

**National Association of Credit
Specialists
USDA – FSA**



**2022-2023
ANNUAL REPORT**

TABLE OF CONTENTS

Leadership

NACS BOARD MEMBERS.....	5
2022-2023 NACS Committee Members	7

NACS Officer Reports

PRESIDENT’S REPORT	8
VICE PRESIDENT’S REPORT	9
SECRETARY’S REPORT.....	10
TREASURER’S REPORT	11
Budget Comparison	12
NACS – FSA Statement of Financial Position	14
2023 Budget/Actuals proposed at Spring Board Meeting.....	15
NACS – FSA Statement of Financial Position	17
2017-2022 Membership Summary Report	18
PAST PRESIDENT’S REPORT.....	19

Zone Representative Reports

ZONE A REPRESENTATIVE’S REPORT	20
ZONE B REPRESENTATIVE’S REPORT	21
ZONE C REPRESENTATIVE’S REPORT.....	22
ZONE D REPRESENTATIVE’S REPORT	23

Committee Reports

FARM LOAN PROGRAM LOAN MAKING COMMITTEE REPORT.....	24
FARM LOAN PROGRAM LOAN SERVICING COMMITTEE REPORT	26
INFORMATION TECHNOLOGY COMMITTEE REPORT	28
MANAGEMENT/PERSONNEL COMMITTEE REPORT.....	30
LEGISLATIVE COMMITTEE REPORT	34
MEMBERSHIP COMMITTEE REPORT	36
TASKFORCE AND WORKING GROUPS REPORT	37

2022 Annual Convention – Nashville, TN

FINAL BOARD MEETING MINUTES	41
GENERAL ASSEMBLY	43

NACS ANNUAL MEETING – June 29, 2022.....	50
AUDIT COMMITTEE REPORT	54
CREDENTIALS REPORT	56

2022 Committee Resolutions - Adopted and Non-Adopted

FARM LOAN PROGRAM LOAN MAKING COMMITTEE REPORT.....	58
FARM LOAN PROGRAM LOAN SERVICING COMMITTEE REPORT	61
INFORMATION TECHNOLOGY COMMITTEE REPORT	63
MANAGEMENT/PERSONNEL COMMITTEE REPORT.....	67
LEGISLATIVE COMMITTEE REPORT	71

2022-2023 Board Meeting Minutes

NEW/OLD BOARD MEETING MINUTES.....	72
AUGUST 11, 2022 BOARD MEETING MINUTES.....	76
SEPTEMBER 8, 2022 BOARD MEETING MINUTES	79
OCTOBER 20, 2022 BOARD MEETING MINUTES	82
NOVEMBER 10, 2022 BOARD MEETING MINUTES.....	85
DECEMBER 8, 2022 BOARD MEETING MINUTES.....	88
JANUARY 12, 2023 BOARD MEETING MINUTES	92
FEBRUARY 8, 2023 BOARD MEETING MINUTES	94
MARCH 9, 2023 BOARD MEETING MINUTES	97
APRIL 13, 2023 BOARD MEETING MINUTES.....	101
MAY 11, 2023 BOARD MEETING MINUTES	105
May 22, 2023 SPRING BOARD MEETING MINUTES.....	109
JUNE 8, 2023 BOARD MEETING MINUTES.....	112

Additional Items

CONVENTION RULES	116
COMMITTEE REPORT AMENDMENT FORM	118
CONSTITUTION AND BY-LAWS	119
CONSULTATIVE AGREEMENT	124
NACS PRESIDENTS 1973 TO PRESENT	127
RAY TURKNETT BLOOD, SWEAT AND TEARS AWARD	129
HONORARY MEMBERSHIP.....	131
NACS NATIONAL CONVENTION LOCATIONS	133

2022-2023 NACS Board Members

<p><u>President</u></p> <p><i>Ben Herink</i></p>		<p><u>Work</u> 7131 A Street Lincoln, NE 68510</p> <p>402-437-5886 ben.herink@usda.gov</p>	<p><u>Personal</u> 5394 W Katleman Dr. Lincoln, NE 68521</p> <p>402-416-9096 bherinkqb@hotmail.com</p>
<p><u>Vice President</u></p> <p><i>Brandon Waldron</i></p>		<p><u>Work</u> 4805 Carr Dr Fredericksburg, VA 22408</p> <p>540-899-9492 brandon.waldron@usda.gov</p>	<p><u>Personal</u> P.O. Box 86 Dogue, VA 22451</p> <p>540-830-0858 Bwaldr1@hotmail.com</p>
<p><u>Secretary</u></p> <p><i>Jessica Weigand</i></p>		<p><u>Work</u> 100 Sun Ave, Ste 200 Albuquerque, NM 87109</p> <p>505-761-4930 jessica.a.weigand@usda.gov</p>	<p><u>Personal</u> 15 Colby Ct Edgewood, NM 87015</p> <p>720-272-9478 jess.ann.smith23@gmail.com</p>
<p><u>Treasurer</u></p> <p><i>Kelli Woita</i></p>		<p><u>Work</u> 317 E Street David City, NE 68632</p> <p>402-367-3074 kelli.woita@usda.gov</p>	<p><u>Personal</u> 1563 County Road 25 Malmo, NE 68040</p> <p>402-380-8569 Kwoita22@gmail.com</p>
<p><u>Past President</u></p> <p><i>LeAnn Gibbs</i></p>		<p><u>Work</u> 100 Sun Ave NE, Ste 200 Albuquerque, NM 87109</p> <p>505-761-4932 lisa.gibbs@usda.gov</p>	<p><u>Personal</u> 10348 Pintura PI NW Albuquerque, NM 87114</p> <p>575-693-6358 thre3gees@gmail.com</p>

<u>Zone A Rep.</u> Amy Larson		<u>Work</u> 54059 Hwy 2 West, Suite 1 Glasgow, MT 59230 406- 228-4321 amy.larson1@usda.gov	<u>Personal</u> PO Box 1185 Glasgow, MT 59230 507-360-3748 adykema92@gmail.com
<u>Zone B Rep.</u> Kaiti Steckman		<u>Work</u> 703 S Webb Rd, Ste 1 Grand Island, NE 68805 308-395-8586 kaitlynn.steckman@usda.gov	<u>Personal</u> 931 W 4 th St. York, NE 68467 402-871-8651 Ksteckman2@gmail.com
<u>Zone C Rep.</u> Tiffany Grody		<u>Work</u> 338 County Rd 11 Bellefontaine, OH 43311 937-404-3139 tiffany.grody@usda.gov	<u>Personal</u> 1325 Sheridan Ct Troy, OH 45373 937-725-1337 tiffany.grody@gmail.com
<u>Zone D Rep.</u> Jon Travis		<u>Work</u> 80A South Broad St Lexington, TN 3835 731-307-4115 jon.travis@usda.gov	<u>Personal</u> 2706 Sharon Rd Sharon, TN 38255 865-804-1715 jonetrav@yahoo.com

NACS ZONE ALTERNATES

Zone A – Mercedes Jauregui, WY	Zone B – Heather Laubenthal, IA
Zone C – Crystal Zwilling, IL	Zone D – Cheryl Brooks, AR

NACS Committee Members

*Chairperson, **Vice Chair

FLP – Loan Making	Member	Alternate
Zone A	Rebecca Padilla, NM	Jason Quintana, WA
Zone B	Callie Erickson, IA	Kelli Woita, NE
Zone C	Vicki Swift, KY*	Katy Hilgendorf, MI
Zone D	Chana Thompson, AR	Clint Rideout, NC

FLP – Loan Servicing	Member	Alternate
Zone A	Jessica Davis, ID	Courtney Owusu-Appiah, NM
Zone B	Irby McWilliams, TX*	Heather Laubenthal, IA
Zone C	Nathan Denney, KY	Nathan Adams, IN
Zone D	Tonya Washington, AR	Cheryl Brooks, AR

Information Technology (IT)	Member	Alternate
Zone A	Mercedes Jauregui, WY	vacant
Zone B	Makala Muller, NE	Halsie Large, NE
Zone C	Colleen Reed, DE	Crystal Zwillling, IL
Zone D	Sara Harris, GA*	Tammy Jones, AR

Legislative	Member	Member
Zone A	Casey Toyne, MT	vacant
Zone B	Nancy Harrell, SD	Wesley Riley, TX
Zone C	Jacob Pinkston, VA	vacant
Zone D	Dave Bonnett, NC*	Newton Gilman, GA** (Member)

Management & Personnel	Member	Alternate
Zone A	John Oosterman, CA	Ana Gallegos-Cain, NM
Zone B	Shannon Lubker, NE*	Heather Cox, TX
Zone C	Dustin Mattingly, KY	Emily Willrath, OH
Zone D	Theresa Windham, GA	Mindi Merritt, GA

Membership	Member	Alternate
Zone A	Marjorie Capdeville, MT	vacant
Zone B	Nicole Bonifas, NE	Lisa Liska, NE
Zone C	Juanita Ballman, KY*	Kimberly Luepkes, IL
Zone D	Nicole Cleggs-Burns, AL	Millicent Harrison, GA

PRESIDENT'S REPORT

I feel very humbled and honored to have been able to serve as your NACS President this past year. Although I was warned by prior Presidents, it is amazing at how quickly the year flies by. NACS' impact on Farm Loan Programs delivery is remarkable and the respect held by FSA leadership for our organization is truly very high. The dedication of time by our board members, committee members and task force members is immense and I know is greatly appreciated by not only our membership, but the farmers and ranchers we strive to help daily.

Having served last year as the NACS Vice President, this last 12 months is really only my second year of ever having sat on the NACS board in any capacity. My previous dedication to NACS had come solely on the Membership Committee in my early years and then for a decade or more on the Legislative Committee. It was fantastic to experience NACS from a different viewpoint these last two years. There are so many ways a member can help this Association and gain some personal leadership experience and self-confidence along the way, from legislative activities to leadership positions on the board, to participation in our vital committees and even serving on our appointed task forces.....and that is only on the National level! I'd encourage each of you to be active in your State Chapter as well.

I want to thank our entire NACS board for their commitment and dedication. It was a wonderful team to work with and a group of individuals who I had great respect for to start with, but now have an even deeper appreciation and gratitude for.

Part of the joys of the Presidency are the places you get to travel to and the people you get to meet along the way. Last August I had the pleasure of attending and speaking on behalf of NACS at the NASCOE convention in Savannah, GA. It was fantastic experience....and an outstanding location!

In November I was invited to the American Bankers Association (ABA) conference in Omaha, NE. I was able to have productive conversations with FSA leadership at this conference, in addition to networking with various private partner stakeholders to further our NACS mission.

In February I was able to attend by the Zone A/B combined meeting in Oklahoma City, OK and the Zone C/D combined meeting in Asheville, NC. There were great turnouts for both zone meetings it was wonderful to meet some new faces within NACS that I had not met before. There are so many talented and dedicated loan staff in this country working for FSA. We need to tap into them more then we are.

Finally, in May I was able to attend the FLP Policy Meeting in New Orleans, LA. Thank you to our FSA National Office leadership who have been diligent about making sure we return to a sense of normalcy in our networking. It has been great to return to in-person training. Virtual capabilities are wonderful and have been a blessing for much of what we were able to do over the past several years, but the effectiveness of important conversations is magnified when in-person.

Again, thank you for the opportunity to serve as your President this past year and change. Being able to preside over two National Conventions is something I'm very proud of and deeply humbled by. NACS was formed 50 years ago. I'm confident this Association is in great hands for the next 50 years as well.

Ben Herink
NACS President

VICE PRESIDENT'S REPORT

I truly appreciate the opportunity to have been able to serve as your NACS Vice President (VP) for this past year. It has been a year filled with exciting new opportunities and a whole lot of learning. I got to witness first-hand the dedication and extra effort put forth by all who serve in various capacities of NACS and it has only deepened my respect for this organization. I am slowly learning that all years have their challenges, and this year has been no different but showing up to help navigate those challenges is what NACS does best.

As VP one of my main roles was overseeing the committees. The root of NACS has always been our resolutions process. This process provides an avenue for all NACS members to ensure their voice is heard. I would encourage all of you to attend a national convention and see the process in person, but I want to assure you that even if your circumstances do not allow you to attend, the members of these committees do a fantastic job and your resolutions are in good hands. I would also like to commend the National Office Staff for their work on getting the responses back to us for the 2021-2022 resolutions. In addition to their normal duties, they were also tasked with rolling out the implementation of the Inflation Reduction Act (IRA) this year. They made a point to get responses back to us before the zone meetings and although it might have been cutting it close, they got it done. Your National Office staff really do value the partnership with NACS. The 2022-2023 year has brought us a new loan application, fast tract loans, and the supposed return to normal (whatever that is). Whatever challenges lie ahead, know that this resolutions process will be vital in helping to steer our Agency moving forward so please continue to send in those resolutions.

I want to thank your current NACS president Ben Herink for helping to keep me between the lines. I told him when I stepped into the VP role that I had a lot to learn. That turned out to be an understatement, but I am still learning. He has done a great job of looping me in on conversations with National Office Staff, Farm Loan Chiefs Associations, District Direction Associations and DAFO to name a few. We have had numerous discussions with upper management on issues pertaining to pay parity, Credit Quality Reviews, etc. I was placed on several task forces from workforce engagement to environmental issues.

In closing, I really do appreciate the vote of confidence that you all have had in me to do the job of VP for this past year. I have learned a lot and plan to continue to do my best to give back to an association that has given so much to me. If you want to build lasting relationships and make meaningful change for both you and the farmers you serve, then I encourage you to get more active in NACS. It is an investment that you won't regret.

Brandon Waldron
NACS Vice President

SECRETARY'S REPORT

This year I had the honor to serve as the NACS Secretary for the second year in a row. Having the opportunity to serve again allowed me to have a little more confidence in the role and maintain a board position through the birth of my daughter this year. The mission of NACS-FSA is near and dear to my heart, like all of you, but having her really clarified why I am committed to make my part of the world a better place for the people I work with. The relationships in the office and with this NACS board continue to increase my resiliency and perseverance when motivation and morale may be running low. I must thank the current board for their positive attitudes, tireless work ethic, vast wealth of knowledge and the differing perspectives that they bring to the table. They have pushed me to become better and strive for excellence. I also must thank the previous board that has blazed the trail and provided tools and best practices for making the role of Secretary as easy as possible.

With IRA and the multitude of programs this year, travel to Washington D.C. for the board did not materialize. While not ideal, the FLP training as well as the policy meeting in New Orleans were great events for all FSA-FLP staff and allowed the NACS members that were able to attend the face time with national office staff that we usually get from our D.C. board meeting. This board has continued to foster and promote the relationships and communication with the National Office that is vital to the NACS mission.

FSA and NACS seem to be in a transitional period and I'm grateful to be part of an organization that works to effect the changes that are happening in a way that is positive for our customers and employees. Now is the time to get involved and advocate for change, quick note; you will never be "ready" or have enough time, so do it anyway. I can assure you that it is worth it. I am excited to see NACS move forward in these times and the positive work we can do within our organization!

Huge thanks to the board and the committee members for your time, it is your most valuable gift!

With gratitude,

Jessica Weigand

Jessica Weigand, NACS Secretary

TREASURER'S REPORT

It has been a pleasure to serve as the NACS Interim Treasure for the last six months. When Ben called to ask if I would be willing to take over the role until June, I hesitated to accept, but ultimately did. It has been a learning curve for sure!

With the transition a little over a year ago to dues being paid directly to NACS, it has been a whirlwind of getting caught up nearly current on all dues being reimbursed back to states. I would like to thank the State Treasurers and Presidents with all their help and patience as I took on this new role halfway through the year.

Thank You for the opportunity to serve as your NACS Treasurer. I have enjoyed being involved in the NACS Association and have enjoyed being on the board the last few months!

The following reports are included in the Annual Report:

Net Worth Statement as of 5/31/2022

2023 Budget/Actuals as of 5/31/2023

Net Worth Statement as of 5/31/2023

2024 Budget/Actuals approved at Spring Board Meeting 2023

Membership Summary Report

A handwritten signature in cursive script that reads "Kelli Woita".

Kelli Woita
NACS Treasurer

NACS FY-2022 Budget Comparison -- 06/01/2022 through 5/31/2023

	2022-23 Budget	2022-23 Actuals	Difference
Revenue			
Dues			
Prior Zone A Dues	-	708.00	(708.00)
Prior Zone B Dues	-	11,257.18	(11,257.18)
Prior Zone C Dues	-	8,712.00	(8,712.00)
Prior Zone D Dues	-	-	-
Total Prior FY's Dues	19,969.18	20,677.18	(708.00)
FY22 Zone A Dues	9,048.00	10,491.00	(1,443.00)
FY22 Zone B Dues	25,272.00	32,164.93	(6,892.93)
FY22 Zone C Dues	24,024.00	27,386.30	(3,362.30)
FY22 Zone D Dues	18,252.00	22,165.20	(3,913.20)
Total FY23 Dues	76,596.00	92,207.43	(15,611.43)
Interest Income	25.00	67.63	(42.63)
Dillard Financial	7,500.00	7,500.00	-
Wunder Fund Transfer	3,400.00	-	3,400.00
Other Sponsorships (Wunder Fund)	1,000.00	1,071.00	(71.00)
Total Revenue	108,490.18	121,523.24	(13,033.06)
Expenses			
Consultant Fees			
Administrative Fees	360.00	360.00	-
Consultant Retainer Fees	60,000.00	60,000.00	-
Travel	\$ 1,000.00	962.05	37.95
Meals	140.00	419.76	(279.76)
Miscellaneous	500.00	80.00	420.00
Total Consultant Fees	62,000.00	61,821.81	178.19
Convention Expenses			
Awards	800.00	86.90	713.10
Board Travel	4,500.00	4,529.00	(29.00)
Committees			
FLP-Loan making Committee	1,600.00	1,600.00	-
FLP-Loan Servicing Committee	1,600.00	1,600.00	-
IT Committee	1,600.00	1,384.75	215.25
Legislative Committee	2,400.00	1,200.00	1,200.00
Membership Committee	1,600.00	1,413.50	186.50
Management & Personnel Committee	1,600.00	1,200.00	400.00
First Time Attendee Incentive	3,400.00	3,130.00	270.00
Marketing Incentive	100.00	-	100.00
Convention General Expense	2,500.00	2,500.00	-
Convention Planning Travel	1,600.00	-	1,600.00
Total Convention Expenses	21,700.00	14,028.25	7,671.75
Legislative Expenses	6,200.00	5,104.20	1,095.80
General Board Travel	1,000.00	820.60	179.40
Supplies/Postage/Other Expenses	200.00	25.87	174.13
IT Expenses	850.00	543.76	306.24
Zone Meetings			
Zone meeting - NACS President Travel	3,000.00	1,537.06	1,462.94
Zone Meeting - State Travel	9,000.00	3,900.00	5,100.00
Zone meeting - Zone Rep Travel	1,200.00	1,199.50	0.50
Total Zone Meeting Expenses	13,200.00	6,636.56	6,563.44
State/Chapter Dues Reimbursements FY22			
Zone A Chapter Dues Reimbursements		638.31	(638.31)
Zone B Chapter Dues Reimbursements		2,333.84	(2,333.84)
Zone C Chapter Dues Reimbursements		1,495.80	(1,495.80)
Zone D Chapter Dues Reimbursements		1,319.13	(1,319.13)

State/Chapter Dues Reimbursements FY23			
Zone A Chapter Dues Reimbursements		3,052.08	(3,052.08)
Zone B Chapter Dues Reimbursements		8,941.00	(8,941.00)
Zone C Chapter Dues Reimbursements		3,398.06	(3,398.06)
Zone D Chapter Dues Reimbursements		3,565.78	(3,565.78)
Total Dues Reimbursements Paid		24,744.00	
Total Expense	105,150.00	118,340.95	(13,190.95)
Margin	3,340.18	3,182.29	157.89
Dues to be Paid FY22			
Zone A Chapter Dues Reimbursements		39.39	(39.39)
Zone B Chapter Dues Reimbursements		115.92	(115.92)
Zone C Chapter Dues Reimbursements		-	-
Zone D Chapter Dues Reimbursements		62.87	(62.87)
Dues to be Paid FY23			
Zone A Chapter Dues Reimbursements		856.00	(856.00)
Zone B Chapter Dues Reimbursements		2,320.93	(2,320.93)
Zone C Chapter Dues Reimbursements		1,084.24	(1,084.24)
Zone D Chapter Dues Reimbursements		1,339.42	(1,339.42)
Total Dues to be paid		5,818.77	
Margin		(2,636.48)	

NACS-FSA STATEMENT OF FINANCIAL POSTION

As of May 31, 2022

ASSETS

Bank Accounts:

Checking (*4739)	\$61,498.48
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Wunder Fund (*3479) [Includes donations of \$488.00 Zone A - \$.00 - Zone B - \$.00 - Zone C - \$.00 - Zone D - \$.00 - Dillards - \$.00 and interest income of \$0.81 for the year. No transfers to checking.]	\$8,158.61
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Fairness Fund (*3495) (Includes \$0.40 of interest income – no usage of funds)	\$3,965.35
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Savings (*9036) (Includes \$8.08 of interest for the year – no transfers)	\$80,743.84
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Total Bank Accounts	\$154,366.28
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Accounts Receivable -Dues deemed collectable that are past due	\$18,257.18
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TOTAL ASSETS	\$172,623.46
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LIABILITIES AND EQUITY

Checks not cashed: Zone Meeting Representation (Washington from 2020)	\$300
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Dues obligation back to Chapters/States	\$5,766.75
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TOTAL LIABILITIES	\$6,066.75
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TOTAL EQUITY	\$166,556.71
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TOTAL LIABILITIES AND EQUITY	\$172,623.46
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NACS FY-2022 Budget Comparison - - 06/01/2023 through 5/31/2024

	2023-24 Budget	2023-24 Actuals	Difference
Revenue			
Dues			
Prior Zone A Dues	277.00	-	277.00
Prior Zone B Dues	421.00	-	421.00
Prior Zone C Dues	-	-	-
Prior Zone D Dues	552.00	-	552.00
Total Prior FY's Dues	1,250.00	-	1,250.00
FY22 Zone A Dues	10,140.00	-	10,140.00
FY22 Zone B Dues	25,740.00	-	25,740.00
FY22 Zone C Dues	25,740.00	-	25,740.00
FY22 Zone D Dues	17,940.00	-	17,940.00
Total FY23 Dues	79,560.00	-	79,560.00
Interest Income	2,000.00	-	2,000.00
Dillard Financial	7,500.00	-	7,500.00
Wunder Fund Transfer	2,500.00	-	2,500.00
Other Sponsorships (Wunder Fund)	1,000.00	-	1,000.00
Total Revenue	93,810.00	-	93,810.00
Expenses			
Consultant Fees			
Administrative Fees	360.00	-	360.00
Consultant Retainer Fees	60,000.00	-	60,000.00
Travel	\$ 1,000.00	-	1,000.00
Meals	140.00	-	140.00
Miscellaneous	500.00	-	500.00
Total Consultant Fees	62,000.00	-	62,000.00
Convention Expenses			
Awards	800.00	-	800.00
Board Travel	4,500.00	-	4,500.00
Committees			
FLP-Loan making Committee	1,600.00	-	1,600.00
FLP-Loan Servicing Committee	1,600.00	-	1,600.00
IT Committee	1,600.00	-	1,600.00
Legislative Committee	2,000.00	-	2,000.00
Membership Committee	1,600.00	-	1,600.00
Management & Personel Committee	1,600.00	-	1,600.00
First Time Attendee Incentive	2,500.00	-	2,500.00
Marketing Incentive	100.00	-	100.00
Convention General Expense	2,500.00	-	2,500.00
Convention Planning Travel	1,500.00	-	1,500.00
Total Convention Expenses	21,900.00	-	21,900.00
Legislative Expenses	5,100.00	-	5,100.00
General Board Travel	1,000.00	-	1,000.00
Supplies/Postage/Other Expenses	200.00	-	200.00
IT Expenses	850.00	-	850.00
Zone Meetings			
Zone meeting - NACS President Travel	3,000.00	-	3,000.00
Zone Meeting - State Travel	6,000.00	-	6,000.00
Zone meeting - Zone Rep Travel	1,200.00	-	1,200.00
Total Zone Meeting Expenses	10,200.00	-	10,200.00
State/Chapter Dues			

Zone A Chapter Dues Reimbursements		-	-
Zone B Chapter Dues Reimbursements		-	-
Zone C Chapter Dues Reimbursements		-	-
Zone D Chapter Dues Reimbursements		-	-
Total Expense	101,250.00	-	101,250.00
Margin	(7,440.00)	-	(7,440.00)

NACS-FSA STATEMENT OF FINANCIAL POSITION

As of May 31, 2023

ASSETS

Bank Accounts:

Checking (*4739)	\$67,815.52
Wunder Fund (*3479) [Includes donations of \$468 - Zone A & B; \$643 Zone C & D; \$1,071 from 2022 Convention and interest income of \$8.22 for the year. No transfers to checking.]	\$10,812.02
Fairness Fund (*3495) (\$3.34 interest income – no usage of funds)	\$3,968.69
Savings (*9036) (Includes \$68.18 of interest for the year – no transfers)	\$80,812.02
Total Bank Accounts	\$163,408.25
Accounts Receivable -Dues deemed collectable that are past due	\$1,249.88
TOTAL ASSETS	\$164,658.13

LIABILITIES AND EQUITY

Checks not cashed: Nebraska Dues Reimbursements	\$262.00
Dues obligation back to Chapters/States	\$5,818.77
TOTAL LIABILITIES	\$6,080.77
TOTAL EQUITY	\$158,577.36
TOTAL LIABILITIES AND EQUITY	\$164,658.13

2022-2023 NACS Membership Summary Report
May 31, 2023

Zone A	FY22-23 Members	FY21-22 Members	FY20-21 Members	FY19-20 Members		Zone B	FY22-23 Members	FY21-22 Members	FY20-21 Members	FY19-20 Members
California/Nevada/Arizona	6	8	7	9		Iowa	21	28	33	38
Colorado	4	6	7	8		Kansas	13	15	21	24
Idaho	8	9	9	11		Minnesota	20	19	25	30
Montana/Wyoming	14	17	18	22		Missouri	13	13	18	23
New Mexico	8	11	13	13		Nebraska	27	26	29	34
Utah	0	0	0	8		North Dakota	0	1	6	10
Washington	7	6	10	11		Oklahoma	1	1	5	0
						South Dakota	13	12	21	22
						Texas	36	32	27	32
Zone A Totals	47	57	64	82		Zone B Totals	144	147	185	213
Zone C	FY22-23 Members	FY21-22 Members	FY20-21 Members	FY19-20 Members		Zone D	FY22-23 Members	FY21-22 Members	FY20-21 Members	FY19-20 Members
Illinois	19	26	33	28		Alabama	13	16	17	20
Indiana	14	14	17	20		Arkansas	22	28	33	36
Kentucky	39	39	43	41		Florida	2	2	3	3
Michigan	13	15	18	19		Georgia	17	24	24	26
New York	3	5	8	13		Louisiana	7	8	10	12
Ohio	22	23	28	29		Mississippi	11	12	15	18
Pennsylvania	9	10	12	9		North Carolina	13	15	16	15
Virginia/Delaware/Maryland	16	18	22	26		South Carolina	5	6	4	4
West Virginia	0	0	0	5		Tennessee	6	8	15	13
Wisconsin	6	8	12	16						
Zone C Totals	141	158	193	206		Zone D Totals	96	119	137	147
Membership Totals							428	481	537	648

PAST PRESIDENT'S REPORT

Serving on the NACS Board has truly been one of my greatest honors and pleasures of my FSA career! I am, and will continue to be, very passionate about our mission “to expand, improve and expedite the delivery of USDA Farm Loan Programs to farmers and ranchers across the United States, as well as the professional skill and welfare of employees of the USDA Farm Service Agency”.

I know that I have said this many times, but I have never worked for an employer who empowers their employees to make changes in policies and procedures than FSA Farm Loan Programs. Our NACS members can do just this by our participation in National Task Forces and Work Groups. We also effect change through our resolution process, which allows any of our members, regardless of their title, to recognize an issue and propose a solution. Resolutions submitted by our members and adopted by our membership at National Convention are submitted directly to National Office for their consideration and response.

As I get ready to leave the Board, I would like to challenge every NACS member to invite one FLP employee to submit one resolution for consideration and to invite one FLP employee to join NACS next year! I encourage each of our members to step up and become more active in our Association either at the State or National level...become an officer of your state association, become a committee member, offer to volunteer for a task force, or even become a member of the National Board. There are always opportunities to become more involved!

Our NACS members are awesome! Your “can-do” attitude continually inspires me, and it has been such an honor representing you as a member of your National NACS Board. THANK YOU from the bottom of my heart for allowing me the opportunity!

Your friend and humble supporter...

LeAnn Gibbs
NACS Past President 2021-2023

ZONE A REPRESENTATIVE'S REPORT

What an exciting year it has been to be your Zone A representative! We are seeing increased interest in NACS membership in Zone A with many new employees not only joining but taking on active roles within NACS. Thank you so much to everyone who has taken the time to explain what NACS membership is all about and recruit new members. Also, thank you to the membership committee for updating the membership information to help with recruitment as well.

It looks to be good attendance from Zone A at the National Convention in Omaha. We saw increased active involvement in Zone A with all committees having a Zone A member and even an alternate this year! Thank you to everyone who answered the call to serve. Please consider staying involved in the future by volunteering for a committee again or seeking nomination for a board position.

The highlight of my term as representative this year was the Zone A/B Meeting in Oklahoma City. It was our first in person Zone meeting in a few years due to Covid restrictions. I value the opportunity to visit in person with Associate Administrator Steven Peterson and Deputy Administrator for Farm Loan Programs Bill Cobb as well as many other DC team members. A big thank you to all they do for us. I was unable to attend the spring consultative meeting which was held in conjunction with the National Policy Training in New Orleans; however, our Zone A Alternate Mercedes Juaregui was able to be in attendance to represent Zone A.

I look forward to working on continued improvements in membership and participation in Zone A and thank you for all you do.

Amy Dykema
Zone A Representative
NACS - FSA

ZONE B REPRESENTATIVE'S REPORT

It has been a privilege to serve as the Zone B Representative this past year. While I've been actively involved in NACS for many years, this was my first Board position and I found it insightful and rewarding! I want to thank Heather Laubenthal (IA) for serving as the Zone B Alternate, prior to her acceptance of a National Office position. The alternate role has been vacant since March. I was fortunate to work alongside a well-respected and knowledgeable Executive Board and fellow Zone Reps in 2022-23; they all truly made the experience an enjoyable one.

Our 2023 Zone Meeting was combined with Zone A and held February 9-11, 2023 in Oklahoma City, OK. There were approximately 27 NACS members in attendance. We were fortunate to have presenting to us in-person Associate Administrator Steve Peterson, Director of Program Resource and Management Division Kim Floehr, and Deputy Administrator of Farm Loan Programs Bill Cobb. We were also joined virtually by the RD Business Center Servicing Office staff – Antoinette Taylor, Joseph Council, and Mark McKinley, and Guaranteed Commercial Branch staff - Sharon Sachs, Monique Kelly, and Madeline Bedwell. Our NACS Legislative Consultant, Andy Quinn, also joined virtually on Saturday. Thank to everyone who attended and presented at our Zone meeting and made it a success!

