



MIDWEST AREA BULLETIN

Volume 2, Bulletin 3

AREA EXECUTIVE

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ALTERNATE EXECUTIVE

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MWA COMMITTEE CHAIRS

Awards

Kathy Balbough, OH

Benefits

Jon Williams, WI

Emblems

Tina Young, MO

Legislative

Kay Lumsden, MI

Membership

LeAnn Oltmanns, IL

NAFEC

Mary Roberts, IA

Negotiations

Sara Bateson, IL

Programs

Jamie Garriott, IN

Publicity

Teresa Holmquist, MN

Scholarships

Charlene Stone, OH

MWA Executive

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WOW! The only word I can use to describe the week I spent in St. Charles, Missouri attending the 58th NASCOE National Convention. NASCOE did a phenomenal job hosting this year. From an Exec and attendee's point of view, it went off flawless. I encourage everyone to attend at least one NASCOE National Convention in their career. The motivation that is driven from the energy of the members is contagious.

We had 16 attendees from Washington D.C. This is such an honor to our association. The bonds NASCOE has formed with our leaders in Washington D.C. is truly remarkable. I always enjoy watching our members ask questions during the Q & A. Members can directly voice their compliments and concerns to management.

The work NASCOE Officers, the Executive Committee, your National, Area, and State Committee Chairpersons do for us is tremendous. Your dues are well spent to ensure member's benefits are protected. If you could not attend the 58th NASCOE National Convention, please take the time to read through this Bulletin. We have a lot of information to relay to our members.

This year, I returned home without the NASCOE blues. I returned home more motivated to serve the Midwest Area (MWA). Jackson and I met Monday night and throughout the week discussing items and issues our area is facing. How do we make things better? How do we "tell our story"? Where we have come from, and where we are today?

I am getting asked the question more and more every day, "*what has NASCOE really done for me lately?*" It is usually followed by, "*I haven't got a pay raise in years or my health insurance benefits keep increasing, or there is no upward mobility for me since I cannot move since my spouse farms and I can't sign the form that I would go anywhere in the United States.*"

I would like to respond in writing to these items to show new employees why it is so important to join NASCOE, and to remind seasoned employees why being a member is still very important.

So what *has* NASCOE done? Well in the past few years, NASCOE has:

- OPM made an interpretation which adversely affected employees with temporary service. NASCOE got that adverse interpretation reversed and ASCS/FSA non-deduction service performed after July, 1960 to be creditable service.

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- Are you in an office with an employee who was hired in the past 4 years? NASCOE has saved 815 FTE's. We have 593 offices here in the Midwest Area. Imagine if each office in our area had to RIF 1 person. NASCOE was also scheduled to take a \$61 MILLION dollar hit. This was saved. FSA operated like normal with no staffing reduction. This was due to NASCOE.
- How about 5-7 years ago, when NASCOE got us credit for our sick leave towards retirement. THIS WAS HUGE! This helped many offices where employees were struggling with "FERS FLU".
- Employee's with 30+ years of service may remember the days of taking Leave Without Pay (LWOP) since County Office employees were not recognized like GS employees were. We are not entitled to anything in life, let alone at FSA. Our leave is a benefit. Many people do not know that our leave is negotiated on a yearly basis. That's right, our leave could be taken away. However, NASCOE negotiates it since we are not GS employees we are CO employees. I don't know about you, but every time I take a day off PAID, I am glad I am a member that supports this. Can you imagine if NASCOE Members got leave and non-members had to take LWOP? We would have 100% membership. I guarantee it.

Now, the cost of living increases and health insurance premiums being raised, this is not a NASCOE issue. If you have worked for ASCS/ FSA I would hope everyone knows but these are items dictated by congress that we as NASCOE cannot control. We have to take a deep breath and appreciate what we have..... Just remember, we work in air-conditioned offices, there's another perk many of us take for granted. I would suggest anyone to talk to my newer employee. Her last job wasn't air condition and had to stand for 12-13 hour shifts. So I hope that clears up some confusion there.

Since NASCOE can't control the lack of cost of living increases, or our insurance premiums going up, NASCOE is always looking out for our members. NASCOE said if we can't control it let's look at other avenues. Did you know:

- a. There are 40-50 NASCOE members working on multiple task forces. One task forces includes the PT reclassification task force. Yes, that's right, NASCOE realizes our programs are much more complex and to retain good talent, working on upgrading to PT's to Grade 8. This is difficult due to budgetary, but at least NASCOE and WDC management are working on this together. Grade 7's didn't happen overnight. Many of you may remember being a CO-3. Look where we have come, thanks to NASCOE.
- b. KEY PT's – here's that first step to item a, and also upward mobility for PT's who are not mobile. Key PT's are Grade 8's.
- c. Grade 9 Acting In Charge PT's, now have the ability to potentially apply for a CED vacancy, another item NASCOE has gotten for us, depending on how the COC wants to open the CED vacancy.

The list goes on. As we enter into a time of restructuring, I encourage everyone to join NASCOE. The more members we have, the stronger our voice is. At the MWA Rally this year, Debbie Staley, PT from Illinois shared with us her "Home on the River Bank Analogy". I want to leave you with this:

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Home on the Riverbank Analogy
by Debbie Staley, IL IASCOE President

Picture this: You purchased a quaint little home on the riverbank. You loved your home and most of the time the river would rise and fall without notice. However, one day your home is threatened by a flood and a team rushes to the aid to save, not only your home, but everyone that lives on that riverbank. There were many helping, i.e. Neighbors, community members, even strangers not from your area came to aid for all those who would be affected, and all the time, YOU choose to sit on the porch...admiring their hard work.

You, of course, are benefitting from their hard work even though YOU did not contribute to it.

Let's be honest, don't you want to be a part of the work and not a porch potato? Your home is like your career, the river rising and falling is much like our benefit issues that come up in Washington, some are noticed and, again, many are not. NASCOE is much like the workers; there are many involved, some you know and many you do not know. Regardless, there is a team of workers putting in long hours, phone calls, many miles in travel and other ways to calm the waters or sandbag the issue and potentially work for something new in all of our interest. The point here is we are ALL recipients of the hard work, big and small! Being a part of the work is good for you and good for NASCOE. Membership is the Strength of our Association!!

Benefits were never a given for our predecessors and as a member, you have the assurance that the state and national leadership and its members are constantly monitoring discussions that could affect the benefits that we currently value.

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It has been a pleasure serving with your Midwest Area Alternate Executive, Jackson Jones this year. He brings a lot of knowledge, energy, and passion to our area. He is truly an asset to our area.

To our Midwest Area Committee Chairpersons:

|                          |                             |
|--------------------------|-----------------------------|
| Awards:                  | Kathy Balbuagh, Ohio        |
| Scholarships:            | Charlene Stone, Ohio        |
| Emblems:                 | Tina Young, Missouri        |
| Benefits:                | Jon Williams, Wisconsin     |
| Legislative:             | Kay Lumsden, Michigan       |
| Membership:              | LeAnn Oltmanns, Illinois    |
| Programs:                | Jamie Garriott, Indiana     |
| Publicity/ Webmaster:    | Teresa Holmquist, Minnesota |
| Negotiations Consultant: | Sara Bateson, Illinois      |

A big THANK YOU to all that you do for our area and Service to NASCOE. Your hard work is not unnoticed. I have asked all of the current area chairpersons to serve in the same capacity for one more year with the exception of Sara Bateson. Sara was accepted into the County Operations Trainee (COT) program.

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I had mentioned at one time, Jackson and I were going to hold interviews for the next Negotiation Consultant. After careful consideration, I have decided against this. This process could have become very timely. I have a list of names of people who want to get more involved and we have plenty of items to work on. Your call of duty is coming.

