



SUMMER 2020

TASCOE

Tales

UPCOMING EVENTS

- NASCOE Dues Transmittal 1st Quarter Deadline
October 10, 2020
- Negotiations Submissions Due
December 1, 2020
<https://nascoe.org/forms-downloads/negotiations-submission/>
- NASCOE Dues Transmittal 2nd Quarter Deadline
January 10, 2021
- Distinguished Service Award Nominations Deadline
January 15, 2021
<https://nascoe.org/forms-downloads/awards-scholarship-applications/>
- NASCOE Scholarship Application Deadline
January 15, 2021
<https://nascoe.org/forms-downloads/awards-scholarship-applications/>

A Note from Your Publicity Chair

The TASCOE convention is CANCELED. The Texas FSA “family reunion” is CANCELED. The hospitality room? CANCELED. But the yearly TASCOE **business meeting** must and *will* happen this year! It’s just going to be a little different than what we’re used to... but hey, that seems to be the status quo this year.

So with that being said, please mark your calendars for a TASCOE Virtual Business Meeting on **Saturday, August 29, 2020!**

Your Executive Committee is hard at work finalizing all the details and registration information, so please **STAY TUNED**. If you’ve never been able to attend the business meeting at convention, now’s your chance! Attendance is open to *all* TASCOE members.

Also at convention, your appointed committee chairs usually give their yearly reports. This year we’ve decided to incorporate those reports as best as we could into Tales, so please take the time to read what your association volunteers have to say.

Lastly, this year odd districts are up for director elections, so keep your eyes peeled for more info on that as well.

Stay safe, stay healthy, and I hope to see you all at the 2021 TASCOE Convention!

Marcy Logan



2020 TASCOE VIRTUAL Business Meeting

When: Saturday, August 29, 2020

Where: Online!



More info coming soon!

President's Report

Dear Association Members:

One week from today, most of us would be loading our cars and saying our "Bye! See you next year at Amarillo convention!" and there would be hugs, laughing, & mad races to a hotel room to get something that was forgotten. Personally, I had to ask friends to go back up and get my blanket and a laptop from my room- good times, and those poor volunteers had their own misadventures trying to help me load my stuff up. Joint session at conference with the STO panel and WDC dignitaries - all that will be missed this year. No auction where we'd outbid each other to get college-bound kids some good money for those expensive textbooks. I could go on and on, especially about the camaraderie in the hospitality suite. I am truly sorry COVID-19 busted up our fun week scheduled for College Station.

In lieu of the in-person business meeting, TASCOE will hold that meeting using Zoom or other format, which would allow all interested members to participate. An email will go out from your elected directors notifying you of day and time, with call-in information. Also, this year the odd-numbered director elections take place. Again, wait for information from your directors. If you are interested in being on the ballot or being a member of the DEC (district election committee) to conduct the election, let your director know. It is a very simple online process.

With your current workload, many of you may feel you cannot devote the time to TASCOE to serve as a director, officer, or committee chair. Let me assure you, that is not true. We conduct TASCOE business as a separate entity away from FSA work. There are a few instances where the duties will overlap. For example, the July 15th deadline for late filed 2019 acreage reports and 2019 LFP sign up registers: this did cause some of us to use time to contact districts or county offices that we were aware could be impacted. We made some calls to NASCOE asking for help to make sure that over 300 customers wouldn't be left out of the LFP sign up process, due to that late acreage report date as set forth in 2-CP. It is wonderful to have STO staff and an SED that keep lines of communication open enough so that they get involved, too. In speaking with other employees, we hear the same thing: how much more can we do? How much more can they throw at us? What are they thinking? We are all in the same boat. You must absolutely take the time to get away from the office. I know, I know- if I leave, nothing gets done. If I leave, my farmers aren't getting paid. If I leave, the work is just sitting on my desk. If I leave, that's xxx amount of days that so-and-so must wait on the payment. I am here to tell you to walk on out that door. Do your best during your scheduled hours and get out. When you die, no one and I mean no one, is going to eulogize you by saying "Jennifer sure typed up a



Jennifer Garcia

great set of minutes." Do your best and walk away. Give yourself some real boundaries in the office. Learn to say no. Get up and walk around the office building to get some fresh air. Maybe drink more water and less coffee. Some of us are losing our mojo. I read that USDA employees Facebook group for fun, for informative news, and tips on how I can do a program or organize myself better. I also see who is fast losing their marbles, who hates to work, who hates to work with USDA, and who is still a happy camper, full of Zen. I want my Texas people to be happy campers. I know some of our program delivery is hard. I know some of you are questioning your place here at FSA. Please don't give up. Again, make each day positive, even if you are not surrounded by positive people. That means it is your job to bring the sunshine in. It doesn't feel like it, but your existence on the planet isn't Jennifer- FSA employee. It is supposed to be Jennifer- decent human being who happens to be an employee at FSA. Do your work, strive to meet your deadlines, but do not kill your-

President's report continued...

-selves to do so. Life is short- do not spend it stressing over stuff you cannot change, or people who act or think differently than you do. It's easy to blow your top or go home cursing a co-worker or customer under your breath. Let it go, for your own peace of mind. Whatever that person may be dealing with has nothing to do with you, so don't take everything so personal.

One thing that stands out for me during these months is that Texas led the Southwest area in program submissions- these are things that impact our daily work life, for all of us. If you have an idea, submit it. Nothing is foolish. Something big can be built on something small. Another good thing- the ability to telework, thereby providing an op-

portunity to keep me, my family, and my office safe.

