

FALL 2025

NASCOE NEWSLETTER



AN ASSOCIATION FIGHTING FOR YOUR
BENEFITS, PAY, AND EQUAL RIGHTS

A Word From NASCOE's President

Greetings NASCOE Members, FSA team members, and friends.

During our convention this year, we said goodbye and thank you to our President, Joel Foster (SD), and to SEA Executive, Neil Burnette (SC). Both of these gentlemen have dedicated years of service to NASCOE in various roles, and we are deeply grateful for the opportunity to learn from and serve alongside them. The new team is in place and has been hard at work from day one. We are pleased to welcome Christa Kraatz (TX) as Vice President, Dawn Ovesen (KY) as SEA Executive, Madeline Redmond (NC) as SEA Alternate Executive, and Tina Williams (NY) as Programs & Negotiations Co-Chairperson.

You may have already seen our new monthly message, "NASCOE Scoop," via email, social media, the NASCOE App, or our website. This is one of the ways we are working to showcase NASCOE's activities and help everyone get to know the team throughout the year. We will continue to use the NASCOE App to communicate with members on items that should remain within our membership, such as Legislative Bulletins and benefits. And as you can tell from reading this, we were planning on publishing a printed newsletter this fall -- something many of you have requested. Our hope was to mail to every FSA office nationwide, however, with the current events we have had to pivot by sharing this issue digitally with you all.

One message you will continue to hear is that NASCOE is here for you. You have elected each of us to serve as your voice — within our team, with FSA leadership, and with Congressional leaders. But we cannot represent you effectively if we do not hear from you. If you have questions, concerns, or ideas for how NASCOE could serve you better, please reach out to your Area Executives, National Chairpersons, or officers.

We also recognize how busy everyone is, both at work and in personal life, yet we are always looking to help build leadership at the state, area, and national levels. State associations are the backbone of NASCOE, and without active state leadership we could not have members, communicate effectively, or accomplish our mission. Many hands make lighter work, and your talents are needed. It's easy to think you're too busy to volunteer, but with more people sharing the load, we can ensure a strong future, spread the work around, and truly serve both members and non-members better.

If you're already serving — thank you. Now consider: what more could you do? And who else might you invite to join us? Often, NASCOE leaders got involved simply because someone asked.

I know this from my own journey.

- Crystal Dibley (MN) first asked me to be a district representative on our Board of Directors after we had worked closely on mutual programs. She shared her positive experience at a NASCOE meeting and encouraged me to get involved when she stepped away from her role.
- Nicki Miranowski and Liz Ludwig (MN) invited me to help with membership and building an employee email database, supporting me as I attended my first Area Rally, National Convention, and Legislative Conference.
- Kevin Beekman and Darlene Zahnow (retired MN CEDs) made sure I met new faces at events, many of whom became dear friends, and have continued to offer their listening ears over the years.
- Jackson Jones and Chris Hare — two people I call my brothers (for reference I am the oldest child with two younger sisters and my husband also only has a sister). They encouraged me as a State President, helped me gain confidence to speak up for Minnesota, the MWA, and now for NASCOE and all FSA COF employees. Their knowledge, fairness, kindness, and willingness to challenge my thinking have shaped the leader I am today. Without them, I doubt I would be a CED or your NASCOE President.

These individuals — along with many others I’ve met through my travels — have inspired me to serve. My hope is that you will think about taking that first step in your state and, if you are already involved, about inspiring someone else to join our leadership ranks.

This year will be busy. We will be navigating USDA reorganization, the Appropriations Bill, the need for a Farm Bill, protecting the County Committee system, pursuing new member benefits, recognizing outstanding members with our Distinguished Service Awards, working with the National Office on program and policy improvements, and communicating regularly with you. This work is not done alone. Your NASCOE team and your state association leaders are in this together, and we thank you for your membership and support. To our non-members, thank you for reading and for taking the time to see what we’re doing.

I often like to end with a quote, so here’s one from Jon Gordon: “Serve them – A great leader once said, the higher you get in an organization the more it is your duty to serve the people below you rather than having the people below serve you. The key is to serve their

growth, their future, their career, and their spirits so they enjoy work, life and being on your bus.” This is what motivates me to be your President, and I hope NASCOE can help you grow in the ways you desire.

With strong membership, our voice becomes louder, and together we can accomplish great things.



Kayla Mattson
NASCOE President



At last year’s NASCOE Leadership Conference, I asked attendees to help tell us what NASCOE means to them. The result of this task is above. I think this is a depiction of who NASCOE is and why I ask you to consider being a member of our team. With a strong membership, our voice is that much louder.

PLANTED, ROOTED & READY TO GROW!

Howdy! Sending a big Texas greeting from your proudly elected Vice President, Christa Kraatz. Being part of this incredible team is one of the greatest honors of my career—it gives me the opportunity to continue sharing my passion for our outstanding employee associations. Serving on your NASCOE leadership team and contributing to this newsletter is a privilege, and I'm excited to use it to share a little more about my journey and how I became involved in NASCOE. Truly, I'm Planted, Rooted, and Ready to Grow alongside each of you!

Planted:

Almost twenty years ago, a CED took a chance on me and hired me as a temporary employee. Later that same year, I was offered a permanent position as a Program Technician (PT) in San Marcos, TX, with a headquarters/shared management office in Lockhart, TX—right in the heart of Central Texas. The town famously known for its BBQ and the family wars over who owns the rights to a building, the coals that cook the meat and even the recipes on how to make our delicious and tender brisket.

