



National Association of FSA County Office Employees Awards & Scholarships Committee

2023 Awards and Scholarship Committee National Convention Exit Report College Station, Texas August 1-5, 2023

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The Lone Star State did not disappoint with their fun filled evenings and howdy welcome! Thank you TASCOTE for your hard work and preparation to make this year’s convention a success with lots of forever memories. The Awards & Scholarships committee was an entirely new group this year, but you would never have noticed with this outstanding group of leaders. The team consists of:

- ◇ NEA Chair: Andrea Landis, West Virginia
- ◇ NWA Chair: Deana Tranby, North Dakota
- ◇ MWA Chair: Jennifer Achman, Minnesota
- ◇ SEA Chair: Amy Blum, South Carolina
- ◇ SWA Chair: Sabrina Blaser, Oklahoma

This year, we had a total of 90 scholarship submissions, 25 Distinguished Service Award (DSA) nominations, and 106 Sick Leave Awards submitted for 2023. I would like to thank all the state, area, and national judges for their hard work in combing through all the excellent applications we received. I’d also like to thank my area chairs for being an attentive group and providing great feedback throughout the year while keeping good communication with their state chairs. I would also like to report that with all NASCOE member’s support, Texas was able to raise over \$16,000 at the NASCOE scholarship auction. We did try something different this year with banquet night and added videos to the awards ceremony. This added a personal touch and shined an even bigger spotlight on our DSA and Scholarship winners. It was neat to get a individual video thank you from each scholarship winner and hear special accounts from people that know the DSA winners best. Below are the winners of each DSA and scholarship division and the national winners are noted in red:

<p>Traditional Scholarship: MWA: Tyler Humiston, Iowa NWA: James Brody Neil, South Dakota NEA: Cristy Enlow, Maryland SWA: Kelsey Dowdle, Oklahoma SEA: Chloe Poston, Tennessee</p>	<p>Open Continuing Education Scholarship: MWA: Hailey Frericks, Missouri NWA: Mackenzie Serrano, Montana SWA: Kacey Butler, Kansas SEA: Lauryn Whitaker, Kentucky</p>
<p>Associate Member Scholarship: MWA: Shelby Odom, Missouri</p>	<p>Part-Time Scholarship: MWA: Audrey Frizzell, Missouri</p>
<p>Member Continuing Education Scholarship: MWA: Amanda Berry, Missouri SWA: Ariel Hickey, Oklahoma</p>	<p>Vocational Scholarship: MWA: Chance Hall, Iowa NWA: Keaton Mazour, Nebraska</p>
<p>Grandchildren Scholarship: SWA: Trinity Seymour, Kansas</p>	<p>Service to Community: MWA: (Carl) Andy Nelson, Ohio SWA: Heath Wallace, Oklahoma</p>

Service to NASCOE: MWA: Annette Purkey, Ohio NEA: Richard Csutoras, Pennsylvania SWA: Marcy Logan, Texas SEA: Sarah Smith, Tennessee	Service to FSA/Agriculture: MWA: Leah Smith, Ohio NWA: William Becker, JR, South Dakota NEA: Chris Lary, Vermont SWA: Rebecca Parker, Texas
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Award and Scholarship Statistics:

Area	Scholarship Submissions	DSA Nominations	Sick Leave Awards
Midwest Area	36	12	27
Northwest Area	19	2	8
Northeast Area	4	3	2
Southwest Area	15	7	66
Southeast Area	16	1	5

Sick Leave Award Certificates were provided to area execs to be presented to the following:

Area:	First Name	Last Name	County	State	Sick Leave Category
Midwest Area	Patricia	Graves	Tazewell	Illinois	1000 hours
Midwest Area	Pamela	Sullivan	Hancock	Illinois	1000 hours
Midwest Area	Nancy	Wilson	Madison	Illinois	1500 hours
Midwest Area	Bollmann	Carol	Madison	Illinois	3000 hours
Midwest Area	Sherri	Bost	Jay	Indiana	1500 hours
Midwest Area	Mark	Butler	Posey	Indiana	3000 hours
Midwest Area	Kathy	Fears	Daviess/Martin	Indiana	1500 hours
Midwest Area	Katrina	Miller	Knox	Indiana	1000 hours
Midwest Area	Danette	Oswald	Warren	Indiana	1000 hours
Midwest Area	Monica	Kardell	Audubon	Iowa	1500 hours
Midwest Area	Dean	Lines	Floyd	Iowa	2500 hours
Midwest Area	Jerrilyn	Miller	Monona	Iowa	1500 hours
Midwest Area	Lisa	Ferguson	Buena Vista	Iowa	1000 hours
Midwest Area	Pamela	Gissel	Buchanan	Iowa	1500 hours
Midwest Area	Mary Kay	Schmidt	Keokuk	Iowa	1500 hours
Midwest Area	Karen	Widman	Buena Vista	Iowa	1500 hours
Midwest Area	Laurie	Gabbert	Linn	Kansas	1000 hours
Midwest Area	Melissa	Gabbard	Chippewa	Michigan	1000 hours
Midwest Area	Bernadette	Schneider	Shiawasee	Michigan	1000 hours
Midwest Area	Kayla	Mattson	Wadena	Minnesota	1000 hours
Midwest Area	Stacey	Roemen	Rock	Minnesota	2500 hours
Midwest Area	Anita	Elson	Saline	Missouri	1000 hours
Midwest Area	Tina	Bridgman	Marion	Missouri	1000 hours