I had a dignified "presidential" President's Report in my mind to share with you all, but when I sat at the keyboard, those are not the words that came out. I am missing all my FSA family; I am overwhelmed with responsibilities like all of you; I worry about my family and friends catching Coronavirus, and dying from it; I fear you will read this and think I am free-wheeling hippie with no good sense on her shoulders; and I also fear that we as employees won't bounce back from the change in operations. I can only remain hopeful in a way that inspires those around me. I draw my strength from the people I choose to surround myself with. All of them fantastic in their own

lights: the many TASCOE members over the years who encouraged me to stay the course; the STO personnel who truly support our Agency mission and Association goals; customers and COC members who keep calling to check on us and see if we at the office need anything; and our co-workers who lighten the load and brighten our days. We are all cogs in this big wheel that turns every single day. I am proud to be with each of you; I sincerely will miss spending one-on-one time with you all at convention and the activities that were planned. I pray you each stay sane, and safe, and healthy.

Respectfully yours,


Jennifer Garcia



District Elections

Odd-Numbered Districts

This year will be the election of odd-numbered district Directors to serve from October 1, 2020 to September 30, 2022. These elections usually begin shortly after the TASCOE Convention, and this year will occur some time after our virtual business meeting. If you want to get more involved, this is one way of doing so!



Vice President's Report



Christa Kraatz

What do we need right now...maybe a little R&R this summer!

Will we get it? Maybe not... maybe it will come in bits and pieces. However, the break I am talking about is the one you all need to do for yourself and your psyche. It's a mental break to re-

mind ourselves to rejoice in all that we have done, what we are

still doing and what we have YET to come!

The three "P's" have helped most of us get to where we were going or helped us adapt to our ever-changing work-life with the FSA over the last few months. All the while we are still delivering programs with a smile on our face. Even if it's behind a white-clothed mask, homemade/hand sewn mask or nursing mask. These three P's have been used by each and every one of you.

Patience – I am not going to define each of these words for you all. And I will not bore you with a soliloquy. I am going to celebrate you and each time I know your patience has been shown. Some might remember the days of data entry and manual applications. We reminisce about our days with the System 36 and dated ways of its software, but others remember how making a query on that machine was as easy as spreading melted butter on toast. Those were the same days of carbon copied of forms and dual signing of paper checks. Man, where those the days of patience. If I didn't curse that manual-fed check printer for not lining it up right, well, then it wasn't a normal day of processing checks and stuffing all those checks in the beloved, almost coveted, manila envelopes that were mailed to our producers.

However, today we wait on software. We patiently wait for updates or modification or ECPR buttons to magically appear. Or it's our webpages that need to be loaded or reloaded. These are the days of spinning circles.

Or we remind ourselves to change over to another browser. NOW, we all know this kind of waiting and these kinds change take A LOT OF PATIENCE. And see, you thought you didn't have any. You do, you just needed a reminder. "Patience is power. Patience is not an absence of action; rather it is 'timing' it waits on the right time to act, for the right principles and in the right way." ~ Fulton J. Sheen.

Perseverance – here lately, I am flat tired of all of things we have persevered. This word can make me angry, because we like a holistic approach or typical cycle of things. And here lately, things have just continued to keep COMING and COMING. However, in our typical bubbles, we liked when things started and stopped, when we knew where the finish line was or had a finite end date. We liked our things neatly wrapped up in their colored folders with correct 32-AS labels on them...and that meant they wouldn't been seen again for a while or until an audit happened. That to me is what I strive for and why we endure day to day.

To finish a program. To hand off a folder for one last time. Mark it paid. That is persistent at its finest with a little bit of awesomeness. Each time we handled a program folder. We got that one last lease or signature and we completed THAT one then we FINALLY paid it. Persistence is GLORIOUS! We helped ourselves strive for excellence. We were excellent because we helped our fellow farmers and ranchers. The women and men of this great country earn a payment from our programs. Time and time again. Our tenacity leads us to these moments, day to day, month to month and year to year. "Perseverance is failing 19 times and succeeding the 20th." ~ Julie Andrew.

Perseverance is failing 19 times and succeeding the 20th.

Julie Andrews

Vice-President's Report Continued...

Pride – This is beast of a word, but it gets most of us through our roughest of days. Sometimes we are so proud of what we do and reflect on all that we endured. From furloughs, budget cuts, staffing fluxes and responding to a world-wide pandemic with workarounds and masked faces. We did it all without missing a beat and with pride in our heart.

We do our jobs so well, folks forgot just last year we were working without pay. Now, we were the select few still working in federal offices. Currently, we can still telework and show our pride at home. We share it with our family or fur-babies, we show them...look at ALL the things we do day-to-day to help sustain American agriculture. Moral ethics all come in to play but not as much as our PRIDE! We are proud of what we do and who we do it for...every single day! "No one has a greater asset for his business than a man's pride in his work." ~ Hosea Ballou.

That's why we have patiently persevered all these things all the while being the proudest pack of paid people. We are the FSA! We are TASCOE. We might not see each other face-to-face this year but I will be the proudest person ready to talk, listen and catch up with you all real soon.

Remember through these hard days that most of us didn't learn to walk without learning to stumble. This year and these times have made me stumble a bit. Made me doubt my way of life, my sanity, my patience, my perseverance, and my pride. But my greatest hope is to make sure the year 2020 will not be the year to be HATED. I will learn from it and be the resilient person you have all helped me become.

Remember even a KICK in the pants is a step forward. It's all about your approach and/or perspective.

Thank you for all that you guys do for us, our producers and our association. If you need a reminder about how just amazing that you all are then call/email/carrier pigeon me because I am around. I am here for you because all of you have been there for me.

- Christa Kraatz

**No one has a greater asset for
his business than a man's
pride in his work.**

Hosea Ballou

BrainyQuote

Patience is power.
Patience is not an absence
of action; rather it is
"timing" it waits on the
right time to act, for the
right principles and in
the right way.

