

2024 NAFEC Executive Board Meeting Minutes

January 3-5, 2024



Wednesday, January 3rd - Heritage Room

Opening of Meeting & Roll call – Jim Zumbrink, President, was absent due to an issue on the farm in Ohio. Craig Turner, Executive Vice President, called the meeting to order and conducted roll call and had an opening prayer to begin the meeting.

Present at the meeting were:

Craig Turner, Executive Vice President- Texas
Cole Sims, Vice President- Louisiana
Bob Braden, Secretary/Treasurer- Iowa
Dennis Kuhlengel, MWA Director- Illinois
Dan Noteboom, NWA Director- Washington
Art Chaney, SWA Director- Texas
Jim Densberger, At Large Director- Nebraska
Coy Poitier, State Director-Texas
David Senter, Legislative Consultant- DC
Kevin Dale, NAFEC National Marketing Director (Dillards)- Oklahoma
Tammy Eibey, NAFEC Assistant Marketing Director (Dillards)- Iowa
Jeannine P. Wendel, NASCOE COAC Chair-Texas
Brenda Boomer, RASCOE- Texas

Review and approval of agenda- the group approved the meeting agenda that was presented to the group and Craig appointed Tammy Eibey as the recording secretary for the meeting. Motion by Cole and Second by Dan N. All were in favor.

Review of Minutes needing approval, Tammy to present. Tammy gave the group the minutes from the November 6th call and asked for their review. There were no corrections noted. Motion to accept by Bob and Second by Jim. Minutes were approved.

Administrative Business

Financial Update – Bob Braden gave a report on the November bank statement. Balance was \$48,428.75 Expenses that has been paid since the National Convention in August were: Credit Card \$4113.70 (hotel and meals for group) \$368 RASCOE, \$1,000 Scholarship (\$500 was reimbursed by Dillards), \$6,300 (travel expenses). The balance includes a \$5,000 extra payment made by Dillards so there will be no \$5,000 added in 2024. Bob stated that membership 444's bring in about \$700 a month. It was discussed that we may need to look at ways to boost income



Travel Reimbursement for 2024 –

Bob Braden talked about the balance and reviewed the NAFEC reimbursement form with the group. He explained that it may be reviewed again at the National Convention in August. They discussed upcoming expenditures and balance in account. They discussed the possibility of moving to CD's. Craig stated he could work with Teresa and Bob on picking an option for the funds. Jim made a motion to give Craig and Bob to move \$20,000 to appropriate accounts that worked best for NAFEC through Dillards. Second by Dan. Motion carried.

Decision was held to assist with the costs for the Texas Tech tour bus for travel to the South West Collection Archives and to Dan Taylor's farm for lunch/ tour of his home Cotton Ginning collection plus tractors. (Dillard, NAFEC, AAM) – Craig Turner asked the group to help with cost of the tour bus. Total is \$800 and Dillards has pledged \$500. AAM was going to help as well. Dan made a motion to assist with \$200 of the total. Dennis seconded. Motion carried. NAFEC will pay the \$700 and get reimbursement from Dillards for \$500.

State NAFEC Director Appointments – Kevin to provide recommendations

from states – New Mexico, Oklahoma, Iowa and Utah. Kevin stated that he has recommendations for state directors from 4 states:

Iowa- Tammy Eibey, Delaware Co.

New Mexico- Teresa Whitney, Chavez Co.

Oklahoma- Todd Hall,

Utah- Dale Fowers,

The group was happy to see two past CED's on the recommendations and they both had been active in NASCOE at the national level. Craig made the motion to approve the recommended state directors. Second by Art. Motion carried

Review of current NAFEC state directors – Kevin to handout updated

listing for review (prior to the above nominations/approvals). We need to reach out to Neal Baxley on his status. Kevin gave a review of the state directors and showed the states/areas that need work on getting directors. Kevin again asked that we work with NASCOE and COAC committee on getting more state directors. If we get names and contact information, Kevin and Tammy can make calls.

