PRESIDENT’S MESSAGE
Darren Metzger, Ohio

The past couple of months have certainly gone by very fast, since the end of the holiday season. By now most of you are in the thick of the loan making season. During the months of February and March, I had the honor of traveling around the country to the four NACS Zone Meetings. It was my first time attending another Zone meeting other than my own. While we all like to think our own Zone is the best, I can attest to the fact first hand that they are all very good. Each meeting and region of the country has their own distinct characteristics, priorities, hospitality and cuisine. The diversity is the very essence of what makes this a great organization. The opportunity for members to voice their concerns face to face with National Office management officials is very important.
I am proud of the professional atmosphere displayed by our members during these meetings and thank you all for the hospitality given to me and our National Office guests. The bulk of this newsletter is devoted to the summary report of the meetings from each of the NACS Zone Representatives.

During the past few months, I have shared with many of you what I feel are the top five issues affecting the Farm Service Agency and all employees. These issues will most likely continue to persist for some time yet and the solutions are not easily found. I am hopeful that management will continue to seek consultation with NACS and all the employee organizations to find the best solutions possible. The issues are in no particular order:

1. “Improper Payments” and Internal Control Issues for all program areas - The review of internal controls is mandated by a law called “IPEA” passed in 2002. Please see reference to internal controls in the PowerPoint presentation prepared by our FSA Chief Information Officer, Dennis Taitano, posted on our web site home page. While most of the current attention is on Farm Programs, Farm Loan Programs is not immune to this scrutiny either. Carolyn Cooksie, DAFLP, feels we have done several things in the past to implement good internal controls, however, we must continue to pay close attention to this issue.

2. IT Problems – We are all living through this issue as best we can. The problems are numerous and it appears we still do not know the cause of all the problems we are experiencing. Both FSA and USDA management have committed all resources to resolving the problems with the help of many private sector vendors. The issue has now caught the attention of some members of Congress. Additional funding (and time) will most likely be needed to correct the system.

3. Budget – We have experienced 3 years of diminishing budgets for FSA. For this reason, the agency is simply trying to “plug holes in the dike”. In the current atmosphere of the “war on terror”, growing deficits, and other competing priorities in government; we can assume that our budget woes will not go away soon. See the PowerPoint presentation on budget from CFO, Dennis Taitano, on the NACS home page.

4. 1165 Issues – We are facing a combination of attrition and poor human capital decisions in many states pertaining to FLP staffing. The result is a weakened delivery system for FLP programs that is very strained. Due to the current pace of attrition, we are quickly losing the ability to sustain an effective FLP delivery network to our rural farmers and ranchers; and risk the loss of knowledge transferred and succession planning.

5. Performance Management Issues – We have heard from many, many members concerned about this process and how the current 5 tier rating system has been implemented. NACS along with several other employee associations have expressed their concerns about this topic. I believe management has listened and understood the concerns. We look forward to working further with them on this issue.
We must be positive and proactive to work through these issues and others we face. We do have some positive things to be thankful for as follows:

- Management has recognized our attrition and succession planning problems and established 45 non-ceiling FLOT positions. It is at least a start in the right direction.
- The Farm Business Plan software has been a great success. We have enhanced our ability to speed up processing and improve our credit analysis process.
- Management ordered and delivered new laptop computers this fiscal year to our non-ceiling FLOTS and all appraisers.
- The DAFLP, Carolyn Cooksie, has a very good working relationship with our Administrator, Teresa Lasseter. NACS has a good relationship with both of them.
- The Administrator through DAFO has permitted our committees to travel to work out the resolutions with various management officials during difficult budget times. We have also been included on several task forces with National Office management this year.

NACS members are currently gearing up for the annual Federal Manager’s Convention (FMA) the last week of March in Washington D.C. Please see the article in this newsletter pertaining to FMA. We have posted on the NACS home page a PowerPoint presentation prepared by FMA and presented to members at some of our recent Zone meetings. Please take a look at what FMA is doing for us and the vision of FMA President Darryl Perkinson.