I would like to announce Debbie Staley, Program Technician from Illinois has accepted the position of Midwest Area Negotiations Consultant. Jackson and I look forward to working with Debbie and representing the Midwest Area.

I hope reading this has inspired you to remain a NASCOE member, become a NASCOE member, and appreciate the amazing benefits we currently have, and the ones to come in the future.



## MWA Rally and Conventions

### 2018 MWA RALLY

Des Moines, IA March 23-25, 2018



### 2018 NASCOE Convention

Sioux Falls, South Dakota

July 31—August 5, 2018



## *MWA Alternate Executive and NASCOE Legislative Co-Chair*

**Jackson Jones, Missouri** [want2c\\_bass@hotmail.com](mailto:want2c_bass@hotmail.com)

NASCOE National Conventions are highlighted by accomplishments, reunions, fellowship, elections, and the completion of NASCOE business. The 58th NASCOE National Convention in St. Charles Missouri was no exception. If you were there I doubt you left disappointed.

My District Director who was there as part of the Missouri State Office meetings, commented that it had also been a long time since he had seen so many smiling faces and so much positive energy with agency staff. He continued that he was glad to see so much enthusiasm. My answer to him was this is why I come, it is an addiction. I always leave energized and motivated to make not only my association, but also my agency a better place.

When you are around so many engaged people, the enthusiasm we have for what we do is nothing less than contagious. One might argue that some of the best ideas and solutions have come from inspiration gained at conventions whether it be state, area or national.

When preparing my comments for my announcement for candidacy of Midwest Area Alt Executive, I started thinking about the things that I would like to see accomplished over the next 3 years, the fact became clear that some of the most outstanding people that we have working in our association are the committee chairs. Committee chairs and judges on every level work nonstop to ensure that the details are taken care of so that the leadership of our association can focus on larger issues.

Often times, these details get overlooked, things like the decorations at the awards banquet, ensuring certificates of appreciation get ordered and signed, pictures are posted on social media, and the list goes on and on. If I listed out all the small things that are accomplished by committee chairs over the entire year, it would fill up an entire bulletin. At one point, I commented to Kristal Jackson, NASCOE Publicity Chair, that no one person could know all the details handled by all of the committee chairs.

Committee chairs are the backbone of our association, holding it together. So, like the human spine, when doing heavy lifting we need to support the area of the body doing the most work to ensure we do not collapse under our own weight. We can support our chairs with not only praise but also with good communication. Communication on the expectations we have of them, our goals, their goals, what they want to see, what policy could be changed to make them more effective. This is true from the top down.

What you can expect from Chris and I this year and going forward is more emphasis on the committee chairs in the Midwest Area. Emphasis that includes higher expectations and accountability of state presidents and committee chairs. We expect our area committee chairs to take ownership of the committees that they are assigned to represent, all the way to the state level.

We want the state programs chairs making sure every member from the MWA knows how to submit programs issues to keep the MWA number one in program item submissions. We want the MWA back on top of the list of PAC contributors. We want each and every state to produce at least two quality newsletters in their state and updates following the area rally and national convention. We want every state to have Distinguished Service Award winners representing every category submitted to the area level for consideration. We want to ensure that every new employee is invited, and has the opportunity to join our association from day one!

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We can easily set goals for each committee area but we want to see what your goals are, and we want to see your plan of attack and milestones. So, if you are a state or area committee chair within the MWA be on notice that you are soon going to be asked how you are going to make your committee successful.

State presidents, your responsibility is to ensure that you have people in place as state chairs that are willing and able to carry out the responsibilities of their chair position, and if they are not being successful that changes are made. We have too many people across our area wanting to become more involved to allow areas of your state to fall behind. We will focus on executing the basics within all standing committee areas starting on the state level.

Chris and my pledge to you is to ensure that we are delegating, communicating, and supporting our chairs and state presidents in every way possible to ensure that we as an area are number one in everything that we do. Number one in NAFEC members, Number one in emblems sales, and number one in membership.

With our commitment comes expectations that everyone else is involved at the same level. Shortly after the Organizational Session in September, when national and area committee chairs are officially seated, the MWA will hold an organizational conference call with the area chairs, judges, and state presidents. We will also be planning calls with state chairs as well to convey our goals and expectations as an area to the state level, and provide training in each of the standing committee areas.

Everyone with a position within NASCOE from the state director to the national president needs to know how to find and be familiar with the NASCOE Responsibilities handbook. It is located on the NASCOE web page under Forms & Downloads or at <https://nascoinfo.files.wordpress.com/2015/09/responsibilities-handbook1.pdf>

I encourage everyone involved with NASCOE, no matter in what capacity, to download a copy and review the responsibilities of each of the positions within NASCOE. This will be required reading for anyone in the MWA involved in any of the standing committee areas or leadership positions.



## Benefits

**Jon Williams, Wisconsin** [jonwilliams321@hotmail.com](mailto:jonwilliams321@hotmail.com)

I would like to thank Chris for asking me to serve as MWA Benefits chair for a second year. Christy Randall stepped in as National Benefits Chair because Brenda Estrada had to step down due to health reasons. Christy will serve as the NASCOE Benefits Chair for the upcoming year.

The goals set up by the Benefits committee during the last year were discussed :

- Dillard's provided NASCOE membership cards to the States that desired to use them. The card lists some NASCOE benefits, the NASCOE Website, and the NASCOE ID number for the Workingadvantage.com discount. However, after a survey of the MWA only two or three of the states use the membership card. The reasons included the cost of distributing the card and what purpose does the card really serve. If we obtain a discount from Sam's Club or Costco, we may be required to show a membership card to gain the discount.
- Dillard's looked into a credit card for NASCOE members. They were not able to come up with a card that would provide a benefit to members and NASCOE so this idea is still being researched.
- NASCOE is pursuing discount memberships to Sam's Club, Costco, and BJ's Whole Foods.
- All Federal Employees are required to provide retirement training annually. It appears that most states are providing retirement training to their employees in some degree. DFS can actually be part of any state training if desired.
- There is now a Benefits link on the NASCOE Website so members can find it much easier than before.
- Updating the Benefits Brochure is still a goal and will be addressed in the coming year.

I encourage all members to take advantage of the benefits that are available to them as NASCOE members. Share positive experiences with non-members and hopefully they may consider joining. There is also a chance that benefits that we have taken for granted could be targeted by budget cuts in the future. The best way to protect our benefits is to be a NASCOE member. Contributing to the NASCOE PAC is also something every member needs to consider as a way to protect their benefits now and into retirement.

Nonmembers need to be reminded that NASCOE fights for and protects the rights of all County Office employees regardless of membership. In order for NASCOE to address and protect our benefits it needs our financial support. I appreciate the opportunity to serve as the MWA Benefits Chair. It has been an honor and privilege to be able to serve NASCOE and the MWA.

Respectfully Submitted

Jon Williams  
MWA Benefits Chair



## Awards

**Kathy Balbaugh, Ohio**    [littleone9699@gmail.com](mailto:littleone9699@gmail.com)

The Awards committee implemented a new online nomination system for 2017 and it has gone over very well! While there were a few minor issues, which are always excepted with something new, I feel it was definitely easier and encouraged people to do more than 'think about' nominating someone! In the MWA alone, we received TWENTY total nominations in the categories of Service to NASCOE, Service to FSA/Agriculture and Service to Community. This is wonderful to see so many people nominate their colleagues for their hard work both on and off the job!



The MWA winners are:

Service to Community – Nicki Miranowski, Minnesota

Service to FSA/Ag – Steve Abbas, Iowa

Service to NASCOE – Kay Lumsden, Michigan

**In addition, two of our area winners are also National winners!!**

**Service to FSA/Ag – Steve Abbas, Iowa**

**Service to NASCOE – Kay Lumsden, Michigan**

Congratulations to all our Area and National winners!!

