



64TH ANNUAL NASCOE CONVENTION
COLLEGE STATION, TEXAS
HOME OF THE TEXAS A&M AGGIES

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Wisconsin was well represented.

Delegates: Shelby Niskanen and Chris Pannier.

Retired CED's (RASCOE): Mary Behm and Ben Bosshart.

Two family members were also there for a vacation.

Spotted Cow made an appearance at the Scholarship Auction.



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TEXAS NIGHT – WEDNESDAY AUGUST 2

- Theme of the 64th WASCOE Convention: Branded by the Lone Star State.
- Lots of Boots and Hats.
- Pin trading between states.
- Fajita Buffet
- A competitive game of Heads or Tails
 - Chris made the semi-finals and got “booted” on a call of Heads when she picked tails.

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CONVENTION DAY I THURSDAY, AUGUST 3

- Meeting was called to order by NASCOE President Marcinda Kester.
 - The last two years have been “challenging.”
 - Many jump teams have been deployed for ECP, LFP and ELAP.
- There are 7189 NASCOE members with 289 in attendance.
- Welcome by Texas Executive Officer, Eddie Trevino
 - Discussed the history of Texas A & M and the school motto of “12th man.”
 - He explained that Aggies greet each other with a “howdy”, “whoop” for approval, and “hiss” for disapproval.



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CONVENTION DAY I THURSDAY, AUGUST 3

- Zach Ducheneaux- FSA Administrator
 - His philosophy is that program payments and loans are not expenditures. Rather they are investments in farmers and the communities they live in. The government is investing in human resources that provide jobs, food security, and protect the environment.
 - “Even if you are doing things right, you can still do them better:”
 - Each dollar loaned for farm operating costs the taxpayer \$.03 cents and results in \$1.36 in economic impact
 - Farm ownership loans are of ZERO cost to the taxpayer.
 - Farm loans exist for the most vulnerable of our producers.
 - Farm loans are now a lender of First Opportunity, not a loan of last resort.



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CONVENTION DAY I THURSDAY, AUGUST 3

- Steve Peterson-Associate Administrator
 - What's happening with the Farm Bill?
 - Politicians do not like to pass a farm bill in an election year.
 - Expect a 2-year extension.
 - Budget News
 - Majority of the USDA budget goes to nutrition Programs.
 - 11% of the budget is for Farm Programs.
- Where does FSA budget go?
 - #1-Pay and salaries
 - #2-IT costs
 - #3-Rent (\$120 Million)
 - #4-Operations (\$105 Million)
 - 16.2 million allocated for Awards
 - Hoping for a 5.21% pay increase January 1, 2024

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CONVENTION DAY I THURSDAY, AUGUST 3

Marcus Graham- DAFO

- 27-PM has not been changed in 50 years.
- Incentives include 6300 Student Loan repayment requests. Wisconsin had 870 requests with 466 approved, and 334 paid.
- Group Retention Incentive- 6% for one year for grades 4-9.
- Maintain CED's are grade 12.
- Streamline data analytics using Tableau and Dashboard.
- Commit to development of Urban agriculture.

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CONVENTION DAY I THURSDAY, AUGUST 3

- John Berge-Acting DAFP
 - Input from all FSA stakeholders is important to make changes. He acknowledged FSA's work completed in farm programs and in the pop-up programs like CFAP.
 - Implement positive changes to make our work easier. This may include prefilled applications and using audit findings to provide meaningful and constructive training.
 - There are 52 programs managed by FSA.
 - The USDA budget was flat line for this year. This is better than other government agencies who saw a decrease in their budget.

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CONVENTION DAY 2 FRIDAY, AUGUST 4

- 2024 NASCOE CONVENTION theme is “Headed to the Heartland”. It will be hosted by Illinois (IASCOE) and held at the Quad Cities (Davenport, Iowa) August 7-10, 2024. Bring your favorite “roaring 20’s” attire.
- 2025 NASCOE Convention: Northwest Area to host at Whitefish, Montana.
Home of Glacier National Park



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HUNTER MOOREHEAD, CROSS ROADS STRATEGIES

- Described the political landscape in the House and the Senate.
- House committee Farm Bill priorities are
 - Commodity programs, conservation and climate change, domestic nutrition, diversity, equity, and inclusion.
- The debt limit has been finalized. 1% cut across the board if the bill fails to become law. House remains focused on cutting spending.
- Funding is a problem because domestic food programs are skyrocketing with increased food prices. Interest rate increases have contributed to the loans the federal government has financed.
- The Senate has stayed out of the way.
- NASCOE keeps pushing for member wages and benefits to keep people hired.
- The political action committee (PAC) supports elected officials running for election/re-election who support production ag and NASCOE.

