United States
Department of
Agriculture

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Cooperative Program
Rural Housing Program
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January 28, 1997

INFORMATIONAL MEMORANDUM TO THE SECRETARY

SUBJECT: Discrimination Complaints filed by Minority Farmers in the State of Virginia

TO: Dan Glickman
Secretary of Agriculture

FROM: Lloyd A. Jones
State Director
USDA Rural Development

The purpose of this memorandum is to provide an overview and general assessment of the activities and process which lead to preliminary investigations of alleged discriminatory practices at the local level of the United States Department of Agriculture (USDA). This memorandum is intended to serve as a confirmation that discriminatory practices appear to have imposed themselves upon our external customers (in particular, minority farmers) in Mecklenburg, Brunswick, Lunenburg and other counties in southside and southeastern Virginia. It is my opinion that these discriminatory practices are the result of three main components which are noted as follows: super intense regulatory barriers which are unfriendly to the small producers, poor quality customer service (with a healthy portion of weak employee performance), and a lack of sensitivity for the needs and limited resources of small producers (to include an apparent unwillingness to communicate with some producers in a manner that they could understand the regulatory requirements imposed by the agency, meaning the Farmers Home Administration, in the customer's attempt to obtain a loan or to service an existing loan) by some employees within USDA. This report is my effort to relay to you a chronology of events that took place in response to charges that were brought to my attention by minority farmers.

As a former career, and currently a political appointee, civil servant, I have worked for the Department of Agriculture for more than 20 years. During that time, I have had the opportunity to observe and react to issues that could be construed as poor customer service. It is my belief that the support and enforcement of the civil rights and EEO law within USDA have been monumental challenges for both senior and mid-level management. As a State Director, it is my responsibility to make sure that these laws, as mandated by Congress and the Clinton Administration, are successfully administered.

Recently, there has been a flurry of complaints, allegations, innuendoes and misstatements concerning discrimination complaints and activities within the Farmers Home Administration (FmHA) in Virginia. The following chronological history of events that took place should clarify most, if not all, of these allegations.

Rural Development is an Equal Opportunity Lender.
Complaints of discrimination should be sent to:
Secretary of Agriculture, Washington, DC 20250

CHRONOLOGICAL HISTORY

JOHN W. BOYD, JR.

FEBRUARY 19, 1992---A discrimination complaint was received from Mr. Boyd by the Farmer Programs Chief, Herman Lundy, and the State Civil Rights Manager, Ava Marshall.

FEBRUARY 24, 1992---A copy of the discrimination complaint was sent to the National Office Equal Opportunity Division in Washington, DC

APRIL 2, 1992---The State Director notified the County Supervisor of problems found in a review of Mr. Boyd's case by the Farm Division in the State Office which indicated that application and loan processing had been handled inappropriately. An explanation was requested.

APRIL 21, 1992---The County Supervisor wrote a response to the State Director's request indicating he believed he had handled Mr. Boyd's case in all fairness and in accordance with FmHA procedures.

JUNE 22, 1992---The State Director notified the County Supervisor of the importance of processing requests within the timeframes stated in FmHA procedures.

JULY 17, 1992---A request for preliminary inquiry was received by the State Office from the National Office Equal Opportunity Staff for investigation.

Due to illness, Ava Marshall was unable to act on the preliminary inquiry for approximately 45 days. She communicated with the National Office on several occasions to inform them of her efforts to respond to their request.

APRIL 9, 1993---Ava Marshall became seriously ill and was diagnosed with multiple sclerosis.

On or about **MAY 9, 1993---**A Civil Rights team from Mississippi came to the Virginia State FmHA office to assist in completing the preliminary inquiry assignment which was being conducted by Ava Marshall.

MAY 12, 1993---The State Director wrote to the County Supervisor acknowledging that the restructuring of Mr. Boyd's farm loans were not completed. The County Supervisor did not follow instructions at the time he ran the Debt Adjustment Loan Restructuringf System (DALR$) program. He forgot to include the $5,000.00 Operating Loan. The County Supervisor was directed to take appropriate corrective actions within thirty (30) days.

MAY 14, 1993---A loan review made by Russell L. Marsh, Farmer Programs Chief, indicated this case had not been properly handled by James Garnett, the Chase City County Supervisor. Mr. Boyd had no chance of meeting his obligations due to the failure to properly service his loan accounts by the County Supervisor. His FmHA accounts had been referred to a credit bureau by the County Supervisor and is currently showing up as delinquent when, in fact, they should be current. Mr. Boyd also stated that a payment of $3,100.00 made in late 1992 was never credited to his account. The County Supervisor was given thirty (30) days to correct these actions.

JUNE 1, 1993---The findings of the team from Mississippi were sent to the National Office Equal Opportunity Staff.