Please keep up the great work you all are doing. We look forward to seeing many of you in Cincinnati, Ohio when the NACS National Convention commences on June 25-27. Please visit the website link for the convention and make your plans now. The registration form is now posted on the NACS home page.

**Vice President’s Message**

Mike Gibbs, Georgia

Greetings from South Georgia. I’m proud to say that, unlike some of you, we are enjoying some warm sunny weather. We’re in the midst of another loan making season.

Darren worked some magic and got DAFO’s approval to have the Committees be able to travel to Washington for meetings with Upper Management. As you may recall, last year the Committees were not approved for the trip due to the budget situation. The Management/Personnel, Information/Technology, and Farm Loan Program Committees traveled to Washington or St. Louis in the latter part of this past January. Their reports will be included in the Annual Report.
We have had a few resolutions submitted online so far in 2007. I encourage everyone to go ahead and submit your resolutions so that the respective Committees can review them prior to the annual meeting. If you have any suggestions or questions concerning the Resolution process, please contact me, you’re Zone Representative, or a Committee Chairperson.

I represented NACS at the Guaranteed Loan Program Stakeholders’ Meeting held March 13-14. The group was made up of 12 FSA employees and 20 Lenders from across the Country. Our mission was to provide the National Office with ideas that could make our Guaranteed Loan Program better. Jim Radintz, Director, Loan Making Division took our recommendations and will compile a report in the near future. I will make sure the report is posted to our website or is included in a future newsletter.

I look forward to seeing you Guys in Cincinnati.

NACS TREASURER’S REPORT
John Vogt, Kansas

Dues Reminder- NACS dues were due by February 15th. If your State association has not sent your National dues in yet, please do! National dues are $20.00 for each regular member, and $13.00 for each retired member, who also belongs to the national association. Send to:

John Vogt, NACS Treas.
C/O Norton County FSA Office
PO Box 365
Norton, KS. 67654-0365

Please help our cash flow; it’s NACS’ spring planting season too! (Zone meetings & FMA meeting.)

Wunder Fund- The Wunder fund was started to assist first time attendees with the costs of attending National Convention. The funds are in an income and growth account separate from NACS regular business accounts, with the specific purpose of growing to the point where there can be significant impact on helping many of our newer members experience a national convention. It is our hope that attendance enriches the experience of their careers with FSA, and gives them a productive vehicle to advance their concerns and improvements. They also experience what NACS means to its members, and accomplishes for them.

Have you considered a contribution to the Wunder fund in memory of a friend or loved one? Fellow NACS members have done this, what a thoughtful gesture!
The Legislative Committee is gearing up for the FMA Conference, March 25 through the 29th, 2007 in the Capital. We have targeted the key states with representatives on strategic committees such as Agriculture, Appropriations and Budget. These are contacts that will be made during our “Day on the Hill” at which time we will discuss our issues and concerns. We continue to stress several issues that have not yet been resolved or changes made, and new issues from our resolution process, for example:

- abolishing term limits
- increase in loan limits
- adequate funding of the guaranteed loan program without increase in fees
- adequately address the human capital crisis
- liability insurance reimbursement for non-supervisory loan officers
- reform current sick leave policy (unused sick leave at retirement) for FERS employees
- adequate funding for IT support
- (see attachment for more details on these issues)

NACS, through FMA, has made many strides and accomplished much during the past few years. The proposals from the Department and the Secretary for the next Farm Bill includes several of our resolutions/recommendations such as raising the loan limits for Direct Loan Making and enhancing the Beginning Farm Down Payment Loans. We continue to make an impact on lawmakers by our visits and our affiliation through FMA. As Chair of the Legislative Committee, I will not be able to attend the FMA Conference this year but the other members will be in attendance along with several of our members from key states. Betsy Senter, as our NACS-FSA Chair for FMA, will be leading our group and always does a great job promoting our cause! I am confident that the delegation that is attending this year will be just as determined and professional as our groups in the past and represent us well. I know that if you have not attended this FMA event in the past, it may be difficult for you to understand the importance of our presence on the Hill and making these critical contacts. It is so inspiring to me, when I am fortunate enough to attend, to see democracy at work. WE DO HAVE A VOICE and IT IS BEING SPOKEN by your NACS representatives when they walk those marble halls! Thanks goes out to those who make sacrifices to work on behalf of our members and our farmers!
2007 FARM BILL RECOMMENDATIONS

