and the job they have to perform. When there is a job to be done in the county office she will pitch in to get it done. Tammy continues to be a member of NASCOE and NACS and works for the betterment of all employees.

These are the foremost reasons that Tammy Eibey is worthy of this nomination and award.
Please accept this nomination for Service to FSA/Agriculture

Respectively submitted
Trice Smith

IASCOE PRESIDENT'S REPORT

By Tom Lane, President

June 2003

Greetings Membership!!

Thank you! I must say this to all of you as the first item in my report. Thank you for the constant effort to provide the producers/borrowers of your counties with best service humanly possible. Under circumstances that continually wear out a person's body & mind, you persevere in helping your friends and neighbors meet mandated deadlines. You never forget that helping our producers/borrowers is why we are here.

It has been an interesting 60+ days since I received the honor of being elected your president. I have much to learn about this position. I ask your patience with me as we work toward the goals of our organization.

In April, I had the honor of representing you at the State Partnership Council Meeting. We discussed the budget, workload, staffing and the awards program. Because of these beneficial discussions, the formula used for determining staff ceilings at the county level will be included with the ceiling numbers. You may not like the outcome of the calculation; however, you will be able to see how it was done for you and your neighbors.

Shortly after the partnership council meeting, your Board of Directors was asked to provide some input on criteria for determining when and/or what order to backfill a vacancy in a county office. Your Directors accepted the task and provided many good ideas on criteria that should be evaluated.

In May, I had the privilege of representing you at the State Meeting of our FLP staff members concerning their realignment under the 1165 classification series. I believe the team here in Iowa developed a realignment plan that balanced the needs of the many local stakeholders with requirements coming out of Washington D.C.

Another topic making the rounds is office closures. The Department of Agriculture has made a commitment to close 200 offices across the Nation. Offices from FSA, NRCS & RD will be included in the mix. As I understand things, the plan starts with those offices that were to be closed under the 'Espy Plan' (I don't believe there were any FSA offices in Iowa in that plan). Then, there is a point system applied to offices. There are points awarded for productivity, diversity of participants, proximity to another office, number of employees in the office, and whether it is a "stand alone" office (meaning only one agency). This point system is like golf- the lower, the better. Conventional wisdom has Iowa will fair pretty well under this system.

Well, I guess I have rambled on long enough. I will remind you the membership drive is under way. If you have joined this organization, thank you. Your participation helps develop a stronger association "choir". If you not yet joined, please do so. Each "voice" we add to the "choir" creates a louder sound for you in Washington D.C.

Tom

From The Vice-President

*Alan Donaldson
IASCOE Vice-President*

It's the season for it. I don't know about you, but lately all it seems like we've been doing is going to weddings, graduation parties, and celebrations. Most are pretty happy occasions for the graduate and the young married couple. You see their idealism and willingness to go out into a new venture, whether it's going on to school, being married and starting a household together, or starting a career. There is a lot of hope, anticipation, and excitement.

This spring, our youngest daughter, Jantina, graduated from High school and we were even more involved in the graduation scene than usual. We went to numerous graduation parties for Jantina's friends as well as Baccalaureate and Commencement. Since I usually don't go to either event unless I have someone graduating, I was prepared for the usual lofty goals and profoundly trite sayings. What I got challenged me to think in a way that I haven't for quite awhile. The Baccalaureate speaker talked about people who are "whobodys". People who really care about who you are and how you really are doing.

The Commencement honored Mr. Paul Aykens, the high school principal who was retiring from our school after 27 years in the school system. What impressed me about him was warm feeling that the whole school and community had toward him. I would characterize him as a real people person, a "Whobody."

Mr. Aykens always read the school's morning announcements and gave words of wisdom. His parting statement everyday was always "Have a good day, or not. The choice is yours."

I started thinking about FSA and also IASCOE. We are known to be members of a "Can Do" agency. Our accomplishments with DCP, LCP, CRP and multiple other programs easily display this fact. What we do and how we accomplish our goals reflect on the agency and all of us. That's where it all comes down to attitude. Our positive attitude propels us forward.

I'd like to apply a little of the attitude to IASCOE. I know that some of you are not members because of _____ (fill in the blank). Have you ever been a member of any group or organization that always did exactly what you wanted it to do when you wanted it done? I don't care if it's a church, a political party, a civic organization, or your own family unit. Usually there is some disagreement. What happens then is that people work together to find an answer to the problem. If they want any voice in the outcome they don't drop out of the system. By failing to be a member many of you who have ideas and talents have dropped out of the system.

I know that speaking for directors, other members, and myself we do need your ideas and input and we welcome your contributions. We are stronger and will do the most good if we work together. We are willing to listen to you and work with you on ideas for our improvement. My challenge to you is to "Have a good Organization, or not. The Choice is yours."

2003 IASCOE/IACS/IASE CONVENTION

Adventureland Inn - Altoona IA

April 3rd 4th & 5th 2003

COMMITTEE MEETING MINUTES



IASCOE Directors Meeting - Thursday April 3rd
IASCOE Directors Meeting - Friday April 4th
Awards Committee Minutes - Friday April 4th
Membership Committee Minutes - Friday April 4th
Legislation and Benefits Committee - Friday April 4th
Publicity Committee Minutes - Friday April 4th
IASCOE General Assembly - Friday & Saturday April 4th & 5th

IASCOE DIRECTORS MINUTES

April 3, 2003

Call to order 8:00 P.M.

Officers Present: John Landgraf-President; Tom Lane-Vice President; Sue Beemer-Secretary/ Treasurer

Directors Present: Rosie Kahl, Alan Donaldson, Vicki Heeren, John Bahnsen, Tammy Eibey, Ron Mauser, Denise Dugan, Connie Safley, Steve Kennedy, Joni Birkhofer, Rich Kleppe, Dan Wells, Connie Bence, Terry Pauling, and Sandra Johnson.

