

National Association Of Farmer Elected Committees (NAFEC) NEWSLETTER

SPRING NEWSLETTER / 2024



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National Association of Farmer Elected Committees

Representing Farm Service Agency County Committee Members since 1965

From the President's Desk:

From here in the Midwest (Ohio) I send greetings to all of our County Committee members and NAFEC supporters across the country. If you were recently elected or re-elected to an FSA Committee, I want to both congratulate you and thank you for your service. NAFEC believes our elected committee system and the CO employee system is the best within government. As the supervisor of your CED, your role in American farm policy at the local level is critical for the farmers and ranchers you serve in your communities.

We believe the overwhelming majority of county committee members and advisors across the nation are honest, hardworking individuals with integrity, who do their very best to ensure fair and equitable treatment of all producers they serve. However, we also believe that the departments' failure to adequately train COC members the past few years has been disservice to our committee's and the producers we serve. NAFEC is committed to continue fighting to ensure FSA provides yearly training of all newly and reelected committee members and advisors. Included in this newsletter is a national training plan we developed and have submitted to the FSA Administrator. This is just one example of how NAFEC continues to work to make FSA the most responsive agency within government.

In closing if we can be of assistance to you please feel free to contact me directly at (937) 4232-8507 or our legislative consult David Senter at (202) 256-1406. We hope you enjoy this newsletter.

Sincerely,

Jim Zumbrink
NAFEC President

NAFEC – A Year in Review

The NAFEC Executive Committee began 2023 with their planning meeting in Lubbock Texas. As a result of that meeting, it was determined to develop a new NAFEC fact sheet. This fact sheet was used along with a joint letter from President's Jim Zumbrink, NAFEC, and Marcinda Kester, NASCOE, to encourage 2023 NAFEC membership. This packet was emailed out to COF employees through NASCOE membership, shortly after the Lubbock meeting.

In late January, NAFEC became aware of the Equity Commission hearings. Much misinformation was being presented during the hearings regarding the County Committee function, oversight of loan programs and the use of financial information by County Committees. To set the record straight, written comments were provided from NAFEC to the Equity commission on January 31, 2023.

The next project was the development of a letter to Marcus Graham, the Deputy Administrator (DAFO) in support of NASCOE's work to clarify promotion requirements for CO 3 and CO 4 employees, as well as requesting a hold be placed on policy downgrading of CED's. (this policy was actually struck and all CED's nationwide were upgraded to grade 12's as a result of our collaborative efforts with NASCOE). NAFEC followed up the good news on April 17, 2023 with a letter to Mr. Graham, thanking the Administration for their efforts to rectify the downgrades, while also expressing our concerns regarding the widespread use of shared management.

A very nice hardcopy winter Newsletter of NAFEC was completed next. It contained an update on all of the activities of NAFEC and an update on the benefits provided through our national benefit provider Dillard Financial Solutions Inc.

In early spring NAFEC worked on a plan to invite COC members to the National Meeting in College Station. A letter was prepared and sent to Kelly Adkins requesting COC orientation training while we were in College Station. We also rolled out publicity on the NAFEC scholarship opportunity with applications due in mid-May.

The annual NAFEC meeting was held in conjunction with NASCOE's annual convention in College Station Texas. During this meeting NAFEC met with all of the representatives from Washington DC. The Administrator asked NAFEC to develop a National COC training plan. This was developed and sent to the Administrator and DAFO in early September.

During the National Convention NAFEC became aware of an issue regarding OIG audits and the way negative determinations was being provided to producers without the basis for the determination. NAFEC developed a letter that was sent jointly to Under Secretary Bonnie and Administrator Ducheneaux regarding this issue.

A second hardcopy newsletter was developed and mailed out to all NAFEC members during the fall with an update on NAFEC activities and a summary of the annual meeting. In an effort to reach every COC member in the nation, a very nice COC orientation packet was also mailed to all COF's encouraging NAFEC membership and providing information on the benefits available for COC members through Dillard Financial Solutions, Inc..