On or about **DECEMBER 12, 1993---**Doug McDowell, Equal Opportunity Specialist, from the National Office called Ava Marshall, State Civil Rights Manager, and informed her the Mississippi report was unsatisfactory and more information was needed on this case.

JANUARY 4, 1994---A new request for additional information was sent to Ava Marshall to research, gather information, and prepare a report which required a considerable amount of time.

JUNE 16, 1994---Ava Marshall, State Civil Rights Manager, compiled and sent new information with recommendations and conclusions to Washington, DC

June 24, 1994---The State Civil Rights Manager met with Russell Lee Marsh, Farmer Programs Chief, to discuss payments Mr. Boyd indicated were made and not credited to his account. The wrong amount was credited to Mr. Boyd's account and too much was given to another borrower. Mr. Marsh instructed the County Office to reverse the payment from the other borrower's account and apply the correct amount to Mr. Boyd's account. They are to notify Mr. Marsh when this is completed. Once completed, everything in the original May 12, 1993, memorandum must still be done. He indicated this needed to be done right away so the accounts could be properly set up, and the loan be serviced in accordance with FmHA Instructions.

JULY 14, 1994---The State Director notified Sharron Longino, Associate Administrator, FmHA, that after Mr. Boyd having been in business for ten (10) years, the FmHA Chase City County Supervisor's actions had put him further behind in his farming operations and debt servicing than he was when he started. Mr. Boyd had no farm income to pay his loans and relied totally on non-farm income for his family living expenses. FmHA was holding a mortgage on Mr. Boyd's farm with a new poultry house which was not even being utilized. The County Supervisor and District Director provided no supervisory support to Mr. Boyd which increased his chances for failure.

AUGUST 15, 1994---The National Office Farmer Programs Division reviewed Mr. Boyd's case and provided specific recommendations to the Equal Opportunity Staff for reconciling the problems with this case.

SEPTEMBER 12, 1994---The National Office responded with corrective servicing actions to resolve this case.

OCTOBER 11, 1994---Mr. Boyd and his attorney met with the State Director, the Farmer Programs Chief, and six (6) other members of the FmHA staff to discuss items outlined in the letter from the National Office.

OCTOBER 24, 1994---The State Director wrote to Mr. Boyd notifying him of the corrective actions that were to be taken by the Chase City County Office concerning his farm accounts.

OCTOBER 24, 1994---The State Director wrote to Mr. Boyd notifying him of actions taken on his FmHA rural housing application.

November 1, 1994---The State Director responded to the National Office regarding the outcome of the letter dated September 12, 1994. This letter indicated that all corrective actions suggested by the National Office were not completed. Mr. Boyd was not satisfied with the results of the meeting or the actions taken by the State Office staff, and proceeded to inform the National Office that he wanted to continue with his complaint as filed.

JANUARY 10, 1995---The new Chase City County Supervisor, Anne J. Rickman, provided the State Director with an update on the status of Mr. Boyd's loan restructuring and information needed on an operating loan.

October 1, 1995 - Farm Service Agency assumed responsibility for agricultural credit lending activities.

APRIL 5, 1996---J. Calvin Parrish, Acting State Executive Director, Farm Service Agency, sent Mr. Boyd a copy of his 1992 original discrimination complaint.

OCTOBER 11, 1996---The final decision of USDA ,signed by Wardell C. Townsend, Jr., Assistant Secretary for Administration and Designated Director of Equal Opportunity Officer, on John Boyd's February 18, 1992 complaint alleging discrimination based on race, found that discrimination on the basis of race had occurred and ordered corrective actions be offered.

NOVEMBER 26, 1996---Otis Dailey, District Director, Farmville, Virginia, reported that according to the final decision from Wardell C. Townsend, Jr., the Assistant Secretary for Administration and Designated Director of Equal Opportunity Officer dated October 11, 1996, the complainant met with him in April 1988 to express concerns about James Garnett failing to process loan applications and the acceleration of John Boyd's account. Mr. Dailey said that he does not deny meeting with Mr. Boyd, but he does not remember it. Mr. Dailey reported he does not recall Mr. Boyd contacting or attempting to contact him until the summer of 1996 concerning a 502 Rural Housing application he filed in the Chase City Office and assigned to the District Office for processing. Prior to the appeal date set up by the Appeals Officer, Mr. Boyd called and requested information from his file for the meeting. Mr. Dailey met Mr. Boyd in Chase City and assisted him with what he needed for the appeal. The day Mr. Boyd met with Mr. Dailey, Mr. Boyd asked that he follow him out of the office into the hall. Mr. Boyd made statements about Mr. Garnett's handling of his farm loans, and felt it was because of his race. Again, Mr. Boyd said that he met with Mr. Dailey years ago about the charges made against Mr. Garnett. Mr. Dailey stated that there were no specific incidents that could be considered discriminatory.