New Directors Present: Cherly Nickolisen and Shari Bush.

Alternate Directors Present: Judy Dameron and John Bartenhagen.

Guests Present: Jeff Davis and Past President Trice Smith.

SECRETARY and TREASURER'S REPORT

The minutes from the previous meeting of January 17, 2003 were reviewed. Ron moved the minutes be approved and Rosie seconded. Motion carried. The Treasurer's report was reviewed. We currently have a balance of \$20,155.83.

OLD BUSINESS

Web Site

The web site has been updated with the current newsletter. Employees can subscribe to the website and will be prompted when new information is added. We did not have enough newsletters on the website to qualify for NASCOE judging but we will be able to next year. Brian Beach will be taking convention pictures for the web site along with any volunteers.

OUT OF STATE CONVENTIONS

No report

NEW BUSINESS

WCD Legislative Conference

John Landgraf, Tom Lane, Steve Kennedy, Tammy Eibey, Denise Dugan, and Joni Birkhofer attended the Legislative Conference in Washington D.C. during February.

Update from Trice

There are still some discussions on P.T. classifications. Steve Morrison may have more on this item tomorrow. Overtime and compensatory time were also discussed. Some of Iowa's neighboring states paid overtime or used comp time during the DCP signup. Iowa's stance on this issue has been if we don't pay overtime we can keep temporary help that much longer. There was some discussion as to whether overtime has any major effect on temporary help. Trice also stressed how important it is that our COC's belonged to NAFEC. This organization seems to have a lot of influence in WDC.

Reviewed Convention Plans

We reviewed plans for convention and the duties assigned to each director. Joni and Rich will take care of the door prizes and silent auction items. Guest speakers for the Friday afternoon session will be Steve Morrison-NASCOE President; State Executive Director-Derryl McLaren; and Mary Taylor from J M Marketing. Speakers for the Saturday General Assembly will be Merlin Plagge-State Committee Chairman; Steve Phillips-STO Production Adjustment Specialist and Mark Pearson from Market to Market. There will be a buffet brunch Saturday morning. The awards presentation will follow the brunch. We are still waiting for a response from WDC about a Saturday morning speaker. The directors will man the registration table Friday afternoon and Saturday morning. Ron will pick up Steve Morrison at the airport late Friday morning. It was moved and seconded to donate \$100.00 to Iowa Public Television in Mark Pearson's name in appreciation for speaking Saturday morning during the General Assembly. The directors brought a good variety of items for the hospitality bags and those will be filled following the directors meeting Thursday evening.

2004 Convention Site

We briefly discussed different locations for the 2004 convention. It was decided to keep the location in the center of the state. Some suggestions were: the Starlite in Ames or Marshalltown or Adventureland Inn in Altoona. There was a brief discussion on how to get more participation at the convention from our members.

COMMITTEE REPORTS

Benefits and Legislative

Terry and Steve went over the benefits and legislative reports. Terry said they would try to wait as long as possible on their committee meeting, hoping to give the other meetings time to adjourn so everyone will be able to attend benefits and legislative. Steve and Joni will give a report concerning the legislative conference in WDC tomorrow.

Awards

Rosie will present the awards in the courtyard Saturday morning following the brunch. Terry Pauling was the MWA winner for NASCOE. Congratulations Terry!!!



Scholarships

Vicki had several applications for the scholarship awards. There are 4 winners of \$300.00 each. She has a picture and write-up of each winner and one of the winners will be here in person to accept their scholarship.

Membership

Denise gave an update on membership. Our percentage is a little better this year than it was last year. We are at 85% membership.

Publicity

Tammy gave the publicity report. Anyone having an article or pictures they would like to have in the newsletter would need to contact Tammy. If it is possible to e-mail your article to her it makes it easier for her to arrange the articles in the newsletter. The next newsletter is scheduled for June.

OTHER ITEMS

Tammy made a motion to have Jeff Davis get some Iowa pins to take to National Convention. Terry seconded the motion. Motion carried.

Upcoming convention sites are Minnesota April 11th, the Mid West Area Rally in Wausau, Wisconsin on May 2nd and the National Convention in Salt Lake City July 23rd -26th 2003. The room rates for the National Convention are \$89.00. IASCOE will reimburse three people's travel and motel room for the National Convention. Those that might be interested in going need to contact Tom.

The director's will meet Friday morning at 11:00 A.M. for the election of officers for 2003-2004 and to discuss any last minute convention issues.

The meeting was adjourned at 10:10 P.M.

Respectfully submitted

Sue Beemer
IASCOE Secretary

IASCOE DIRECTORS MINUTES

April 4, 2003

11:00 A.M.

Officers Present: John Landgraf-President; Tom Lane-Vice President; Sue Beemer-Secretary/ Treasurer

Directors Present: Rosie Kahl, Alan Donaldson, Vicki Heeren, John Bahnsen, Ron Mauser, Denise Dugan, Cheryl Nickolisen, Connie Safley, Steve Kennedy, Joni Birkhofer, Rich Kleppe, Dan Wells, Connie Bence, Shari Bush, Terry Pauling and Sandra Johnson.

Tammy Eibey was absent due to attending her IACS Meeting.

Guests Present: Becky Marcum.

President John Landgraf called the meeting to order.

