

TASCOE TALES

FALL 2024 EDITION



IMPORTANT DATES:

January 15th

Distinguished Service Award Nominations Due
NASCOE Scholarship Application Due
TASCOE Scholarship Application Due



www.tascoe.org






President's Report

WE DID IT! What a great way to incorporate into our state training the encouragement to employees to be a TASCOE member! WOW and WHOOP! TASCOE was on the agenda officially in print, and we cannot thank the STO enough for their continued support towards our employee's association. With the TASCOE Talk after training hours, the evening social plus very organized and prepared leaders at training, we have increased our membership by 10 new members (with possibly more soon to sign up) and 6-8 new associates. THANK YOU ALL! It truly is such a wonderful feeling to gain membership and share our TASCOE story. It was just as GREAT to see our fellow employees at training, too.

What I have determined in my many years, and it rang true at training, our new employees and some of the well-seasoned employees, just do not know what TASCOE does for all of us, and what it means to be a member, so they just don't join! Well, folks, WE HAVE TO TOOT OUR HORN! We must educate, share, approach and talk to our own to share the knowledge, the passion and honestly the love for TASCOE with our fellow employees!!!! Recruiting members is truly an ongoing process that each of us can do and should be happy to continue to engage with employees. If you find it difficult to recruit, please just reach out to any TASCOE Leader and share a prospective member's name with me, and I will happily contact them. I am always eager to share a TASCOE pin and our new bright yellow star keychain for new members that says, "Shoot for the stars with TASCOE!" Bring on the new ones and bring back the past members! "All great things are accomplished little by little." The mission of gaining members is accomplished one day at a time with one person at a time. Keep this membership momentum soaring high as we do "shoot for the stars!"



With the joy of being in a leadership role when the history making long, long, long awaited PT Reclassification happened, I see the relief in PT's that now are PA's! It does bring a sense of pride and knowing now how sweet victory truly is! Another real heartwarming event occurred at the state training in Waco when the STO recognized VERY deserving employees for the FY2024 Texas FSA Employees Recognition Program. The spotlight of these employees shined brightly with former and current TASCOE leaders in this elite group of employees. (Please see the photo with this TASCOE Tales of these individuals being recognized.) I commend and thank the STO for choosing to do this type of award recognition with the crowning jewel being the presentation to those awardees present at the state meeting was absolutely AWESOME! The awardees were VERY surprised as were those that nominated them. And a few happy, proud tears were seen that again made my heart so very full making me even prouder to work for FSA! Making someone feel special, good about themselves and the job they do while recognizing them is truly what life is all about! I wholeheartedly support this and the continuance of efforts in this manner.

In thinking about folks that make you feel good and share their caring heart brings me to my mentor this whole year (& 2 years before, too!) which goes to my immediate predecessor our excellent Past TASCOE President Christa Kraatz. She has now served her 1-year time as Ex-Officio and I gratefully thank her and congratulate her on a job well done! She is a busy lady and does know how to work hard for us in her role as

NASCOE Programs & Negotiations Chair, which she accomplishes with grace, grit and determination. Thank you for your commitment, your service, unending dedication, and love for your fellow employees in giving of your time and willingness to serve. And thank you, too, for being the “Queen” to show me the ways of the Presidency and what I really needed to know, tolerate me with my many questions and set me free to conquer and carry onward! Christa continues to make one feel good about themselves as she sure did me!

Thank you once again whole heartedly to our current and valuable leadership from John Tyson and Veronica Crum on the EC, our Committee Chairs/Co-Chairs and each district’s TASCOE Directors and Alternate Directors. The goals set for TASCOE are being accomplished and I feel we are soaring high now with successful times to continue the TASCOE team spirit as recruiting more members and associates will increase to have an even bigger attendance to the state convention in Fredericksburg, Texas next August 2025. And yes, those August dates are going to be announced soon.

With the TASCOE spirit strong, we are inviting ALL of you once again to our annual TASCOE and FSA family reunion or rather our annual meetings held during our state convention next August 2025. For more information, you can begin your search by checking out: fredericksburg-texas.com as well as <https://www.visitfredericksburgtx.com/things-to-do/>. As we progress onward, you may also wish to tune into our www.tascoe.org webpage and our TASCOE Facebook page for photos pertaining to our past 2024 TASCOE Convention as you will see all about it at those sites! And upcoming information on the 2025 Convention as it unfolds. Ask someone to come with you to convention so they can really get the sense of what it all entails. If you have never been to your employee’s association’s state convention, I strongly encourage you to attend this event and see what you think and how TASCOE takes action on important issues while also sharing in the comrade of our fellow employees along with the STO! We have seen in the past; it typically just takes that first timer to attend one time and then they are hooked to return each year. Please come to give us some pointers, suggestions and volunteer your talents. I can nearly guarantee you will not leave disappointed with what we have instore this upcoming year in Fredericksburg, Texas! “Let’s be FanTASCOE in Fredericksburg!”

As my heart remains full, I am looking forward to serving you all for one more year as your TASCOE President. Your unending support, loyalty, and faith in our mission is truly felt and always appreciated!

Respectfully yours,

Jeannine P. Wendel
TASCOE President



Vice President's Report

So Long Summer...

What a FUNtastic summer it was! I cannot believe fall is knocking on our door. Now that convention season is over it is nice to get to a slower pace, only to get things going for 2025!

TASCOE sure was Grand in Granbury! To those that worked and/or attended the 2024 Convention I hope you had a grand time! It was so nice to see TASCOE family and friends. It has been too long since we had an in-person convention and this one, I hope everyone will agree, was a huge success. From STO involvement and National Office Speakers to one of the most successful Scholarship Auctions I have ever seen!

Shortly after TASCOE Convention we attended the NASCOE Convention in Davenport, Iowa. This was my first National Convention to solely attend, as we were also the host state last year. It was great to see members from other states and spend time idea sharing and learning from each other. Many familiar faces I met last year in College Station and earlier this year at the All-South Rally. Did you know NASCOE offers a "first timers" contest to earn a stipend for members to attend a National Convention? I want to highly encourage y'all to apply for this next year! These conventions are not just about fun, I have built connections across the country with fellow FSA employees.

Lastly, I would like to acknowledge TASCOE leadership that attended the Statewide Training in Waco! It was a very successful couple of days for TASCOE and spending time with the STO who is very supportive of TASCOE, and the majority are associate members!