- **Prevent an increase of guaranteed loan fees.** At present, the fees for FSA guaranteed loans are modest and the guaranteed loan program is performing as intended. Program usage has been strong and loan default and loss rates have been low. Guaranteed loan customers generally fail to meet commercial lending standards due to a lack of repayment margin or a lack of owner equity; therefore, assessing larger guaranteed fees will add to the already sizeable financial burdens of the customers that we are attempting to serve.

- **End the term limits placed on direct and guaranteed loans.** A customer who is unable to obtain credit from commercial sources can only receive loans from the agency for 7-10 years, at which point the farmer or rancher must either have built up a strong enough credit to go to a private lender or face the alternative of being unable to sustain their operations. We are hindering the sustainable development of rural farmers and ranchers by forcing term limits instead of working with the fluctuating markets and unique agricultural environments.

- **Support FMA’s legislative proposal reforming the current sick leave policy for employees covered under FERS.** That proposal offers a credit for unused sick leave time accrued during federal service.

- **Increase the farm loan limit.** The limit represents the maximum amount of dollars that an applicant can borrow from the Farm Service Agency (FSA). FSA’s direct operating loans (OL) and direct farm ownership (FO) loans have a $200,000 loan limit. These loan limits were established more than 20 years ago and do not meet the needs of modern day operations. Direct OL and direct FO loan limits need to be adjusted to allow FSA to effectively serve family-size farmers and ranchers in all areas of this great nation.

- **Adequately address the human capital crisis.** The Farm Service Agency anticipates a “retirement tsunami” in the next few years similar to that of the entire federal government. We encourage additional funds be provided to begin training of new hires 18 to 24 months before the trainer walks out the door leaving no-one to train a new hire and no-one to efficiently and effectively carry out and fulfill program objectives.

- **Sufficiently fund information technology upgrades and other capital needs.** Reduced funding for IT has had and will continue to have a significant adverse impact on agency employees and on the quality of service provided. We ask that information
technology funding levels be maintained, at minimum, or improved to allow the Agency to attain Congressional objectives for providing efficient, effective, and quality services to rural Americans.

- **Change requirements to obtain professional liability insurance.** Congress mandates that agencies cover 50% of the professional liability insurance premiums for management officials in supervisory roles; however a limitation in the law stipulates that the employee must be a supervisor in order to receive the government coverage. Many other management officials who are in decision-making positions may be subject to legal action even though they do not meet the definition of manager under the law, and thus they do not have the same support from the government that supervisors do in recognition of the hazards of the job.

**Zone A Winter Report**

Stu Skidmore, Zone Representative

The 2007 Zone A meeting was held at the San Mateo Marriott near the San Francisco airport. We were blessed with warm sunny weather, green grass, and flowers in bloom! For those of us still entrenched in winter, it was a welcome relief. The San Mateo Marriott accommodations and service were second to none, as was the California hospitality. Friday evening we were treated to a tour of San Francisco and a trip to Fisherman’s Warf. Those that stayed over until Sunday were able to view the Chinese New Year’s Parade in downtown China Town.

The meeting was attended by only 12 FSA members, which is the smallest crowd we have ever had. We had 3 National Office speakers; Chris Byerhelm from FLP, Steve Connelly from DAFO, and Debbie Stokes from the St. Louis Finance Office. Leonard Lew the FMA Rep for 3 Zones in the West, presented an update on FMA issues affecting all of us.

Oregon made a presentation for the 2008 Zone A Meeting to be held in Portland on March 7th and 8th. NACS FSA embraced this nomination and WA NACS FSA members pledged their support and agreed to provide assistance, as there is no NACS FSA presence in Oregon.

The following is a very brief review of the presentations by the National Office Speakers:

**Steve Connelly, DAFO**

There are currently 650 temps, 8775 CO employees and 3520 GS employees. He doesn’t expect any ceiling reductions.