Mr. Dailey was notified by memorandum from the State Director that Mr. Boyd had filed a Civil Rights complaint alleging discrimination. In June 1993, Anne Rickman, District Farm Specialist, was assigned to the District Office. All responsibilities for farm loans were designated to Anne Rickman. The Farm Program was handled by the State Office through the District Farm Specialist. Mr. Dailey reported that, at that time, he was distanced from farm activities in the District Office and the John Boyd case. In a discussion with the District Farm Specialist, Anne Rickman, later to be the new Chase City County Supervisor, it was reported the complainant's requests were being taken care of to resolve the concerns. Mr. Dailey stated he had had no contacts with Mr. Boyd since being informed that his complaint had been turned over to the State Civil Rights Manager in 1992. Mr. Dailey states specifically, as District Director, he was not involved "in the loop." Mr. Dailey stated that in his position, it was like one hand did not know what the other was doing. Mr. Dailey stated that the District Farm Specialist representing him was actively and aggressively working towards "fixing" Mr. Boyd's loan problems, thereby keeping him on his farm and operational. Mr. Dailey stated that in discussions with the District Farm Specialist and regular contacts with the County Office, it was reported Mr. Boyd's problems were being handled. Mr. Dailey met with Mr. Boyd in the summer of 1996 in the Chase City Office. Mr. Dailey said it is to be noted that he was questioned about this case, officially, approximately February 1994. This was after the County Supervisor had been forced to accept a transfer or separate from the agency, and the performance appraisal for the County Supervisor had been completed. Mr. Dailey stated that his comments were taken out of "context" during the February 1994 meeting.

CHRONOLOGICAL HISTORY

WILLIE L. CRUTE, JR.

JANUARY 22, 1994---Discrimination complaint was filed by Mr. Willie Crute based on race against James Garnett, County Supervisor, Chase City, Virginia.

FEBRUARY 17, 1994---A copy of the discrimination complaint was sent to the National Office Equal Opportunity Division by the State Director.

MARCH 18, 1994---Freedom of Information Act (FOIA) request was submitted to Lloyd A. Jones, State Director, by Mr. Crute's attorney, requesting documents related to loan applications filed by Mr. Willie L. Crute, Jr.

APRIL 20, 1994---Freedom of Information Act request was denied in part and appeal rights were given by Randall M. Welch, FOIA Officer.

MAY 23, 1994---Request for preliminary inquiry into this complaint was requested by Carlton L. Lewis, Chief, Program Compliance Branch, Equal Opportunity Staff, FmHA, National Office.

JUNE 2, 1994---Freedom of Information Act appeal requested by Mr. Crute's attorney on the initial request for information.

JULY 1, 1994---Freedom of Information Act request was made by Willie L. Crute, Jr. for several documents in his file.

JULY 18, 1994---Two (2) of the items in Mr. Crute's request for information were sent; approval from the National Office on the other three (3) items was requested.

JULY 19, 1994---The results of the preliminary inquiry were sent to the National Office Equal Opportunity Staff for review.

AUGUST 9, 1994---The results of the preliminary inquiry were sent back for recommendations and summary of the events. Ava Marshall, State Civil Rights Manager, had made recommendations and conclusions, previously; however, when reviewed by her supervisor, Mr. Reginald Rountree, she was instructed to remove them.

AUGUST 16, 1994---The results of the preliminary inquiry were resubmitted with recommendations and conclusions to the National Office Equal Opportunity Staff as requested.

DECEMBER 21, 1994---Request was received from Philip Southers, Attorney, OGC, to close their files on Willie L. Crute, Jr.

JANUARY 9, 1995---Response from Lloyd A. Jones, State Director, in reference to the memorandum dated December 21, 1994. Mr. Jones advised Mr. Southers to keep the files open since Mr. Crute had filed a law suit against the agency.

October 1, 1995 - Farm Service Agency assumed responsibility for the agricultural credit lending activities.

JANUARY 24, 1996---Donald L. Davis, State Executive Director, Farm Service Agency, wrote to Mr. Crute notifying him they were not aware of any offer to settle his complaint by the National Office, and offered him an opportunity to file a Tort Claim if he wanted to do so. Mr. Lee Marsh, AgCredit Director, sent Mr. Crute a Tort Claim form to complete.

JULY 1, 1996---The final decision of USDA , signed by Wardell C. Townsend, Jr., Assistant Secretary for Administration and Designated Director of Equal Opportunity Officer, on Willie L. Crute, Jr.'s January 22, 1994 complaint alleging discrimination based on race , found that discrimination on the basis of race had occurred.

NOVEMBER 26, 1996---Otis Daily, District Director, reported that through his regular contacts with the Chase City Office and the District Farm Specialist, he learned Mr. Crute had filed a discrimination complaint being handled by the State Civil Rights Manager. He stated that to his knowledge, no contacts were ever made by him with Mr. Crute.

