



# National Association of FSA County Office Employees

## NASCOE President Exit Report 64<sup>th</sup> Annual NASCOE National Convention College Station, Tx August 2-5,2023

Dear Fellow NASCOE Leadership:

As I leave out of College Station, I can't help but reflect on the last two years and all the hard work that the NASCOE leadership has put forth on behalf of membership. As I stated in my opening remarks during the National Convention, I have had several members as well as National Office leaders comment about how challenging my tenure of President was, but I can't help thinking if it was challenging or has the world changed. We are no longer just CED's or PT's. We are furniture installers, copy machine repair people, IT troubleshooters, cheerleaders, coaches, counselors, and then experts in over 50 programs. We have battled a pandemic, staffing crisis, retention issues all while programs have been thrown at us, some with not even so much as a handbook or user guide to administer. The Agency that I started with 31 years ago has changed. This is the reason that being a member of NASCOE is more important than ever.

When I began my term of NASCOE President I set several goals that I wanted to achieve. I won't go through the list because each National Chairperson will also be submitting a report but what I will say is that I cannot be prouder of a group of individuals than I am of the team that I worked with the last two years. There was not a challenge or task that was put in front of them that they couldn't conquer. It is pretty amazing to listen to a room of individuals from all over the nation and learn so much from them and gain so much new perspective on an issue. When you first start your journey on the board, you have this mindset based on where you are from, but it does not take long for you to realize that you have to open the blinders and look at how issues effect everyone, not just your state or your office. It is a huge balancing act, but I can assure that any decision that was made by this board; all states, all issues, and concerns were brought forth and considered. Your National Officers, Area Executives and National Chairpersons have served you proud.

Serving as your President, the last two years has probably been one of the highlights of my life. To be able to help so many people and fight for our benefits, programs and employees has meant so much to me. Was I scared at the beginning; yes, but I believe any challenge that makes you grow as a person is scary but very rewarding. I have met so many amazing people from all over this nation and I would not trade those friendships for anything. I would encourage anyone that is interested in serving to step up, get involved and make a difference. NASCOE needs good leaders, and we know there are a lot of you out there. We see it everyday with the work you do, and we hear it when leadership says we are the "Can do Agency." So, I encourage to get involved, take baby steps but get involved. You would be amazed at how rewarding this association is for you as a person and for your career.

Lastly, I want to thank the great state of Texas for putting on such an amazing National Convention. Texas was the first state association convention that I ever

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attended, so it was only fitting that it was the last national convention for my term as President. Your hospitality and country flare will be remembered by all. I know the amount of hard work and stress that goes into hosting a National Convention but ya'll made it seem like it was a piece of cake. Again, thank you for stepping up and I can't wait to see what Illinois has in store for us for 2024.

*Marcinda Kester*

NASCOE President