



INDIANA ASSOCIATION OF FARM SERVICE AGENCY COUNTY OFFICE EMPLOYEES

President – Chris Hare

c/o Amy Barber

Phone: 812-582-0373

Vice-President – Janice Acree

PO Box 244

Email: amybarber18@gmail.com

Secretary – Amy Barber

Winslow, IN 47598

Treasurer – Lacey Poppe

Website: <http://indiana.midwestnascoe.org>

IASCOE Board of Directors Meeting January 27, 2021 Via Microsoft Teams Meeting

The Board of Director's meeting of the Indiana Association of FSA County Office Employees was held on Wednesday, January 27, 2021 via Microsoft Teams Meeting with the following directors and members were present for the meeting:

Janice Acree	Mary Apple	Amy Barber	Melanie Campbell
Lacie Deputy	Samantha Fleenor	Daniel Ford	Jamie Garriott
Beth Gudorf	Chris Hare	Lisa Hollars	Leah Hood
Deana Kitts	Claire Larson	Lois Lee	Natasha Loesch
Katrina Miller	Katy Mull	Danette Oswald	Lacey Poppe
Cheryl Reynolds	Diane Scheurich	Lauren Shank	Brittany Shepherd
Tracy Soliday	Jacob Taylor	Jared Thomas	Morgan Thornburg
Barb Ward	Tara Wolfe		

Pauletta Dusterberg, Acting SED/AO

1. Call to Order

- President Chris Hare called the meeting to order at 10:03 AM.
- Roll call was taken. The directors in attendance constituted a quorum.
- Chris Hare asked Lisa Hollars to be Temporary Secretary and she accepted.
- Pauletta Dusterberg is our Acting SED, Chris stated he feels good about our temporary leadership. He had an hour conversation with her on 1/26/2021.
- Chris Hare turned over the meeting to Janice Acree for the Election of President.

2. Elections

- Vice President Janice Acree opened nominations for the office of President. Jared Thomas nominated Chris Hare and Lois Lee seconded the motion. Janice asked for other nominations twice, there were none. Lois Lee made a motion to close the nomination and elect Chris Hare for President by acclamation. Tracy Soliday 2nd the motion all were in favor, no opposition. Chris accepted the office and took over the meeting.
- Chris Hare opened the nomination for Vice President; Lois Lee nominated Janice Acree, for office of Vice President. Lauren



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Shank 2nd the motion. Chris Hare asked for other nominations twice, there were none. Amy Barber made a motion to close the nomination and elect Janice Acree for Vice President by acclamation. Tara Wolfe 2nd the motion all were in favor, no opposition. Janice accepted the office.

- President Hare opened the nomination for Treasurer; Jake Taylor nominated Lacey Poppe for the office of Treasurer. Chris Hare asked for nominations 3 more times, there were none. Lauren Shank made a motion to close the nomination and elect Lacey Poppe by acclamation. Tracy Soliday 2nd the motion. All were in favor, no opposition. Lacey accepted the office.
- Chris Hare opened the nomination for Secretary; Lisa Hollars nominated Amy Barber for the office of Secretary, Katie Mull 2nd the motion. Chris Hare asked for other nominations twice, there were none. Lauren Shank made a motion to close the nomination and elect Amy Barber by acclamation. Tracy Soliday 2nd the motion. All were in favor, no opposition. Amy accepted the office. Lisa turned the meeting over to Amy.
- The 2021 duly elected officers are as follows:

PRESIDENT – CHRIS HARE (FOUNTAIN)

VICE PRESIDENT: JANICE ACREE (BARTHOLOMEW)

SECRETARY: AMY BARBER (PIKE)

TREASURER: LACEY POPPE (ALLEN)

3. Pauletta Dusterberg, Acting SED/AO Comments

- Workload and staffing update – our workload counts are multiplied by a BPR (time to complete a program activity) factor then a hidden factor is applied to these numbers go into the OPO employee numbers.
- Temporary Hours we have a very base hours which have been distributed to the DDs. We received 7 FTE which is approximately 2400 hours per district, and she asked for an additional 7 FTE
- Pauletta asked for Overtime hours but has not heard any response.
- Retirement – if an employee is retiring, they need to contact Brandon to get the calculation. We will start filling the spot one pay period prior the person retiring. It is good to let the STO know in advance, but they can't start working on it.
- No talks of Buyouts currently.
- There is no timeline on the SED appointment. Secretary of Ag will be Tom Vilsack
- The STC is still in place until they are replaced.
- COVID Office Tracking – if you are seeing your numbers/trends dropping then local FAC can ask to move up a level. If your county COVID experiences a 2-week decline & below 2 you may request to change



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Phases, unsure if this is the case with any of your counties. The COF may or may not be approved but at least you can ask. DAFO and Homeland Security use different numbers so both must be in alignment. Steve always did this process so Pauletta has a learning curve on it.

