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Sec/Treasurer—Amy Barber
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IASCOE Board of Directors Meeting 2/4/2010

Indiana State FSA Office, Indianapolis, Indiana

The director's meeting of the Indiana Association of FSA County Office Employees was held on Thursday, February 4, 2010 at the Indiana State FSA Office. The following directors and members were present for the meeting:

Jacob Maxwell	Morgan Thornburg	Abby Curtis	Steve Rodenberg
Jay Gould	Eric Armentrout	Tom Sagers	Robert Buck
Lisa Wooten	Stacy Hare	Chris Hare	Darla Clodfelter
Patty Brogdon	Suzie Strietelmeier	Tracy Soliday	Mike Kohlsdorf
Craig Dishman	Marijo Kane	Amy Barber	Janet Ault
Julia Wickard, SED	Rick Kelley, XO	Mike Mattingly, AO	Dori Pickett, RPLO

President Eric Armentrout called the meeting to order at 10:00 AM and turned the meeting over to the STO staff for comments and an update.

SED Julia Wickard/XO Rick Kelley/AO Mike Mattingly/RPLO Dori Pickett

- SED Julia Wickard gave an update on the budget.
- Budget received in STO last week and it is very tight. There will be a lot of resources spent on IT and hope to get some good results.
- The MIDAS program will take 12-15 people Nationwide to be deployed to Washington DC to get County Office input to modernize our computer system. The County Offices where the employees leave from will be able to back-fill even though the employees will be guaranteed a place when they come back to the state.
- The Indiana State office staff has been leading the way for the national procedure to get information out to the County Offices.
- SED Julia reminded everyone of her open door policy. Please feel free to talk to her with insights and/or input.
- The State office will be coordinating a group discussion on the Vomitoxin issue with Purdue, State Department of Ag, and Indiana Agribusinesses.
- The week of Valentine's Day SED Julia is traveling to WDC. If you have any ideas that you would like to share with them please let her know.
- RPLO Dori, SED Julia and AO Mike are making a trip to Michigan for a couple days to work on leasing.
- The State newsletter is imminent (going to the printer today). It will be mailed to every producer. It is 8 pages and full of lots of information. WDC is printing the state newsletter at no cost to the State other than the postage.
- County offices will be able to do one or two newsletters this year and the State office will do one more.
- SED Julia is looking for a method to showcase County Offices and employees and wants to work with IASCOE for a way to do so.
- The Outreach Budget was revised to \$6500. Some of the programs that we thought we were originally going to be able to sponsor are now not going to get funded.
- RPLO Dori Pickett was hired last May and had to have back surgery right away so she is still getting up to speed. She currently has no real Leasing Authority until she gets completely trained. She is working to do things the right way. She should have the leasing information on the State website next week. She will have the SOP (Standard Operation Procedure) for building maintenance out this week in a notice form. We need to contact her so we can have a good case file on every lease in the state. She also asked that if you hear that your building is for sale that you contact her immediately. She has 79 offices in Indiana with leases and 53 in Michigan that she is responsible for. Greene and Dubois Counties will be having Rural Development take over as the Lead Leasing Agency to alleviate some of the workload.

- New employee training will be March 4 for any new employee hired. There will be 27 employees in attendance and they are listed on the notice.
- AO Mike reported that the budget is pretty much where we need to be except for the 6 COTS. There has been a big change with how National Office gives us budget. Previously when we had an employee retire we would get the funds to cover the lump sum payments from National. This is no longer going to happen and we will have to absorb the costs associated with lump sum payments within our budget.
- The District Directors have been allocated Temporary Office hours.
- The State office has real issues with our budget as we are already in the red on discretionary spending and we have no money for equipment. We were funded at the same level as our initial budget from last year but this is very tight.
- In 2010 and 2011 RIF is not part of the equation. We have 325 employees in County Office staffing years.
- Pay Period 6 we will be going online for all employees with the accounting of workload (ARS).
- It was brought to the SED that in the County Office Performance Plans that the COF staff have 24 hours to respond to their customers but the State office does not have any such limitations to respond back to COF's. It was also reported that there is no compensation and/or recognition for staff members working with shared management and being COT trainers.
- SED granted 8 hours of Admin leave for the meeting today and 4 hours for all employees attending the Thursday afternoon session of the IASCOE Convention

President Eric Armentrout's Report

- President Eric thanked the SED and STO Staff for all of their support and assistance to the County Offices.
- President Eric noted that concern was expressed by several members about the advertisement for Marshall County CED vacancy did not require training similar to COT Training for someone coming in from the Farm Loan side. It was also noted that the COT manual has not been completely updated to current procedure so that the 6 new COTS are fully trained.