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CONVENTION DAY 3 SATURDAY, AUGUST 5

- Our new elected NASCOE Officers are:
 - President-Joel Foster-South Dakota
 - Vice President-Kayla Mattson-Minnesota
 - Secretary-Taylor Stucki-Illinois
 - Treasurer-Jessi Colgrove-Nebraska
- Resolution approved that disagrees with policy that removes or diminishes the authority of Farmer Elected Committees, and merges CO employees into the GS pay category.
- Resolution approved to change the quorum to 100 members present and to call an all-member meeting to complete merger to move corporate entity to South Dakota, from New York.

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QUOTES FROM THE BIG SHOTS

The People of FSA
are an investment
not an expense.
-Zach Ducheneaux

We recognize that
your jobs are
complex and
stressful.
-Steve Peterson

Food is a national
security issue.
Our Job is critical
for National
Security.
-Marcus Graham

We know you
cannot do your
job if you don't
have the tools.
-John Berge

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Scholarship Auction Items



SCHOLARSHIP AUCTION

\$16,000 raised

Wisconsin's donation:

Two Spotted Cow 12 packs went for \$40 each

Sunflower and butterfly metal garden hanger-\$50.





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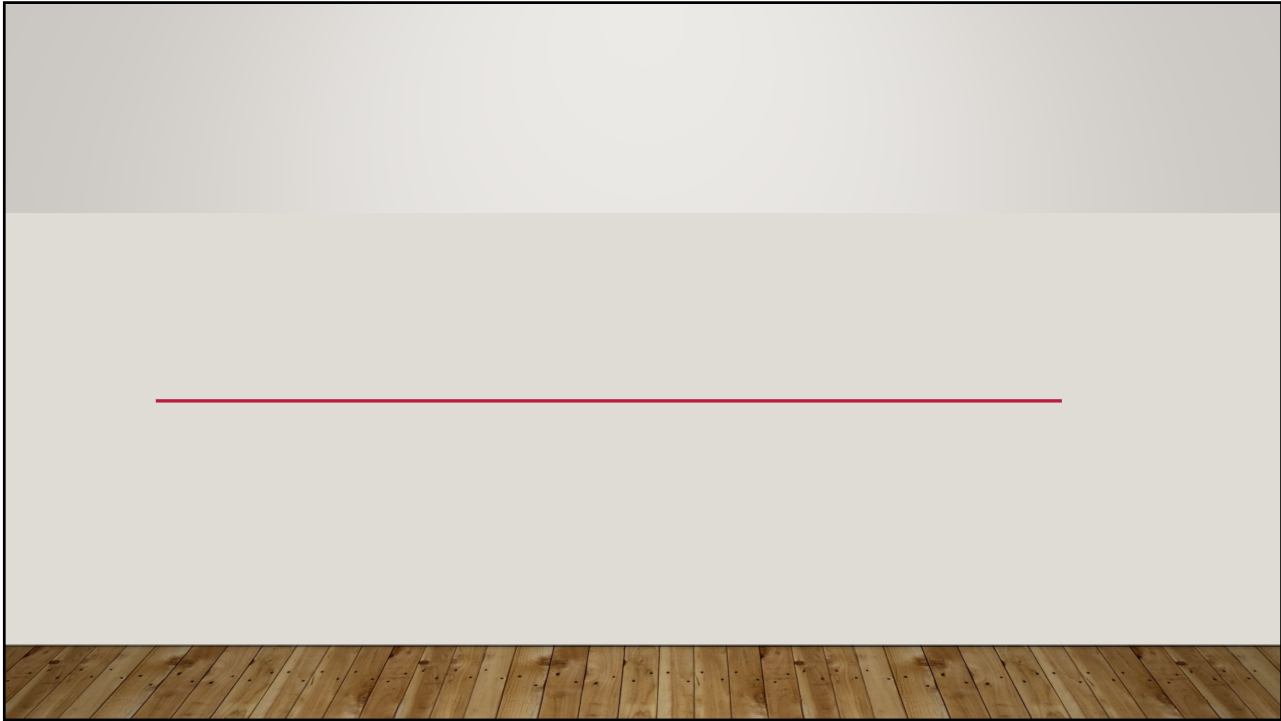
AWARDS PRESENTATION