Break

Legislative Update – David Senter, NAFEC Legislative Consultant gave a report and discussed the status of the Farm Bill. The farm bill has expired and there has been no agreement for an extension, the 1938 and 1949 Act are now in effect and at parity. The continuing resolutions expire mid-January and February and there has been ongoing fights over funding/extensions. The House won't agree on USDA funding due to political climate. Ag Committees can't write any legislation for Farm Bill without a budget. Several House Republicans state they will oust Speaker Johnson if he works on a budget agreement compromise with Democrats to make it bi-partisan. It now looks like a 1-year extension but realistically it will be 2 years due to the 2024 election process.



Update on Letter to Congress – David Senter said the letter was given to all the House and Senate Ag Committee members with the help of NASCOE Legislative Consultant Hunter Moorhead. Hunter had 3 interns that he placed on this task and NAFEC greatly appreciated this cooperation and working together. David stated that he is building a good working relationship with NASCOE President, Joel Foster. He had sent the letter in which he shared with the NASCOE Legislative chairs and an addition to the letter was made based on their recommendations. The letter was delivered in December.

Discuss the need for Coy to follow up with all Urban COC's on the letter. David and Kevin shared the letter that Coy had drafted and the group has encouraged Coy to get the letter to all the Urban Committees and Coy said he would do that. Coy stated that he has enjoyed the welcoming by NAFEC and strongly believes in the NAFEC Mission and will work to get more communication and education to other COC's, Legislative Members and other Agricultural partners. NAFEC thanked Coy for his support and they appreciate his insights and education he has provided the group on urban farming and his journey.

Discussion about potential fly into DC in March to meet with House and Senate Ag Committee about the letter and meet with Administration etc. Kevin brought up that fly-ins have historically been successful when NASCOE and NAFEC have held joint meetings. There was discussion as to timing and what would be best considering the standstill in talks on the Farm Bill. David said it may be best to lay low at this point. The letter we sent in December laid a good foundation to build on for contacts. There was discussion on items of concern:

- Need for voting rights and terms for minority advisors;
- Appeal rights for COC on STC decisions- Cole stated in past N.O. not interested
- Education on NAFEC and COC representation on issues (Congressional Members and FSA employees/COC members)

Jeannine P. Wendel, COAC

Jeannine introduced herself to the group and told everyone about her involvement in NASCOE and her state association, TASCOE. She assisted as Vice President with the 2024 NASCOE National Convention held in College Station, TX in August. Mrs. Wendel now serves as the TASCOE President. (Attached is Jeannine's full report at the end of the minutes for your review and referenced as Exhibit 1). Here is a brief description of topics covered:

1. Importance of communication with NASCOE/NAFEC/COAC committee (teamwork!)
2. COAC Mission statement review – how does that fit into NAFEC's needs?
3. Review of the what the 4 points the COAC logo represent and importance of their comparison to the COCs for educational purposes (Communication-Cooperation-Collaboration-Community)
4. FSA COC Election Pamphlet in all COFs- Can David Senter work with NAFEC to place the NASCOE and NAFEC logo on the back? Jeannine is checking with Brenda Carlson, Outreach Coordinator per Mr. Senter's suggestion.



5. Increase the education and awareness of NAFEC by working with COAC Area Chairs to encourage filling vacant COAC Chairs in some states in hopes to increase NAFEC Directors. Work on getting a possible NAFEC COC Training Video approved by the new administration once onboard after election?
6. NASCOE App- It is a good outreach tool for information but there are some limitations when considering the needs of NASCOE/NAFEC and others that may have limited computer skills and prefer to have paper registrations.
7. COAC and area chairs to work on getting state and area directors names to Kevin and Tammy they will reach out and educate them on NAFEC and possible interest as a State NAFEC board member. The meeting in Texas were very successful

Jeannine thanked the NASCOE EC, COAC Area Chairs, and NAFEC leadership for the inclusion to the meeting and to Kevin and Tammy for being willing to communicate and share information with her so she can keep up to date on NAFEC activities.