If you are a new member, WELCOME! I hope that you will reach out to TASCOE Leadership if you have any questions or just want to chat about getting more involved in your employee association. If you have been a member for years now and are just getting that spark to get involved, please reach out to us. We would love to talk TASCOE with you!

Thank Y'all!
John T Tyson
TASCOE Vice-President



AWARDS COMMITTEE REPORT

Awards Committee:

Co - Chair - Shonda Elliott Cottle-King/Motley Co.

Co – Chair - Jerrell Diaz Calhoun Co.

Members - Jeannine Wendel Young/Throckmorton Co.

Amy Hackler Childress Co.

Pauline Gambol Childress Co.



I. Distinguished Service Awards - SW Area Consideration

This year, Texas had several nominations submitted to be considered for the Southwest Area Awards. These nominees had some remarkable nominations and are all deserving of this honor. Unfortunately, none of the nominees were selected for the SW Area award. Nevertheless, we are still so very proud of each of them and all their success. They represented Texas well!

II. Distinguished Service Awards - State Award Winners

The following have been nominated by their peers and selected to receive a Distinguished Service

Award in recognition of their dedicated service.

The 2024 DSA Award recipients are:

Service to FSA/Agriculture:

John Tyson- CED- Johnson / Bosque Co.

Service to Community:

Dawn Hoffmann- CED- Colorado Co.

Service to TASCOE/NASCOE:

Christa Kraatz- CED- Caldwell / Hays / Comal Co.

These recipients had remarkable nominations from their peers and are all well-deserving of their honors. Your dedication and commitment to TASCOE is greatly appreciated!



III. TASCOE SICK LEAVE AWARDS

Sick leave awards are calculated based off numbers that were turned in from 2023 TASCOE dues. There was a total of 58 sick leave award recipients across the state of Texas! The following breakdown shows how many recipients were awarded in each category:

1,000+ hours of sick leave accumulated: 25 recipients.

1,500+ hours of sick leave accumulated: 14 recipients.

2,000+ hours of sick leave accumulated: 8 recipients.

2,500+ hours of sick leave accumulated: 6 recipients.

3,000+ hours of sick leave accumulated: 3 recipients.

3,500+ hours of sick leave accumulated: 2 recipients.



As always, NASCOE has graciously sponsored the medallions for which each recipient that accumulated 2,500+ hours of sick leave will receive along with a certificate of accomplishment. All sick leave award recipients with 2,000 hours of accumulated sick leave or less will be awarded a certificate of accomplishment. We would like to congratulate all sick leave award recipients on this incredible accomplishment in their career as well as express thanks for their continued dedication to FSA!

IV. WRAP UP

The TASCOE Awards Committee deeply appreciates everyone that took time away from their busy, chaotic schedules and of course working multiple programs in the county office, to submit nominations for TASCOE Awards. Even though we're all dealing with our current work conditions, stress, and reductions, it is more important than ever to acknowledge and highlight our friends and coworkers for their committed service year after year.

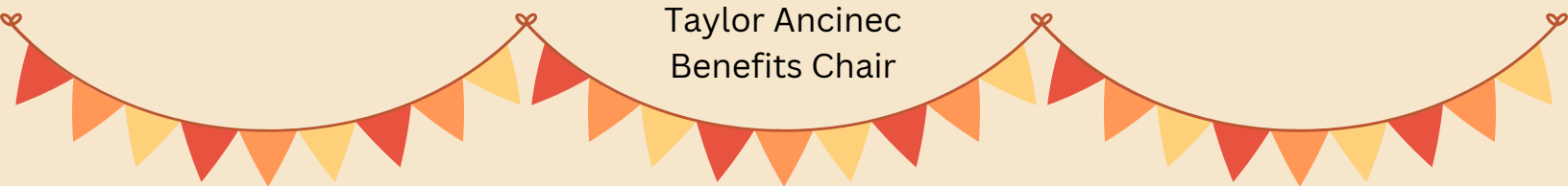


Respectfully Submitted,
TASCOE Awards Committee

BENEFITS CHAIR REPORT

Hi everyone! My name is Taylor Ancinec, and I am the TASCOE Benefits Committee Chair. I am the County Executive Director in Falls County and have been with the agency since 2018. I currently live in Temple with my husband Barrett, and our 4-month-old daughter Parker! I hope 2024 has been good to you, your families, and your producers. As always be sure to look over the benefits offered to TASCOE members on the TASCOE website. If you are looking to book your holiday travels, Working Advantage offers a range of benefits from hotels, flights, and theme parks! Just email me for the code and you can set up an account. We also have a benefit as NASCOE members of Live Streaming Fitness for a discounted rate. If you are looking for an insurance quote, please be sure to contact AgWorkers Insurance. My committee will now be covering the Emblems Store. If you have any questions, please be sure to let me know! As a reminder if you cannot get ahold of me, you can reach out to my committee members, Courtney Mowbray and Traci Koch. Courtney is the County Executive Director in the Mason-Llano County Office and Traci is a Program Analyst in the Medina County Office. Please be sure to reach out to any one of us if you have any questions, or ideas of new benefits we can look into for our members!

Taylor Ancinec
Benefits Chair



COAC CHAIR REPORT

Hello TASCOE members!

First, I want to start off by mentioning the great “Win” we recently experienced with the new program analyst position reclassifications. This is a huge success for our organization and something we can all be proud of. Now on to the County Office Advocacy Committee (COAC) Report.

This year, the COAC worked closely with the National Association of Farmer Elected Committees (NAFEC) to distribute packets to all the County Office Committees (COC) in each FSA County offices. The packets included an updated Fact sheet, NAFEC and NASCOE letters and additional educational information and the COAC logo is prominently located throughout these COC pamphlets to help increase awareness and education to all COC members, as well as County Office employees, our stakeholders and the general public.

Education is key and COAC is working hard to ensure COC’s are trained properly and fully understand the significance of their responsibilities as COC members to the County Office employees, State Office plus the farmers and ranchers they serve. There was a one-day, statewide in Texas, comprehensive COC training held back in April that provided the COC members with a great overview of the various programs FSA offers, appeal processes and other valuable information.

The COAC fully represents Communication, Cooperation, Collaboration and Community and as we continue to strengthen NASCOE through COAC and NAFEC with roles and responsibilities from all participating together. I can only hope each of you will get involved, ask questions, make suggestions, and offer assistance to help with many more “Wins” we can accomplish by working together in the future. **We ALL need to work to keep the County Committee system STRONG!**

Thank you,
Lori LeBlue
COAC Chairperson



DOOR PRIZE CHAIR REPORT

I want to thank everyone for all of the amazing door prizes received to be dispersed at the 2024 TASCOE Convention in Granbury Texas! One of the added perks of attending the convention is you are in drawings for some fantastic prizes.

