

MASCOE Board Meeting
March 15, 2017

The MASCOE Board of Directors met at the Missouri State FSA Office in Columbia, Missouri on March 15, 2017. The meeting was called to order by President Jared Singer at 9:30 a.m.

Members present were:

District 1:	Mandi Bird Kristy Gray	Dekalb Dekalb
District 2:	Blake Conrad Debbie Leeper	Linn Caldwell
District 3:	Patty Lambert Tina Young	Macon Macon
District 4:	Jared Singer Cathy Hemme	Saline Pettis
District 5:	Randon Leathers Barb Denker	Cooper Moniteau
District 6:	Sheria Yancey Kristy Shuck	Franklin/Jefferson Monroe
District 8:	Dennis Ray	Perry
District 9:	Brink Naile	Mississippi

Also in attendance: Jessica Claypole, Megan Dunkle

Review Meeting Minutes

President Singer called for review of the minutes from the December 14, 2016 Board Meeting. Patty Lambert motioned to approve the minutes as submitted. Kristy Shuck seconded. Members voted to approve minutes and motion passed.

Treasurer's Report

Barb Denker presented the treasurer's report and informed members of recent expenses, including the cost of commemorative flag for Mark Cadle and retirement plaques. The third payment to the hotel for National Convention will be due in April. Dennis Ray and

Debbie Leeper motioned to approve the treasurer's report as submitted. Patty Lambert seconded. Members voted to approve the treasurer's report and motion passed.

Update from Acting SED

Kim Viers addressed the board and reported the hiring freeze is still in effect but the new COC advisors have been approved for appointments. At present, National Office Leadership is approaching the hiring freeze conservatively. An exemption process has been introduced which involves certain positions being approved for vacancy announcements. We are still operating under continuing resolution until April 28. No equipment requests are being sent up currently. Kim recommended we just keep doing what we're doing. If supplies are needed to keep the offices operational, they can be ordered. Stateside Organic training is scheduled for March 15. She urged the board to make sure employees have time and a place to take training. There will be a workforce engagement team for this year. She requested feedback from the board on PT enrichment days and other workforce engagement initiatives. A new SED will not be appointed until the Secretary of Agriculture is confirmed. Randon Leathers requested COC involvement with National Convention. County office travel is looking good at this point. Barb Denker mentioned pooling resources with Illinois for convention participation. Kim reported a new workload report is currently in development for Missouri with more current information based on FY 2016. The goal is to have it ready for the next state manager's meeting in April. There continues to be many issues and frustrations with WebTA.

Old Business

a. Committee Reports

The following committee reports were presented to the board:

Awards –Debbie Leeper informed the board that there have been several retirements recently and 3 applications have been received for DSA awards. There was discussion about a board meeting being held during the National Convention in-lieu-of a state convention this year to take care of annual elections. The tentative schedule is for a board meeting to be held the afternoon of Monday, July 31 as a general session meeting at the NASCOE Convention in St. Charles.

Audits & Budget – No New Business

Benefits – Patty Lambert discussed requests from members for membership advantage identification and benefits associated with that program. She requested a list of current membership for inquiries.

Legislative – Mandi Bird announced no new legislative business. Dennis Ray discussed the pre-negotiation meeting held by NASCOE board in January. Once the new Secretary of Agriculture is appointed/confirmed, it is anticipated activity will pick up.

Membership – Sheria Yancey discussed state FSA redistricting and potential effects on MASCOE districts. A membership listing was distributed to the board and Sheria asked for feedback from district representatives about increasing membership. Additional discussion and action items are addressed under Old Business, MASCOE Districts.

Negotiations – No new business

Programs – Cathy Hemme reported a few inquiries on some of the new lien search forms related to the FSFL program. She will send request up through programs submissions.

Publicity – No new business

Scholarship – Tina Young discussed scholarships for 2017 and there was discussion about plaques to be presented to the 3 recipients. She suggested that for next year, we leave the number of scholarships awarded open and let the judges decide, as only 3 applications were received this year, and all 3 were awarded. She reported that 1 application was selected for Midwest Area consideration.