12:00 Break for Lunch

Joel Foster, NASCOE President -Craig welcomed Joel to the meeting via TEAMS and thanked him for allowing Jeannine, COAC Chair, to attend the meeting. Craig also noted that the group appreciated the cooperation between the groups. Craig also acknowledged that NASCOE contacted their Legislative Consultant, Hunter Moorhead, and he agreed to get the NAFEC letter to the House and Senate Ag Committee Members. It was appreciated by the group. The Farm Bill has a long way to go. Joel talked about the Equity Commission and that the comments made during their meeting shows how much education needs to be done regarding the role and importance of the COC. Kevin asked Joel if NASCOE still has negotiation meetings with management. Joel said they do but it was hard after COVID to get back on schedule and face to face. Budget issues also cause delays. Joel talked about COAC as an educational tool to NASCOE members and as the liaison with NAFEC. Joel went into detail about the Equity Commission and their concern of the accountability of the CED's. FSA already has measures in place for accountability in all program areas that is written into handbooks under review of applications. There was conversation regarding this issue. It was agreed everyone that due to the high turnover of staff at all levels that education of roles/duties of the PT's, CED's, COC's, DD's, STC's and SED's is of utmost importance at this time. Cole stated that the misunderstanding plus inaccuracy of information out of the Equity Commission regarding COC discrimination complaints are as far back when cases were brought against the former FmHA appointed committees and GS staff; and are not complaints against the CO FSA employees. NAFEC has been trying to eliminate the inequity issues but the recommendations made have not been acted on or acknowledged. Kevin stated that NAFEC feels there has been an intentional misrepresentation of facts, not just an education issue. There also needs to be a stronger working relationship with our Ag Organization partners and stakeholders by educating them regarding the erosion of the grass root structure of the COC system. Joel stated that Hunter is monitoring all the



discussions on this matter and the Legislative Committee has educational materials developed by NASCOE and includes a report to Congress. (Would it be possible for NAFEC to obtain a copy of this report/educational materials?) Joel stated that NASCOE is ready and hopes to continue the cooperation with NAFEC on items of concern in the future. Craig and the group thanked Joel for his time and cooperation.

Jim Zumbrink- NAFEC called Jim to bring him up to date on the meeting and conversations held to this point. He stated he was sorry for not attending but the major issue occurring in his area with avian flu he was feeling he should quarantine and not travel outside of the area plus he was needed at home helping with the flock. Jim stated he knew the group was in good hands and would have a good meeting. He was told about the NAFEC archive at the South West Archives at Texas Tech University campus in Lubbock, TX. He was in favor of the preservation. Jim thanked everyone for attending and participating in NAFEC activities/mission.

Discussion with Jeannine and group regarding how to continue positive relationship between the two organizations. It was stated that cooperation, communication and respect for each other's duties and abilities helps to foster a good working relationship. The group agreed to continue communication timely as matters arise that effect both NAFEC and NASCOE. There was a discussion over the difference of Oversight and Supervision with reference to FSA Handbook 16-AO (Rev. 3) Part 2, Section 6, Para. 111.

Update on Area Rallies and NAFEC members who might can attend, as well as discussion on next year's meeting in Illinois Quad Cities (National NASCOE Convention August 7-10, 2024) Area Rallies known so far: NEA in Freeport, Maine April 11-14, 2024. All South Rally in Mobile, Alabama May 4-7, 2024.