ELECTION OF OFFICERS

First on the agenda was the election of officers. Rosie nominated Tom Lane for President and Ron seconded the motion. Motion carried unanimously. John nominated Alan Donaldson for Vice President and Steve seconded. Terry nominated John Bahnsen and Alan seconded. Rich nominated Terry Pauling and Dan seconded. John removed his name from the nomination. Terry then removed his name from the nomination. Alan was then unanimously elected Vice President. Tom nominated Sue Beemer for Secretary/Treasurer and Ron seconded. Motion carried unanimously.

OTHER BUSINESS

John thanked retiring directors, Denise Dugan and Connie Bence for their long time devotion and support of IASCOE. It has been greatly appreciated by everyone.

Todd Warner the MWA Executive Committee Person was in an accident and has withdrawn his name as committee person. Dan Root has taken his place and will be our contact person.

Terry brought a get-well card for Charolette Saunders the NASCOE Secretary-Treasurer. She is battling a serious illness and we all want to send her our prayers and encouragements.

John explained he had been sending sympathy cards to families of FSA employees who had lost loved ones. After a brief discussion we decided to continue the practice to include all employees regardless of IASCOE membership.

We discussed last minute convention plans and everything seems to be going fine.

We took pictures of the 2002-2003 directors and the 2003-2004 directors. We also took pictures of the officers. Brian will update the web site with these pictures.

Meeting adjourned at 11:45 A.M.

Respectfully submitted

Sue Beemer
Secretary

Awards Committee Minutes April 4, 2003

The Awards Committee meeting was called to order by Rosie Kahl at 1:00 pm. Members present were Judy Dameron, Jan Wiemers, Cindy Pistek, Connie Safley, Vicki Heeren, Phyllis Reineke and Rosie Kahl.

Judy Dameron was appointed secretary.

Rosie announced that she will not be Awards Chairperson next year. Connie Safley is the new Awards Chairperson. Vicki Heeren is still Scholarship Chairperson.

There is one distinguished service award this year. Tammy Eibey will receive Service to FSA – Agriculture Award. Eighteen sick leave awards will be presented. In the past year 5 certificates of appreciation were issued to IASCOE members who retired. Terry Pauling will be receiving the 2003 MWA award for Service to NASCOE.

The committee agreed that IASCOE will continue to issue certificates of appreciation to retiring IASCOE members. Someone will need to notify Connie of any retirees timely so that she can get a certificate ready for presentation.

Vicki discussed the scholarship program. There were 14 applications returned. We felt participation was good. The four winners this year are Ashley Mensen, Lindsey Larson, Callie Berry and Debra Lorimor.

The meeting was adjourned at 1:30 pm.

Judy Dameron, Secretary

MEMBERSHIP COMMITTEE MINUTES
APRIL 4, 2003

The meeting of the membership committee was called to order by Denise Dugan at 1:00 p.m. Represented were 7 of the 9 districts in Iowa.

District 1 – Mike Houston for Ron Reuvers	District 2 – Vicki Pederson
District 4 – Becky Marcum for Judy Vos	District 5 – Rod Biensen
District 6 – Carma Reiss	District 7 – Jolene Fechter
District 9 – Lisa Taylor	

Also present were Cheri Nickolisen and Dan Wells. Vicki Pederson was appointed secretary for the membership committee.

Handouts were presented to the committee and Denise asked that the membership drive should start on May 1st. The committee recommends that we once again offer 5 - \$50 early bird incentives to those whose membership is paid by June 15, 2003. The winners will be drawn at the September Directors meeting and will be published in the newsletter.

Looking back over last year's goals we were happy to report that we did in fact make our goal of exceeding 85% membership. Next year we will set our goals even higher.

Some ideas discussed were:

Positive visits with non-members explaining the importance of IASCOE. Personal contact with non-members could be helpful. Point out payroll deduction, as the per-pay period deduction is so minimal that it is not so noticeable.

It was announced that Dan Wells, CED of Adair County will be the new state membership chairperson. All dues transmittal should be sent to Dan as well as a transmittal to the secretary-treasurer, Sue Beemer.

Meeting adjourned.

Respectfully submitted,

Vicki Pederson, Acting Secretary
Denise Dugan, Membership Chair

Legislative & Benefits Committee Minutes
April 4, 2003

The Legislative & Benefits Committee meeting was called to order by Terry Pauling at 1:15 p.m. Members present included Jeff Davis, Steve Abbas, Pat Warmbier, Bob Wegand, Kathy White, Cindy Bebout, John Bartenhagen, Steve Kennedy and Terry Pauling.

Guests present included Tammy Pruin, Minnesota; Jake Bouchet and Tom Olson, Wisconsin; and Mary Taylor, J&M Marketing.

NASCOE Benefits available to IASCOE members were reviewed, with a list available on the NASCOE Website and also in the March 2003 IASCOE Newsletter, which is available on the IASCOE Web page at www.IASCOE.org

Members were reminded that a new Employee Assistance Provider, EAP, named ComPysch, took over the duties of FSA's EAP program on April 1, 2003. More information can be obtained by visiting their website at www.guidanceresources.com

Members were reminded to review the new Flexible Spending Accounts, FSA's, that will become available July 1, 2003. FSA's include two types of accounts:

The Dependent Care FSA (DCFSA) allows participants to be reimbursed on a pre-tax basis for childcare or adult dependent care expenses that are necessary to allow the employee (and his/her spouse) to work or seek work.

The Health Care FSA (HCFSA) allows pre-tax reimbursement of eligible medical costs not covered or reimbursed by insurance. Examples include FEHB plan deductibles, co-payments and coinsurance, dental and vision services not covered by FEHB plans, etc.