Webpage – No new business

A motion to approve committee reports was made by Cathy Hemme and seconded by Patty Lambert. Members voted to approve the committee reports as submitted and motion passed.

b. National Convention Report

Randon Leathers announced registration status and the need for raffle ticket sales. There was discussion about committee chairs going on the tours and there will be a need for some to sign up for tours to help with items as needed. Registration will be the biggest need at the beginning of the week. There was also discussion about online registration as it seems to be running smoothly, although a viewable summary of activities/items prior to payment might be helpful for attendees to review. President Singer informed the board that an email is sent to the attendee once registration is complete to confirm activities and fees. A hard copy registration form will soon be posted to the website. Dennis Ray reported that the golf tournament will still be held at the same location even if the clubhouse is not back in working order. Randon Leathers addressed the topic of offering a reduced fee of \$25 for those who want to attend the Thursday session of National Convention. This would be a 1-session pass for Thursday and then if they want to stay for the evening activities or attend the silent auction, they will pay the full registration amount. Patty Lambert motioned to allow a 1-day registration pass for \$25 on Thursday, August 3 for anyone to attend the day sessions. Additionally, MASCOE will pay this fee for active Missouri members, regular or associate, upon verification of membership and attendance at Thursday's session. Randon Leathers seconded. Pre-registration is encouraged but not required. Members voted to allow a 1-day registration pass for \$25 on Thursday, August 3, which will be reimbursed by MASCOE for Missouri members,

regular or associate, upon verification of membership and attendance at Thursday's session. Motion passed.

c. MASCOE Travel Policies

President Singer reviewed the current MASCOE travel policies with the board and specifically addressed attendance by board members and delegates to other state conventions, area rallies and the National Convention.

d. MASCOE Districts

Sheria Yancey presented the board with current MASCOE district member listing and map and FSA district member listing and map. There was discussion about some districts with the FSA district lines would only have 1 CED or 1 PT. There was also discussion about having board members at large. The question was raised as to what are we trying to accomplish with this? There was concern about the board getting too large. The general consensus was that the board could get too large and we probably need to limit board membership to 20 total. There was additional discussion about having up to 3 board members per district based on the current DD districts, but this would be left up to members to vote on during annual elections. President Singer addressed each board member to get a consensus on the decision to be made to redistrict MASCOE districts to match Missouri FSA state districts, contingent upon by-law changes. If by-laws need to be changed, this will be addressed at the next board meeting in preparation for August elections. The next board meeting is tentatively scheduled for early June.

e. Review of Dues

President Singer discussed regular membership dues and the potential to increase. Dennis Ray mentioned that Missouri is one of the lowest dues states in the nation. Many states take membership dues as a percentage of salary. There was discussion about what are we doing with the extra money and is this really conducive to increasing membership. There was also discussion about it may be helpful in terms of sending additional attendees to conventions, Legislative conference, etc. each year. Dennis Ray motioned to send an additional member to the 2017 Midwest Area Rally at MASCOE's expense as a first-time attendee, following already-established MASCOE travel policy. Randon Leathers seconded. Members voted to send a first-time attendee to the 2017 Midwest Area Rally at MASCOE's expense, following already-established MASCOE travel policy. Motion passed. Barb Denker nominated Brink Naile to represent MASCOE as a first-time attendee at the Midwest Area Rally this year. Mandi Bird seconded. Members voted to send Brink Naile and motion passed. Regarding dues, the consensus among membership was that the current MASCOE funds are ample and there is an opportunity to increase membership dollars by increasing the number of members in the organization.

New Business

Members discussed ideas for increasing membership, such as sponsoring breakfast or lunch at district workshops, or hosting a motivational speaker or activity night in different parts of the state. Members also discussed fundraising ideas and initiatives to bring in money, which, in turn, could be given back to membership in the form of food, activities, speakers, etc. PT appreciation day would be a good way to generate interest and potentially boost membership. New employee orientation now fills the gap in getting MASCOE information to new employees but members agreed that there is a need to reach those employees who may have come on in the last 5 to 10 years and didn't have an onboarding session with the state office.

Dennis Ray informed the board of the upcoming NASCOE Negotiation Session, to be held April 2 – 5 in Washington D.C. He gave an update on the managerial cost analysis proceedings and related challenges in terms of hiring and increasing staff ceilings. PT reclassification and review of position descriptions for PTs is still being addressed. A position description was written for a grade 8 “senior” PT and is in the process of being classified. A task force is being formed to assess county committee authorities. Additionally, a work group is being developed to prepare NASCOE's stance on the anticipated federal workforce reduction.

Adjournment

The meeting was adjourned at 1:25 p.m. The next board meeting will be held in early June 2017.

Respectfully Submitted,

Jessica A Claypole
2016-17 MASCOE Secretary