We collected items from sources such as Texas Farm Bureau, Texas Department of Agriculture, John Deere, etc. Bulk items we received; we were able to add into the registration bags which is an added bonus!

If you are interested in obtaining items for convention door prizes or goody bags, please reach out to me. We are always looking for new folks to reach out for support of our association.

I could not have done this work without those that served on my committee, Alissa Limon, Shayla Peters, Michelle Strain, and Debbie Burns. They worked on ensuring we had excellent items ready to go for all of the drawings that took place in Granbury.

Thank Y'all!
Mayson Schulze
TASCOE Door Prizes Chair



MEMORIAL COMMITTEE REPORT

Greetings from the TASCOE Memorial Leadership Team

The Memorial Committee consists of Sharon Curtis and April Cowling. To date, for the 2023-2024 year, we have received 14 death notices of former employees as of May 29, 2024.

It is an honor to present these tributes to former employees and committee members who have given much of their time and effort for many years to serve Texas Agriculture.

The memorial presentation was presented the morning of Saturday, July 27, 2024 and can now be viewed on the TASCOE website at <https://tascoe.org/why-join/memorials/>.



Respectfully yours,

Sharon Curtis & April Cowling
Memorial Committee Members

FINANCIAL REPORT

2023-2024 Financials

Wells Fargo Bank Account Balances as of July 1, 2024:

Checking Account: \$103,772.41

Savings Account: \$2169.37

Brazos Star Credit Union Balances as of July 1, 2024:

Account #1: \$43.00

Account #2: \$5245.07

2023 NASCOE Convention Expenses

EXPENSE	TOTAL	DESCRIPTION
Hospitality Room	1739.36	Took some items back for refund
Gold Tournament	1688.70	
Entertainment	2500.00	2 nights
Kyle Field Night	26318.52	
Pin Trading Night	1330.39	Cost of TASCOE pins
Decor	1286.01	Some money recouped from selling wooden eartags and cowheads
Registration Items	159.94	
Texas Night	315.43	Koozies
Tours	2446.08	
Transportation	10306.34	Airport Shuttles/Ubers/Buses for Tours/Gas for Vans
Volunteers	21875.23	Volunteer Travel Claims Paid
EC Travel Claims	2270.03	EC Travel
Texas A&M Conference Center & Hotel	50472.25	Rooms rented/Food
TOTAL	125862.76	
GRANT RECEIVED	36000.00	
TOTAL	89862.76	Donations: 23810.00 recieved

Monthly reoccurring costs currently include:

Storage Unit: \$118.00

Microsoft: \$40.59

CheddarUp fee: \$15.00

Veem Fee: \$19.99

MailChimp: \$13.70



LEGISLATIVE CHAIR REPORT

By Cristobal Perez, TASCOE Legislative Chair

Greetings TASCOE leadership, directors & members. The 2023-2024 legislative year saw a lot of political infighting in Congress regarding USDA FSA programs and functions. Our County FSA Office employee footprint has grown in the past fiscal year with our WDC administration really supporting us now that they fully understand the role we have in the rural and agricultural community. Our CO employees received accolades for the service we provided during the COVID years.

We did have some concerns with the Equity Commission hearings and final report. Most of the issues that were finalized were only minor and won't really affect us too bad. The good news is our WDC leadership is being swayed by our NASCOE leadership to continue the County FSA Committee (COC) system. There will ultimately be some minor changes to the CO system but nothing drastic. The only major issue that came up and is being challenged is the Equity Commission suggestion that the DD be the hiring authority for all GS & CO employees in the County Office structure. This would include hiring authority of all CEDs and PTs. NASCOE, NAFED and our PAC are doing everything possible to not allow this because of the issue of favoritism and/or abuse of authority. We are gaining ground on this issue being removed from consideration.

The Farm Bill has become a point of contention on both sides of the aisle. The House version keeps field office staffing and funding the same. The Senate version recommends a slight increase in field office staffing and funding. There is some serious talk that the 2025 Farm Bill will be similar to ARCPLC but raise the crop reference prices. The rest of the Farm Bill discussion is that our current programs such as Price Support, LFP, ELAP, ECP, CRP, etc. remain the same.

Finally, give a large round of applause to our NASCOE leadership for never giving up the fight and since the last PT reclassification in 2001, we now have PA positions from CO-7 to CO-9.

Please continue to send me your political contacts and spreading the word of what TASCOE/NASCOE does for our employees.





MEMBERSHIP CHAIR REPORT


What a year has it been! This has been my first year as Membership Chair and boy have I learned a lot in that short amount of time. Through my year, I am learning many new things and decided to create a flow chart for everyone who chooses to use it. These flow charts consist of new member, termination of member, member information updates, and now the process of employees transferring from another state to our great state.

Our membership is currently at approximately 64%. As you all know, we had a membership drive last year for new members and new associate members. We held the drawing at the NASCOE Convention in College Station in July. We have gained several new members but with the retirements that came along left our membership dropping some. Since then, we have done another membership drawing from May through July. I am happy to report that as I am typing this, we have received several new members! Thank you to the directors and current membership for your hard work to reach out to current employees and tell our TASCOE and NASCOE story.

My current focus is working on a new membership packet for TASCOE Directors or members to distribute to help rally more members within our state. If you need help with recruitment, please reach out and I will be happy to help in any way.

Thank you for allowing me to serve as your membership chair.

Jenna Leihardt
TASCOE Membership Chair



PROGRAMS AND NEGOTIATIONS REPORT

HOWDY! Here are some TASCOE and NASCOE updates regarding our Programs and Negotiations Committee (PNC). Programs is about changing software and forms while Negotiations is about changing policy. As a reminder, in September 2020, the Programs and Negotiations committees were combined into one committee. This has allowed for a more simplified and timely process between programs and negotiations since program submissions are taken from you as submitters, to your area chair and then to the National Chair to be either submitted to Washington, DC (WDC) as a suggestion with a specialist or later negotiated with them.