Update on Training Plan- The NAFEC training plan was sent to Washington, D.C (Kevin to provide copy via email), David will provide updates if he has heard anything from the Administration's Plan for Quad Cities. Kevin gave details about how the COC training was requested after the January 2023 NAFEC meeting and the letters sent to Texas SED, STC, and Texas CED's within 2 hours of the NASCOE Convention site in College Station inviting them for this COC training. It was brought back to NAFEC (Kevin) and the FSA SED that DAFO indicated that CED's currently train all COC's at their January COC meetings and additional training was not budgeted or necessary. After some discussion, NAFEC, NASCOE (COAC) and STO do agree that face-to-face COC training is still necessary and needed. During the National Convention there was a good conversation with Marcus Graham and FSA Administrator Zach Ducheneaux about training and they asked for a NAFEC recommendation on training. The plan was developed and sent to them (handout given of what was sent), but there has not been a reply for this training acceptance by N.O. It was requested that this COC training request be put on the NAFEC website and also be in the next NAFEC newsletter but without the Administrator part. (work on removing that language)



Dillard Financial Benefit Update – Tammy gave greetings from Teresa and Steve Dillard and stated their regrets for being unable to attend the meeting due to a conflict in scheduling. Tammy shared the recent Benefits Packets with all in attendance plus the Fall edition of the NAFEC Newsletter with the group. She reminded the group that the printing and mailing of these items is a huge benefit from Dillards. NAFEC members are probably unaware of this additional support from Dillards and that the benefit provider is more than just the products that they offer. Tammy described the benefits that Dillards offer by flipping through the pages of the benefit packet and reminded the group that new products and benefits have been added. Tammy encouraged the group to review what Dillards has to offer and look at how the products may benefit them or family members.

Discussion on Dillard benefit group meetings – Kevin encouraged the group to go home and try to arrange group meetings where Dillards could come in and discuss products and benefits while NAFEC could discuss membership and the Mission of NAFEC. Kevin talked about a meeting he is working on with David Goodson, retired CED from Arkansas and Cole are helping with meeting planning and organization.

3:00 Break

Discussion about South West Collection's and decision on the booth. The group talked about the preservation of these items and NAFEC would then have a centralized location for the history and documents from throughout the years. Motion by Jim D. to secure a location at the SW Collection Archives for NAFEC information. Second by Art. Motion approved.

Membership listing, & Other issues

Joan Senter joined the group and had a discussion on membership. Tammy had printed the report from November 2023 and showed 43 lifetime memberships. No postcard on membership will be sent to those with 444's. Joan stated that most funds come in during the National NASCOE convention when those attending pay by check and cash. There are random renewals during the year.

Kevin asked if there might be possible memberships developed for Ag Organization Partners. This needs to be added to the by-laws so this needs to be developed if the group wants and put in future meeting for discussion and members notified prior to the August National Convention meeting.

There was a discussion on the scholarship which is \$1,000. \$500 NAFEC/\$500 Dillards. Child, Grandchild of full member. Change dates to move up in May. April 30th? Need to advertise and get in newsletter. We need to talk to Teresa to see if they are willing to continue with the co-sponsorship.

4:30 **Adjourn**



Thursday, January 4th- Heritage Room

Executive Committee Meeting (officers & area directors only- no minutes from Tammy)
General Session for all attending – Opening Remarks – Craig reconvened the meeting and welcomed Coy Poitier to the meeting to give his report on recent activities of the Urban County Committees. Coy has worked with Texas Congresswoman Jasmine Crocket's Chief of Staff and they stated that the Congresswoman supports the FSA COC. Coy has been appointed to the Black Farmers Panel for FSA and he will make sure to talk about NAFEC and the COC system plus inaccuracies of the Equity Commission report and what NAFEC is doing to educate. Coy talked about urban farming and he said that since Dallas has a strong urban farming community that DC is watching them and Coy talks about how important the COC is every chance he gets. The group thanked Coy for his efforts and appreciated that he is part of the NAFEC Association.

Kevin gave a detailed report regarding our activities since the January 2023 meeting in Lubbock. (Attached as Exhibit 2)

Tammy gave an additional report to add on to what Kevin had discussed and listed in his report. (Attached as Exhibit 3)

Breakout into small committees to brainstorm on ideas for the coming year

Important items to accomplish:

- Communication and Cooperation with NASCOE and COAC Committee

- Newsletters

- Conference calls

- Monitor Farm Bill talks and Equity Commission reports

 - Fly in later?