Later, the same CED kept me on as we combined our offices in 2007, forming a single office that has continued to serve Caldwell, Hays, and Comal Counties ever since. I proudly served eight years as a PT supporting producers in those three counties. In 2013, I decided to take the next step in my career by entering the manager training program and becoming a County Operations Trainee (COT), working in Georgetown, TX. After completing the program, I was hired as a County Executive Director (CED) in Uvalde, TX in June 2015, where I served for two years. Then, I was fortunate to return to where it all began—back home with the Caldwell-Hays-Comal County producers—where I've continued to serve ever since.

Rooted:

Raised on a ranch in a small North Central Texas town, Richland Springs, Texas—where six-man football was the norm and stoplights weren't a concern—community life revolved around athletic events and Sunday church services. After graduating high school, the next step was Texas A&M, earning both a Bachelor's and Master's in Science with a deep-rooted passion for Agriculture. During an internship in Washington, D.C., I was able to witness them sign and take pictures with Congressman Stenholm and Congressman Combest, both from Texas and both integral parts in the 2002 Farm Bill. These actions sparked a lasting and impactful interest in agricultural policy and public service.

My daily life is comprised of being happily married to my husband for twenty years, with our two daughters, Maebry (16) & Lexie (11) and our infamously charismatic, young-hearted and music loving, husband/father, Dusty. Our family's passion is music, and we attend shows to see various musicians & bands across the nation. We love that our girls are in band, play the drums, sing, dance and act. Art and Music are LIFE in our house, and we wouldn't have it any other way.



Ready to grow:

From the early days at my local FSA office, I found myself stepping into leadership organically—first as a PT, where I was charged with gathering district news (Thank you, Jacob and Wayne) and compiling pictures and captions for our TASCOE Tales, to wanting to learn more about our associations at state events and area rallies. Each step was guided not by ambition alone, but by the encouragement of passionate, kind-hearted people who saw something in me and invited me to be part of something bigger than myself.

What started as a simple - maybe apprehensive, slightly nervous - “yes” to involvement, grew into a series of roles that shaped my perspective and deepened my commitment to our employee associations. At the state level, I served as TASCOE’s Legislative Chair (Thank you, Darwin), Vice President and President (Thank you, Morgan, Jennifer, LaCresha, Julie and Jeannine). If someone’s name is missing along my way, forgive me and my memory, but know that I thank you in my head and appreciate you dearly!!!

During my time as the state President, we hosted virtual, hybrid and in-person state conventions, and in 2023 we were privileged to host the NASCOE National Convention in College Station, TX. The next part of my journey lead me to being asked to serve at the area level (Thank you, Tracy) with NASCOE as the Southwest Area Chair and then National Co-Chair (Thank you, Marcinda, Katie, Jennie and Sarah) of the Programs & Negotiations Committee (PNC). And now, proudly serving as Vice President of NASCOE (Thank you, Neil).

Each person who shared in this path along with these various positions taught me something new—about advocacy, about listening, about leading with both strength and humility, but more than anything, it’s shown me the power of community and the importance of lifting others, adjusting our crowns, as we climb upward together and serving one another.

My challenge to you all is that we stay courageous, collaborate, careful and together show one another grace along the way. My promise to you all is to lead with a bold heart, stand united on all fronts, and be thoughtful with each step we take forward—hand-in-hand, guided by our NASCOE Mission!



Christa Kraatz
Vice-President



Looking Ahead for NASCOE: Succession Planning & Preparing for 2026

First, I wish to extend my sincere gratitude to all members for entrusting me with the role of NASCOE Secretary for a fourth term. In the coming year, my focus will be on identifying effective strategies for NASCOE to support states in maintaining comprehensive succession records. The past five years have brought considerable change and ensuring that state associations are properly prepared is essential for maintaining continuous, successful operations.

While much of our succession planning and preparation will occur behind the scenes, organizing the 2026 National Convention in Michigan will be a significant task for the upcoming year. Last year's event in Montana was exceptionally well attended and extraordinarily hosted, and we look forward to building upon that success.

For those seeking an enjoyable and family-friendly experience with fellow NASCOE members, I encourage you to join us in Sault Sainte Marie, MI, next summer. I am confident that the year ahead will be both productive and rewarding for all. NASCOE remains committed to serving its members each day. You may review the 2024/2025 NASCOE Annual Report on our website for a detailed summary of our recent accomplishments.



Taylor Stucki
Secretary

2026 NASCOE EVENTS SAVE THE DATE

MWA/NEA/SEA RALLY
APRIL 9-11, 2026
CINCINNATI, OH

SWA/NWA RALLY
APRIL 19-22, 2026
RENO, NV

NASCOE NATIONAL CONVENTION
JULY 29-AUGUST 2, 2026
SAULT SAINT MARIE, MI

Treasurer's Take

As I begin my 5th year serving as your NASCOE Treasurer, I plan to continue working to find creative and responsible ways to increase our income. After seeing the potential growth in our checking account from the recent dues increase, I created the most uncomplicated budget that I have worked on to date for the 2026 fiscal year. I am excited about the possibilities that come with an increased revenue stream. Having additional income means that we can continue to perform the necessary functions of NASCOE, plus it gives us opportunities to do MORE for our members. I am looking forward to finally being able to say YES to new budget requests that will benefit all of us!

In 2023, I moved \$200,000 from our low-interest checking and savings accounts into a high-interest CD with our bank, BMO. I was able to put our money to work for us, and in 26 months, we have made over \$21,000 in interest. I also took advantage of a new BMO business product offering and converted our low-interest savings account into a higher-interest money market savings account.