In response to the continued misinformation being discussed by the Equity Commission, NAFEC decided to develop two letters in support of the Farmer Elected Committee system. The first of these was a letter provided to all Ag Organizations in October and the second a very similar letter mailed to both the House and Senate Ag Committees in December. The second of the two letters was sent out with the assistance of Hunter Moorehead using his contacts on the hill.

Looking back over the accomplishments of 2023 it is obvious the NAFEC imprint has been greatly multiplied. NAFEC has provided information to a lot of COC members, FSA employees, and farmers and ranchers regarding the efforts NAFEC is putting forth to maintain the elected county committee system, as well supporting NASCOE and all FSA County Office employees nationwide. We look forward to another great year in 2024.

On behalf of your NAFEC Executive Committee,

Kevin Dale
Dillard Financial Solutions, Inc.
NAFEC National Marketing Director

NAFEC 2024 Plan of Action

The NAFEC Executives met in Lubbock, Texas January 4-5, 2024 to go over many of the items that were accomplished in 2023 but also brainstorm as to what items and issues that will be the focus for 2024. Below is a listing of items of importance as discussed by NAFEC Leadership.

Important items to accomplish:

- Communication and Cooperation with NASCOE and COAC Committee
- Newsletters (2 printed and 2 emailed listed as a goal)
- Conference calls (quarterly for state representatives and officers)
- Monitor Farm Bill talks and Equity Commission reports
- Push for training of COC and update the NAFEC training implementation plan
- Update website with items
- Review Travel Reimbursement
- Membership listing updates to verify correct information and status
- Membership engagement and push for members in all states
- Work with Area and State leadership to find state NAFEC directors
- Update membership options for Ag Partners (review possibilities)
- Monitor transfer of funds in the accounts
- Area meeting on Dillard Financial Solutions' benefits with help from NAFEC Directors
- Develop more educational tools for PT's, CED's COC's, DD's, STC's SED's as well as Congressional Members and Ag Organization Partners.
- Follow up on Minority Advisor 3-year term and voting ability
- Send updates on State Conventions/Area Rallies/National Meetings
- Review COC training and handbook 16-AO in regard to Supervision
- Follow up on PT classifications, USA Jobs issues and hiring complications
- Update scholarship dates and issue out to members. (Help from COAC)





NAFEC Legislative Report 2-24

I want to thank all NAFEC's members for your support to maintain local control of our local FSA offices. The USDA's Equity Commission has finalized its report to Congress and contains a few of NAFEC's recommendations such as granting full voting rights to the minority advisors now serving on many COC's. Many COC members have complained having members serving that were not able to vote.

Of concern is a recommendation to give District Directors the hiring authority to hire CED's. There have always been employees in Washington, DC that want all decisions made from the top, not at the local level with County Committees. NAFEC will work with our partners in farm and commodity organizations to make sure this change is not made. This would take a change in permanent law.

NAFEC will continue to analyze the Report to determine other areas of concern. NAFEC agrees with the basic goal of making sure all producers are treated honestly and fairly in our FSA offices and have equal access to the programs. NAFEC opposes discrimination and currently works with FSA to address this.

Congress finally passed a one-year extension of the current Farm Bill. A new Farm Bill has been blocked because of the gridlock in Congress to approve funding for 2024. My guess is that nearing March will mean the new Farm Bill will be pushed off until September and might end up becoming part of a Lame Duck Congress following the elections. For instance, a Bill to fund USDA was defeated on the House floor because of a rider attached dealing with abortion pills. NAFEC needs everyone to spread the word in support of our County Elected Committee's and local control.

David Senter
NAFEC Legislative Consultant



National Association of Farmer Elected Committees (NAFEC)

NAFEC and Dillard Financial Solutions To Award \$1,000.00 Scholarship

NAFEC and Dillard Financial Solutions are pleased to announce that they are teaming up in 2024 to cosponsor a \$1,000 scholarship award. Many times we hear of our youth being referred to as “our future” or “leaders of tomorrow” when in reality, thousands of them in communities and towns all across our nation have been leaders, in their own right, for quite some time. We think they should be recognized.