- 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

- Update membership options for Ag Partners (review possibilities)

- Monitor transfer of funds to a Dillards account

- Area meeting on benefits and NAFEC with help from Executive/Area/State

 - 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 and Oversight

- Follow up on PT classifications, USA Jobs issues and hiring complications

- Update scholarship dates and issue out to members. (Help from COAC)

10:00 Break



Meet with visiting Congressmen/Farm Organizations/Ag Lenders

Walt Haygood, Texas Farm Bureau Secretary-Treasurer,
Shelbie Hannum, Texas Farm Bureau Field Representative
Angie Martin, Texas State Committee & Texas Corn Growers
Dan Taylor, President of FiberMax Ag Educational Center and Museum
Cary Franks, Relationship Manager at Capital Farm Credit

There was a roundtable discussion on each organization and their mission in Agriculture and their local communities. NAFEC informed the Ag partners in attendance of the items that NAFEC worked on the last year. NAFEC described the grass roots local control provided by the farmer elected committees of FSA. Need help on Educating and Social Media presence.

12:30 Break for lunch

Reconvene Meeting

Meet with visiting COC's and CED's – Welcomed the FSA employees that came to the Meeting. We had 3 DD's, 4 CED's and 2 newly elected COC members attend the open discussion. They were brought up to date on the 2023 NAFEC activities and they conveyed their concerns on items that are affecting the COCs and COF employees. These items were:

- Training of COC and Employees on the importance of the COC in FSA
- Equity Commission report concerns ie CED's to GS employees
- Hiring process issues in usajobs
- Employee retention due to grade levels and responsibilities at those grades

Dillard Financial Solutions presentation for visitors – Tammy provided to the attendees the recent Benefit packet and shared with the group all of the benefits that Dillards has to offer to NAFEC members. If anyone attending were not currently NAFEC members, she encouraged them to pay NAFEC dues at the end of this meeting. Several in attendance paid to become NAFEC members. The group was brought up to date of the NAFEC activities from 2023. Kevin talked about how he and Tammy became involved with NAFEC through Dillards.

Friday, January 5th

Follow up on business

See items listed above of items to accomplish in 2024

Travel to South West Collection Archives

The group traveled with members of the American Agriculture Movement (AAM) to the SW Collections Archive where a full educational tour was given and the group was given the Opportunity to see some of the AAM items that are in the archive

Farm Lunch at Dan Taylors, President of FiberMax Educational Center and Museum

After lunch we were able to tour Dan's buildings and see his collections on Cotton Ginning and his Tractors.

Adjourn after Lunch Motion by Cole Second by Art. Motion carried and the meeting adjourned.

Respectfully submitted,
Tammy Eibey
NAFEC Assistant Marketing Director
Dillard Financial Solutions, Inc.



National Association of FSA County Office Employees County Office Advocacy Committee

NAFEC-AAM Semi-Annual Meeting Report MGM Elegante Suites ~ Lubbock, TX January 2-5, 2024

National Chair
Jeannine P. Wendel
jeannine.wendel@nascoe.org

NEA Chair
Barbie Parsons
barbie.parsons@nascoe.org

NWA Chair
Raela Brandt
raela.brandt@nascoe.org

MWA Chair
Katrina Miller
katrina.miller@nascoe.org

SEA Chair
James Dukes
james.dukes@nascoe.org

SWA Chair
Vacant

Howdy! Being an Aggie and from Panhandle, Texas, this greeting just rings well and true to me. I was happy to be invited and honored to be able to speak with you all today as the National County Office Advocacy Committee (COAC) Chair for NASCOE. I recognize many familiar faces and am proud to meet the new faces here this week, as well. In the last several months, I have learned so many details in being part of the NASCOE leadership team. It is rewarding, challenging at times, and encouraging to understand and acquire more knowledge in processing all the many facets this role entails. I plan to continue my enthusiasm and passion working with our NASCOE leadership teams, all of you in NAFEC, the COCs across the nation, and the hard-working COF employees that 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 these associations 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 the Area Chairs agreeing to serve as COAC Area Chairs. NEA- Barbie Parsons, NWA- Raela Brandt, SEA- James Dukes, MWA-Katrina Miller. Currently the SWA COAC Chair position is vacant as we are actively seeking a new SWA Chair. If you have any suggestions, please do not hesitate to reach out to myself, Tracy Wilson, NASCOE SWA Executive and/or Terry L. Cater, NASCOE SWA Alternate Executive. Terry had planned to be here today but was keeping his COF open.