Eligible employees will be able to voluntarily elect to participate in the HCFSA, the DCFSA, or both, during an open enrollment period. Employees will elect to contribute an amount, up to a maximum, to their FSA(s). Each pay period, the employing agency will process as an allotment a portion of the total amount of the employees' contributions. For instance, if an employee elects to contribute \$1,040 to his HCFSA and \$520 to his DCFSA and is paid biweekly, the agency will allot \$40 and \$20, respectively. These allotments will be made before Federal, state and social security taxes are calculated. Employees can draw upon their FSA accounts for reimbursement as they incur eligible expenses.

Employees will enroll in HCFSA and/or DCFSA accounts on an annual basis. Each year an employee will estimate the total expenses and then agree to have those expenses deducted from their paycheck. Everyone is reminded to estimate their total expenses low, as any money in either the HCFSA or DCFSA that is not used by the end of the calendar year will be forfeited.

More information on the Flexible Spending Plans can be found on the OPM website at www.opm.gov/insure/

The Legislative and Benefits Committee would like to extend a hearty Thank You to Brian Beach for his work on the IASCOE Website. Brian has done a remarkable job in creating and updating our organization's website.

Steve Kennedy provided an update on the NASCOE Legislative Conference held in early February. Six IASCOE members attended the conference, including John Landgraf, Tom Lane, Denise Dugan, Joni Birkhofer, Tammy Eibey, and Steve Kennedy.

NASCOE is very well respected on Capital Hill. NASCOE/IASCOE delegates visited all members of Iowa's congressional delegation and provided copies of NASCOE position papers on EEO, Civil Rights, FSA Homeland Security, Crop Insurance Reform, Freedom to E-File and County Committee Structure. They also discussed the need for additional employees, including both full time and temporary employees. A letter was recently provided to all states addressed to both the Secretary of Agriculture and the director of OMB asking them to consider FSA's continued need for additional employees as we serve the farm producers.

The 2004 FSA Budget which was recently announced by Secretary Venneman, holds county office staffing levels the same as 2002 and 2003, increases GS staffing levels about 50 positions and decreases temporary office positions by 2700.

Members are concerned about the downtime computer equipment failure is causing. Denise Dugan stated that this issue will be discussed at the May NASCOE negotiations in Washington D.C. The group expressed a need for one extra monitor in every office that is compatible with the computers in that office and for service agreements to repair the equipment in a timely manner.

John Landgraf moved to submit a resolution to the Iowa State FSA office addressing the IT shortcomings as they affect our internal functions. The motion was seconded by Jeff Davis. Motion carried.

All FSA Offices are encouraged to watch for press releases announcing congressional visits to the county. When a congressional representative is scheduled for a visit, contact the representative's local office and invited him/her to visit the County FSA office.

FSA Offices should also stay in contact with other community leaders such as financial institutions, and encourage all County Committee Members to become members of NAFEC.

The weather delayed the arrival of NASCOE President Steve Morrison, so the meeting adjourned at 2:50 p.m.

Respectively submitted
Terry Pauling and Steve Kennedy

Publicity Committee Report April 4, 2003

The meeting was called to order by Tammy Eibey, IASCOE Publicity Chair at 1:15 p.m.

The first item of business was to elect a secretary. Dee Ann Lehn volunteered.

Roll Call:

- District 1: Larry Niles, Emmet Co.
- District 2: Julie Hall, Kosuuth Co.
- District 3:
- District 4: Candy Hoyle, Greene Co.
- District 5:
- District 6:
- District 7: Carole Dawson, Taylor Co.
- District 8:
- District 9: Dee Ann Lehn, Keokuk Co.

Review and approval of the IASCOE publicity meeting minutes from the April 2002 convention. Larry Niles made the motion to accept, Dee Ann Lehn seconded, motion carried.

Those present reviewed the last year's newsletter. Many good comments about the quality and quantity of the newsletter was received. We discussed the order of how it gets done: Tammy reminds the publicity committee members and the IASCOE Directors about the need of articles. Items received are then saved to a disk in order of presentation, somewhat in a Newsletter format. Items are forwarded to Brian Beach, PT in Sac County and IASCOE webmaster. He then re-formats the articles and arranges to fit the web site boundaries. He then notifies us of a completed project. It was agreed by all that Brian is doing an excellent job with the newsletter and maintaining the web site. The change has saved IASCOE both time and money.

New Business:

We reviewed the way CO's are being notified of the newsletter posting to the web site. The Committee determined that it would be nice to continue as is. Brian notifies Tammy and then she would in turn notify the Publicity Committee. They would then get to their district counties. Each county would be encouraged to designate one person to print and distribute the newsletter. They would be encouraged to print on a color printer. (set up contact list)

Next newsletter will be in June. Items need to be to Tammy by May 20th.

No format changes at this time. Continue with Perils of Polly PT if Rose agrees. Request counties to submit articles about unique things or sites in their county.

Awards for Midwest Area submitted:

Rose Woerner for Best Feature Story-Humor “Perils of Polly PT” (series)

Lisa Forburger for Best Feature Story- Human Interest “Blessed are the Elderly”

John Landgraf for Best Feature Story-Human Interest “Don Mason BIO”

Brian Beach for Best Web Site

Meeting adjourned with motion by Julie Hall, second by Candy Hoyle. Motion carried.

Adjourned at 1:50

Respectfully submitted

Tammy Eibey

Publicity Chairperson

IASCOE GENERAL ASSEMBLY

Adventureland Inn – Altoona IA

April 4th & 5th 2003

Call to order 3:30 P.M. April 4th

Mary Taylor, a representative from J M Marketing, opened the session this afternoon. She briefly discussed prepaid legal, a new item being offered to IASCOE members. The cost will be \$7.36 a pay period, which will cover the entire family. Mary will be going to each office within the next several weeks to explain all the different insurance policies offered by J M Marketing. On behalf of J M Marketing, she presented a donation check of \$100.00 to IASCOE.