- The newly hired CED's will be announced as soon as official letters are given to them. She will announce when she is able.
- Meetings in the future will mostly be on Microsoft Teams.
- Pauletta thanked us for working through Teleworking and making it work.
- Pauletta reminded us that we need to make sure we use leave for our health and mental sake.
- Lisa Hollars thanked Pauletta for being there to talk to and help employees through different situations. Pauletta said she is always willing to talk to you on anything and she will not share unless there is a serious situation that must be dealt with.
- Pauletta – We need to follow the COVID Matrix. She is as ready as we are to get through this COVID.

4. Committee Reports

Scholarships – Jennifer Blair by email to Chris there were 3-4 scholarship applications.

Lisa Hollars – Sick Leave certificates – see below:

	<i>Award</i>	<i>County</i>	<i>Membership Verified</i>
Kathy Harris	1000	Dearborn/Ohio	YES
Barb Ward	2500	Dearborn/Ohio	YES
Glenda Saylor	1000	Miami	YES
Lisa Hollars	1500	Franklin	YES
Sharon Bult	1000	Porter/Lake	YES

We had three nominees for awards sent to the Midwest Area. They are:
Service to FSA/Agriculture

- Shea Frazier
- Troy Hill

Service to NASCOE

- Summer Ray



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Emblems – Danette Oswald – Any orders placed with Emblems between now and Feb 14 get a chance to win a \$50 gift certificate

Membership – Claire Larson – Congratulations IASCOE! We are at 100% membership! We received a generous donation to get us to 100% membership for 1 year. The donation was around \$9500 to get the new hires added in. We have already seen 10-15 444's for the end of July. We have 13 associate members with 2-3 gained from a mailing Chris did.

Legislative – Vacant – no report

COAC (NAFEC) - Beth Gudorf – she just stepped into the role and looks forward to working on this and Chris will help get her up to speed.

Programs- Barb Ward – Update on Negotiations: NASCOE is currently wrapping up the 2019 Negotiations process, which took a bit longer due to COVID pandemic. The good news is that the 2020 negotiation items have been processed and sent to the 5 Area Negotiation Consultants. There were 53 items for negotiation submitted on NASCOE.org and the program committee referred 11 program submissions to Negotiations. NASCOE will be reviewing a total of 64 Negotiations items at the upcoming Pre-Negotiation Meeting (date to be determined). Here is a breakdown of the negotiation items to-date: Midwest – 29 (Indiana 5), Northeast – 4, Northwest – 11, Southeast – 9, Southwest – 11.

Publicity – Lauren Shank – She thanked Danette Oswald and Jamie Garriott for reaching out and requesting specific items on the Facebook account. She encourages all other officers, chairs, BOD(s) to reach out if they have something NASCOE/IASCOE related that they would like to see on there. Running the Facebook page can be slightly discouraging due to lack of activity. If anyone has ideas on how to get members more involved on Facebook, please share with her. If anybody has heard or has positive/negative feedback on how the Facebook page can improve and get more involvement, thoughts (if its constructive criticism) are welcome. She has had a newsletter in the works for a while. She has completely revamped the one she had created in 2019 and started fresh. She has worked with Chris, Janice and a few others who have provided some feedback. One topic that came up in the feedback was the “new things happening in IN” It was a concern of many that we were highlighting new employees and retirements, due to not wanting anyone to feel left out. We clearly want to make sure and include as many people as possible, especially since we are at 100% membership! She has changed the approach in the beginning newsletter to have a section solely put towards encouraging members to reach out about new hires and retirements. After the first newsletter rolls out the following will have the updates in them and it will continue to have a statement on contacting Lauren for future hires/retirements that people would like included.



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This allows employees to be included but it does not push them as if they feel obligated. Other small changes were made, such as formatting and coloring. Lauren would like to get this pushed out at the latest, February. To keep the newsletter with good information and change things up Lauren will be asking chairs to provide material they would like in it. She is also asking the officers to write up a bio and provide a picture if they would like, so members know who their leaders are.