I would be remiss if I did not also thank Kevin Dale and Tammy Eiby for their tireless work for NAFEC and keeping me informed and in the loop. Their past experience in FSA and NASCOE made them prime candidates for their positions, and I am forever indebted to them for their great service. Thank you, both! I would also like to extend thanks to the NASCOE President, Joel Foster, and the Executive Committee on agreeing to continue with me as their COAC Chair. I am grateful for their patience as I learn, and their acceptance of me always.



Recently I was encouraged to read the COAC Mission Statement, which I would like to read to all now: “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 always good to refresh what our mission and duties are.

So now, what do we need to talk about that interests you as farmers, ranchers, COC members, officers, directors, etc.? How can I help to share what NASCOE’s COAC has done or can continue to do in order to make our future brighter?

Here are 4 key points that definitely describe the logos designed and created by NASCOE Publicity Chair Marcy Logan and myself, this year for COAC...Let’s call them the “4 C’s of COAC!”

COMMUNICATION, COOPERATION, COLLABORATION and COMMUNITY.

These 4 characteristics and goals were discussed during the NASCOE convention this past August in College Station, TX ~ AGGIELAND ~ WHOOP! 🖐️ THANK YOU for to those that attended and if you didn’t, we sure wished you would have been in attendance. This logo is an educational tool to educate everyone to understand what it means.

#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 issues. ...With Area COAC Charis on monthly/quarterly TEAMS (ZOOM) calls, emails, texts, etc. with the Area Chairs and NASCOE leadership to encourage each Area Chair to invite a state chair from their area as a guest on these calls to participate in order to fill those states that do not currently have a COAC Chairs serving in their association. This would give all states their COAC chairs to have direct contact with their state COAC Chairs, their COC members and NAFEC state directors as well. Also encourage inviting interested members as guests on these calls to educate and keep the momentum flowing.

Distributing the newly updated NAFEC packets with an updated Fact sheet, NAFEC, NASCOE letters and additional educational information for each COC in all FSA County offices nationwide. These packets have been received in the FSA County Offices and addressed to each County Committee and County Executive Director (CED) to assure that the COC's are truly receiving this important information. Thank you, also to Dillard's Financial Solutions, Inc. (Teresa Dillard) working with NAFEC and NASCOE on the printing and mailing these wonderfully published packets out earlier than normal this year from a COAC recommendation so all COCs and hopefully COF staff will be able to get the information prior to their January COC meetings. If you have not seen these, please pick one or several up before you leave. If you need the electronic link to email out, please let me know.

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

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

During the CHRISTmas holidays, I spent time on our family farm in Potter and Carson Counties here in the Texas Panhandle and thankfully my folks continue to operate land our family has been so very blessed to have for over 100 years. I took advantage of the opportunity to speak with my father, a former ASCS/FSA fully termed COC Chairman, specifically on what is really needed for COC's to flourish and survive? In our conversation it all boils back to **TRAINING the COCs**. The statewide trainings that used to be budgeted into the agency annually were excellent sources for teaching, networking and keeping the COC strong on what their mission genuinely is. COC's felt like they knew what to say and do when asked on programs, etc. How do we get that training back?