Fulton J. Sheen

Secretary-Treasurer's Report

Voodoo Dolls and All

Six years ago, I was told during that my COT training most FSA employees liked to indulge in alcohol. Just being out of college, I was like “cool, I can handle that”. What I did not realize was that it was a stress relief mechanism. I cannot tell you how many times lately I have dreamed of a cold one when I got off work to only go home and crash.



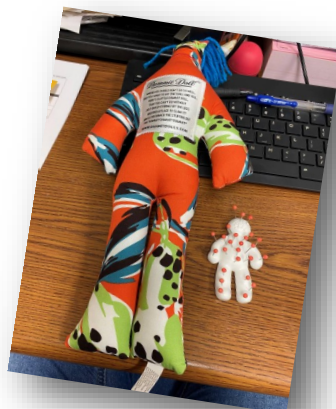
Julie Goetzman

However, stress relief outlets can be so much more than alcohol. Walking out to the barn or driving down the highway looking at row crops have always put a smile on my face. I have a few new additions to that list. During the telework time, I fell into that same sloppy hair, lounge pants and no makeup period as everyone else. My mood shifted and I did not feel like working. One day I ordered some makeup and I applied it when it came a few days later. Guess what, I felt better after taking time for me. I may have gone to a far extreme. My family swears I have makeup delivered every day. So, what! It puts a smile on my face. I also have two new little friends on my desk. One is a Dammit Doll that gets beat quite often. Another is a voodoo doll that I can stick thumb tacks in. Just that 30 seconds of me time can put me in the right frame of mind to run another application or e-mail maps to a producer.

Is all this stress really worth it? Absolutely, yes! My producers bring in their maps and they want to bring us sweet corn or other garden goodies. They call the office to make sure we are “okay”. They tell us on the phone how much they miss their “FSA Girls”. Y’all, our farmers are still on the back of a tractor, so we need to be here for them.

I never thought that some flu-like symptoms would stop the TASCOE convention, and it breaks my heart that I will only be able to see you virtually. I want to hug each and every one of you and make a great big toast for how well we are handling this situation as FSA employees. So, until then...lets find our little stress reliefs and make sure we make time for them!

- Julie Goetzman

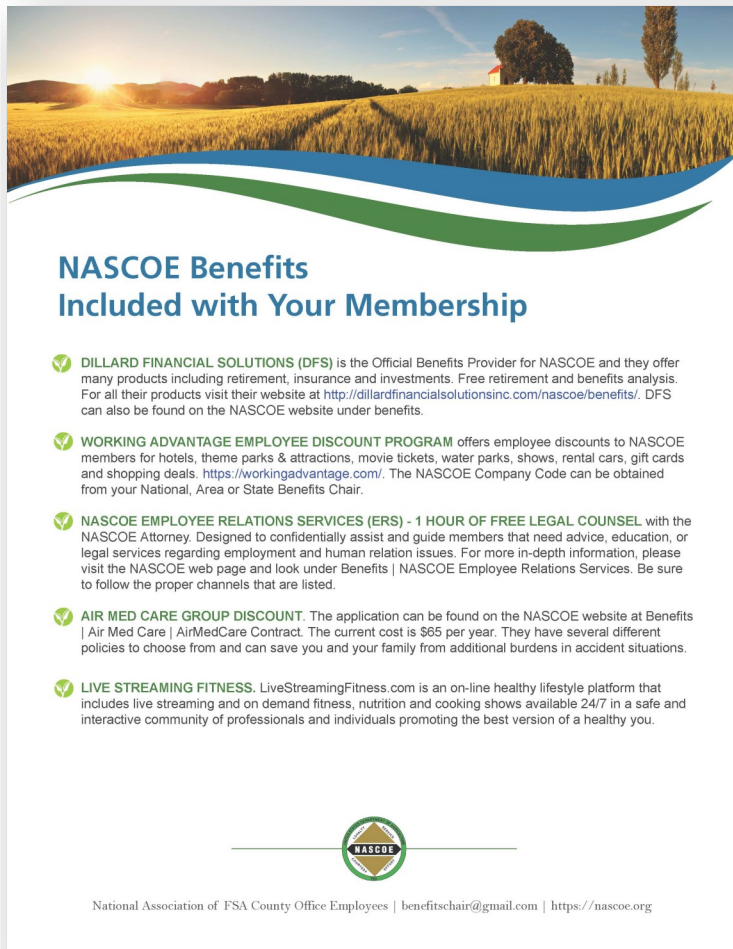


Benefits Committee Report

Howdy all! I hope that this summer finds you safe, healthy and full of extra family time on your hands. I'm Veronica Crum and I am the TASCOE Benefits Committee Chair. I am the CED in Fort Bend County and have been a member of TASCOE for 12 years! As members of TASCOE, you all have some pretty amazing benefits available at the tip of your fingers. Please check out the TASCOE website for more info on each of our benefits but here's a quick run down of a few of our options! Ag Workers Mutual for your insurance needs. If you haven't priced Ag Workers Insurance, you really should get a quote. They have great prices and have always been great to work with. Dillard Financial Solutions is another great option we have as TASCOE members! They can assist you with all your financial planning and retirement needs. JM Marketing has some great life insurance options that you should definitely look into. Working Advantage is also a great benefit we have available to us. Just email me for your password and you can get an account set right up. Our newest benefit as NASCOE members is the Live Streaming Fitness. We will now have access to an online healthy lifestyle platform that includes live streaming and on demand fitness, nutrition and cooking shows available 24/7 for a discounted rate. During our "current" social distancing lifestyle this is a perfect option for those still wanting to get those workouts in.


Please feel free to reach out to me if you have any questions and I will assist in any way I can. Have a great summer and try to enjoy this time with your loved ones. Stay safe and stay healthy!