If you are a current or past COC member and paying full dues as a regular member of NAFEC and have a child, grandchild or great grandchild that has graduated high school and is enrolled, or in the process of enrolling into an accredited college, university or trade school this fall, then they are an eligible applicant and you are encouraged to tell them about this opportunity.

The application will consist of a single cover page and a one page essay. Both pages are to be designed, created and edited entirely by the applicant. The cover page must have the following details:

- Full name, mailing address, email address, home phone and birth date of the applicant
- NAFEC member name, State & County where they serve(d) as a COC member and relationship to member
- Name of college, university, or trade school attending or enrolling to attend
- The field of study or degree plan the applicant plans to pursue
- A listing of the applicant’s involvement in service commitments to their community, civic, church and youth development organizations such as 4-H, FFA, Scouts, etc.
- **Last time on the cover page** is a signature and date to certify that states: “I have personally prepared this cover page and the essay and I certify it is accurate.”

Because this is a competitive scholarship award, the one page essay will help the judges understand how the applicant views their experiences, personal growth, outcomes and achievements associated with the various community, civic, church and youth organization in which they are involved.

The NAFEC and Dillard Financial Solutions scholarship **deadline is April 15, 2024**. Applications received after this date will not be considered. Mail applications (Cover page and one page essay) to:

Joan Senter
742 Farmington Road W.
Accokeek, MD 20607-9727

All eligible applications will then be forwarded to three judges that will consist of a NAFEC Officer, a NASCOE/COOAC committee member and a Dillard Financial Solutions Representative. Each judge will rank the applications with one (1) being the highest ranked and two (2) the second highest ranked, and so forth through all the applications. The application with the highest cumulative scoring by the three judges will be awarded the \$1,000 scholarship. If there is a tie in scoring, the NAFEC President or VP will break the tie.

Because the deadline is April 15, 2024, we encourage you to pass this information on to any eligible applicant so they can start putting their information and thoughts down. NAFEC and Dillard Financial Solutions look forward to **announcing the winner on August 9, 2024 during the NAFEC meeting and NASCOE National Convention.**

The National Association of Farmer Elected Committees is a non-profit organization composed of and led by farmers, nominated and elected by farmers, and serving all farmers in each of the county USDA Farm Service Agency Offices. To learn more about NAFEC or to join, please go to <https://www.nafecfsa.com>





National Association of Farmer Elected Committees

Representing Farm Service Agency County Committee Members since 1965

NAFEC Recommended COC Training Plan of Action

I. Background:

The U.S. Dept. of Agriculture's ASCS/CFSA/FSA County Committee (COC) delivery system has successfully administered USDA farm programs in every county in the nation and territories for decades. The COC system is unique in government. Locally elected producers oversee and implement agricultural programs through the County Office staff under the direction of the County Executive Director, who is supervised by the COC. This system affords accountability at the local level, the State level with the COCs under the authority of the FSA State Committee, and nationally with the State Committees (STC) under the authority of the Secretary of Agriculture.

Unlike most of government agencies, the COC system is not bureaucratically driven (top down). Every FSA program participant has the opportunity to bring issues and appeals directly to an authority at the local level. The COC system has been extremely successful in terms of responsible delivery of CCC and farm programs for almost 100 years.

Both before and after the merger of the former FmHA and ASCS, there have been allegations of discrimination, inequity and unfair treatment. The former FmHA advisory committees and the Farm Loan staff of FSA were not, and never have been under the authority of the COC system. USDA has dealt with and settled many of these allegations, but ironically enough, the increase in allegations against COC's has occurred during a period of time that actual training of COC members on both programs and the function of their office has been on the decline.

II. Former Training:

In the past (pre-1996) ASCS Committees were provided annual state wide training conferences (2 or 3 days) for the primary purpose of training COC's on successful and equitable delivery of CCC and other commodity farm programs. Since the beginning of the Farm Service Agency (1996) this training has been slowly but steadily diminished. Today in many offices the training may be a very short overview of COC duties provided by a District Director. However, NAFEC has heard that the most commonly used training method in many states is a few minutes discussion from the CED during the first COC organizational meeting of the year. Many states seldom have district, area or state wide annual face to face training of COC members.