Applications for nominations must be submitted by January 1, 2018. Applications will then be forwarded to the appropriate states for judging. On February 1, the state winners are sent on to the Area judges and those winners were selected and sent on to the National judges by March 1st. I would like to challenge each state next year to have AT LEAST one nomination in each of the three categories! Start thinking about it now; I'm sure we all know someone who excels at work, in NASCOE, and around their community!

At the state level, certificates are awarded to employees who have accumulated 1000, 1500, and 2000 hours of unused sick leave. Also, plaques are awarded to employees who have accumulated 2500, 3000, and 3500 hours and above of unused sick leave. State chairs can contact me with their state's information and I can mail the certificates to them, and also provide them information for ordering plaques.

If you have any comments, suggestions, or need more information please let me know!

Kathy Balbaugh  
MWA Awards Chair  
[littleone9699@gmail.com](mailto:littleone9699@gmail.com)



## Scholarships

**Charlene Stone, Ohio** [charstone65@gmail.com](mailto:charstone65@gmail.com)

The Scholarship committee implemented a new online nomination system for 2017 and it has gone over very well! While there were a few minor issues, which are always expected with something new, I feel it was well received. In the MWA, we received 39 total scholarship applications in these categories:

Traditional – 23

Open/Continuing – 10

Member/Continuing – 3

Associate – 1

Grandchild – 2

Applications had to be submitted by January 1, 2017. I then forwarded the applications on the appropriate states for judging. On February 2, the state winners were sent on to the Area judges and those winners were selected and sent on to the National judges by March 1st.

### 2017 Midwest Area Scholarship Winners

|                           |                   |
|---------------------------|-------------------|
| Claire Eggerman, Illinois | Traditional       |
| Jessica Brough, Ohio      | Member continuing |
| Mackenzie Thorpe, Ohio    | Open continuing   |
| Lane Wolfe, Missouri      | Grandchild        |
| Jacob Feldman, Iowa       | Associate         |

### Congratulations to the National Scholarship Winners from the Midwest Area!

**National Traditional Scholarship Winner**      **Claire Eggerman, from Illinois**

**Grandchild National Scholarship Winner**      **Lane Wolfe, from Missouri**

During the National Convention we will be reviewing how the new online nomination system worked for 2017 and how we can improve.



**FSA**  
HANDBOOK

**PROGRAMS**

Do you have an idea to  
make our jobs more efficient?

Submit your idea to:

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

## Emblems

**Tina Young, Missouri**     [tina.young.98@gmail.com](mailto:tina.young.98@gmail.com)

For the 2017 year, the MWA has Emblem sales totaling approximately \$3325.00. This does not include any online sales made in the MWA states throughout the year. Iowa hosted the National Convention last year so this number does not include any of their sales and their sales were fantastic. We had three States with no Emblem representation at their 2017 State Conventions. I highly encourage those states to have Emblems at their 2018 Conventions.



I also want to encourage states to publicize their Emblems throughout the year to membership, in addition to having representation at State Conventions. If your state cannot make it work to have Emblems represented at Convention then offer an alternative to membership. Online order is a great option and shipping costs can be reduced by having several orders sent to one COF. If you are uncertain how to offer this in your state please visit with me, and we will come up with a plan! We all benefit as 8% of the sales go to the NASCOE scholarship program.

As reported at 2017 National Convention in St. Charles, Emblem sales for August 1, 2016, through July 31, 2017, totaled \$48,027 across the country. This is a tremendous sales figure and we are so proud of everyone who supported Emblems this past year. The bar was set high in Iowa with over \$8,000 in sales during the 2016 National Convention. The MWA seems to bring out the best in FSA, as this year's national Convention in St. Charles, Missouri ended with over \$10,000 in Emblem sales!

During the Committee Chair meeting, it was brought to our attention that some states are having state shirt fundraisers. This is a great and we encourage states to do this if the interest is there and the plan works for the state. HOWEVER! – Please allow our NASCOE emblems provider the opportunity to bid those shirts. Again, it would benefit NASCOE and the state since 8% of the sales would go to the NASCOE scholarship program.

As always, if you have questions, please do not hesitate to ask me. Thank you to all the State Emblem chairs for your hard work. I have enjoyed learning and serving as your MWA Emblems Chair and I am excited to serve you again this coming year.

Tina Young  
MWA Emblems Chair  
[tina.young.98@gmail.com](mailto:tina.young.98@gmail.com)

**Visit the [NASCOE Gear](#) page to  
order your FSA / NASCOE  
Emblems!**



**8% of all sales  
go to the  
NASCOE  
Scholarship  
Fund**

## Legislative

**Kay Lumsden, Michigan** [kay.lumsden@yahoo.com](mailto:kay.lumsden@yahoo.com)

Hunter Moorhead, NASCOE's Legislative Consultant, is doing an excellent job staying on top of situations in WDC that could affect NASCOE members. This past year, he worked closely with NASCOE Leadership and kept them informed of anything he thought could be an issue in order for NASCOE to be proactive instead of reactive. A few of the topics he kept us updated on this past year were the election process and results, appointment of the Secretary of Agriculture, lack of an Administrator and SED's, passing of a continuing resolution, the President's proposed 2018 budget, and activity happening on the 2018 Farm Bill.



With that being said, the NASCOE Legislative Team is working on an initiative to get a listing of contact names and numbers for all the Congressional offices in all states. The MWA states are working diligently on this initiative. This is a very large undertaking for the state associations and is taking longer than expected...but the MWA continues to work on it and make progress. After the Legislative breakout session and discussion held in the MWA breakout session, it was decided that Kay, Chris and Jackson would discuss where each state was in the 'process' and set a goal for each state on an individual basis as to what the next step would be to get this initiative done in their state.

The 2016 Legislative/Leadership Conference in Washington D.C. was a huge success. Unlike previous legislative conferences, which were 100% focused on legislative concerns, this conference included NASCOE leadership training to prepare our future leaders for their rolls and to give states the tools needed to grow and maintain membership. States were encouraged to recruit first-time members who have never attended a legislative conference before. All MWA States had at least two 'first-timers' attending.

The PAC continues to be an important part of our legislative process. The PAC is a resource in which we can support and help legislators, who are friends of Agriculture, FSA and NASCOE, to get elected (or re-elected) to the House or Senate. The Representative's in which NASCOE supports with PAC funds will be the people that fight for us when we get into the nitty-gritty of employee benefits, restructuring offices, etc. With this year's PAC promotion, the overall number of participants have increased and we reached, as well as exceeded, our all-time high of 604 contributors in 2012 (just before VERA and VSIPS were offered). In the past year, the number of participants has increased nationally from 581 to 689. The amount of contributions has increased from \$2340/pp to \$3049/pp. These increases are outstanding!! Unfortunately, the overall percentage of NASCOE members contributing to the PAC is still low so we have a long way to go and we need to continue discussing this with our members, especially with the number of retirements that are taking place in our organization. Currently, the MWA has 189 participants in PAC, contributing approximately \$837.00/pay period. This year, as the MWA hosts the National Convention again, it is a prime opportunity to educate our MWA members on the importance of the PAC. I ask for your help in doing this. If you are interested in knowing the details of how much money is being contributed to the NASCOE PAC or where/

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who the money is being donated to, please visit [OpenSecrets.org](http://OpenSecrets.org).

Discussion was held in the Legislative Breakout session about a new PAC enrollment promotion. The promotion over the last couple of years has been receiving a \$25.00 Visa gift card if a member increased their contribution by \$3.00 or more, or became a new contributor of \$3.00 or more. Purchasing that many gift cards became a very frustrating administrative issue; therefore, the Legislative team is suggesting a new promotional gift for new enrollments and/or increases of the same value for the upcoming year. The suggestion presented in the Legislative breakout session was for NASCOE to purchase Tervis cups that had the NASCOE PAC emblem on them and three positive points as to why it is good to be a PAC contributor. With this promotional item, it will be a lasting memory to that new contributor as well as possibly creating conversation with other members/employees about the PAC. This suggestion was positively received by the members attending the Legislative breakout session and will be presented to the Executive Board as the next PAC promotion.