I would like to recognize Zone B committee members and alternates for all their efforts and dedication to the improvement of Farm Loan Programs. Representing from Zone B for the 2022-23 year were:

Loan Making: Callie Erickson (IA) and Alternate Kelli Woita (NE)

Loan Servicing: Irby McWilliams (TX) (Chairperson) and Alternate Heather Laubenthal (IA)

IT: Makala Muller (NE) and Alternate Halsie Large (NE)

Management Personnel: Shannon Lubker (NE) (Chairperson) and Alternate Heather Cox (TX)

Legislative: Nancy Harrell (SD) and Wesley Riley (TX)

Membership: Nicole Bonifas (NE) and Alternate Lisa Liska (NE)

Zone B was also well represented on the NACS Board with Ben Herink (NE) as President, and Treasurer position held initially by Kris Wilcox (NE), and subsequently by Kelli Woita (NE) who stepped up when the position became vacant. Other members are currently serving on numerous task forces. Everyone who is representing NACS and helping to achieve our goals of bettering the delivery of Farm Loan Programs deserves a special thank you for taking on these additional challenging roles!

With so many new projects developing in the Agency within Farm Loans, such as Online Application, Fast Track, the Administrator's objectives to reimagine lending at FSA, and the implementation of Inflation Reduction Act, it was certainly an exciting year to serve on the NACS Board. NACS is the outlet in which we all can share ideas and concerns directly with National Office and be respected and heard. These opportunities are why I continue to be an active member, and the professional development it provides is invaluable. I hope we all can recruit new faces to join us in our efforts and become active members of NACS. Thank you to all the Zone B members who are serving your local communities day in and day out, and I am grateful to have served as your Zone Rep!

Kaiti Steckman
Zone B Representative
NACS-FSA

ZONE C REPRESENTATIVE'S REPORT

It has been an honor to serve as the NACS Zone C Representative for the 2022/2023 year. I appreciate everything the NACS board, chapter presidents and zone members have done this past year to make change for our borrowers and improve processes within Farm Loan Programs.

The joint C/D Zone meeting had a great turn out. Special thanks to Dave Bonnett for taking the lead in finding the great location in Asheville, NC and to Zone D Representative, Jon Travis, for assisting in leading a great meeting. It was great to have a face-to-face zone meeting once again. The opportunity for members to interact directly with National Office leadership and network with likeminded colleagues is second to none.

Thank you to the Zone C Members that have served this year on either a committee or on the NACS board. Your dedication to making our organization is very appreciated and will help NACS continue to be strong for another 50 years or more!

- Loan Making Committee Members – Vicki Swift (KY) Chair with Katy Hilgendorf, (MI) alternate.
- Loan Servicing Committee Members – Nathan Denney (KY) with Nathan Adams (IN) alternate.
- Information Technology Committee Members – Colleen Reed (DE) with Crystal Zwilling (IL) alternate.
- Management & Personnel Committee Members – Dustin Mattingly (KY) with Emily Willrath (OH) alternate.
- Membership Committee Members – Juanita Ballman (KY) Chair with Kimberly Luepkes (IL) alternate.
- Legislative Committee Members – Jacob Pinkston (VA)
- NACS Vice President – Brandon Waldron (VA)

Once again, thank you for the opportunity to serve as Zone C Representative. I encourage all members to become involved; you will be rewarded with professional growth and long-lasting friendships, developed by working side by side with your fellow colleagues across our great nation. I challenge each and every one to become involved and make a difference!

Tiffany Grody
Zone C Representative
NACS-FSA

ZONE D REPRESENTATIVE'S REPORT

Greetings and Salutations from your Zone D Representative! It has most certainly been an honor and privilege to represent Zone D over the last twelve months. I have truly enjoyed the friendships made through NACS as we strive together to more effectively serve the public, while making FSA a better place to work for everyone.

I would like to thank the following Zone D members who have served on committees:

- FLP-Loan Making: Member, Chana Thompson, AR and Alternate Clint Rideout, NC.
- FLP Loan Servicing: Member, Tonya Washington, AR and Alternate, Cheryl Brooks, AR.
- Information Technology (IT): Member, Sara Harris, GA, Chair and Alternate, Tammy Jones, AR.
- Legislative: Member, Dave Bonnett, NC, Chair and Member, Newton Gilman, GA, Vice Chair.
- Management & Personnel: Member, Theresa Windham, GA and Alternate, Mindi Merritt, GA.
- Membership: Member, Nicole Cleggs-Burns, AL and Alternate, Millicent Harrison, GA.

In addition, I'd like to express my appreciation to Cheryl Brooks for serving as our alternate Zone D representative.

I'd also like to thank Zone C Rep Tiffany Grody and Zone D member Dave Bonnett for helping to make our Zone C & D Meeting in Asheville, NC a real success! They put in an immense amount of time planning and preparing for this event, which resulted in the meeting going off without a hitch.

The majority of the National Board was able to attend the National Policy Meeting in New Orleans, LA. A meeting with the National Office was scheduled but later canceled due to unforeseen circumstances. It is hopeful that this meeting will be rescheduled at a later time and place.

To conclude, I can't say enough about the welcoming spirit and comradery of both Zone D and NACS itself. Regardless of our respective positions with the Agency, through NACS we come together as individuals on equal footing. I'd like to encourage y'all to find your niche in NACS, as there's a spot for everyone!!

Jon Travis, TN

Zone D Representative

NACS-FSA

FARM LOAN PROGRAM LOAN MAKING COMMITTEE REPORT

2021-2022 Adopted Resolutions with National Office Response

Resolution 1

CONCERN: FSFL loans over \$100,000 require real estate collateral or Irrevocable Letter of Credit. The collateral for the loan should be tied to the term of the loan and not the dollar amount. This would align with how other Farm Service Agency loan programs are administered.

PROPOSED SOLUTION: Farm Storage Facility Loans with terms 7 years or less will not require real estate security or Irrevocable Letter of Credit.

NATIONAL OFFICE RESPONSE: FSFL Security requirements are established per 7 CFR 1436.8, as follows: For loan amounts equal to or less than \$100,000, or when the aggregate outstanding FSFLs balance will be equal to or less than \$100,000, CCC will not require a lien on the real estate parcel on which the facility is located. However, the Deputy Administrator, Farm Programs or a State Committee may, at their discretion, require a lien in the form of a real estate mortgage, deed of trust, or other security instrument approved by USDA's Office of the General Counsel for loans greater than \$50,000 or less than \$100,000 for all FSFLs in the State, if deemed necessary to protect the interests of CCC. Liens are required for all loans greater than \$100,000. All liens must meet the following conditions:

- (1) CCC's interest in the real estate must be superior to all other liens, except a loan may be secured by a junior lien on real estate when the loan is adequately secured and a severance agreement is obtained from prior lien holders; and
- (2) The real estate security for the loan must be at least equal to the loan amount; and
- (3) If the real estate is covered by a prior lien, a lien waiver may be obtained by means of a subordination agreement approved for use in the State by USDA's Office of the General Counsel. CCC will not require such an agreement from any agency of USDA. Currently, 79% of the delinquent FSFL's are FSFL's that have a 7-year term or less. CCC/FSA would be at greater risk if the security/lien requirement was tied to the loan term. 303/385 (79%) delinquent FSFL's have a 7-year term or less.

Resolution 2

CONCERN: In an amendment to 3 FLP Par 204D, the language was changed to read: "The OL repayment schedule may include equal, unequal, or balloon payments, as follows: for all other operating loans, the first payment is due within 12 months of loan closing". Previously FLOs had the flexibility to schedule the first installment within the first 18 months for term OLs with was very beneficial with certain operations, especially livestock.

PROPOSED SOLUTION: Amend par 204D to read as follows:

".... For all operating loans, except annual, the first payment is due when income is received or within 18 months..."

This will allow FLOs to continue to have the greatest flexibility when scheduling repayment terms while not eliminating any options that are otherwise available.

NATIONAL OFFICE RESPONSE: The National Office believes that 3 FLP subparagraph 204 D should remain as is. The revision to require a payment (including unequal or interest-only options) in the first 12 months for term OLs results in first year repayment requirements being the same for all term loans (matching the requirements that already existed for FOs). This is sound lending policy which is consistent with industry standards.

Resolution 3

CONCERN: The TDCLC ratio regulations continue to be an issue. The limit of 1.10 is too restrictive. Many times it does not allow borrowers the ability to retain the capital needed to grow. It is below industry standards and it removes the discretion from the loan official to set a term that works best for the borrower's solution.

PROPOSED SOLUTION: Remove the arbitrary 1.10 TDCLC ratio limitation and return the discretion to the loan official to set a loan term that is in the borrower's best interest.

NATIONAL OFFICE RESPONSE: Subparagraph 135 B was revised 3-3-21 to address substantial inconsistencies in Direct FO terms offered to loan applicants. National Office does appreciate that there are instances where a 1.10 TDCLC ratio may be too restrictive. We have gathered information to assess the impact and effectiveness of the present Handbook requirement, as well as considered alternatives which would provide for greater consistency of FO terms. National Office has discussed various alternatives with field-level task force members. We are proposing revisions to the Federal Register regarding direct loan terms which (if approved) will eliminate the need for the 1.10 TDCLC ratio.

FARM LOAN PROGRAM LOAN SERVICING COMMITTEE REPORT

2021-2022 Adopted Resolutions with National Office Response

Resolution 1

CONCERN: Requirement is for a SEL, CLP, or MLP lender to submit the required documents for authorization to advance on the existing LOC for the next operating cycle. After FSA's review it is determined that we can't authorize the advance for various reasons (no cash flow, decline in financial condition-selling assets each year to cover costs, etc), the handbook states we should correspond with the lender any concerns in writing. It doesn't address formally not authorizing the advance. There is no guidance on how to properly respond to the lender regarding the decision on the advance.

PROPOSED SOLUTION: Provide an example letter in 2-FLP Handbook to use when denying the advance of a line-of-credit with appropriate appeal rights.

NATIONAL OFFICE RESPONSE: The Guaranteed Loan Servicing Branch agrees in part and will add clarification to 2-FLP to provide further guidance when a request for authorization to advance on a LOC is denied. There is no need to provide an example letter, as there are examples of adverse decision letters in 1-APP.

Resolution 2

CONCERN: On form FSA-2296 Guaranteed Loan Final Loss Review Checklist, Question #31 of Part E is "Will the lender release the borrower from liability, or pursue future recovery against non-security assets?" This question asks two different questions and answering "yes" or "no" to either question contradicts the other.

PROPOSED SOLUTION: Separate the line item into two questions as follows:

"Will the lender release the borrower from liability?"

"Will the lender pursue future recovery against non-security assets?"

NATIONAL OFFICE RESPONSE: The Guaranteed Loan Servicing branch agrees and will review the entire form for possible improvements.

Resolution 3

CONCERN: The FSA-2517 "Offer of PLS" and FSA-2518 "Acceptance of PLS" (both for borrowers who received form FSA-2510 or FSA-2514 and applied for servicing) were revised on 9/30/2021. This reflects the change to 5-FLP subparagraph 172 B that allows the Agency, if a feasible plan is achieved with a debt service margin of 101% or more, to permit a borrower to accept a non-writedown servicing offer and waive the right to a writedown offer when the writedown offer will require additional time and appraisals to fully develop. The revised FSA-2517 and FSA-2518 gives borrowers the option to proceed without an appraisal or to wait for an appraisal to be completed. There is currently no such revised offer letter that allows a borrower to waive the right to a writedown offer when a borrower was offered PLS using form FSA-2512 and they are currently less than 90 days past due at the time of the proposed loan servicing.

PROPOSED SOLUTION: Utilize the attached proposed modifications to forms FSA-2519 and FSA-2520 to account for the situation where a borrower may choose to forgo a partial writedown offer while having applied for PLS under the FSA-2512 and they are less than 90 days past due.

NATIONAL OFFICE RESPONSE: LSPMD is currently revising the FSA-2519 and FSA-2520 with similar language to what is suggested by NACS. OGC and OMB clearance likely required so issuance of revisions will take some time. 5-FLP will be amended in conjunction with the form revisions to provide appropriate policy changes.

The attachments include a “tracked changes” version of both the FSA-2519 and FSA-2520 that shows the proposed modifications as well as a “clean copy” of the letters that would actually be sent to borrower if the proposed modifications were accepted.

Resolution 4

CONCERN: 5-FLP, Paragraph 194A does not specifically state what is required for a complete application for a conservation contract for a current borrower. It references that “all the information and documentation required to develop a feasible plan according to 1-FLP, Part 8 and an aerial photo/map that delineates the proposed conservation area according to sub paragraph 82B.” Paragraph 82B requires a complete application as described in Paragraph 81. If the assumption was made to start your research for Conservation Contracts in Part 5 of 5-FLP, it would be easy to miss the need to review paragraph 81 of 5-FLP for further needed information.

PROPOSED SOLUTION: Modify 5-FLP, Paragraph 194A to add the requirement of obtaining the items as stated in 5-FLP, Paragraph 81.

NATIONAL OFFICE RESPONSE: LSPMD accepts the proposed solution and will revise 5-FLP to clarify application requirements.

Resolution 5

CONCERN: Subordination application process is time-consuming for existing/re-occurring customers.

PROPOSED SOLUTION: Develop subordination application process that is similar to the streamlined direct loan application process.

NATIONAL OFFICE RESPONSE: LSPMD is currently revising the FSA-2060 and 4-FLP to simplify subordination applications. Use of lender documents will be encouraged in order to reduce the use of agency resources.

INFORMATION TECHNOLOGY COMMITTEE REPORT

2021-2022 Adopted Resolutions with National Office Response

Resolution 1

CONCERN: FSA farm loan officials are required to travel for various loan making and servicing activities. Traveling without a government provided cell phone creates a safety concern to loan officials and subjects employees personal phones to becoming government property. Additionally, using our personal cell phone allows borrower access to our personal contact information.

PROPOSED SOLUTION: A smart device be made available per each FLP County Office where farm loan officers are located so they can check out the smart device per GIS tracking, calls, texts, and pictures taken in the field in order to improve record management.

NATIONAL OFFICE RESPONSE: FSA understands there is a desire to expand mobile devices to field office staff and understand the current policy is behind advances in mobile technology options and availability. The current policy is under review and FSA is conducting an analysis of costs for any expansion to the current policy.

Resolution 2

CONCERN: When in FBP, when entering the NAICS description in the Income/Expense schedule either for actual yields or projections, once entered you lose the ability to edit the description/type of commodity. This is true for all sales categories. This causes duplication of entry especially when producers are rotating their crops annually. Additionally, it causes problems with the Production Trends when different loan officers enter data, and it doesn't match completely (especially when differentiating between dry and irrigated acres).

PROPOSED SOLUTION: Create drop down boxes to modify the existing entry.

NATIONAL OFFICE RESPONSE: Drop down lists can be created to create consistency. However, due to the wide diversity of farming operations and crops it is likely not possible to include all options in drop down style menus. This was likely why open-source data fields were allowed in description/type of commodity when FBP was first set up. The online application team is working on creating drop down lists for this as well. Once they identify the commodities, they would like to be available in the OLA, FBP can be modified to match those if desired.

Resolution 3

CONCERN: The data filled form out of GLS for the FSA-2235 should automatically fill in Item 7, Date of Promissory Note, and Item 8, Note Number and co-borrower information from loan closing information entered. The form currently auto fills in the Note Number in Item 9.

PROPOSED SOLUTION: Correct the issue to have Date of Promissory Note auto-filled into Item 7 and Note Number auto-filled into Item 8 and co-borrower information.

NATIONAL OFFICE RESPONSE: The National Office agrees that it would be helpful to auto fill the date of the promissory note and the note number on the data-filled version of the FSA-2235. While co-borrower information isn't always needed on the FSA-2235, it could be helpful in certain instances too. The National Office will contact RD to explore whether the suggested changes are possible and make a final determination based on the cost and

difficulty of making the suggested changes.

Resolution 4

CONCERN: The form FSA-2330, Request for Microloan Assistance, does not currently request information concerning non-farm employment. If non-farm income is relied upon for repayment, we are required to obtain verification as part of a complete application package.

PROPOSED SOLUTION: Add employment information to the form.

NATIONAL OFFICE RESPONSE: The FSA-2330 was made obsolete on 2/15/23 as part of LMD's Simplified Application project in response to an Executive Order to reduce the complexity and number of applications FSA using when applying for direct loan assistance. The FSA-2001 will now be used for Microloan applications making the resolution concern no longer an issue.

Resolution 5

CONCERN: When using a co-signer on a loan there is no ability to enter the co-signer information into GLS.

PROPOSED SOLUTION: GLS should provide the ability to distinguish between co-applicant and co-signer.

NATIONAL OFFICE RESPONSE: While the National Office agrees that maintaining separate co-signer information in GLS could be helpful, this would require a significant modification to the system. However, this recommendation will be considered as FSA continues to explore automation options for guaranteed loans as part of the broader IT modernization effort.

In the meantime, co-signers should be loaded into GLS as co-borrowers, and it should be noted in the file that the person is actually a co-signer rather than a co-applicant/co-borrower. This can be done by checking the appropriate box in part O of the FSA-2211 and documenting in the running record as appropriate.

Resolution 6

CONCERN: FLP handbook are online and accessed daily. The links within the table of contents do not work properly in most handbooks.

PROPOSED SOLUTION: Program each handbook so that the links within the table of contents work properly.

NATIONAL OFFICE RESPONSE: The linking of the table of contents was previously handled by ISD in KC for FSA. FPAC-BC currently does not have the resources or software available to create the links for each directive. DAFLP will work with the directives team to determine if it can be incorporated into the new Directives Management Tool (DMT) process for Farm Loan Programs Handbooks.

MANAGEMENT/PERSONNEL COMMITTEE REPORT

2021-2022 Adopted Resolutions with National Office Response

Resolution 1

CONCERN: Employees in supervisory / management positions are unaware of all hiring tools that are available.

PROPOSED SOLUTION: Provide adequate training and tools for all supervisory positions, even if not directly involved in the hiring process, to ensure that all methods of hiring and advertising are considered and utilized effectively. For example: Direct hiring, merit promotion, competitive placement, incentives, etc.

NATIONAL OFFICE RESPONSE: All state and field office supervisors and managers should work with their state offices Administrative Officer (AO) and administrator staff with questions/needs on hiring and hiring tools. Additionally:

For GS hiring, DAFO has provided training to state offices in monthly office hours on various non-competitive hiring authorities. FBC-HRD has also presented hiring training events for GS managers and supervisors. The third Monday of every month HRD is hosting an open office hours session for hiring managers to learn more about hiring topics and to ask questions.

- A PDF of hiring authorities is available here: <https://myfpac.usda.gov/Assets/myFPAC/business-center/human-resources-division/Workforce-Operations/Hiring-and-Onboarding/talent-surge-hiring-authorities-flexibility.pdf>
- Recorded webinars on various hiring authorities can be found under the “Video and Training Resources for Hiring Managers” section of the HRD Workforce Operations Branch intranet site (<https://myfpac.usda.gov/business-center/human-resources-division/workforce-operations-branch/index.html>)
- Additional hiring tools and information can be found here: <https://myfpac.usda.gov/business-center/human-resources-division/workforce-operations-branch/hiring/index.html>.

For CO hiring, the DAFO CO Staffing and Recruitment team (STaR), formed in December 2020, assists states with recruitment and hiring. STaR will be providing tips for staffing as well as staffing and recruitment updates. STaR team conducts training sessions on the FSACO hiring process from submitting for position approval through the onboarding of the new hire. DAFO holds a monthly call to conduct training for state administrative staff. STaR uses this time to train the nation on different items that pertain with staffing and recruitment.

Resolution 2

CONCERN: Non-ceiling FLOT's and CEDT's are not utilized enough in our hiring and succession planning.

PROPOSED SOLUTION: States should be encouraged to utilize all succession planning tools such as non-ceiling positions, interns and 1890 Scholars. More consideration needs to be given to above or non-ceiling FLOT's and CEDT's as part of the succession planning and allocating sufficient resources on a continuous basis for these tools.

NATIONAL OFFICE RESPONSE: In FY 2022, DAFO encouraged states to make more use of Pathways positions and 1890/1994 Scholars. FSA participation in these programs increased significantly in FY 2022. DAFO was also able to, due to available direct appropriation funding lapse, provide a limited number of non-

ceiling CEDT positions to states in FY 2022. DAFO continues to emphasize the use of a variety of different hiring authorities and has again approved nonceiling Pathways positions for FY 2023. Other nonceiling opportunities will be considered as part of succession planning efforts in FY 2023 as budget allows.

Resolution 3

CONCERN: To retain and engage employees, greater workplace flexibilities should be utilized.

PROPOSED SOLUTION: Promoted to the fullest extent possible, within the discretion of the supervisor, the full authority realted to telework regulations.

NATIONAL OFFICE RESPONSE: Notice PM-3056 was issued on February 2, 2022, and expanded greatly on regular telework opportunities and also outlined which employees are eligible for remote work. Although technically obsolete, this notice still provides the current FSA policy on telework and remote work. DAFO continues to review opportunities for greater workplace flexibilities and will be issuing a new PM notice in the near future.

Resolution 4

CONCERN: The State Environmental Coordinator is too complex and time consuming to be a collateral duty position.

PROPOSED SOLUTION: A position description should be developed for the environmental coordinator position and states encouraged to hire a technically qualified person for this specific position.

NATIONAL OFFICE RESPONSE: The National Office recognizes the required expertise, training, and time requirements to exercise the duties of SEC's, especially when it comes to signing off on Environmental Assessments. FSA has renewed our efforts and focus in recent years on the importance of environmental compliance related issues; however, States with high volumes of Environmental Activity can request the assistance of FPAC's Environmental Division or hire a third-party vendor.

Resolution 5

CONCERN: For an FLP employee to gain access to MIDAS CRM-Business Partner to be able to enter a new loan applicant currently requires an employee to complete 15 hours of training. The majority of these training covers modules that are mainly pertinent to farm programs only (i.e. GIS). This training time commitment for these portions of CRM-BP that will never be used again by FLP is not the most efficient use of our time.

PROPOSED SOLUTION: Change CRM-BP training requirements to gain access to MIDAS CRM-BP to only complete modules that are pertinent to FLP actual use of the system.

NATIONAL OFFICE RESPONSE: On 11/29/2021, an email was sent to all FLC's that addressed this issue. The email is provided below:

There has been significant discussion recently about the MIDAS CRM training that is required for all users, including FLP staff, who currently have access to edit. It is acknowledged that FLP staff may not currently utilize the editing functions within the CRM Farm Records application and currently only edit customer records in Business Partner. However, even if employees do not edit Farm Records data, it is important to remember that CRM is an integrated application that closely ties customer and farm records data together and users with edit access should have the knowledge and skills to ensure data integrity. Additionally, the display, navigation, and general tools in Farm Records have changed significantly and it is important that all users complete the training to have a skill set to view and understand the farm data associated. While

FLP staff may not access or edit the farm records data, in the future it may be needed to assist county offices with providing service to producers.

We have explored alternatives to attempt to limit the training for FLP staff or add additional user roles that would allow editor access for Business Partner and read-only access for Farm Records, but unfortunately a timely and cost-effective alternative is not available. As noted on page 2 of the attached CRM Farm Records/GIS Training FAQs, "The deadline to complete all AgLearn modules is December 10, 2021. Once the transition to the new GIS platform is complete, users that had an edit role in CRM but did not complete all training requirements will be reassigned the 'Grantor Process Viewer' role in CRM and will no longer have access to edit customer or farm records data.

All FLP county office staff with current edit access are encouraged to complete the full training to maintain their edit access.

Resolution 6

CONCERN: Recent updates and interpretations of 1-RFS handbook has caused duplication of work & inefficiency in the processing of farm loans. For example, receipts are needed when closing a farm loan within proof of this service is noted when the borrower signs the promissory note.

PROPOSED SOLUTION: A RFS is not necessary, when documents exist to prove the service. A RFS should only be provided when documentation is not given to the customer at the time of service. For example: A signed promissory note is evidence of the service; the required notification letters is proof of service.

NATIONAL OFFICE RESPONSE: FSA is required to issue a receipt for any benefit or service to a current or prospective producer or landowner in person or in writing per the 2008 Farm Bill and amended by 2014 Farm Bill per Handbook 1-RFS Par. 10 A.

The requirements established by the 2008 Farm Bill were further amended by Section 12204 *--of the 2014 Farm Bill. This amendment requires FSA, NRCS, and RD to provide a receipt--* when a current or prospective producer or landowner requests a USDA benefit or service.

Specifically, 7 U.S.C. 2279-1, as amended by the 2014 Farm Bill, provides:

“(e) Receipt for service or denial of service

In any case in which a current or prospective producer or landowner, in person or in writing, requests from the Farm Service Agency, the Natural Resources Conservation Service, or an agency of the Rural Development Mission Area any benefit or service offered by the Department to agricultural producers or landowners, the Secretary shall issue, on the date of the request, a receipt to the producer or landowner that contains-
(1) the date, place, and subject of the request; and
(2) the action taken, not taken, or recommended to the producer or landowner.”

Resolution 7

CONCERN: Insufficient consideration is given to the actual IT equipment needs for the various positions within FSA; and the difference in needs in various regions. There is a lack of consideration of compatibility of newly deployed equipment.

PROPOSED SOLUTION: Survey the actual functional needs for the various positions and allow the equipment to be field tested before selection.

NATIONAL OFFICE RESPONSE: FSA makes every effort to test devices prior to wide scale deployment through various pilot programs. FSA welcomes NACS to provide examples of instances where insufficient consideration was given to IT equipment needs from the field as to better understand and improve future IT equipment deployments.

Resolution 8

CONCERN: FLOs are provided no formal opportunity to develop managerial skills prior to becoming FLMs.

PROPOSED SOLUTION: Develop guidance in a progressive learning series that will allow FLOs to develop skills needed as managers. Encourage states to have opportunities, such as fellowships and details, where the FLO can gain real exposure in a reasonable learning environment.

NATIONAL OFFICE RESPONSE: The FLP Training Team, with the assistance of the Continuing Education Working Group, is in the planning phase of preparing training content that would provide the skills, knowledge, and foundational building blocks necessary to help FLOs become effective managers and leaders.

Proposed training would include a virtual web class, course workbook/user guide, and scenario based activities to aid in the preparation and development of the skills necessary to become a successful FLM.

Resolution 9

CONCERN: Current leased spaced considerations do not provide for PII and health / safety concerns. Utilization rates have a general space for open workstations (PTs) of 48 sq ft.

PROPOSED SOLUTION: Provide training to all supervisors regarding leasing procedures and requirements. Encourage utilization of specific space needs to ensure sufficient square footage allotment for all employees.

NATIONAL OFFICE RESPONSE: DAFO is considering training as suggested.

LEGISLATIVE COMMITTEE REPORT

MEMBERS:

Dave Bonnett, NC (Chair) – Zone D
Newt Gilman, GA (Vice-Chair) – Zone D
Casey Toyne, MT – Zone A
Nancy Harrell, SD – Zone B
Jacob Pinkston, VA – Zone C
Wesley Riley (Alternate), TX – Zone B

COVID once again prevented in-person Capitol Hill visits after the 2022 national convention, then elections took over Washington as they always do. The election brought about a change of power in the House, as well as the Agriculture Committee. Many new legislators have joined the House and Senate Committees, which means more legislators to introduce to NACS.

In September, we participated in the Agricultural Lending Roundtable, hosted by Andy Quinn, where we met virtually with representatives from Farm Credit, American Bankers Association, National Rural Lenders Association, and Young Farmers. These roundtable discussions have been a valuable opportunity to share concerns with our Ag and lending partners, and to work together in promoting and improving our mission and ability to deliver our program the best way that we can. Another virtual roundtable meeting was held on May 15th, with a follow-up scheduled in July.

While in Washington, I was able to join the board in November for a Legislative Committee update. Also in November, an entry in the Federal Register requested public comment regarding the method of distributing the \$2.2 billion allocated in ARPA to settle claims of discrimination. We used this opportunity to comment, describing our mission and commitment to American farmers/ranchers, regardless of gender, race, ethnicity, etc.

Andy was contacted by the Congressional Research Agency recently regarding congressional inquiries as to why we do not offer pre-approvals. Andy took this as an opportunity to discuss the role of Farm Loan Programs and NACS, which piqued the researcher's interest enough to agree to a meeting. On January 31, Andy and I held a zoom meeting with two researchers, where we discussed congressional inquiries regarding ways to better serve beginning farmers with loans and servicing, as well as our technology and staffing issues. They seemed very interested in our side of the story.

The entire team travelled to Washington DC on March 7th for Capital Hill visits. It was refreshing to hold in-person meetings with congressional as well as appropriations and agricultural committee staff. Our team was very engaged, and we felt that these conversations were very productive. NRLA's legislative team was in town at the same time, and met up with them to discuss how they can support us. We appreciate the opportunity to travel and advocate on behalf of our members!

The Legislative Issues Committee remains committed to representing NACS members and our farmer/rancher customers as a voice in the legislative process which plays a significant role in our rules and our funding.

Current items of focus:

- Funding for sufficient staffing to properly deliver farm loan making and servicing, including outreach, and increased authority for direct hiring.
- Ensuring adequate funding of loan programs.
- Removal or abatement of direct loan term limits.

- Staying informed on development of the upcoming Farm Bill, and speaking up when appropriate.

Andy Quinn and his staff have remained diligent in representing NACS in legislative affairs, partnering with key players in Agriculture and Appropriations committees as well as related industries and interests. We are grateful to Andy and his staff for their tireless efforts.

Respectfully submitted,

Dave Bonnett, Chair

MEMBERSHIP COMMITTEE REPORT

I would first like to take this opportunity to thank the Membership Committee Members and their Alternates:

	<u>Member</u>	<u>Alternate</u>
Zone A:	Marjie Capdeville, MT	Amy Dykema, MT
Zone B:	Kris Wilcox, NE	Nicole Bonifas, NE
Zone C:	Juanita Ballman, KY	Kristi Clapp, KY
Zone D:	Cheryl Brooks, AR	Tammy Jones, AR

This year the Membership Committee updated the recruitment brochures that had been developed by past Membership Committee members. These recruitment brochures will be used to help increase our membership. These brochures are available on our website and we encourage you to use them as needed for new hires and current employees who are not members.

The Committee also tried calling all states to see if their membership was increasing or declining. Some states do not have enough members to keep their chapter running smoothly. We looked at maybe some states joining together which would be beneficial to both states. This will be looked at during convention and discussed more with the Board.

We would like to encourage every member to reach out to those who are not members and the new hires to make sure they are aware of NACS and what we do. The committee members are here to serve and would be glad to make contact with anyone in your state.

Thanks for giving me the opportunity to serve as Chairperson on the Membership Committee.

Juanita Ballman, Chairperson
NACS Membership Committee

TASKFORCE AND WORKING GROUPS REPORT

Overview as of December 20, 2022

DAFLP Groups:

1. Automation (FLP) Work Group (replaced BOTS task force)
 - Purpose is to identify how automation efforts could simplify work processes and ease employee burden and support the Business Process Re-engineering and IT Modernization Initiative of FLP; along with other automation efforts like bots.
 - Lead is LeAnn Gibbs.
 - This will be an ongoing work group with monthly meetings (at a minimum).