As the officially (USDA/FSA) recognized association with exclusive rights to represent FSA County Committees, the National Association of Farmer Elected Committee's (NAFEC) are deeply concerned about the former discrimination cases and any future allegations of discrimination, inequity or unfair treatment in USDA/FSA programs. NAFEC is and has been committed to ensuring the COC system remains in place for the administration of CCC and Commodity farm programs. NAFEC is equally committed to ensuring all committees and all FSA County Offices treat everyone with respect, dignity and fairness. We believe one of the ways to ensure this occurs is to provide adequate face to face training of each newly elected committee member across the nation each year. NAFEC has asked for adequate training of



COC's on many occasions. At the National Meeting in College Station last summer the Administration invited NAFEC to provide their recommendations for National training to the National office for consideration. As a result, we have developed a multi –faceted training plan to ensure every COC member is adequately trained.

III. NAFEC Training Recommendations:

We recommended utilizing the current COC Training Modules (COC Training Guide; February 2021 Version 6) with any update or relevant needed changes made (we would welcome the opportunity to serve on a review committee to review the current modules) since the current committee training modules were last updated in February of 2021. These training modules will provide the basis for the necessary information to ensure well informed FSA County Committees.

A. Training Modules: NAFEC believes the COC training modules are underutilized and, in some cases, not utilized at all. NAFEC recommends the following plan be implemented.

1. We recommend the Administrator send a directive/notice to all State Offices SEDs in the nation directing that all current year elected COC member(s) both first time elected and incumbents, receive a minimum of no less than 6 hours of actual face to face training each year utilizing the current training modules.
2. Required COC Training should be implemented by the National Office to the State Offices utilizing chosen trainers in the states for a “Train the Trainer” process. The concept has been used with much success in other program roll outs across the country. This process also would enforce that the training be uniform from state to state and county to county, across the nation. Trainers should include STO specialist, CED's, PT's and COC members.
3. The required training should be completed for all applicable COC members by March 31st each year, with a report filed from the SED to the DAFO regarding training completion. This training requirement should be made part of the SED's annual performance plan.
4. A NAFEC representative should be invited to attend each face-to-face training meeting with an opportunity to provide information to participants about membership, and other relevant information regarding the NAFEC association, which represents COC's nationwide. NAFEC is providing a list of National Officers and Area directors that can be contacted by SED's regarding the COC training meetings in their respective state.



B. The second part of our plan includes providing additional training during the annual NASCOE Convention/NAFEC annual meeting. As a means to accomplish this additional training and outreach, we are requesting to allow County Committee Members an opportunity to meet with the attending Administrator, DAFP, DAFO, possibly the under Secretary and any other deputies of FSA that could be in attendance. NAFEC recommends a “parallel event training/outreach” be provided each year during the National Convention. Next year the NASCOE convention is being hosted by the Illinois State Association and held in Davenport Iowa (Quad Cities), this location could serve as the launch for this new training initiative. This type training has been done in the past with great success. The most recent coordinated meeting occurred in 2018 in South Dakota during the NASCOE convention in Sioux Falls, SD. Although this meeting was voluntary, all COC members in the State not requiring an overnight stay were authorized to attend. Over 70 COC members from South Dakota, Iowa, and Minnesota (close neighboring States) attended a day long Orientation/Training session. During this session, the COC members were able to hear from State Specialists concerning their role as a County Committee member. The training provided was outstanding and the COC members that attended were able to gain and/or refresh their knowledge to better aide them in their positions. In addition to the State Specialists like Jamie White SD FSA Executive Officer (who updated the COC training modules) and SED Paul Shubeck, the COC members were able to hear from the USDA Under Secretary, the FSA Administrator and others. The National USDA leaders reinforced the importance of the County Committee members’ roles within the Farm Service Agency. The FSA leadership also expressed gratitude to the COC members for their willingness to continue to serve in their positions. The day’s events also included lunch (furnished by an outside source).