Unfortunately, working with NFC has been a struggle for the past year or, more and state associations continue to see their NFC transmittals delivered to incorrect mailing addresses. I have worked to find a resolution since these issues became apparent, however, turnover and retirements at both NFC and the National Office have only added to the confusion and frustration. We recently reached out to current FSA leadership to bring our concerns to their attention, and I am confident that we will have a workable solution soon. I will pass the NFC process information along to the states as soon as it is received.

It seems that succession planning among the state associations continues to be a problem and this year my goal is to create a tool that states can use to record information that is necessary for a smooth transition between treasurers. I also plan to create a presentation for the area rallies that will serve to educate state treasurers and to encourage interested members to step into the role. Finally, I hope to work with the Area Executives to help states who have lost their treasurers get back on their feet and back in their bank accounts.

Jessi Colgrove

Feel free to send an email to me at jessi.colgrove@nascoe.org if there is anything I can do for you!

Current Budget - 2026	
7/1/2025 through 6/30/2026 Using NASCOE 25/26	
Category	Budget
INCOME	453,000.00
24-25 Membership Dues	45,000.00
25-26 Membership Dues	330,000.00
Dillard Financial Solutions	78,000.00
Area Rallies	15,000.00
National Convention	15,000.00
Quarterly	48,000.00
EXPENSES	405,749.95
2025 National Convention	82,400.00
2026 National Convention	3,000.00
2027 National Convention	5,500.00
Area Rallies	29,500.00
Awards & Scholarship Committee	6,500.00
Benefits & Emblems Committee	0.00
Business Expense	12,399.95
COAC Committee	3,000.00
Discretionary Travel	20,000.00
Gifts & Donations	250.00
Legislative Committee	15,700.00
Legislative Consultant	117,000.00
Membership Committee	23,500.00
NACS-NACE-NADD	1,750.00
Organizational Meeting	29,000.00
Pre-Negotiation Meeting	18,000.00
Programs Committee	2,250.00
Publicity Committee	3,500.00
State Conventions	10,000.00
Technology	22,500.00
Organizational Meeting	29,000.00
Pre-Negotiation Meeting	18,000.00
Programs Committee	2,250.00
Publicity Committee	3,500.00
State Conventions	10,000.00
Technology	22,500.00
Publicity Committee	3,500.00
State Conventions	10,000.00
Net Difference:	47,250.05



Midwest Area

Janice Acree

MWA Executive



Janice Acree and Family

This year Ohio will host the MWA, NEA, & SEA Rally (officially the Cajun Surf & Turf) in Cincinnati! Tentatively mark your calendars for April 9-11th and plan to head to our Easternmost Great 8 for a weekend of all things NASCOE. Being back in the MWA means loading up your van/SUV and driving to join us! Or if you're like me, grab that airplane into Cincinnati and enjoy a weekend away!

While we all like to travel and conduct business together, let us not lose sight of the work we do in the MWA every day. This past spring Stacia and I traveled to 6 of the 8 MWA states for your state conventions. We listened as you conducted business, participated in your meetings, and ate some great food. One thing we heard across the board was the need for communication from the top down. We discussed too much of nothing to say versus targeted communication. We heard how important the history of NASCOE is to all employees and how the further we get away from those who wrote the history, the more diluted the importance of NASCOE is. We need to get back to the basics: sick and annual leave, health insurance, COLA, PPL, reclassification, and so many daily benefits we take for granted.

Tell our story. Share it loud and proud. Let your co-workers know what we enjoy today was won on the shoulders of those NASCOE founders and is perpetuated on the shoulders of those who continue to serve. Membership is important and those benefits are the reason we need a unified front. Our voice is found in our membership. Stacia and I are committed to the goal we set of 80% membership across our 8 states, and we'd like to congratulate Illinois for reaching the goal! We will continue to work on membership, but also to add a targeted focus for leadership succession within each state. As we've experienced in 2025, there is no time like the present to have your voice heard.

Stacia and I are honored to stand with the MWA and serve these Great 8 states! We look forward to a great year!

Stacia Slover

MWA Alt. Executive

Happy Fall everyone from the Great 8 Midwest Area! I am honored and excited to serve the MWA for another year as your Executive! We had a great year and look forward to more greatness moving forward. Hard to believe it has been a year since we were all together in the MWA for the National Convention in Quad Cities and we're counting the months until we come back to the MWA for the National Convention in Michigan! We Midwesterners love to drive to our destinations (ok, so maybe not me. Give me an airplane please!) and the MWA has so much to offer heading into 2026.

Before we get ahead of ourselves and Cruise the Great Lakes, the "Surf & Turf" Rally is headed back to the MWA in April 2026!

Stacia Slover and Family



Benefits & Emblems Committee

We are continuing to work to secure and protect hard earned NASCOE Benefits. Additionally, this year we are working to highlight discounts offered to all government employees and promote these for our members. Finally, we are working with the Executive Committee and our Legislative Committee to monitor updates to our federal benefits.

Secured Benefits – visit www.nascoe.org or speak with your state, area or national chair to find out more about these benefits and secure the access codes

- Dillard Financial Solutions, Inc. – Our NASCOE benefit provider
- FEDS Professional Liability Insurance
- Live Streaming Fitness
- Sower Books
- Working Advantage
- MetLaw



Travis Eisle

Benefits & Emblems Chair

NASCOE Attorney Services

There are certain situations when a member receives a reprimand for conduct or performance related matters. NASCOE has a benefit for members in good standing that will assist you with review materials and provide up to one hour consultation with the attorney. For access to this benefit a member will need to contact the NASCOE Vice President and submit the required documentation. If there are additional questions or concerns that are not rising to the level of requiring the attorney, consultation with your Area Executive is always an option.