NASCOE President, Steve Morrison was the next speaker for the afternoon. He brought greetings from all the NASCOE officers. Some of the items he discussed where:

1. Permanent Employees – The county offices need more help with the delivery of the new farm bill. NASCOE is continuing to work on this.
2. Program Technician Classification – This item still has top priority but the initial review from the department was not positive. NASCOE is going to have the recommendations reviewed and go back again. The basic disagreement is the knowledge it takes to administer our programs.
3. Membership – Iowa has had a high percentage of membership in the past and has attained an 85% this year. Steve would like all the County Committee Members to consider joining NAFEC. This organization has a lot of influence on the hill.

Next SED, Derryl McLaren spoke. He gave a big thank you to all employees for the work that has been accomplished in connection with the farm bill. Iowa is at 85-87% complete on CCC-515's signed. This program has made farmers realize the complexity of work we do. In the next several months we will have certification, a new disaster program including LCP, a CRP sign-up and getting started on GIS. Derryl also discussed the budget and he thought there should be monies left over for the 2004 year. He encouraged all employees to participate in their respective organizations. He and the State Committee have completed all their district meetings with COC's.

We will resume the General Assembly Saturday morning at 9:30 A.M.

Saturday April 5th



Tom Lane, Vice President, opened the Saturday morning session. HQ STARC had the presentation of colors and Becky Marcum, PT from Monona County, sang the Star Spangled Banner and God Bless the USA. Julie Hall, CED from Kossuth County acknowledged military personnel of FSA employees and their families.



Merlin Plagge, State Committee Chairperson, brought greetings from the rest of the State Committee. The State Committee has been continuing to meet with the County Committee in each district. They feel these meetings give each party a chance to get acquainted, thus making a better working relationship. During the month of March Derryl accompanied the State Committee to 8 district meetings. The State Committee had a national meeting in W.D.C. recently in which Washington gave sincere thanks to the county offices for all the work that had been done on the new farm program.

Next on the agenda was Steve Phillips, STO Production Adjustment Specialist. He also told us what a fantastic job the county offices had done on the program. Iowa is 87% enrolled with CCC-515's signed. Iowa did very well nationwide – with Nebraska and South Dakota just barely ahead of us. Steve did an overview of the process to come up with the procedure of sign-up. There was a Task Force established which met 3-4 times and gave feedback to W.D.C. He closed with a slide presentation that was enjoyed by everyone.



Words from our State President

President John Landgraf introduced the out-of-state guests that were present. They were:

Steve Morrison NASCOE President from Missouri
Tom Oasen, Jake Bourget and Deb Esselman from Wisconsin
John Baird from Illinois
Tom Bonk and Lisa Everman from Ohio
Tammy Pruin from Minnesota

He also introduced the IASCOE past presidents that were present. They were:

Trice Smith, Jolene Fechter, Mike Houston, and Larry Niles

President Landgraf read a letter he had received from Gary and Charlene Cooper. Then he introduced the IASCOE directors for the 2003-2004 year. They are as follows:

District 1: Rosie Kahl and Alan Donaldson
District 2: Vicki Heeren and John Bahnsen
District 3: Tammy Eibey and Ron Mauser
District 4: Cheryl Nickolisen and John Landgraf
District 5: Connie Safley and Steve Kennedy
District 6: Joni Birkhofer and Rich Kleppe
District 7: Sue Beemer and Dan Wells
District 8: Shari Bush and Terry Pauling
District 9: Sandra Johnson and Tom Lane

John presented Vice-President Tom Lane with the President's pin and gavel after which Tom presided over the remainder of the meeting.



President Lane reported on the results of the election. The results were:

- President – Tom Lane
- Vice President – Alan Donaldson
- Secretary/Treasurer – Sue Beemer

Committee Reports

Chairpersons respectfully submitted the minutes from their committee. Sandra Johnson moved and Dan Wells seconded that the minutes be accepted as read. Rosie Kahl will no longer be the chairperson for the Awards Committee. Connie Safley has accepted the position. Denise Dugan will no longer be the chairperson for the Membership Committee. Dan Wells has accepted this position. Denise handed out certificates to the counties for 5, 10, 15, 20, 25, 30, 35, and 40 years of continuous membership.

Raffle Winners

Twenty-five dollar raffle winners were:

- Jean Oswood – Poweskiek County
- Kevin Fitzpatrick – Greene County
- Nelda Wolthuis – Clay County
- Doug Larson – Jackson County

One hundred dollar winner

- Joan Helmers – O'Brien County

Two hundred dollar winner

- Coelet Hammen – Pocahontas County

Congratulation to all of the winners!!!



Mark Pearson – Market to Market

President Tom Lane introduced our guest speaker Mark Pearson. Mr. Pearson has been the host for Market to Market for 13 years, which airs in 28 states. Mr. Pearson's comments were very much enjoyed by everyone.

President Lane adjourned the meeting at 11:45 A.M. Terry Pauling moved and Tammy Eibey seconded the motion.

Respectfully submitted

Sue Beemer
IASCOE Secretary

Thank You

I would like to thank everyone who helped with and contributed to the IASCOE raffle. I was very surprised to find I had won the grand prize. I have two grandchildren on the way this year and I think this will make a fine start for their college fund.