One of the highlights of this type of meeting is the COC members sharing experiences that they have had with one another, some similar and some completely different. It is those conversations where the members can network and share their experiences that continue to strengthen the COC system, therefore becoming a stronger advocate for their producers and their counties.

IV. Summary:

We believe this COC training plan provides a measurable approach to ensure consistent, COC training nationwide. It also elevates the role of COC members by providing a different group of them annual standardized face to face meetings with officials in conjunction with the NASCOE Convention. As County FSA Committee Members are elected, we believe they need to be shown the respect, dignity, and courtesy due an elected official. If County Committee Members are provided the training, respect, and consideration they deserve, we believe they will respond in kind. We appreciate the opportunity provided to develop this plan and look forward to assist the Administration in any way requested to help in delivering this plan.



National Association of FSA County Office Employees County Office Advocacy Committee

NAFEC Spring Newsletter February 2024

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SWA Chair
Zach McHughes
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Howdy! Being an Aggie from Panhandle, Texas, this greeting rings well and true coming from me. In January, I was pleased to be invited and honored to be able to speak as the National County Office Advocacy Committee (COAC) Chair representing NASCOE at the NAFEC annual meeting in Lubbock, TX. It was great to see familiar faces and meet new ones. It remains an honor to work with our NASCOE leadership team on sharing the message of the importance of our County Committees (COC) across this great nation, as well as the hard-working County Office employees (COF) who truly make the Farm Service Agency what it is today. We can continue our stride of working hand in hand with each other for the betterment of all involved while continuing to educate and communicate stronger and better to the COC's, COF employees, stakeholders, and the public.

I'd like to give a very special "shout out and thank you" to all the Area Chairs agreeing to serve as COAC Area Chairs. They are NEA- Barbie Parsons from West Virginia, NWA- Raela Brandt from Nebraska, MWA- Katrina Miller from Indiana, SEA- James Dukes from South Carolina and our newest member to the COAC team is our SWA COAC Chair Zach McHughes from Oklahoma. Welcome aboard, Zach! Thank you to Tracy Wilson, NASCOE SWA Executive and Terry L. Cater, NASCOE SWA Alternate Executive who were able to fill this position quickly.

I would be remiss if I did not also thank Kevin Dale and Tammy Eibey for their tireless work for NAFEC and keeping NASCOE and COAC informed and in the loop. Their past experience in the Farm Service Agency and NASCOE made them prime candidates for their positions, and I am indebted to them for their service and assistance. Thank you, both! I would also like to extend thanks to the NASCOE President, Joel Foster, and the Executive Committee on appointing me to continue to serve as the COAC Chair. I am grateful for their patience in me learning this role and for their guidance, knowledge and acceptance.

Recently I was encouraged to read the COAC Mission Statement, which states: “Mission Statement of the NASCOE County Office Advocacy Committee (COAC): To protect, enhance, and provide continual education for the farmer-elected committee and county office system for the betterment of NASCOE’s membership, county office FSA employees, and the agricultural communities we serve while working independently, but cooperatively, with the National Association of Farmer-Elected Committees (NAFEC)”. It is a good policy to refresh what our mission and duties are in NASCOE with COAC and working with NAFEC, as well.

In knowing our mission, what would be of interest to you as stakeholders, NAFEC and NASCOE members, farmers, ranchers, COC members, officers, directors, etc.? How can NASCOE’s COAC team help share what COAC has done or can continue to do in order to make everyone’s future brighter?



Here are 4 key points that can assist in educating and definitely describe the COAC logo designed and created by NASCOE’s Publicity Chair Marcy Logan from Texas and myself, this past year. Thank you, again, Marcy. Let’s call them the “4 C’s of COAC!”