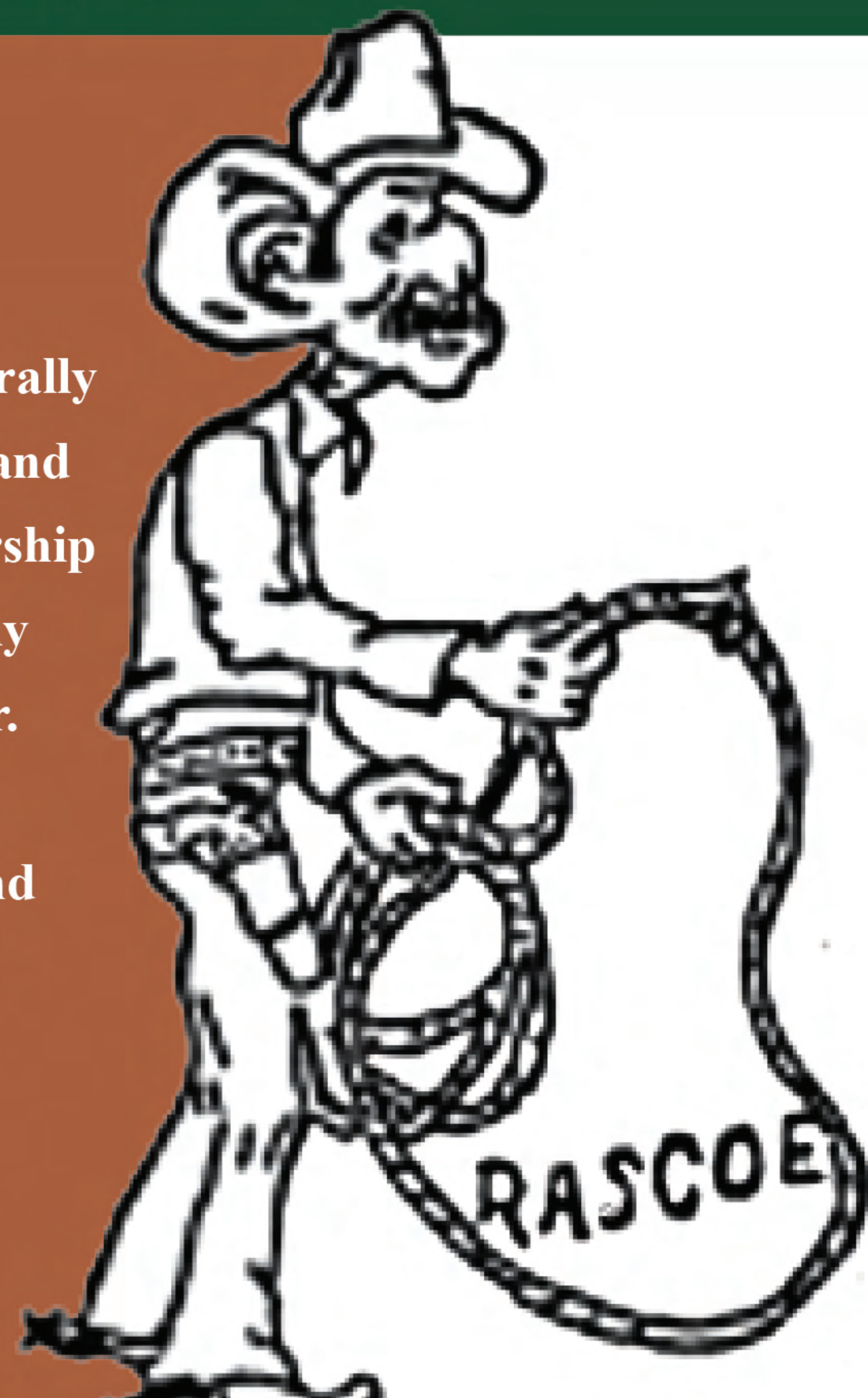
Travis D. Eisele – National Chair
Hazen Kazaks – NWA
Amanda Montgomery – SWA

Kathy Nelson – MWA
Chrisna Sinn – NEA
Nancy Chlapecka - SEA

RASCOE RAMBLINGS

David Goodson, President

As an FSA employee and NASCOE member, your career journey naturally leads to becoming part of RASCOE—the Retired Association of State and County Office Employees. We would love to have you join our membership family! Your first year of retirement is free, and after that, dues are only \$25 per year. Associate memberships are available for just \$15 per year. If you are approaching retirement, it's never too early to take the next step. Simply visit RASCOE.org, scroll down to the “Forms” section, and download the application. Complete the form and return it, along with your check (if not in your first year of membership), to Cindy Hall. It's that simple—and it's a meaningful way to remain connected to your FSA family. We look forward to welcoming YOU as a member of RASCOE!



Northeast Area

Sandy Scott
NEA Executive

Barbie Parsons
NEA Alt. Executive

Hello everyone!

This year, FSA has faced many struggles, and NASCOE has worked closely with our administration to represent us and our colleagues. The stronger our membership, the stronger NASCOE can be in advocating for all of us. That's why our focus this year is on increasing membership and improving communication across all our states. We believe that strong membership and open communication are the keys to ensuring every voice is heard and that we continue building an even stronger community.