CHRONOLOGICAL HISTORY

ERIC R. RICE

AUGUST 24, 1993---Mr. Eric R. Rice filed a discrimination complaint based on race against Mr. Charles M. Featherstun, County Supervisor, Brunswick County FmHA Office.

OCTOBER 19, 1993---Instructions for completing a preliminary inquiry on Eric R. Rice was sent to the State Director.

APRIL 15, 1994---Jacqui Micheli, Equal Opportunity Specialist, National Office, Equal Opportunity Staff, mailed Ava Marshall a copy of the preliminary inquiry report of Eric R. Rice that was done by Pat Baker, state Civil Rights Coordinator, Delaware. Ms. Baker concluded from her investigation, the major problem in the Brunswick County Office was the attitude of the County Supervisor. She stated that, for many years, the black farmers felt Mr. Featherstun had total control of the FmHA office and their applications/benefits. She reported the processing cards did not show a large discrepancy in processing time; however, a review of the files did show the servicing attitude which may have deterred minorities from applying for all benefits/options, because they felt it would do them no good. Ms. Baker admitted in her conclusions that since she was from another state, she did not have enough time to fully complete the review of all items reported by the black farmers serviced by this County Office to determine if differences were made between black and white farmers in areas of loan making.

JANUARY 3, 1995---Records show that Carrie Schmidt, Acting State Civil Rights Coordinator, in the absence of Ava Marshall, State Civil Rights Manager, requested in a letter signed by Lloyd A. Jones, State Director, to the Maryland/Delaware State Director for his State Civil Rights Coordinator to assist Virginia on this preliminary inquiry. These records are very hard to understand because the letter is dated January 3, 1995, and requesting assistance from the State Civil Rights Coordinator in Delaware from November 15, 1993, through November 19, 1993. Apparently there was a typographical error in the dates noted.

FEBRUARY 2, 1995---A letter sent from Vicky E. Hunt, Acting Chief, Program Complaints Adjudication Division, to Cheryl Prejean Greaux, Director, Equal Opportunity Staff, transmitting a copy of the Department's final decision on the discrimination complaint of Mr. Eric R. Rice. Ms. Hunt told Ms. Greaux that she had forwarded her request to conduct an onsite investigation into the discrimination complaints of Mr. Rice and other minority farmers in Lawrenceville, Virginia, to the Evaluation and Investigation Division for appropriate action. Mr. Rice's complaint from a civil rights standpoint was closed at this time.

FEBRUARY 10, 1995---A letter from the Department went to Mr. Rice stating his complaint was not determined to be discrimination based on race.

APRIL 3, 1995---A letter from Carlton L. Lewis, Branch Chief, Program Compliance Staff, Civil Rights Division, was sent to Lloyd A. Jones, State Director, indicating the Department had responded to Mr. Rice's complaint with a decision that discrimination had not occurred and the file should be closed.

AUGUST 3, 1995---A letter from Mike Espy, Secretary of Agriculture, was sent to Eric R. Rice asking for additional information to be provided to continue investigation of his discrimination complaint. He was given fifteen (15) days to respond to this letter. He was told if FmHA did not receive the information on his complaint, the case would be closed. Secretary Espy indicated his files would be returned to the Virginia FmHA State Director to consider Mr. Rice's application for debt settlement.

(Note: This file was given to us by Farm Service Agency to prepare this report and is not complete. We do not have a copy of the preliminary inquiry, and most of the dates in the information we have are conflicting throughout the file.)

CHRONOLOGICAL HISTORY

SHERMAN D. WITCHER

JANUARY 25, 1994---Mr. Witcher filed a discrimination complaint based on age and race.

FEBRUARY 17, 1994---Mr. Witcher's discrimination complaint was sent to the Equal Opportunity Division in the National Office requesting a guide for conducting a preliminary inquiry.

MARCH 23, 1994---A letter was sent by Lloyd A. Jones, State Director, resubmitting copies of the discrimination complaints from Willie Crute and Sherman Witcher to the National Office Equal Opportunity Division requesting guides for preliminary inquiry, as it had been over a month since they were first submitted.

(Note: Recently in November, 1996, when we requested the files on this case from Farm Service Agency, we were told they had nothing on Sherman Witcher; however, we found the above information attached to other documents in the files of Willie L. Crute, also a complainant. We have no idea of whether a preliminary inquiry or decision was made in this case, or what the outcome has been since.)

CHRONOLOGICAL HISTORY

WILLIAM S. WARREN

JANUARY 10, 1992---Mr. William S. Warren filed a discrimination complaint based on race against Ron Norton, County Supervisor, Southampton FmHA County Office.

FEBRUARY 24, 1992---Lloyd A. Jones, State Director, sent a copy of the discrimination complaint to the Equal Opportunity Staff.