- Veronica Crum



**NASCOE Benefits
Included with Your Membership**

- ✓ **DILLARD FINANCIAL SOLUTIONS (DFS)** is the Official Benefits Provider for NASCOE and they offer many products including retirement, insurance and investments. Free retirement and benefits analysis. For all their products visit their website at <http://dillardfinancialsolutionsinc.com/nascoe/benefits/>. DFS can also be found on the NASCOE website under benefits.
- ✓ **WORKING ADVANTAGE EMPLOYEE DISCOUNT PROGRAM** offers employee discounts to NASCOE members for hotels, theme parks & attractions, movie tickets, water parks, shows, rental cars, gift cards and shopping deals. <https://workingadvantage.com/>. The NASCOE Company Code can be obtained from your National, Area or State Benefits Chair.
- ✓ **NASCOE EMPLOYEE RELATIONS SERVICES (ERS)** - 1 HOUR OF FREE LEGAL COUNSEL with the NASCOE Attorney. Designed to confidentially assist and guide members that need advice, education, or legal services regarding employment and human relation issues. For more in-depth information, please visit the NASCOE web page and look under Benefits | NASCOE Employee Relations Services. Be sure to follow the proper channels that are listed.
- ✓ **AIR MED CARE GROUP DISCOUNT.** The application can be found on the NASCOE website at Benefits | Air Med Care | AirMedCare Contract. The current cost is \$65 per year. They have several different policies to choose from and can save you and your family from additional burdens in accident situations.
- ✓ **LIVE STREAMING FITNESS.** LiveStreamingFitness.com is an on-line healthy lifestyle platform that includes live streaming and on demand fitness, nutrition and cooking shows available 24/7 in a safe and interactive community of professionals and individuals promoting the best version of a healthy you.



National Association of FSA County Office Employees | benefitschair@gmail.com | <https://nascoe.org>



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Through July 31, 2020



Any fulltime FSA employee who joins NASCOE for the first time between now and **July 31, 2020** is eligible for the gift card! This offer for new NASCOE members is being provided as a gift from Emblems by Superior.

Finance Committee Report

TASCOE Members,

At our last annual convention, the Finance Committee proposed 4 recommendations as follows:

Recommendations

- Secretary Treasurer expense claims should be second party reviewed
- Include maps for mileage claims
- Scholarships should be handled in a separate bank account and handled as a 501 (c) 3
- Expense Claims should include remarks for discrepancies between receipt totals and claim totals (example: room service)

Each recommendation was taken into consideration during the past year. These are best practices for any organization and provides transparency to members. The Finance committee did not conduct an annual review of the 2019 financials. I would propose a review in the upcoming months in order to stay in compliance.

The overall financial health of TASCOE is strong and on the right track.

***A small note on personal finances**

I know during these trying times, personal finances are also a cause for concern. I mention our personal finances because I am frequently asked what my thoughts are on TSP, ROTH, IRA, etc. I would encourage folks right now to take advantage of the situation. Interest rates are at an all time low and depending on your situation, a mortgage refinance or a loan modification could save you hundreds now and tens of thousands later. Work with your financial institutions to determine your best option.

The New York Times has mentioned TSP as the best retirement plan of its kind in the country. TSP has some of the lowest administrative fees for a financial institution which means you invest more of your money which earns more interest. Once again, take advantage of everything TSP has to offer, and you will come out of this pandemic ahead.

I hope everyone has a fantastic summer and I hope to see everyone next year!

— *Darrin Watkins*

Balances as of 05/30/2020:

• Wells Fargo	\$49,966.53
• Alliance Bank	\$29,923.34
• Brazos Star-FedStar FCU CD	\$5,049.29
• Citizens State Bank CD	\$58,949.24

Programs Committee Report

Wow what a weird year everyone is having to deal with now. How would have ever thought we would be operating our FSA offices in the current climate and situations we are right now! Everyone of you should be receiving a pat on the back for stepping up and once again helping one of the hardest working groups in America!

The Programs Committee received 150 thoughts, ideas and suggestions, with 34 from the SWA and 24 of those coming from Texas! Chris reported we had 93 more submissions than last year. Of those 150 17 of them were referred to the negotiations committee.

All submissions are encouraged to be completed online at <https://nascoe.org/programs/programs-submission/>. As always, I look forward to receiving any great ideas and suggestions you might have. If you are completing a manual form, please send them to lacresha.dale@tx.uds.gov.

— *LaCresha Dale*

Scholarship Emblems Committee Report

Another year has come and gone and though this year is different, we know we will come out of this stronger than ever. This year we received completed applications from three amazing young individuals. Their drive and dreams for the future are something we can all be proud of. We were able to award all three scholarships this year. We have enjoyed every moment of working with these students and their families. The following students were the recipients of the scholarships.

Natalie Chapman

Daughter of Shaila Chapman, PT in Grayson County

Aaron Garcia

Son of Martin Garcia, CED of Duval County

Ashley Stoddard

Daughter of Julie Stoddard, PT in Brazoria-Galveston Counties

Emblems has consistently added new things to the online store. Please feel free to share within your district and with other TASCOE members! <http://nascoe.org/store/>

Additionally, if you have any questions please email: emblemsbysuperior@gmail.com

We are very saddened that there will not be an auction this year but hopefully this means we all have twice as long to get even more great items to place in the live and silent auction in 2021.

We hope everyone has a safe and great rest of the year and we look forward to seeing y'all at TASCOE Convention 2021!

Until Next Time TASCOE Family,
Judy Muller & John Tyson
Scholarships/Emblems Co-Chairs



SAVE

See our new
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Save up to **70%**

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Membership Committee Report

Wow, what a crazy few months this has been! I hope this report finds everyone doing good and staying healthy. I am sad we are not all together in College Station right now, but also know it was not an easy decision or one that was made light heartedly. I also know it was the best, most logical and fiscally responsible option for us as members and the association.