We're looking forward to connecting with many of you at the upcoming Northeast, Midwest, and Southeast Area Rally — details will be shared soon — and also at the NASCOE Convention in Michigan, July 29 – August 2, 2025, "Cruise the Great Lakes." Meeting and talking with members face-to-face are one of the best parts of these roles, and we can't wait to see old friends and welcome new ones.

Thank you for your continued support of NASCOE and our mission. With your involvement, we are confident this will be a year of growth, connection, and exciting opportunities for our area.

We encourage each of you to share the value of NASCOE with your coworkers and invite them to join. Together, we are stronger — and together, we can accomplish even more.

— Sandy Scott, NEA Executive & Barbie Parsons, NEA Alternate Executive



**Barbie Parsons
& husband, Lacey**



Sandy Scott

Southeast Area

Dawn Ovesen

SEA Executive

Madeline Redmond

SEA Alt. Executive

Hello NASCOE Members from the great Southeast Area! I am so honored to have been elected as your new Southeast Area Executive, and I know Madeline Redmond is as well as your Southeast Area Alternate Executive. We are ready to get to work on your behalf and take the SEA to all new heights! I want to take this opportunity to thank Neil Burnette for his dedication and tireless efforts on behalf of the SEA, we wouldn't be where we are today without him.

The SEA has been hard at work, increasing membership numbers over the last two years, and we are almost at our goal of 85%. Hopefully the DRP won't affect our numbers too much, but we will have work to do to bring those numbers back up after those people come off the roll. Let's continue to be the top area in NASCOE for membership!

Our next opportunity to get together with our "NASCOE Family" will be at the "Surf & Turf" Rally in Cincinnati with the MWA and NEA! We changed the name a little to the "Cajun Surf & Turf" Rally since we are joining them this year. So, tentatively, put April 9-11th on your calendars to join us in Cincinnati. Details are being worked out as you read this.

We have all been through a lot of uncharted events recently that have caused much stress and turmoil. Let's keep our heads up, roll with the punches and take it all in stride, no matter what comes next. Our farmers, coworkers, and families are counting on us, and we will deliver because that's what it means to be an FSA employee. You are the face of help in rural America, to the very people that feed and clothe our nation. It's your "Resilience" that makes each of you special and appreciated by so many. You make us proud to represent you! Madeline and I are excited about representing you all this year and can't wait to get started. Leadership is still a top priority for us, and we are ready to hit the ground running!



Dawn Ovsen & husband, Barry



Madeline Redmond & Family

Introducing **PROPERTY & CASUALTY INSURANCE**

Farm & Ranch Insurance

From row crops and livestock to equine and produce, our Farm & Ranch Insurance provides full-spectrum protection. We cover workers' comp (including H2A workers), equipment, farm structures, and crop coverage both in storage and in transit—all under one policy. This eliminates costly coverage gaps, overlays, and unnecessary service fees, without reducing your coverage.

Commercial Insurance

Our Commercial Insurance programs are tailored to the needs of HVAC, plumbing, and electrical contractors. With solutions for general liability, commercial auto, and workers comp, we ensure your business is protected with specialized coverage designed for your operation—again, all while removing overlaps and hidden costs.

***The same service, same dedication, and now,
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dillardsouth@dillardfinancial.com

Northwest Area

Matt Weddingfeld
NWA Executive

Jessica Wienk
NWA Alt. Executive

Greetings from the NWA; I would like to start off by just giving a huge thank you to all the people who helped the NWA put on such a wonderful convention in the heart of Glacier National Park. I could tell by just walking around and talking to people they truly enjoyed that destination. I also want to thank all my area chairs and state presidents and my Alt. Exec. for their hard work for the past year, I couldn't have done this without you. The past year was filled with a lot from all the legislative topics happening on the hill to the struggle in membership percentage within our area. Last march our membership chair and assistant went to Minneapolis for a membership meeting, which I felt as an area we came out with a lot of fresh and good ideas going forward.

For next year the NWA will be heavily involved in fixing membership and putting teams where they need to be to promote and gain new members. I put an emphasis on making it to everyone's state meeting that held one in person, and we did that, I would like to see more for the 25-26 fiscal year. Having these meetings will only help us in every aspect, especially membership. In closing, my team and I are very eager with the goals for this next year and accomplishing them.



Matt Weddingfeld & Family



Jessica Wienk & Children

Southwest Area

Terry Cater
SWA Executive

Howdy from the Southwest Area! There are always challenges for us to face as an association and delivering for our members is chief among them. NASCOE was born out of the necessity to fight for your pay and benefits and that is still the primary goal of our association. We do that by telling our story to our legislative contacts and by building our membership through celebrating our successes.

Legislative activities may be the meat and potatoes of NASCOE, but without the members we represent, those legislative efforts are empty. The SWA has been facing some membership challenges for a couple of years now, but we are working to solve those and get more members involved. In some ways, it feels like we are all holding our breath until the end of September to determine what our true membership numbers look like after DRP.

We've all experienced unexpected stresses over this past year, losing co-workers through DRP, regular retirements, picking up more work, shifting responsibilities and new programs for us to administer at a break-neck pace. Unless they work for FSA, it's hard for folks to understand what our jobs really entail. But for those of us who know, we know! I find that being able to speak in our "work language" with other members about our shared concerns is one of the best things about being a member of NASCOE. No one understands like our family.