Website – Natasha Loesch – please let her know if there is anything that you want to be added to the website. Our address is <http://indiana.midwestnascoe.org/>

Convention Report - Jamie Garriott- we have 4 states give there \$500 support check we are doing this instead of selling raffle tickets or some other fundraiser. We made over \$3000 worth of masks. We have been making meal decisions. She is working on registration forms. We can't book buses because we don't know how many people that can be in bus because of COVID. She has added rooms to hotel count two times. We have 400 rooms booked so far. Jamie will be leaving the COF but will working from home for the National Office for ARCPLC. She will still be able to complete the convention as she will be from home. Will use sound guy on Wednesday night. Will have a DJ for Thursday night. We may have an issue on the Minor League ball game as they are not scheduled right now due to COVID. Please assist your area chairs when they make requests to you. Chris is asking for admin leave for all the volunteers to help with the convention. He had asked for 1500 hours. Jared is doing a great job in fundraising and is working to get the letters out to people. We are still in process of getting the letter finalized. We want all letters to be standardized. Janet Ault sent a letter asking for door prize donations that will be forwarded out by Chris to all members and associate members.

Lois Lee made a motion to approve the committee reports and was seconded by Janice Acree. The committee reports were approved unanimously.

Treasurer Report – Lacey Poppe

Checking

Lake City Bank Balance 12.31.2019: \$54,408.19

Savings Money Market

Lake City Bank Balance 12.31.2018: \$11,054.72

Account Totals

\$65,462.91

Fiscal Year 2020 (January 1 – March 31) 3rd Quarter Treasurer's Report

- Mileage Paid out for BOD meetings - \$701.18
- Convention: Grand Wayne Center Deposit - \$3,125.00



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- Convention: Hilton Hotel - \$2,500.00
- Scholarships - \$1500.00
- Monthly Transfer to Money Market Account (\$5 a month) - \$15.00
- Total Dues Received for 3rd Qtr - \$4,7370.00
- Total Dues Paid to NASCOE 3rd Qtr - \$2,433.75

Fiscal Year 2020 (April 1 – June 30) 4th Quarter Treasurer's Report

- Monthly Transfer to Money Market Account (\$5 a month) - \$15.00
- Total Dues Received for 4th Qtr - \$4,618.00
- Total Dues Paid to NASCOE 4th Qtr - \$2,323.75

Fiscal Year 2021 (July 1-September 30) 1st Quarter Treasurer's Report

- Monthly Transfer to Money Market Account (\$5 a month) - \$15.00
- Convention: Mask Sales - \$928.00
- Convention: Cup Sales - \$60.00
- Convention: State Donations (instead of raffle tickets) - \$250.00
- Total Dues Received for 1st Qtr - \$3,786.00
- Total Dues Paid to NASCOE 1st Qtr - \$2,470.00

Fiscal Year 2021 (October 1 – December 31) 2nd Quarter Treasurer's Report

- Monthly Transfer to Money Market Account (\$5 a month) - \$15.00
- Convention: NASCOE Loan - \$15,000.00
- Convention: State Donations (instead of raffle tickets) - \$1,500.00
- Convention: Various Donations - \$1,687.00
- Convention: Cup Sales - \$165.00
- Convention: Mask Sales - \$5,848.00
- Convention: Mask Cost - \$2,936.00
- Convention Planning Meeting Mileage – \$100.03
- Total Dues Received for 1st Qtr - \$13,759.00
- Total Dues Paid to NASCOE 1st Qtr - \$8,211.25



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Reoccurring monthly transfer from checking to money market (savings) account was established to avoid any fees for inactivity.

Janice Acree made a motion to approve the committee reports and was seconded by Barb Ward. The Treasurer's Report was approved unanimously.

Closing President Comments - Chris Hare

- Take care of yourself so we do not get burned
- Stay away from NP Admin as it is very detrimental to workload counting
- Advocates list is as follows: Jared Thomas, Dawn Hummel, Leah Hood, Jacob Taylor, Janice Acree, Megan Archer. Alternates are Lauren Shank and Chris Hare.
- Mid-West Area Rally in WI – may be virtual – Janice Acree & Lacey Poppe for delegates and they were approved unanimously
- We are to code our WebTA to show 1.5 hours of NP-HR

Beth Gudorf made a motion to adjourn meeting Lois Lee seconded it.

The meeting adjourned at 11:30 am.

Respectfully Submitted:

/s/ Amy R Barber,
2021 Secretary,
IASCOE