Secretary/Treasurer Amy Barber's Report

The Sec/Treasurer presented the Treasurer Report, which is as follows:

**IASCOE TREASURER'S REPORT
02/03/2010**

2009-2010 Year

Checking (Now an Interest Bearing Acct)

Balance as of 10/14/2009 \$13,884.37 *
***(Includes \$3448.69 that was formally in Savings)**

Total Income \$ 8,665.45

Total Expense \$ 4,218.70

Balance as of 02/03/2010 \$18,331.12

Savings

Balance as of 03/27/2009 \$ 0.00

Certificate of Deposit (13 Month)

Opening Balance (09/19/2008) \$10,834.78
Matures on 11/19/10

Mike Kohlsdorf made a motion to accept the report which was seconded by Marijo Kane and was unanimously passed. Jacob Maxwell asked if the dues increase from National had taken effect and President Eric and Sec/Treasurer Amy confirmed that it had.

The Sec/Treasurer presented the minutes from the 10/15/09 meeting. Tracy Soliday made a motion to approve the minutes as written which was seconded by Chris Hare and unanimously passed.

Membership:

Chris Hare reported that we presently have no membership presence in Clark, Harrison/Crawford/Floyd, Johnson/Marion, Parke/Vermillion, Scott, Starke and Vanderburgh at this time. If anyone can help in these counties please do so. Chris also reported that Wayne County is now at 100%.

We need to make sure that when we have retirements in counties that the new employees are asked to join and that they understand the importance of being a member of IASCOE. We also need to promote IASCOE at District meetings.

Scholarship:

Lisa Wooten reported that we will be giving out two \$500 scholarships at the upcoming convention. There is a deadline of February 20th for the Scholarship applications to be in. To be eligible the student's parent must have been an IASCOE member for the last 5 years or their entire career if they have been employed less than 5 years. Lisa asked for volunteers to review the applications and the following people volunteered: Eric Armentrout, Darla Clodfelter, Jacob Maxwell, Suzie Strietelmeier and Stacy Hare. We will be having fundraisers at the convention to help fund the scholarships. We will have a Live Auction by former SED Kenny Culp, as well as a raffle and Silent Auction.

Awards:

Suzie Strietelmeier reminded everyone not to forget to submit Sick Leave awards which has a deadline of February 26th. The awards can be issued in increments of 500. The member will only be recognized in the year that they reached the new increment.

Other awards that will be given out are as follows: Service to FSA award, Service to NASCOE award, and Service to Community award. Check out the NASCOE website for a description of these awards. She has a nominee for each of the above mentioned areas. She will be sending out a reminder for the above mentioned awards as the deadline is soon for them.

Benefits:

Craig Dishman stated that you should check out the NASCOE website for a list of all of the benefits. There is an opportunity to get a Sam's Club Card with an IASCOE membership.

Legislative:

Jacob Maxwell reported that there are no major announcements at this time. There has been some talk on the budget proposal. There is also some mention of a change in payment limitation to \$30,000 per person but this change would take an act of Congress.

The announcement of the Sick Leave being credited to an employee's retirement is one that NASCOE had been lobbying towards for 20 years.

He emphasized the importance of CAPWIZ. If there is an issue that is important going on we should share the CAPWIZ site with friends and neighbors and family so that they can utilize as well.

Programs:

Marijo Kane from Daviess/Martin is the new programs chair. County Office employees are encouraged to send suggestions about programs to Marijo. FSA employees have seen a lot of improvements due to these suggestions. There will be a presentation at convention on the Programs Area by Marijo and Charlene Neukomm

Emblems

Jay Gould reported that product sales would be available at the convention and he and Adams County employees will be staffing the booth.

Webmaster

Amy Barber reported that the website is up and running after being down for a while due to technical issue. Please submit input on ways to improve the website. She is also looking for news items to post on the website. The website address is www.inascoe.org. It was asked that pictures of officers be placed on the website.