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

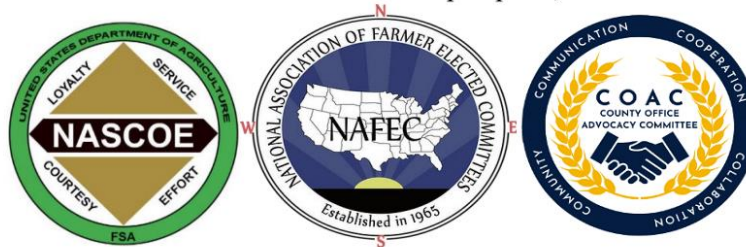
Collaboration with the NASCOE Legislative Committee and consultants, David Senter, NAFEC Legislative consultant, and NASCOE Legislative consultant Hunter Moorehead, on monitoring the Equity Commission developments. Thank you to NASCOE and NAFEC for their letter writing to Congress and being a listening ear on the 3-day long Equity Commission

meetings. NASCOE formed a Task Force led by NASCOE Vice President Kayla Mattson working with COAC Chairs who also listened, recorded, and voiced concerns over this Commission and their lack of knowledge on what COCs are and what CEDs (& PTs) do in FSA. Thank you, Kayla, and all COAC chairs for their successful input towards that letter effort. Thank you to David and Hunter, as well. There were many other times that FSA, COCs, NAFEC and NASCOE + COAC worked together, but this combined collaboration was huge!

#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. And David Senter currently working on this task to implement the NAFEC logo* /emblem on these USDA-FSA COC Election pamphlets that are in each County Office (COF's) nationwide for education and awareness. NASCOE will continue to promote NAFEC through COAC to continue the mission of 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 am forever indebted and grateful to be a part! We are in essence FRAMILY = Friends that become Family!

* NAFEC logo/emblem - It sure would be GREAT if we could add NASCOE, And even COAC to that COC Election pamphlet, too!



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

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, I would like to thank you once again for inviting me to represent the National Association of FSA County Office Employees (NASCOE) as your NASCOE COAC Chair. It is truly an honor to serve in this capacity. I am looking forward to our future as we to continue the growth and the eagerness to build a stronger COAC, NAFEC and NASCOE for our FSA employees.

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?

I intend to remain COMMITTED instead of just INTERESTED as I prefer to be the TYPE of PERSON that LEAVES A MARK and SMILE...NOT a SNEAR and a SCAR! Please do reach out to me if I can ever be of assistance to any of you. God Bless and thank you for your attention.

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

Report of 2023 Activities

The past year has been an awesome year for me, working for Dillard Financial Solutions, Inc. as the NAFEC National Marketing Director. It has been a pleasure working with Steve and Teresa and having Tammy Eibey working side by side with me on NAFEC activities. This report provides an overview of the work Tammy and I have accomplished during 2023 (all of the written material we worked on together).

We began 2023 with the planning meeting in Lubbock. Out of that meeting we determined to develop a new NAFEC fact sheet. This fact sheet was used along with a joint letter from Jim and Marcinda to encourage 2023 NAFEC membership. This packet was emailed out to through NASCOE shortly after our Lubbock meeting. Tammy and I also met in South Carolina and worked with Teresa and Josh in developing a new Benefits packet for all Farmers and Ranchers which was handed out throughout the year at all of our meetings we attended.

In late January we became aware of the Equity Commission hearings. Tammy and I worked with David and the Executive Committee in developing written comments which were provided to the commission on January 31, 2023.

Our next project was the development of a letter to Marcus Graham (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 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). We 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.

We then completed a very nice winter Newsletter of NAFEC, which included the information discussed above and was mailed out courtesy of the Dillard's to all NAFEC members.

In early spring we 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.

In addition to the letters worked on, I personally attended the Northeast Area Rally in Wheeling West Virginia, the Southeast Area Rally in Myrtle Beach South Carolina while Tammy attended the Midwest Area Rally and joined me in Myrtle Beach. We had NAFEC booths at each of these events, as we did in College Station for the National Convention. I also attended the Southwest Area Rally held a day before the opening of the National Convention. Each of these meetings allowed Tammy and I opportunities to promote membership and provide benefit information to members and potential members.

During the National Convention Tammy and I worked many hours with the NAFEC executive committee. We also manned the NAFEC booth and visited with many

NASCOE members about NAFEC and Dillard benefits. During the convention the Administrator asked us to develop a National COC training plan. This was developed and sent to the Administrator and DAFO in early September.