Members: Jamelda Fulton, MS; Kelli Luebbert, NE; Angie Biester, NE; Caleb Boge, MI; Jolene Lewke, WI; Keith Hobbie, MN; Shawna Harrod, AR; Janet Kramer, KS; Brittany Nikolas, IN; Sandra Rouille, NH

2. Continuing Education Work Group
 - Purpose is to identify training gaps and develop curriculum and training materials for Farm Loan Programs.
 - Lead is Gretchen Thomas.
 - This will be an ongoing working group.

Members: Kimberly Paulson, Gretchen Thomas (Lead), Paula Nicholls, John Gehrke, Tiffany Grody, Kelly Anderson, Patty Ross, Javier Arenas

3. Data Strategy Work Group
 - Purpose is to identify how data can be used to improve program delivery; and identify where gaps exist and can be addressed in the Business Process Re-engineering and IT Modernization Initiative of FLP.
 - Lead is Paula Nicholls.
 - This will be an ongoing working group.

Members: Sheila Oellrich, Andrew Kurtenbach, Kim Nguyen, Jennifer Haley, Kristina Martorano, Darlene Gonzalez, Sarah Atkinson, Adriana Aguilar, Gianna Short, Tonya Washington, Brittany Nikolas (IN), David Bonnett, Chris Werner, Caleb Agnew, Rich Enikeieff, Paula Nicholls (Lead)

4. Diversity, Equity, Inclusion and Access Work Group
 - Purpose is to complete a comprehensive review of Farm Loan Program operations and analyze all facets of the loan process as well as staffing, training, and impacts of technology to identify recommendations to ensure equitable and equal access to credit.
 - Lead is
 - This will be an ongoing working group.

Members: Abena Apau; Terrick Boley; Sarah Campbell; Niki Chavez; Esther Clegg-Burns; Brittany Criswell; Kanika Davis; Roel Garza; Darlene Canlas; Tivoli Gough; Conisha Hackett; Chantal Haun; Jonathan Howard; Kimberly Iczkowski; Esther Lin; Jacqueline King; Nicole Massey; Cindy Pawlikowski; Fernando Pineiro; Amanda Robertson; Gianna Short; Laurie Snow; Tim Storey; Stephen Thompson; Theodore Van Steyn; Kim Viers; Tiffany Wallace, Melody Hinmon

5. Environmental Work Group
 - Purpose is to identify opportunities to expand the positive impacts of farm loans to support producers to meet the environmental challenges they face or to take preventive actions and make recommendations on marketing and outreach, program modifications, and data collection and analysis.
 - Lead is Tim Storey.
 - This will be an ongoing working group.

Members: Tim Storey (Lead); Jason McMillan; Amanda Robertson; Kanika Davis; Jennifer Thompson; Adriana Aguilar; Brian Gossling; Brandon Waldron; Jason Isaac; John Oosterman; Lisa Liska; Casey Toyne; Lucia Brown; Kale Horton; Rose Luzader

6. FLO Leadership Training Work Group
 - Purpose is to
 - Lead is
 - This will be

Members: Jessica Davis, ID; LeAnn Gibbs, NM

7. Internal Controls Work Group
 - Purpose is to identify and address what weakness or gaps exist (e.g., DDORS, FLPRA, credit quality).
 - Lead is Dirk Nysveen (May need to be reassigned since he is now part-time).
 - This will be

Members: Sara Harris, Brian Gossling, Jennifer Ranke, Brittany Harvey, Tim Reimer, Lee Nault

8. Lending Summit Work Group
 - Purpose is to gain insight and recommendations for policy and process improvements from lending partners.
 - Lead is Sarah Campbell and Steve Ford.
 - This will be an ongoing workgroup with quarterly meetings anticipated.

Members: Ben Herink, NE, Matt Henderson, Steve Ford (Lead), Rebecca Minter, Bill Cobb

9. NACS FBP Task Force
 - Purpose is to
 - Lead is
 - This will be

Members: Darren Metzger, OH (Chair); Chantal Haun, CA; Michael Walzak, MN; Crystal Zwilling, IL; Dana Malick, GA

10. Policy (FLP) Work Group
 - Purpose is to
 - Lead is Houston Bruck.
 - This will be an ongoing work group.

Members: Nathan Adams, LeAnn Gibbs, Lacy Roberts, Heather Laubenthal, Chris Werner, Tamee Renwick, Mark Dyess, Ray Sheaffer, Niki Chavez, Brittany Criswell, Janet Kramer, Bob White, Steve Ford, Houston Bruck (Lead)

11. Recruitment and Retention
 - Purpose is to identify options and recommendations for improving hiring and retention of FLP employees.
 - Lead is Brian Gossling.
 - This will be ongoing.

Members: Jennifer Ranke, Larry Daniel, Paula Nicholls, Nicole Cleggs-Burns, James Welborn, Tom Brandt, Brian Gossling (Lead), Houston Bruck

12. PFAS Group (USDA Group)
 - Purpose is to work with other Agencies to discuss and produce possible solutions and programs for producers that are currently affected by PFAS. The group also works on creating fact sheets, webinars, and producer; as well as FSA employee awareness handouts on PFAS.
 - Lead is (co-lead) Megan and Mike (Loan Servicing rep and Loan Making rep)
 - This will be ongoing. No end date currently.

Members: Mike Moore, Megan Everswick

13. DAFLP Employee Engagement Committee
 - Purpose is to
 - Lead is Houston Bruck.
 - This will be

Members: Becky Minter, Shwe Htee, Faith Carter, Nicole Massey, Andrew Kurtenbach, Darlene Canlas, Lee Nault, Houston Bruck (Lead)

14. New Mexico Wildfire Assistance (Led by OA)
 - Purpose is to
 - Lead is

- This will be

Members: Houston Bruck

15. Remote Work Taskforce (Led by OMS)

- Purpose is to
- Lead is
- This will be

Members: Houston Bruck

16. Partnership for Climate-Smart Commodities

- Purpose is to review grant requests and funding opportunities.
- Lead is Tim Storey.
- This will be

Members:

17. Talent Development Team (Led by DAFO)

- Purpose is to improve recruitment of and applications for 1101 series positions (FLPT, LA).
- Lead is Amy Webbink.
- This will be ongoing.

Members: Amy Webbink, Nicole Clegg-Burns, Ben Herink, Jason Isaacs, Brian Gossling, Houston Bruck, and Ryan Lukassen.

18. Online Loan Payment (OLP) Task Force

- Purpose is to help develop the capability for a web-based system to allow FSA borrowers to view their Farm Loan information and make payments to their account.
- Lead is Andrew Kurtenbach
- This will be ongoing.

Members: Andrew Kurtenbach, Emily Willrath (OH), Shannon Lubker (NE),

Collateral Duties:

19. Records Management (Custodians and Liaison) (Led by FPAC Business Center)

- Purpose is to
- Lead is Lora Morris. Melody Hinmon is the backup liaison lead.
- This will be

Members: Lora Morris (Liaison), Melody Hinmon (Front Office), Faith Carter (LMD), Jackie King (LSPMD), Shwe Htee (POAD – Operations Branch), Sherry Hulsey (POAD – Appraisals Branch)

20. Urban Ag

- Purpose is to
- Representative is Carolyn Estrada. (Who is the lead?)
- This will be

Members:

21. Tribal Working Group

- Purpose is to
- Representative is Carolyn Estrada. (Who is the lead?)
- This will be

Members:

Non-DAFLP Groups:

22. Integrity Governance Board (IGB)

- Purpose is to provide strategic leadership and decision-making to ensure overall accountability and integrity in the administration of FSA programs.
- Lead is
- This will be

Members: FSA DAs: DAFLP, DAFO, DAFP, and Steve Peterson. OMS Director is in a consultive role to board.

23. FSA Integrity Working Group

- Purpose is to provide recommendations for enhancing internal controls and accountability across the Agency.
- Lead is
- This will be

Members: Rachel Eissens, Jennifer Ness, Marsha Schell, Mary Tucker, James Dunn, Julie Metzler, Melinda Marston, Jeanine Ehrig, Jeffrey Nielsen, Millicent Harrison, David McBryde, Sandra Wood, Houston Bruck, June Hasker, Marcqualyn

24. National Compliance Taskforce

- Purpose is to revamp FSA's program risk management approach and develop and implement a new Agency Internal Control Action Plan that drives the improvement of program integrity, accountability, and enrichment.
- Lead is
- This will be

Members: Jim Williams, Tim Storey, Sandra Wood, Fritz Matetzschk, Jeanette Matetzschk, Kelly Breinig, Martin Bomar, April Thompson, Lee Nault, Michael Walter, Richard Stoops, Patrick Hanley, Zhanna Son, Robert White, Trina Brake, Rick Pinkston, June Hasker, Ronald Duvall, Marcqualyn, Kathy Sayers, Courtney Dixon

On Pause/Inactive:

25. Forecasting Work Group

- Purpose is to identify, discuss and document economic trends in agricultural credit.
- Lead is John Tamashiro – Needs a new lead.
- This will be an ongoing work group with quarterly meetings anticipated.

Members: Jeffrey Holmes; David McCurdy; Brian Lacefield; Mark Wilke; Charles Dodson; Bruce McWilliams; Jeff Hopkins, MD Mutaleb

26. Work Not Completed Work Group

- Purpose is to identify and measure the work not getting done and how to measure it.
- Lead is
- This will be an ongoing work group. Currently paused.

Members: Rebecca Padilla, NM; Tamee Renwick, MI; John Oosterman, WI; Dayne Bedford, MN; Nancy Reiff, AR; Paul Remillard, TX; Ray Bartholomew, IN; Sheila Oellrich, DC

FINAL BOARD MEETING MINUTES- Sunday June 26, 2022

CALL TO ORDER- Ben Herink call the meeting to order at 3:06pm CST.

ROLL CALL- Ben Herink, President; LeAnn Gibbs, Acting Vice President/Past President; Jessica Weigand, Secretary; Ray Bartholomew, Treasurer; Amy Dykema, Zone A Representative; Lisa Liska, Zone B Representative; Nathan Adams, Zone C Representative; Sara Harris, Acting Zone D Representative.

SECRETARY'S REPORT – Reviewed minutes from June 9, 2022. No changes to the minutes as presented. Ray Bartholomew moved to pass the Secretary's minutes and annual report as presented. LeAnn Gibbs seconded the motion. Motion passed.

TREASURER'S REPORT – Presented reports as of 6/26/2022. Dues are now \$6.00 even so that the incoming treasurer can easily reimburse states. Lisa Liska moved to pass the Treasurers report as presented. Sara Harris seconded the motion. Motion passed.

OTHER BOARD MEMBER REPORTS

-President's Report – Nothing to Report

-Vice President's/Past President Report – (LeAnn)- Would like a minute on Monday's agenda so that her president's plaque can be presented in front of the membership.

OLD BUSINESS

-Status update on NFC dues collection, including discussion on reimbursement to Chapters and collection of dues from Associate members- With new dues collection, with states that are not current- the national treasurer could not reimburse the states until they are current- we will vote on this in the Old/New President. Need to be able to take the new treasurer to the Wells Fargo to get the account changed over. Ray may just meet in Nebraska to transfer records.

-Update on resolutions – Each committee chair is bringing their whole report about 35 copies. About 18-19 total resolutions expected.

-Update on filing status of IRS corrected Schedule B- has all been sent in with a note. We don't know the actual status of the last 3 years filing hoping to have some communication that it is correct. Need to have a status on this filing at the October meeting (990 EZ) annually. Draft information for the 990 EZ can and should be presented to the Audit committee so that the board is made aware that the returns are prepared. Schedule B will need to be filed annually as long as there are donations over \$5,000.

NEW BUSINESS

Convention

Agenda

Candidates for office

Q & A Panel Discussion

Other internal business

Awards

Secretary's Report – Need someone to Move & 2nd dispense reading minutes

Treasurer's Report – Need someone to Move & 2nd

Convention Rules – Need someone to Move & 2nd (Convention Committee member)

Audit Committee (Zone Representatives recommend and the President appoints):

A: _____ John Oosterman** _____ Name _____ CA _____, State/Chapter

B: _____ Callie Erickson _____ Name _____ IA _____, State/Chapter

C: _____ Nathan Denney _____ Name _____ KY _____, State/Chapter

D: _____ Jon Travis _____ Name _____ TN _____, State/Chapter

** Committee Chair

Election Committee (Zone Representatives recommend and the President appoints):

A: _____ Wesley Riley _____ Name _____ NM _____, State/Chapter

B: _____ Makala Muller _____ Name _____ NE _____, State/Chapter

C: _____ John Gehrke** _____ Name _____ IL _____, State/Chapter
D: _____ Nicole Cleggs-Burns _____ Name _____ AL _____, State/Chapter
** Committee Chair
Parliamentarian - _____ Emily Willrath _____ Name _____ OH _____, State/Chapter

Internal budget and travel expenses

NACS voucher

Delegate certification (including discussion of State/Chapter Credential Reports)

Room set up for business meeting

Secretary & Treasurer set up the room Wednesday morning

State/Chapter placards arranged alphabetically within Zones

The number of delegate chairs set for each State/Chapter must be equal to the number of certified delegates from the State/Chapter. Extra chairs must be moved to the back of the room where alternates and guests will be seated.

State President's meeting

Past President

Attendance

Issues

First Time Attendee Meeting

President

Mentor Program – not planning to put into place for convention

Review of agenda

Photographer – _____ Lisa Liska _____ Name _____, State/Chapter

Recording and typing of minutes – _____ Lisa Liska _____ Name _____ NE _____, State/Chapter

Nomination, second and election process.

Nomination speech 2 minutes

Seconding speech 1 minute

Candidate speech 2 minutes

Miscellaneous

Other New Business

Records transfer of the Treasurer and Secretary – discussion pre old/new board meeting

Flash drive or Google docs?

ADJOURN- Sara Harris moved to adjourn, Lisa Liska seconded. Approved.

GENERAL ASSEMBLY - June, 27, 2022

The NACS/NASE/NADD joint session opened at 8:04 am CST by Ben Herink, Nebraska, with a short welcome to the NACS/NASE/NADD convention. The invocation was given by Jason Issac, KY. The Pledge of Allegiance was led by Tamee Renwick. Lisa Liska, NE lead the group in singing the National Anthem and followed up with a recognition of the veterans and active military of the Associations led by Tamee Renwick. Convention attendees were welcomed and addressed by the following organization and Agency representatives:

Tamee Renwick, NASE President;

Ben Herink, NACS President;

Jason Isaac, NADD President;

Joel Foster, NASCOE Vice President;

John Oosterman, FLCA representative.

Jon Travis, TN NACS President, then introduced John Litz, SED from TN for a welcome speech. After the welcome by Mr. Litz the convention was addressed by FSA Administrator Zach Ducheneaux. He began by thanking the membership for their commitment to the cause, and then gave his own background. He also painted the picture of his vision for FSA Farm Loans, including term limits, amortization capabilities, eligibility issues etc. FSA can and should do better, looking for an investment approach to borrowers. He stressed that he is passionate about public service and is very open to dialog and encouraged folks to reach out. He was then able to take questions from the membership. ARPA, servicing, current issues, program flexibilities.

Maureen Mausbach, NE introduced the convention committee and conveyed housekeeping items for the convention.

The joint meeting was recessed at 10:24 am CST. Ben Herink, NACS President reconvened the NACS/NASE-FSA Joint Meeting at 10:35 am CST.

Ben Herink, NACS President from Nebraska introduced the sponsors of the National Convention to the attendees. Those exhibitors present were: National Rural Lenders Association (NRLA) – Alan Hoskins & Terry Jones; FarmerMac – Not present, but materials distributed to group. GEHA – will join group later and present at that time; Federal Employee Defense Services (FEDS) – Samantha Fischer Dillard Financial Services – Teresa Dillard, Emblems by Superior- Mike Hamilton.

Representatives were on hand to address the attendees from Servicing & Asset Management Office (RD business center). Those attending were: Sharon Sachs, Chief Guaranteed Commercial Branch; Monique Kelly, Lead Accountant Guaranteed Commercial Branch; Mark McKinley Director Direct Loan Division; Antoinette Taylor, Supervisory Accountant Farm Loan Branch. Each of the representatives from NFAOC addressed the assembly and ran through a brief PowerPoint in regards to their section and current issues they're seeing. After the presentations concluded a brief Q & A was held with the members and speakers.

The joint meeting was recessed at 12:05pm CST;

NACS BUSINESS MEETING

Ben Herink, NACS President convened the 49th Annual NACS-FSA Meeting at 1:30pm CST and introduced the 2021-22 NACS Board:

Ben Herink, President

LeAnn Gibbs, Acting Vice President/ Past President

Jessica Weigand, Secretary

Ray Bartholomew, Treasurer

Amy Dykema, Zone A Representative

Lisa Liska, Zone B Representative; Kaiti Steckman, Alternate
Nathan Adams, Zone C Representative
Millicent Harrison, Zone D Representative; Amber Brown, Alternate; Sara Harris, Acting

Ben Herink, NACS President then presented the Presidential Plaque to Kim Eilerman for her service as the 21-22 National NACS President. Kim was then able to say a few words of appreciation before she departed.

Jessica Weigand, Secretary and Ray Bartholomew, Treasurer presented the Credentials Report. Zone A total: 9 delegates, 1 alternate; Zone B total: 9 delegates, 5 alternates; Zone C total: 12 delegates, 0 alternates; Zone D total: 11 delegates, 1 alternate. Convention total: 41 delegates, 7 alternates. Mark Moser, NE moved to accept the Credentials Report as presented. Brandon Waldron, VA seconded the motion. **Motion Passed**

Ben Herink, President explained the Wunder fund and “feeding the pig” throughout the week of convention so that we can continue to offer the first-time attendee incentive.

Ben Herink, President appointed Emily Willrath, OH as Parliamentarian. Emily then reviewed Roberts Rules of Order with the assembly.

Ben Herink, President presented the Convention Rules and Brandon Waldron, VA moved they be accepted as presented. Nicole Bonifas, NE seconded the motion. **Motion Passed**

Ben Herink, President introduced the 2021-22 Committee Members and alternates as shown in the Annual Report.

Maureen Mausbach, NE Convention Committee presented the Convention Agenda and moved that it be accepted as presented. Kaiti Steckman, NE seconded the motion. **Motion Passed**

The Audit Committee was appointed by President Ben Herink as follows:

Zone A: John Oosterman, CA Chairperson

Zone B: Callie Erickson, IA

Zone C: Nathan Denney, KY

Zone D: Jon Travis, TN

The Election Committee was appointed by President Ben Herink as follows:

Zone A: Wesley Riley, NM

Zone B: Makala Muller, NE

Zone C: John Gehrke, IL Chairperson

Zone D: Nicole Cleggs-Burns, AL

Ben Herink, NACS President, recognized the first-time attendees and he and LeAnn Gibbs presented them with a gift from the board. The first-time attendees were as follows:

~Eligible for \$200 reimbursement and drawing

~Marjorie Capdeville, MT

~Robert Clintwood Rideout, NC

~Mercedes A Jauregui Guadron, WY

~Courtney Owusu-Appiah, NM

~Wesley Riley, NM

~Makala Muller, NE

Dustin Mattingly, KY

Greg Wunner, TN

~Halsie Large, NE

~Heather J Laubenthal, IA

~Jacob Pinkston, NC

~Jon Travis, TN

~Lauren Massey, OH

~Mindi K. Merritt, GA

~Nancy Harrell, SD

Tyler Burysek, KY

Michael Barbour, KY

~Callie Erickson, IA Ben Herink, President opened the floor for NACS Board candidate announcements and speeches by candidates.

The members announcing their candidacy were

President Candidates: Ben Herink, NE

Vice President Candidates: Brandon Waldron, VA

Secretary Candidates: Jessica Weigand, NM

Treasurer Candidates: Kris Wilcox, NE

A drawing was held for a gift of an additional \$200 to a first time attendee, Courtney Owusu- Appiah was the winner.

President, Ben Herink opened the floor to Maureen Mausbach to share an update on the Convention Committee.

The meeting was recessed for committee meetings at 2:35pm CST.

GENERAL ASSEMBLY - JUNE 28, 2022

The NACS/NASE joint session opened at 8:15 am CST. After the Invocation given by Ray Bartholomew, KS, the members were led in the Pledge of Allegiance by Norma Miller from NASE.

Ben Herink, NACS President, introduced Gloria Montano Greene- Deputy Under Secretary for FPAC.

Gloria Montano Greene- Deputy Under Secretary for FPAC

- Ms. Green gave a little background on her history and perspective.
- She thanked the attendees for leadership within FPAC.
- FPAC has a role to assist producers in addressing Climate Change and trying to take a more intense leadership role. Climate smart commodities, different markets, urban agriculture, food and nutrition security, diversity and equity in rural America , and how do we make USDA a great place to work.

Q & A for the Deputy Under Secretary

Question; Ben Herink- Urban Agriculture and the vision for the USDA

Answer: The urban agriculture movement needs to be housed throughout USDA and not just NRCS. Need to make sure that we are opening the door and thinking about urban operations in a different way where while not a credit desert the funding entities don't understand agriculture. 17 pilot cities currently and taking real

Question: Keith Hiser- We hear the secretary initiatives including urban ag and reaching more people. Is the secretary interested in reinvesting in staff to be able to have staffing hours to be able to reach those goals.

Answer: Please refer to his testimony- he is constantly and consistently fighting for an increase in staff and requesting the budget for increased staff. Recent requests to congress have been including staffing .

Question: John Gehrke- Role of FPAC in making USDA a more cohesive unit? How do we get all the agencies working together?

Answer: At the headquarter level agencies are NRCS and FSA are consistently working together so maybe that is not trickling down and it needs to be communicated stronger. There are also are different approaches at the county level that.

Question: Brandon Waldron- Efficiencies could be made between NRCS and FSA, "it's like a marriage with separate bank accounts that is heading for divorce"

Answer: Thank you

Scott Marlow- DAFP

- Gave history on himself- Came to the job and FSA 5 months ago. Thanked the COFs for their commitment over the past 3 years of stressful program delivery.
- Previously worked for an entity that helped with farms in crisis (foreclosure/repo/etc) then worked with education on disaster assistance programs. As well as a series of other non-profits.
- Presented a powerpoint on current programming and contacts.
- Working on AGI issues but are limited in what we can do

Martin Bomar- Director Personel Policy and Operations Division

- Introduced by Marcus Graham DAFO
- COC oversight and county committee elections- COCs can be incredible advocates for FLP
- Updating; Leadership training, PT skills training, CEDT- training/ CEDTtrack, DD training and FLOT training, updating partnering for excellence leadership training.
- Amy Webbink in HR- hiring plan for FSA, increase diversity, increase scholars.
- Urban agriculture and reaching those new farmers/producers, urban COC and adcovating for the needs of urban farmers.
- Heirs training and farmers stress

- Ended with thanks to all employees

Leslie Violette- Deputy Chief Human Capital Officer FPAC-BC

- Presented PPT- Recruitment and retention of the FSA workforce with emphasis on the 1165 workforce.

Q & A

Question: Lisa Liska- Entry level training for FLOs or FLOs becoming FLMS are being considered

Answer: Bomar- would love to meet with you and discuss further identifying a gap is imoeritive in training

Question: LeAnn Gibbs- FLO management training in regard to retention. We are a training ground for Farm Credit. Need to consider the opportunity to expand our remote work capabilities and expand to the 1165 series. Also need to use the direct hire program. The onboarding could be faster

Answer: thank you

Question: Nathan Adams -When you have online trainings please make sure that the slides are available prior to training so employees can have them printed to take notes during the training.

Answer: thank you

Question: Joel Foster- CARS is down, ERP thanks for the efficiency however difficult to swallow the lack of COF/COC review. What is phase two of ERP going to look like in the oversight

Answer: Marlow- honestly not sure there will be some sort of role but not sure at this point

Question: Urban Agriculture- What is the detailed vision for brick-and-mortar locations within the urban agriculture structure, staffing and loans?

Answer: Bomar; Plans to have FSA and NRCS service offices- 2 CO positions and try to have the knowledge to needed resources.

May not have a FLP presence but will be within an FLP servicing team. Montano-Green- wanted to add that they are looking at the best location for these etc (farmers market locations) being able to work weekends etc.

Question: What actions are being taken to increase ceilings/pay to be more competitive with the private sector

Answer: Greene- Budget request for salary and expenses were made in March and requests were submitted in April so a bit behind the ball on the requests, have to pay leases etc, and OPM grading. Violette- using incentives- relocation- salary- student loan repayment- etc. but all dependent on budget.

Question: Can you offer a more specific timeline on when those in person trainings will start up again?

Answer: Bomar- Little premature to announce a date. Happy to meet and have some detailed discussions.

President Ben Herink took a break at 10:10am CST

Reconvened at 10:28 am CT

Steve Peterson- Associate Administrator

- Thank you for the convention- great for engagement, CEC, printer cartridge etc- great to be present and learn about issues
- Gave history, Childhood, CED, STO- Maryland, DC 1997- Loves his job and our mission
- Zach is your administrator and I (Steve) also work for you.
- Staffing- understanding budget for the “machine” salary/expenses and ACIF are our funding sources. ACIF supports the loan side. 1.3 billion in salary & expenses. 1.46 billion total- 331 million for it, ad hoc programs etc. Have 70 million dollar increase from FY22 to FY23. Will cover 4.3 % increase. IT items- Farm loan modernization, enterprise data and analytics- get off ADPS (13 million). OPM reclassification of jobs.
- Training- The best training we can give in live inperson training. We are seeing mistakes increasing because of the lack of focused training. Got to find a way to get back to this so that these mistakes can be lower. BUT we have to be resilient so that we engage with people safely. People want staff in the offices. FSA NRCS were first to be back in the office at 75% rates. Which speaks to the need for in person offices. Working with adding electronic signature options.
- Working with the other agencies- NRCS?RMA biweekly
- Internal controls- working on revamping the internal controls for FSA. Through OIG/GAO audits- looking at high risk assessments. Need more comprehensive coverage and mitigating the opportunity for mistakes and streamline the process.

- Leadership is here to for issues, please reach out

Marcus Graham- DAFO

- Thank you for being here- Ben, Tammy, Jason, the TN State Office, His staff(Martin Bomar, Trina Brake, Kim Floehr, Linda Treese, Ryan Lukassen, Amy Webbink, Hunter,
- Covered his history- internships to TN FLP team then to national advisor and then in lobbying and director of congressional.
- COVID/pandemic- made us have a different way of doing things including in-person meeting. Weekly leadership meeting with covid coordinator. Helps us navigate what we can and can't do. Is still fluctuating and have to watch it.
- Brings in the political appointees- SEDs have quite a few from the Obama administration. Have 48 SEDs on board, 2 in the pipeline WY, AZ. Also bring on the STC. 33 states have fulls STCs- secretary has encouraged SEDs to bring those folks in. Would like to dear issues that the DDs are hearing,
- Awards- allotments have been distributed to the states- looks to be about double what was previously spent.
- Temps and OT- have been boosted and ask that those requests come into DAFO
- Urban Ag- to add to the portfolio
- Hiring priorities and strategies- please come with strategies/solutions... but looking at ways to adjust to the new post pandemic work force.
- Trainings- working on reigniting training post pandemic, SED training happening currently
- Data analytics are moving forward
- Quarterly meetings with association leadership- committed to have these meetings. And maintain the relationship with the associations.

Bill Cobb- DAFLP

- Bill presented a powerpoint.

Ben Herink recessed the meeting for lunch at 12:03 pm CST.

Lunch presentations were given by FEDS and NRLA.

Ben Herink reconvened the meeting at 1:05 pm CST and introduced James Jackson.

James Jackson- Director LMD

- Has a powerpoint
- Credit Quality Review changes- keeping the review within FLP
- Decrease of number of loans and the number of dollars that were lend by FSA
- FSA Online applications and processes

Q& A

Question: Halsie Long, NE- Can hiring requirements (qualification standards) in regards to education be expanded to include different majors

Answer: Graham- We are aware of the situation. Webbink- We cannot change the qualification standards of education but we can maybe make some changes like changing a requirement for fsa loan approval to agricultural loan approval. Would like to speak to Halsie directly on her experience. Graham- staff is tracking these questions. Webbink- make sure to have your resume updated as possible with experience dates etc.

Question: Nathan Adams- Receipt for Service- realize that this has been mandated, Loan closing, incomplete call and meeting, and 90 day delinquent- all transactions that generate documentation why is additional documentation (RFS)?

Answer: Graham- RFS purpose is to provide documentation for borrower and congress on actions that have been taken, regardless of redundancy. Peterson- Recognized the redundancy and duplication and trying to move towards an automatic receipt process. Cannot forego this process.

Graham and Peterson had to leave to catch flights.

Question: Kelsie- IA. Same application only qualified for a 5 PT but the same day qualified for a 7 FLOT

Answer: Cobb- not sure but appreciate the story and can use those to go to hiring to be able to get to

Question: Kelsie- Farmers.gov and entities being able to log in

Answer: working on it

Question: Mausbach- Student employee received 3 computers, just received approved lincpass- done in August

Answer: Kim Kloehr- this year is the first year for the computer depo hub and FSA is the first agency to go through it. Please contact if you are having issues please be in contact

Question: Brandon Waldron, VA- CQRs have created division within the state- new STO office staff is possibly overly scrutinizing and creates resentment within the staff and reduces performance.

Answer: Cobb- CQRs are not meant to be a gotcha, possibly set up a meeting with the FLM staff to address this issue. Jackson: making sure to train the reviewers to be consistent in reviews

Question: Jessica Davis, ID- Open FLS positions that are not being flown remotely.

Answer: Cobb- Recruitment and retention workgroup can possible take that sort of advice. Lukassen- DAFO and leadership are increasing flexibility with remote work but they are leaving it up the SEDs to make the management decision as to what works best for their state.

Question: Oosterman; With the educate part of the online application be robust enough to address the experience requirements for an FO application?

Answer: Jackson: the team has addressed each eligibility question but there are idiosyncracies with each situation and budget issues with the education aspect however they are hammering out the details.

Question: Kaiti- IA- How does the application go from the online application to the programs we use.

Answer: Jackson- Looking to be able get this process as far as possible and then use what tools necessary to make sure it get where it needs to be (bots, automation etc). Cobb- Whole modernization will be a 5-7 year process.

Question: Cheryl Brooks, AR- Training system (flottrack)- not a lot of training for management. If we have suggestions where should that be

Cobb- Gretchen Thompson and Kim Paulson (appraisal division) , Kim Viers, Dana Bacoum, and Bill Cobb would be great for any Ideas. Would love to see gaps for training.

Question: LeAnn Gibbs- On our FLOTs that do not have CFATS they can get loan approval authority however they still receive notifications to evaluate.

Answer: we will get with Gretchan and see what we can do.

President Ben Herink made some announcements for convention.

Then recessed the general assembly at 2:45pm CST

NACS ANNUAL MEETING-JUNE 29, 2022

President Ben Herink reconvened the 49th Annual NACS-FSA meeting at 9:05 AM CST.

Dillard's Financial presented Benefit Training. Winners of drawings were announced: Marji Capdeville, MT; Kallie Erickson, NE; Juanita Ballman, KY.

The NACS assembly met for a Legislative Briefing provided by Dave Bonnett, Legislative Chair and Andy Quinn, Legislative consultant of McAllister and Quinn. Andy presented a powerpoint.