Election of Officers

The floor was opened for nominations for the office of President. Jay Gould made a motion for Eric Armentrout which was seconded by Tom Saggars. Jacob Maxwell made a motion to close nominations for President and Mike Kohlsdorf seconded. A vote was taken and Eric Armentrout was elected President unanimously. The floor was opened for nominations for the office of Vice President. Marijo Kane nominated Darla Norris and Chris Hare seconded. Lisa Wooten made a motion to close nominations and Tracy Soliday seconded. A vote was taken and Darla Norris was elected Vice President unanimously. The floor was opened for nominations for the office of Secretary/Treasurer. Lisa Wooten nominated Amy Barber and Tom Saggars seconded the nomination. Jacob Maxwell made a motion to close nominations which was seconded by Mike Kohlsdorf. A vote was taken and Amy Barber was elected Secretary/Treasurer unanimously. The 2010 duly elected officers are as follows:

PRESIDENT: ERIC ARMENTROUT (WABASH COUNTY)

VICE PRESIDENT: DARLA NORRIS (DAVIESS/MARTIN)

SEC./TREASURER: AMY BARBER (PIKE /DUBOIS COUNTY)

President Eric brought up a discussion about filling absent Directors slots with Acting Directors. After much discussion it was decided that the only person who would give up their Directorship is the President. It was noted that there are still several slots vacant due to retirement, people leaving the agency or people being unable to serve at the present especially since no districts had an election.

In District #6 Susan Houston was nominated by Tracy Soliday and seconded by Chris Hare. She was then unanimously approved.

In District #7, Barb Ward resigned as a director. Jacob Maxwell made a motion to put Julie Amyx in Barb's spot which was seconded by Mike Kohlsdorf. She was then unanimously approved.

In District #3, Jane Benschneider was nominated by Tom Saggars and Robert Buck seconded the nomination. She was then unanimously approved.

IASCOE Convention:

Eric Armentrout reported on the upcoming IASCOE Convention. It will be held at the Embassy Suites near the State Office on April 15-16, 2010. He discussed the agenda at length. President Eric asked for a motion for IASCOE to pay for the Director's Luncheon which will be a working meeting for the Board of Directors, with Lisa Wooten making the motion and Morgan Thornburg seconding it. The motion was unanimously passed. Eric Armentrout asked Stacy Hare to get a Color Guard for the start of the Convention and she agreed. We had to guarantee a total of 23 room nights for the convention and will have to guarantee \$2,000 in food sales. Eric reminded everyone that we will be having entertainment at the banquet from on a group called "Sheltered Reality" which we had agreed to pay the \$500 fee at the last meet-

ing. A discussion was held on the registration fee for convention. Morgan Thornburg made a motion that the fee be set at \$25 for the whole convention including the banquet. The motion was seconded by Darla Clodfelter and unanimously approved. As an incentive for people to register early Lisa Wooten made a motion to have a drawing to give out 5 free registrations to those who registered early. This motion was seconded by Mike Kohlsdorf and unanimously approved. Marijo Kane and Janet Ault volunteered to assist with the convention registration. Jay Gould made a motion to give Deb Esselman-Baird \$100 reimbursement for bringing the products for the products booth to convention. This motion was seconded by Chris Hare and was unanimously passed.

Upcoming NASCOE events:

NASCOE Convention is August 3-8, 2010 in Hot Springs, Arkansas. Jacob Maxwell made a motion to send Marijo Kane and Stacy Hare as delegates with Chris Hare as 1st Alternate and Eric Armentrout as 2nd Alternate. This motion was seconded by Lisa Wooten and unanimously approved. The First Timers incentive of \$300 was recommended for the first four Indiana First Timers to commit to going to National Convention. This motion was made by Jacob Maxwell, seconded by Jay Gould and unanimously approved. It was also decided that the persons interested would need a copy of the registration form filled out including a copy of the check.

The Midwest Area Rally is coming up on April 9-10, 2010 in Newark, Ohio. Lisa Wooten made a motion to send Abby Curtis and Stacy Hare as delegates. This motion was seconded by Marijo Kane and unanimously approved.

Being that there was no further business to discuss, Mike Kohlsdorf made a motion to adjourn. The motion was seconded by Jacob Maxwell and unanimously approved.

Respectfully Submitted:

Amy Barber,
2010 IASCOE Secretary

