

President's Message

We are living in a time where change is not optional—it is constant. We've been told to roll up our sleeves, come together in our offices, districts, and states, and get the job done. We know our hiring options are extremely limited. We know we are busier than ever, juggling multiple programs—many of which are new or significantly changed—while digging through historical files, adapting to new systems, and sitting through training after training.

It's a lot. And it's okay to acknowledge that.

But I also think this is a moment where we need to challenge ourselves to shift out of what I'll call "complaint mode" and into "forward mode." Not because the frustrations aren't real—they absolutely are—but because staying there doesn't move us, our offices, or our agency in a better direction.

Let's talk about training for a moment. While it can feel overwhelming, it's also worth recognizing the work being done by our National Office colleagues. We are receiving timely training directly from them, rather than waiting for each state office to be trained and then build their own materials. National Office is also working to streamline processes where possible, using every available resource to dataload what they can in order to reduce our workload. And they are doing this while facing the same challenges we are: fewer staff, new expectations, learning on the fly, and adapting to pressure from the Secretary, Congress, and stakeholders.

One change in particular that may feel uncomfortable for some is the FBA signup process and the increased use of Login.gov, allowing producers to create accounts and sign up for programs on their own—from home, from the cab of their truck, or wherever they are—without needing to come into the office. I ask that we keep an open mind about this. Login.gov is already widely used across the federal government, including Social Security, the IRS, TSA, and many others.

This is not about eliminating the traditional ways we help producers. Those options still exist, and they should. This is about expanding access, reducing barriers, and helping producers get assistance faster. With an \$84 million budget reduction, FSA has no choice but to find creative ways to do more with less. Changes like this are one way leadership is trying to reduce costs, streamline processes, and shift limited resources where they are most needed.

As with anything new, there will be stumbling blocks. There will be things that need to be corrected, adjusted, and improved. But the reality is this: we are in a prolonged period of uncertainty. Between budget challenges, staffing issues, program delays, shutdowns, and constantly shifting priorities, this has been a difficult year for many of us.

So the real question becomes: How do we choose to respond? Do we stay rooted in frustration and what we've lost, or do we start asking ourselves how we adapt, grow, and move forward—both personally and professionally?

I can't tell you how you should feel. Each of us has been impacted differently. But the quote I chose for this month's Scoop speaks directly to where I believe we are as an organization.

Change is uncomfortable. It challenges routines, expectations, and even our sense of control. But it's also unavoidable—and often necessary. If we want a stronger future for our workforce and the producers we serve, then we have to be willing to not just endure change, but to embrace it and lead through it.

On the Horizon

- EC Meeting 1st Tuesday of the Month
- Submission of Negotiation Items to Management
- Rally – Cincinnati, OH
- Rally – Reno, NV
- Monitor Farm Bill Legislation
- Quarterly call with DAFO
- 2026 Reorganization Plan
- Leadership Development
- PAC Promotion
- Membership Promotion and Growth

Your desire to change must be greater than your desire to stay the same.
— Charles Elwood Hudson

Get to Know NASCOE

NASCOE Technology Coordinator: Dawna Hines

Location: Texas

FSA County Location(s): Lavaca & Gonzales Counties

Family: Husband Clayton, Sons Colton and Dawson

What Has Been the Most Rewarding Part of Being Involved With NASCOE? The most rewarding part has been observing NASCOE's interaction with national office employees through the years. I am always thankful that we have a direct connection to FSA's leadership. National office shows up and answers Q&A sessions even when questions are hard, and many times solutions are still being discussed. I've seen NASCOE and FSA management come together on solving problems related to software, program guidance, and employee benefits. Things may not always happen at the pace that we would like, however the important fact I remind myself is that NASCOE is tirelessly working behind the scenes for all employees. As I reflect on my time with NASCOE one thing stands out through the years...NASCOE's commitment to our members is unmatched. If you ever have a great idea about policy or software or simply an idea about efficiency, I encourage everyone to submit a program and negotiations submission. If you don't know how please reach out to me on IM and I will be happy to help.



NASCOE SCOOP



Get to Know NASCOE



NASCOE Publicity Chair: Marcy Logan

Location: Texas

FSA County Location(s): Victoria County

Family: Husband AJ (an NRCS Engineer), Daughters Aubrey (13), Leighton & Lynleigh (twins, 8), Rose (Boxer dog, 12ish)

Why I Serve NASCOE: I serve NASCOE because I care about the people behind the programs. I'm one of them, after all. Every day, County Office employees show up for our producers and communities - and each other! NASCOE gives us the opportunity to advocate for better policies, fair treatment, professional growth. and to provide an invaluable support system.

I serve so that I can contribute in my own small way to make sure our voices matter and our work is respected.

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