- Diamond Award – 50+ years of service to FSA
 - Helen Chamberlain-Brown County, Texas - 55 years
 - Ellen Alvarez-Dickinson County, Kansas – 59 years
 - Judith Jacquinot-Crawford County, Texas – 60 years
- Scholarship Awards:
 - Chloe Poston, Tennessee. Traditional Scholarship.
 - Lauryn Whitake, Kentucky. Open continuing education scholarship.
 - Ariel Hickey, Okalahoma. Member continuing scholarship.
 - Trinity Seymour-Kansas. Grandchildern Scholarship.
 - Change Hall, Iowa. Vocational Scholarship.
- Distinguished Service Awards:
 - Rick Csutoras, Pennsylvania, DSA to NASCOE.
 - William Becker, Jr, South Dakota. DSA to FSA/Agriculture.
 - Andy Nelson, Ohio. DSA to Community.

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BENEFITS AND EMBLEMS

- Group Benefits available
 - Dillard Financial Solutions, Inc-Financial planning/Insurance
 - Major source of NASCOE funding at national, area, and state level events.
 - Donated \$10,000 to NASCOE convention.
 - Awarded \$1000 and plaque to Massachusetts for the state with the most increase in membership.
 - Awarded \$750 to Connecticut for the most increase in Glue Up App usage.
 - Working Advantage-Wellness, travel, discounts on moving expenses.
 - Metlock – legal services for setting up wills, trust, etc.
 - Emblems by Superior-NASCOE/FSA/USDA Logo wear.
 - 15% of sales goes to NASCOE scholarship fund.
 - In 2022 alone, \$64,000 was donated.

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LEGISLATIVE

- NASCOE will provide talking points for Town Hall meetings.
 - Always be prepared to tell them who you are and what you want.
 - Tell them you work in a CO for FSA, that you are a member of NASCOE.
 - We want a Farm Bill that protects and promotes production agriculture.
 - Reach out to NSACOE for the current approved talking points.
- An idea was to invite your legislative representative to your County Office.
 - Let them experience a “Day in the Life” at the county office.

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MIDWEST AREA MEETINGS

- MWA meetings held on Thursday and Friday.
- MWA Chair needed for County Office Advocacy (COAC)/NAFEC.
- Download the NASCOE App called "Glue Up". It will replace Facebook page. Most updates will still appear on the NASCOE website.
- Elections
 - Amy Mormon-Ohio- New MWA Executive.
 - Janice Acree-Indiana-New MWA Alt Executive.
- NASCOE is gathering information as to how dues are collected. Dues increase on the horizon.
 - There is a proposal to have a flat rate associate dues which will be collected by NASCOE.
 - Some states set dues as a percent of salary. Some states set dues for each grade level.
 - It is important that dues are changed with grade changes. If we cannot reach our membership dues will need to go up.
 - MWA recommends that associate membership dues be set by the state.

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MIDWEST AREA MEETINGS

- Voting matters
 - Benefit Provider: Six companies bid to become benefits provider. Names were redacted on each bid to make the selection equitable. Company B was chosen. Executive committee will enter into negotiations and if an agreement is reached, they will become the benefits provider for next six years. Provider will be announced in the coming months.
 - Secretary of State Merger
 - Moving NASCOE headquarters from New York (not corporate friendly) to South Dakota (very corporate friendly) for tax filing purposes. There must be changes to the NASCOE by-laws.
 - Update by-law language to include a 100 members for a quorum, procedure for voting by proxy,
 - Recommend approval by all member meeting to be called within 30 days to approve moving business from New York to South Dakota. New York is very particular that all members have the right to voice and vote.

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MIDWEST AREA HAPPENINGS

- 2024 Midwest Area Rally hosted by MN and ND April 4-6, 2024 in Fargo, SD/Moorhead, MN.
- Hunter Moorehead and NASCOE negotiations committee came to meeting to address concerns.
- Scholarship and awards procedure discussed.
 - It was proposed that the same judge sheet is used, and names be redacted to promote fairness in the judging process. The state makes sure that the applicant is in compliance with membership rules before the application is moved forward.
 - All scholarship applicants submitted from a state will be forwarded to the MWA and to the National Scholarship Committee.

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MIDWEST AREA HAPPENINGS

- Awards – how will awards be given to deserving members?
 - It was noted that current NASCOE officers, Executive Committee, National Committee Chairs, and past president, secretary, and treasurer who serve in an advisory capacity after their term for one year are not eligible for Distinguished Service Awards. Some retire after serving in their positions and are not able to be recognized. Is this appropriate?
 - A recommendation was put forward that the above members be allowed to participate in the award process. Their names would be redacted, and a different group of people would judge the applicants.
 - It was noted that the process does not want to take away from the other deserving members that have worked to make NASCOE successful.
- Teresa Holmquist has administrative access to the Midwest Area Website on the NASCOE website. She is asking for re-imbursement of \$200 for maintaining the licensing.