This exciting process has had some great success come out of it. Here is some news, updates, and past wins within the PNC area of TASCOE/NASCOE:

Programs and Negotiations News:



- The PNC Team went to our nation's capital the week of May 19-24 to get us caught up with our negotiation items. Due to COVID and past years we were able to get through two years' worth of negotiations items and our team DID IT!
 - Our PNC team combined both years had over 30 plus items submitted, negotiated and most were agreed upon or resolution was made with WDC. These decisions will help us all make forward progress from not just our HR needs, Handbook updates but some related to our own safety not just for us but the producers in our offices.
- NASCOE wins in 2024 including:
 - National Notice- PM-3083 - County Office Program Technician (PT) Reclassification- The long-awaited change from DAFO that determined that the current PT duties were complex and like those represented in the Loan Analyst position and that a reclassification of the PT position was needed.
 - Info. Bulletin (IB) 11123 - Resolved Producer Farm Data Report (PFDR) Formatting Issue. Added Tract Physical location (County, State) was added to the PFDR. Tract number and physical location (State, County) are displayed in the same column under "Tract/ Physical Location."
 - Info. Bulletin (IB) 11213 - SCIMS Customer Search Updated – March 11, 2024 - SCIMS updated with default set as "Starts With."
 - National Notice LP 2291 - Announcing the FSFL and MAL Grain Bin Safety (GBS) – Preventive Maintenance and Safety Gear Training in AgLearn.
 - XEROX Printers: Printing without PIV Cards - This feature was added or made available for current and future devices/machines.



PROGRAMS AND NEGOTIATIONS REPORT

continued...

- Texas Stats for program and negotiation submissions as of 6/1/2024:

State	Current Submissions Total	Closed/ Responses Given	Referred to Negotiations	Duplicate Submissions	Pending/Sent to WDC
Texas	39	5	-	6	28

Programs Submission Process:

The process of submitting an item starts with the NASCOE website. To begin the process, one must visit [National Association of FSA County Office Employees \(nascoe.org\)](http://nascoe.org) and submit an idea through the Programs and Negotiations tab using the Online Submission Form. Christa Kraatz and Sara Houin, the National Programs & Negotiations Co-Chairs then get a copy of the submission and forward it to the respective area chair and area executives to research and give feedback. The submitter may be contacted by any of these individuals to receive further information or clarification. Other than that, the submitter name is NOT shared.

If anyone wishes to submit a program submission without their name attached, they may reach out to any of the Programs and Negotiations Committee. Lastly, the item is sent to a national contact with programs, referred to negotiations, or a direct reply is sent to the submitter with a solution or idea.

There are instructions and a flyer available for the Program Submission Process available online and copies can be provided upon request from your TASCOE executive team or the NASCOE PNC team.

As a reminder, your PNC team consists of your SWA chair, Terry Cater. He is doing double duty as your area alt. exec and a member of our PNC team until another area chair can be named. We are extremely grateful for him and his input. Also, the same for our state team, Courtney Decker was our programs chair and had to step down. So, if you know of anyone interested in this exciting process then please let Christa or your TASCOE director or exec know. You won't regret being part of this team and learning about all of our submissions and truly be part of the CHANGE!

Helpful PNC links:

[NASCOE Programs Flyer](#)

[NASCOE Member Benefit Fact Sheet](#)

[NASCOE's Negotiations and Programs Committee](#)

Submitted on behalf of the PNC Team,
Christa Kraatz, NASCOE PNC Co-Chair





PUBLICITY CHAIR REPORT

Howdy TASCOE!

How wonderful is it that we were FINALLY able to join together for full-fledged TASCOE Convention this year. Between the pandemic and hosting the NASCOE convention last year it feels like it has been forever since we have been able to all get together for TASCOE!

Publicity has been busy this year trying our best to keep everyone informed and aware of all things TASCOE. Between social media posts, emails, and TASCOE Tales, my committee and I try our very best to keep everyone informed of important issues, deadlines, and of course some fun here and there. I hope everyone has found all the media informative and useful, plus are enjoying TASCOE Tales every quarter. If you ever have any suggestions or comments, I am very open to hear them. I thank you all for forwarding me any useful information to distribute, and definitely thank you for all your submissions to TASCOE Tales. While it may take me a while to produce 40 pages of Tales, I am glad to do it to share all the information and happenings of our friends across the state.

It has been an honor to serve as the Publicity Chair this year, and I have strived to serve the position to my fullest potential. I am truly thankful to be able to be a small part of this great organization. If I can ever help any of you, please feel free to reach out.

Thank you,

Dawn Hoffmann
Publicity Committee Chair

SCHOLARSHIP COMMITTEE REPORT

Hey TASCOE Members,

We want to give a huge THANK YOU to EVERYONE who helped make this year's scholarship auction a tremendous success!! This was our first state convention as co-chairs of the scholarship committee and we couldn't be prouder of our state! With the number of items donated, bids and monetary donations, y'all helped bring in a few GRAND that our future scholarship recipients will benefit from. Of course, without an awesome committee to make sure everything runs as smooth as possible and our OUTSTANDING auctioneer, for keeping the crowd entertained and animated, we would be lost.

At 58 items in the silent auction bringing in \$3,936, 13 items for the live auction bringing in \$6,880, a donation from the STC of \$10,000, the Wayne Lyssy Memorial donation of \$1500 from District 13 and other donations of \$250 brings our GRAND total to \$22566.

Your contribution helped us achieve our goals and to the overall success of our event so pat yourself on the back!!

Be sure to let future interested applicants know- if ANY questions regarding types of scholarships or the application itself PLEASE reach out to us at any time!!

We do accept donations ALL YEAR round in case you have an idea on what you want to donate for next year in Fredericksburg and don't want to hold on to it until then or if sadly you won't be able to attend.

As always, if you have any questions or suggestions, please contact us - we are consistently looking for new ideas, ways to make improvements and here to answer anything you may need.

TTYL TASCOE Family,

Sincerely,
Jennifer Cochran & Jordyn Higgs
TASCOE Scholarship Co-Chairs



NASCOE

NATIONAL LEADERSHIP TRAINING

TASCOE was fortunate to have 2 excited members attend the NASCOE-National Leadership Training in Tampa, Florida this August. They had a great time learning about our employee associations, why they started, and how to continue to help them work effectively and grow. Below are their reflections on their time at training. Thanks to Arianna Cavitt, CED in Coryell County and Traci Koch, Program Analyst in Medina County for being the best representatives of Texas!

Last month I attended the NASCOE Leadership Conference in Tampa Florida. Over the years I have attended many Leadership Conferences, and this one was by far my favorite. The team building was engaging, fun and informative. Everyone participated! With over 60 CED and PAs in attendance we all checked our titles at the door and worked together.