MARCH 30, 1992---Equal Opportunity Staff sent Lloyd A. Jones a guide on conducting preliminary inquiry into this complaint.

SEPTEMBER 3, 1992---Ava Marshall began working on the preliminary inquiries as requested by the National Office. Shortly after beginning work on this preliminary inquiry, Ava Marshall became ill and was out from work most of early 1993 after being diagnosed with multiple sclerosis.

JULY 21, 1993---Mr. Jones, realizing Ms. Marshall was not going to return anytime soon, requested assistance from the West Virginia State Civil Rights Coordinator to conduct these preliminary inquiries.

AUGUST 23, 1993---Leland Kesner, State Civil Rights Coordinator from West Virginia, met with Mr. Warren at his home.

NOVEMBER 19, 1993---Mr. Kesner submitted the results to the Equal Opportunity Staff.

MAY 13, 1994---A letter was sent from Michael Dunn, Administrator, to Robert Franko recommending that the case be closed from a civil rights standpoint without further reporting.

MARCH 2, 1995---Congressman Norman Sisisky received a response to Mr. Warren's inquiry concerning a decision on his discrimination complaint indicating that Mr. Warren's complaint was being reviewed by Office of Civil Rights Evaluation (OCRE) and a decision would be made as quickly as possible. Once a decision was made, Mr. Warren would be notified directly.

MARCH 2, 1995---Lou Anne Kling, Acting Deputy Administrator, Farm Credit Programs, again, verified Mr. Warren's claim was still being reviewed by OCRE. She indicated a decision will be made in the near future.

(Note: It appears, from the records that we received from Farm Service Agency, there has been no further action on discrimination to date.)

CHRONOLOGICAL HISTORY

CAROL CLAY

A WHITE FEMALE BORROWER

SEPTEMBER 8, 1994---A memorandum from Carlton Lewis, Branch Chief, Program Compliance Staff, Civil Rights Division, to Lloyd A. Jones, State Director, requesting the State Civil Rights Manager attempt to conciliate Ms. Clay's complaint or conduct a preliminary inquiry into the subject's complaint, and provide the National Office, Equal Opportunity Staff with a copy of the proposed conciliation or the preliminary report.

MAY 30, 1995---A memorandum from Cheryl Prejean Greaux to Willie Cook, an employee on the CFSA Staff, with the original RECD casefile enclosed. On June 2, 1994, the RECD Equal Opportunity Division requested the State Director to have his Acting State Civil Rights Coordinator attempt conciliation, and if conciliation was not necessary, conduct a preliminary inquiry. A copy of this memorandum re-notified the Virginia State Director the file was transferred to CFSA. She pointed out that no further action had been taken by the Equal Opportunity staff at this time.

AUGUST 2, 1995---Lloyd A. Jones, State Director, sent a report to the National Equal Opportunity Staff on the preliminary inquiry alleging discrimination by Carol Clay, submitted by Leland Kesner, State Civil Rights Coordinator, West Virginia.

(Note: No further information is available on the outcome of this complaint since the file was transferred to FSA. There is no information in the files giving us the outcome of this complaint after being sent to the National Office.)

CHRONOLOGICAL HISTORY

LINWOOD BROWN

JULY 21, 1994---Mr. Linwood Brown filed a discrimination complaint against Rose Finch, Acting FmHA County Supervisor in Lawrenceville County Office.

JULY 26, 1994---A copy of Mr. Brown's complaint was sent to the Equal Opportunity Division in Washington, DC. It was pointed out, at that time, that this was the second complaint Mr. Brown had filed against this office and no actions by the Brunswick County Office have been taken in previous complaints.

(Note: No further information is available on this case since it was submitted to the National Office Equal Opportunity Staff on July 26, 1994.)

CHRONOLOGICAL HISTORY

JOHN AND BETTY TOWNSEND

WHITE FARM BORROWERS

This case was closed by the Department on March 13, 1995, in a letter signed by Jetie B. Wilds, Jr., Deputy Director of Evaluation and Adjudication on the basis that no discrimination occurred based on race.

CHRONOLOGICAL HISTORY

MINORITY FARMERS OF BRUNSWICK COUNTRY (LAWRENCEVILLE, VIRGINIA)

Once I received a copy of the report from the Delaware State Civil Rights Coordinator, I realized this problem was much more serious than I anticipated. I discussed my concerns on numerous occasions after a complete review of complaints my office had received from Brunswick, Mecklenburg, Lunenburg, Sussex and Nottoway counties in Virginia. I discussed the concerns that I had regarding these issues with the appropriate National Office officials. I finally submitted a request in writing on August 2, 1994, for a full and complete investigation coordinated by the National Office, FmHA, on program delivery, in this entire area where most of the complaints had originated.