Sabrina Blaser
SWA Alt. Executive

NASCOE is family. We share in each other's struggles and successes and the best way to do so is at our in-person meetings. I'm looking forward to reconnecting with old friends and making new ones at the Far West Rally, in Reno, NV this coming April 19-22, 2026. It's always a great time when we can get together and Reno is a fun city! Check out the NASCOE app and the Southwest Area NASCOE Facebook page for information about the Rally. Don't forget to pay attention to the app for information for the 2026 NASCOE convention in Sault Saint Marie, MI.

I'm also looking forward to attending the state conventions in the SWA when those come up. Sabrina Blaser, the SWA Alternate Executive, and I are always available for your questions and concerns. Feel free to holler at us any time.

The one piece of advice I want to leave you with is: take care of yourself. With all the work stress we face, in addition to just general life and family stress, it can all feel like a lot some days. Take the time to take care of yourself. Make sure you do the hobbies and things that bring you joy. Read a book. Spend time with your family. Go fishing. Go for a walk. Recharge. Work is very important and we, for the most part, get to do fulfilling work. But it can't be our sole purpose. There is more to each of us than our jobs and the things that make you happy are worth spending time doing. I look forward to hearing from and working with everyone this coming year. Hope to see you down the road!



Terry Cater



Sabrina Blaser & husband, Jim

Awards & Scholarship Committee

SCHOLARSHIPS

The NASCOE Scholarship Program is designed to help defray expenses of NASCOE members, children, grandchildren, and spouses. Scholarship categories and amounts are listed below:

SCHOLARSHIP	NATIONAL AMOUNT	AREA AMOUNT
Vocational	\$500	\$250
Traditional	\$2,500	\$1,500
Open Continuing Education	\$1,500	\$500
Members Continuing Education	\$1,500	\$500
Continuing Education for Adult Children of Members	\$500	\$250
Part-Time	\$250	\$125
Grandchildren	\$500	\$250
Associate Member	\$500	\$250

The 2025-2026 NASCOE Distinguished Service Award & Scholarships portal is live with a submission deadline of January 15, 2026 at 11:59 pm ET.

DISTINGUISHED SERVICE AWARDS

NASCOE DSA Awards are a great way to help recognize a coworker for their hard work and dedication. This program encourages recognition of NASCOE members who make outstanding contributions in EACH of the areas below:

Service to NASCOE

Service to FSA-Agriculture; or

Service to Community

- Any member of the Association may make a nomination.
- Nominees must be member of the association in good standing, members serving under a permanent appointment, and members voluntarily retired during the current year are eligible to receive these awards.
- Want to nominate someone, but not sure how or what to write? Reach out to your NASCOE Awards & Scholarship chair for some past examples. It is easier than you think!



SICK LEAVE AWARDS

NASCOE Sick Leave Awards recognizes permanent employees who are NASCOE members in good standing that have accumulated unused sick leave. Submissions deadline is July 1st, 2026 at 11:59 pm ET. Certificates or medallions are awarded at the following levels:

- 1,000 Hours
- 1,500 Hours
- 2,000 Hours
- 2,500 Hours
- 3,000 Hours
- 3,500 Hours
- 4,000 Hours

Sick Leave Awards may only be awarded one time at each award level.

- Certificates are awarded to permanent employees who are NASCOE members and Associate members in good standing for accumulated sick leave.
- Medallions are awarded to the 2,500-4,000-hour categories
- Any NASCOE member or State Awards Chairperson can complete the awards submission
- To qualify for this award, the member must have the accumulated sick leave hours in the respective category by the last pay period of the leave year.

OTHER HELPFUL TOOLS

The committee has worked hard to create some helpful tools for members to understand the scholarships available and can be found on the NASCOE website.

- Flowchart that helps identify which category an applicant is eligible for based on the type of qualifying member

- Timeline to quickly identify important items for each month that corresponds with the awards and scholarships process
- Fact sheet that has a quick synopsis of all things awards & scholarships has to offer that can be easily distributed to members for quick reference
- Portal to order awards for your state or area utilizing the NASCOE vendor
- Guide to help states establish a state scholarship fund

There are other resources available on the website so be sure to check it out. We are open to creating more tools. If you have any ideas, let us know.



Heidi Clinkingbeard
Awards & Scholarships Chair



Publicity Committee

Howdy from Texas, NASCOE family!

I'm excited for another year of serving as your National Publicity Chair, and I can't wait for what this year has in store for us!

I started my career in November 2012 as a Nueces County Program Technician in Robstown, Texas. Like many of you, I signed an FSA-444 on day one and never looked back, and I'm so glad that I did. In 2019 I had the opportunity to apply to be a Program Technician in my home county in Victoria, TX, and that's where you can still find me today. I've been married to my husband AJ, and Engineer at NRCS, since June 2011, and we have a 12-year-old daughter named Aubrey, twin 8-year-old daughters named Leighton and Lynleigh, as well as a fur-daughter named Rose, whom we adopted in 2017 from Austin Boxer Rescue. In my spare time, I like to listen to 80s/90s music and walk at our Riverside Park, read books (F. Scott Fitzgerald is my fave), and binge watch the Real Housewives of Beverly Hills.

In 2023 NASCOE introduced the member-requested NASCOE app as a premier resource for NASCOE News at your fingertips. More information about the app and resources can be found at <https://nascoe.org/nascoe-app>. You can also view your members-only content on the web without the app by logging into your registered account at <https://nascoe.glueup.com/>. Please always feel free to reach out to me at marcy.logan@nascoe.org if you have any questions or if there is anything I can help you with! And if I don't know the answer, I promise to try my hardest to find someone who does, because that's what we do at NASCOE. We're here to help!