This conference was an opportunity for everyone attending to learn more about our history, common goals and benefits provided to our members. We shared ideas on how to serve our members and recruit new members. Most importantly we as an association support all FSA employees not only our members. Thank you NASCOE Executive board for a wonderful conference.

Thank you to TASCOE for the opportunity to attend, I was blessed to be a part of. All FSA staff this can be a great opportunity for you next year.

Take part in a great organization! Please reach out to me if you have any questions or would like additional information.

Traci Koch
TASCOE District 14 Director
Traci.koch@yahoo.com

Traci's Key Take Aways

- We are title 7 employees and are not guaranteed benefits.
- PT reclassification, higher pay
- Maternity and Paternity leave
- Member run organization
- Working Advantage-discounts on rentals, theme parks, etc.
- Retirement planning assistance with Dillard Financial
- Scholarships for yourself, kids and grandkids
- Recognition Awards
- Legislative representative in Washington
- Program efficiency suggestions-Submit your solution!



First of all, I would like to thank NASCOE and TASCOE EC for allowing me the opportunity to attend the NASCOE Leadership Conference in Tampa, Florida! This was an amazing experience where I am utilizing the information gained in my role with TASCOE, my duty with FSA, and my personal life!

I learned interesting facts about the history of NASCOE. I furthered my knowledge on how we work as an association and what we are fighting for today as well as learned more about the accomplishments we've made as an association throughout the years! Most importantly, I gained new friendships and was able to network with other NASCOE members from across the nation! If you ever have the opportunity to go to NASCOE Convention or NASCOE Leadership Conference, I highly encourage you to do so! Our meeting rooms were full of passion, interest, and a desire to strengthen our association. No one in the room had a title, grade, or office. We were all just NASCOE members wanting to make a difference.

The Leadership Conference was a humbling experience for me as well as a HUGE reminder of why I love working with the Farm Service Agency. We spent many hours discussing the importance of NASCOE membership and the benefits. I'm not referring to the typical benefits you may be thinking of such as Working Advantage, Scholarships, or Dillard Financial Solutions. I am referring to the domino effect of benefits that we not only see as NASCOE members but the effect that has on our producers as well. Reclassification from PT to PA with a grade increase, alternating color lines on the FSA-578, jump teams for disasters, having our COCs are just a FEW things that NASCOE has fought for and accomplished the past few years.

When we have program suggestions that come from the field offices to the national office through the Program and Negotiations team, OUR voices are heard. The National office can make software changes that make our jobs more efficient which in turn helps us help the producers. When we increase pay and have more employee friendly benefits offered, we can increase employee retention rates. This allows us to work more efficiently in order to serve our producers.

If you have anyone in your office or district that is not a member, I encourage you to talk to them about what this amazing organization does for us and our producers. If you are not comfortable talking with them, feel free to send me their name and I will gladly reach out! There is strength in numbers. So, the more members we have, the more changes we can make for our employees and our producers!

I also learned that there are a LOT of opportunities to serve in leadership roles through TASCOE, NASCOE, and the Southwest Area. I encourage each of you to take a look around the TASCOE websites and social media pages. There is a lot of great information provided, and you may stumble across an area that you would like to serve on. If you haven't done so already, download the NASCOE App for firsthand information not posted publicly online.

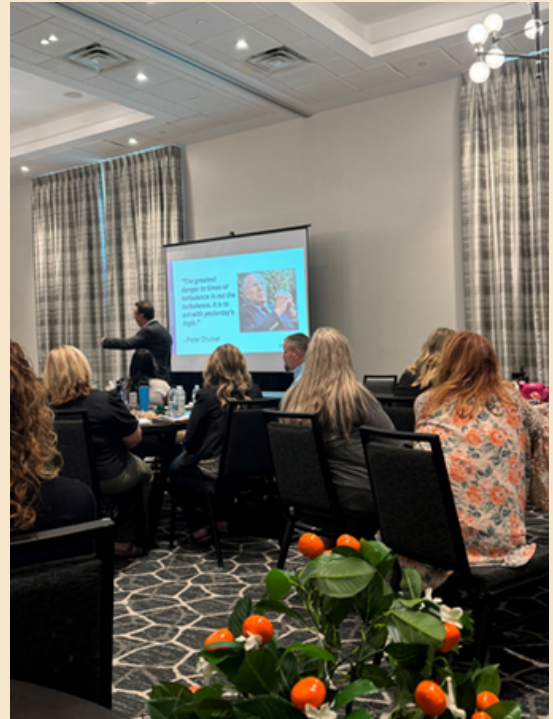
Again, thank you for the opportunity! Please feel free to reach out to me with any questions!

Thank you,

Arianna Cavitt
TASCOE District 10 Director
Southwest Area Membership Assistant
Arianna.cavitt@nascoe.org



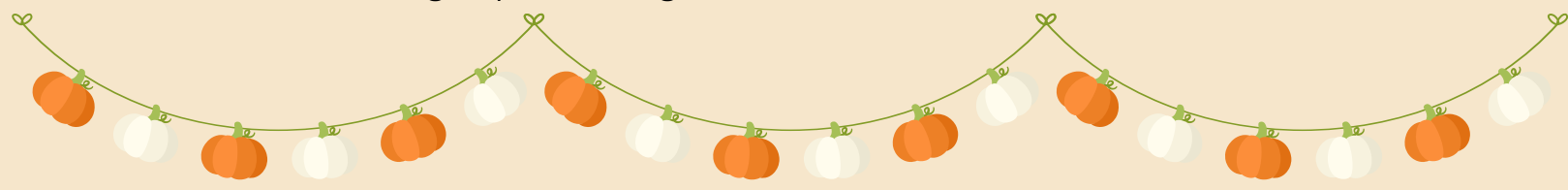
Traci and Arrianna our amazing Texas attendees!



Soaking in all the info!



A group of training attendees from the Southwest Area!



UNIONS VS. EMPLOYEE ASSOCIATION



NASCOE ASSOCIATIONS



HOW ARE UNIONS FORMED?

Unions are typically formed in response to poor working conditions or low wages and are designed to give workers a collective voice in negotiations with their employers. They negotiate collective bargaining agreements that cover issues such as wages, benefits, and working conditions. Unions are typically run by **elected officials** and may have paid staff to assist with their operations.



WHAT IS AN ASSOCIATION?

An Association is a group of individuals or businesses that come together to achieve a common goal, and that goal could be anything within our job. Associations have employees that volunteer time to achieve those many goals. Goals as in better wages, software, and benefits that we may not have had in the past.