It was my opinion, as State Director, that a more experienced team in the area of civil rights should have been allowed to look into the complaints made by Brunswick County farmers alleging discrimination.

The seventeen (17) farmers who were affected by this are:

John Wyatt	Julia Seward	Robert Seward
Beatrice Rice	Walter Rice, Jr.	Charles Bland
James Maclin	Mary Maclin	Laura Rice
Irene Hayes	Eric Rice	Larry Tucker
James Walker	William Royster	Leon Wall, Sr.
Linwood Brown	Alvin Rice	

October 26, 1993 - Carrie Schmidt, Acting State Civil Rights Coordinator, prepared a memorandum for the State Director's signature indicating the cases evidenced by the December 31, 1992, memorandum had been resolved. Mrs. Schmidt was very new to the civil rights program and perhaps did not understand the complexity of these cases. Specifically, they involved both violations by the County Supervisor in program areas and civil rights areas. This memorandum was incorrectly prepared because the action taken on these cases was program related only. The files on the discrimination complaints should remain open and the National investigation conducted as recommended.

AUGUST 2, 1994---A memorandum was developed and signed by Lloyd A. Jones, State Director for FmHA, Virginia, requesting a full and complete investigation of the discrimination complaints filed by the minority farmers in Brunswick County.

AUGUST 29, 1994---A letter was written by Walter Dent, Acting Director Equal Opportunity Staff, to Robert Franko requesting assistance on the matter of discrimination on minority farmers and employees in the Brunswick County area.

SEPTEMBER 13, 1994---Robert Franko, Associate Director of Compliance and Enforcement, responded to Walter Dent on his request to conduct an onsite investigation on the minority farmers in Lawrenceville, Virginia, by stating a request had been sent to the Evaluation and Investigation Division (EID) for review and appropriate action. He advised Mr. Dent this staff would evaluate all information pertaining to the subject complaint, and advised the Enforcement Division as to whether a investigation would be scheduled.

JULY 20, 1996---Thomas Beaumont, Chief, Program Complaints Adjudication, wrote to Willie D. Cook, Director, Equal Opportunity, FSA, requesting additional information regarding minority farmers and employees in the Lawrenceville, Virginia, FmHA office. Mr. Beaumont advised Mr. Cook FmHA had notified his office that it had conducted an investigation at the request of several minority farmers and employees in the Lawrenceville office, found several civil rights violations, and recommended his office conduct an on site investigation. As of July 20, 1996, no on ite investigation was conducted. He also pointed out that the memorandum prepared by Mrs. Schmidt was insufficient to close the cases from a civil rights point. He requested that Mr. Cook advise all the farmers who made written complaints to advise whether they were satisfied with the actions taken. Mr. Beaumont indicated, upon receipt on this information, his office will process these cases.

AUGUST 13, 1996---Willie Cook, Director, Equal Opportunity, Farm Service Agency, wrote to Donald Davis, State Executive Director, Virginia State FSA Office, asking his staff to contact the following farmers on their original discrimination complaints:

Linwood Brown
Richard Bains
David and Dorothy Craig
Tommie Lowe
Robert Steward
James Walker
John Wyatt

CHRONOLOGICAL HISTORY

OTHER FARMERS WHO FILED DISCRIMINATION COMPLAINTS WITH FmHA WHOSE CIVIL RIGHTS FILES COULD NOT BE FOUND BY FSA SINCE THE REORGANIZATION

Lloyd A. Jones, State Director, Rural Development, Virginia, was unable to obtain civil rights files from Farm Service Agency on the following borrowers to prepare the chronological history requested. (See attached list which was the response from FSA).

Alexander and Helen T. Warren
Mary Hayes (Daughter of James Hayes)
Calvin Brown
William Royster
Jerome Brown
James and Sally Walker
Larry Tucker
Richard Pearson
John Wyatt
John Lipscomb
Thurman Douglas Witcher
John and Betty Townsend

EXECUTIVE SUMMARY AND OPINION

I take this opportunity to express my concern regarding the plight of the small and family farm agriculture producers in America and, more specifically, in the Commonwealth of Virginia. As previously stated, I have had the opportunity to serve as State Director of the Farmers Home Administration and Rural Development for approximately 7 years. During that time, I received numerous complaints as noted above that involved alleged civil rights violations by employees within USDA and, more specifically, the Farmers Home Administration. After thoroughly investigating the cases and obtaining information surrounding the allegations, I was convinced that the complaints of civil rights violations did, in fact, have merit and warranted a more intense investigation by the Office of Civil Rights Enforcement or the appropriate investigative agency.