Membership continues to be a work in progress. I am hopeful when new employees are hired, we are able to reach out to them and talk to them about the importance of NASCOE and TASCOE. I know we are all busy in and out of the office, but increasing membership continues to be a priority as we move forward. Normally, I would be able to present to you our membership numbers and percentages and increase during the year, but RSO has had a few employee changes, therefore our normal dues transmittal report has not been readily available. As soon as the report is available, I will get an updated percentage and membership list out to everyone.

I continue to enjoy membership and believe the more members we have the louder our voice. Please keep reaching out to new hires and tell our story!

If you need anything or ever have questions, please let me know. Thanks for allowing me to serve as your membership chair the past two years.

Stay healthy and hope to see everyone soon!

Morgan Limmer

Legislative

The 2019 versions of the PAC Enrollment and Increase forms are the most recent, and available on the Legislative tabs of either the TASCOE or NASCOE websites. You can also contact **Dawna Hines** and she'll be happy to get one to you!

Version 2019
NASCOE PAC CONTRIBUTION INCREASE FORM

I want to increase my support of the NASCOE PAC. This will confirm that I will direct the NATIONAL FINANCE CENTER to increase my current pay period deduction, deducted from my salary, by an additional \$ _____ per pay period to the NASCOE PAC. I will make the allotment directly through the NATIONAL FINANCE CENTER's website (<https://www.afsa.usda.gov/efpact>)

PLEASE PRINT - Federal law requires the collection and reporting of the following information:

Name _____
Occupation _____
Home Address* _____
City/State/Zip _____
Employer _____
USDA-ESA _____

PLEASE ALSO SUPPLY THE FOLLOWING: Personal email (non-government)* _____
(last 4 digits only)

Personal Phone (optional) _____
Social Security # _____

Your Office Phone Number for Contact: _____
(last 4 digits only)

*Your home address and telephone and a personal e-mail have been requested, because federal law prohibits engaging in political activity in government buildings, using government resources or on government time. You are allowed to establish financial allotments using government resources.

PLEASE READ AND SIGN BELOW:
Contributions to NASCOE PAC are limited to \$1000 per calendar year. NASCOE PAC uses the voluntary contributions to engage political activities to establish, pursue and other political organizations. NASCOE PAC members may refuse to contribute to NASCOE PAC without fear of any reprisal. Any suggested contribution amounts or levels are merely offered for consideration and are not intended to be a request for contribution. Contributions to NASCOE PAC are not deductible for federal income tax purposes. Contributions to NASCOE PAC are not made with personal funds, and may not be contributed, expended or otherwise paid to another person. Contributions from corporations (including PEOs) are prohibited, except as provided in the Internal Revenue Code. Contributions from corporations (including PEOs) are prohibited, except as provided in the Internal Revenue Code. NASCOE PAC members may discuss their payments to NASCOE PAC or may adjust the amount of their allotment at any time by contacting the National Finance Center.

I have read and understand the aforementioned: _____ Date _____

Signature _____

RETURN THIS FORM TO:
Ammette Hyman
PO Box 123
Jera Village, NY 14083
ahyman@afsa.usda.gov

WILL BE FORWARDED TO:
NASCOE PAC
Hester Moorhead
800 North Capitol St., NW Suite 800
Washington, D.C. 20002

Official Use Only
Date verified in Employee Personal Page: _____
Date added to enrollment spreadsheet: _____

Version 2019
NASCOE PAC DONOR ENROLLMENT FORM

I want to support the NASCOE PAC. This will confirm that I will direct the NATIONAL FINANCE CENTER to deduct \$ _____ from my salary each pay period for a contribution to NASCOE PAC. I will make the allotment directly through the NATIONAL FINANCE CENTER's website (<https://www.afsa.usda.gov/efpact>)

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PLEASE ALSO SUPPLY THE FOLLOWING: Personal email (non-government)* _____
(last 4 digits only)

Personal Phone (optional) _____
Social Security # _____

Your Office Phone Number for Contact: _____
(last 4 digits only)

*Your home address and telephone and a personal e-mail have been requested, because federal law prohibits engaging in political activity in government buildings, using government resources or on government time. You are allowed to establish financial allotments using government resources.

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Signature _____

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ahyman@afsa.usda.gov

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NASCOE PAC
Hester Moorhead
800 North Capitol St., NW Suite 800
Washington, D.C. 20002

Official Use Only
Date verified in Employee Personal Page: _____
Date added to enrollment spreadsheet: _____

Memorial Service Committee Report

As we all know, sadly our FSA family can pass away at any time, and it is an honored tradition each year to remember in our Memorial Service those employees or committee members (STC and/or COC plus retirees) that have earned their angel wings and are no longer with us.

The following individuals have passed away within the last year and are being memorialized.



Amanda Curry Hale County, Retired PT	Charles Reeves Anderson/Leon Counties, Retired CED/ former TASCOE President
Allen Martin May Kleberg County, COC	Nancy Bishop Lawson Floyd County, Retired PT
Vanessa Studdard Hockley County, Retired FLM	Cecil Barton Austin County, Retired CED
Patricia Bass Dickens County, Retired PT	Fred Pelkemeyer Retired District Director
Bobby "Cobb" Adams Swisher County, Retired CED	Daniel "Dan" Kropp Retired Texas State Office employee and CED of Travis, Kinney, Rockwall, and Falls counties
Paul R Weyerts, PhD & DVM Brewster-Jeff Davis-Presidio counties, COC	Jerry Wood Husband of former SED Secretary Lana Wood, avid TASCOE golfer, and huge supporter
Oscar L Medley Brewster-Jeff Davis-Presidio counties, COC	



Thank you for your endless support and assistance in gathering information for the Memorial Service each year. It has been a privilege to compile information for those that have passed on as we reflect and remember them. Please keep the loved ones of our late FSA family members in your thoughts and prayers.