WHAT CAN UNIONS DO?

A Union is an organization that represents workers in collective bargaining with employers, and members of a union have the legal right to engage in collective bargaining with an employer. The employer is also legally obligated to bargain with the union.

ASSOCIATIONS CAN'T STRIKE!

Since June 12, 1962, NASCOE has exclusive rights to represent all county office employees in consultations and negotiations with management of FSA and USDA under the Labor Management Relations Agreement. Employees covered by this agreement do not have any rights to individually or collectively to strike, cease work, or otherwise interfere by concerted action, in any way at any time with the expeditious accomplishment of assigned work.



Want more information?

Scan the QR code to visit our website and find out more information and how to get involved!



<https://nascoe.org>

TASCOE Talk @ State Training in Waco

TASCOE was honored to be allowed time at the Statewide training held in Waco this past August to speak with employees from throughout the state about our association and what we do. TASCOE President, Jeannine P. Wendel, talked about what are association does and what we work for. Vice-President, John Tyson, even signed up some new members during the talk. We are so appreciative of our state office for their support of our association!

After hours there was additional time for fellowship at a nearby restaurant where members and non-members were able to ask questions about our association and meet others from around the state.



TASCOE Talk-After Hours





Texas FSA Employee Recognition Program Awardees



TASCOE would like to extend a big congratulations to all awardees of the Texas FSA Employee Recognition Program Awards. The work you do does not go unnoticed!

We would like to extend a special congrats to our TASCOE members receiving awards:

CO Non-Supervisor of the Year- April Cowling, Montague County
CO Supervisor of the Year- Dawna Hines, Lavaca and Gonzales Counties
CO FSA Lifetime Achievement- Sandra Knox-San Patricio County

And to our Associate Members that received awards:

GS Supervisor of the Year-Cullene Heritage, District 5
GS Community Service- Benancio Cano, District 15

**Thank you for your hard work and dedication to our
Agency, our communities, and to the farmers and
ranchers of Texas!**

2024 TASCOE Convention

A little glimpse into all the action from convention!
More pictures are available on our Facebook page and will soon be added to the website.



More Convention Pictures!



2024 NASCOE Convention

TASCOE Execs traveled to Davenport, Iowa for the 2024 NASCOE Convention in August. Some of our other Texas friends were also there for the fun! NASCOE Publicity Chair-Marcy Logan, NASCOE Programs & Negotiations Co-Chair- Christa Kraatz, and NADD Vice President-Keith Hiser. They even ran into SWA Alternate-Terry Cater on the way there!



Tales from the Trail...

What's shaking with our friends around the state



San Saba-Mills Counties

San Saba-Mills FSA hosted a Retirement party for Rhea Ann Turner. Ann started her career October 1989 in Lampasas County. She worked in Chambers, Liberty and Jefferson Counties before moving back home to Central Texas. Ann grew up on a ranch in Lometa, Texas. Along the way Ann says she will most miss the producers and her FSA family the most. Her natural kindness showed through every day. She will be missed!



Districts 13 and 14

John Bird, STO Program Specialist, went throughout the state conducting Appeals Training for all the districts. His final training was for Districts 13 and 14 in Seguin, TX in June. Thank you so much John for coming around the state and conducting these trainings. They were full of important information.

I think you intentionally saved the best districts for last on your trainings!!



Wise County

Garrett Hudson son of Wise County PA Meagan Hudson starting his Sophomore year at Tarleton working towards a degree in Agriculture education pictures here with his high school sweetheart.



Lamar County

Cooper Whitis (13), son of Randi Sebolt, CED in Lamar County, started back to school this month. He is in the 8th grade at Chisum Middle School in Paris. Have the best year!

TASCOE Execs

From great friends to EC, we made it!
Our EC before they were EC from the TASCOE Convention in Amarillo at the Palo Duro Canyon.





Medina County

Traci Koch has a new grandson! New grandson, Lyle Barret Koch, is pictured here with his big brother, Kasey.



Colorado County

Kylee Hoffmann, daughter of Colorado County CED-Dawn Hoffmann, was crowned Jr. Miss Schulenburg at the 2024 Schulenburg Festival pageant. She was also awarded Jr. Miss Photogenic. Kylee looks forward to a great year representing Schulenburg in parades around the area.



Wise County

Makayla Hudson daughter of Wise County PA Meagan Hudson made Varsity volleyball. Pictured here with her JV little sister on her back. Congrats Makayla!!!





Matagorda County

Jillian Diaz, daughter of Program Analyst Jerrell Diaz, started Pre-K in August. She is 4 years old. Have a great year pretty girl!

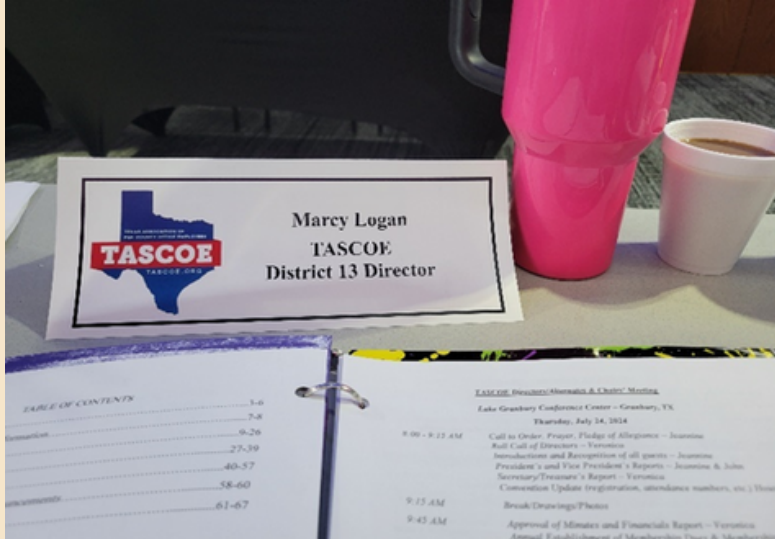


Wise County

John and Carson, sons of April M Cowling, Wise County PA, started school as a Sophomore at Bridgeport High School and a 6th grader at Victory Christian Academy. Carson decided to change schools over the summer and went to a class of 22 from a class of 175. Best wishes for a great year guys!

Victoria County

It was a busy and rewarding late July/early August getting to serve you as the District 13 TASCOE Director and NASCOE Publicity Chair! Our state convention in Granbury, Texas sure was GRAND, and Illinois did a fantastic job hosting National Convention in the Quad Cities. If you haven't, make plans to join NASCOE June 22-26, 2025 in beautiful Whitefish, Montana. TASCOE will host our state convention in August this year, so stay tuned for more details!