Discussion was held in the MWA breakout session that the MWA did not increase their PAC enrollments this past year like other area's did. Mr. Robert Payne, the SWA Legislative Chair, spoke to the MWA about increasing our PAC numbers. When he asked how many of the members attending the MWA breakout session were actively contributing to the PAC, only one person was not actively contributing and that was because she just started with the Agency in June. A number of the attendees had not increased their PAC contribution in the last year, so we received numbers increases. However the fact that the majority of the attendees were actively contributing tells us we have to start promoting the PAC to our state membership at the State Conventions. Getting our members at the state level is the only way we are going to increase our percentage of PAC contributors in the MWA. Kay is going to work with the President, Vice-President and Legislative Chair of each state to identify one person in their state who could have the drive and passion for the PAC, as well as the personality, to sell the idea to their state membership and get them started on the process.

It has been an honor this past year to work with Chris Hare (MWA Exec), Jackson Jones (MWA Alternate and National Legislative Co-Chair), Donny Green (National Legislative Co-Chair), and many other dedicated people who are committed to honoring NASCOE's purpose of improving benefits for County Office Employees.

Respectfully Submitted,

Kay Lumsden  
MWA Legislative Committee  
Chair





## Membership

**LeAnn Oltmanns, Illinois** [loltmanns2@gmail.com](mailto:loltmanns2@gmail.com)

I've been back at work from the NASCOE Convention in St. Charles for a few days now and can't believe how pumped up I still feel. It's truly a wonderful feeling to have so many people in one place all working for and toward the same goals, not only for our benefit but for our farmers/ranchers too. Not only is it an awesome feeling being at convention, but we had a very informative break out session from anyone interested in Membership. I'd like to share what I learned!



Did you know that if your state's membership falls below 50% your state isn't recognized as part of the NASCOE organization anymore? If your state falls below 50% or gets close to it, there may be a 'jump team' available to help you try to increase membership. If you ever have concerns about your state's membership numbers, please let me know and I will see what I can do to help!

Is your state getting out the membership packets to ALL new employees? What do you think for the information in the packet? Do you have suggestions for changes? One of the ideas that was brought up in our meeting was to try to condense the membership brochure. If you have suggestions for changes, please send them to me and I will forward to the correct person.

It was also suggested that ALL FSA employees receive the notes from our area rally's and NASCOE conventions so they can be informed of what NASCOE is working towards. The thinking behind this is that maybe if non-members are more aware of the work that NASCOE is doing that it may generate more members.

Does everyone know that there are Awards for individual and counties for years of consecutive NASCOE membership? Starting with 25 years of consecutive membership individuals and counties can be recognized at the National level for their membership. Currently 25, 35, 45, and 55 years of consecutive membership award winners are given a certificate for both counties and individuals. Counties and individuals with 30, 40, and 50 years of consecutive membership are given plaques. There has been a suggestion to award individuals with a pin and counties with plaques, which is being discussed within each area and will be voted on at the next executive team meeting. That being said, it is up to each individual state to keep track of their counties' and individual's membership.

Each year a state can submit the membership award nominees to the National Membership chair for recognition at the NASCOE convention. This is currently done by completing a NASCOE Membership Awards nomination form signed by the State Association Secretary/Treasurer then forwarded to the National Membership Chair. The last couple of years there have been a few glitches with this system so we are exploring the idea of an online submission form to help cut down with errors. Stay tuned for more information on this!

It's that time of year again to update our National membership database! Any current member that hasn't entered your email info in the National database, please do so! State membership chairs, please review your database listings and compare to your current membership listing.

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Any that are no longer members, please make a list and contact either Kristal Jackson before Sept 1, or Teresa Holmquist after Sept 1. They have access to the database and can remove anyone that is no longer a member for us.

Another item that was discussed during the break out session was a Facebook page for state membership chairs, state association presidents and sec/treasurers. It was the consensus of the group that it would give us all another way to have contact with each other and be able to bounce ideas off each other. This would be a closed group forum so we can keep it more specifically for membership increasing and tracking issues. It was discussed that we don't all have Facebook so this idea is still being worked on because we don't want anyone left out!

There was much discussed and many new ideas brought up at the Membership break out session and I'm excited to get this new year started! I'm so honored to be your MWA membership chair and if there is any way I can help your state increase/maintain/track your membership, please let me know.

Respectfully submitted,

LeAnn Oltmanns  
MWA Membership chair



## *2017 National Convention Midwest Area Breakout Session*

St. Charles, Missouri  
August 4, 2017

Chris Hare, Midwest Area Executive, called the 2017 NASCOE Convention MWA break-out session to order at 11:06am with 48 members and representatives in attendance. The meeting was presided over by Chris and Jackson Jones, MWA Alternate Executive. Sara Bateson, MWA Negotiation Consultant, was named as recording secretary.

### **Roll call of Delegates:**

Illinois – Debbie Staley and Charlene Neukomm  
Indiana – Jenny Brosius and Jamie Garriott  
Iowa – Jennifer Comer and Judy Dameron  
Michigan – Rosie Gallagher and Diana Graef  
Minnesota – Kayla Mattson and Teresa Holmquist  
Missouri – Jared Singer and Mandi Bird  
Ohio – Char Stone and Amy Morman  
Wisconsin – Jake Bourget and Jodie Groeschel.

### **SPECIAL GUESTS:**

Brandon Wilson announced his candidacy for NASCOE Vice President.  
Tammy Eibey announced her candidacy for NASCOE Secretary.  
Dennis Ray announced his candidacy for NASCOE President.  
Marcinda Kester announced her candidacy for NASCOE Secretary.

John Chott, DAFO, took a few minutes for a Q & A session.

Hunter Moorhead, NASCOE Legislative Consultant and Donnie Green met with the MWA to take a few minutes to take questions from the members.

Teresa Dillard and John Lohr of Dillard's Financial met with the members to reiterate that they are NASCOE's benefits provider and that they are here for the members. If states are interested in setting up retirement training seminars they can contact John to set those up.

Curt Houk, NASCOE Treasurer, was in attendance.

Wes Daniels, NASCOE President, visited the members from the MWA to thank them for all that they have done and for their support throughout his presidency. He also took the time to thank Deb Esselman for her service to NASCOE as the secretary. He also thanked Curt Houk for his service as NASCOE Treasurer, Jackson Jones for his service as NASCOE Legislative Co-Chair, and Chris Hare for his service as MWA Executive.

Each delegate and state president were handed a copy of the latest bulletin with a FSA-444 attached and a one page document for review. The one page document, once reviewed and discussed, will be provided to members and non-members to show our accomplishments, past, present, and items that are currently being worked on. Currently the MWA has NASCOE

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representation in 559 of the 593 MWA County Offices. The MWA Executive thanked everyone for their hard work on the Legislative Initiative. The MWA Executive also discussed the importance of accurately reporting time on your WebTA.

### **2018 MWA Rally**

The 2018 MWA Rally will be hosted by the Iowa Association. The Rally will be held in Des Moines, Iowa, March 23-25, 2018. Further information will be forthcoming.

The morning sessions adjourned at 12:15pm.

Jackson Jones, MWA Alternate Executive, called the afternoon MWA break-out session to order at 2:30pm with 45 members in attendance. Roll call of delegates was taken and all delegates were present.

### **Special Guest:**

Robert Payne, SWA Legislative Chair, stopped by to promote and discuss the importance of the PAC. He asked for a show of hands of those who contributed to the PAC. Of those in attendance the MWA had 100% participation. Robert encouraged those in attendance to up their contribution, even if it was \$1/pp.