26 States have submitted plans. Alaska was the first to be approved and closed 2 offices. DE, HI, NV, NJ and CT have also been approved but they had no consolidations. VA, WY and NH have held their public meetings and the VA plan was recently signed by the Secretary. Their plan includes closing 9 offices within 120 days. GA, KY, TX and KS are all in the public hearing process and DAFO is meeting with the congressional staff regarding Alabama’s plan. It takes approximately 9 months for the process to run its course. LA, PR, and MT are the next plans to be reviewed.
They are beginning to look at State office structures. It has been very difficult to measure the State Office workload. There has been a task force established to evaluate structure and the number of employees needed. Our IT system is in purgatory. The Secretary has met with Congress requesting funds to repair the system. They are hoping repairs will be completed within 3 weeks but that is dependent upon funding. IT has been under funded for many years and we are now paying the price.

The 5 Tier Performance Management Plan has been a struggle. They are still working with HRD to improve implementation. HRD has put out a desktop guidance book on the web.

Dr. Keenum, our new Undersecretary, has a PhD in Ag Economics. It appears that he has set a new standard by having weekly meetings with the FSA staff, which has not happened in the past.

Chris Beyerhelm, DAFLP
The 07 budget is slightly above the 2006 budget with regards to funding. Some states are doing a better job than others with regard to maintaining or increasing case loads. Chris recommended doing more marketing which differs from outreach. Outreach targets specific groups while marketing is something we all should be doing every day. We want all potential customers to be aware of all of the programs and services that we provide.

The FLPIIDS rollout has been postponed due to the IT problems. MAC data must be cleaned up by running a discrepancy report correcting all discrepancies.

In regard to FLP Notice 433 addressing entity/borrower structure issues, there were 1709 cases nationwide.

Privacy Act issues are a current primary concern. The development of a new identifier was too costly so the alternate solution is the suppression of the first five digits of the borrower tax identification number. County and State offices need to report to their respective state administrative section, the number of locking file cabinets needed to secure private information.

Streamlining is coming to a conclusion and will be rolled out the end of November, 2007. The Paper Work Burden process has been the big hang-up. Training will be through web based Aglearn classes. The budget will allow no other type of training. Reports on the FLPRA process are good. There has been a change in philosophy as the process is more interested in how risk is mitigated.

The DD oversight process will be revised and automated.

FLP is working with HRD to modify the 150 questions on the FLOT application. There should be more emphasis placed on education, experience and competency.
Debbie Stokes, Chief Loan Servicing Group III
Debbie gave us a print out of a Power Point presentation that she has made available to NACS. Please check the NACS website for the detailed report. She reported that an automated FLP Loss Claim form would be on the web this month and that it would be available to lenders. The 60 day payment reminder letters are a necessary evil and are the lesser of several evils that could have happened, such as centralized servicing of delinquent accounts.

The CAIVRS password issue is controlled by HUD as it is their system and they are not receptive to making changes.

Committee reports were reviewed on Saturday as well as the State Presidents reports. There does not appear to be any problems with regard to 1165 issues within Zone A. All Zone A states have submitted plans and association members were for the most part involved in the process. None of the Zone A states have had their plans finalized except for Alaska, and it appears that Wyoming and Montana are close.

Don’t forget the National convention being held in Ohio in June. Information for the convention is on the NACS website. We hope to see many of you there. Please remember the resolution process is the backbone of our organization and sign up for NACS Committees.

Zone B Report
Denise Lickteig, Zone B Representative

Over 50 NACS-FSA Zone B members, along with members of NACS-RD, NASE, and NASP, met at the Marriott Kansas City Airport on February 9 and 10, 2007. The Missouri associations really showed us great hospitality.

A variety of speakers from National Office and Kansas City Human Resources Office updated us on a large cross section of topics.

Donald Sanders, Chief of the Human Resources Office, introduced his staff members, Carol Matthews, who spoke on the Human Capital Management Survey and the Human Capital Crisis, and Julie Bowen, who spoke on Performance Management.