Coelet Hammen
Pocahontas County FSA

A RESOLUTION TO AMEND THE CONSTITUTION AND BY-LAWS OF THE NATIONAL ASSOCIATION OF FSA COUNTY OFFICE EMPLOYEES

SUBMITTED TO: The Board of Directors of NASCOE
SUBJECT: An Amendment of the Constitution and By-Laws of The National Association of
FSA County Office Employees To Decombine The Secretary-Treasurer Position
PROPOSED BY: The Southeast and the Southwest Areas of NASCOE

The Board of Directors of NASCOE,

Whereas, the current responsibilities of the Office of NASCOE Secretary-Treasurer are instilled with one elected person; and

Believing that the duties and responsibilities assigned to and being performed by the NASCOE Secretary-Treasurer have become more than should be expected of one person, especially in this time of increased workload; and

Desiring to get more people involved in a leadership role in our Association; and

Guided by the Constitution and By-Laws of NASCOE specifically Article IV, Section 1 of the Constitution and Article X, Section 1 of the By-Laws;

Wherefore, be it hereby resolved

That the NASCOE Constitution be amended in Article I, Section 2 to strike the words "Secretary-Treasurer" and insert the word "Secretary"; and

That the NASCOE Constitution be amended in Article II, Section 1 to strike the words "NASCOE Secretary-Treasurer" and insert the words "NASCOE Treasurer"; and

That the NASCOE Constitution be amended in Article III, Section 2 to strike the wording which reads "The Officers of this Association shall be a President, a Vice-President and a Secretary-Treasurer and shall be elected and serve as provided in the By-Laws" and insert the following wording: "The Officers of this Association shall be a President, a Vice-President, a Secretary and a Treasurer and shall be elected and serve as provided in the By-Laws"; and

That the NASCOE Constitution be amended in Article III, Section 3 be amended by striking the eighth word ("three") and inserting in its place the word "four", and by replacing the words "out-going President and/or Secretary-Treasurer" in the fourth sentence so that it reads ". . . outgoing President and Secretary . . ."; and

That the NASCOE By-Laws be amended in Article I, Section 2 to strike the words "Secretary-Treasurer" and insert the word "Treasurer"; and

That the NASCOE By-Laws be amended in Article II, Section 2 to strike the words “Secretary-Treasurer” and insert the word “Treasurer”; and

That the NASCOE By-Laws be amended in Article III, Section 3 to strike the words “Secretary-Treasurer” and insert the word “Secretary”; and

That the NASCOE By-Laws be amended in Article IV, Section 1 to strike the words “Vice-President and Secretary-Treasurer” and insert the words “Vice-President, Secretary and Treasurer”; and

That the NASCOE By-Laws be amended in Article IV, Section 2 to strike the words “Vice-President or Secretary-Treasurer” and insert the words “Vice-President, Secretary or Treasurer”; and

That the NASCOE By-Laws be amended in Article IV, Section 4 to strike the words “Secretary-Treasurer” and insert the words “Secretary and Treasurer”; and

That the NASCOE By-Laws be amended in Article IV, Section 5 to strike the words “Secretary-Treasurer” and insert the word “Secretary”: and

That the NASCOE By-Laws be amended in Article IV, Section 6 to strike the first portion of the first sentence “The Executive Committee shall consist of the President, Vice-President and Secretary-Treasurer” and insert the words “The Executive Committee shall consist of the President, Vice-President, Secretary, Treasurer”; and

That the NASCOE By-Laws be amended in Article IV, Section 6 to strike the words in the second sentence “Secretary-Treasurer” and insert the word “Secretary”; and

That the NASCOE By-Laws be amended in Article V, Section 3 to strike all words in this section and insert “The Secretary shall conduct official correspondence of the Association. He or she shall keep an accurate record of regular and special business meetings, including an accurate record of all transactions of the Association. He or she may disperse monies subject to the approval of the Executive Committee. The Secretary shall keep accurate minutes of the meetings of the Board of Directors and the Executive Committee. The Secretary shall preside at meetings in the absence of the President or Vice-President. He or she shall perform such additional duties as the Association Board of Directors or the Executive Committee shall prescribe.”; and

That the NASCOE By-Laws be amended in Article V, Section 4 to strike the words “Secretary-Treasurer” and insert the words “Secretary or Treasurer”, and be it

That the NASCOE By-Laws be amended in Article V, Section 4 to renumber this Article V, Section 5; and

That the NASCOE By-Laws be amended in Article V, Section 5 to renumber this Article V, Section 6; and

That the NASCOE By-Laws be amended in Article V, Section 6 to strike the words “Secretary-Treasurer” and insert the word “Secretary”; and

That the NASCOE By-laws be amended in Article V, Section 6 to renumber this Article V, Section 7; and

That the NASCOE By-Laws be amended to add Article V, Section 4 to state "The Treasurer shall receive dues from all the state affiliates. He or she shall collect and disburse monies subject to the approval of the Executive Committee. He or she shall deposit all funds in an accredited financial institution or other accredited depositories subject to the approval of the Executive Committee. He or she shall give an audited financial report to the Association annually. The Treasurer shall also perform such additional duties, as the Association Board of Directors shall prescribe.; and

That the intent of this amendment is for the position of Secretary and Treasurer be elected at the NASCOE annual convention in July 2003 at Salt Lake City, UT and shall be effective in the 2003-2004 year and each year following as set forth in Article IV of the By-Laws.

Thus jointly submitted by Herb Sorley and Larry Segars, Area Executives of the states of the Southwest and Southeast Areas of NASCOE this the 19th Day of May 2003.

Greetings From Wayne County

Hello from Wayne County located in SUNNY SOUTH CENTRAL IOWA. Our FSA family consists of PT's Kim Crawford, Kathy Moorman, Betty Willis, Ronda Fry, Sheryll Greenlee, and TO Lisa Holt. This staff is the best anyone could hope to have working for them and it is truly a family.

