

- Consult with the State Office on employee detail process, computer deployment, training, program delivery and office structure, FLO relocations, workload, and individual members concerns.
- Formulated and presented recommendations for forms, automation, policy, procedures, reports, -etc., to aid in the delivery of all FSA programs.

These are just a sample of actions of the associations. MACS membership assists in supporting all employees in FSA program delivery to better serve FSA clients.

What has MACS/NACS/NASE accomplished?

By resolutions from members, member involvement in task forces, advisory committees, Association committees and consultation with State and National Office, MACS has been able to:

- Promote, test, and support the expansion of computer equipment and programs for field offices.
- Participate in the formulation of management policy and program delivery as stated in AO 1164 and AO 1202.
- Initiated and supported the upgrading of county office support positions.
- Provided information and instructions on use of GLS system to supplement official instructions.

- Obtained GS-12 FLM grade and continues working to re-establish equitable application of this grade.
- Provide guideposts for the structure of Farm Loan Programs in Minnesota.
- Participate in the task forces converting FmHA procedures to FSA Handbook format.

Membership Dues

Membership dues are determined by the Board of Directors.

Current membership dues are \$156 for Regular-Managerial, \$58 for Regular-Support, \$58 for Regular – Managerial Trainee and \$20 for Associate members.

Dues can be paid by payroll deduction. The bi-weekly withholding for managerial members is \$6.00 and \$2.24 for support members.

State dues are used to assist members in attending national conventions, zone meetings, legislative committee efforts, and miscellaneous costs.

How do I Join?

Complete the membership form and return it with your membership fee to:

Scott Nordby, Treasurer
Farm Service Agency
1567 McMillan Street, Suite 1
Worthington, MN 56187

Revised November 2008

MINNESOTA ASSOCIATION OF CREDIT SPECIALISTS



FARM SERVICE AGENCY
USDA

Affiliated with National Association of Credit Specialists (NACS), National Association of Support Employees (NASE).

Supporting employees in the delivery of FSA programs

<http://www.macsfsa.org/>

What is MACS?

A professional association of employees involved in the delivery of the Farm Loan Programs of the Farm Service Agency. MACS was formed in 1973 as the Minnesota Association of County Supervisors. With the reorganization of the USDA in 1995, MACS was restructured in 1996 as the Minnesota Association of Credit Specialists, Farm Service Agency, following the lead of the national association. In 1999 membership in MACS was expanded to include FLP support employees.

What are the objectives of MACS?

- Expand, improve, and expedite the services of the Farm Service Agency to rural America.
- Promote the social, economic, professional, vocational skills, civic and personal welfare of all USDA-FSA employees to:
 - Ensure equal status and privileges with other Federal and non-Federal employees.
 - Improve morale and efficiency by giving suitable recognition both to individual employees and to FSA field offices where performance is outstanding.
 - Collect and disseminate information relating to items 1 and 2 and to use such information for

the general good without favoritism, bias, or prejudice.

- Cooperate and affiliate with other organizations whose objectives are similar and compatible.

Who may be a member of MACS?

Those who qualify as one of the following levels of membership may join MACS.

Regular – Managerial & Managerial

Trainee - Field employees (i.e., FLM, FLO, FLOT, FLS, DD, CED) involved in the delivery of Farm Loan Programs who have supervisory and/or program management responsibilities. These members will affiliate with NACS (except for Trainee's) and are eligible to vote and hold office.

Regular - Support - Employees involved in Farm Loan Programs that have non-supervisory program support and/or delivery responsibilities. These members will affiliate with the National Association of Support Employees and are eligible to vote and hold office.

Associate - All other individuals who have an interest in the objectives of MACS but do not qualify for regular membership.

Retired - Any retired employee of FSA. Membership shall be free of discrimination due to race, color, religion, sex, national origin, or age.

How is MACS organized?

Officers of MACS are a President, Vice President, Secretary, and Treasurer who are elected at the annual meeting. In addition a NACS/NASE state contact is appointed to serve as liaison to NACS/NASE as appropriate.

The NACS/NASE State Contact shall be appointed by the President, upon the advice and consent of the elected Board of Director's. The NACS/NASE State Contact must be a regular member of the Association but must not hold the same NACS/NASE membership as the President.

The officers, Past President, NACS/NASE state contact and District Representatives have the responsibility to transact business that may arise between annual meetings. They also solicit input from members for discussion with the State and National Offices and provide information and assistance to members.

District Representatives are elected every other year. There are eight MACS Districts within the State as follows:

MACS 1 – FSA District 1 MACS 5 – FSA District 5
MACS 2 – FSA District 2 MACS 6 – FSA District 6
MACS 3 – FSA District 3 MACS 7 – FSA District 7
MACS 4 – FSA District 4 MACS 8 – FSA District 8 & STO