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WORKSHOPS/BREAK OUT SESSIONS

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WORK SHOP: BOX/ONE SPAN WACOM TABLETS COUNTY OFFICE KIOSKS

- Results of move to Box/One Span
 - All forms will be revamped using a standardized design for common requirements such as Name, address, etc.
 - FSA currently has 4000 active forms, hoping to reduce that number to 1200
 - Move to Smart Forms (Prepopulated using tools we already have such as SCIMS
 - Reduce amount of time regurgitating data and increase amount of time to Mission Delivery Applications
 - Versioning capabilities
 - When multiple signatures are needed, only one form will be used as opposed to several copies of same form each with one person's signature
- Watch for eSignature 101 training live and recorded

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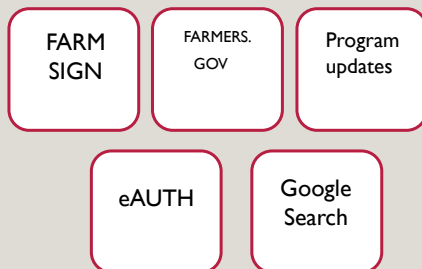
BOX/ONE SPAN WACOM TABLETS COUNTY OFFICE KIOSKS

- Box Enterprise Plus
 - Increases storage capacity by 300%
 - Auto apply naming convention to documents and move to folders
- County Office Kiosks
 - All offices will be getting a standard kiosk to use for e-signing of documents in the office
 - Implementation of eSAMS and FARMSIGN software to facilitate transition
 - Move away from paper forms
 - Will allow producers to “Check In” which will initial RFS
 - Similar to other Federal Offices-SSA, Court system, etc.

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WORKSHOP: BOX/ONE SPAN WACOM TABLETS COUNTY OFFICE KIOSKS

Example of Landing Page for Kiosks



- Kiosks will use Chrome Books with touchscreens
- PTs will send docs to Kiosk for producers to sign
- Auto email to producer or print
- Auto name and save to DRMS

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WORKSHOP: RETIREMENT TRAINING PRESENTED BY DILLARDS FINANCIAL SOLUTIONS, INC.

- New Benefits available
 - Umbrella Federal Plan
 - One set fee for Accident, critical illness, disability, Illness policies
 - Trusts, wills, estate planning
 - Financial Check ups and Budgeting
- Retirement planning services
 - Look at TSP statement, SSA statement, Benefit Statement to determine needs
- Make it a goal to increase TSP contribution by 1% per year to maximize returns
- Contact Dillard for individualized planning

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WORKSHOP: TEXAS A & M FARM BILL UPDATE

- Presented by Joe Outlaw, Texas A & M PH.D, Regents Fellow, Professor, and Extension Economist.
- Professor Outlaw has contributed to 8 farm bills.
- He believes that references prices in the ARC/PLC program need to be revised upward for the safety net to be meaningful and to take in account larger input costs.
- Some type of base adjustment is needed. FSA has the data to analyze this improvement. It will cost money. Need to find \$876 million dollars to make commodity programs relevant for producers.
- He noted that both Title I programs (FSA programs) and crop insurance in the Farm Bill are required to meet all producer needs.
- Professor Outlaw writes for the Thursday addition of *Southern Ag Today* and contacted at joutlaw@tamu.edu.

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WORKSHOP: ENGAGING WITH AG STAKEHOLDERS

- Presented by Amanda Ahrens, CED, Kansas
- Amanda outlined the process she used to contact her state's Ag partners (Farm Bureau, National Corn Growers, Pork association, etc.) to educate them on the impact of Farm Programs in their state.
- She demonstrated how to create an impact report and Focus on Service Flyer and present it to her stakeholders.
- Amanda noted it is important to understand the audience, practice your presentation, and always reach out to NASCOE for the current approved talking points.

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CONCLUSION

- NASCOE is working hard for us to improve pay, retirement, and working conditions.
- We have a positive working relationship with Washington DC because of our continued customer service and integrity in working with our producers and ag stakeholders.
- Membership is key. Need to grow our numbers
- Without NASCOE, we would be making minimum wage with no benefits.
 - \$7.25/hr = \$15,080 annual
 - \$10/hr = \$ 20,800 annual
 - \$15/hr = \$ 31,200 annual

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CONCLUSION

- We thank you for your support in our travels to College Station, TX,
- Consider being a delegate for the next MWA rally and National Convention.