Respectfully submitted,

-Patrick Reynolds

County Office Advocacy Committee (COAC) Report

Greetings from the County Office Advocacy Committee (COAC) formerly known as the NAFEC committee. There may have been some confusion concerning the recent name change and a previous News Flash article. Please know, only the name of the standing NASCOE committee changed, the name of the National Association of Farmer Elected Committees (NAFEC) remains the same. The COAC has an expanded roll of working with NAFEC, county office employees and County Committees.

I would like to encourage each office to continue having COC meetings via conference call. Your COC is a vital link between farmers and rancher and the county offices. COC's need to remain informed as to the daily operations of the office and program changes that may affect producers in the county.

If anyone is needing assistance with NAFEC or has something they feel the COAC can help with, please do not hesitate to contact me. We are here to help you.

Thanks,

Levi F. Garlick
COAC Chair

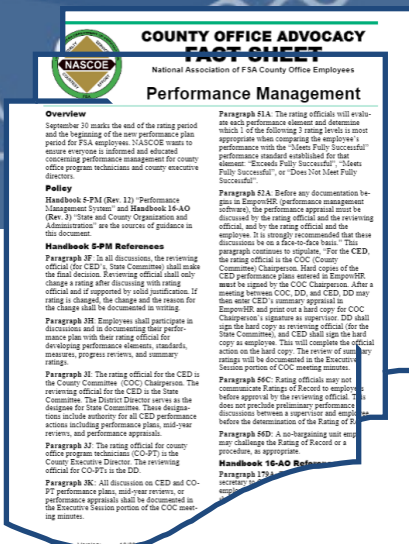
Did you know?



Before any documentation begins in EmpowHR, the performance plan should be discussed by the rating official and reviewing official, and by the rating official and the employee.

Employee	Rating Official	Reviewing Official
PT	CED	DD
CED	COC	STC (DD is STC Designee)

5-PM (Rev 12) Paragraph 26A



Click [HERE](#) to download
the Latest
COAC Fact Sheet!

Door Prizes Report

I want to thank everyone for the opportunity given to me to be the Door Prize Committee Chair. This position has allowed me to meet many wonderful people and attend many great conventions. TASCOE is an incredible organization that I am very blessed to be a part of it.



The TASCOE Convention to be held in College Station, Texas this year had to be cancelled due to the ongoing COVID crisis, so any door prizes that were collected so far, will be held for the next convention.

A Huge THANK YOU to everyone who started collecting door prizes and everyone who donated door prizes for the convention, it was very much appreciated! It takes help from everyone involved to get together all the wonderful items each year from all across Texas and everything that is received is very much appreciated!

Respectfully submitted,

Melissa Galipp



Are you following the NASCOE
Blog?

You should be!

Visit nascoe.org, enter your email address in the box,
and click Follow!

Awards Committee Report

As we have all experienced by now, 2020 has been a year unlike any other most of us have lived through. In our part of the state and most other where it seems things will not return to "normal" anytime soon, we are all still dedicated to serving our producers, as we always have been. Even during these times, our FSA staff across the state has been even more diligent to in our creativity and our tenacity to our service.

As we all were looking forward to and hoping that we would be able to meet at the 2020 TASCOE Convention, it is not an opportunity we will be afforded this year. But that does not mean that we cannot still recognize the amazing work our fellow TASCOE members across Texas have contributed to their communities. Thank you to Veronica Crum, Marcy Logan, and Ivan Suarez for assisting me on the Awards Committee this year. The Committee thanks all nominators for their submissions.

The Awards Committee received nine nominations; eight for Distinguished Service to Agriculture and one for Distinguished Service to Community. There were no nominations received for Distinguished Service to NASCOE. The Committee would like to thank the following nominees for their dedicated service:

Denice Adams, PT, Swisher County

Cynthia Heiman, PT (retired), Fort Bend County

Paula Miller, PT, Hockley County

Leeia Neal, PT, Childress County

Kay Wolfe, PT, Harris County

And the winners are....

Torrie Gilleland, Hale County program technician, was selected as 2020 Texas Distinguished Service to Agriculture award winner.

Torrie Gilleland has always been a faithful TASCOE/NASCOE member for her entire 35-year ASCS/FSA career beginning in September 1983 in Hale County as temporary PT. She left in August 1984 and returned in July 1985 as a temporary PT. She became

permanent in January 1986 and has worked with four CED's and with a multitude of PT's during this time. She served as Key PT for Conservation from 2011-2012 and trainer for district CRP meetings several times. In addition, Torrie served as acting CED for nine months from January-September 2018. She took on that role and continued to do her programs as well which is not an easy task especially in a county the size of Hale County.

Torrie has a very giving spirit and gives 200% to not only Hale County and her producers, but to others throughout the state. She has trained new employees in counties in District 2 on reconstitutions and various programs over the years.

Currently, Torrie oversees administrative duties including time and attendance/WebTA timekeeper, IT issues, price support, farm records, reconstitutions, and Dairy Margin Coverage. She has overseen both the conservation and compliance programs in the past and continues to assist other PT's with all programs.

While staying extremely busy in FSA, she also has served as Awards Committee member in TASCOE and has served as District 2 TASCOE Director for the past 3 years.

Even with her busy schedule she is very active in her community: served as President of Little Dribbler's organization for four years; coached Little Dribbler's for nine years; coached a National Little Dribblers Championship Team; served as President of Plainview Volleyball/Basketball Booster Club for two years; president of Central Plains A&M Aggie Mom's Club for 4 years; member of Bible Study Fellowship; and currently serves on the Decorating and Hospitality team at Harvest Christian Fellowship Church.