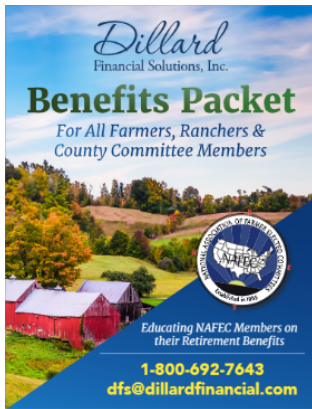
COMMUNICATION, COOPERATION, COLLABORATION and COMMUNITY.

These 4 characteristics are to assist in the education, understanding and goal setting for what COAC truly means and continues to promote. All of this was discussed during the NASCOE Convention this past August 2023 in College Station, TX ~ AGGIELAND ~ WHOOP! 👍 Thank you again for those that attended our national convention and shared in the comradery.

#1 = COMMUNICATION ~ *the key to all great successes no matter what!*

Communication with NAFEC officers, consultants, STOs, COCs and COF staffs for awareness and staying abreast of important issues. Communicating with the Area COAC Chairs and NASCOE leadership on monthly/quarterly TEAMS (ZOOM) calls, emails, texts, etc. while also encouraging each Area Chair to invite a state chair from their area as a guest on these calls to participate and learn. COAC is working to fill those states that do not currently have COAC Chairs serving in their associations. This would give all states their state COAC chairs to have direct contact with their Area COAC Chairs, their

COC members while also assisting NAFEC in obtaining state directors as well. With the additional COAC involvement of state COAC Chairs, this would encourage inviting interested members as guests on these calls to educate and keep the momentum flowing.



Another impactful communication tool was the newly created NAFEC benefits brochures that COAC assisted by providing NASCOE and COAC information in the brochures. These brochures had updated information from NASCOE, NAFEC and additional educational information for each COC, CED and COF employees in all FSA County offices nationwide. The packets were received earlier in the FSA County Offices and addressed to each County Committee Chair and County Executive Director (CED) to assure that the COC's are receiving this important information. Thank you to Dillard's Financial Solutions, Inc. working with NAFEC and NASCOE on the printing and mailing of these wonderfully published packets. Distributing the brochures out earlier than normal this year was a COAC recommendation in hopes that all COCs and hopefully COF staff would be able to get the information prior to their January COC meetings. If you have not seen these benefits brochures, or would like an electronic link to for emailing, please see the contact information enclosed in this newsletter.

#2 = **COOPERATION** ~ *the process of working together to the same end!*

Cooperation with all the COC's in being trained properly and fully understanding the significance of their responsibilities as COC members to their COF employees, their STOs and the farmers and ranchers they serve. Educating all employees is the key to educating County Committee members, association members, farmers, and ranchers, plus the public!

Recently, I spent time some much needed quality time on our family farm in Potter and Carson Counties in the Texas Panhandle. Thankfully my folks continue to operate land our family has been so very blessed to have for over 100 years. Taking advantage of this opportunity to speak with my father, a former ASCS/FSA fully termed COC Chairman, I specifically asked him on what is really needed for COC's to flourish and survive? In our conversation it all leads back to **TRAINING the County Committees**. The statewide trainings that used to be annually budgeted into the FSA were excellent sources for teaching, networking,

NASCOE will continue to promote NAFEC through COAC to continue the mission of the COC awareness. The COAC Committee will continue to have NAFEC's best interest in mind and keep their close connection working as a community. It really does take a village for which I remain grateful to be a part of in working with all involved in supporting NASCOE's COAC mission.



With all this being said, it is my hope as we move forward, that NASCOE's COAC could and should be synonymous with the COC acronym, along with NAFEC in all County Offices.

COAC fully represents COMMUNICATION, COOPERATION, COLLABORATION and COMMUNITY, which is so in line with the COC!

NASCOE's COAC = COCs = COFs = NAFEC = YOU!

With your invested interest, commitment, and involvement, we can support and emphasize to everyone the critical importance and vigilance these 4 traits of **COMMUNICATION, COOPERATION, COLLABORATION and COMMUNITY** represent for the foundation of the County Office Committee system's existence and future.