Ben Herink recessed the 49th Annual NACS-FSA meeting for a break at 10:50 CST. Ben Herink reconvened the 49th Annual NACS-FSA Meeting at 10:45 CST. After the Invocation, by Nicole Bonifas, NE, the members were led in the Pledge of Allegiance by Tanya Washington, AR.

Roll call of delegates by State was completed by Jessica Weigand, Secretary and Ray Bartholomew, Treasurer. There were 40 delegates present and 6 alternates.

Board reports were presented by the President, Ben Herink, as referenced in the 2021-22 annual report the presidents report is on page 8 and the Vice Presidents report is on page 9-10, wants to thank Kim and LeAnn as well as the rest of the board. Thanks to Ray for getting 30K-40K in past dues. Thank you to the convention committee as well. He then read a part of his report contained within the annual report.

The Secretary's report was presented by Jessica Weigand, as referenced in the 2021-22 Annual Report. The General Convention Minutes are found on pages 36-44 of the Annual Report. It was moved by Wesley Riley, NM and seconded by Kris Wilcox, NE to dispense with the reading of the 2021-22 General Convention minutes and accept the minutes as presented in the 2021-22 Annual Report, which is available on the NACS-FSA website. **Motion Passed**

The Audit Committee report was presented by John Oosterman, CA. Highlighted the current balances. Recommended; the 22-23 treasurer should maintain the current report of dues, also recommended IRS be filed timely. It was moved by Callie Erickson, IA and seconded by Nathan Denney, KY to accept the report as presented. **Motion Passed**

The Treasurer's report was presented by Ray Bartholomew, as referenced on pages 12-17 of the 2021-22 Annual Report. A corrected report will be added to the annual report and submitted as amended. It was moved by John Oosterman, CA to accept as amended and seconded by Callie Erickson, IA that the report be accepted as presented. **Motion Passed**

Board reports were presented by Past President, LeAnn Gibbs; Zone A Rep. Amy Dykema, MT; Zone B Rep., Lisa Liska, NE; Zone C Rep., Nathan Adams, IN; and Zone D Rep. (Acting), Jon Travis. Written reports referenced in pages 18-22 of the 2021-22 Annual Report.

Ben Herink, President, recessed the 49th annual convention at 11:30am CST for lunch.

Ben Herink, President, reconvened the 49th annual convention at 12:40 pm CST

Past Presidents were recognized, with 6 in attendance: Kim Eilerman, 2021; Theresa Windham, 2018; John Gehrke, IL, 2016; Lisa Liska, NE, 2015; Allen Hall, NE, 2013; Maureen Mausbach, NE, 2011/2012; LeAnn Gibbs, NM, 2020/2021; and Millie Turner, PA, 1997. All attendees were asked to stand for the convention attendance roll call with the convention locations being named from 2021 to 1973. The last two members standing were Bob Parris and Ray Bartholomew who attended their first convention in Asheville, NC, in 1989. There was no Historian's report.

Ben Herink, President, called for committee reports, giving instructions to members on the amendment, adopt/non-adopt, debate process.

MEMBERSHIP COMMITTEE REPORT Juanita Ballman, KY, presented the Membership Committee Report as shown on page 31 of the Annual Report. Juanita thanked all the members and alternates from the committee. The membership committee has updated the welcome packet to new members and working on getting that all updated. Kris Wilcox, NE, moved to accept report as submitted. Brandon Waldron 2nd. **Motion Passed**

INFORMATION TECHNOLOGY COMMITTEE REPORT The Information Technology Committee Report was presented by Vicki Swift, KY, who moved to accept the IT Committee Report as presented. Nancy Harrell, SD, 2nd.

Ben Herink, President, called for a vote to adopt the report as amended. **Motion Passed**

LEGISLATIVE COMMITTEE REPORT The Legislative Committee Report was presented by Dave Bonnett, SC who thanked all committee members and alternates. Dave Bonnett, SC moved that the report be accepted as presented. Brandon Waldron 2nd. **Motion Passed**

MANAGEMENT/PERSONNEL COMMITTEE REPORT The Management/Personnel Committee Report was presented by Theresa Windham, GA, who moved to accept the Management/Personnel Committee Report as presented. Shannon Lubker, NE, 2nd.

LeAnn Gibbs, NM, made the motion to move Resolution #10 from non-adopt to adopt. Wesley Riley, NM, 2nd. After discussion. **Motion Failed.**

Marjorie Capdeville, MT made the motion to add a resolution to the management personnel committee. John Oosterman, CA seconded. After discussion. **Motion Failed.**

Ben Herink, President, called for a vote to adopt the report, as presented. **Motion Passed**

FARM LOAN SERVICING COMMITTEE REPORT The Farm Loan Servicing Committee Report was presented by Tiffany Grody, OH, after thanking her committee, who moved to accept the Farm Loan Servicing Committee Report as presented. Jacob Pinkston, NC.

Amy Dykema, MT made the motion to add a resolution to the Farm Loan Servicing Committee Report Rebecca Padilla, NM seconded. After discussion. **Motion Passed.**

Tiffany Grody, OH made a friendly language change to resolution #1, The originator of the resolution concurred. Change was made.

Ben Herink, President, called for a vote to adopt the report, as presented. **Motion Passed**

FARM LOAN MAKING COMMITTEE REPORT The Farm Loan Making Committee Report was presented by Rebecca Padilla, NM , who moved to accept the Farm Loan Making Committee Report as presented. Kelli Luebbert, NE, 2nd.

Nathan Adams, IN- moved to add a resolution to the Farm Loan Making Report. Brandon Waldron, VA. After discussion. **Motion Passed.**

Emily Wilrath, OH- moved to move amendment #1 from adopt to non adopt. Nathan Denney, KY 2nd .**Motion Passed.**

Division of the House- 14 in favor, 17 opposed Motion failed.

Ben Herink, President, called for a vote to adopt the report, as presented. **Motion Passed**

Mercedes Jauregui moved to reconsider the IT committee report, Amy Dykema 2nd. After discussion. **Motion Passed**

INFORMATION TECHNOLOGY COMMITTEE REPORT Mercedes Jauregui moved to amend resolution #1 with a language change. Jessica Davis, ID 2nd. **Motion Passed**

Nikki Thomas, GA moved to have resolution #1 from adopt to non-adopt. Theresa Windham, GA 2nd. After discussion.

Mark Moser moved to question in order to end debate, Kris Wilcox 2nd. **Motion failed**

After further discussion, Ben Herink asked for a vote on the amendment. **Motion Passed**

Ben Herink, President, called for a vote to adopt the report as amended. **Motion Passed**

Announcement- First time attendees received drink vouchers for the banquet as an additional benefit.

Ray Bartholomew explained the new reimbursement process in regards to vouchers. NO government addresses or emails will work.

Ben Herink recessed the 49th annual convention at 2:24pm.

Ben Herink, President, reconvened the 49th annual convention at 2:50pm.

Ben Herink presented DDs that were first time attendees, Nikki Thomas, GA and Kurt Leber, OH, with a pin and coaster.

OLD BUSINESS

Ray Bartholomew, Treasurer, let the membership know that states will not be reimbursed any overages unless they are caught up on past dues.

LeAnn Gibbs, NM, made a motion to allow the association to offset the reimbursement portion to and state or chapter until that state or chapter becomes current. Theresa Windham, GA. After discussion. 52 members present. 52 in the affirmative. **Motion Passed**

NEW BUSINESS

Zone Meetings- Zone Representatives and potential Zone meeting locales for the 2022-2023 year were announced, as follows:

Zone A & B: Amy Dykema, MT, Rep. / Mercedes Jauregui- Alternate. Zone B: Kaiti Steckman, NE, Rep. / Heather Laubenthal, Alternate. Oklahoma City, OK in February 9-11, 2023.

Zone meeting Zone C: Tiffany Grody, OH, Rep. / Crystal Zwilling, Alternate Zone D: Jon Travis, TN, Rep. Cheryl Brooks, AR, Alternate. Asheville, NC February 23-25.

2023 Convention- Maureen Mausbach, Convention Committee, addressed the floor. Potential 2023 Convention Sites: Working to get a June 25-29th, 2023 in Omaha, NE. Will be the 50th Anniversary. Would like to have a reunion of past awards winners. D.C is proving difficult logistically to get done.

Announcements for convention.

ELECTION OF OFFICERS

Makala Muller, NE, moved to dispense with any nominating and seconding speeches was seconded by Mark Moser, NE **Motion Passed**

Brandon Waldron, VA nominated Ben Herink, NE to be NACS President, as long as he stays for the full year; Rebecca Padilla, NM, seconded the nomination. Kaiti Steckman, NE, moved that nominations cease, and Ben Herink be elected by acclamation and Cheryl Brooks seconded. **Motion Passed**

Ben Herink, was elected President

Juanita Ballman, KY, nominated Brandon Waldron, VA, to be Vice President; Nathan Adams, IN, seconded the nomination. Nicole Bonifas, NE, moved that nominations cease, and Brandon Waldron be elected by acclamation; Nathan Denney seconded. **Motion Passed**

Brandon Waldron, was elected Vice President

John Oosterman, CA, nominated Jessica Weigand, NM, to be Secretary; Rebecca Padilla, NM, seconded the nomination. Amy Dykema, MT, moved that nominations cease and Jessica Weigand, NM, be elected by acclamation; LeAnn Gibbs, NM seconded. **Motion Passed**

Jessica Weigand, NM, was elected Secretary

Shannon Lubker, NE nominated Kris Wilcox, NE, to be Treasurer; Irby McWilliams seconded the nomination. Mark Moser, NE moved that nominations cease and Kris Wilcox, NE, be elected by acclamation; LeAnn Gibbs seconded. **Motion Passed**

Kris Wilcox, NE, was elected Treasurer

Ben Herink, President, announced the zone meeting wunder fund totals. Total \$1001.00, : Zone D: \$310 B: \$305 A: \$216 C:\$170

Ben Herink Recessed the 49th annual convention at 3:40pm CST.

After dinner and presentation of awards; LeAnn Gibbs, NM moved to adjourn the 49th Annual NACS Convention; Jessica Weigand, NM, seconded the motion. Motion Passed Ben Herink, President, adjourned the meeting at 9:00 PM CST.

AUDIT COMMITTEE REPORT

June 26, 2022

The Audit Committee met with the NACS FSA National Treasurer, Ray Bartholomew, on June 26, 2022 at the Nashville Marriott at Vanderbilt University in Nashville, Tennessee. This audit reflects the period of August 1, 2021 thru June 26, 2022. The committee also reviewed all account balances as of May 31, 2021 and May 31, 2022.

Wells Fargo Account	Balance May 31, 2021	Balance May 31, 2022	Current Balance
Main Checking	\$25,925.76	\$61,498.48	\$84,417.62
Fairness Fund	\$3,964.95	\$3,965.35	\$3,965.35
Savings	\$80,735.76	\$80,743.84	\$80,743.84
Wunder Fund	\$7,669.80	\$8,158.61	\$8,158.61
Total	\$118,296.27	\$154,366.28	\$177,285.42

Observations:

The Committee reviewed all account reports and information maintained by the treasurer. The committee commends the progress the Treasurer made in addressing previous findings. The Treasurer is maintaining records. In addition, ad hoc membership records are now available quarterly from Finance Office.

The Committee reviewed the hardcopy of the financial records. All entries and transactions appear to be in order. We also reviewed the various monthly bank statements, deposits, checks written and supporting documentation; all appear in order.

The bank accounts are being maintained; it was verified that access has been limited to the Treasurer, President and Vice President.

No overages were found.

The 2020 tax return was reviewed for this audit report and filed timely.

Findings:

- One voucher had a partial receipt. Treasurer will update records to show full receipt.

Recommendations:

- 2022-2023 Treasurer to obtain "Report of Organizational or Association Dues Withheld" from NFC.

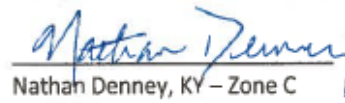
- Incoming treasurer must insure that NACS timely files the current ("2021") and future tax returns electronically using an appropriate vendor. The next filing must be done by October 15, 2022.

Previous Years Recommendations and Progress:

- Update the operating manual Exhibit 2J to include the Vice President as an authorized user on the association's accounts. This is yet to be completed.

Respectfully submitted,


John Oosterman, CA – Zone A


Nathan Denney, KY – Zone C


Callie Erickson, IA – Zone B


Jon Travis, TN – Zone D

Organization

Exhibit 1-G National Credentials Report

Page 1 of 2



Building Rural America
National Association of Credit Specialists
of the
USDA – Farm Service Agency

NATIONAL CREDENTIALS REPORT 2022 ANNUAL CONVENTION

NASHVILLE, KY LOCATION, USA
6-29-2022 DATES

Zone A	# Delegates	# Alternates
California / Arizona / Nevada	1	0
Colorado	0	0
Hawaii		
Idaho	1	0
Montana / Wyoming	3	0
New Mexico	4	1
Utah		
Washington		
Zone A Total	9	1

Zone B	# Delegates	# Alternates
Iowa	2	0
Kansas	0	0
Minnesota		
Missouri		
Nebraska	5	5
North Dakota		
Oklahoma		
South Dakota	1	0
Texas	1	0
Zone B Total	9	5

Organization

Exhibit 1-G National Credentials Report

Page 2 of 2

Zone C	# Delegates	# Alternates
Illinois	2	0
Indiana	1	0
Kentucky	5	0
Maine		
Mass. / Conn / R.I.		
Michigan		
New York		
Ohio	3	0
Pennsylvania	0	0
Virginia	1	0
West Virginia		
Wisconsin		
Zone C Total	12	0

Zone D	# Delegates	# Alternates
Alabama	1	0
Arkansas	3	0
Florida		
Georgia	3	0
Louisiana		
Mississippi		
North Carolina	3	0
Puerto Rico		
Tennessee	0	0
South Carolina	0	0
Zone D Total	10	0

Convention Total	40	6
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Respectfully Submitted,



Ray E. Bartholomew

, Treasurer



Jessica Weigand

, Secretary

FARM LOAN PROGRAM LOAN MAKING COMMITTEE REPORT

THE LOAN MAKING COMMITTEE MET AT THE NASHVILLE MARRIOTT AT VANDERBILT UNIVERSITY IN NASHVILLE, TN ON JUNE 27-29, 2022 TO REVIEW RESOLUTIONS SUBMITTED BY THE MEMBERSHIP.

THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR ADOPTION:

Resolution 1

CONCERN:

FSFL loans over \$100,000 require real estate collateral or Irrevocable Letter of Credit. The collateral for the loan should be tied to the term of the loan and not the dollar amount. This would align with how other Farm Service Agency loan programs are administered.

PROPOSED SOLUTION:

Farm Storage Facility Loans with terms 7 years or less will not require real estate security or Irrevocable Letter of Credit.

Resolution 2

CONCERN:

In an amendment to 3 FLP Par 204D, the language was changed to read: "The OL repayment schedule may include equal, unequal, or balloon payments, as follows: for all other operating loans, the first payment is due within 12 months of loan closing". Previously FLOs had the flexibility to schedule the first installment within the first 18 months for term OLs with was very beneficial with certain operations, especially livestock.

PROPOSED SOLUTION:

Amend par 204D to read as follows:

".... For all operating loans, except annual, the first payment is due when income is received or within 18 months..."

This will allow FLOs to continue to have the greatest flexibility when scheduling repayment terms while not eliminating any options that are otherwise available.

Resolution 3

CONCERN:

The TDCLC ratio regulations continue to be an issue. The limit of 1.10 is too restrictive. Many times it does not allow borrowers the ability to retain the capital needed to grow. It is below industry standards and it removes the discretion from the loan official to set a term that works best for the borrower's solution.

PROPOSED SOLUTION:

Remove the arbitrary 1.10 TDCLC ratio limitation and return the discretion to the loan official to set a loan term that is in the borrower's best interest.

THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR NON-ADOPTION:

Resolution 4

CONCERN:

Under the entity member section Part C 14-27, there isn't a box that asks for marital status. This is needed in community property states for proper documentation preparation.

PROPOSED SOLUTION:

Add a box that asks for marital status of entity members.

EXPLANATION FOR NON-ADOPTION BY THE COMMITTEE: State Issue

Resolution 5

CONCERN:

More and more we are seeing a farm being sold to a BF and the seller asking to live in the home on the farm until they pass or move. Most do not have a life estate established, nor do they want to create one and sign our documents at closing per Par. 371. Most agreements are verbal and handshake. Title companies are questioning if we need anything to be recorded for this "agreement". They aren't necessarily requiring anything if it's oral, but if it is a written agreement they are seeking a document.

PROPOSED SOLUTION:

Wondering if FSA needs to have a legal form signed by the tenant and recorded to acknowledge the tenant as living there but in the event of foreclosure, the tenant has no grounds to remain on the property.

EXPLANATION FOR NON-ADOPTION BY THE COMMITTEE: State and Title Company Issue

Resolution 6

CONCERN:

The most recent production and financial records are required (if available); however, there isn't a form or place on FSA-2330 to list this information.

PROPOSED SOLUTION:

Create an additional form to include the most recent production and financial information for Microloan specific applications or amend the current form FSA-2330 and include a space for this information to be added.

EXPLANATION FOR NON-ADOPTION BY THE COMMITTEE: We already have the FSA-2002 and the FSA-2003.

Resolution 7

CONCERN:

Although we are mainly loaning for ag land, sometimes there is a home on the ground. Our title companies that we work with have discussed the difference between standard and extended coverage. Standard is for bare land and extended is if there is a home located on the property. The endorsements under the extended policy look for covenants, conditions, encroachments, easements, designation of street address of dwellings. Most lenders we work with order extended policies if there is a home. There may be concern if the extended policy is not ordered in this situation, we may not be aware of anything on the home. I understand this may vary from state to state.

PROPOSED SOLUTION:

Add a note in procedure, to reach out to the title company to determine which coverage is needed if not bare land.

EXPLANATION FOR NON-ADOPTION BY THE COMMITTEE: State Issue.

Respectfully submitted by the 2021-2022 Loan Making Committee:

Rebecca Padilla, NM, Zone A - Chairperson

Kelli Luebbert, NE, Zone B

Crystal Zwilling, IL, Zone C

Chana Thompson, AR, Zone D

FARM LOAN PROGRAM LOAN SERVICING COMMITTEE REPORT

THE LOAN SERVICING COMMITTEE MET AT THE NASHVILLE MARRIOTT AT VANDERBILT UNIVERSITY IN NASHVILLE, TN, ON JUNE 27-29, 2022 TO REVIEW RESOLUTIONS SUBMITTED BY THE MEMBERSHIP.

THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR ADOPTION:

Resolution 1

CONCERN:

Requirement is for a SEL, CLP, or MLP lender to submit the required documents for authorization to advance on the existing LOC for the next operating cycle. After FSA's review it is determined that we can't authorize the advance for various reasons (no cash flow, decline in financial condition-selling assets each year to cover costs, etc), the handbook states we should correspond with the lender any concerns in writing. It doesn't address formally not authorizing the advance. There is no guidance on how to properly respond to the lender regarding the decision on the advance.

PROPOSED SOLUTION:

Provide an example letter in 2-FLP Handbook to use when denying the advance of a line-of-credit with appropriate appeal rights.

Resolution 2

CONCERN:

On form FSA-2296 Guaranteed Loan Final Loss Review Checklist, Question #31 of Part E is "Will the lender release the borrower from liability, or pursue future recovery against non-security assets?" This question asks two different questions and answering "yes" or "no" to either question contradicts the other.

PROPOSED SOLUTION:

Separate the line item into two questions as follows:

"Will the lender release the borrower from liability?"

"Will the lender pursue future recovery against non-security assets?"

Resolution 3

CONCERN:

The FSA-2517 "Offer of PLS" and FSA-2518 "Acceptance of PLS" (both for borrowers who received form FSA-2510 or FSA-2514 and applied for servicing) were revised on 9/30/2021. This reflects the change to 5-FLP subparagraph 172 B that allows the Agency, if a feasible plan is achieved with a debt service margin of 101% or more, to permit a borrower to accept a non-writedown servicing offer and waive the right to a writedown offer when the writedown offer will require additional time and appraisals to fully develop. The revised FSA-2517 and FSA-2518 gives borrowers the option to proceed without an appraisal or to wait for an appraisal to be completed. There is currently no such revised offer letter

that allows a borrower to waive the right to a writedown offer when a borrower was offered PLS using form FSA-2512 and they are currently less than 90 days past due at the time of the proposed loan servicing.

PROPOSED SOLUTION:

Utilize the attached proposed modifications to forms FSA-2519 and FSA-2520 to account for the situation where a borrower may choose to forgo a partial writedown offer while having applied for PLS under the FSA-2512 and they are less than 90 days past due.

The attachments include a “tracked changes” version of both the FSA-2519 and FSA-2520 that shows the proposed modifications as well as a “clean copy” of the letters that would actually be sent to borrower if the proposed modifications were accepted.

Resolution 4

CONCERN:

5-FLP, Paragraph 194A does not specifically state what is required for a complete application for a conservation contract for a current borrower. It references that “all the information and documentation required to develop a feasible plan according to 1-FLP, Part 8 and an aerial photo/map that delineates the proposed conservation area according to sub paragraph 82B.” Paragraph 82B requires a complete application as described in Paragraph 81. If the assumption was made to start your research for Conservation Contracts in Part 5 of 5-FLP, it would be easy to miss the need to review paragraph 81 of 5-FLP for further needed information.

PROPOSED SOLUTION:

Modify 5-FLP, Paragraph 194A to add the requirement of obtaining the items as stated in 5-FLP, Paragraph 81.

Resolution 5

CONCERN:

Subordination application process is time-consuming for existing/re-occurring customers.

PROPOSED SOLUTION:

Develop subordination application process that is similar to the streamlined direct loan application process.

Respectfully submitted by the 2021-2022 Loan Servicing Committee:

John Oosterman, CA, Zone A

Irby McWilliams, TX, Zone B

Tiffany Grody, OH, Zone C - Chairperson

Jacob Pinkston, NC, Zone D

INFORMATION TECHNOLOGY COMMITTEE REPORT

THE INFORMATION TECHNOLOGY COMMITTEE MET AT THE NASHVILLE MARRIOTT AT VANDERBILT UNIVERSITY IN NASHVILLE, TN, ON JUNE 27-29, 2022 TO REVIEW RESOLUTIONS SUBMITTED BY THE MEMBERSHIP.

THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR ADOPTION:

Resolution 1

CONCERN:

FSA farm loan officials are required to travel for various loan making and servicing activities. Traveling without a government provided cell phone creates a safety concern to loan officials and subjects employees personal phones to becoming government property. Additionally, using our personal cell phone allows borrower access to our personal contact information.

PROPOSED SOLUTION:

A smart device be made available per each FLP County Office where farm loan officers are located so they can check out the smart device per GIS tracking, calls, texts, and pictures taken in the field in order to improve record management.

Resolution 2

CONCERN:

When in FBP, when entering the NAICS description in the Income/Expense schedule either for actual yields or projections, once entered you lose the ability to edit the description/type of commodity. This is true for all sales categories. This causes duplication of entry especially when producers are rotating their crops annually. Additionally, it causes problems with the Production Trends when different loan officers enter data, and it doesn't match completely (especially when differentiating between dry and irrigated acres).

PROPOSED SOLUTION:

Create drop down boxes to modify the existing entry.

Resolution 3

CONCERN:

The data filled form out of GLS for the FSA-2235 should automatically fill in Item 7, Date of Promissory Note, and Item 8, Note Number and co-borrower information from loan closing information entered. The form currently auto fills in the Note Number in Item 9.

PROPOSED SOLUTION:

Correct the issue to have Date of Promissory Note auto-filled into Item 7 and Note Number auto-filled into Item 8 and co-borrower information.

Resolution 4

CONCERN:

The form FSA-2330, Request for Microloan Assistance, does not currently request information concerning non-farm employment. If non-farm income is relied upon for repayment, we are required to obtain verification as part of a complete application package.

PROPOSED SOLUTION:

Add employment information to the form.

Resolution 5

CONCERN:

When using a co-signer on a loan there is no ability to enter the co-signer information into GLS.

PROPOSED SOLUTION:

GLS should provide the ability to distinguish between co-applicant and co-signer.

Resolution 6

CONCERN:

FLP handbook are online and accessed daily. The links within the table of contents do not work properly in most handbooks.

PROPOSED SOLUTION:

Program each handbook so that the links within the table of contents work properly.

THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR NON-ADOPTION:

Resolution 7

CONCERN:

WHEREAS Eye Health is a major concern for all employees, many hours of computer usage is detrimental to our eye health. It should not be necessary to apply for a Reasonable Accommodation to have access to equipment that is a benefit to every employee's health. Enclosed is exact wording from a Doctor of Optometry. She references that anyone that uses a computer for over 2 hrs. a day, has consequences to our visual system. Larger Computer

Monitors should be available to every employee that requests them, and not just available by way of Reasonable Accommodation Request.

PROPOSED SOLUTION:

Offer ALL employees the opportunity to have large computer monitors, which allow them to enlarge the font, size of the page, while viewing the entire page of the program/tab, etc. This could be done within a reasonable replacement monitor rotation, and/or someone that specific requests larger monitors should have them available to them.

See attached vision wording received from Dr. Hayle Menge, OD.

EXPLANATION FOR NON-ADOPTON BY THE COMMITTEE:

There is already a source to request and obtain a larger monitor through Reasonable Accommodation.

Resolution 8

CONCERN:

Recommendation for BOT. Automate the review of CAIVRS when a new application is received.

PROPOSED SOLUTION

Develop a BOT that will automatically check CAIVRS and provide a report to the FLP office for each new application. This will eliminate the need for multiple accounts and updating passwords every 21 days.

EXPLANATION FOR NON-ADOPTON BY THE COMMITTEE:

It is believed that the BOTs are only capable of interfacing with our internal systems.

Resolution 9

CONCERN:

Inconsistency in the placement of data/information - is it on the SharePoint and if so, which one; is it on the intranet – if so, which page?

PROPOSED SOLUTION

At least add a link on the application page to a SharePoint landing page from which employees can navigate to all other share-points – State and National.

EXPLANATION FOR NON-ADOPTON BY THE COMMITTEE:

The committee feels that there is not enough information presented to fully understand the intent of the resolution.

Respectfully submitted by the 2021-2022, Information Technology Committee:

Mercedes A Jauregui Guadron, WY, Zone A

Nancy Harrell, SD, Zone B

Vicki Swift, KY, Zone C - Chairperson

Tonya Washington, AR, Zone D

MANAGEMENT/PERSONNEL COMMITTEE REPORT

THE MANAGEMENT / PERSONNEL COMMITTEE MET AT THE NASHVILLE MARRIOTT AT VANDERBILT UNIVERSITY IN NASHVILLE, TN, ON JUNE 27-29, 2022 TO REVIEW RESOLUTIONS SUBMITTED BY THE MEMBERSHIP.

THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR ADOPTION:

Resolution 1

CONCERN:

Employees in supervisory / management positions are unaware of all hiring tools that are available.

PROPOSED SOLUTION:

Provide adequate training and tools for all supervisory positions, even if not directly involved in the hiring process, to ensure that all methods of hiring and advertising are considered and utilized effectively. For example: Direct hiring, merit promotion, competitive placement, incentives, etc.

Resolution 2

CONCERN:

Non-ceiling FLOT's and CEDT's are not utilized enough in our hiring and succession planning.

PROPOSED SOLUTION:

States should be encouraged to utilize all succession planning tools such as non-ceiling positions, interns and 1890 Scholars. More consideration needs to be given to above or non-ceiling FLOT's and CEDT's as part of the succession planning and allocating sufficient resources on a continuous basis for these tools.

Resolution 3

CONCERN:

To retain and engage employees, greater workplace flexibilities should be utilized.

PROPOSED SOLUTION:

Promoted to the fullest extent possible, within the discretion of the supervisor, the full authority realted to telework regulations.

Resolution 4

CONCERN:

The State Environmental Coordinator is too complex and time consuming to be a collateral duty position.

PROPOSED SOLUTION:

A position description should be developed for the environmental coordinator position and states encouraged to hire a technically qualified person for this specific position.

Resolution 5

CONCERN:

For an FLP employee to gain access to MIDAS CRM-Business Partner to be able to enter a new loan applicant currently requires an employee to complete 15 hours of training. The majority of these training covers modules that are mainly pertinent to farm programs only (i.e. GIS). This training time commitment for these portions of CRM-BP that will never be used again by FLP is not the most efficient use of our time.

PROPOSED SOLUTION:

Change CRM-BP training requirements to gain access to MIDAS CRM-BP to only complete modules that are pertinent to FLP actual use of the system.

Resolution 6

CONCERN:

Recent updates and interpretations of 1-RFS handbook has caused duplication of work & inefficiency in the processing of farm loans. For example, receipts are needed when closing a farm loan within proof of this service is noted when the borrower signs the promissory note.

PROPOSED SOLUTION:

A RFS is not necessary, when documents exist to prove the service. A RFS should only be provided when documentation is not given to the customer at the time of service. For example: A signed promissory note is evidence of the service; the required notification letters is proof of service.

Resolution 7

CONCERN:

Insufficient consideration is given to the actual IT equipment needs for the various positions within FSA; and the difference in needs in various regions. There is a lack of consideration of compatibility of newly deployed equipment.

PROPOSED SOLUTION

Survey the actual functional needs for the various positions and allow the equipment to be field tested before selection.

Resolution 8

CONCERN:

FLOs are provided no formal opportunity to develop managerial skills prior to becoming FLMs.

PROPOSED SOLUTION:

Develop guidance in a progressive learning series that will allow FLOs to develop skills needed as managers. Encourage states to have opportunities, such as fellowships and details, where the FLO can gain real exposure in a reasonable learning environment.

Resolution 9

CONCERN:

Current leased spaced considerations do not provide for PII and health / safety concerns. Utilization rates have a general space for open workstations (PTs) of 48 sq ft.

PROPOSED SOLUTION:

Provide training to all supervisors regarding leasing procedures and requirements.

Encourage utilization of specific space needs to ensure sufficient square footage allotment for all employees.

THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR NON-ADOPTION:

Resolution 10

CONCERN:

Currently only District Directors and some National Office FLP GS-1165 staff positions are eligible for Remote Work. For the past 2 1/2 years most FLP employees have been teleworking due to the COVID pandemic. It has been well documented that State and County Offices can operate successfully without 100% of the staff working in the office on a daily basis. Other financial institutions are offering remote work capabilities now. There are situations where GS-1165 STO and COF positions should be allowed to be considered for Remote Work especially if circumstances warrant consideration and supervisor approves. It is difficult for FSA FLP to hire qualified loan officials, and it does not make sense to lose a good employee to another lender in another location because we cannot offer Remote Work opportunities to retain the good employee.

Current USDA DR References for Remote Work Program:

USDA DR 4080-811-002, SUBJECT: Telework and Remote Work Programs, dated November 22, 2021.

The DR 4080-811-002 (The DR) states: remote worksite may be within or outside of the local commuting area of the Mission Area, agency, or staff office's worksite (Section 6 c.)

The DR states: Remote work arrangements should be cost-neutral or low-cost, to the extent practical, after factoring in the net cost savings accrued moving each employee to a remote arrangement (Section 7 c.)