Karen Campbell from the St. Louis Finance Office updated us on loan making and servicing automation, such as automated guaranteed loan servicing, direct loan payment reminder letters, SCIMS, and automated reports.

Carolyn Cooksie, Deputy Administrator for Farm Loan Programs, provided updates on funding, budget, streamlining, upcoming Farm Bill issues, and staffing. In FY 2006, FLP continued to do good work at expected high levels.

Jim McCoy and Terry Mills from the Farm Credit Application Office in Kansas City spoke on Farm Business Plan and AgCredit.
We also received a demonstration of the Direct Loan Servicing dashboard in FLPIIDs from Shari Hashimoto from the FLP Loan Servicing division in National Office.

FMA Zone 5 President, Eric Guenther from Kansas, gave a summary of FMA accomplishments over the past year and current areas of work and concern.

Zone B meeting in 2008 will be in Sioux Falls, South Dakota with proposed dates of February 1 and 2.

I leave you with these final thoughts……
Plan on attending the National NACS-FSA convention in Cincinnati, Ohio in June. There is a link to the convention website on the NACS-FSA website.

Take new steps to increase your level of participation in NACS-FSA – become an officer within your state association, submit a survey to work on a national committee, or attend a meeting. You will be glad that you did.

To be nobody-but-yourself -- in a world which is doing its best, night and day, to make you everybody else -- means to fight the hardest battle which any human being can fight; and never stop fighting.
-- e.e. cummings

Zone C News
John Gerkhe, Zone C Representative

The Zone C NACS FSA meeting was held jointly with NACS RD, NASE, and NASP in Richmond, Virginia on February 23rd & 24th. Ninety four association members, two State Executive Directors, and several national office speakers from Washington and St. Louis were in attendance. NACS was represented by members from IL, IN, KY, MI, NY, OH, PA, VA, WV, and the National Office chapter.

The Virginia associations and their presidents hosted the meeting; James Warner, NACS RD; Paula Honaker, NASP; and Kim DePasquale, NACS FSA. The Virginia delegation did an excellent job of both planning the event and ensuring that it went smoothly. Our thanks go out to them.

The meeting officially kicked off with the General Session on Friday morning. Jim Warner, President NACS RD was convention host while RD and FSA State Directors Ellen Davis and Jacquelin Easter welcomed participants to Richmond. The morning keynote speaker was Virginia Sec. of Agriculture Robert Bloxum. He spoke about the many sides of Virginia and its varied agriculture.

Zone representatives from each association made presentations. Representatives from each board were: NACS RD - Ron Zwilling, NACS FSA - John Gehrke, NASP – Christie Brooks, and NASE – Carol Truman. Kim DePasquale and Norbert Soltwedel took the majority of the notes summarizing the speaker’s comments. Thanks to Kim, Norbert, and all of you that provided pictures of the meeting!!!
Teresa Lasseter, Administrator

Ms. Lasseter took time to review the status of state plans and office closures. SEDs’ are given the discretion of developing plans based on the unique needs of each state. To date, 25 states have submitted plans involving 112 offices closing. Three states have progressed (VA-WY-NH) to where closings are to be approved by the Secretary. Five states (GA-KY-TN-ID-TX) are holding public meetings. As of today, 58 offices have no employees, 139 have only one employee, 338 have two, and 515 have only 3 employees.

Ms. Lasseter provided sincere words of appreciation for the people in the field who deliver the programs and she complimented Carolyn Cooksie for her FLP leadership. “My job as Administrator is much easier due to the leadership efforts of Carolyn Cooksie in the areas of loan making and loan servicing” said Lasseter. Our $18 billion portfolio is in the best shape ever. FLP continues to lead in IT modernization, has succeeded in getting 30 FLO slots above ceilings, and is getting the job done in spite of fewer staff.

Carolyn Cooksie, DAFLP

Carolyn updated everyone on the recent spending bill and also talked about the availability of loan funds. “Even with the delay in funding, FLP is in a better position rather than being under the continuing resolution,” said Cooksie. The new Farm Bill will create new direction for FLP. It appears that loan limits may increase, beginning farmers will be favored, and nothing has been said about term limits or guarantee fees so far.