### **Nominations**

Sara Bateson nominated Chris Hare for Midwest Area Executive. No other nominations were made. Jake Bourget (WI) made a motion that Chris Hare be elected by acclamation and Rosie Gallagher (MI) seconded the motion. Motion carried.

Mary Roberts nominated Jackson Jones for Midwest Area Alternate Executive. No other nominations were made. Jake Bourget (WI) made a motion that Jackson Jones be elected by acclamation and Jennifer Comer (IA) seconded the motion. Motion carried.

### **COMMITTEE REPORTS:**

#### **Awards – Kathy Balbaugh, Ohio**

The awards committee implemented a new online nomination system for 2017 and overall it has gone over very well. There were a few minor issues but the committee felt that the transition went smoothly. The MWA had twenty total nominations for the categories of Service to NASCOE, Service to FSA/Agriculture, and Service to Community.

#### **MWA winners:**

Service to Community – Nicki Miranowski, MN  
Service to FSA/Agriculture – Steve Abbas, IA  
Service to NASCOE – Kay Lumsden, MI

Two of our area winners are also National winners. Congratulations to Steve Abbas and Kay Lumsden on their National Awards!

Applications for nominations must be submitted by January 1, 2018. Applications will be forwarded on to the appropriate states for judging. On February 1<sup>st</sup> state winners will be forwarded to the area judges. Area winners are forwarded to national judges by March 1<sup>st</sup>.

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Kathy challenged each state to have at least one nomination for each category.

Certificates were awarded (state level) to employees who have accumulated 1000, 1500, and 2000 hours of unused sick leave. Plaques are awarded to the employees with 2500, 3000, 3500, and above for unused sick leave. State Chairs need to contact Kathy with their state member's info so that she can get certificates or plaques for the member.

### **Emblems – Tina Young, Missouri**

The MWA has had approximately \$3325.00 in emblem sales for 2017!

Three states had no emblems represented at their State Conventions. Tina encouraged those state presidents to have Emblems at their 2018 conventions.

Tina encouraged all the members to publicize Emblems throughout the year and have emblems available at state conventions. 8% of the money raised from the Emblem sales goes into the Scholarship fund.

### **Scholarship – Char Stone, Ohio**

The Scholarship Committee implemented a new online nomination system for 2017. There were a few minor issues but overall the transition went smoothly. The MWA had 39 total scholarship applications submitted. The breakdown of the MWA applications submitted are: Traditional – 23, Open/Continuing – 10, Member/Continuing – 3, Associate – 1, Grandchild – 2.

Applications had to be submitted by January 1, 2017. Applications were then forwarded to the appropriate state for judging. February 2<sup>nd</sup> the state winners were sent to the Area judges and those winners were selected and then sent on to the National judges by March 1<sup>st</sup>.

Claire Eggerman from Illinois won the National Traditional Scholarship and Lane Wolfe from Missouri won the Grandchild National Scholarship.

During committee break-out sessions the Scholarship Committee will be reviewing the online nomination system and how it can be improved for 2018.

### **Benefits – Jon Williams, Wisconsin**

Jon began by thanking Chris for the opportunity to serve the MWA as the Benefits Chair. He also thanked the State Benefits Chairs for their cooperation and efforts: Denise Harridge – Illinois, Lisa Hollars – Indiana, Heidi Nickol – Iowa, Kay Hillock-Vining – Michigan, Kelly Turgeon – Minnesota, Patty Lambert – Missouri, and Tina Karr – Ohio.

Goals set up for the Benefits Committee during the 2016 National Convention:

- Dillard's will help print NASCOE membership card for the States that desire to use them. Only a few MWA states are utilizing this right now. The cards list some of NASCOE's benefits, the NASCOE website, and the NASCOE ID number for the workingadvantage.com discount.
- Dillard's looking into a credit card for the NASCOE members. They were not able to come up with a card that would provide a benefit to the members NASCOE. This idea has been dropped.

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- NASCOE is pursuing a Sam's Club card again.
- Updated the Benefits Brochure
- Relocate the benefits link on the NASCOE website
- Dillard's would like access to membership forms and payroll deduction forms to help encourage membership.
- All Federal Employees are required to have retirement training annually. It appears that most states are providing retirement training to their employees to some degree. Dillard's can help provide state training if desired. Contact John Lohr to set this up.

Blue Cross Blue Shield Health Insurance changed or dropped some preferred providers which forced some NASCOE members in Minnesota to change health care providers.

Liberty Dental Insurance appears to be having some issues providing the benefits as a supplement policy. Jon encouraged members to review their policy and determine whether they are getting the coverage they expected or are paying for.

Jon concluded by encouraging the members to take advantage of the benefits available to them as a NASCOE member. Share your positive experiences with members and non-members. Maybe these stories will encourage someone to join NASCOE. The best way to protect our benefits is to be a NASCOE member. Jon also encouraged the MWA to support NARFE and become members. They are fighting for our benefits that are under attack.

### **Programs – Jamie Garriott, Indiana**

Program submissions were at a record number with 143 compared to 94 last year. Congratulations to the MWA for their 72 submissions! Jamie challenged each state to increase the number of submissions to at least 10. If you were already there go for 20.

The total submissions by state (does not add up to 72 as some were duplicates and some went on to negotiations):

|              |                |               |               |
|--------------|----------------|---------------|---------------|
| Indiana- 15, | Minnesota – 8, | Michigan – 7, | Illinois – 7, |
| Iowa – 6,    | Missouri- 4,   | Ohio – 4,     | Wisconsin – 4 |

Each person that submits a suggestion will get an email from Jamie acknowledging that it was received. The suggestion is reviewed to make sure that there isn't already a solution and if not it is forwarded on. Once a decision has been made and email will be sent from the National Program Chair, Dana McKinney, directly to the submitter with the response. They will also be posted on the national website.

### **Membership – LeAnn Oltmanns, Illinois**

The MWA had 81% membership for the 2016/2017 year. We can do better than that! LeAnn is in the middle of compiling a listing of the MWA members and non-members in Illinois plans on contacting each non-member to encourage them to join and answer any questions they may have about NASCOE. LeAnn suggested that each of the state membership chairs do the same. If you need help with it contact her.

LeAnn reminded the states to turn in their quarterly dues and information timely. The MWA did great with that during the 1<sup>st</sup> and 2<sup>nd</sup> quarters so keep it up!

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A multitude of membership awards for 35, 40, 45, 50, and 55 years of membership were awarded to counties and individuals.

### **Negotiations – Sara Bateson, Illinois**

NASCOE presented 17 items to management on Tuesday, April 4<sup>th</sup>. We met with DAFO, HRD, DAFP, CIO, DAFLP, and OBF. Chris Beyerhelm, Acting FSA Administrator, also met with the NASCOE team to answer any questions. Negotiations were once again a success for NASCOE.

The MWA Executive will be emailing the final listing of negotiation items after we return from the National Convention. Please forward these to the members of your states. This will make them aware that NASCOE continues to work hard for them.

Sara also officially stepped down as the MWA Negotiation Consultant. She was recently selected for the COT program. She thanked everyone for their support and encouragement. She also thanked Chris and Curt Houk for the opportunity to serve the MWA in this capacity.

### **Legislative – Kay Lumsden, Michigan**

Hunter Moorhead, NASCOE's Legislative Consultant, is doing an excellent job staying on top of the situations in WDC that could affect the NASCOE members. He has continued to work closely with the NASCOE leadership and kept them informed of issues so that NASCOE can be proactive instead of reactive. Hunter kept the Leadership updated on the election process and results, appointment of Secretary Purdue, lack of an FSA Administrator, SED's, passing of the continuing resolution, the President's 2018 budget, and activity taking place during the 2018 Farm Bill talks.