PROPOSED SOLUTION:

Open up Remote Work opportunities to GS-1165 positions on a case-by-case basis depending on office staffing and employee circumstances.

EXPLANATION FOR NON-ADOPTION BY THE COMMITTEE:

A remote work policy does not support the forward-facing nature of the work that is conducted by FLP.

Respectfully submitted by the 2021-2022 Management / Personnel Committee:

Jessica Davis, ID, Zone A

Shannon Lubker, NE, Zone B

Emily Willrath, OH, Zone C

Theresa Windham, GA, Zone D - Chairperson

LEGISLATIVE COMMITTEE REPORT

THE LEGISLATIVE COMMITTEE MET AT THE EMBASSY SUITES HOTEL IN KANSAS CITY, MO, ON AUGUST 2-3, 2021 TO REVIEW RESOLUTIONS SUBMITTED BY THE MEMBERSHIP.

THE FOLLOWING RESOLUTION IS RECOMMENDED FOR ADOPTION:

Resolution 1

CONCERN: The Beginning Farmer Down-payment Program (BFDP Program) loan limit of \$300,000 did not receive an increase in the 2018 Farm Bill as the Direct Farm Ownership (D-FO) did to \$600,000. The BFDP Program was simply adjusted to \$300,150 to represent 45% of the new \$600,000 D-FO limit.

If a beginning farmer is required to use a regular participation loan to receive the full \$600,000 then they lose the security, interest rate, and equity benefits that the BFDP Program incorporates to help get the farmer started in the first place. This gives non-beginning farmers an advantage over the beginning farmers.

PROPOSED SOLUTION: Make it NACS priority to lobby for the immediate increase of the BFDP loan limit to \$600,000 so that that existing beginning farmers can utilize the full intended benefits of the BFDP Program before their beginning farmer status expires.

Resolution 2

CONCERN: Statutory requirements for servicing time frame does not account for the time it takes to obtain an appraisal before offering loan servicing actions.

PROPOSED SOLUTION: When an appraisal is order, to offer loan servicing actions, the timeframe clock will be stopped until a satisfactory appraisal is received.

THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR NON-ADOPTION:

Resolution 3

CONCERN: At this time, we receive no credit for doing the farm business plan, helping customers complete forms, or completing environmental documentation for FSFL's.

PROPOSED SOLUTION: WebTA has an activity that includes FSFL work.

Respectfully submitted by the 2019/2021, Loan Making Committee:

Zone A – Casey Toyne, MT

Zone C – Brandon Waldron, VA – Co-chair

Zone D – Newton Gilman, GA

Zone B – Ben Herink, NE

Zone D – Dave Bonnett, NC – Chairperson

NEW/OLD BOARD MEETING MINUTES

June 30, 2022

Nashville Marriot By Vanderbilt in Nashville, TN at 8:00 A.M. CDT

CALL TO ORDER - Ben Herink called the meeting to order at 8:07 am CDT.

ROLL CALL - Ben Herink, President; Kris Wilcox, Treasurer; Ray Bartholomew, Past Treasurer, Amy Dykema, Zone A Rep, Kaiti Steckman, Zone B Rep, Lisa Liska, Past Zone B Rep, Tiffany Grody, Zone C Rep, Crystal Zwilling, Zone C Alternate, Nathan Adams, Past Zone C Rep, Jon Travis, Zone D Rep.

OLD BUSINESS

REPORTS FROM OLD BOARD:

PRESIDENT

2022 CONVENTION ISSUES:

1. Remind membership, especially new members, of how Roberts Rules of Order works at beginning of Annual Meeting on Wednesday.
2. Farmer Mac was planning to attend as an exhibitor/sponsor of Convention but were not able to attend. Membership and Board enjoyed Emblem by Superior being present to purchase USDA apparel. It was recommended to provide them with a NACS logo for more options in the future.

FY2022 GOALS – Final Results

LEGISLATIVE GOAL

1. **Include Andy on board calls quarterly to improve communication with the Board.** Andy has been included in one conference call and two in-person meetings.

MEMBERSHIP GOAL

2. **600 members.** Goal was not met. Membership is estimated at 500 members currently.
3. **New FSA-444 forms need to be as painless as possible so that the members (new/old) can get switched as soon as possible.** Did not need to get new FSA-444 forms to transfer the accounts to the NACS National Treasurer.

COMMUNICATIONS GOALS

4. **Monthly Board Calls starting in September.** Goal met.
5. **Calls with National Office (Let DAFO take the lead).** Had one official call with Presidents and Vice Presidents of all associations with DAFO on March 16th.
6. **Zone Reps conduct semi-annual calls with State Presidents.** No calls were held with the State Presidents as Zone Meetings did not take place.
7. **Committee Calls after responses are received from National Office. Vice President will set up conference calls as appropriate.** All committees accepted the responses from the National Office, thus did not deem necessary. Vice President did have calls with committee chairs and sat in on 2 membership calls.
8. **1 Zone Newsletter following Zone meetings.** N/A – no Zone Mtgs
9. **12 posts to social media.** Met
10. **12 presidential updates.** Met
11. **Newsletter from convention.** Met
12. **Newsletter after Spring Board Meeting with National Office.** Met

CONVENTION ATTENDANCE GOAL

13. **90 members.** Held 2022 Convention in Nashville, TN with approximately 65 members in attendance.

ZONE MEETING ATTENDANCE GOAL:

14. **Zone A/B – 50, Zone C/D – 50.** N/A, Zone meetings did not take place.

RELATIONSHIP WITH OTHER EMPLOYEE ASSOCIATIONS

15. **Quarterly calls with NACS, NASE, NADD, NASCOE and Chief's Association. NACS will coordinate scheduling and will have access to McAllister and Quinn's Conference line.** 2 conference calls were conducted.
16. **Will invite NASCOE to 2022 NACS Convention and will attend their convention, if invited.** NASCOE Vice President, Joel Foster, attended NACS Convention. Ben is planning to attend the NASCOE National Convention in Savannah, GA.

VICE PRESIDENT

SUGGESTIONS FOR 2022/2023 COMMITTEE RESOLUTIONS PROCESS – Zone Representatives set aside time

during Zone Meetings to develop resolutions

SECRETARY

ANNUAL REPORT – will add page reporting members representing NACS on working groups/task forces

TREASURER

CONVENTION BILLS TO BE PAID – Minnesota contacted Treasurer on Tuesday that they plan to pay past due dues.

OTHER PAST – Kris, Ray and Ben will meet at a Wells Fargo to update account information

PAST PRESIDENT

Ben handed out updated Board Position Duties and Responsibilities and Lisa reviewed updates to the duties.

ZONE REPRESENTATIVES

-Utilize the MS Teams Channels for reminders and as a communication tool. Build up with membership names from Treasurer/Membership Committee.

-Hold State Presidents Conference Calls with NACS President using the State Presidents Guide as talking point.

-Ask Zone Rep Alternate to take notes/pictures during Zone Meeting to develop a newsletter following the meeting.

-Past Zone Reps will pass along State Presidents contact list for communication.

-Work with host state, NASE representatives, Zone Reps in preparing of Zone Meetings and Agenda.

NEW BUSINESS

DUES – Voted on at the Spring Board Meeting.

Regular: \$156 Associate: \$52 Lifetime: \$100 First Time Member: \$52

Board recommended to move the list of Lifetime Membership from the Operating Manual to the Annual Report.

LEGISLATIVE PRIORITIES

1. Preparation for the 2023 Farm Bill
 - a. Eliminate Direct Loan Term Limits
 - b. Staffing and Appropriations (salaries and expenses, loan funds)
2. Educate new congressional members about NACS and farm loan programs at FSA
3. Recruitment and Retention – begin reviewing lack of pay parity

DIRECTORY UPDATE – New Board members contact information were collected

CONFIDENTIALITY OF BOARD MEMBER CORRESPONDENCE REMINDER

JOB DUTIES FOR NEW BOARD MEMBERS:

PRESIDENT

LETTERS TO SEDs FOR NEWLY ELECTED BOARD MEMBERS

VICE PRESIDENT

LETTERS TO SEDs FOR NEWLY APPOINTED COMMITTEE MEMBERS

MONITOR FEDERAL REGISTER

-Work with Committees and send resolutions to National Office and following up with process through the year

SECRETARY

NEWSLETTERS

UPDATE/MAINTAIN STATE PRESIDENT'S GUIDE

MAINTAIN MINUTES

2022/2023 ANNUAL REPORT (add Lifetime Membership list and list member representatives on Working Groups/Task Forces)

TREASURER

Monitor and maintain FUNDS/BUDGET

- File Form 990 EZ and appropriate schedules prior to October 15th via an authorized vendor electronically. Treasurer to research and recommend a vendor to the Board for vote.
- Update accounts for paying website and email services

PAST PRESIDENT

Assist with updating Operating Manual (currently worked on by Lisa Liska and Maureen Mausbach)

COMMITTEE ASSIGNMENTS

Ben and Brandon will review Committee Surveys and appoint members and alternates by August.

NACS ZONE MEETINGS - DATES AND PLACES

ZONE A & ZONE B – Oklahoma City, OK on February 9-11, 2023

ZONE C & ZONE D – Asheville, NC on February 23-25, 2023

AUDIT COMMITTEE REPORT / RECOMMENDATIONS

Finding:

1. One voucher had a partial receipt. Treasurer already corrected and found additional page.

Recommendations:

1. Incoming Treasurer to obtain "Report of Organizational or Association Dues Withheld" from NFC.
2. Incoming Treasurer must ensure that NACS timely files the current (2021) and future tax returns electronically using an approximate vendor. The next filing must be done by October 15, 2022.

Previous Years Recommendation and Progress:

1. Update the operating manual Exhibit 2J to include the Vice President as an authorized user on the association's accounts. This is yet to be completed.

FY2023 GOALS

MEMBERSHIP

1. 500 members

CONVENTION ATTENDANCE

2. 80 - member attendance

ZONE MEETING ATTENDANCE

3. At least one member from each Chapter attends their Zone Meeting
4. 50 – member attendance at each combined Zone Meeting

COMMUNICATIONS

5. Monthly conference calls conducted by the NACS Board (Zone Rep Alternate to attend, if Zone Rep cannot.) Conference calls to take place the second Thursday of each month at 11 am central time starting on August 11th.
6. Semi-annual conference calls conducted with the State Presidents to be arranged by Zone Representatives with President in attendance. (Early December/January and Late March/Early April)
7. Conduct one conference call with each Committee after National Office responses are received and one prior to National Convention, as appropriate.
8. Two Newsletters prepared by the Secretary and emailed to the membership per year (One after National Convention and One after NACS Board Meeting with National Office Leadership)
9. 12 President Updates per year
10. One Zone Newsletter prepared by the Zone Representative, in consultation with Secretary, and emailed to the Zone members after each Zone Meeting
11. One Zone Newsletter prepared by the Zone Representative and emailed to the Zone members per year (Fall 2022)
12. Twelve posts on social media websites (Facebook) per year

RELATIONS WITH OTHER EMPLOYEE ORGANIZATIONS

13. Quarterly calls with NACS, NASE, NADD, NASCOE and Chief's Association. NACS continue to work with DAFO to coordinate quarterly calls.
14. Invite NASCOE President to 2023 NACS Convention and NACS President will attend NASCOE convention, if invited.

REVIEW 2022/2023 BUDGET

- Modify draft budget to spend \$3400 for first time attendee reimbursement and transfer \$3400 from Wunder Fund.
- Remove "Savings Transfer" expense line item
- Modify "Zone Meeting State Travel" based on 30 Chapters at \$300 (now \$9000)
- Modify Dillard Financial Solutions donation to \$7500 based on renewed contract and the "Convention General Expenses" to \$2500.

Budget balances by a positive \$1740.18

Kris Wilcox moved to approve the finalized 2022/2023 NACS Budget. Amy Dykema seconded the motion. **Motion Passed**

MEMBERSHIP CAMPAIGN

- President plans to task the membership committee with increasing membership

WEBMASTER PRIORITIES

- Board members to make note of pain points and discuss as Board at future board meeting
- Talk to Andy Quinn about historical documents being scanned and where to store

NEWSLETTER

DUE DATE FOR NATIONAL CONVENTION NEWSLETTER - July 15th

President to work with webmaster to post PowerPoint presentations from Convention to website under Convention tab

PRESIDENTIAL APPOINTMENTS

CONVENTION COMMITTEE MEMBERS - No new appointees. Committee is Maureen Mausbach, Kaiti Steckman, Darren Metzger, Tiffany Grody, Theresa Windham, and Chantal Hahn. Ben will review status of all members with committee chair.

WEBMASTER - Amy Dykema is already appointed.

RECRUITMENT AND RETENTION COMMITTEE RECOMMENDATIONS - Dave Bonnett, Liaison to McAllister & Quinn; Ben Herink, President; Zone Reps to solicit four Zone members

HISTORIAN – Ben willing to take any suggestions for this role.

NASCOE CONVENTION - Savannah, GA, August 7-10, 2022. Ben plans to attend.

ADJOURN MEETING – Jon Travis moved to adjourn the meeting. Kris seconded the motion. Meeting adjourned at 10:52 a.m.

Minutes recorded by Lisa Liska on behalf of Jessica Weigand.

August 11, 2022, BOARD MEETING MINUTES

CALL TO ORDER. The meeting was called to order at 10:01 MST.

ROLL CALL – Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kris Wilcox, Treasurer; LeAnn Gibbs, Past President; Amy Dykema, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D

BOARD MEMBER REPORTS

SECRETARY'S REPORT –

- Reviewed minutes from New/Old Board meeting and Final Board meeting. Ben suggested minor correction that has been made. Kris Wilcox moved to pass the Secretary's minutes as corrected. Amy Dykema seconded the motion. Motion passed.

TREASURER'S REPORT –

- Review account balances, budget, & bills/dues to be paid. Also working through spreadsheets and processes done by Ray to gain understanding and develop a method for returning funds to the states. Ben encouraged Kris to reach out to Ray on anything that she may not understand. Kris can develop a system for however she figures out best to handle it, once passed by Ben should be good to go. She has reviewed the report from NFC that we received on 08/01, and there are multiple discrepancies between what we are getting and membership. Ben encouraged zone reps to get state presidents and treasures for their zone so we can better evaluate the report accuracy. Ray did come to NE to get the accounts transferred; the plan will be to also add Brandon Waldron to the account at Zone C/D meeting. Brandon Waldron moved to pass the treasurers minutes as presented. Amy Dykema seconded the motion. Motion passed.

PRESIDENT'S REPORT –

Ben did attend the NASCOE Convention, arrived late Monday afternoon. All NO speakers were virtual. Theresa Windham presented on behalf of NADD. Ben spoke on Wednesday morning, introducing the board, spoke on the convention, desire to continue quarterly calls. Did get approached by 3 NASCOE members to doing a joint convention again. Personally, it created conflict between the associations. 330 registrants attended, however during the day only 65 seemed to attend the meeting itself. NFC report indicates we have roughly 505 members currently. All SED letters have been sent out. Will be working with Brandon in the upcoming weeks to finalize committees.

VICE PRESIDENT'S REPORT –

Will be working to get the resolutions up to the National Office as soon as possible. Will also work with Ben on the committee assignments.

PAST PRESIDENT'S REPORT – LeAnn

Did notify Bens SED of his Presidential appointment and received a nice letter back.

ZONE REP REPORTS

- Zone A – Amy- Will plan on getting information out to States and back to the board before the next meeting.
- Zone B – Kaiti- Lisa sent an email with a wealth of information on things that she sent out last year that she is working through and will plan to reach out to the states before the next meeting.
- Zone C – Tiffany- Nothing new will reach out to the states.
- Zone D – Jon- Nothing new will reach out to the states. I received quite a bit of feedback from Zone D members. All of the feedback I received from Zone D was very supportive of the letter itself.

OLD BUSINESS

- Reimbursement to Chapters review, including offset approved on non-current Chapters- I have not figured out how Ray determined these amounts yet, Kris has put together a rough calculation, but will need more information from the states to get it accurate. If Kris can send the plan that she is making to determine state reimbursements so the board can look then we can move forward from there.
- Review of 2022 NACS National Convention- Recommendations/suggestions? For example NASCOE has an Auction Night- which raises money for scholarships for NASCOE children. Is this something NACS would be interested in?

The TASCOE (TN) had a cornhole tournament at their state meeting to raise funds as well an auction.

We can do a silent auction at the banquet fairly easily.

Having something that can include families/children while NACS members are in the business meeting.

Whole hog BBQ for membership to meet around a zone or convention meeting to encourage community.

- Dillard Financial Solutions (DFS) two-year contract agreement (now in place)
- Recruitment and Retention Committee (ad-hoc) member discussion- Ben would ask that each zone rep solicit a name from each zone for this committee. That has interest, has been involved in NACS and has broad view of the programs.

NEW BUSINESS

- 2023 NACS National Convention (contract signed)- Omaha NE June 25-29th 2023 at the Hilton, which is downtown very close to the baseball field.
- 2022/2023 Committee appointment discussion. Ben and Brandon will be meeting in the next week or two
- Receipt for Service recommendations to National Office – FLC association asked for input on their draft of the RFS memo, has officially been signed by NADD, NACS and FLCs.
- Inflation Reduction Act (Senate passed version)- basically repeals ARPA and sends those funds to distressed borrowers. There will be a lot of secretarial discretion in distribution. DAFLP is treading lightly on pushing out communication. This looks like it will pass the House on Friday 8/12/2022. Working with Andy to get in front of the funding for the “Equity Commission”. Will keep an eye on this. Sounds like Conservation Loans may be an option with this bill and the Climate Smart Ag push. NACS needs to stress the education needing for this program. With this and the upcoming farm bill Ben will invite Andy and Dave to our next meeting. The Policy Group that LeAnn was on made suggestions in regard to the Conservation loan program and those could come to light in the new farm bill.
- Kendra Moore, temp intermittent PT (Jackson County, KY)- Nathan Denney had reached out to Ben about supporting Kendra who has been devastatingly affected by the flooding in eastern KY through NACS. Is this something we should forward through email or facebook or anything else. We will hold off on support from the national NACS level to prevent setting precedent.
- DAFO Task Force that will focus on DAFO training programs and employees training needs- Ben would like a board member to sit on that task force. Tiffany sits on the furthering education task force and this may go hand in hand. Any other names please submit to Ben.
- Kris would like to add a section to the bottom of the “I want to join NACS” form for tracking purposes something similar to this:

For Treasurer Use Only		Received:		
New Member as of PP:		Payment Method:	check	FSA-444

There is not any problem with adding this if Kris will work with Juanita, membership committee, to get a draft to Ben.




- Kris would like “I Want To Join NACS forms” to be forwarded to her—OR perhaps we turn this into a google doc, like how our resolutions are submitted on the website. This should be fine.


NEXT CONFERENCE CALL – The next board meeting will be on September 8, 2022

ADJOURN- Brandon Waldron moved to adjourn the board meeting. Amy Dykema seconded. Meeting adjourned at 11:25am MST

Treasurers Report – 2022-08-11


Account Summary

 [Customize](#)  




BUSINESS CHECKING


...4739

 [Buying a home? Prequalify](#)

\$68,379.57

Available balance







BUSINESS MARKET RATE SAVINGS

...9036

\$80,745.18

Available balance







BUSINESS MARKET RATE SAVINGS

...3479

\$9,229.76

Available balance






BUSINESS MARKET RATE SAVINGS

...3495

\$3,965.41

Available balance



Account 4739 – Checking

Account 9036 – General Savings 3479 – Wunder Fund 3495 – Fairness Fund

Upcoming Obligations: Need to reissue 1 convention reimbursement \$200 that was returned. Need to pay \$386.71 to M&Q for August bill.

Pending to State once they are current on dues: Washington \$300

Total Outstanding Checks:\$0

NFC Spreadsheet does not match deposits into Wells Fargo Accounts. Cannot open past spreadsheets that are on the flash drive.

Estimate of Obligations back to Chapters – I have not figured out how Ray determined these amounts yet, I have put together a rough calculation, but will need more information from the states in order to get it accurate.

1st Qtr – June 1 PP4-PP9-\$5766.32 Rays estimate 2nd Qtr – Sept 1 PP10 – PP15- ??

Accounting for Past Due Membership Dues

A: Utah (10 quarters – 1st Qtr 2020) (currently \$0 payroll deduction), Washington (1 Qtr – 3rd Qtr 2022)

B: Minnesota (4 Qtrs – 3rd Qtr 2021)

C: West Virginia (8 Qtrs – 3rd Qtr 2020) (Currently \$0 on payroll deduction)

D: Florida (12 Qtrs – 3rd Qtr 2019), Tennessee (6 Qtrs – 1st Qtr 2021)

I have made a list of possible vendors for filing our taxes, but I have not researched all of them yet. I will have a recommendation at next month's Board Meeting.

Items to be included in next Constant Contact: 1. All "I want to join NACS forms should be forwarded to me—OR perhaps we turn this into a google doc, like how our resolutions are submitted on the website. 2. All paper checks should be sent to me to be deposited into our accounts. 3. I need payroll reports from each state for PP 4 – Present and ongoing until we are notified that we are receiving them at M&Q 4. Reminder to all State Treasurers that all other income and expenses outside of dues need to be tracked and reported for tax purposes. We may want to put together some kind of form, so that the information can be collected in an organized fashion.

I would like to add a section to the bottom of the "I want to join NACS" form for tracking purposes something similar to this:

For Treasurer Use Only		Received:		
New Member as of PP:		Payment Method:	check	FSA-444

SEPTEMBER 8, 2022 BOARD MEETING MINUTES

CALL TO ORDER- The meeting was called to order at 10:05 MST.

ROLL CALL – Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kris Wilcox, Treasurer; LeAnn Gibbs, Past President; Amy Dykema, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D

LEGISLATIVE UPDATE – Andy Quinn and Dave Bonnett – PowerPoint sent- Working on appropriations for additional 15 million for Salaries and Expenses for retiring employees especially in the current climate. IRA- see this trying to get pushed through before the 2024 election even though language says its available to 2031. Funds ear marked for research, education and extension- can go to internships for recruitment. Main points- term limits, staffing, allegations of civil rights complaints, increasing salaries (GS-13 project). Bankers' associations looking at increasing guaranteed loan limits, board will discuss and advise Andy on a number that is thought to be right with current staffing. Also need to look into the conservation dollars and how those are being utilized.

BOARD MEMBER REPORTS

SECRETARY'S REPORT

- Reviewed Minutes from August 11, 2022 board meeting. Jon Travis moved to approve the Secretary's minutes as presented. Amy Dykema seconded the motion. Motion passed.

TREASURER'S REPORT

- Review account balances, budget, & bills/dues to be paid. Has been working with NFC to get our dues figured out, with multiple issues with amounts/reports. Recommendation for filing taxes Form990 Online cost \$41.00 or Intuit ProConnect Tax Online \$64.88. She will move forward with filing the taxes for the year. LeAnn Gibbs moved to pass the Treasurer's minutes as presented. Brandon Waldron seconded the motion. Motion passed.

PRESIDENT'S REPORT – Need to update website with current board information. Tiffany sent a Zone email and encouraged other Zones to do the same.

VICE PRESIDENT'S REPORT – Did get the resolutions submitted to N.O.

PAST PRESIDENT'S REPORT – No report.

ZONE REP REPORTS

- Zone A – No report.
- Zone B – Did send an email out to the Chapters last Friday. Has not been in the office to hear back.
- Zone C – Have heard back from 3 of the Chapter/State from her correspondence, will look into getting more contacts from other Chapters.
- Zone D – No report.

OLD BUSINESS

- Reimbursement to Chapters review, including offset approved on non-current Chapters - will cover more in depth at next meeting.
- Update on adopted resolutions to National Office - have been submitted to National Office just waiting to hear back, did give them to the 15th of October.
- Recruitment and Retention Committee (ad-hoc) member discussion – need recommendations for members from Zone Reps (one or two recommendation from each Zone). Looking to get this committee finalized and start meeting with Andy.
- DAFO Task Force with focus on DAFO training programs – submitted the following NACS members for consideration: Tiffany Grody (OH), Kim Buchheit (NE), Mercedes Jauregui (WY). They have not received any correspondence on this as of today.
- Chapter/State Treasurers - if Zone reps get any information on contacts for Chapter/State Treasurers please share that information with Kris.





NEW BUSINESS

- 2022/2023 Committee appointment discussion - still working on- will prioritize that as soon as possible.
- Update on M&Q digitization of treasurer records - Ben will work with Andy and try to get that lined out.

NEXT CONFERENCE CALL – The next board meeting will be on October 13, 2022

ADJOURN Jon Travis moved to adjourn the meeting. Brandon Waldron seconded. Meeting was adjourned at 11:04 MST

Treasurers Report – 2022-09-08

 BUSINESS CHECKING ...4739	\$73,966.24 Available balance	⋮
 BUSINESS MARKET RATE SAVINGS ...9036	\$80,745.87 Available balance	⋮
 BUSINESS MARKET RATE SAVINGS ...3479	\$9,229.83 Available balance	⋮
 BUSINESS MARKET RATE SAVINGS ...3495	\$3,965.45 Available balance	⋮

Account 4739 – Checking Account 9036 – General Savings 3479 – Wunder Fund 3495 – Fairness Fund

Upcoming Obligations: Need to pay \$5030.00 to M&Q for September bill.

Pending to State once they are current on dues: Washington \$300

Total Outstanding Checks:\$0

NFC Spreadsheet does not match deposits into Wells Fargo Accounts. NFC Spreadsheet from PP14 does not match consolidated NFC Spreadsheet – States have stopped receiving payroll reports, M&Q is not receiving payroll reports either.

Estimate of Obligations back to Chapters –I have put together a rough calculation, but will need more information from the states in order to get it accurate. I have gathered info from 4/33 and contacts for 3 more.

1st Qtr – June 1 PP4-PP9-\$5766.32 Rays estimate Mine \$5242.91 2nd Qtr – Sept 1 PP10 – PP15- 4413.05

Accounting for Past Due Membership Dues

A: Utah (10 quarters – 1st Qtr 2020) (currently \$0 payroll deduction), Washington (1 Qtr – 3rd Qtr 2022)

B: Minnesota (4 Qtrs – 3rd Qtr 2021)

C: West Virginia (8 Qtrs – 3rd Qtr 2020) (Currently \$0 on payroll deduction)

D: Florida (12 Qtrs – 3rd Qtr 2019), Tennessee (6 Qtrs – 1st Qtr 2021)

Recommendation for filing taxes Form990 Online cost \$41.00. second choice Intuit ProConnect Tax Online \$64.88.

OCTOBER 20, 2022 BOARD MEETING MINUTES

CALL TO ORDER-The meeting was called to order at 10:00 MST.

ROLL CALL – Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kris Wilcox, Treasurer; LeAnn Gibbs, Past President; Amy Dykema, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D

BOARD MEMBER REPORTS

SECRETARY'S REPORT

- Reviewed Minutes from September 8, 2022 board meeting. Brandon Waldron moved to approve the Secretary's minutes as presented. Tiffany Grody seconded the motion. Motion passed.

TREASURER'S REPORT

- Reviewed account balances, budget, & bills/dues to be paid. Did get in contact with Washington State and they are trying to get current. Will update report that she has gotten in contact 7 of 33 and received information for 6 more in the state chapters. McAlister and Quinn needs some follow up on mail for NACS and how that is handled. Brandon Waldron moved to approve the treasurers report as amended, LeAnn Gibbs seconded. Motion passed.

PRESIDENT'S REPORT –

- NRLA convention was held this week (Oct 18-19) Andy Quinn and Libby Foley, Managing Director of Federal Affairs, did attend and were able to be present for Ducheneaux and Cobb's presentations. Ben will be meeting with Andy and Libby on Monday to follow up on that.

VICE PRESIDENT'S REPORT –

- There has been no reply on the resolutions, will send a follow up to the national office.

PAST PRESIDENT'S REPORT –

- No report

ZONE REP REPORTS

- Zone A – Amy-. Is working on the website as she can.
- Zone B – Kaiti- No report
- Zone C – Tiffany- Dave Bonnett has been working on getting the Crowne Plaza hotel in Asheville for Zone meeting the 23rd through the 25th. Rooms look like they are going to be \$119/night.
- Zone D – Jon- The new hotel looks like it has a lot of amenities for zone attendees if they would like.
- Ben would like to have information on Zone meetings out as soon as possible, and would like to push national convention as soon as possible

OLD BUSINESS

- Recruitment and Retention Committee (ad-hoc) member discussion (Ben) – need recommendations for members from Zone Reps (one or two recommendation from each Zone).

- NASCOE letter sent to the National Office regarding pay parity etc. NACS should send something similar and Ben is gathering ideas to include. Would encourage any ideas or suggestions for inclusion. Retaining FLP Employees was addressed by the secretary in a town hall so may be perfect timing for such a document.
- Update on Credit Quality Review Questionnaire form – being looked at by NADD and NACS- NADD is having some heartburn on the current CQR form/process. Would also like any input from the board on the 2103 form or process. NADD will be presenting suggested revisions and NACS should have a voice in the process.





NEW BUSINESS

- 2022/2023 Committee appointment discussion (Ben) – all committee surveys are uploaded through website now, which can be downloaded into excel. Ben will send to Brandon this weekend with his suggestions for committee chairs and then will meet to discuss.
- Update on M&Q digitization of treasurer records- Ben will address this with his meeting with them on Monday.
- Update on “Fast-Track Loan” option – Working Group being stood up- Ben received a call from Brian Rueckl, have been working with Moodys and Farm Credit and have received approval to test this Fast Track option internally. Would be a way to quickly approve 20% of direct loan applications, would not have to have a cash flow/actuals, simply based on credit report, balance sheet, and I &E- following more of a Farm Credit model. Brian would like to have 5-6 very experienced NACS members that are willing to be engaged within the working group. Ben submitted names to Brian and will get back once assigned.
- Public Notice issued in Federal Register on October 14, 2022 regarding “Notice of Request for Public Comment on Providing Financial Assistance for Producers and Landowners Determined to Have Experienced Discrimination” – did talk with Dave Bonnet and Andy on the comment on behalf of NACS, need to be careful to not include opinion on potential abuse. Would like to address the issue of loan officials being negatively affected by these complaints. Would like to stay away from having to do outreach on claims etc.
- FEDS Protection Liability Insurance update – Brenda Wilson left, new contact for NACS TBD
- Inflation Reduction Act payments discussion – There seem to be problems with payment amounts etc through state discussion. Many issues that everyone is seeing. Verbiage that has come out is very vague and leaves a lot up to the secretary. Problems and frustrations with the payments applied what county offices were told to tell borrowers.
- How to change over the accounts- the old TID numbers that states had are void. The correct way to open an account will be with the national tax id number. This does have significant implication for Kris on filing taxes annually. Will get back with Ben on this.

NEXT CONFERENCE CALL – The next board meeting will be on November 10, 2022

ADJOURN- LeAnn moved to adjourn the meeting. Jessica Weigand seconded, meeting adjourned at 11:29am MST.

Treasurers Report 2022-10-20

	BUSINESS CHECKING ...4739	\$74,360.13 Available balance	⋮
	BUSINESS MARKET RATE SAVINGS ...9036	\$80,746.53 Available balance	⋮
	BUSINESS MARKET RATE SAVINGS ...3479	\$9,229.91 Available balance	⋮
	BUSINESS MARKET RATE SAVINGS ...3495	\$3,965.48 Available balance	⋮

Account 4739 – Checking Account 9036 – General Savings 3479 – Wunder Fund 3495 – Fairness Fund

Upcoming Obligations: None.