FLIPIDS will go nationwide as soon as the computer network can support it. Carolyn stressed that offices absolutely must have all MAC data entered and cleaned up.

Notice 433 is a voluntary effort by the agency to head off an OMB audit. We now have until Oct. to get this completed.

OMB is currently apportioning the funds and actual funding of accounts should be known within a week. Direct OL, direct FO, and Guaranteed Interest assist is expected to be short on funding. It also may not be possible to transfer funds as has been done in past.

Privacy issues were covered and here it was suggested that if an office doesn’t have locked files; place a request in writing to have the problem corrected.

Streamlining is progressing a little slowly but is expected to be fully implemented in connection with the November FLP Policy meeting. The black paper manuals are to disappear along with about 1/3 of all forms. There will be training in a format consistent with available funds. TN & LA are doing a CBR pilot that will cut the cost and make all 3 services available on line nationwide by late March. The use of the FBP credit report option for FSFL loans is strictly prohibited. Revised FLP Handbooks 3, 4, & 5 are currently being reviewed by the FLP Chiefs association.

The 1165 problems rank high on Carolyn’s priority list; however, a solution has not yet been determined. She indicated that we now have a new assessment tool to hire FLOs’ that gives credit for a farm background. She is also looking at the PT position to better recognize the needs of our FLP.
Dennis Taitano, FSA Chief Financial Officer
It appears that the 2007 budget will be workable and that the 2008 budget may actually be an improvement. Our agency is being challenged on program documentation under circular A-123. Overall there is less money each year for discretionary spending and pressure is on to use information to better support management decisions. Dennis presented a power point presentation on the 2007 budget and the 2008 projections. As noted in this newsletter, his power point presentation has been posted to the NACS web site.

Glen Richter, Chief, Farm loan Operations, St. Louis
Glen spoke about the Guaranteed Loan System, concerns with processing end of year payments, and also concerns with certain 1099’s being mailed incorrectly. Glen’s power point presentation is also posted on the NACS website.

Sharilyn Hashimoto, Senior Loan Officer, DLS Branch, National Office
Shari Hashimoto presented a very interesting demonstration on the new direct loan servicing system on the web.

Jessica Klement, Government Affairs Director, Federal Managers Association
Ms. Klement discussed FMA’s activities and accomplishments during the 109th session of Congress. She also discussed priorities for the 110th session, including the farm bill. Jessica discussed the structure of FMA and described our coalitions with other Federal employee groups. Contributions to the FMA PAC were encouraged.

As previously noted, NACS was represented by members of IL, IN, KY, MI, NY, OH, PA, VA, WV, and the National Office chapter. Each gave Chapter reports which included discussions on FLP staffing, including back filling positions and pending retirements, state reorganization plans, FLP structure, performance ratings (some states are linking Performance Appraisals to caseload numbers), and other topics.

Resolutions were discussed and committee reports were presented by Sue Meyer –IT, Tim Neuhardt –Management / Personnel, FP – Mike Albin, and FLP – Kim DePasquale. NACS President Darren Metzger provided the legislative report and provided an update of the NACS priorities and accomplishments. Everyone was pleased to hear Chuck Lipscomb from West Virginia announce his intention to run for Zone Representative at convention.

We are looking forward to having our Ohio delegation host the annual convention in Cincinnati in June of this year! Thanks again to all who assisted with and attended this years Zone meeting!!!
The Zone D Meeting was held in Atlanta Ga. on February 15th through the 17th. The Georgia Association did a fabulous job by showing off our famous southern hospitality.

Mrs. Teresa Lasseter, Administrator, Farm Service Agency was our first National office speaker. She stated that the FSA loan portfolio consisted of over 18 billion dollars in loans and the delinquency rate is lower that it has been in years. The NO is looking at several farm bill proposals and how they will affect FSA. The NO will be forwarding a copy of the Administration’s Farm bill proposals to every county office. Any questions that this generates will need to be forwarded to the NO.

Improper Payments have been the hot item. FSA has to ensure that our internal controls are catching the errors.