The Legislative Chair also discussed the Legislative Initiative. The Legislative Team is working on a listing of the contact names and numbers for all the Congressional offices in each state. This is a huge undertaking for each state and taking longer than anticipated.

Kay is planning on having monthly conference calls for the MWA State Legislative Chairs. These calls will allow the Chairs to be informed and discuss issues.

The 2016 Leadership/Legislative Conference in WDC was a huge success. This conference was not 100% focused on legislative concerns. The conference included NASCOE leadership training to prepare future leaders for their rolls and give each state the tools they need to grow and maintain membership. All MWA states had at least two "first timers" in attendance.

The PAC continues to play an important role in the legislative process. NASCOE has now opened its third PAC account. This past year the number of participants has increased from 581 to 689. The amount of contributions has also increased from \$2340/pp to \$3049/pp. The MWA has 189 participants contributing to the PAC in the amount of \$837/pp.

Kay thanked the MWA Executive, the MWA Alternate Executive and National Legislative Co-Chairs for their commitment to improving benefits for the COF employees.

### **Publicity – Teresa Holmquist, Minnesota**

A new NASCOE website was launched using WordPress platform. This allows for ease of use not only on computers but also tablets and smart phones. This format will allow users to

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follow the page and receive updates in real time. Teresa encouraged those that are not already “following” the NASCOE website to do so.

In early July the MWA launched a website. The website can be found at [www.midwestnascoe.org](http://www.midwestnascoe.org). This will not only provide information to the MWA membership but will also include individual pages for MWA states. Five states have chosen to “buy-in” to the website and have the individual page. Their individual page can be customized with state-specific information. This fall training will be provided to the State Publicity Chairs or webmasters.

The NASCOE home email database continues to be updated and has over 4000 email addresses. This allows NASCOE News Flash bulletins to reach many more quickly than other formats. If you have changes let your state chair know so that it can be updated.

The MWA Bulletin has had two issues. Be looking for your convention wrap-up bulletin shortly after the convention.

2017 is the second year for the NASCOE First Timers contest. Members who have never attended a NASCOE National Convention write an essay of no greater than 500 words on why they would like to attend. One person from each area is awarded a \$500 scholarship to attend the convention. Congratulations to this year’s MWA winner, Tina Young of Missouri. Also attending this year is Amanda Morgan from Illinois. Amanda was the 2016 winner from the MWA but was unable to attend due to a family illness.

The Publicity Chair challenged each of us to make contact with a member and ask them to become involved.

#### **NAFEC – Mary Roberts, Iowa**

Mary began by thanking those that have shared the NAFEC message and promoted membership to the COC members. NAFEC can speak on our behalf in ways that we cannot. The NAFEC Chair asked for those that were members of NAFEC to raise their hands. Almost all raised their hand. Mary encouraged those that didn’t raise their hands to join.

The membership database is still a work in progress. She thanked Cathy Denison, of JM Marketing, for her efforts for getting a membership listing together.

Mary encouraged those that haven’t shared the NAFEC message with their COC and employees to please do so. You can find some valuable tools in the toolbox at [www.fsacountycommittees.org](http://www.fsacountycommittees.org). There are newsletters, a PowerPoint presentation explaining NAFEC and the membership benefits, links to benefits offered to members, and a message of support from past FSA Administrator, Val Dolcini.

NAFEC also offers a \$1,000 scholarship to a regular dues paying member who has a child, grandchild, or great grandchild that has graduated from high school and is enrolled in or in the process of enrolling in an accredited college, university, or trade school. The 2017 deadline is past but keep that in mind for 2018. Scholarship information can be found on the NAFEC website under newsletters and announcements.

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Charlene Neukomm, Illinois, made a motion to accept all committee reports as submitted. Amy Morman, Ohio seconded the motion. Motion carried.

### Old Business

The MWA Executive is working on updating the MWA contact listing. Look for the updates after the convention.

### New Business

Jackson Jones, MWA Alternate Executive, discussed his idea of having dedicated conference calls with State and Area Chairs to promote, inform, and build relationships with each other.

### Other Business

If you have offices with zero membership contact the MWA Executive and he will make contact with those offices.

WebTA – The MWA Executive reiterated the importance of accounting for all of your time. He also reminded the members to not work over without accounting for that time. WDC needs to know the time that is put in by the COF employees.

The MWA Executive recognized and presented certificates to all the MWA Committee Chairs, Judges, and Alternates. He thanked everyone for their support and encouragement over the past year. He looks forward to representing the MWA for another year.

Jennifer Comer – Iowa made a motion to adjourn the MWA Break-out meeting. Char Stone seconded the motion. Motion carried. Meeting adjourned at 4:00pm.

Respectfully submitted,  
Sara Bateson, MWA Negotiation Consultant



## *Negotiations*

**Sara Bateson, Illinois**     [bateson22@gmail.com](mailto:bateson22@gmail.com)

Spring is seen as a time of growth, rebirth, rejuvenation, and renewal. This is how I view negotiations. Recently NASCOE and Management had their annual meeting to negotiate the items that are important to the members of NASCOE. The NASCOE Executive Committee, Donny Green (Co-Legislative Chair), Jackson Jones (Co-Legislative Chair), and Dana McKinney (Programs Chair) traveled to Washington D.C. Your NASCOE team met on Monday to review and prepare the 17 items we were to present to management. It was evident by the discussions the team was prepared to present the negotiation items.

Tuesday, April 4th, we met with DAFO, HRD, DAFP, CIO, DAFLP, and OBF. Chris Beyerhelm, Acting FSA Administrator, also met with us and answered questions. Once again this year's negotiation meeting was a success for NASCOE. The negotiation items presented to management were: Loan Approval Authority, mailing original contracts & FSA 578's to other county offices, AgLearn training, WebTA/IT, Staffing/Personnel, Mid Contract Management for continuous CRP contracts, COC election ballots, COT openings and placements, enhancing MIDAS software, modifying the CCC-576, using CO slots and hiring procedure to fill GS positions, cybersecurity, shared management procedure, temporary shared management length of time, and including NASCOE new hire packet (FSA-444) as part of Ex 6 in 28-PM. Look for the official responses to be published soon.

Sadly, next year I won't be able to continue as your negotiation consultant. I was selected as a COT and will soon start my training. It has been an honor to represent the MWA. I would be remised if I didn't take the opportunity to thank Chris for allowing me to continue to represent the MWA as your Negotiation Consultant. Chris works tirelessly for all of us and he represents the MWA well. It has been an honor to serve alongside him. Thank you to Curt Houk for giving me my first opportunity to represent the MWA as Negotiation Consultant. I have learned a great deal seeing the negotiation process. I wish that all of you could see firsthand what NASCOE does for us. You all should be proud of the work the NASCOE team does, I know I am. They have worked hard to build a working relationships with management. They work hard for the benefits we want and need. Thank you MWA for having patience with me, encouraging me when I needed it, and for all the support.

Sara Bateson

### ***Website tip: Negotiations***

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

[Visit http://nascoe.org/forms-downloads/negotiations-submission/](http://nascoe.org/forms-downloads/negotiations-submission/)

## NAFEC

**Mary Roberts, Iowa**

[lazydaneacres@gmail.com](mailto:lazydaneacres@gmail.com)

First of all, I'd like to thank all of the state's NASCOE leadership, NAFEC Chairs, and CEDs who have shared NAFEC's message and promoted membership at your COC meetings. There is no better time to support the organization that has the opportunity to speak on our behalf in ways we cannot. With the change of leadership in DC and questions looming around budget, the time is now to step up and join NAFEC. I would encourage everyone to view the Coalition Letter to Congress regarding Ag Budget Cuts dated February 21, 2017 that is posted to the NAFEC website at

[www.fsacountycommittees.org/newsletters-announcements/](http://www.fsacountycommittees.org/newsletters-announcements/). These are just proposals, but it definitely seems that we will see cuts across the board. Your regular or associate membership shows NAFEC that you support the grassroots form of government that we are so fortunate to be a part of.