In my effort to find the truth to the issues brought to my attention, I met with several farmers, black and white, during the tenure period of March 10, 1990 , through September 30, 1995. The result of my discussions with these farmers consistently and persistently reaffirmed that there was, in fact , extremely poor customer service being rendered in the counties of Mecklenburg, Brunswick, Lunenburg, Nottoway and Southampton. The names of James Garnett (Mecklenburg), Charles Featherstun (Brunswick), Waverly Brown (Lunenburg and Nottoway)

and Ron Norton (Southampton), Berry Wright (District Director, Franklin, VA) and Otis Dailey (District Director, Farmville, Virginia) all former employees of the Farmers Home Administration were intimately connected and in fact were viewed by most , if not all, of the complainants as the problem. Often, I would hear comments to the effect that these USDA employees did have any concern or compassion for their plight or sensitivity to their needs. These comments were made by the complainants noted above as well as others that attempted or were participating in the USDA programs. The line authority for supervision of these was as follows:

LLoyd A. Jones, State Director

Berry Wright, District Director

Ron Norton, County Supervisor

Charles Featherstun, County Supervisor

Note: Mr. Wright had first line supervisory responsibility over Mr. Norton and Mr. Featherstun.

LLoyd A. Jones, State Director

Otis Dailey, District Director

James Garnett, County Supervisor

Waverly Brown, County Supervisor

Note: Mr. Otis Dailey had first line supervisory responsibility over Mr. Garnett and Mr. Brown.

Please note that Mr. Ron Norton is the only local and/or district employee that is still employed with USDA. Mr. Norton presently works for the Farm Service Agency.

It is my opinion that the poor customer service that I made reference to above given by these employees was the disguise used to enforce the entrenched subtle discrimination practices carried out by them and possibly some of their subordinate employees in administering USDA programs. I am convinced that discriminatory practices become such a way of life with some people that it is difficult, if not impossible, for them to separate right from wrong and cultural acceptance from blatant double and triple standards for people that are different because of some physical feature that has nothing to do with the character of the person or their ability to manage a farming operation. When I met with these farmers it was evident that they were sincere, determined, offended, disappointed, honest and , yet , hopeful for relief.

Because of the cumbersome process that currently exists in the administrative process

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of civil rights complaints, it became increasingly clear to me that it was up to me to take administrative action in resolving the personnel issues in question with regard to performance of their duties and thereby finding a way to utilize the skills of these employees in other areas that would maximize there potential with regard to good customer service. Therefore, some employees were given the option of accepting reassignment offers or being released from duty.

It is also clear to me that the need for a strong civil rights enforcement process is imperative to taking corrective action in eradicating discriminatory practices in Virginia and throughout this country. Although I believe vast majority of the USDA workforce is in fact dedicated to top quality customer service to all, it is also my belief and confirmation that there are employees that do not have the understanding and sensitivity that it takes to be a public servant. I also believe that there are employees who knowingly discriminate against people who are different from them regardless of the basis of that difference whether it is based on physical characteristics or economic conditions. In my effort to carry out an effective outreach program by working with and through the 1890 Land Grant Institution in Virginia, which is Virginia State University, it was still difficult to gain the full commitment needed from some of the local USDA personnel in providing the technical assistance in developing and carrying out a financial and/or business plan that supported the most effective and efficient use of a customer's resources, particularly for the small producers. Virginia State University and Farmers Home Administration worked hand in hand by seeking and obtaining grants to provide the financial resources for staff personnel that would forge strong partnerships between USDA, VSU and the end user of the services that we provide. Some USDA employees did display the supportive and positive attitude that was necessary to assist our customers in the most effective and efficient way possible. In carrying out this initiative of reaching the small producer with special focus in southside Virginia, there were approximately 90 farmers that technical assistance specialists from VSU provided support to small producers with special emphasis on reaching minority farmers. I also employed a visiting professor to work for FmHA in assisting farmers with technical support. Mr. Hermon Macklin was the visiting professor for VSU and FmHA. I have attached Mr. Macklin's reports for your review also. His report reveals that there was concern about the small and minority farmer.

I am persuaded by my on personal experiences with USDA, as an employee and a manager, that discrimination does, in fact, exist within the ranks of this huge department; and having been on the receiving end of off-color remarks, ethnic jokes, and insensitive behavior towards minorities and women, it is clear to me that the "good ol boy" system is still a force to be reckoned with even though we are on the verge of entering the 21st century with new and exciting opportunities that lie ahead for all of us. Discrimination has no place for any of us now or in the future ; it needs to be eradicated now.

I strongly recommend that these cases of discrimination be settled as soon as possible and that any idea of reopening the Willie Crute and John Boyd cases for reinvestigation be quashed. Any effort along those lines would be a clear indication of double jeopardy for the victims of discrimination.

BYD.02132

My assessment of these issues areas follows:

A. Discrimination has been proven and a reasonable settlement should proceed with all haste.

B. Civil rights is a people issue and it must be raised to a status of number one priority. It cannot continue to be an afterthought for most and no thought at all for far too many.