With all her duties, schedule and volunteer work, she is a wonderful wife, mother and Sassy G (grandmother) to her family.

She has been married to Matt Gilleland her entire FSA career (35 years) and raised 3 beautiful and active daughters (all who are AGGIES - WHOOP!) that are grown and now all married. She proudly has four grandsons and one granddaughter and is now en-

joying watching sporting events of her 6-year-old grandson that lives in Plainview. She never missed any of her daughter's events while still working full time in FSA. She was born and raised in Hale and Swisher Counties and was an honor graduate of Plainview High School.

Besides all these accolades, Torrie always has a smile on her face, a helping hand to all. She is a very valued person in her community, her work and with her family and friends, too.

She will continue her strong efforts in her career and life as she believes in their purpose and has true faith in the people that she serves and who make up the agricultural community and FSA. Torrie proudly remains one of the strongest Hale County program technicians that is most respected, admired and sought out by the producers she serves and the employees that know she can always be counted on to "get the job done!"

Stephen Reynolds, Dickson/Kent County CED, was selected as the 2020 Texas Distinguished Service to Community award winner.

Stephen has been working with and helping children for many years. He worked as an umpire at many baseball games and has served as the assistant district administrator for District 38 in charge of umpires. He now serves as District 38 umpire in chief. He works with and trains umpires of Little League teams in the region to make sure everyone is aware of and using the rule book as well as coaching. He umpires for Little, Junior and Senior League Tournaments. He is on the Little League Board and conducts rules meetings. He was the commissioner of Little League Baseball in Paducah, TX. Stephen has had the honor and the challenge of umpiring the State Little League Baseball Championship Game in Abilene for several years.

Stephen is also one of the ones that helps keep the fields in top shape for the enjoyment and safety of the children. He has served as Athletic Booster Club president for years. While living in Paducah he spearheaded the installation of a watering facility system for the baseball fields so the kids would have a better place to play and parents wouldn't have

go and water the fields daily. He started Flag Football in Paducah and coached while living there. He was awarded FAN of Year in Jayton. Occasionally he steps away from baseball and referees' junior high football. Recently he has begun his broadcasting career, as he helped establish and start up the Texas 1A Fan Broadcast for both football and basketball. This allows all the games to be available to listen to by anyone at any time. He has worked with many of the smaller towns, and this year he broadcasted the Division I and Division II Sixman State Championship football games.

His children are both in college now, but he has continued to support the athletics in his town and surrounding towns. He has taken the game videos and game pictures to share with the kids and coaches alike. He takes events of all school events and always offers all his photos of the school functions at no charge for anyone who wants them.

He has hauled kids to stock shows that did not have a way to get there on their own, and he was often seen in the concession stand, working, not just getting a bite to eat. Stephen finds time to help with fundraising as well as serving on the Stock Show Board and is responsible for setting up the sound system for the stock show every year. He helps the kids and parents with loading and unloading, clipping, whatever he finds that needs to be done to help everyone.

Beyond the athletics, Stephen is a deacon at the 1st Baptist Church of Jayton and leads the

music. At church he serves on the Church Council, Deacon Board, Audio/Visual and Building & Grounds Board. Recently he led a prospective deacon through the Barnabus Study and helped him become a deacon.

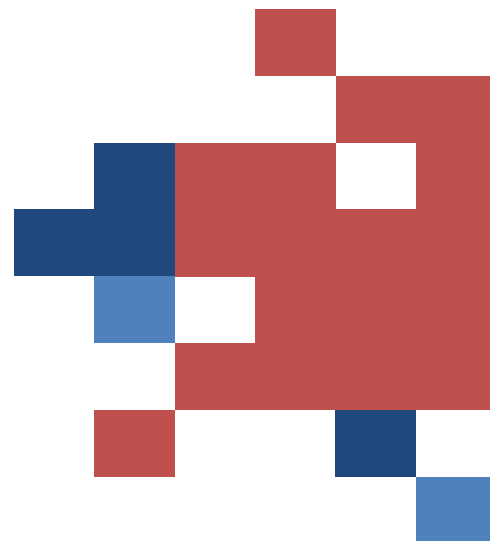
Stephen is a member of The Fabulous Sandbillies, a band with members from several local communities. The band has played at all sorts of events and several times for charity events and fundraisers, such as the Shallowater FFA fundraiser. Stephen's love of family, sports, and music is a blessing to his communities and those around him.

He and his wife Johnna have two children, a son Garrett and daughter Jaylee, who both were TASCOE Scholarship recipients.

Stephen is a staunch supporting of NASCOE and has been a member for his entire career which is close to 30 years. He has always informed his employees and other county employees of the importance of NASCOE to FSA.

Congratulations Torrie and Stephen! These short summaries of your hard work and dedication do not tell the full story of your commitment, and we know the stories that have not been told can only be greater. Your service to your communities and to NASCOE have not gone unnoticed, and we hope that your spirit for service inspires the next generation of NASCOE to serve their communities as best you have.

-Joshua Coleman



Certificate

Stephen Reynolds
Distinguished Service
to Community



Certificate

Torrie Gilleland
Distinguished Service
to Agriculture



District News

HOCKLEY COUNTY



Charlie Lane Durham was born January 18, 2020 to Beau & Marley Durham.

She is the first grandchild of Mike & Mica Durham (Hockley County PT) - who are head over heels in love with her!

CHILDRESS COUNTY



Kathy Williams' (Childress County CED) daughter and grandson, Virginia and Nathan, at a family wedding.

COCHRAN COUNTY



Here are a couple of pics of Carrie Kimbrell's grandbabies, Cochran County PT. They are enjoying spending extra time with family during COVID.

