

The IASCOE Directors meeting was called to order by President Jennifer Comer at 10:00am on March 5, 2016 at the Iowa State Office (STO) in Des Moines. Directors present were: Cindy Pistek, Pat Warnbier (Alternate), Cathleen "Skip" Simons, Kris Koth, Joni Birkhofer, Cindy Bebout, Jennifer Comer, Keith Wheeler, Dee Lehn and Judy Dameron.

John Whitaker, State Executive Director, addressed the meeting in regards to the 2016 National Convention. David Center, the NAFEC lobbyist, would like to get County Office Committee members to the meeting on the day that the people from Washington, DC are in attendance. John is inviting other states to encourage attendance by their COC members, giving NAFEC an opportunity to bump up NAFEC membership. John asked that we consider reducing the registration fee for COC members who would only be attending for that one day. He also asked if it would be possible to do a mini tour for the COC attendees. We assured John that we would discuss these items during the meeting today.

We spoke with John about inviting our Secretary of Agriculture, Tom Vilsack, to the 2016 National Convention. We are hoping that he would be able to make it to his "home state" for this event. We asked John if he would consider speaking on our behalf in addition to our invitation. John said he would be pleased to do that for us.

The minutes from our October 3, 2015 meeting were passed around to all directors for their review. Judy Dameron made a motion to accept the minutes as read, Keith Wheeler 2nd the motion, all in favor, motion carried.

Treasurer, Judy Dameron, had sent her report to the directors via e-mail prior to the meeting. Cindy Bebout moved to accept the treasurer's report, Joni Birkhofer 2nd the motion, all in favor, motion carried. President Jennifer Comer asked for any bills. Cindy Pistek submitted the bill for the firearms that are on our raffle tickets. The bill for the 4 firearms was \$1508. Joni Birkhofer moved to pay the bill, Skip Simons 2nd, all in favor, motion carried.

The directors had a discussion about how to handle the expenses for the National Convention. Currently, the committee chairs pay the bill in advance and Judy reimburses them. We don't want to get into a situation where the committee chair has to pay a larger bill and wait to get reimbursed. Cindy Bebout moved that we set a budget for each committee and Judy pays the bills as they come up until the budget is met. At that time we can look at additional budget needs. Skip Simons 2nd the motion, all in favor, motion carried. Currently we are getting bills from the decorations committee with an existing budget of \$1000.

LEGISLATIVE REPORT: Pat Warnbier reported that the NASCOE Execs went to Washington DC and met with administration on several topics. The information was shared on Face Book and NASCOE news sent out to membership. Jennifer intends to make some condensed notes from the Execs report and pass onto the Iowa membership since some members may not utilize Face Book.

BENEFITS: Jennifer reported there was a recent benefits call. The NASCOE web-site is now complete. NASCOE has left the concept of the "members only" password that required each member to have an individual access password to the benefits available to members. We now have a Working Advantage member benefit. The NASCOE member will need the member ID# to have access to savings on hotels, travel, tickets to shows, sporting events etc. NASCOE has decided to get away from savings we may be able to get from larger corporations to savings at places closer to home. Casey's, for example is specific to our area and may be more beneficial to the MWA members. We will take any suggestions to the MWA Rally in April.

AWARDS: This year we have 2 sick leave awards, at this time. We need to get the word out to everyone to be sure and submit all eligible members. We have two Distinguished Service Award submitted this year. We will ask Jeff Davis if he is willing to get the plaque made for the recipients of this award. Karen LaCour sent a message with Jennifer telling us that she would like a back-up for her duties as a director/convention committee due to personal family health issues; she may not be able to devote as much time as needed to the committee.

SCHOLARSHIPS: Cindy Bebout reported we had 6 traditional scholarships and 1 continuing education (continuing college education beyond the freshman level). Skip Simons made a motion that we award 2 traditional scholarships for \$400 each and 1 continuing education scholarship for \$400, Keith Wheeler 2nd the motion. A discussion about evaluating how many and/or how much should be awarded could be determined based upon our scholarship funds each year. We

typically are not able to cover our scholarships awarded with any money we have collected over the year. All voted in favor of Skip's motion, motion carried. Cindy reported about the new scholarship types that will be available. We will offer Grandchildren of members (continuing education), member (continuing education) and adult children of members (continuing education) scholarships in 2017. In light of so many of our employees having older children, NASCOE felt there was a need to expand the availability of scholarships. Judy Dameron reminded us that as hosts of the 2016 NASCOE Convention, we will receive 25% of the NASCOE proceeds from the auction. As a reminder, the scholarship money is in a separate account for that purpose only.

MEMBERSHIP: Joni Birkhofer reported that Dillard Financial is helping NASCOE membership drive with a cash award to the State with membership increase and also an associate membership contest as well. Joni recommended sticking with the 444's for membership tracking. She will be sending out the transmittals and the Working Advantage packets. She reminded us that she gets no notification from STO in regards to when a new employee is hired. This doesn't help us in recruiting new hires for membership. Curt Houk and Jennifer Comer were given 10 minutes to talk to the COT class about IASCOE, something that hasn't been done in a long time. Jennifer was happy to report that they all did their 444's that day. Maybe we should speak with Tammy and Bob (STO personnel) about working with us in regards to new employees. If we could just speak with them when they are hired, that could be a great source for new members. Joni plans to start the membership drive next week. Joni will be sending the e-mail listing of members to each director; this would be very helpful as we recruit help for the National Convention.

PROGRAMS: Keith had a negative report.

PUBLICITY: Kris reported he would like to change the format of the newsletter. He would like to switch to 6 newsletters a year. Two issues would be full of more information and 4 others would be a smaller issue. The newsletter would come out every 2 months with the 4 smaller issues giving the basics and leaving out the photos etc. The October-November issue and the issue printed after conventions would be the larger issues. Joni Birkhofer made a motion to accept this change in the newsletter format. Dee Lehn 2nd the motion, no further discussion, all in favor, motion carried.