District 13 TASCOE Director at work!



NASCOE President Joel Foster & myself at the NASCOE Awards Banquet in the Quad Cities.



Bell County

Milo Hansen, son of Bell County CED, Lindsey Hansen, started Pre-K 3 this fall. Have the best year cutie!



Class of 1990

Here are the last 3 (CEDs) out of 14 hired in PP#26 of 1990: L to R, Daniel Lange, Runnels Co in District 6, Cristobal Perez, Cameron Co in District 15, Levi Garlick, Fayette-Lee Co in District 12.

These are the last 3 of the largest COT class (14) ever hired by the Texas FSA (ASCS) at one time.



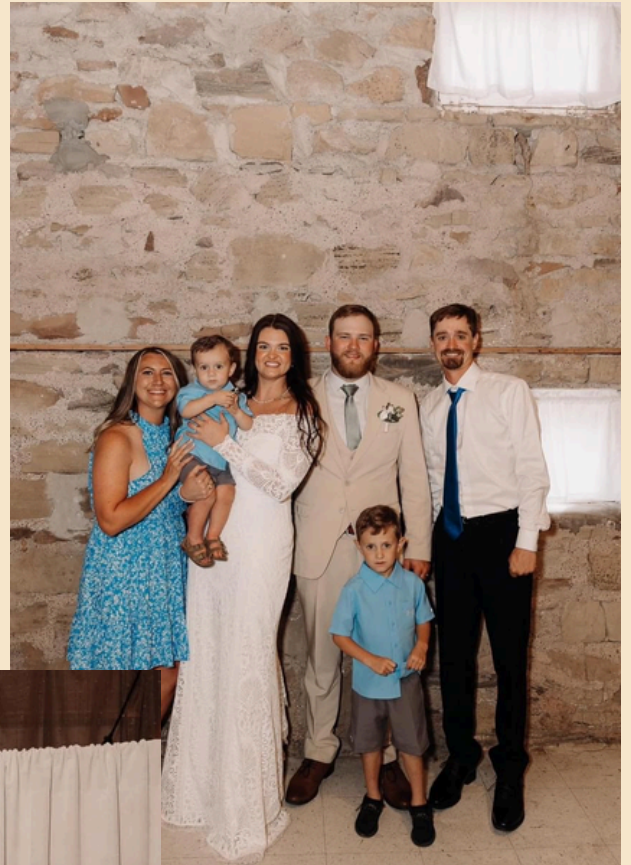
Guadalupe County

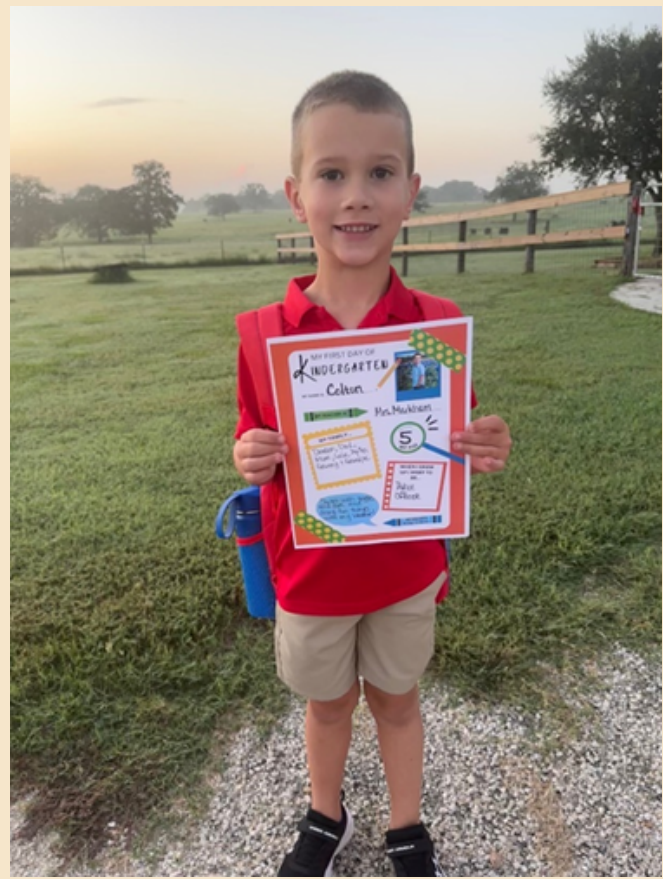
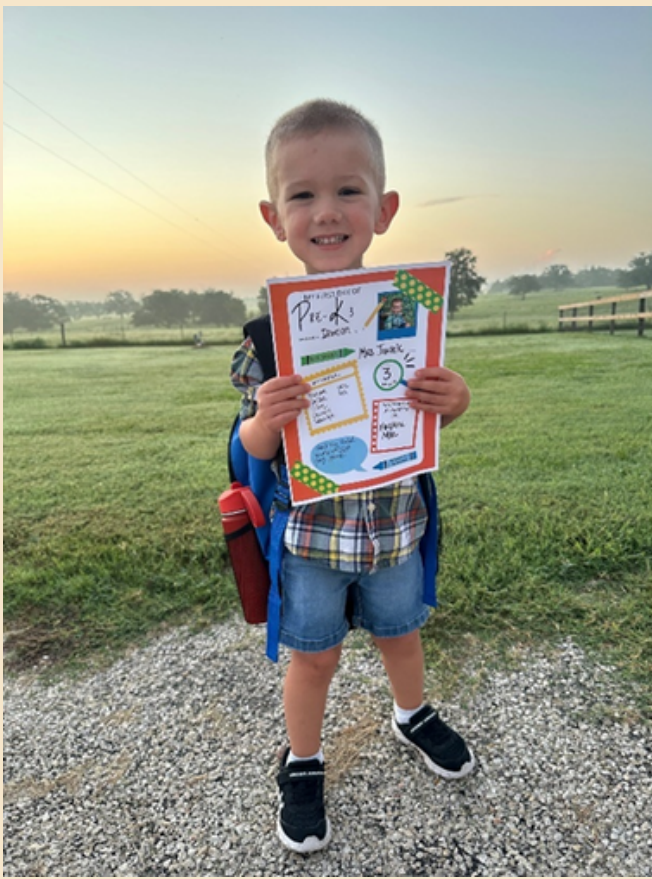
Friday Night Lights (and the future) sure are bright for the beautiful Allie Aguilar! Allie is a Jr. at New Braunfels High School and a member of the NBISD dance team, not to mention the daughter of Guadalupe County CED Albert Aguilar and his lovely wife Linda. Have a great year Allie!