Pending to State once they are current on dues: Washington \$300

Total Outstanding Checks:\$0

NFC Spreadsheet does not match deposits into Wells Fargo Accounts. NFC Spreadsheet from PP14 does not match consolidated NFC Spreadsheet – States have stopped receiving payroll reports, M&Q is not receiving payroll reports either, or does not open our mail “Most mail is not opened since it is government/financial related in many cases so it is hard to determine what exactly we have/don’t have.” – Katherine White I would recommend having reports sent to me. No new updates from NFC.

Estimate of Obligations back to Chapters –I have reached out to the states (that I know the treasurer) to get membership info to calculate reimbursements. I have gathered info from 7/33 and contacts for 6 more.

1st Qtr – June 1 PP4-PP9-\$5766.32 Rays estimate Mine \$5157.54 2nd Qtr – Sept 1 PP10 – PP15- 4307.05

Accounting for Past Due Membership Dues

A: Utah (10 quarters – 1st Qtr 2020) (currently \$0 payroll deduction), Washington (1 Qtr – 3rd Qtr 2022)

B: Minnesota (4 Qtrs – 3rd Qtr 2021)

C: West Virginia (8 Qtrs – 3rd Qtr 2020) (Currently \$0 on payroll deduction)

D: Florida (12 Qtrs – 3rd Qtr 2019), Tennessee (6 Qtrs – 1st Qtr 2021)

Taxes were filed and Accepted by IRS on 09/27/2022.

NOVEMBER 10, 2022 BOARD MEETING MINUTES

CALL TO ORDER 11:00 AM CDT

ROLL CALL – Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kris Wilcox, Treasurer; LeAnn Gibbs, Past President; Amy Dykema, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D (Alternates - Crystal & Mercedes)

BOARD MEMBER REPORTS

SECRETARY'S REPORT – Jessica sent out after last board call. Kris had suggested some minor typographical changes. Kris will act as secretary for Today's call as Jessica joined late in the call.

- Reviewed minutes from October 20, 2022, board meeting. Brandon made Motion to approve with typographical edits. Jon Seconded. Motion carried. No discussion.

TREASURER'S REPORT – Kris

- Review account balances, budget, & bills/dues to be paid. LeAnn made Motion to approve as submitted. Jon Seconded. Motion Carried. No discussion.

PRESIDENT'S REPORT – Ben – Met with Brandon regarding committee members. Loan Making chaired by Vicki Swift. Loan Servicing chaired by Irby McWilliams. IT Chaired by Sarah Harris. Legislative chaired by Dave Bonnett. Management Personnel chaired by Shannon Lubker. Membership chaired by Juanita Ballman. Ben Attended ABA Conference 11/06 – 11/09. FSA Breakout Session, Lisa Liska was a Panelist. Met with ABA Lobbyist about their priorities. Spoke about Pay Parity issues, and ABA & NRLA showed interest in supporting our pursuit.

VICE PRESIDENT'S REPORT – Brandon – Appointed committee members and sent email regarding responses to last year's approved resolutions. Ben commented that Bill Cobb indicated that resolutions may currently be under review at OGC.

PAST PRESIDENT'S REPORT – LeAnn – No Report

ZONE REP REPORTS

- Zone A – Amy – Will update website once the Zone registration fee is decided upon.
- Zone B – Kaiti – 2/9/23 to 2/11/23 in OKC. Reservation for room block is open. Trying to nail down registration cost – about \$60. Ben commented that we have confirmed with Dillard's recently and they will provide \$1,000 for each Zone meeting.
- Zone C – Tiffany – Working with Dave and Jon on getting registration nailed down. 2/23/23 to 2/25/23 in Ashville, NC. Ben commented that he has let Bill Cobb know of the dates for the Zone meetings. Formal invitations to National Office will come at a later point in time.
- Zone D – Jon – No additions to Tiffany's report.

OLD BUSINESS

- Reimbursement to Chapters review, including offset approved on non-current Chapters
- Update on adopted resolutions to National Office (Brandon)
- Recruitment and Retention Committee (ad-hoc) discussion (Ben) – Special salary rate option vs. reclassification/rewrite of position description. Ben met with Houston Bruck who serves on a similar task force within DAFLP. Ben requested to be added to DAFLP task force. OPM believes our positions descriptions are accurately written at this time. Options NACS has are 1) work through position descriptions for 1 grade increase

for FLOs and FLMS, etc.; 2) legislatively approach congress for a full overhaul of GS pay scale; 3) seek approval through OPM for a special salary rate. Ben feels the special salary rate is the avenue to pursue. Funding becomes another issue. Brandon – can we get numbers from ABA regarding average salaries? Discussion on keeping the special salary request to the 1165 series and possibly look at a position description rewrite for 1101 FLP PT's. We want to keep it as simple as possible so that we increase the likelihood of it getting approved. DAFLP would have to help write it, DAFO would have to be the one to submit to OPM, and NACS will assist with providing support from lending counterparts and legislatively.

- FEDS Protection Liability Insurance – new NACS contacts are Tony Vergnetti and Candy Kollar. Ben – call the main line number 301 229 2481 or toll-free number on the website and ask for either Tony or Candy.
- Update on Credit Quality Review Questionnaire form – NADD, NACS and FLC's Association all provided comments for potential improvement. Parts of form seem to be duplicative of DDORS,
- Inflation Reduction Act discussion/concerns – Brandon – it's hard to stay in front of things when we don't know what is coming next.
- NACS planned public comments to October 14, 2022, Federal Register regarding "Notice of Request for Public Comment on Providing Financial Assistance for Producers and Landowners Determined to Have Experienced Discrimination" – deadline for comment is November 14, 2022 – Ben will send comments later today or tomorrow to make comment. Provide responses by Sunday, so that we can submit timely.





NEW BUSINESS

- 2023 NACS National Convention – June 25-29, 2023, in Omaha, NE (50th anniversary) – Realistic Ideas to implement to make this convention Special. Ben will try to reach out to Doug Horak – one of the founding members. Reaching out to past presidents, BST winners, or other members. Kaiti will look into costs of event venues, and possible speak to vendor about sponsoring a social or cocktail hour. LeAnn – Janet Smith from Montana may have pictures of the original convention provided by an original member.
- Quarterly DAFO call with all Association leadership – They are supportive of the idea but are waiting to get a memo out.

NEXT CONFERENCE CALL – The next board meeting will be on December 8, 2022

ADJOURNED at 12:12 PM CDT

Treasurers Report – 2022-11-10

	BUSINESS CHECKING ...4739	\$77,830.08 Available balance	⋮
	BUSINESS MARKET RATE SAVINGS ...9036	\$80,747.22 Available balance	⋮
	BUSINESS MARKET RATE SAVINGS ...3479	\$9,229.99 Available balance	⋮
	BUSINESS MARKET RATE SAVINGS ...3495	\$3,965.51 Available balance	⋮

Account 4739 – Checking Account 9036 – General Savings 3479 – Wunder Fund 3495 – Fairness Fund

Upcoming Obligations: McAllister & Quinn \$5030

Pending to State once they are current on dues: Washington \$300

Total Outstanding Checks: \$0

NFC Spreadsheet does not match deposits into Wells Fargo Accounts. NFC Spreadsheet from PP14 does not match consolidated NFC Spreadsheet – States have stopped receiving payroll reports, M&Q is not receiving payroll reports either, or does not open our mail. I would recommend having reports sent to me. No new updates from NFC.

Estimate of Obligations back to Chapters – I have reached out to the states (that I know the treasurer) to get membership info to calculate reimbursements. I have gathered info from 7/33 and contacts for 6 more.

1st Qtr – June 1 PP4-PP9-\$5766.32 Rays estimate Mine \$5456.62 2nd Qtr – Sept 1 PP10 – PP15- \$4655.05

Accounting for Past Due Membership Dues

A: Utah (10 quarters – 1st Qtr 2020) (currently \$0 payroll deduction), Washington (1 Qtr – 3rd Qtr 2022)

B: Minnesota (4 Qtrs – 3rd Qtr 2021)

C: West Virginia (8 Qtrs – 3rd Qtr 2020) (Currently \$0 on payroll deduction)

D: Florida (12 Qtrs – 3rd Qtr 2019), Tennessee (6 Qtrs – 1st Qtr 2021)

DECEMBER 8, 2022 BOARD MEETING MINUTES

CALL TO ORDER- The meeting was called to order at 10:00 MST.

ROLL CALL – Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kris Wilcox, Treasurer; LeAnn Gibbs, Past president; Amy Dykema, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D (Alternates - Mercedes)

BOARD MEMBER REPORTS

SECRETARY'S REPORT

- Reviewed Minutes from November 10, 2022 board meeting. Brandon Waldron moved to approve the Secretary's minutes as presented. Amy Dykema seconded the motion. Motion passed.

TREASURER'S REPORT –

- Reviewed account balances, budget, & bills/dues to be paid. Kris has also had lots of interest from the state treasurers on doing a call, she would like to try to set up for January or February. Working on setting up email and notifications from our different emails and logins. Brandon Waldron moved to approve the amended November Treasurers report. Lisa Gibbs seconded the motion. Motion passed. Edits needed for the December so holding off on voting.

PRESIDENT'S REPORT –

- Ben- Did finalize the committee members and alternates, Brandon is in the process of reaching out to each of them and providing the duties of the positions as well as reaching out to the SEDs on their appointment. Ben will get with Amy to update the website. He also had a conversation with Ivan Suarez regarding resolutions; they are all back with DAFO and are waiting on an OGC response on a couple of the resolutions. Also, did submit comments on behalf of NACS for the **Request for Public Comment on Providing Financial Assistance for Producers and Landowners Determined To Have Experienced Discrimination**

VICE PRESIDENT'S REPORT –

- Brandon- Will send letters to committee members today and is following up on resolutions.

PAST PRESIDENT'S REPORT – LeAnn

ZONE REP REPORTS

- Zone A – Amy- No Report
- Zone B – Kaiti- Two early registrants for Zone A/B meeting.
- Zone C – Tiffany- We have zone C/D registration ready for the website.
- Zone D – Jon- Dave & Tiffany did a very good job on the registration forms and he did get them sent out to the Zone D email list.

OLD BUSINESS

- Reimbursement to Chapters review, including offset approved on non-current Chapters; Kris will be including these amounts in the treasurers report as they are paid.
- Update on Credit Quality Review Questionnaire form revisions (NADD, NACS and FLC's Association involved)- Ben and Brandon are working with the other Presidents and VPs discussing ways on how the process could be

improved or changed. Will be meeting with Bill Cobb on 12/12/22 with them on this. Main concerns; one finding may affect multiple scores, and when national office is reviewing DD's and STO staff there seem to be unnecessary findings, many items in DDORS are referenced rather than the file review itself. Ex. Application complete letter.

- Report from Fast-Track Loan Working Group on process/pilot- Working group was in DC last week. Maureen Mausbach was selected on behalf of NACS, she provided a report back to Ben. National Office will be presenting some of this process in 2023. Will be a good topic to address at Zone Meetings. OMB seems to be the biggest hurdle to push the fast-track process. It has been approved by leadership. There will be a 15-month pilot in 143 counties around the country- determined by NASS data. Looking for a wide variety of offices within the country. If successful it will be deployed nationally. Again, this is looking at the top 20% of applications with the right markers. Term Debt Coverage of 110% looks like it will be leaving soon.
- Inflation Reduction Act – discussion/concerns on recent updates- no real discussion.





NEW BUSINESS

- Recap of December 7, 2022 Quarterly DAFO call with all Association leadership- Just for Presidents and VPs of NACS, NASE, NASCOE, NADD, and FLCs. 1.5 hours and any questions that they didn't get to would go out in a Q & A. Kim Floehr- NO has sent staffing levels out to states, based on FY2022 staffing levels/data. 7188 CO staff ceiling 2154 or 2854 GS staff ceiling. DAFO is considering above ceiling FLOTS, not disclosing the number of those. There is going to be a one-week extension of the current CR and beyond that we don't know. Possibility of a shut down. States were sent an allotment for awards early in the year. Marcus Graham stated that DAFO is still playing safe on COVID protocols, but looking forward to traveling, not looking to change the consultative agreements, and should be at meetings and allow spring board meeting in DC. Addressed the employee viewpoint results and poor morale, touched on telework and remote work regarding private sector, and talking about pay disparity. Gearing up for the DAFO training task force. Trina Brake addressed the dashboards and AO-1822- Tableau licenses- there are plenty available so send requests if you have them. Amy Webbink looking to get an idea of how many Grade 5 FLOTS. Going to continue trying to use direct hire authority, although this cannot be the sole hiring method even though this is hugely beneficial to states. Briefly addressed the Equity Commission but look for more information coming in early 2023.
- Zone Meetings Attendance discussion- All Zone representatives are planning to attend the zone meetings.
- Zone Meetings discussion regarding National Office speakers to invite- Bill usually comes but Ben would like to see more DAFLP members attend. A few from DAFO- Marcus primarily. Will invite Zach and Steve.
- National Convention discussion – Ben did get an email from Teresa Dillard, sending \$1000.00 to each of the zone meeting. Since it is the 50th convention and is looking to kick in more money. Ben is looking for ideas to make the 50th special. Looking to invite all past presidents and all past Blood, Sweat and Tears winners and special presentations for them. Please don't hesitate to bring ideas to Ben.
- Looking to set up a call with the state treasurers and Kris- talk about what they should be doing as state treasures, what they should be doing with their current accounts and running those under the national TIN. Need to have a good way of communication with states ex. Form, google doc, website etc. Trying to set up a standard operating procedure for everyone. Looking to have a draft of the form in January then set up a call with the treasurers.

NEXT CONFERENCE CALL – The next board meeting will be on January 12, 2023

ADJOURN Brandon Waldron moved to adjourn. Jessica Weigand seconded the motion. Meeting adjourned at 11:15 a.m. MST

Treasurers Report- 2022-12-08

 BUSINESS CHECKING ...4739	\$79,473.02 Available balance
 BUSINESS MARKET RATE SAVINGS ...9036	\$80,751.60 Available balance
 BUSINESS MARKET RATE SAVINGS ...3479	\$9,230.49 Available balance
 BUSINESS MARKET RATE SAVINGS ...3495	\$3,965.73 Available balance

Account 4739 – Checking Account 9036 – General Savings 3479 – Wunder Fund 3495 – Fairness Fund

Upcoming Obligations: McAllister & Quinn \$5030.00

Pending to State once they are current on dues: Washington \$300

Total Outstanding Checks:\$0

NFC Spreadsheet does not match deposits into Wells Fargo Accounts. NFC Spreadsheet from PP14 does not match consolidated NFC Spreadsheet – States have stopped receiving payroll reports, M&Q is not receiving payroll reports either. I would recommend having reports sent to me. No new updates from NFC.

Estimate of Obligations back to Chapters –I have reached out to the states (that I know the treasurer) to get membership info to calculate reimbursements. I have gathered info from 8/33 and contacts for 29/33 chapters.

1st Qtr – June 1 PP4-PP9- \$5489.85 2nd Qtr – Sept 1 PP10 – PP15- \$4769.05 – started reimbursing chapters for Quarters 1&2 via bill pay Paid Michigan \$244.84 for 1st & 2nd Qtr.

Collected passwords and payment information for all of our accounts and created a master list saved in the google drive for our two google accounts. We do not currently have access to the nacs@nacs-fsa.org email address.

Accounting for Past Due Membership Dues

A: Utah (10 quarters – 1st Qtr 2020) (currently \$0 payroll deduction), Washington (1 Qtr – 3rd Qtr 2022)

B: Minnesota (4 Qtrs – 3rd Qtr 2021)

C: West Virginia (8 Qtrs – 3rd Qtr 2020) (Currently \$0 on payroll deduction)

D: Florida (12 Qtrs – 3rd Qtr 2019), Tennessee (6 Qtrs – 1st Qtr 2021)



Building Rural America
National Association of Credit Specialists
of the
USDA – Farm Service Agency
935 Cyprus Blvd
Hickman, NE 68372

NACS
C/O Ben Herink, President
5394 Katleman Dr
Lincoln, NE 68521

Dear Mr. Herink:

After Careful Consideration, I have made a final decision to formally resign as a Farm Loan Officer for Farm Service Agency, effective December 30, 2022. After accepting a new position with another lending institution, I have also decided to vacate my position as Treasurer of NACS effective Monday January 2, 2023, before I start my new position. This was a very difficult decision and is not a reflection of the Farm Service Agency or National Association of Credit Specialists, but one that was in the best interest of my family and my future.

I want to take this opportunity to thank all of those that put in the time and efforts in my development and advancement over the past 12 years. The support and concern shown by so many of my NACS counterparts has been deeply appreciated.

I wish to leave NACS on the most positive note, and I am willing to do what is necessary to assure a smooth transition. I have arranged for the transfer of all NACS property on Monday January 2, 2023.

I wish the NACS continued success in the future, and will do my best to show support in any way possible going forward.

Sincerely,

A handwritten signature in blue ink, which appears to read "Kristina Wilcox".

Kristina L. Wilcox

BOARD MEETING

January 12, 2023

CALL TO ORDER - The meeting was called to order at 10:00 MST.

ROLL CALL – Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kelli Woita, Treasurer; LeAnn Gibbs, Past president; Amy Larson, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D (Alternates - Mercedes)

BOARD MEMBER REPORTS

SECRETARY'S REPORT

- Review Minutes from December 8, 2022 board meeting. LeAnn Gibbs moved to approve the Secretary's minutes as presented. Amy Larson seconded the motion. Motion passed.

TREASURER'S REPORT – Kelli

- Kris Wilcox resigned as NACS treasurer as of 12/30/2022. Ben Herink appointed Kelli Woita as treasurer. Kelli Woita and Ben Herink met on the 9th of January to go over the accounts. Kelli has the account balances and is reviewing past reports and has some questions and doesn't really understand some of the items. Kris had submitted a December Treasurers Report on 12/8/2023.

Brandon Waldron moved to approve the 12/8/2022 corrected treasurers report as presented. Jon Travis seconded the motion. Motion passed

PRESIDENT'S REPORT –

- Ben, Brandon and Dave Bonnett held a call with McAllister and Quinn staff because of a rumor that the Deputy Administrator of Farm Loan Programs, Bill Cobbs current position, may be returned to an politically appointed position rather than a career position. NACS would not be in favor of this move because keeping it career does maintain some continuity and the direction of the program. Also maintaining the consistency and integrity of the program. Considering reaching out to House republicans to draft a letter to the Secretary that opposes the change. FLP by design has a longer-term relationship with clients than the programs side.
- There will be 9 USDA Talent Teams that will each focus on their area's top hiring challenge. Ben has been selected to be on the FPAC talent team and that team is taking on the GS 1101 Series- GS-PTs. The meeting for the talent team will be 1/17 and biweekly thereafter for 90 days. Ben will keep the board updated
- Loan modification options meeting - meeting the week of February 13, Ben and LeAnn will be attending that meeting, will update the board thereafter.
- Ben and Brandon met with the convention committee and look forward the 2023 convention in Omaha.
- Dana Richey looks to be attending the zone meetings.

VICE PRESIDENT'S REPORT

- Ivan Suarez stated that the current resolutions are with the front office in clearance. With zone meetings coming up we would like to get those back and we will continue to follow up.

PAST PRESIDENT'S REPORT

- No report

ZONE REP REPORTS

- Zone A – Amy- Used member list to send out mass email to Zone A regarding the zone meeting in OKC.

- Zone B – Kaiti- Used member list to send out emails to Zone B, only to people who had not yet registered. 30-35 people registered in Zone A/B.
- Zone C – Tiffany- Jon and Tiffany talking with Dave and Tammy about the Zone meeting and has reached out to all the zone C presidents. Looks like there are about 28 registered.
- Zone D – Jon- Sent a reminder to everyone in Zone D encouraging them to register and book their hotel.

OLD BUSINESS

- Inflation Reduction Act – discussion/concerns on recent updates, including planned letter to ARPA eligible borrowers- on the last IRA POC call December 20, Houston and Bill mentioned that FSA will be issuing a letter to all borrowers that were issued an FSA-2601. This letter will basically say that they will no longer be receiving the payment and will be signed by the administrator. They are looking to have local offices mail the letter. Ben has had follow up calls with Bill Cobb and Dana Richey and they are looking to set up a call center to include on the letter to address the ARPA questions/concerns. This letter should go out soon.
- NACS website updates- Amy has been trying to figure out the design of the website and get the new board document uploaded.

NEW BUSINESS

- GoDaddy website protection and domain/email renewal- Kris Wilcox, Ray Bartholomew and Ben spoke with Go Daddy to get a 5-year website security protection as well as the domain renewal for a total of \$468.71.
- Treasurer transition- Removed Kris from all the accounts on December 30 and added Kelli on January 9. Ben intends to send out an email blast on the change to all members.
- IRS penalty notice received- December 28th the notice came from Dave Bonnett/McAllister & Quinn regarding late filing. The penalty is for the 2021 taxes. Ray sent a letter to IRS on or around June 8, 2022 with the report that IRS indicated that NACS was missing. Kelli will need to reach out to Ray Bartholomew and see if there is anything that we can use to track the letter that he originally sent to address the deficiency. Then Kelli will follow up with IRS.
- Zone Meetings planning, prep and discussion- Hotel reservations were extended to 1/13 for Zone A/B. Sharon Sachs and someone from the direct branch, in finance office, will present at each of the meetings. They are not permitted to attend in person but can present virtually on Friday mornings. Ben does have two additional rooms so he will keep them until the dropping deadline. Karrie in Bill Cobbs office is making reservations for Bill and Dana/Houston today (1/12). Andy Quinn is aware of both Zone meeting dates and is prepared to present virtually, so will need a personal laptop for that presentation. Ben would like the agenda completed no later than 2 weeks before the respective meeting.
- Online Loan Payment (OLP) Task Force- Ben and other associations presidents just received an email from Andrew Kurtenbach who is developing the web-based product to allow customers to pay their accounts online. Looking for NACS borrowers that are also FLP direct borrowers to develop and test the systems.

NEXT CONFERENCE CALL – The next board meeting will be on **Wednesday, February 8, 2023**

Brandon Waldron moved to adjourn; LeAnn Gibbs seconded. Adjourned at 11:04 MST

BOARD MEETING February 8, 2023

CALL TO ORDER The meeting was called to order at 10:01 MST.

ROLL CALL – Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kelli Woita, Treasurer; LeAnn Gibbs, Past president; Amy Larson, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D (Alternates - Mercedes)

BOARD MEMBER REPORTS

SECRETARY'S REPORT

- Reviewed Minutes from January 12, 2023 board. Jon Travis moved to approve the Secretary's minutes as presented. Brandon Waldron seconded the motion. Motion passed.
- Working on updating the State Presidents Guide and should be completed by National Convention.

TREASURER'S REPORT

- Review account balances, budget, & bills/dues to be paid. Kelli is still getting familiar with the NFC reports process. Working on reimbursing the chapters from dues. Ben visited with Lisa Liska on the IRS penalty notice and she will visit with Kelli at zone meeting on the notice. Would like to get something out to the IRS by the end of February. LeAnn Gibbs moved to approve the Treasurer's report as presented. Amy Larson seconded the motion. Motion passed

PRESIDENT'S REPORT

- Working with Zone reps to get everything squared away for the zone meetings. Will leave Monday for DC for the loan modification working group. We do have 7-8 new resolutions from the website and those have been distributed to the Zone A & B Representatives. Will pull again prior to C&D and get them to those reps as well.
- Talent team meeting- FPAC focus was the 1101 Series (PTs) and recruitment and retention. Under Secretary changed the focus to time-to-hire instead. Amy Webbink had a follow up call with FSA members and was interested in knowing some of our concerns. FPAC and DAFO are interested in the 1101 and 1165 issues. Ben may leave the talent team group if the focus is time to hire.

VICE PRESIDENT'S REPORT

- Talked to Ivan Suarez on Monday 2/6/2023 and received a partial list of the resolutions back. Houston has been out and waiting on him to send the others. Brandon will forward them out to the zone representatives as soon as possible.

PAST PRESIDENT'S REPORT

- No report

ZONE REP REPORTS

- Zone A – Has been receiving questions on FLP getting an increase in pay. May be from an individual considering going to a bank.
- Zone B – Just a whirlwind getting things ready for Zone.
- Zone C – Working on Zone meeting and just sent the State Presidents Guide out to the Zone
- Zone D – Tiffany and Dave Bonnett are doing a great job getting the zone meeting put together and trying to contribute where he can.

OLD BUSINESS

- Reimbursement to Chapters review, including offset approved on non-current Chapters
- IRS penalty notice update- See treasurers report
- Inflation Reduction Act – discussion/concerns on recent updates, including planned letter to all direct loan borrowers next week on additional payments to certain distressed borrowers- There will be a letter going out from the national office to all direct loan borrowers, not clear what the contents of the letter however would contain something to the effect of “if you’re distressed reach out to your county office”. Hoping to have a copy of the letter to staff prior to mailing. Anticipating that this will generate a lot of phone calls/workload for the offices.
- 2065 Statement of Accounts- for CNC accounts that were paid-in-full it states “borrower not released from liability; further collection efforts may occur” – Looking for further clarification from national office on this.
- Zone Meetings planning, prep and discussion- Directors will not be able to attend the Zone meetings. Dana will also not be able to attend A/B. Bill Cobb, Kim Floehr and Steve Peterson will attend Zone A/B. Dana and Marcus should be able to attend C&D. Ben will ensure that the invitation is standing for Steve to attend C & D as well. Tiffany and Jon will need to send a Microsoft TEAMS invite for national office staff for the Zone meeting. Looks like we should have met the minimums from the hotels. Ben is working on getting the DAFO letter for administrative leave.
- NACS website updates needed- Ben will get with Amy,






NEW BUSINESS

- Legislative Committee Hill trip to Washington D.C. (March 7-9, 2023 proposal)- This would be a much needed meeting, last meeting was 02/2020. Farm Bill meetings are occurring and it is a pointed time frame. Working with Dave Bonnett to get estimates on travel. Would love to have Dave and Andy on the board call on the 9th for a recap of the visit. Brandon Waldon moved to approve the trip for the legislative committee to go to Washington D.C. LeAnn Gibbs seconded. Motion passed.
- Spring board trip to Washington D.C.- Need to start nailing down dates for this trip. Would like to have dates by next board call. Ben will send an email with date options.

NEXT CONFERENCE CALL – The next board meeting will be on **Thursday, March 9, 2023**

ADJOURN- LeAnn Gibbs moved to adjourn, Amy Larson seconded. Adjourned at 10:53am MST.

Treasurers Report- 2023-02-08

Account Summary		Customize		
	BUSINESS CHECKING ...4739	\$90,067.10 Available balance		
	 Buying a home? Prequalify			
	BUSINESS MARKET RATE SAVINGS ...9036	\$80,772.18 Available balance		
	BUSINESS MARKET RATE SAVINGS ...3479	\$9,232.84 Available balance		
	BUSINESS MARKET RATE SAVINGS ...3495	\$3,966.74 Available balance		

Account 4739: Checking

Account 3479: Wunder Fund

Account 9036: General Savings

Account 3495: Fairness Fund

Upcoming Obligations: McAllister & Quinn \$5030.00 – have not received bill for February yet

Pending to State once they are current on dues: Washington \$300

Total Outstanding checks: \$0

Kelli is getting familiar with: NFC Spreadsheet does not match deposits into Wells Fargo Accounts. NFC Spreadsheet from PP14 does not match consolidated NFC Spreadsheet – States have stopped receiving payroll reports, M&Q is not receiving payroll reports either. I would recommend having reports sent to me. No new updates from NFC.

We have payroll reports from PP4 – PP23. Need to request next payroll report on March 1st.

1st Qtr – June 1 PP4-PP9- \$5489.85 2nd Qtr – Sept 1 PP10 – PP15- \$4769.05 – started reimbursing chapters for Quarters 1&2 via bill pay Paid Michigan \$244.84 for 1st & 2nd Qtr.

Accounting for Past Due Membership Dues

A: Utah (10 quarters – 1st Qtr 2020) (currently \$0 payroll deduction), Washington (1 Qtr – 3rd Qtr 2022)

B: Minnesota (4 Qtrs – 3rd Qtr 2021)

C: West Virginia (8 Qtrs – 3rd Qtr 2020) (Currently \$0 on payroll deduction)

D: Florida (12 Qtrs – 3rd Qtr 2019), Tennessee (6 Qtrs – 1st Qtr 2021)

BOARD MINUTES – March 9, 2023

CALL TO ORDER- The meeting was called to order at 10:00am MST

ROLL CALL – Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kelli Woita, Treasurer; LeAnn Gibbs, Past president; Amy Larson, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C;

BOARD MEMBER REPORTS

SECRETARY'S REPORT

- Jessica has a good head start on the annual report and hopes to be able to update as items are received. Went through the states presidents guide for updates regarding chapters vs state associations and annual timing for dues, will send to Ben for review. Review Minutes from February 8, 2023 board meeting. Brandon Waldron moved to approve the Secretary's minutes as presented. LeAnn Gibbs seconded the motion. Motion passed.

TREASURER'S REPORT –

- Review account balances, budget, & bills/dues to be paid. Kelli faxed an abatement letter to the IRS on February 13th, nothing has been received back from that. Working to get dues back to chapters. Reference: treasurers report. Brandon Waldron moved to approve the Treasurer's report as presented. Amy Larson seconded the motion. Motion passed.

PRESIDENT'S REPORT –

- Ben was able to attend both Zone meetings. Has a call set up next week with Mark Drewitz and Maureen to coordinate getting retired members to national convention as well as set up a meeting with Drewitz, Jason from WA and Amy to work on the website. Will get a constant contact out to the membership, including zone meeting recaps.

VICE PRESIDENT'S REPORT –

- Brandon is continuing to ask for resolutions from national office, nothing yet. Bill Cobb has them and is working to get them back to us.

PAST PRESIDENT'S REPORT –

- LeAnn is going to start researching committee and board gifts, she will wait to purchase until she has a budget. Also, will start to pick the blood sweat and tears award winner.

ZONE REP REPORTS

- Zone A – Amy- Quiet in zone A. lots of snow and weather keeping things low. No new contact from states or members.
- Zone B – Kaiti- Zone meeting went well, will be working on the zone recap and hope to get that to Ben by next week.
- Zone C – Tiffany- Had 6 new attendees at zone meeting and the zone meeting went very well. Cincinnati or northern KY for 2024, Zone AB \$468, Zone CD \$643 donated to the wonder fund.
- Zone D – Jon

OLD BUSINESS

- Reimbursement to Chapters review, including offset approved on non-current Chapters- see treasurers report.

- IRS penalty notice update- Kelli will follow up to inquire about the status of the abatement letter 1 month post sending the letter to IRS.
- Inflation Reduction Act – a lot of concern about not having any guidance on the installment assistance and FLP Notice 879 about releasing normal income security proceeds. Seeing borrowers not making their payment (even if it is feasible) to qualify for payment assistance. Make sure to double check covid DSAs- repayment.
- Zone Meetings follow-up- Zone reps are working on recap newsletter, will combine and send to membership. Ben is also working on sending individual Thank You's to all the speakers and presenters.