The slide day was just a fun day they had and the other was father's day weekend, they tie dyed shirts and fed the ducks.



District News

MILAM COUNTY



Congratulations to Kevin Humphrey (*previous* Milam County CED) on his retirement on May 29th! Kevin served FSA-time for 34 years, the last of the Herbie Marchbanks and Davin Collins trainee class to retire!

lll
Congratulations!
lll

CALDWELL-COMAL-HAYS COUNTIES

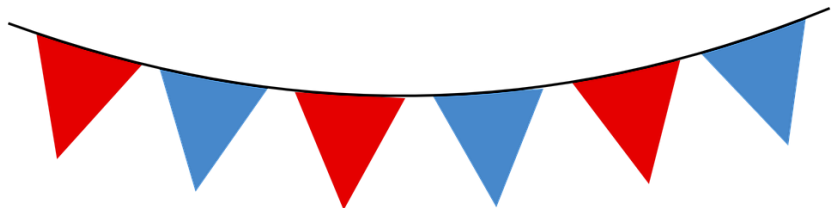
CHILDRESS COUNTY



Introducing the newest member of the Kathy Williams' family! "This is Taz, a rescue from Carrollton Texas. He is about 4 years old and a Shepard Mix...maybe. Super smart and fast as the wind. My poor little Corgi doesn't stand a chance of keeping up or getting away depending on how the chase is going."

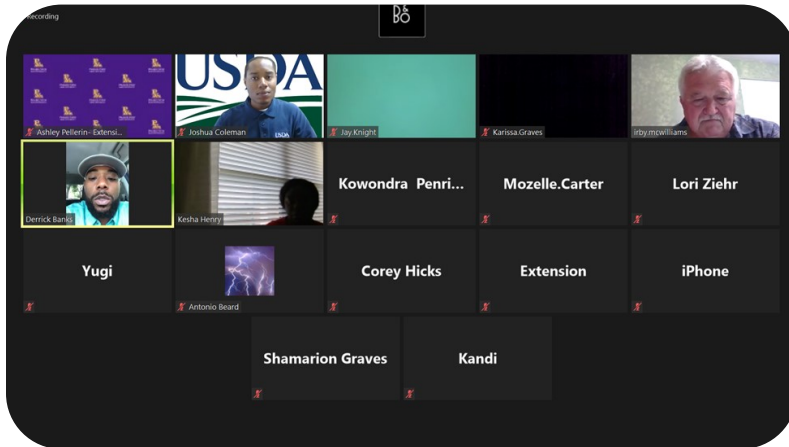


Happy Retirement wishes to Mary Rangel, Caldwell-Comal-Hays PT, who retired on June 30th!



District News

HARRIS/MONTGOMERY/

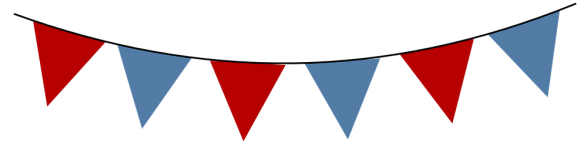


While all FSA staff in Texas has been restricted on in person outreach events, we all have been busy continuing our outreach virtually. Joshua Coleman, Harris/Montgomery/Waller CED, participated in a webinar hosted by Prairie View A&M University Extension, along with Irby McWilliams, farm loan manger.

TERRY COUNTY



On May 22nd, 2020, Terry County CED Kyle Longoria and wife Carissa welcomed their second bundle of joy! Konnor Cade Longoria was born at a healthy 8 lbs. 6 oz and 20 inches long!



RED RIVER COUNTY



Red River County PT Ellie Stringer and husband Dustin welcomed their second son, Pake James Stringer, on May 23, 2020. Congrats to Ellie, Dustin, and big brother Emmitt!

District News

YOUNG-THROCKMORTON COUNTY



The Young County FSA team began a new journey as the Young-THROCKMORTON County FSA in May. In true JPW-fashion, Jeannine had to **Aggie** the place up!



Did you know?

To obtain bargaining unit recognition at the State level, a NASCOE affiliate, like TASCOE, must have membership of at least 51% of the county employees serving under regular appointment in the State. Recognition at the State level may be terminated if membership falls below 51% within the State. Exclusive recognition of NASCOE to represent all CO employees in consultations and negotiations with management of FSA and USDA was granted by the Secretary on June 12, 1962

MILAM COUNTY



Newly-retired Milam County CED, Kevin Humphrey, received the Melvin Jones Fellow Award for humanitarian services, presented by 1st Vice District Governor, Gary Fuchs.

Visit our organization websites for more information or follow us all on  facebook!!



www.tascoe.org

<https://www.facebook.com/pages/Texas-association-of-FSA-County-Office-Employees/188526634494360>

www.nafecfsa.com

<https://www.facebook.com/fsacountycommittees/>



www.nascoe.org

<https://www.facebook.com/NASCOENews/>

COMMITTEE CHAIRS

AWARDS

[Joshua Coleman](#)

BENEFITS

[Veronica Crum](#)

COAC

[Levi Garlick](#)

DOOR PRIZES

[Melissa Galipp](#)

FINANCE

[Darrin Watkins](#)

LEGISLATIVE

[Dawna Hines](#)

MEMBERSHIP

[Morgan Limmer](#)

PROGRAMS

[LaCresha Dale](#)

PUBLICITY/WEBMASTER

[Marcy Logan](#)

SCHOLARSHIPS/EMBLEMS

[Judy Muller & John Tyson](#)

DISTRICT TASCOE DIRECTORS

Do you have questions about TASCOE/NASCOE?

Do you have suggestions about how to make your day-to-day FSA job better?

Do you have concerns about your rights/responsibilities as an FSA Employee?

Reach out to these folks—they want to help you!

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