One more thing – every year the Publicity Committee hosts a Convention Cash Club Contest where members can apply by writing a short (seriously!) essay in hopes of being their area's winner of a \$500 stipend to attend their very first convention. Please be on the lookout for this contest in early spring and make sure your area is represented this year in Sault Ste. Marie, Michigan! I promise once you attend one convention, you'll be hooked! The networking, comradery, Q&A with National FSA leadership, lifelong friendships – it's what keeps so many of us coming back each year. We want to see you there!

Marcy Logan

National Publicity Chair



**National Association of FSA
County Office Employees**

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Download The Members-Only NASCOE App

iPhone



Android



----> Search "NASCOE" in your Apple or Google Play Store.

----> Once downloaded, you must register your account with a non-USDA email.

**App only works with verified membership on file.**

For Troubleshooting Email:
marcy.logan@nascoe.org
dawn.hines@nascoe.org

Technology Coordinator



Dawna Hines
Technology Chair

Assisting with NASCOE's technology needs has been a rewarding and learning experience. As digital needs change and tools continue to evolve, NASCOE's priority is still communicating with members and providing membership information to any state associations that request it.

I started my career with FSA as a County Office Trainee in October of 2012 and didn't know anything about NASCOE until a co-worker convinced me to sign the FSA-444. I was hired as CED for Lavaca and Gonzales County in January of 2014 and that is still where I am today! My family and I live in Shiner, TX and we enjoy the small-town life and the community. My husband's family ranches, and he also works for the local electric co-op. We have 2 sons, Colton (6) and Dawson (4). In our free time the boys love to play baseball and go on mule rides to check cows.

When serving NASCOE as the publicity chair in 2023 I was tasked with finding an app that suited NASCOE's needs, and after much research and several demos we settled on the one we have today. Like many digital tools, it takes maintenance and some fixes from time to time, however it allows us to reach members with "member only info." If I can assist any members with gaining access, please reach out to me at dawna.hines@nascoe.org. In addition, state associations can get a download of what members are in the app database.

I enjoy serving in my role and I look forward to the new year and assisting the members in anyway I can. I hope you consider coming to the convention next year and networking with your fellow co-workers from across the nation. It's a great experience to see NASCOE at work for you!

COAC



Brian Gould
County Office Advocacy Committee (COAC) Chair

Let's take a moment to discuss a brief overview of the County Office Advocacy Committee (COAC) and its current mission. In 2019 the NASCOE Executive Committee (EC) approved the restructuring of what was historically known as the "NAFEC Committee". A new committee name and vision for what the committee's mission would entail was realized. The COAC's new mission, while still working cooperatively but independently with NAFEC to ensure a strong County Committee system, expanded to further support county office employees.

COAC works to support the county office system through real-time monitoring of legislative actions, notices/bulletins/amendments, and NAFEC/NASCOE Membership concerns, allowing COAC to maintain a proactive approach to resolution. Defined areas of emphasis include Administrative Operations, Personnel Management, COC Program Authorities, NAFEC, and FPAC/Chief of Human Capitol Officer's Council. Each of these areas play an integral role in ensuring farmer-elected committees and the county office system remain strong and robust in supporting FSA employees and agricultural producers nationwide.

With the beginning of the 2025-2026 NASCOE year, we are excited to identify a few new and continuing goals the COAC team is targeting. The COAC will continue to support NAFEC's effort to fill vacant state director positions and its effort in growing its social media presence through the "National Association of Farmer Elected Committees" Facebook page. Utilizing feedback from our membership and the NASCOE EC, we identified a need to develop an educational resource regarding state grievance board procedures in accordance with NASCOE's labor management agreement. These established procedures provide a benefit to employees by affording them certain rights and considerations during the grievance process. We will strive to continuously evaluate our goals throughout this fiscal year to ensure we are proactively meeting any needs or concerns that may arise.

Legislative Committee

As agricultural policy continues to change, so does the role of the Farm Service Agency (FSA) and its dedicated county office employees. NASCOE remains at the forefront of advocating for the appropriations, pay/benefits, and following program policy to help employees to best serve America's farmers and ranchers.

Outreach and Advocacy is not only important at the national level, but the foundation of our voice starts with the state



Amanda Ahrens

legislative teams being able to amplify the voice of county office staff. State teams can create direct relationships with agricultural and commodity associations as well as engaging with local congressional offices. State led outreach efforts ensure lawmakers understand how national

policy impacts real people in their home districts. NASCOE membership is also critically important to help amplify our voices. Often in meetings Congressional members will ask us what our membership level is. When we can say 72% of FSA employees are NASCOE members, it shows we are united, and our voice is taken seriously in shaping the agency's future.

For example, in Kansas, the KASCOE state legislative team has built strong relationships with commodity and agricultural associations, as well as key members of Congress—including two on the House Agriculture Committee, one on the Senate Agriculture Committee, and one on the Senate Agriculture Appropriations Committee. These connections have made a real impact: through consistent outreach, members of Congress have publicly acknowledged the value of FSA, testifying in hearings about the need for increased staffing, the vital role USDA field office employees play in rural communities, and even recognizing our efforts in delivering disaster benefits. Our commodity partners are also strong advocates—they hear about local office challenges firsthand

and speak up on our behalf during their congressional visits, raising issues like funding shortages for basic supplies and the ongoing need for adequate staffing. NASCOE's strength lies in its members. As we navigate the months ahead, local engagement is more important than ever.