NEW BUSINESS

- Spring board trip to Washington D.C.- Ben did email Ivan Suarez and proposed the following dates, Ivan will be presenting to leadership this week; April 17-19th, or April 12-14th
- Membership material review- Ben sent out the membership packet, updated by Juanita Ballman, to personal emails for board review. Please send any suggestions or edits back to Ben.
- The Legislative committee is in DC this week doing hill visits. Ben did have a call with Andy Quinn and Dave to discuss priorities and items to discuss or concerns. Did have conversations with Bill and Dana at the zone meeting regarding administration direction and policies. OPM looking at the position descriptions and increase in funding needing approx. 20 million annually to do the request grade increase. As always looking to address the story of NACS and employees and issues that we face. NRLA is also in DC looking to support NACS on many of these things as well as an increase in guaranteed limits.
- Maureen looking to have national convention registration open and available within the next 2 weeks.

NEXT CONFERENCE CALL – The next board meeting will be on **Thursday, April 13, 2023**

ADJOURN- Brandon Waldron moved to adjourn the meeting, LeAnn Gibbs seconded. Meeting was adjourned at 10:52 am MST

Treasurers Report – 2023-03-09

Account Summary			Customize		
	BUSINESS CHECKING ...4739	\$80,747.97 Available balance			
	BUSINESS MARKET RATE SAVINGS ...9036	\$80,781.47 Available balance			
	BUSINESS MARKET RATE SAVINGS ...3479	\$10,344.93 Available balance			
	BUSINESS MARKET RATE SAVINGS ...3495	\$3,967.19 Available balance			

Account 4739: Checking

Account 9036: General Savings

Account 3479: Wunder Fund

Account 3495: Fairness Fund

Upcoming Obligations:

Pending to State once they are current on dues: Washington \$300 (zone meeting ??) – Washington is current on dues as of 3/6/2023

Total Outstanding checks: Check #2493 – New Mexico – Zone A/B Meeting State Representation \$300
Check #2496 – Nebraska – Zone A/B Meeting State Representation \$300

Sent request to NFC to update Chapter name for Virginia to VA/DE/MD

We have payroll reports from PP4 – PP23. Need to request next payroll report on March 10th – to get thru the end of Qtr 4

Dues Reimbursement – see attached spreadsheet

Accounting for Past Due Membership Dues

A: Utah (10 quarters – 1st Qtr 2020) (currently \$0 payroll deduction) Jesse Russell from Utah contacted me for unpaid dues. They are going to pay current and dissolve or join with a neighboring state.

B: Minnesota (4 Qtrs – 3rd Qtr 2021)

C: West Virginia (8 Qtrs – 3rd Qtr 2020) (Currently \$0 on payroll deduction)

D: Florida (12 Qtrs – 3rd Qtr 2019), Tennessee (6 Qtrs – 1st Qtr 2021)

New Bank Accounts:

Two states have inquired about opening new Bank Accounts under our umbrella (Michigan and Tennessee) Not sure on the process or if banks will ask for different items. Nebraska also needs to open a new account so maybe we do a trial run with Nebraska and go from there?

Dues Reimbursements

Dues Reimbursements Paid by National FY22/FY23					
Quarter	4th Qtr '22	1st Qtr '23	2nd Qtr '23	3rd Qtr '23	4th Qtr '23
PP	3/8/2022 - 5/17/2022	6/1/2022 - 8/23/2022	9/7/2022 - 11/29/2022	12/13/2022 -	
UNION NAME					
Alabama	12/21/2022	12/21/2022			
Arkansas	2/24/2023	2/24/2023			
CA/NV/AZ					
Colorado					
Florida					
Georgia	3/2/2023	3/2/2023	3/2/2023		
Iowa	12/22/2022	12/22/2022	1/26/2023		
Idaho	12/21/2022	12/21/2022			
Illinois	12/21/2022	12/21/2022			
Indiana	3/2/2023	3/2/2023			
Kansas					
Kentucky	3/8/2023	3/8/2023	3/8/2023		
Louisiana	2/28/2023	2/28/2023	2/28/2023		
Michigan	11/25/2022	11/25/2022			
Minnesota					
Missouri					
Mississippi					
MT/WY	2/28/2023	2/28/2023	2/28/2023		
North Carolina					
North Dakota					
Nebraska					
New Mexico					
New York					
Ohio	1/27/2023	1/27/2023	1/27/2023		
Oklahoma					
Pennsylvania					
South Carolina					
South Dakota	12/23/2022	12/23/2022	3/6/2023		
Tennessee					
Texas					
Virginia	2/2/2023	2/2/2023	2/2/2023		
Washington					
Wisconsin					

BOARD MINUTES – April 13, 2023

CALL TO ORDER- The meeting was called to order at 10:00am MST

ROLL CALL – Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kelli Woita, Treasurer; LeAnn Gibbs, Past President; Amy Larson, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D

BOARD MEMBER REPORTS

SECRETARY’S REPORT

- Review Minutes from March 9, 2023 board meeting. Brandon Waldron moved to approve the Secretary’s minutes as presented. Amy Larson seconded the motion. Motion passed.

TREASURER’S REPORT

- Review account balances, budget, & bills/dues to be paid. Working through the dues reimbursement spreadsheet. Takes a while to verify membership numbers to be able to cut the checks back to chapters. IRS penalty has been removed. Working on getting States’ bank accounts under the national EIN. Brandon Waldron moved to approve the Treasurer’s report as presented. Jon Travis seconded the motion. Motion passed.

PRESIDENT’S REPORT

- Discussion of FLOT in person training the same week as the NACS national convention, Ben did reach out to Ryan Lukassen and Bill Cobb expressing the conflict, and they are looking to change the date of the FLOT training.
- Spoke virtually with the Ohio and Kentucky state ACS meetings. Gave an update from the national perspective and did Q & A’s.
- The Federal Employee COVID Vaccine Mandate Remains Blocked, After Appeals Court Ruling- most recent news on the COVID mandate.
- Working to review the States Presidents Guide.
- Received the resolutions back from the national office sent to the board on March 21.

VICE PRESIDENT’S REPORT

- Will reach out to the committee chairs to review the National Office responses and if they have any comments or concerns to send those to the board and we can discuss as spring Board meeting. No additional report

PAST PRESIDENT’S REPORT

- Working on getting board gifts for national convention and is working with Kim Eilerman on the Blood Sweat and Tears award.

ZONE REP REPORTS

- Zone A – Amy- Will be reaching out to state presidents on national convention.
- Zone B – Kaiti- no report
- Zone C – Tiffany- no report
- Zone D – Jon- TN is tentatively planning a state FLP meeting for the end of June, Jon has brought up the conflict and is waiting on finding out those dates. No additional report.

OLD BUSINESS

- IRS penalty abatement update- see treasurers report- expecting the official letter.
- Inflation Reduction Act – discussion/concerns on recent updates- Really moving hard and fast to get the 2nd wave IRA payments issues, hopefully before the end of the month. 1099Gs (normal income) were sent and replaced with 1099Cs (debt write off- but still eligible for FSA programs)
- NACS website redesign project – issues need to be identified- Ben, Maureen and Mark Drewitz met to discuss the website, recognize that the website has issues. Amy Larson currently works on the website and Jason Quintana from WA- spoke about interest in helping with website. Deciding on moving forward we are looking at maintaining the same domain to limit costs and redesign the current website.
- Spring NACS board meeting- Ben has been in pretty constant contact with Ivan Suarez/DAFO regarding the spring Board meeting. They have floated the idea of bringing all the associations at the same time and Ben indicated that that model was not successful in the past. Ben received a call from Houston Bruck apologizing from the national office perspective- proposed that the NACS Board be invited to the Policy meeting, tentatively scheduled for the end of May. Houston indicated that they would allow the Board time to conduct business as well as have meeting time with DAFLP staff. DAFO meetings would have to be virtual.

NEW BUSINESS

- National Convention agenda- Registration (both convention and hotel) is open and on the website. Ben invited Zach Ducheneaux, Steve Peterson, Marcus Graham, John Berge, Dana Richey, Houston Bruck, Antoinette Taylor, Robert Bonnie and representative from FPAC business center, IT and HR. NRLA, Pro Ag, Farmers Mac and Moodys will be sponsors for the convention. Will begin to include Brandon on agenda for convention so he is more comfortable with the process.
- Would like to do an honorary membership for Bill Cobb and Jim Radintz. Would require a plaque and voted on by the board. Will be presented in May.

NEXT CONFERENCE CALL – The next board meeting will be on **May 11, 2023**

ADJOURN-Brandon Waldron moved to adjourn the meeting, Jon Travis seconded. Meeting was adjourned at 11:03 am MST.

Treasurers Report – 2023-04-13

Account Summary			Customize		
	BUSINESS CHECKING ...4739	\$75,009.07 Available balance			
	BUSINESS MARKET RATE SAVINGS ...9036	\$80,791.76 Available balance			
	BUSINESS MARKET RATE SAVINGS ...3479	\$10,346.23 Available balance			
	BUSINESS MARKET RATE SAVINGS ...3495	\$3,967.70 Available balance			

Account 4739: Checking

Account 9036: General Savings

Account 3479: Wunder Fund

Account 3495: Fairness Fund

IRS Penalty for filing May 31, 2021 990EZ was removed

Upcoming Obligations:

Total Outstanding checks:

Check #2493 – New Mexico – Zone A/B Meeting State Representation \$300

Check #2496 – Nebraska – Zone A/B Meeting State Representation \$300

Check #2497 – Nebraska – Dues Reimbursement FY22 Qtr 4 - FY23 Qtr 1, 2 & 3

Pending Bill Pays:

McAllister & Quinn - \$5,395.84

NACS – Kansas Chapter - \$791.54 – dues reimbursement

NACS – Alabama Chapter - \$269 – dues reimbursement

Sent request to NFC to update Chapter name for Virginia to VA/DE/MD – have not heard anything back on this yet.

Payroll reports were requested for PP24-4 and spreadsheets have been updated. Working thru reimbursements

Dues Reimbursement – see attached spreadsheet

Accounting for Past Due Membership Dues

A: Utah (10 quarters – 1st Qtr 2020) (currently \$0 payroll deduction) Jesse Russell from Utah contacted me for unpaid dues. They are going to pay current and dissolve or join with a neighboring state.

B: Minnesota (4 Qtrs – 3rd Qtr 2021)

C: West Virginia (8 Qtrs – 3rd Qtr 2020) (Currently \$0 on payroll deduction)

D: Florida (12 Qtrs – 3rd Qtr 2019), Tennessee (6 Qtrs – 1st Qtr 2021)

New Bank Accounts:

Two states have inquired about opening new Bank Accounts under our umbrella (Michigan and Tennessee) Not sure on the process or if banks will ask for different items. Nebraska still needs to open a new account so maybe we do a trial run with Nebraska and go from there?

Dues Reimbursements

Dues Reimbursements Paid by National FY22/FY23					
Quarter	4th Qtr '22	1st Qtr '23	2nd Qtr '23	3rd Qtr '23	4th Qtr '23
PP	3/8/2022 - 5/17/2022	6/1/2022 - 8/23/2022	9/7/2022 - 11/29/2022	12/13/2022 - 2/28/2023	3/1/2023 - 5/31/2023
UNION NAME					
Alabama	12/21/2022	12/21/2022	4/11/2023	4/11/2023	
Arkansas	2/24/2023	2/24/2023	email sent	email sent	
CA/NV/AZ	N/A	N/A	N/A	N/A	
Colorado	email sent	N/A	N/A		
Florida	email sent	email sent	email sent	email sent	
Georgia	3/2/2023	3/2/2023	3/2/2023	3/31/2023	
Iowa	12/22/2022	12/22/2022	1/26/2023	3/28/2023	
Idaho	12/21/2022	12/21/2022	email sent	email sent	
Illinois	12/21/2022	12/21/2022	3/9/2023	email sent	
Indiana	3/2/2023	3/2/2023	email sent	email sent	
Kansas	4/11/2023	4/11/2023	4/11/2023	4/11/2023	
Kentucky	3/8/2023	3/8/2023	3/8/2023		
Louisiana	2/28/2023	2/28/2023	2/28/2023		
Michigan	11/25/2022	11/25/2022			
Minnesota					
Missouri					
Mississippi					
MT/WY	2/28/2023	2/28/2023	2/28/2023		
North Carolina	N/A	N/A	N/A	N/A	N/A
North Dakota					
Nebraska					
New Mexico					
New York					
Ohio	1/27/2023	1/27/2023	1/27/2023		
Oklahoma	Dues Behind??	Dues Behind??	Dues Behind??	Dues Behind??	
Pennsylvania					
South Carolina		Dues behind	Dues behind		
South Dakota	12/23/2022	12/23/2022	3/6/2023		
Tennessee					
Texas					
Virginia	2/2/2023	2/2/2023	2/2/2023		
Washington	email sent	email sent	email sent		
Wisconsin					

BOARD MEETING – May 11, 2023

CALL TO ORDER-The meeting was called to order at 10:00am MST

ROLL CALL — Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kelli Woita, Treasurer; Amy Larson, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D; Mercedes Jauregui, Zone A Alternate

BOARD MEMBER REPORTS

SECRETARY’S REPORT

- Review Minutes from April 13, 2023 board meeting. Jessica reminded the board that she will need board reports no later than next board meeting June 8, 2023. Brandon Waldron moved to approve the Secretary’s minutes as presented. Tiffany Grody seconded the motion. Motion passed.

TREASURER’S REPORT

- Review account balances, budget, & bills/dues to be paid. Kelli sent reminder emails to each State who hasn’t reached out to her to get the past due reimbursements sent out. She is getting caught up on these reimbursements and has done a ton of work to get the accounts up to date. Brandon Waldron moved to approve the Treasurer’s report as presented. Jon Travis seconded the motion. Motion passed.

PRESIDENT’S REPORT

- Ben has sent multiple emails to Ivan Suarez to get confirmations on National Office Speakers (Robert Bonnie, Zach Ducheneaux, Steve Peterson) as well as a representative from DAFO for national convention, we will have DAFLP as well as two individuals from Finance Office.
- The Board should make sure to review information on board positions that he sent via email.

VICE PRESIDENT’S REPORT

- Brandon sent a follow up email about resolutions and has not heard back but will follow up again prior to spring board meeting. Will also follow up about committee reports for the annual report.

PAST PRESIDENT’S REPORT –Not present

ZONE REP REPORTS

- Zone A – No report
- Zone B – No report
- Zone C – No report
- Zone D –No report

OLD BUSINESS

- Inflation Reduction Act – discussion/concerns on recent updates- Version 7 of the IRA Guidance has come out. Hopefully by late May or early June will have guidance of extraordinary measures and distressed borrowers.
- NACS website redesign project –In the initial stages of the redesign project, Amy Larson and Jason Quintana are primary website builders with Ben Herink and Brandon Waldron serving as contacts with guidance from Mark Drewitz and Maureen Mausbach. Amy and Jason are beginning to build a new page behind the scenes to try to

make the site more functional. Hoping to have a bare bones mock-up at national convention to solicit input from the attendees. The board should report any issues or suggestions for the website to this committee. Hoping to have a modern look and feel, simplify the site, archive historical data, while maintaining the drop-down tabs.

- Spring NACS board meeting plans and partial itinerary- Will meet Monday evening for the board meeting discussing budget, convention, goals and other items. On Tuesday or Wednesday we will be meeting with DAFLP and anyone else that is available. Ben will communicate any changes or additions there in New Orleans.
- National Convention – registration, promotion, agenda, duties & responsibilities. Make sure to register and get your rooms booked. The board should try to be in by 2pm for a board meeting prior to convention, and then try to be available for the new-old board meeting on Thursday. Ben will be getting the agenda hammered out over the next couple weeks. Kaiti and Maureen met with the hotel on 5/4/23 to meet the staff and get items sorted. We will have some retirees, past presidents and Blood, Sweat and Tears awards winners, so it should be a fun convention.

NEW BUSINESS

- Chapter discussion for Atlantic and New England states- There is some interest in joining NACS from these areas. We need to manage the chapters so when an individual submits a 444 to join the proper channels are already in place. Kelli has a combined account for VA/DE/MD, MA/CT/RI is a Chapter, ME is a Chapter, and there is nothing for NH/VT. So looking to combine ME, NH, VT. There is a possibility to combine all the New England States but may want to reach out to current members there and see if that is the route they want to go. Brandon Waldron made the motion to combine ME/NH/VT into one chapter and to report it as such to NFC. Kaiti Steckman seconded the motion. Motion Passed. There is not currently anyone from NH or VT but now there is an avenue to add them easily.
- Acceptance of personal checks for dues- People paying dues by personal check is making the accounting to reimburse states and track membership very cumbersome. The board should consider putting a mandatory dues withholding on regular memberships. Additionally looking at doing regular states dues rather than having the first year \$2 per pay period. To be discussed further at Spring Board Meeting.

NEXT CONFERENCE CALL – The next board meeting will be on **June 8, 2023**

ADJOURN- Meeting was adjourned at 11:01 am MST.

Treasurers Report – 2023-05-11

Account Summary			Customize		
	BUSINESS CHECKING ...4739	\$62,686.81 Available balance			
	BUSINESS MARKET RATE SAVINGS ...9036	\$80,801.73 Available balance			
	BUSINESS MARKET RATE SAVINGS ...3479	\$10,347.51 Available balance			
	BUSINESS MARKET RATE SAVINGS ...3495	\$3,968.19 Available balance			

Account 4739: Checking

Account 9036: General Savings

Account 3479: Wunder Fund

Account 3495: Fairness Fund

Upcoming Obligations:

Total Outstanding checks:

Check #2493 – New Mexico – Zone A/B Meeting State Representation \$300

Pending Bill Pays:

North Carolina – Zone Representation - \$300

Illinois – Qtr 3 Dues reimbursement - \$272

Sent request to NFC to update Chapter name for Virginia to VA/DE/MD – have not heard anything back on this yet.

Dues Reimbursement – see attached spreadsheet

Accounting for Past Due Membership Dues

A: Utah (10 quarters – 1st Qtr 2020) (currently \$0 payroll deduction) Jesse Russell from Utah contacted me for unpaid dues. They are going to pay current and dissolve or join with a neighboring state.

B: Minnesota (4 Qtrs – 3rd Qtr 2021) email sent

C: West Virginia (8 Qtrs – 3rd Qtr 2020) (Currently \$0 on payroll deduction)

D: Florida (12 Qtrs – 3rd Qtr 2019), Tennessee (6 Qtrs – 1st Qtr 2021)

Dues Reimbursements

Dues Reimbursements Paid by National FY22/FY23					
Quarter	4th Qtr '22	1st Qtr '23	2nd Qtr '23	3rd Qtr '23	4th Qtr '23
PP	3/8/2022 - 5/17/2022	6/1/2022 - 8/23/2022	9/7/2022 - 11/29/2022	12/13/2022 - 2/28/2023	3/1/2023 -
UNION NAME					
Alabama	12/21/2022	12/21/2022	4/11/2023	4/11/2023	
Arkansas	2/24/2023	2/24/2023	4/13/2023	4/13/2023	
CA/NV/AZ	N/A	N/A	N/A	N/A	
Colorado	email sent	N/A	N/A		
Florida	email sent	email sent	email sent	email sent	
Georgia	3/2/2023	3/2/2023	3/2/2023	3/31/2023	
Iowa	12/22/2022	12/22/2022	1/26/2023	3/28/2023	
Idaho	12/21/2022	12/21/2022	4/13/2023	4/13/2023	
Illinois	12/21/2022	12/21/2022	3/9/2023	5/11/2023	
Indiana	3/2/2023	3/2/2023	4/13/2023	4/13/2023	
Kansas	4/11/2023	4/11/2023	4/11/2023	4/11/2023	
Kentucky	3/8/2023	3/8/2023	3/8/2023	4/25/2023	
Louisiana	2/28/2023	2/28/2023	2/28/2023	5/8/2023	
Michigan	11/25/2022	11/25/2022	4/25/2023	4/25/2023	
Minnesota	email sent	email sent	email sent	email sent	
Missouri	email sent	email sent	email sent	email sent	
Mississippi	email sent	email sent	email sent	email sent	
MT/WY	2/28/2023	2/28/2023	2/28/2023	5/8/2023	
North Carolina	5/10/2023	5/10/2023	5/10/2023	5/10/2023	
North Dakota	N/A	N/A	N/A	N/A	N/A
Nebraska	4/12/2023	4/12/2023	4/12/2023	4/12/2023	
New Mexico	4/25/2023	4/25/2023	4/25/2023	4/25/2023	
New York	4/25/2023	4/25/2023	4/25/2023	4/25/2023	
Ohio	1/27/2023	1/27/2023	1/27/2023	4/26/2023	
Oklahoma	Dues Behind??	Dues Behind??	Dues Behind??	Dues Behind??	
Pennsylvania	4/26/2023	4/26/2023	4/26/2023	4/26/2023	
South Carolina	email sent	Dues behind/email sent	Dues behind/email sent	email sent	
South Dakota	12/23/2022	12/23/2022	3/6/2023	5/8/2023	
Tennessee	email sent	email sent	email sent	email sent	
Texas	4/12/2023	4/12/2023	4/12/2023	4/26/2023	
VA/DE	2/2/2023	2/2/2023	2/2/2023	5/10/2023	
Washington	email sent	email sent	email sent	email sent	
Wisconsin	email sent	email sent	email sent	email sent	

SPRING BOARD MEETING – May 22, 2023

The Roosevelt Hotel,– New Orleans, LA

CALL TO ORDER- The meeting was called to order at 5:30pm CST

ROLL CALL – Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kelli Woita, Treasurer; LeAnn Gibbs, Past President; Mercedes Jauregui, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D(via Teams); Dave Bonnett, Legislative Chair.

Legislative update; The committee made a hill visit in March. Had all six members, Andy set up good appointments however there are just not as many as pre COVID. Mainly meeting with staffers, politicians who have agricultural specialists seem to be very understanding and sympathetic to our mission. Met with Fetterman staffers that were disinterested and undereducated about FSA but a good opportunity to educate. Also worked to educate staffers on the actual legitimate civil rights issues and the lack of data that supports the narrative being put out by the administration. Since the visit to D.C. we have had a lenders call with NRLA and Rural Bankers association, same issues, staffing, funding, and IT. They could see removal of limits. Communicated that we need to be able to have the staffing to support those limits. Know that they are poaching FSA employees and are willing to support any initiatives for hiring and getting above ceiling staff. Definitely need all avenues to hire; direct hire, etc. Big points; removal of term limits, sufficient funding for staffing as well as increasing salaries, and expanded direct hire authority and being supportive of increased loan limits. On February 27, Ben had an exchange with Alan Hoskins, NRLA, on visiting with political staffers on the lack of factual data about civil rights complaints, as well as salaries commensurate with the private sector, finally this administration has been pushing for removing graduation or test for credit and NACS would be opposed to that. Looking at the budget proposal there are many changes that are trying to get passed will have to monitor what does get passed. Will get a report to Jessica for the Annual Report.

BOARD MEMBER REPORTS

SECRETARY’S REPORT – Review Minutes from May 11, 2023. Brandon Waldron moved to approve the Secretary’s minutes as revised. LeAnn Gibbs seconded the motion. Motion passed.

PRESIDENT’S REPORT- Thank you to all the board members that are here, will be meeting with Dana, Bill, Houston, Ryan, James, and Carolyn on Wednesday evening. Ben has sent an email to others as an open invitation and will let the board know the exact time. Tammy Renwick will be joining us from NASE. Would like to keep that meeting to an hour. May have a half hour or so on Wednesday or Thursday with Zack Ducheneaux. (NOTE: these meetings did not occur due to circumstances- JW 06.01.23) Will also have a call with DAFO and possibly the administrator if we are unable to meet. DAFO has indicated that they may bring NACS to DC in the fall. Ben believes we have a healthy number of resolutions come in however not currently able to get them off the website. Will need a status of committee members that are intending to attend national convention. Knows that the IT committee will not have a chair since Sara Harris is not attending, McKayla Muller has said she will chair the committee. Colleen Reed has resigned so Crystal should attend in her stead.

VICE PRESIDENT’S REPORT- Brandon has started to receive committee reports and will be submitting his report soon.

PAST PRESIDENT’S REPORT- LeAnn has the committee gifts and plaques ordered.

ZONE REP REPORTS

- A – Mercedes (alt) – No report
- B – Kaiti – No report
- C – Tiffany – Need to finalize dates for Zone meetings.
- D – Jon – No report

OLD BUSINESS

- Review of goals
 - **Legislative Goals** – Include Andy on board calls quarterly to improve communication with the Board. Did have Andy on 2 calls as well as Zone meeting updates as well as Dave Bonnett at the Spring Board meeting. Goal considered met.

MEMBERSHIP

15. 500 members- The current count is about 490, which is the first time we have not lost a significant number of members. Does sound like there are new members enrolling. Will get an updated list from NFC. Hoping to reiterate at convention. Goal met.

CONVENTION ATTENDANCE

16. 80 - member attendance, currently at 50 NACS members registered. Unfortunately, we have had travel back-to-back that is hurting attendance at NACS. Not sure if we will meet this goal or not.

ZONE MEETING ATTENDANCE

17. At least one member from each Chapter attends their Zone Meeting- For Zone A & B – did not meet this goal, Zone C& D- also didn't meeting this goal.
18. 50 – member attendance at each combined Zone Meeting- Zone A/B close to 30 and Zone C/d close to 40 so goal not met.

COMMUNICATIONS

19. Monthly conference calls conducted by the NACS Board (Zone Rep Alternate to attend, if Zone Rep cannot.) Conference calls to take place the second Thursday of each month at 11 am central time starting on August 11th.- Goal met
20. Semi-annual conference calls conducted with the State Presidents to be arranged by Zone Representatives with President in attendance. (Early December/January and Late March/Early April)- Goal not met. However, Ben was able to virtually attend State Chapter meetings.
21. Conduct one conference call with each Committee after National Office responses are received and one prior to National Convention, as appropriate. Goal met.
22. Two Newsletters prepared by the Secretary and emailed to the membership per year (One after National Convention and One after NACS Board Meeting with National Office Leadership). Will not have a traditional spring board meeting so the second newsletter will not be sent, so goal not met.
23. 12 President Updates per year- Not quite 12 updates but consistent communication but goal not met.
24. One Zone Newsletter prepared by the Zone Representative, in consultation with Secretary, and emailed to the Zone members after each Zone Meeting. Goal met once Ben sends out the queued email.
25. One Zone Newsletter prepared by the Zone Representative and emailed to the Zone members per year (Fall 2022) Goal met.
26. Twelve posts on social media websites (Facebook) per year. Goal met.

RELATIONS WITH OTHER EMPLOYEE ORGANIZATIONS

27. Quarterly calls with NACS, NASE, NADD, NASCOE and Chief's Association. NACS continue to work with DAFO to coordinate quarterly calls. Have had multiple calls, especially last fall, including with DAFO as well as with CQR with NASE, NADD and the Chiefs. With NASCOE Ben was able to go their convention. And have one call with everyone and DAFO. Goal met.
28. Invite NASCOE President to 2023 NACS Convention and NACS President will attend NASCOE convention, if invited. Ben has invited Presidents of NASE, NASCOE, NADD and the Chiefs association. Goal met.

- NACS website redesign update
 - Jason Quintana and Amy Larson are leads- Ben has had several calls and has another call June 1st. Goal to have a Preview for national convention. So that hopefully by the end of calendar year we have a more usable platform.

- 4 primary objectives given: 1) Create modern look and feel. 2) Simplify and declutter the homepage. 3) Don't delete historical content, rather archive. 4) Drop down menu is key. It was instructed to keep the "73" NACS logo prominent on the homepage.
- Task force updates- will work with Karrie Taylor-Doxey to get updates on the task force report.

NEW BUSINESS

- Dues discussion
 - New member dues for first year- currently a hassle to try to figure out for dues reimbursement with partial dues. So would propose the idea to increase first time attendees' reimbursement and have all national dues be a flat fee of \$6.00.
 - Acceptance of dues by check – discontinuing acceptance would require a change to the Constitution and By-Laws. Will table until convention.
 - Dues amount for next fiscal year – propose to leave the same other than the new member dues. Brandon Waldron made the motion to set the dues as follows; regular \$156, Associate \$52, Lifetime \$100. And removing first year category. Tiffany Grody seconded.
- Process for approval of merging Chapters
 - Article III, Section E of Constitution and By-Laws governs approval process.
 - New merged Chapter should also settle dues discrepancies via vote of membership and look to address a new Chapter Consultative Agreement if needed.
- Update on merged Chapters
 - CA/NV/AZ/HI
 - VA/DE/MD
 - MT/WY (already merged)
 - Potential for "New England Chapter" in the future (CT/MA/ME/NH/RI/VT)
- Assistant to the Treasurer position – Ben and Kelli have discussed adding a position to aid the treasurer (not an official board member) via presidential appointment. Would be great for a person who is interested in becoming treasurer. Kelli reiterated that it is very time consuming and having an additional person to reach out to chapters will make it much more feasible. Additionally, it allows a transfer of knowledge on the position.
- Draft budget for 2023/2024 fiscal year- See spreadsheets
- Spring meeting with leadership preparation- start to look at topics- everyone needs to have one question for this meeting.
- Convention planning
 - Awards have been ordered and will be delivered to Maureen for delivery to convention.
 - Agenda- Ben has version one of the agenda done and will share that with the convention committee. Goal to have final(ish) by June 1-8
 - Speakers- Confirmed- Zach Ducheneaux, Steve Peterson, Bill Cobb, Houston Bruck, John Berge, Marcus Graham are all confirmed. Others have been invited but not confirmed.
 - Sponsors; Farmer Mac, Blue Cross/Blue Shield, GEHA, NRLA, Pro Ag, FEDS, Moody's
 - 1st Time attendee incentive- budgeting for \$250 per first time attendees
 - Annual report update- just waiting on board reports and task force report to finalize.
 - Committees- Working on appointments.
 - Officer candidates

ADJOURN- meeting was adjourned at 9:26 PM.

BOARD MEETING – June 8, 2023

CALL TO ORDER The meeting was called to order at 10:00am MST

ROLL CALL — Ben Herink, President; Brandon Waldron, Vice President; Jessica Weigand, Secretary; Kelli Woita, Treasurer; LeAnn Gibbs, Past President; Amy Larson, Zone A; Kaiti Steckman, Zone B; Tiffany Grody, Zone C; Jon Travis, Zone D; Crystal Zwilling, Zone C Alternate

BOARD MEMBER REPORTS

SECRETARY'S REPORT –

- Review Minutes from May 22, 2023 board meeting. Please get board reports to Jessica as soon as possible. Brandon Waldron moved to approve the Secretary's minutes as presented. Amy Larson seconded the motion. Motion passed.

TREASURER'S REPORT

- Review account balances, budget, & bills/dues to be paid. Still working on dues reimbursements. Brandon Waldron moved to approve the Treasures report as presented. Amy Larson seconded the motion. Motion passed.

PRESIDENT'S REPORT –

- Working on report will get it to Jessica ASAP
- Doesn't think we will have any virtual call with DAFO prior to Convention. DAFO does want to bring the board in this calendar year but will be up to the new board. May try to do a small meeting with Bill Cobb, Dana Richey, and Houston Bruck during the convention but will have to see if that comes together.