During the fall a second hard copy newsletter was developed and mailed out to all NAFEC members. A very nice packet was mailed to all COF's in the nation encouraging NAFEC membership and providing information on the benefits available through Dillard Financial Solutions, Inc. We also completed a letter for all Ag Organizations in October and a letter for the House and Senate Ag Committees in December. The final letter was sent out with the assistance of Hunter Moorhead using his contacts on the hill.

In addition to the letters we helped develop, and the meetings attended, I also personally attended the Oklahoma annual meeting and visited a lot of county offices in Texas and Oklahoma meeting with COC's and CO employees. I met in person with a total of 21 County Committee's and visited almost 30 FSA offices. I also had teams call with an additional 5 COC's for a total of 26 COC's. I handed out over 100 Dillard Benefit booklets to COC members, 80 benefit packets to CO and GS employees and between 50 and 100 packets to farmers and ranchers at various events I attended. In addition, I completed a retirement training for the Dillard's in Cape Giraud Missouri.

As I look back over the past year, I believe the NAFEC imprint has been multiplied and a lot of COC members, FSA employees and farmers and ranchers have been provided information on the benefits available through Dillard Financial Solutions, Inc. I would encourage each of the Executive Committee members to consider taking advantage of the some of the benefits available through Dillard Financial Solutions. I appreciate working with each of you on the NAFEC board and appreciate Steve and Teresa for providing the funding to serve as your National Marketing Director.

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

2023 Year End Report
January 1, 2024

As we look back at the year of 2023, I can say that I felt that Kevin and I worked hard to help with the mission of NAFEC and hopefully the NAFEC Board feels that there has been some benefit for our assistance with the activities and have focused on the Mission that NAFEC stands for as an organization. I would also like to thank Steve and Teresa Dillard for giving me and Kevin the opportunity to continue to work with the organization as we had a passion for the COC and NAFEC while we were CED's and fortunately have been able to continue that as we have retired. Steve and Teresa have allowed us to or as your National and Assistant Marketing Directors and have funded our time to work on the many things we accomplished during 2023.

Kevin gave a thorough report of the activities and accomplishments made for 2023 in his report. I will not relist all of those but as you read them, please note that Kevin and I do work well together and there are things that go on behind the scenes and there is mutual respect for each other's work and abilities. We are good at communicating together and that has helped get the many things accomplished and within the timelines given to a task.

I do want to list that I have been recording secretary to the NAFEC meetings and have provided the minutes and at time also executive meeting minutes to the Board and Members. I attended the MWA Rally and had a booth and spoke to the group. I also had a booth at the Illinois and Iowa State Conventions and was there to answer questions and help Dennis and Bob if needed. We handed out several newsletters, fact sheets, membership applications and member benefit packets.

I have been working phones to help set up teams meeting for COC's and have had one in Indiana and have had two face to face in Iowa. The recent COC Benefit packet mailing did generate a call and I will have two meetings set up for counties in Nebraska. I have been elected to the COC in Delaware County Iowa and will work with Bob to see if we can get in front of the COC's when they have their District or State Trainings for COC. We will work with the State Director, Matt Russell, to try and get this set up.

I have had two Employee training meeting that I set up in Iowa that Teresa did face to face presentations. Teresa allowed me to speak to the groups on NAFEC during those as well. I handed out Newsletters, fact sheets and our Equity Commission letter to Ag Partners to the attendees.

Thank you again for allowing me to work with Kevin and all the NAFEC Board during 2023. I appreciate working with you and the trust that you have shown in me in 2023. I also encourage all the Executive Committee and Board Members to sit with Teresa or Steve and learn how they can help with the many benefits that they have to offer.

I am looking forward to 2024 and working with all of you.

Here is to a successful 2024.

Tammy Eibey
Dillard Financial Solutions, Inc.
Assistant NAFEC Marketing Director