Midwest Area	Wendy	Shumaker	Lorain	Ohio	1000 hours
Midwest Area	Debra	Schut	Jefferson	Wisconsin	1000 hours
Northeast Area	Jennifer	Bosley	Clinton/Essex	New York	1000 hours
Northeast Area	Jennifer	Doty	Cortland	New York	1000 hours
Northwest Area	Tami	Gauthier	Benewah/Kootenai	Idaho	2000 hours
Northwest Area	Kathryn	Nahrgang	Liberty	Montana	1500 hours
Northwest Area	Ann	Keller	Saunders	Nebraska	3500 hours
Northwest Area	Debbie	Kunz	Otoe	Nebraska	1500 hours
Northwest Area	Marci	Teten	Otoe	Nebraska	2000 hours
Northwest Area	Susan	Wells	Red Willow	Nebraska	1000 hours
Northwest Area	David	Klingberg	Davison-Hanson	South Dakota	1500 hours
Northwest Area	Lorelei	McNamee	Asoti	Washington	1000 hours
Southeast Area	Patricia	Wilkerson	Dekalb	Alabama	2500 hours
Southeast Area	Sandra	Lewis	Telfair	Georgia	1500 hours
Southeast Area	Deborah	Lindsey	Colquitt	Georgia	1000 hours
Southeast Area	Stacie	Myers	Oconee	Georgia	1500 hours
Southeast Area	Michelle	Pedigo	Wayne	Kentucky	1000 hours
Southwest Area	Terri	Gomes	Pinal	Arizona	1000 hours
Southwest Area	Connie	Allen	Hamilton	Kansas	3000 hours
Southwest Area	Charles	Battin	Hamilton	Kansas	1000 hours
Southwest Area	Keyli	Goracke	Saline	Kansas	1000 hours
Southwest Area	Brenda	Hubler	Anderson	Kansas	1500 hours
Southwest Area	Terri	Olson	Clark/Comanche	Kansas	1000 hours
Southwest Area	Gail	Sanders	Rush	Kansas	1500 hours
Southwest Area	Megan	Wilson	Franklin	Kansas	1000 hours
Southwest Area	John	Latta	Woodward	Oklahoma	2000 hours
Southwest Area	Adam	Acker	Potter/Armstrong/Oldham	Texas	1000 hours
Southwest Area	Anne	Acker	Castro	Texas	1000 hours
Southwest Area	Jonathan	Anders	Matagorda	Texas	1000 hours

Southwest Area	Marco	Arizmendi	Martin	Texas	2500 hours
Southwest Area	Corley	Baker	Lamb	Texas	2000 hours
Southwest Area	Nelva	Berend	Denton	Texas	1000 hours
Southwest Area	Vickie	Boykin	Bosque	Texas	1000 hours
Southwest Area	Helen	Chamberlain	Brown	Texas	3500 hours
Southwest Area	Tina	Crofford	Nacogdoches	Texas	1000 hours
Southwest Area	Sharon	Curtis	Eastland	Texas	1000 hours
Southwest Area	LaCresha	Dale	Hopkins-Delta	Texas	1000 hours
Southwest Area	Robert	Darwin	Grayson	Texas	2000 hours
Southwest Area	Joe	Davila	Mitchell	Texas	1000 hours
Southwest Area	Mica	Durham	Hockley	Texas	1000 hours
Southwest Area	Shawn	Ferguson	Haskell/Stonewall	Texas	1000 hours
Southwest Area	Donna	Fitz	Falls	Texas	1000 hours
Southwest Area	Lisa	Gabrysch	Jackson	Texas	1500 hours
Southwest Area	Levi	Garlick	Fayette	Texas	2000 hours
Southwest Area	Mary Ann	Gutierrez	Karnes	Texas	1000 hours
Southwest Area	Jill	Halfmann	Martin/Ector/Crane/Midland	Texas	1500 hours
Southwest Area	Brian	Hanson	Bexar	Texas	1500 hours
Southwest Area	Gala	Huckaby	Navarro	Texas	1000 hours
Southwest Area	Frankie	Jones	San Patricio	Texas	1500 hours
Southwest Area	Ralph	Jordan	Panola	Texas	1000 hours
Southwest Area	Lisa	Kelley	Grayson	Texas	1000 hours
Southwest Area	John	Kinnibrugh	Glasscock	Texas	1500 hours
Southwest Area	Terri	Klose	Haskell	Texas	2500 hours
Southwest Area	Sandra	Knox	San Patricio	Texas	3000 hours