VICE PRESIDENT'S REPORT –

- Will need to get report and follow up with membership and legislative committee reports.

PAST PRESIDENT'S REPORT –

- Committee gifts and plaques have all arrived and she is ready to go.

ZONE REP REPORTS

- Zone A – Amy- working on report and will be sending an email to all her states regarding credentials.
- Zone B – Kaiti- no report
- Zone C – Tiffany- sent an email to presidents for the credentials for convention.
- Zone D – Jon- will send an email out to states on the credentials report. Will be attending convention.

OLD BUSINESS

- Inflation Reduction Act – discussion/concerns on recent updates- getting close to releasing distressed borrower guidance.
- Receipt for Service – response memo from DAFLP through DAFO, was forwarded to the board.
- National Convention – update and prep
 - registration numbers- as of today we have about 109 registrants. This is an outstanding number and great for the budget. Around 63 active NACS members.
 - update on resolutions submitted and 6/16 cutoff. As of 06/08/2023- there are 26 resolutions submitted on the website. Will pull resolutions on 6/16 and that will be what we plan on using for

the national convention review. Then distribute them to committee chairs for any needed grammatical/clarification issues. Each board member should consider submitting a resolution.

- review draft agenda- the agenda has been forwarded to the board, No room assignments as of yet however the meat of the agenda is finalized with confirmation of presenters from National Office.
- Sunday board meeting- will go through the Board Only Agenda.
- duties & responsibilities of board members – Ben emailed these out to the entire board for each member to review and to prepare for convention.
- Convention Committee- Will have a call with the hotel and is getting rooms lined out. Sunday hospitality room will have pizza. Monday after the meeting will be the blood, sweat and tears, past presidents reception. Tues will have a social hour at local bar, and Wednesday is the banquet at a famous steakhouse. Make sure to dress professionally Monday and Tuesday and more business casual on Wednesday, and Thursday is casual.





NEW BUSINESS

- Acceptance of personal checks for dues- Ben will present a motion to have the membership vote to change the ByLaws to where we will not accept personal checks for membership.
- 2023/2024 board discussion/announcements (including Assistant to the Treasurer)- Ben- past President, Brandon- President, No currently candidates for VP, Kaiti & Crystal are considering the secretary, Treasurer- Kelli is considering and Ben is going to appoint an assistant to the treasurer- the intent that that position would sit in on the calls and help the treasurer as needed. Zone Reps- Zone A- Amy would be willing to run again if Mercedes is unable. Zone B- Kaiti may run again, Zone C- Tiffany is looking to run again, Zone D Jon will run again.

NEXT CONFERENCE CALL – The next board meeting will be on **Sunday, June 25, 2023** (in-person)

ADJOURN- Brandon Waldron moved to adjourn, Jon Travis seconded. Meeting adjourned at 10:54am MST

Treasurers Report – 2023-06-08

Account Summary			Customize		
	BUSINESS CHECKING ...4739	\$64,364.61 Available balance			
	BUSINESS MARKET RATE SAVINGS ...9036	\$80,812.02 Available balance			
	BUSINESS MARKET RATE SAVINGS ...3479	\$10,348.83 Available balance			
	BUSINESS MARKET RATE SAVINGS ...3495	\$3,968.69 Available balance			

Account 4739: Checking

Account 9036: General Savings

Account 3479: Wunder Fund

Account 3495: Fairness Fund

Upcoming Obligations:

Total Outstanding checks:

Check #2498 – Nebraska – Dues reimbursement

Sent request to NFC to update Chapter name for Virginia to VA/DE/MD and CA/NV/AZ/HI – have not heard anything back on this yet.

Dues Reimbursement – see attached spreadsheet

Accounting for Past Due Membership Dues

A: Utah (10 quarters – 1st Qtr 2020) (currently \$0 payroll deduction) Jesse Russell from Utah contacted me for unpaid dues. They are going to pay current and dissolve or join with a neighboring state.

B: Minnesota (4 Qtrs – 3rd Qtr 2021) email sent

C: West Virginia (8 Qtrs – 3rd Qtr 2020) (Currently \$0 on payroll deduction)

D: Florida (12 Qtrs – 3rd Qtr 2019), Tennessee (6 Qtrs – 1st Qtr 2021)

Dues Reimbursements

All of 4th Quarters dues need to be reimbursed. Will start working on those.

Dues Reimbursements Paid by National FY22/FY23					
Quarter	4th Qtr '22	1st Qtr '23	2nd Qtr '23	3rd Qtr '23	4th Qtr '23
PP	3/8/2022 - 5/17/2022	6/1/2022 - 8/23/2022	9/7/2022 - 11/29/2022	12/13/2022 - 2/28/2023	3/1/2023 - 5/31/2023
UNION NAME					
Alabama	12/21/2022	12/21/2022	4/11/2023	4/11/2023	
Arkansas	2/24/2023	2/24/2023	4/13/2023	4/13/2023	
CA/NV/AZ /HI	N/A	N/A	N/A	N/A	
Colorado	email sent	N/A	N/A		
Florida	email sent	email sent	email sent	email sent	
Georgia	3/2/2023	3/2/2023	3/2/2023	3/31/2023	
Iowa	12/22/2022	12/22/2022	1/26/2023	3/28/2023	
Idaho	12/21/2022	12/21/2022	4/13/2023	4/13/2023	
Illinois	12/21/2022	12/21/2022	3/9/2023	5/11/2023	
Indiana	3/2/2023	3/2/2023	4/13/2023	4/13/2023	
Kansas	4/11/2023	4/11/2023	4/11/2023	4/11/2023	
Kentucky	3/8/2023	3/8/2023	3/8/2023	4/25/2023	
Louisiana	2/28/2023	2/28/2023	2/28/2023	5/8/2023	
Michigan	11/25/2022	11/25/2022	4/25/2023	4/25/2023	
Minnesota	email sent	email sent	email sent	email sent	
Missouri	5/31/2023	5/31/2023	5/31/2023	5/31/2023	
Mississippi	5/11/2023	5/11/2023	5/11/2023	5/11/2023	
MT/WY	2/28/2023	2/28/2023	2/28/2023	5/8/2023	
North Carolina	5/10/2023	5/10/2023	5/10/2023	5/10/2023	
North Dakota	N/A	N/A	N/A	N/A	N/A
Nebraska	4/12/2023	4/12/2023	4/12/2023	4/12/2023	
New Mexico	4/25/2023	4/25/2023	4/25/2023	4/25/2023	
New York	4/25/2023	4/25/2023	4/25/2023	4/25/2023	
Ohio	1/27/2023	1/27/2023	1/27/2023	4/26/2023	
Oklahoma	Dues Behind??	Dues Behind??	Dues Behind??	Dues Behind??	
Pennsylvania	4/26/2023	4/26/2023	4/26/2023	4/26/2023	
South Carolina	5/18/2023	5/18/2023	5/18/2023	5/18/2023	
South Dakota	12/23/2022	12/23/2022	3/6/2023	5/8/2023	
Tennessee	email sent	email sent	email sent	email sent	
Texas	4/12/2023	4/12/2023	4/12/2023	4/26/2032	
VA/DE/MD	2/2/2023	2/2/2023	2/2/2023	5/10/2023	
Washington	5/30/2023	5/30/2023	5/30/2023	5/30/2023	
Wisconsin	5/31/2023	5/31/2023	5/31/2023	5/31/2023	

CONVENTION RULES

“Mister/Madam President,”

I move the delegates of this convention adopt the following convention rules as it conducts its business during this National Convention. The convention rules are as follows:

1. All resolutions, amended and consolidated, are to be presented to the convention floor in writing, according to the approved format, after having been discussed, prioritized, and recommended by the appropriate committee or Zone.
2. Rules and procedure shall be suspended during the meeting of the convention for the purpose of allowing full discussion of the proposed resolutions. Non-members must request permission from the committee chairperson to enter the discussion.
3. The Committee Reports shall be submitted in the following format:

THE (NAME OF THE COMMITTEE) MET AT THE (HOTEL, CITY, STATE) ON (DATE OF CONVENTION), TO REVIEW RESOLUTIONS SUBMITTED BY THE MEMBERSHIP.

THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR ADOPTION:

CONCERN:

PROPOSED SOLUTION:

The committee will also submit a list of non-adopted resolutions. Adopted and non-adopted resolutions will be numbered sequentially. The first non-adopted resolution will be assigned the next consecutive number that follows the number of the last adopted resolution. The heading above the first non-adopted resolution will read as follows:

THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR NON-ADOPTION:

CONCERN:

PROPOSED SOLUTION:

EXPLANATION FOR NON-ADOPTION BY THE COMMITTEE:

Respectfully submitted by the 20_/20 (Name of Committee),

Zone A

Zone B

Zone C

Zone D

(Chairperson designated after Zone the member is in)

4. Committees have the authority to consolidate similar resolutions and edit resolutions for spelling, and clarity.
5. Amendments presented during the Annual Meeting by a Zone to an existing adopted or non-adopted resolution or moving a resolution from non-adopt to adopt or vice versa will use the approved NACS form for this purpose. **A written version of the proposed amendment must be presented to the Secretary immediately using Exhibit 3-M Committee Report Amendment Form.**
6. During the annual business meeting, all members will be permitted to engage in debate. However, only members identified by a delegate badge will be permitted to vote except in cases where motions requiring a vote of all members present are necessary.
7. The NACS Board shall have authority to edit the resolutions for spelling, clarity, and consistency prior to submission to the National Office.
8. Order of elections shall be as follows: President, Vice President, Secretary, and Treasurer. Zone Representatives shall be elected in Zone Meetings.
9. Nominating speeches shall be limited to two minutes, seconding speeches to one minute, and candidate speeches to two minutes.
10. Rules of procedure shall be suspended for the purpose of nominating and seconding of candidates to permit any NACS member attending to either make or second a nomination.

COMMITTEE REPORT AMENDMENT FORM



Committee: _____ Farm Loan Making
(select one) _____ Farm Loan Servicing
_____ Information Technology
_____ Management/Personnel
_____ Legislative

Resolution #: _____

Type of Amendment: _____ Language Change
(select one) _____ Move from Adopt to Non-Adopt
_____ Move from Non-Adopt to Adopt

Motion made by _____
Name

_____ State

Seconded by _____
Name

_____ State

Changes: *(For language changes, be exact)*

CONCERN:

SOLUTION:

CONSTITUTION AND BY-LAWS

Constitution and By-laws

The following is the constitution and by-laws, as presently amended.

ARTICLE I – NAME

This organization shall be known as the National Association of Credit Specialists of the USDA - Farm Service Agency.

ARTICLE II – OBJECTIVES

- A To expand, improve, and expedite the services of USDA Agencies to Rural America.
- B To promote the social, economic, professional and vocational skills, civic and personal welfare of all USDA - Farm Service Agency employees to:
 - (1) Ensure equal status and privileges with other federal and non-federal employees.
 - (2) Improve morale and efficiency by giving suitable recognition both to individual employees and to USDA - Farm Service Agency field offices whose performances are outstanding.
 - (3) To collect and disseminate information relating to items 1 and 2 listed above and to use such information for the general good without favoritism, bias, or prejudice.
- C To help organize Chapters such that all states and regions are represented.
- D To cooperate and affiliate with other organizations whose objectives are similar and compatible with those to this Association

ARTICLE III – MEMBERSHIP

- A. Membership shall consist of four kinds:
 - 1. **REGULAR** - regular membership shall be those employees, not including political appointees, involved in agricultural credit services that have supervisory and/or program management responsibilities *and/or whose job responsibilities include primary duties of agricultural credit programs technical support*, which pay quarterly dues and agree to abide by the Constitution and By-Laws of this Association. – **Revised at NACS Convention, New Orleans, 2019.**
 - 2. **ASSOCIATE** - All individuals who have an interest in the objectives of the Association but do not qualify for regular membership, who pay dues and agree to abide by the Constitution and By-laws of this Association.
 - 3. **RETIRED** - All retired employees of the USDA Agencies shall be eligible for retired membership by payment of annual dues and agreeing to abide by the Constitution and By-laws of this Association.
 - 4. **HONORARY** - Any person who the Board of Directors shall recommend and receive a 2/3 vote from the official delegates at the annual meeting.

- B. Regular membership only, shall carry with it the privilege of holding any office to which they may be elected or appointed and can represent their Chapter if appointed a delegate and have voting privileges on matters brought before the Association.
- C. Membership in this organization will be free of discrimination in terms of membership or treatment because of race, color, religion, sex, national origin or age.
- D. To qualify for membership in the National Association, an individual must be a member of a State Chapter or a duly recognized Chapter of Credit Specialists working in a state, regional or national office.
- E. All Chapters must submit a copy of their proposed Constitution and By-Laws to the NACS-FSA Board of Directors for review and acceptance. The proposed Constitution and By-Laws must clearly define their proposed membership criteria. **Revised at NACS Convention, Kansas City, 2021.**

ARTICLE IV – GOVERNMENT

A. OFFICERS

Officers of this Association shall be a President, Vice President, Secretary and Treasurer, who shall hold office for one year, or until their successors are duly elected and qualified.

B. BOARD OF DIRECTORS

The Board of Directors shall consist of the newly elected officers, the retiring president, and the zone representatives. For the first year of the newly formed Association, the retiring president shall be the 1995/1996 president of the dissolved National Association of County Supervisors.

C. The four officers and past president shall be the executive committee.

D. Manner of Election

1. Each Chapter in good standing on the first day of the national convention shall be entitled to the following delegates and alternates based on the regular membership in the respective association:

Membership	Delegates	Alternates
1-10	3	3
11-25	4	4
26-40	5	5
41 - +	6	6

Membership shall be shown by the records of the National Association Treasurer as of the first day of the National Convention. Selection of each delegate and alternate shall be evidenced by a certificate signed by the President or Secretary of each Chapter.

2. Only registered delegates with certified credentials and present, shall be entitled to vote and each such delegate may cast one vote at each election and on every question submitted to the convention.
3. A majority of the registered delegates with credentials, present at any convention, shall constitute a quorum.
4. The election of the President, Vice President, Secretary, and Treasurer shall be at the annual

convention with the membership in attendance and the chapter delegates casting votes as prescribed.

5. The Nation will be divided into zones as determined by the Board of Directors. The Board of Directors will assign each new association to a Zone. The Zone Representatives will be bound by the wishes of their zone at the Board of Directors meeting and will cast votes in keeping with the instructions given. The zone representatives shall be elected by ballot at the annual meeting by the delegates of the Chapters comprising the zone.
 6. Election shall be by ballot. The candidate receiving a majority vote shall be declared elected. If no candidate receives a majority, the two candidates receiving the most votes shall be again voted on.
 7. A vacancy in any office shall be filled by a majority vote of the Board of Directors. The appointee shall serve until a successor is elected at an annual meeting.
- E. Newly elected officers and representatives shall be installed following election at the annual meeting.

ARTICLE V - DUTIES OF OFFICERS AND BOARD OF DIRECTORS

- A. The duties of the officers shall be those normally devolved upon such positions.
- B. The President, with the advice and consent of the Board of Directors, shall appoint such standing and special committees deemed necessary, and shall be a member ex-officio of all committees.
- C. The Officers and the Board of Directors shall:
 1. Have power to transact all business of an emergency nature that may arise between annual meetings.
 2. Act as a program committee, appointing sub-committees from among the membership as necessary.

ARTICLE VI – MEETINGS

- A. Annual meetings shall be held at a time and place designated by a committee delegated this task.
- B. Committee meetings shall be held immediately prior to and during the convention, the purpose of which will be to review proposed resolutions to be presented at the annual meeting. A vote will be taken to recommend either adoption or non-adoption of each resolution. Each committee member shall be entitled to one vote on the question of recommendation. The committee members shall take a non-binding poll of the other members present. The question of recommendation shall not be considered to be a question as defined in Article IV, Section D2. Each committee shall present a report to the annual meeting. The format of the report is to be approved by the Board of Directors. This format shall include, at a minimum, a list of proposed resolutions recommended for adoption and a list of proposed resolutions not recommended for adoption. The committee shall have the authority to consolidate similar resolutions and edit resolutions without changing their original intent.
- C. Meetings of the officers and Board of Directors shall be at the call of the President or by a majority of the Directors, not less than two meetings annually. No meeting of the Board of Directors shall be held without due notice to all members thereof.

ARTICLE VII – AMENDMENTS

- A. The constitution may be amended at any membership meeting by a two thirds (2/3) vote of those present, provided notice of the proposed amendment is properly posted to the NACS FSA web site thirty (30) days prior to the meeting for review by the membership or three-fourths (3/4) vote of the active members present and three-fourths (3/4) vote of the delegates present if no notice has been given.

BY-LAWS

ARTICLE I - DUES AND FISCAL YEAR

- A. Annual dues shall be determined by the Board of Directors.
 - 1. Dues may be paid annually or quarterly if paid by check or monthly or bi-weekly (pay period) if by allotment (withholding) directly to NACS treasurer. Annual dues are to be paid in advance.
 - 2. Dues are due and payable in alignment with the NACS fiscal year. (Dues shall be due and payable on June 1st, September 1st, December 1st, and March 1st (if paid quarterly)
 - 3. The Chapter will set their dues annually to be consistent with NACS FY and notify the NACS Treasurer prior to the start of the fiscal year so that quarterly transfers back to Chapter for their share of members' dues is accurate.
 - 4. NACS members must pay Chapter dues for the state/region in which they work.
- B. The fiscal year shall be June 1 to May 31.

ARTICLE II – QUORUM

- A. A majority of the registered delegates with certified credentials, present at any convention shall constitute a quorum.

ARTICLE III – FINANCES

- A. No debts shall be contracted or liabilities incurred by or on behalf of the Association in excess of cash on hand.
- B. Bills shall be paid by the Treasurer, on the approval of the Board of Directors, and the minutes shall reflect such approval. The Treasurer has the authority to pay bills within an approved budget.
- C. The Treasurer shall give financial reports at annual, special, and Board of Directors meetings.
- D. The books of the Treasurer shall be audited annually by a committee appointed for that purpose.
 - 1. The audit committee shall be composed of one representative from each zone and no representative shall be from a state with an executive committee member.
 - 2. The Treasurer's books shall be reconciled as of May 31 of each year.
- E. Net earnings shall not be distributed for the benefit of any one member.
- F. Should dissolution occur, all remaining funds in the Treasury shall be distributed as determined by a majority vote of the Board of Directors.

ARTICLE IV - AMENDMENTS OF BY-LAWS

Amendment of the By-laws shall be done in the same manner provided amending the constitution.

ARTICLE V – MEETINGS

A. Conduct of meeting - *“Robert’s Rules of Order”*, latest edition, shall govern the conduct of all meetings and proceedings.

B. Order of Business

Roll Call Reading, correction, approval of minutes of last meeting Reports of officers Reports of committees Old Business New Business Election of Officers and Board of Directors Miscellaneous Business Installation of new officers and board members Adjournment

Adopted: July 10, 1996

Amended June 27, 2007

Amended June 18, 2008

Amended June 23, 2010

Amended June 22, 2011

Amended June 26, 2019

Amended August 3, 2021

CONSULTATIVE AGREEMENT

NACS has the following agreement with Management outlining the agreement to consult and other issues concerning the relationship between NACS and the Agency.

SECTION 1 – GENERAL PROVISIONS

(1) PURPOSE

The purpose of this agreement is to recognize the NACS-FSA as an organization consisting of FSA employees in the state and county offices who are involved in FSA farm loan services. The object of the parties is to work together to develop a construction, productive relationship and to allow both NACS-FSA and FSA present and share views on appropriate issues.

(2) RECOGNITION AT THE NATIONAL LEVEL

To retain recognition at the national level, NACS-FSA must have membership of a majority of eligible employees nationwide. If NACS-FSA membership is less than a majority of eligible employees, FSA and NACS-FSA will reexamine the membership requirements and revisit this agreement with NACS-FSA to assure sufficient membership to provide worthwhile dialogue with the Agency.

(3) JOINT RESPONSIBILITIES

The parties to this agreement pledge themselves to conduct all consultations objectively and in good faith to the purpose of fair and equitable solutions. They will make every effort to reach agreement on all matters within a reasonable period of time.

SECTION 2 – OFFICAL TIME AND USE OF FACILITIES

(4) ANNUAL MEETINGS

FSA and NACS-FSA agree to hold an annual consultative meeting in the Spring.

NACS-FSA attendees will include the NACS-FSA Board of Directors, which shall consist of 4 national officers, the past president and the 4 zone representatives. Official time, travel and per diem is authorized for this consultative meeting.

FSA and NACS-FSA agree to hold an annual general meeting in the Fall. This meeting will be held in conjunction with other national associations, but NACS-FSA will be provided time to meet separately with FSA officials. Official time, travel and per diem is authorized for this general meeting for up to 4 NACS-FSA participants. Other NACS-FSA attendees may attend as approved by the Agency. FSA and NACS-FSA agree to hold teleconferences on an as-needed basis.

(5) AGENCY SPONSORED MEETINGS

Official time, travel and per diem is approved for any meeting called by the Agency to work on Agency business for the benefit of the service.

(6) ANNUAL NACS-FSA CONVENTION

2 days of official time is authorized for each member of the NACS-FSA Board of Directors and State Delegates to attend the annual convention.

Official time to attend annual NACS-FSA convention shall be cleared in advance through the employee's supervisor.

No travel and per diem is authorized for the annual NACS-FSA convention.

(7) ANNUAL ZONE MEETINGS

Official time is authorized for NACS-FSA national officers and state representatives to attend NACS-FSA zone meetings as follows:

- 1 day for 1 NACS-FSA national officer to attend each annual zone meeting. A maximum of 4 days annually is authorized for NACS-FSA national officers to attend annual zone meetings.

- 1 day for State NACS-FSA representative to attend a zone meeting in their area. A maximum of 46 days annually is authorized for State NACS-FSA representatives to attend annual zone meetings.

Official time to attend zone meetings shall be cleared in advance through the employee's supervisor.

No travel or per diem is authorized for annual zone meetings.

(8) ANNUAL REPORT ON OFFICIAL TIME FOR CONVENTION, ZONE MEETINGS

NACS-FSA is required to send a quarterly report to the Executive Director for State Operations showing the use of official time to attend the annual convention and zone meetings, by state.

(9) OTHER USE OF OFFICIAL TIME

Official time is authorized for official agency business only. Internal NACS-FSA business such as the solicitation of membership, collection of dues, election of officers, preparation of newsletter, etc. shall be conducted during non-duty hours of the employees involved.

(10) POSTAGE AND STATIONERY

Use of FSA postage and stationery are authorized for official agency business only.

(11) USE OF TELEPHONE

The telephone is authorized for official agency business only.

(12) FSA COPY MACHINES AND DISTRIBUTION SYSTEMS

Copy machines and internal distribution systems are reserved for official agency business only. The following exception is permitted. Use of copy machines, e-mail, and internal distribution systems are permitted for copying and distributing NACS-FSA newsletters to FSA offices, provided that

copying or distribution is not done on official time, advance supervisory approval is granted, and no postage fees are incurred.

(13) USE OF FILE CABINETS, SUPPLIES AND OFFICE EQUIPMENT

File cabinets, supplies or office equipment are reserved for official agency business only. FSA will permit the use of available space for NACS-FSA meetings during non-duty hours, where such use will not conflict with the performance of official functions. Official space when available at no added cost may also be used for NACS-FSA files. NACS-FSA is responsible for exercising reasonable care in the use of such facilities.

(14) DUES WITHHOLDING

NACS-FSA members are authorized to effect voluntary allotment for the payment of dues to NACS-FSA, subject to requirements of the National Finance Center.

(15) EFFECTIVE DATE AND AMENDMENT

This agreement is effective upon written approval by FSA and NACS-FSA. The provisions of this agreement may be opened for amendment at any time by FSA or NACS-FSA. Such modification shall become effective only after written approval by FSA and NACS-FSA.

(16) RENEWAL

This agreement is subject to renewal on an annual basis, either party may provide notice to the other party of intent to terminate this agreement.

APPROVALS

For the National Association of Credit Specialists – FSA:

Date July 15, 2002

/s/

Robin Hampton
President, NACS-FSA

For the Farm Service Agency:

Date July 15, 2002

/s/ John W. Williams

Deputy Administrator for Management

/s/ Douglas Frago

Executive Director for State Operations

/s/ James R. Little

Administrator, FSA

NACS PRESIDENTS 1973 TO PRESENT

YEAR	NAME	STATE	ZONE
1973 – 1974	Ray Turknett	Texas	B
1975	Harold Kennedy	Texas	B
1975	Joseph Turney	Oklahoma	B
1976	Loren Nelson	Idaho	A
1977	Paul Hill West	Virginia	C
1978	Howard Boatman	Minnesota	B
1979	Dave Wilson	Oregon	A
1980	James Berry	Maine	C
1981	Ney Williamson	West Virginia	C
1982	James Cox	Missouri	B
1983	Richard (Dick) Floyd	New Mexico	A
1984	Jerry Wishall	Kansas	B
1985	James Monroe	Michigan	C
1986	Gary Case	Missouri	B
1987	Steve Pratt	Kentucky	C
1988	Hugh Clark	North Carolina	D
1989	F. John Riha, III	Nebraska	B
1990	Norbert Soltwedel	Illinois	C
1991	Clayton Ketcham	Montana	A
1992	Tim B. Potts	South Dakota	B
1993	Dennis G. Beaulieu	Maine	C
1994	Robert G. Reed, II	California	A
1995	Eric Guenther	Kansas	B
1996	Charles K. Crane	New Mexico	A
1997	Millie Turner	Pennsylvania	C
1998	Betsy Senter	South Dakota	B
1999	Eric Guenther	Kansas	B
2000	Scott Bown	Utah	A
2001	Robin Hampton	North Carolina	D
2002	Betsy Senter	South Dakota	B
2003-2004	Bill Mahanay	Kansas	B
2005	Melissa Cummins	Washington	A
2006	Darren Metzger	Ohio	C
2007	Michael Gibbs	Georgia	D
2008	Stu Skidmore	Washington	A
2009	Randy Milloy	Texas	B
2009-2010	Mark Drewitz	Minnesota	B
2011	Joe Austin	North Carolina	D
2011-2012	Maureen Mausbach	Nebraska	B
2013	Allen Hall	Nebraska	B
2014	Tonya Dostal	Washington	A
2015	Lisa Liska	Nebraska	B
2016	John Gehrke	Illinois	C
2017	Theresa Windham	Georgia	D
2018	Denise Lickteig	Nebraska	B
2019-2020	LeAnn Gibbs	New Mexico	A

2021	Kim Eilerman	Illinois	C
2022	Ben Herink	Nebraska	B

RAY TURKNETT BLOOD, SWEAT AND TEARS AWARD

Overview

This award is named in honor of our founding and then longest serving President. It is considered the most prestigious award presented by NACS. The immediate past president reviews the nominations made by the NACS Board particularly from each respective Zone Representative, makes the selection of the recipient. The award is based on the recipient's service to NACS and its members.

History

Listed below are the honorees since the inception of this award:

YEAR	NAME	STATE
1977	Loren A. Nelson	Idaho
1978	Kenneth L. Krieg	Nebraska
1979	Paul W. Hill	West Virginia
1980	James R. Berry	Maine
1981	R. Anthony Rickett	Ohio
1982	Ame A. Orvedal	North Dakota
1983	Charles J. Schaefer	North Dakota
1984	James L. Cox	Missouri
1985	Robert J. Rimington	Illinois
1986	Richard Brassfield	California
1987	Norbert L. Soltwedel	Illinois
1988	Richard T. Floyd	New Mexico
1989	Hugh A. Clark	North Carolina
1990	Ray Bartholomew	Kansas
1991	Robert Shearer	Iowa
1992	Tom Dixon	North Carolina
1993	Larry Lawson	Illinois
1994	Charlie Crane	New Mexico
1995	Clayton Ketcham	Montana
1996	Gary Mersinger	Illinois
1997	Jim Monroe	Michigan
1998	Tanya Reeck	Washington
1999	William Mahanay	Kansas
2000	Spencer Larson	North Dakota
2001	Betsy Senter	South Dakota
2002	Everett Purrington	Washington
2003	Millie Turner	Pennsylvania
2004	Darren Metzger	Ohio
2005	Denise Lickteig	Nebraska
2006	Helena Pitcock	Kentucky

YEAR	NAME	STATE
2007	Kim DePasquale	Virginia
2008	Eric Guenther	Kansas
2009	Bob Parris	South Carolina
2010	Mark Drewitz	Minnesota
2011	Scott Brown	Utah
2012	Allen Hall	Nebraska
2013	John Gehrke	Illinois
2014	Bardell Faux	Idaho
2015	Maureen Mausbach	Nebraska
2016	Ben Herink	Nebraska
2017	LeAnn Gibbs	New Mexico
2018	Lisa Liska	Nebraska
2019	Jason McMillin	Texas
2021	Tiffany Grody	Ohio
2022	John Oosterman	California

HONORARY MEMBERSHIP

Overview

Article III, A. 4 of our Constitution states that Honorary Membership shall be bestowed to “any person who the Board of Director shall recommend and receives a two-thirds vote from the official delegates at the annual meeting.”

History

Listed below are the honorees since the inception of this award:

Honorary Members	Year Selected
Douglas Young	1977
Robert Lang	1977
Donald Downing	1979
Phil Gerald	1979
Clarence Squellati	1980
Keith Smalley	1980
Allan Brock	1980
Paul Hill	1986
J.C. Kirk	1988
Robert J. Rimington	1992
Ronnie O. Tharrington	1992
James R. Berry	1992
Norbert L. Soltwedel	1993
Clayton Ketcham	1993
Carolyn Cooksie	1997
Eric Guenther	2003
Bruce Wunder	2005
Elisabeth (Betsy) Senter	2006
Millie Turner	2014
Mark Drewitz	2014
Chris Beyerhelm	2017

NACS NATIONAL CONVENTION LOCATIONS

Kansas City, MO	1973
St. Louis, MO	1974
Atlanta, GA	1975
Rapid City, SD	1976
Las Vegas, NV	1977
Biloxi, MS	1978
Overland Park, KS	1979
San Juan, Puerto Rico	1980
Nashville, TN	1981
Dells, WI	1982
Colorado Springs, CO	1983
Lexington, KY	1984
Albuquerque, NM	1985
Omaha, NE	1986
Portland, ME	1987
Oklahoma City, OK	1988
Asheville, NC	1989
Seattle, WA	1990
Reno, NV	1991
St. Charles, IL	1992
Rapid City, SD	1993
San Antonio, TX	1994
Atlanta, GA	1995
Salt Lake City, UT	1996
San Diego, CA	1997
Indianapolis, IN	1998
Wilmington, NC	1999
Biloxi, MS	2000
St. Louis, MO	2001
Bloomington, MN	2002
Las Vegas, NV	2003
Louisville, KY	2004
Orlando, FL	2005
Arlington, TX	2006
Cincinnati, OH	2007
Lincoln, NE	2008
Atlanta, GA	2009
Portland, ME	2010
Salt Lake City, UT	2011
Detroit, MI	2012
San Diego, CA	2013
Rosemont, IL	2014
St. Louis, MO	2015
Washington, D.C.	2016
Kansas City, MO	2017
San Antonio, TX	2018
New Orleans, LA	2019
Kansas City, MO	2021

Nashville, TN	2022
Omaha, NE	2023