

KASCOE Presidential Report

2009 FSA Convention

1616 W. Crawford St.

Salina, KS 67401

The annual KASCOE Board of Directors meeting was held in Salina, Kansas at the Salina Inn Hotel & Convention center on January 23, 2009. It was at this meeting I was elected as your 3rd term KASCOE President. Along with the 2009 Executive Board, I can again happily provide reassurance that all KASCOE members are being well-served by a board whom have each agreed to spend some of their private time that could otherwise be utilized on family, career and/or private interests, to:

- help ensure that FSA COF employees are being fairly represented,
- improve the professional status and qualifications of KASCOE membership,
- promote the welfare of Kansas people engaged in farming operations and Kansas agriculture,
- cooperate with the Kansas FSA Committee, the State Executive Director and the STO staff to improve Kansas' Farm Service Agency programs and
- promote, and put into effect, a program placing the FSA COF employees on an equal basis with our fellow federal employees.

In 2007, I mentioned that “the future brings prospects of challenges and opportunities”. After reading the words from many past NASCOE Presidents, it’s amazing to me how I was able to find that similar words have persisted and are still *very appropriate*. As with anything in life, daily we are met with challenges and opportunities. It is with these happenings we hopefully gain wisdom, develop a well seasoned disposition, and if given the opportunity, make good on the goals that good planning and a little good luck, can provide.

In reviewing the goals established in 2007, I want to provide an update. We have been successful in achieving a redeployment of the KASCOE Chronicle and have done so with budgetary constraints. Our relationship with the fellow employee organizations has continued to grow, and with this success, I am confident it will continue. Some examples of this success include the Kansas conventions in 2007 and 2008, our occasional Presidential breakfasts and our joint correspondence with both the STO and WDC. Last on the list of goals for 2007 was to strengthen our treasury. Beginning with our directors meeting in 2007, your board committed themselves to establishing committee budgets and tracking measures for monitoring transactions.

Now that we have three years of data, I feel you should know some budgetary facts:

- 2007-2009 **Annual average income**-\$39,732 (\$47,344, \$37,191 and \$34,661 respectively) -includes dues, dues withholdings, NASCOE assistance, cookbook sales, investment interest, and other items.
- 2007-2009 **Annual average expenditures**-\$39,266 (\$45,062 \$37,770 and \$37, 967 respectively) -includes NASCOE dues (average \$17,346), state convention expenses, newsletters, national convention attendance and other items.
- 2007-2009 **Annual average carryover balance**-\$16,962 (\$15,427 \$18,833 and \$16,628

respectively)

Income and Spending	Average	2007	2008	2009
Income	\$39,732	\$47,344	\$37,191	\$34,661
Expenses	\$39,266	\$45,062	\$37,770	\$37,967
Balance Carryover	\$16,962	\$15,427	\$18,833	\$16,628

Based on this data, it is fair to state that your organization is continuing to operate on an annual budget of about \$40,000.00, and is financially sound.

In 2008 and 2009 my goals were to continue to improve the progress started in 2007 with your newsletter, continue to improve your professional relationships, improve your organization's fiscal responsibility, create a self contained dues collection process, and find ways to increase your membership participation (ranked 3rd nationally) and involvement (two members on NASCOE area committee and two members at the NASCOE national level). Not only did we meet these goals, your organization was also active in many other ways. Since 2007, administratively, you experienced four different Secretary/Treasurers; and professionally, your board was asked to provide representation on the KS Awards Committees, the KS EEO committees and the KS grievance boards.

While NASCOE didn't schedule a legislative conference in 2008, KASCOE did have five members attend the All South Rally in Georgia, had four officers attend the KS Joint Employee Meeting with the STO, and had 28 individuals provide proud representation at the 2008 National Convention in Omaha. In late October, your organization also hosted a social for the 2008 KS Farm Bill training session and prepared meals for over 300 guests and coordinated a scavenger hunt for more than 100 participants, and returned to the members over \$1000.00 of their own membership money. In 2009, KASCOE brought two officers and a volunteer director to a legislative conference, had one member attend the All West Rally in Nevada, had 12 members representing KASCOE in the 2009 50th NASCOE anniversary celebration in Tennessee, and had four officers attend the KS Joint Employee Meeting with the STO. You should also take great pride in knowing that in 2009 KASCOE had one member with the South West Area Legislative committee, had one officer as a NASCOE committee person, and one member as a NASCOE officer. Furthermore for 2009, the KASCOE leadership paid on behalf of every current member, the dues increase as established by NASCOE in 2008.

When turning to the future I ask, what do you want from your employee organization? Per the established by-laws, we have five areas of focus. In short, they are:

- fair representation,
- improve professional status and qualifications,
- promote the welfare of Kansas Ag people and Kansas agriculture,
- cooperate with the State Executive Director and the STO staff,
- improve Kansas' Farm Service Agency programs and
- put into effect, FSA CO employees equally with FSA GS employees.

But are there other goals that you, our members, have? Would you like to see better communication, more social engagement, greater involvement, or more financial stability? If there is a specific goal you would like to see us work toward, please let us know.

As our fiscal year comes to a close, the KASCOE budget may be of interest. As of today, without any additional income, we will have enough funds for one more business year. However, if we continue to conduct business as we have, because of the NASCOE dues increase, we will not be able to balance our budget and will have to pull from our remaining reserve of \$16,628.14. Please be assured that your board has made changes in the way we conduct our business to be as financially responsible as possible; however we must consider the dues increase with NASCOE, we must consider the certain increased legislative activity due to a new administration in WDC, and we must consider the fact that KASCOE's dues have remained unchanged since 1998. Today, I ask that you decide our next fiscal direction.

In closing, I would like to thank each of you for being a member of KASCOE and NASCOE. If you aren't a member, I invite you to join. Please also understand that your board will continue to do everything within their ability to represent the interests of the *entire* KASCOE membership. I can assure you that our actions are always the product of much thought, and good discussion.

Please feel free to contact me, or your respective director, for clarification, reassurance, or for someone to listen.

Thanks for your support, and remember, this is *your* organization.



Sean M. Rafferty