Southwest Area	Donald Clint	Koenig	Medina	Texas	2500 hours
Southwest Area	Daniel	Lange	Runnels	Texas	1500 hours
Southwest Area	Jana	Lashmet	Swisher	Texas	1500 hours
Southwest Area	Leann	Lewis	Yoakum	Texas	1500 hours
Southwest Area	Morgan	Limmer	Colorado	Texas	1000 hours
Southwest Area	Amy	Lindsey	Fannin	Texas	1000 hours
Southwest Area	George (Mike)	Maedgen	McLennan	Texas	1000 hours
Southwest Area	Michael	McDonald	Clay	Texas	1000 hours
Southwest Area	Paula	Miller	Briscoe	Texas	1000 hours
Southwest Area	Joanna	Mills	Foard	Texas	1000 hours
Southwest Area	Glen	Moeller	Tom Green	Texas	1500 hours
Southwest Area	Greg	Moreland	Lubbock	Texas	2000 hours
Southwest Area	Rick	Neffendorf	Gillespie	Texas	2500 hours
Southwest Area	Rudy	Pack	Eastland	Texas	3000 hours
Southwest Area	Steven	Pawelek	Austin	Texas	1000 hours
Southwest Area	Darryl	Perryman	Hockley	Texas	1500 hours
Southwest Area	Shell	Pickett	Clay	Texas	1000 hours
Southwest Area	Lori	Pinkert	Hockley	Texas	1000 hours
Southwest Area	Tracy	Rankin	Coleman	Texas	1500 hours
Southwest Area	Miguel	Samaniego	Bailey	Texas	3500 hours
Southwest Area	Leisa	Smith	McCulloch	Texas	1000 hours
Southwest Area	Denise	Stansbury	San Patricio	Texas	2500 hours
Southwest Area	Kim	Steindorf	Refugio/Goliad	Texas	2000 hours
Southwest Area	Debra	Townsend	Taylor	Texas	1500 hours
Southwest Area	Darrin	Watkins	Victoria	Texas	1500 hours

Southwest Area	Jami	Williams	Garza/Borden	Texas	2000 hours
Southwest Area	Kay	Wolfe	Harris/Montgomery/Waller	Texas	1500 hours
Southwest Area	Ryan	Worsham	Victoria	Texas	2000 hours
Southwest Area	Brian	Zwahr	Wharton	Texas	2500 hours

Goals & Results for 2022/2023:

- ◇ Create and request approval for a new Vocational Scholarship Option. **The scholarship was approved and had an award recipient this year. The National award is \$500, and the area award is \$250. The Awards & Scholarships handbook, NASCOE website, and Scholarship submission portal was updated to reflect this change in October.**
- ◇ Request a change to the payment method of the Traditional Scholarship for National Winners to better serve the student and reduce tracking for National Chair and Treasurer. **The exec board approved changing the distribution to a 1-time lump sum for the National Traditional Scholarship winner. All previous winners were paid their remaining amount.**
- ◇ Clarify in the handbook that the grandchildren scholarship is submitted to the state where the NASCOE member is an employee. **This change was approved by the exec board and updated in the Awards & Scholarships handbook.**
- ◇ Update and simplify the awards and scholarships application platform for easier use and processing. **Microsoft forms was used to submit all scholarship applications, DSA nominations, and sick leave awards. It was also used for area and state judging. Utilizing this platform worked smoothly and we received great feedback. I look forward to hearing more feedback in the breakout sessions.**
- ◇ Update the fact sheet to standard 8.5 X 11 paper size. **This was updated and added to the NASCOE website.**
- ◇ Research adding a 4000-hour category to the sick leave awards. **The 4000-hour category was requested and approved by the exec board. This also prompted the change to present certificates for all sick leave awards. There was also a change to the Awards & Scholarships handbook to clarify to qualify for a Sick Leave Award, the member must have the accumulated sick leave hours in the respective category by pay period 26 the prior year. The Awards & Scholarships handbook, NASCOE website, and Sick Leave submission portal was updated to reflect this change in October.**
- ◇ Add a portal to the website for states to utilize NASCOE's vendor to assist in ordering spotlight awards. Include pictures and suggestions based on order experience. **With the new app and website now live, we will explore options to add this feature as part of next year's goals.**
- ◇ Work with our supplier, K2, on ordering the plates for our consecutive year membership plaques. This is the last item our previous provider is utilized for. **K2 was utilized to order the new plaques and plates. K2 was not able to match the plates made by the previous vendor. We will continue to work with the Co-membership chairs to find a suitable resolution.**
- ◇ Work with Area Execs and NASCOE Treasurer to obtain a list from states that have an established scholarship fund and what awards or scholarships they offer at a state level. Provide training and assist states with establishing a scholarship & awards program. **The Awards &**