Wayne County has excellent deer and turkey hunting as well as pheasant and quail, which are plentiful with our 57,000 acres of CRP ground for cover. Our 50,000 acres of corn and 40,000 acres of soybeans planted each year provide plenty of feed for our abundant wildlife.

Wayne County has several County parks, which provide camping and picnicking as well as hiking. The largest park is Bob White State Park which has hiking, picnicking, swimming and camping you can even "pitch your tent" where 500 covered wagons camped on the original 1846 Mormon Pioneer Trail. Allerton is located 1 mile east of the park. Corydon Lake Park is located at the Corydon Municipal Reservoir, this 143-acre park has camping, fishing, boating, picnicking, hiking trails and a 9-hole disk golf course as well as a wildlife exhibit. There are several other parks and places of interest located in Wayne County.

Jerry Taylor, CED

A Few Rhubarb Recipes

Submitted by Lisa Forburger
PT - Kossuth County

We in Kossuth County (God's Country) find time to enjoy the good things in life such as Rhubarb. Here are a few recipes we thought you might try.

Cherry-Rhubarb Dessert

Crust -

1 c. flour 1 c. brown sugar
1 c. oatmeal 1 stick margarine

Combine until crumbly. Put 1/2 in bottom of 9 X 13 inch pan and reserve the other half for topping.

Filling -

1 c. sugar 2 T cornstarch
1 c. water 1 can cherry pie filling
4 cups rhubarb

Bring sugar, water and cornstarch to a boil. Then add pie filling. Pour over crust and 4 cups of cut rhubarb. Bake at 350 for 1/2 hour or until bubbly. Serve warm with ice cream.

This is really, really good!!!!

Rhubarb Crunch

1 c. flour 4 c. cut rhubarb
3/4 c. oatmeal 1 c. sugar
1 c. brown sugar 2 T. cornstarch
1 stick melted oleo 1 c. water
1 tsp. cinnamon 1 tsp vanilla

Mix flour, oatmeal, brown sugar, oleo and cinnamon together until crumbly. Press half of crumbs into greased 9-inch pan. Cover with rhubarb. Cook sugar, cornstarch, water and vanilla until thick and clear. Pour over rhubarb. Top with remaining crumbs. Bake in moderate oven (350) for 1 hour.

May also be used with fresh apples or peaches.

Rhubarb Dessert

4 c. cut up rhubarb 1 pkg strawberry or raspberry jello
3/4 c sugar 1 stick oleo melted
1 pkg white or yellow cake mix 2 eggs

Combine rhubarb and sugar, put in pan. In bowl put cake mix, eggs, jello, and melted butter. Mix all together and pour over rhubarb in pan. Bake about 40 minutes in 350 oven.

We also like asparagus.

One way that we find is easy and delicious is to put it in a cake pan and sprinkle with lemon pepper and garlic salt, add butter and put it on the grill. That is excellent. Keep the spears whole.

FACTS ABOUT HOWARD COUNTY

Most talked about tourist attraction in county

- Hayden Prairie---Wrestling Hall of Fame

Prettiest drive

- V58 from Cresco to Florenceville/Granger. It is a winding road with many Mennonite farms along the way. The gardens and peaceful country setting is beautiful!!!

Which leads us to the best Tavern Burger

- At the Long Branch in Florenceville—right on the MN/IA border.

Best-kept secret

- Probably Hayden Prairie—It is mapped out and has signs but you really have to look for it! Ada Hayden convinced her parents in the late 1800's to set aside a tract of unplowed prairie so she could explore it. She spent her life trying to protect prairies. This area was the first prairie area purchased by the state.

- Another is the new Conservation Center by town. Beautiful new building in a pretty setting and has a 1-mile walking path through the woods

Unusual events to attend

- Lidtke Mill Days in Lime Springs - the best town "By a Dam Site"!

Healthiest thing to do

- Either the nature walk by the conservation center or bike path west out of town

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.

DELAWARE COUNTY FACTS

Most talked about tourist attraction in county

- Of course, the Delaware County Fair!!!!

Least Known tourist attraction/event in county

- Lennox College in Hopkinton

Best tavern burger/best food

- Not really a tavern burger, but the Masonville Fish Fry-----every Friday night, great fish, onion rings and cold beer!

Prettiest drive

- Backbone State park

Best kept secret

- Lake Delhi

Unusual events to attend

- Civil War Days in Hopkinton

Interesting history fact

- Manchester was originally named Burrington, but this was changed because it was confused with Burlington.

Healthiest thing to do in county

- Trout Fishing!!!!

Best Picnic Spot

- Backbone State Park and the Fish Hatchery



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A Fairy Tale

Submitted by Dee Ann Lehn
CED Keokuk County

*“When the first baby laughed for the first time, the laugh broke into a thousand pieces and they went skipping about, and that was the beginnings of fairies”
Sir James Matthew Barrie*

Did you see that? That thing buzzing around the flower garden—why I think it just may have been a fairy! Fairies seem to be dancing from flower petal to flower petal in so many gardens this summer. They come in all shapes and sizes and add a whimsical touch to any flowerbed.

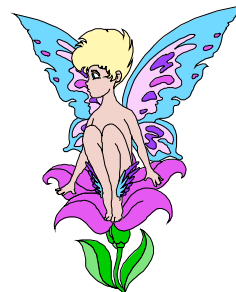
A fairy is said to be a small supernatural creature a few inches high, airy and almost transparent in body; so delicate in form that a dew drop, when they chance to dance upon one, trembles, indeed, but never breaks! Fairies are usually in human form but they are known to disguise themselves if the need arises. These tiny beings live in their own enchanted realm but as of late have been sighted flitting among the flowers in our world. Where fairies gather to sing and dance, you may well run across a fairy ring of toadstools/mushrooms after they have flown away.