One of the areas that has shown continued progress this year is the member list. Cathy Denison of JM Marketing has been working very diligently to get an accurate picture of the current dues paying members. Thank you Cathy for your extra effort in getting this task completed as it has been quite the undertaking compiling all of the lists. I encouraged membership at both IASCOE and the MWA rally and hope to see numbers increasing for the MWA as I have the opportunity to view this report. I'd like to say a huge thank you to everyone who stepped up and joined NAFEC at the National Convention. There is no time like the present to support NAFEC and our COC system. That being said, if you have any questions about your membership status or the status of your COC, please contact me.

If you have not yet shared NAFEC's message with your COC and employees, there is no time like the present. Don't forget that there are some valuable tools in the toolbox on [www.fsacountycommittees.org](http://www.fsacountycommittees.org). There are past newsletters, a power point both explaining NAFEC and listing the benefits of membership, a message from the Administrator showing support for NAFEC, and links to the benefits available to members. JM Marketing has some great group benefit products available to COC members both past and present. If you would like any additional information regarding benefits, please contact your state NAFEC chair or myself and we will get contact information for you.

The NAFEC scholarship is another item that may be of interest to regular dues paying members who have a child, grandchild, or great grandchild who has graduated from high school and is enrolled in or in the process of enrolling in an accredited college, university, or trade school. The scholarship is valued at \$1,000 dollars and the application can be found on the NAFEC website. Remember that this scholarship is not available to family members of an associate member. The deadline for 2017 has passed, but keep this in mind for 2018. Scholarship information can be found on the NAFEC website under newsletters and announcements.

In the next few months, I will be contacting each state to insure that the membership list is correct for all regular and associate NAFEC members. I would also like to insure that I have the correct contact information for your state NAFEC chair if you have one. If you do not currently

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have a NAFEC chair, I would like to offer my assistance in helping you to recruit someone. I know that some states still need to identify someone as chair and some need to appoint someone new due to staff changes. The other item for discussion is the need to have at least 2 NAFEC directors in each state. I want to verify that I have contact information for each of your directors also. My goal is to insure that before the next national convention we will have 2 NAFEC directors from each state as well as a state NAFEC chair.

I appreciate the opportunity to serve on NASCOE's NAFEC committee and look forward to assisting in any way I can. The SWA has seen increased membership by holding conference calls to explain NAFEC and answer any questions COCs may have. If this is something that the MWA would be interested in I will definitely get the specifics worked out. I know it's not always easy to promote NAFEC if you are new to the organization yourself. I would encourage anyone or any state to get in touch if this may be of interest.

Respectfully Submitted,

Mary Roberts

NASCOE's MWA NAFEC Chair & IASCOE NAFEC Chair





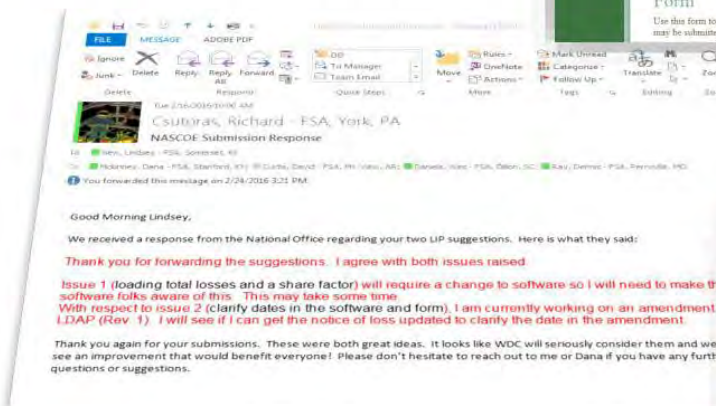


## NASCOE can take your PROGRAM EFFICIENCY SUGGESTIONS directly to the National Specialists!

Have a solution to a program or software problem or inefficiency?

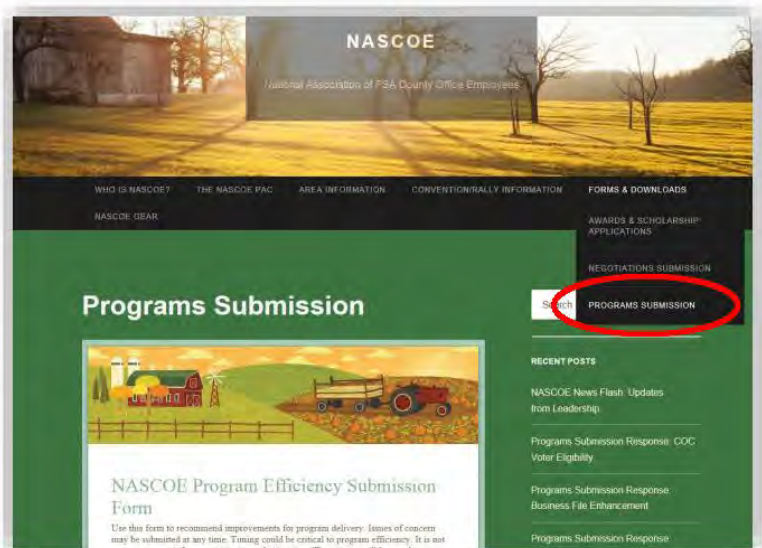
**1** Visit [nascoe.org](http://nascoe.org) and submit your idea through the Program Efficiency Submission Form.

**2** A state, area, or national programs chairperson may contact you for further clarification of the problem/solution, and will keep you informed of their communication with WDC!



**3** Once the National Programs chair has consulted with the National Office, the response will be shared on the NASCOE website.

Programs suggestions can be submitted on work time and NASCOE has the ability to work on these ideas year-round, not just at negotiation time. Send in your ideas as soon as you think of them. NASCOE wants to see prompt results when it comes to your ideas for how we can improve the way we do business!



## Programs

**Jamie Garriott, Indiana** [jamieupdike@hotmail.com](mailto:jamieupdike@hotmail.com)

Program submissions were at record number, 143 for the year compared to a total of 94 last year. Congratulations to each state as the MWA had 72 of those submissions, more than double of any other area!!!! At the MWA Rally there had been 52 submissions. I challenged each state to increase the number of submissions to at least 10. If you were already there go for 20. Since then we have had 20 more submitted. The below numbers do not add up to 72, as some were duplicates, better suited for negotiations, or were not sent on for various reasons.

The total submissions by state are:

|              |               |              |               |
|--------------|---------------|--------------|---------------|
| Indiana - 15 | Michigan - 7  | Illinois - 7 | Missouri - 4  |
| Iowa - 6     | Wisconsin - 4 | Ohio - 4     | Minnesota - 8 |

Each person who submits a suggestion is getting an email from me acknowledging we received it. The suggestion is reviewed to make sure there is not already a solution and then sent on. Once a decision has been made an email will be sent by the national programs chair directly to the submitter with the response. These are also posted on the national website.

Please make sure your committee information is up to date on the MWA contact info. I had given out a flyer on how to submit a program submission at the MWA Rally and can email it to anyone who would like it. I am also working on a document that is compiling the submissions and answers I have received so far. I know these are posted on the National website; however having them all in one document can be useful. Once the MWA website is up and running they will be posted on there.

Thank you for allowing me to represent the MWA for Programs, I have really enjoyed it! If there is something you would like me to do for your state please let me know.