In closing, thank you once again for the opportunity to represent the National Association of FSA County Office Employees (NASCOE) as your NASCOE COAC Chair. It is truly humbling to serve in this capacity. The COAC team is looking forward to our future as we to continue the growth and the eagerness to build a stronger NASCOE through COAC with NAFEC for all of our FSA employees and County Committee members.



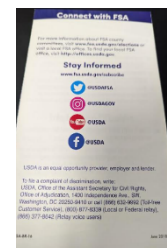
and keeping the COC's strong on what their mission genuinely is. COC members felt like they knew what to say and do when asked on programs, etc. How do we get that training back nationwide? (Note: As an update, the Texas FSA SED Kelly D. Adkins has scheduled COC Trainings on March 7, 2024, for Texas COCs and COFs through TEAMS online with NAFEC able to have a short segment. Another cooperation with COAC and NAFEC.)

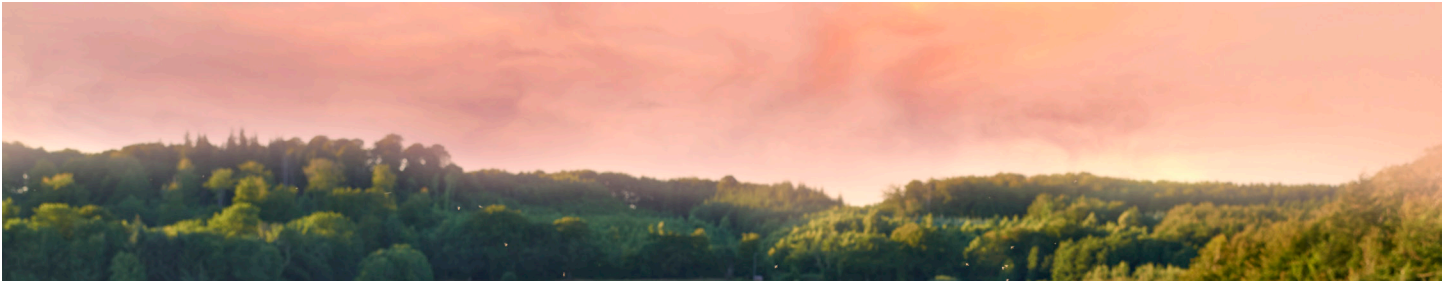
#3 = COLLABORATION ~ the action of working with someone to produce or create something!

Collaboration with the NASCOE Legislative Committee, Executive Committee, and consultants, David Senter, NAFEC Legislative consultant, and NASCOE Legislative consultant Hunter Moorehead, on monitoring the Equity Commission developments. Thank you to NASCOE and NAFEC for their letters written to Congress and being a listening ear on these typically 3-day long Equity Commission online and in person meetings. NASCOE formed a Task Force led by NASCOE Vice President Kayla Mattson working with COAC Chairs, Legislative Committee Chair(s) members and others who also listened, recorded, and voiced concerns over this Commission and their lack of knowledge on who COCs truly are, their purpose, and what CEDs (& PTs) do in FSA. Thank you, Kayla, and all other participants for their successful input towards the letter writing and listening efforts. Thank you to David and Hunter, as well. There were many other times that FSA leaders, COCs, NAFEC and NASCOE and COAC worked together, but this combined collaboration was excellent and extremely effective!

#4 = COMMUNITY ~ a unified body of individuals who share common interests & beliefs!

Community with NAFEC's assistance in calling attention to the National Office on updating verbiage/charts in handbooks that refer to the COC system in representing their roles accurately and effectively. COAC has also inquired and began working on a task to implement the NAFEC's logo* on the USDA-FSA COC Election informational pamphlets FSA-BR-16 that are in each County Office (COF's) nationwide for educational and awareness purposes. It would be worthwhile when the discussions over the future farm bills occur that this promotional COC Election pamphlet be updated to also have the NAFEC logo on this pamphlet as NAFEC is the recognized association for County Committees.





I'd like to leave you all with something more to think about...

COMMITTED VS. INTERESTED

When you're committed, you find a way;

When you're interested, you find an excuse.

When you're committed, you do what it takes;

When you're interested, you do what's convenient.