Fairies are generally charitable to humans, although, they have been known to play a trick or two on us mere mortals. Always speak well of fairies and treat them with respect or you may rouse their anger. It is said by leaving small trinkets as gifts for these dainty beings, a human can gain their favor

So if you're interested in enticing fairies to your neck of the woods, here's a list of a few flowers and trees that just may attract these delightful characters.

Daisy--	One of the best flowers to learn communication with nature spirits
Gardenia--	Holds the magic of telepathy and stimulates feelings of great peace
Jasmine--	Holds the key to suing dreams as prophecy
Phlox--	Awakens artistic talents
Poppy--	Enhances perception and contact with the fairy realm
Rose--	One of the most sacred flowers for they teach lessons of love
Clover--	An eyewash of clover dew can awaken an ability to see hidden fairies
Apple--	Unicorns are found to live beneath apple trees
Spruce--	Holds great healing mysteries within
Ash--	The doorway to other dimensions
Oak--	Each little acorn harbors a fairy of its own

May You Always Hear the
Sound of Fairy Laughter!



THE PERILS OF POLLY P.T.

PART SEVEN

By Roseanne Woerner
PT From Wapello County

Visit our
website at
www.iascoe.org
for the first six
parts of "The
Perils of Polly PT"

Before my boss, Stevie Corona and I attend a meeting together, there is always a big debate about where we will sit. It usually starts when we receive the meeting notice and it ends when we get to the meeting. I like to sit up front because I can see and hear much better there. Stevie thinks that the people in the middle of the room are the most inconspicuous, so that's where we usually end up. However, I still feel compelled to voice my preference, just in case he wants to do things my way for a change.

So here I am, headed down a four-lane highway, sitting in the passenger seat of Stevie's bright, red, beefed-up truck, a truck with a temperamental engine that only runs part of the time, a truck that sits so high, semi drivers have to look up to make eye contact, a truck that has so many wheels, it resembles a giant pair of roller-blades. I am too embarrassed for words.

"I have to stop," Stevie says as soon as we are ten miles out of town.

"We can't stop now," I tell him. "We just left the office."

"Doesn't matter, I need coffee." He manages a yawn, which looks as fake as it sounds, and then he flashes me a very suspicious-looking smile.

We pull into the first town we come to, a little burg with one gas station that is directly across from the square. The lot is very narrow and very short and I am thinking that Stevie isn't going to negotiate the entrance...but when I finally do open my eyes, I see that, not only has he made the scary hairpin turn, but he has managed to park his truck precisely

between the lines as well. That would be the lines for parking slots 1, 2, & 3.

He lures me inside by telling me that we probably won't make another stop, so if I want anything, or if I need to use the restroom, I should do it now. By the time I make it back outside, Stevie is already waiting for me in the truck. The only problem is, he's sitting on the passenger side.

"I'm sick," he tells me. "You have to drive."

He can moan a lot louder than I can argue (I did a test just to be sure), so I take a seat behind the wheel and start the engine. I could amass a bit of self-confidence here, if only I didn't have to put the darn transmission in gear, but as it is, I'm going back and forth so much, I feel like a ball that is trapped between two ping-pong paddles. With Stevie giving me his most expert truck driving guidance, it takes me about fifteen minutes to get out of that lot and if he was fibbing about being sick before, it's not a fib now. The man is downright peaked.

By the time we arrive at the hotel, the lobby is already filled with FSA employees and the lines at the front counter are long and slow moving. Stevie hands me his credit card. "Here, you check me in and I'll go stake out a couple of seats in the meeting room."

"Sounds good," I say. "Just remember, I like to sit up front."

"No way are we sitting up front," he tells me. "But I will compromise. You like the front, I like the middle, so we'll sit in back."

He wanders into a maze of people, and if I crane my neck just right, I can keep tabs on him. Big surprise, he doesn't walk toward the meeting room and look for seats. Instead, he strikes up a conversation with a couple of other managers from the northwest corner of the state. He looks fairly relaxed, from my vantage point. In fact, he seems to be content and pretty pleased with himself. I certainly can't say that he looks one bit sick and I am thinking that he probably had me drive so that he could sleep, or maybe he just wanted me to hear his broad range of snores.

It takes ten minutes to check in and by the time that I am finished, the lobby is nearly deserted. Stevie is still over in the corner, conversing with his cronies. When he sees that I have made it through the line, he breaks away. "Where did everybody go?" he asks.

"I don't know," I tell him. "Maybe everyone is already in the meeting room."

"No way," he says, as he checks his watch. "It's not supposed to start for another minute and a half."

We are still at the registration table when the meeting starts and I feel like a little kid who is late for school. We attempt an unobtrusive entry, but then it looks as if there is no place to sit. I stand at the back of the room while Stevie mills around through the crowd, looking for empty seats. He makes so much noise that we catch the eye of the specialist. The specialist stops his welcoming speech and points to a couple of spots at the first table. Everyone in the room is watching us now.

"Hey Stevie," I whisper as we walk up the aisle. "Thanks."

"For what?" he asks.

"For stopping at the gas station and then making me drive. If we'd come here straight from the office like I wanted to, we never would have gotten such great front row seats."

THE END

IASCOE Membership

SOME THOUGHTS

Do you receive a yearly cost of living adjustment?

Do you want to improve yourself professionally and serve agriculture better?

Do you believe that the USDA should treat all employees with fairness and equality?

Have the achievements of IASCOE/NASCOE made a difference to you and your pocketbook?

If you answered "yes" to these questions, you should join this great association known as IASCOE/NASCOE.

If you have not yet joined IASCOE, you may contact the membership committee person in your district, or an IASCOE director.