Respectfully Submitted,  
Jamie Garriott



## NASCOE & Midwest Area State Websites



### Illinois

<http://www.iascoe.com/>

### Indiana

<http://www.indiananascoe.org/>

### Iowa

<http://www.iascoe.org/>

### Michigan

<http://www.mascoe1.org/>

### Minnesota

<http://www.mnascoe.org>

### Missouri

<http://www.mascoe.org/>

### Ohio

<http://www.oascoe1.org/>

### Wisconsin

<http://www.wiwascoe.org/>

### Midwest Area

[www.midwestnascoe.org](http://www.midwestnascoe.org)

### NASCOE

<http://nascoe.org/>

## Publicity

**Teresa Holmquist, Minnesota** [resarae@gmail.com](mailto:resarae@gmail.com)

Nearly three years ago, I received a phone call from someone I hadn't yet met. This person offered me an opportunity to serve my fellow County Office employees by becoming the Midwest Area Publicity Chair. To say that the offer stunned me is an understatement. Thankfully, Curt Houk allowed me to think about it. Luckily, in one of the smarter moves I've made in my life, I accepted the offer. These three years have been one of change in the Publicity area both Nationally and at the MWA level.



A new NASCOE website was launched, under a WordPress platform.

If you haven't already done so, visit the NASCOE Website at [www.nascoe.org](http://www.nascoe.org) and click the "Follow" button in the lower right corner of the window. Doing so will allow you to receive updates when the NASCOE blog is updated.

In early July 2017, a new Midwest Area Website was launched at [www.midwestnascoe.org](http://www.midwestnascoe.org). In addition to providing information to MWA membership, the website has been designed with individual pages for MWA States. Five states have chosen to 'buy-in' to the website and have an individual page which can be customized with state-specific information. I will be providing training to state users in fall 2017.

A lot of work has gone into the NASCOE home email database, resulting in just over 4000 unique email addresses. This database allows NASCOE News Flash bulletins to reach many of our members much more quickly than a printed newsletter. Database work is never done, adding new addresses and updating the records as changes occur. Please keep your State Membership and Publicity chairs know when your home email address changes, so we can keep the database current.

The establishment of Area Bulletins that are distributed electronically have helped get NASCOE information out to members without the cost of printed newsletters. The MWA has issued two bulletins this year and will issue a NASCOE Convention wrap-up bulletin shortly after the convention.

The NASCOE First Timer contest entered its second year. Members who have never attended a NASCOE convention submit a 500 word essay on why they would like to attend the NASCOE Convention. One person from each area is awarded a \$500 scholarship to attend the convention. Congratulations to this year's MWA winner, Tina Young of Missouri. Also attending the convention this year is 2016 MWA winner Amanda Morgan of Illinois. Keep an eye out for an announcement for the start of submissions for the 2018 NASCOE Convention in Sioux Falls, South Dakota.

A final topic that will be discussed during the coming year is NASCOE Convention photography. NASCOE Convention photo CD orders have decreased significantly in the past few years. As the convention photographer needs to order 100 CDs in order to provide the service, the unsold CDs have amounted to a deduction to his fee. The National Publicity team will be discussing the possibility of incorporating a small photography fee into the convention registration. In turn, we hope to provide the photography to all who register. The possibility of providing the photos in an online account will also be discussed.



**FSA-444**

(06-21-12)

**U.S. DEPARTMENT OF AGRICULTURE**

Farm Service Agency

**REQUEST FOR OR TERMINATION OF VOLUNTARY ALLOTMENT OF PAY  
FOR USDA FSA RECOGNIZED ASSOCIATIONS**

**NOTE:** The following statement is made in accordance with the Privacy Act of 1974 (5 USC 552a - as amended). The authority for requesting the information identified on this form is 5 USC § 5525 - Allotment and Assignment of Pay. The information will be used to process an employee request to begin or terminate a voluntary allotment of pay. The information collected on this form may be disclosed to other Federal, State, Local government agencies, Tribal agencies, and nongovernmental entities that have been authorized access to the information by statute or regulation and/or as described in applicable Routine Uses identified in the System of Records Notice for GOVT-1, General Personnel Records, USDA/FSA-6, County Personnel Records, and USDA/FSA-7, Employee Resources Master File. Providing the requested information is voluntary. However, failure to furnish the requested information will result in an inability to process an employee request to begin or terminate a voluntary allotment of pay.

The collection of information is completed by current Federal employees and is therefore excluded from the Paperwork Reduction Act Requirement as specified in the 5 CFR 1320.3, and OMB approval is not required for this collection of information.

The provisions of appropriate criminal and civil fraud, privacy, and other statutes may be applicable to the information provided.

|                                                  |                                                    |
|--------------------------------------------------|----------------------------------------------------|
| 1. Name of Employee (Last, First, Middle)        | 2. Last 4 Digits of SSN                            |
| 3. Home Address of Employee (Including Zip Code) | 4. Name of USDA Agency (Including Division/Branch) |
|                                                  | 5. State/County of Employment                      |

## 6. Association (Check One):

☐ NASCOE    ☐ NAFEC    ☐ NASE    ☐ NACS    ☐ Other: \_\_\_\_\_

7. **Type of Allotment (Check one)** **NOTE:** A separate FSA-444 **must** be filled out for each type of allotment:☐**ASSOCIATION DUES**

I hereby authorize the Farm Service Agency (FSA) all of the following:

- to deduct from my pay on a biweekly basis the amount certified as the regular dues of the Association or state affiliate beginning PP \_\_\_\_ of CY \_\_\_\_.
- to make **any changes** in the amount which is certified by the Association or the state affiliate as an uniform change in its dues structure.
- to remit the dues withheld to the Association in accordance with its arrangements with FSA.

☐**SUPPLEMENTAL INSURANCE COVERAGE**

State: \_\_\_\_\_ Association: \_\_\_\_\_

I hereby authorize the Farm Service Agency (FSA) all of the following:

- to deduct from my pay on a biweekly basis the amount certified by me as the premium for insurance elected by me through the NASCOE authorized carrier beginning PP \_\_\_\_ of CY \_\_\_\_.
- premiums withheld will be remitted to the NASCOE carrier in accordance with the agreement between NASCOE and FSA. I understand that if my pay is insufficient to withhold the premium due, I am responsible for paying such premiums directly to the NASCOE carrier if I want to continue my insurance coverage.

*I understand this authorization must be filed with the State FSA Office at least **3 days** before the end of the pay period in which the first deduction will be made. I further understand this authorization will be terminated at any time I give written notice or in case of my separation for any reason. In either case, such termination will be effective only to prohibit further withholdings.*

|                                               |                      |
|-----------------------------------------------|----------------------|
| 8. Signature of Employee Requesting Allotment | 9. Date (MM-DD-YYYY) |
|-----------------------------------------------|----------------------|

10. **Termination of Allotment (Check One):**

State: \_\_\_\_\_ Association: \_\_\_\_\_

I request payroll deduction for the following allotment be terminated on the first day of Pay Period \_\_\_\_ of CY \_\_\_\_.

☐ NASCOE Dues    ☐ Supplemental Insurance Coverage    ☐ NAFEC Dues  
☐ NASE Dues    ☐ NACS Dues    ☐ Other: \_\_\_\_\_

|                                                 |                       |
|-------------------------------------------------|-----------------------|
| 11. Signature of Employee Terminating Allotment | 12. Date (MM-DD-YYYY) |
|-------------------------------------------------|-----------------------|

13. **State Office Action (Check NFC tables to determine current PP dues, or supplemental amount):**

|                               |                                |                              |
|-------------------------------|--------------------------------|------------------------------|
| A. Date Received (MM-DD-YYYY) | B. Effective Date (MM-DD-YYYY) | C. Date Updated (MM-DD-YYYY) |
|-------------------------------|--------------------------------|------------------------------|

|                                      |                                           |
|--------------------------------------|-------------------------------------------|
| D. Name of Employee Updating Request | E. Signature of Employee Updating Request |
|--------------------------------------|-------------------------------------------|

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