When you're committed, you do it consistently;

When you're interested, you do it occasionally.

When you're committed, you take accountability;

When you're interested, you point fingers and shift blame.

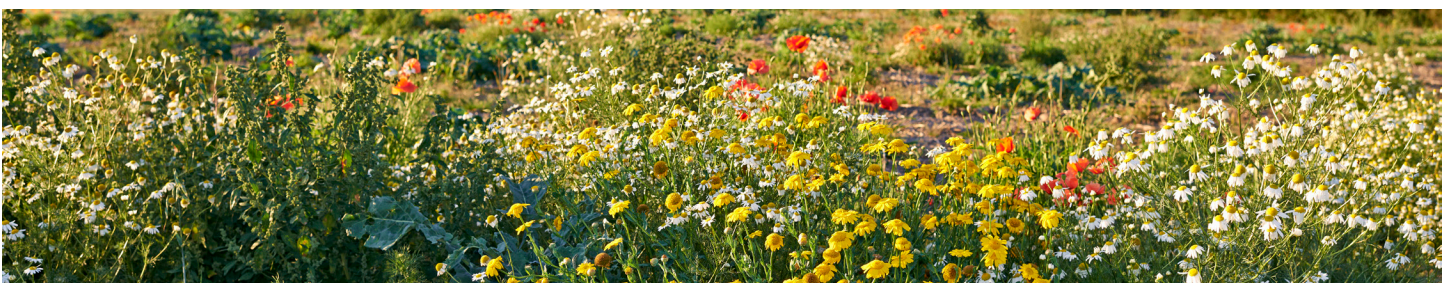
WHICH ARE YOU? COMMITTED or INTERESTED?

My intentions are to remain COMMITTED as I am not just INTERESTED. I prefer to be the type of person that leaves a mark, an encouraging word and a smile...not a sneer or a scar!

Please contact our NASCOE COAC Area Chairs, COAC state association chairs or myself if we can be of assistance to any of you.

God's blessings and mine.

Respectfully submitted,
/s/ Jeannine P. Wendel
NASCOE COAC Chair



Dillard

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- Analysis on your retirement income
- Provide downside protection of your income

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This form is available electronically.

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 _____. Associate member \$1.00/PP COC \$4.00/PP
- 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)
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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)
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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

The U.S. Department of Agriculture (USDA) prohibits discrimination in all of its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, political beliefs, genetic information, reprisal, or because all or part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD). To file a complaint of discrimination, write to USDA, Assistant Secretary for Civil Rights, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, S.W., Stop 9410, Washington, DC 20250-9410, or call toll-free at (866) 632-9992 (English) or (800) 877-8339 (TDD) or (866) 377-8642 (English Federal-relay) or (800) 845-6136 (Spanish Federal-relay). USDA is an equal opportunity provider and employer.



NAFEC MEMBERSHIP APPLICATION

Join Today

New Member Information

Name _____

Spouse Name _____

Address _____

Home Phone _____

City _____

Mobile Phone _____

State _____ Zip _____

Email _____

Employer _____

FSA County Office _____

Member Signature _____

Date MM / DD / YYYY

Select Your Membership Type

County Committee Member

CIRCLE ONE PAYMENT OPTION ONLY

Pay in Full Now

\$40

ANNUALLY

OR

Deduct from Payroll

\$4

PER MEETING

OR

LIFETIME MEMBERSHIP

ONE-TIME PAYMENT

\$200.00



Associate Member

CIRCLE ONE PAYMENT OPTION ONLY

Pay in Full Now

\$20

ANNUALLY

OR

Deduct from Payroll

\$1

PER PAY PERIOD

For In Full Payments

Mail your check and completed NAFEC Membership Application to:

Application to: **NAFEC**
c/o Joan Senter
742 Farmington Rd.
Accokeek, MD 20607

In order to be eligible for NAFEC Member Benefits enrollment, this completed application must be sent to NAFEC.

For questions concerning this application, email Joan Senter.

jpsnafec2020@gmail.com