Montague County

Camrin Byers, daughter of Crista Byers (Montague County PA), was married to Baylen Faris on June 8, 2024, at the First United Methodist Church in Henrietta, Texas. Camrin and Baylen had a beautiful wedding and reception, with lots of celebrating by family and friends that attended. The last picture includes Crista's son Zach's family with the happy newlyweds. Crista has been recuperating since then.

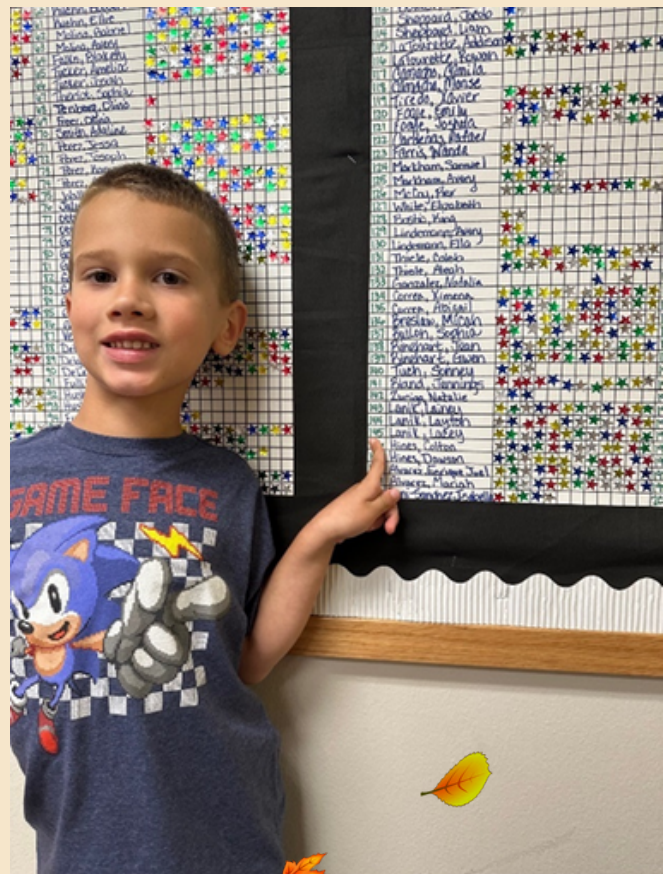
May God bless them with a wonderful life together!





Lavaca-Gonzales County

Dawson and Colton Hines are ready for the new school year! They are sons of Lavaca-Gonzales County CED, Dawna Hines, and husband Clayton. Have a great year boys!



Hopkins-Delta/Wood-Rains County

Cash Dale, son of LaCresha Dale, CED in Hopkins-Delta/Wood-Rains County was busy this summer on the road showing and competing in contests. He competed in state and national Simmental shows this summer and earned himself some amazing awards. Way to go Cash!



Dickens and Kent County

Stephen Reynolds of Jayton, Texas, District 3 CED of Dickens and Kent Counties, has received the Chuck McAllister Umpire Award during the 2024 Junior League Baseball World Series in Taylor, Michigan USA.

The McAllister Award was presented by lifelong JLWS volunteer Jeff Pizzo and Shirley McAllister, Chuck's widow. Fellow umpires joined in the fun. Stephen also was congratulated and posed in a photo with Jeff and Sam Pizzo and Greg and Dan Bzura, the only two directors the World Series has ever had.

Also pictured, Stephen's wife Johnna and 2 children, Garrett and Jaylee who traveled along with Stephen during this wonderful experience. What better way to ring in his 61st birthday!



Colorado County and Fayette/Lee County

Clay Hoffmann (pictured 2nd from left) and Benjamin Garlick (pictured 1st from right) received their Outstanding Junior Awards at the 2024 Fayette County 4-H Banquet. Clay is the son of Colorado County CED, Dawn Hoffmann, and Benjamin is the grandson of Fayette/Lee County CED, Levi Garlick.



Caldwell-Hays-Comal County

Maeby Kraatz competed with the San Marcos High School Rattle Band at the Comal Classic and raked in the awards! They received 1st place in 6A, Outstanding Music, Outstanding Marching and Outstanding Percussion. Maeby is the snare-drum playing daughter of CED, Christa Kraatz.



Leave and Membership Awards



Haskell County

Terri Klose, retired Haskell County CPT, received her 3,000 hour Sick Leave Award from NASCOE.

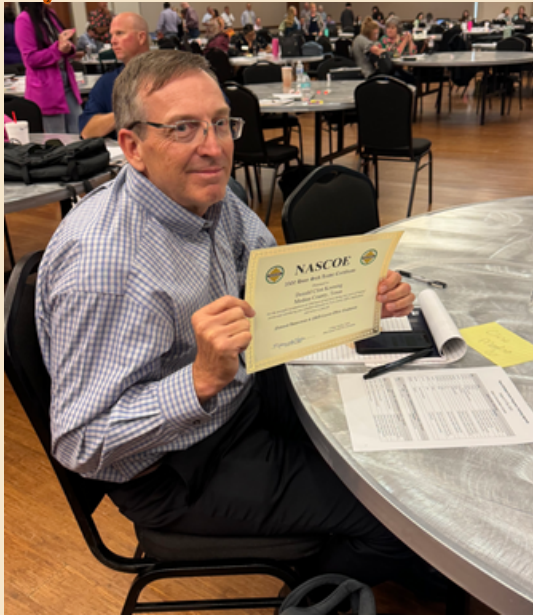
Gillespie-Blanco-Kendall County

Ricky Neffendorf, CED, received his award for 40 years of continuous membership in NASCOE.



Kimble, Kerr-Bandera and Edwards County

Joel Gourley, CED, received his 1000 hour sick leave award from NASCOE



Medina County

Clint Koenig, CED, received his 2500 hour sick leave award from NASCOE.

Fayette/Lee County

Levi Garlick, CED, received his 2500 hour sick leave award from NASCOE presented to him by TASCOC Secretary Treasurer, Veronica Crum.



McLennan County

Mike Maedgen, CED, received a plaque honoring the McLennan County Office for 65 years of continuous 100% membership in NASCOE., which was presented to him by TASCOC District 8 Director, Stefan Tucker.

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/>

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