Whether it's NASCOE trained state legislative teams speaking to a lawmaker, encouraging a new employee to be a NASCOE member, contributing to the NASCOE Political Action Committee—even if it is just a dollar a pay period, your role in our advocacy efforts helps ensure the long-term success of FSA and the people we serve.

If your state needs support in building a legislative team or delivering the NASCOE-approved legislative message, please reach out to Amanda Ahrens or Katie Frandrup, NASCOE Legislative Co-Chairs. Area Legislative Chairs are also available to provide updates and present at state conventions and rallies. The NASCOE Legislative team holds a monthly legislative call with our Legislative Consultant, Hunter Moorhead, on the second Tuesday of each month at 5:00 p.m. Central. Area Chairs are encouraged to invite guests—if you're interested in attending, please contact your Area Chair for details.

Together, we're building a better future for FSA employees, producers, and the communities we serve.



Katie Frandrup & husband, Dale

Amanda Ahrens
Legislative Co-Chair

Katie Frandrup
Legislative Co-Chair

Membership Committee

NASCOE has been very busy this year, and the membership committee has been no exception! This past March, the NASCOE Membership Work Group met to formulate a plan to effectively recruit and retain FSA County Office employees while also enhancing the organizational processes to better meet the needs of ALL County Office employees.

The Work Group consisted of NASCOE officers, members of the NASCOE Executive and Chair teams and our five area membership chairs. Also included in the group were five newer NASCOE members – one representing each area. The group was very excited to have our newest members join us as they brought forth valuable input, a fresh perspective and many great ideas and suggestions.

NASCOE membership is currently at 72% nationwide. Thank you to all the current co-workers who have continued to show support for our association. Our membership is the strength of NASCOE and we need your help to increase our membership percentage. The stronger our membership, the more opportunities we have as an organization to make an impact and for our unified voice to be heard.

We encourage each county office co-worker to join their State Association. By becoming a member of your State Association, you also become a member of the National Association, NASCOE. NASCOE can provide you with the opportunity to be a part of a team that works for protecting our jobs, our benefits, and fair treatment of all FSA employees.

Please consider taking a stand with us and joining YOUR Association, NASCOE.

The objectives of NASCOE are:

- To assist in every way possible to assure successful operations of FSA and the attainment of FSA's objectives;
- To cooperate with other common interest groups and organizations to conserve and improve our nations natural resources;
- To secure equitable salaries, working conditions and retirement provisions for all county office employees;
- To promote the professionalism of our co-workers.

Glenn Thomas

Membership Co-Chair



**Glenn Thomas
& Family**

Emilee Seier

Membership Co-Chair



**Emilee Seier
& Family**

NASCOE Programs & Negotiations

The NASCOE Programs and Negotiations submission process is one of the many services available to NASCOE members, which benefits all FSA employees.

PROGRAMS

- Addresses programs throughout the year.
- Includes topics such as improvements to software, revising forms, or clarifying program rules.
- Area chairs work with members on reviewing potential items for clarification.
- Items submitted to DC will receive a response that will be shared with the submitter.

NEGOTIATIONS

- Meeting is held annually for NASCOE to review negotiation items with FSA leadership.
- The formal means where NASCOE presents member concerns and issues directly to management in order to promote beneficial changes and help streamline program delivery
- This process is outlined in 22-PM, Exhibit 22, and has traditionally focused on policy items.

Submission Process:
To submit either a negotiations item or program submission, FSA employees can navigate to <https://nascoe.org/committee/programs-negotiations> and complete the submission form. When completing the form, please provide a clear detailed summary of the issue, facts, a proposed solution, and time frame you would like to see this submission implemented. Providing applicable handbook references and a detailed solution will help NASCOE when discussing the item with management and increases the likelihood of a successful adoption. Please note: Negotiations and Program submissions may be submitted at any time throughout the year and can be done from a government computer. However, the deadline to submit a Negotiations submission for it to be considered during the current fiscal year is December 31st.

BREAKDOWN OF THE 300 SUBMISSIONS RECEIVED IN FISCAL YEAR 2025	CLOSED-COMPLETED OR CLOSED	58	SENT TO DC WITH RESPONSES RECEIVED	32
	NEGOTIATIONS-REFERRED TO NEGOTIATIONS	15	SENT TO DC AWAITING RESPONSE	33
	DUPLICATES-SIMILAR SUBMISSION IDENTIFIED	42	PENDING REVIEW FROM PNC TEAM AND/OR DC	120

Sarah Houin

Programs & Negotiations Co-Chair



Tina Williams

Programs & Negotiations Co-Chair



DILLARD FINANCIAL

Member Benefits & Services

- Lifestyle planning
- Complimentary consultations and benefit reviews
- Licensed federal benefits representatives (FERS & TSP)
- Assistance with retirement paperwork and spousal benefits
- Quarterly and annual retirement reviews
- Rollovers and conversions for TSP and spousal plans
- Federal benefit education and training
- Building a roadmap for your future
- Estate and income protection planning
- Education and lifestyle planning for families
- Phone support M-F, 9am–5pm EST

Plans We Offer

- Roth IRA's, IRA's, Non-Qualified Plans
- Roth Conversions
- Indexed Annuities
- Fixed Annuities
- Insurance with Critical Care Coverage
- Lifetime Income Plans
- Accidental Injury Insurance
- Term Life Insurance
- Whole Life Insurance
- Universal Life Insurance
- Cancer Insurance
- Disability Insurance
- Accidental Insurance
- Estate Planning
- Spousal & Child Insurance Plans
- Farm, Ranch, and Commercial Insurance
- Trust Pre-Planning



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You are entitled to one complimentary review a year!