Mr. Steve Connelly, Deputy Administrator for Field Operations was our next speaker. Mr. Connelly stated that the President had signed the budget this week. Our current staff ceilings are 8775 CO, 3550 GS and 650 temps. 24 office restructure plans have been submitted. They are in the process of working their way through approval. The NO has allowed 15 more non-ceiling FLOTS for 2007.

Mr. Veldon Hall, Director LSPMD spoke next. He stated that our direct loan money could possibly be short this year. Type 60 money for contracting was well funded. FLIPIDS loan making was being tested in Kentucky and the 1st phase of servicing will be out in 2008. We need to make sure MAC is updated for all the information to transfer.

In GLS lenders will be able to prepare semi-annual reports on the web. Credit report system is working and should be out to the states by March 1. Problem accounts and youth loans are a problem we need to know how much we are under secured.

Keepseagle lawsuit will go to trial in 2008. Privacy Act and security issues will be hot items in the next few months. Streamlining looks like the end of September.

The priority issue with FLP Notice 433 is that there are no illegal payments.

Under Farm Bill proposal is a direct $500,000 OL/FO credit limit. Loan funds will be targeting beginning farmers and SDA applicants.

Mark McKinley, Chief, Loan Servicing Group 1 was our next speaker. Mark updated us on the changes in the GL status reports and new changes in the interest assistance program. One issue discussed was FSA’s ability to receive money electronically. St. Louis’s need for full social security numbers was emphasized. Their e-mail and fax is secure so we can send full tax id numbers to them.
Don Sanders, Chief, Human Resources, talked about the performance management system and stated “In a RIF situation, someone classified Fully Successful will be looked at as less than Outstanding”. Employees need to be asking their supervisors “What is expected of me?” Managers need to communicate with employees every month to confirm that their performance meets expectations. The AQUA assessment tool should be used.

Thomas Richards, Executive Director FMA discussed what FMA has done in the 109th congress. FMA members testified 12 times in front of committees on our behalf. NACS’ own Betsy Senter testified before the Senate Ag Committee. Farm Bill will be a big debate for the 110th Congress NACS and FMA’s issue briefs will be distributed at the Day on the Hill. Now that the Democrats have control of House and Senate we can look for new agendas.

The meeting was concluded with a banquet and presentation by Tommy Halfen from the National Crime Prevention Task Force. The evening was rounded off by a dance with a live performance by the Rocky Creek Band.

Upcoming Events

NATIONAL ASSOCIATION OF CREDIT SPECIALISTS
ANNUAL MEETING JUNE 25 – 27, 2007
Mellinium Hotel
Cincinnati, Ohio

SPRING OFFICERS BOARD MEETING
Washington, DC

FEDERAL MANAGERS ASSOCIATION ANNUAL MEETING,
Hilton, Crystal City Hotel
March 26-29, 2007
ADMINISTRATOR TERESA LASSETER AND DEPUTY ADMINISTRATOR FOR FARM LOAN PROGRAMS, CAROLYN COOKSIE ARE DRILLED FOR ANSWERS.

STEVE CONNELLY, DEPUTY ADMINISTRATOR FOR FIELD OPERATIONS, SPEAKS TO THE ZONE A NACS MEMBERS.
DENNIS TITIANO DISCUSSES BUDGET ISSUES AT ZONE C MEETING.

KIM DEPASQUALE, VIRGINIA NACS FSA PRESIDENT WELCOMES ALL ATTENDEES.

GLEN RICHTER, FARM LOANS OPERATIONS CHIEF FROM ST. LOUIS, SPOKE AT ZONE C NACS GROUP.
MIKE BROWN, ZONE D REP INTRODUCED NATIONAL OFFICE SPEAKERS IN ATLANTA.

ZONE D MEMBERSHIP QUESTIONS, RIGHT TO LEFT, MARK MCKINLEY, STEVE CONNELLY, DON SANDERS, AND VELDON HALL.

SHARI HASHIMOTO, SENIOR LOAN OFFICER, DLS BRANCH NATIONAL OFFICE, GAVE INSIGHT INTO THE NEW DLS SYSTEM ON THE WEB.