OLD BUSINESS

Jennifer asked how we felt about her sending out information from NASCOE via Curt Houk (MWA Exec) to all IASCOE members instead of to each director to be forwarded to their district. It just makes things cleaner and everyone gets the information at the same time. Jennifer would also post the information to the state web-site. We will try this and see how it goes.

Jennifer Comer noted that we are still working on getting the committee chairs named. Due to individuals leaving the agency or leaving their current districts we are looking for replacements. Jennifer and Cindy will take a look at what we need and get that cleared up.

Cindy Bebout reported on our consideration of an "at-large" director. Cindy noted that in other organizations where this has been done, their by-laws specifically stated how the director would be determined. This at-large director could help us with future directors who are leaving the agency or changing districts during their term of office. Keith Wheeler made a motion to have Cindy Bebout continue to research this as an option, Skip Simons 2nd the motion, all in favor, motion carried.

NEW BUSINESS

Election of directors for 2016-2018 was held for Districts 1, 2, 3, 5 and 7. Following are the new directors as elected:

District 1:

PT Director – Karen LaCour (Dickinson County)
CED Director – Jeff Davis (Plymouth County)

Alternate PT Director – Samantha Erie (Buena Vista County)
Alternate CED Director – Larry Lago (Dickinson County)

District 2:

PT Director – Cindy Pistek (Hancock County)
CED Director – Angie Christian (Kossuth County)

Alternate PT Director – Danielle Sidles (Kossuth County)
Alternate CED Director – Gary Yoch (Humboldt County)

District 3:

PT Director – Kim Naber (Buchanan County)
CED Director – Adriana Foxen (Buchanan County)

Alternate PT Director – Candace Fette (Clayton County)
Alternate CED Director – Jesse Wegner (Fayette County)

District 5:

PT Director – Karla Novotny (Tama County)
CED Director – Katie Kramer (Jasper County)

Alternate PT Director – Kitty Benda (Marshall County)
Alternate CED Director – LeeAnn Davis (Boone County)

District 7:

PT Director – Jennifer Comer (Page County)
CED Director – Cindy Bebout (Fremont County)

Alternate PT Director – Nancy Gress (E Pottawattamie Co)
Alternate CED Director – Chris Irvin (Page County)

AWARDS PROGRAM- The awards program will again be available this year. Jennifer asked for any other suggestions as to how to utilize this program. Once again, they must be individual awards and can't be an "office" award. The STO does not have the ability to distribute the award funds in the form of an item given to all employees. If anyone has any suggestions please get those to Jennifer prior to the March 14th conference call about this year's program. This past year individual offices used different methods to determine who would be eligible for an award in their office. We talked about PT awards being at the county level and CED's at the district level.

IOWA STATE CONVENTION – In light of the fact that we are hosting the National Convention in 2016 it becomes difficult to hold a state convention. Last year Wisconsin held a one day state convention giving out their State awards, scholarships and a STO panel. If we did something like this and we had a STO panel, we could get some administrative leave. The general consensus was that we just don't have the time and resources to put together a State Convention in addition to the National Convention. Judy Dameron moved to not have a State Convention in 2016, Joni Birkhofer 2nd, all in favor, motion carried.

MWA Rally – The 2016 MWA Rally will be held in Indianapolis, IN on April 14-15. Several individuals will be going to the convention and plan to do a major push for sale of our raffle tickets. The MWA has asked us if we would be willing to help them with the DJ and bartender for Thursday evening. After discussion Keith Wheeler moved that we donate \$200 toward the event, Judy Dameron 2nd the motion, all in favor, motion carried. If anyone has something they wish to be addressed at the MWA Rally, please forward it to Jennifer.

It was discussed about compensation for those attending neighboring conventions. Joni Birkhofer moved that we pay mileage and room for people to go to neighboring conventions, Cindy Bebout 2nd, no further discussion, all in favor, motion carried.

Membership Cards: Joni Birkhofer brought to our attention that the printing of membership cards is expensive and the card can't be utilized for anything in particular. Skip Simons moved that we no longer print the membership cards, Dee Lehn 2nd the motion, no further discussion, all in favor, motion carried.

NATIONAL CONVENTION 2016 DISCUSSION

Budget: Judy Dameron prepared a budget and it was submitted to the NASCOE Execs in accordance with the convention requirements. As of today the projected expenses are \$29,000. This does NOT include the \$30,000 food and drink minimum or transportation. Transportation includes to and from the airport (Tuesday and Sunday), transporting attendees to and from the tours and any other transportation needs for attendees.

- Attendance at the convention is estimated at 400 people.
- Goody Bags for each registered attendant: We can collect items from your areas; it doesn't have to be the same for each goody bag. Encourage each of your districts to collect items from their area that can be used for the goody bags.

- Raffle Tickets – SELL, SELL, and SELL. Every county should have raffle tickets in their possession to sell. Keep in contact with your counties to encourage the sales. It was suggested that maybe we could put out raffle tickets for sale at the State Compliance Trainings. This is our BIG fund-raiser!!!
- Admin for workers at the State Convention is something we will look into.

John Whittaker had asked the directors when he was speaking to us this morning about considering lowering the registration fee for COC members attending for just one day. Keith Wheeler made a motion that COC members attending the convention in conjunction with their one day COC training have a registration fee of \$20. Pat Warnbier 2nd, no further discussion, all in favor, motion carried.

At 1:15pm Pat Warnbier moved that the meeting adjourn, Joni Birkhofer 2nd the motion. All voted in favor and the meeting adjourned.

Respectfully submitted,
C6indy Pistek, Secretary