Scholarships Area Chairs gathered this information from their respective states. A list of what scholarship options are available by state was compiled for future reference. Training and assistance to start a fund in states without a state program was offered, but we did not have any takers this year. We will discuss offering the same options next year.

- ◇ Establish a tracking system on sharepoint for area chairs to view incoming submissions in real time. **The new Microsoft Forms platform allowed real time submissions to be seen by the Awards & Scholarships committee and the exec board.**
- ◇ Establish a monthly meeting for area chairs. **The committee successfully held monthly calls from September to July. This helped the chairs remain involved and allow information to be communicated with states continually throughout the year. The committee utilized an idea from last year to host a training for state judges, area judges, and many other state representatives a training call in January to go over the ranking process for scholarships.**
- ◇ Notify non-winning DSA nominees so they know they are appreciated. **This task was successfully completed and was well received by the nominees.**
- ◇ Publicize winners on social media accounts. **The winner spotlight posts have been shared on the NASCOE app.**
- ◇ Have an applicant in each category at the national level. **There was a nominee and winner in each DSA category. There was also an applicant in all 8 scholarship categories; however, there was one category with 2 applicants that were not eligible. We did have a winner in 7 of the 8 categories. We will discuss making this a goal again next year in the breakout sessions.**
- ◇ Create a master distribution list in excel on sharepoint to help track changes to area judges or state committee members throughout the year. **This was successfully completed and was a tremendous help to have a living document to help track the most up to date contact information and changes as they came in.**

Goals for 2023/2024

- ◇ Create a standardized judge's sheet for Scholarship and DSA judges to use at the state, area, and national level.
- ◇ Create a Sick Leave Award tracking system.
- ◇ Request a change to the Exec Committee to change the Sick Leave Award deadline from February 15th to July 1st.
- ◇ Create a basic Awards & Scholarships overview training in the fall for all states and continue doing the judging process training in January but do that training by each area instead of all states at once.
- ◇ Confirm membership status of all DSA submissions and Scholarship applicants with the NASCOE membership chair and area chairs prior to the judging process.
- ◇ Utilize area chairs to confirm applicants applied in the correct category and are eligible, prior to sending applicants to the state and area judges.
- ◇ Ask the Exec Committee to consider providing medallions/coins to Sick Leave Award recipients with 2500-4000 hours in lieu of the plaques or certificates.
- ◇ Create an Awards & Scholarships timeline to add to the handbook. This will help simplify the process and roles that are expected by all parties throughout the year. In this timeline add:
 - A requirement to follow-up with DSA winners within 2 weeks after notification to ensure they received their letter.

- When to notify and recognize national DSA winners. Feedback from convention is to wait until national convention, then if states want to recognize at the state level, they can do it at their following state convention meetings throughout the year.
- Create a flow chart of the Scholarship process.
- ◇ Request a change to the Exec Committee to amend the handbook to clarify DSA award nominee requirements.
- ◇ Add a portal to the website for states to utilize NASCOE's vendor to assist in ordering spotlight awards at the state and area level. Include pictures and suggestions based on order experience.

Thank you to the NASCOE President, Marcinda Kester, for trusting me with this position. I am honored to have been chosen for this role and to be surrounded by such a remarkable committee and exec board. I encourage all members to get involved in some type of capacity to gain personal growth and make some new friends along the way. I look forward to what 2024 brings.

I respectfully submit this report as written.

Heidi Clinkingbeard

Heidi Clinkingbeard
National Awards & Scholarships Chair