C. Diversity in management is critically important in bring about change in the behavior and attitude of employees at all levels of the USDA rank file workforce.

D. Minority farmers need an avenue of support through USDA in spite of traditional policies that were unfriendly to small producers.

E. The small producer issue and minority farmers must be addressed in the Farm Bill now and in the future. This is such a critical issue because it does in fact lay the footing and the foundation for agriculture and the small producer for the future.

F. The 1890 Land Grant Institutions must become intimate partners with USDA in our effort to improve our relationship with minority farmers and to encourage women and minorities to be willing to pursue production agriculture as a profession and business that can be viable and support a lifestyle consistent with that of other professions.

G. Recognize that this a major cultural change for many USDA employees and attitudes may only be changed when managers have the authority and flexibility to immediately take appropriate corrective action with insubordinate and insensitive behavior.

H. Immediately reevaluate current policy on the collection of farm accounts to incorporate more flexibility for all rank and file to assess the needs of each borrower on its on merit and not allow the customer to be a victim of a "cookie cutter" approach.

I. Immediately consider developing training for all USDA and non USDA staff that will include cultural diversity, sensitivity, civil rights and Equal Employment Opportunity, etc.

BYD.02133

In closing, I hope this report has been of some help to you in gaining at least my perspective of the problems that we had in Virginia and how we resolved some of those problems. I would be more than happy to meet with you to discuss any part of this report at your convenience.

LLOYD A. JONES
State Director

QUARTERLY REPORT
JANUARY, FEBRUARY, MARCH 1994

H. L. Maclin
Agricultural Management Specialist

Fifty two (52) one-on-one contacts were made during the last quarter. Sixty four (64) telephone calls (out going and incoming) were made or received during the same period. These contacts were in conjunction with agricultural management and clarification of subject materials or documents received by borrowers from Farmers Home Administration (FmHA). In many cases the print on the documents was so faded out or dull that it was very hard to read much less to understand. This situation should be corrected in the County Supervisor's Office.

The request by two delinquent borrowers have been granted. One was for a loan write-down and buy-out under FmHA instruction 1951-S. The other was for homestead protection and conveyance of farm property to U.S. Government.

I have counseled with one determined applicant to no avail. He wants to over-shadow existing financial responsibilities. Mr. Lipscomb contacted me at home by telephone. The call lasted over two hours! He feels that he is not being treated fairly by all levels of Farmers Home Administration. This applicant, according to reports from FmHA, has not complied with requests for information, and he is determined to go beyond County, District, and State Administrators in his quest for a loan.

By request, I spent one day with a new SDA borrower (J. Smith) in Prince Edward County to discuss some enterprise options for a newly purchased farm financed by Farmers Home Administration. Mr. & Mrs. Smith are employed full-time, and operate other business enterprises on the side for additional income. They are young and the parents of one four-year old. They have established goals and appear to be hard workers and should be successful in

their endeavors. Follow-up counseling is important to assure that this family understand the justification of purchasing additional tractor and other machinery. Purchasing another tractor was one of Mr. Smith's high priorities. At this stage, other options should be considered before venturing into more indebtedness.

In analyzing the farm situation, pastures need to be improved and fenced. Once this is done the beef cattle herd should be upgraded and numbers adjusted according to the number of acres of pasture land available for grazing. A lot of pine trees were damaged and fallen by the ice storm last winter. They should be cut and marketed as soon as possible. Mr. Smith plans are to harvest the damaged timber himself and market. Maybe this should be his first option.

Theodore Francis, a man involved in a trucking business in North Carolina, is very anxious to establish a beef cattle herd on his one hundred and sixty (160) acre farm in Mecklenburg County. He needs financial assistance to get started with this enterprise. He telephoned my home to receive information about the FmHA SDA program. A visit was made to Mr. Francis' farm on Thursday, March 10. The farm has good potentials for beef cattle or meat goat production. Approximately one hundred (100) plus acres could be developed for pasture. There is a watering and fish pond on the farm which would serve as a source of water for livestock.

I have referred Mr. Francis to our County FmHA Supervisor in Chase City, Virginia for possible financial assistance. On March 16 I contacted the County FMHA Supervisor in Chase City to provide an overview of my visit with Mr. Francis. It was indicated that Mr. Francis had contacted the FmHA Office and a conference date scheduled for Tuesday, March 22 was verified.

Participated in Farm Management Staff meetings and several county management workshops. Assisted Farm Management Specialists with FmHA borrowers and non-borrowers with enterprise record keeping. On March 17, visited five farm families in Southampton County to discuss record keeping and farm management programs. I have received some feedback from FmHA County Supervisors commending the work of Farm Management Specialists on how helpful they have been in developing farm and home plans for borrowers. Relationship between borrowers and county supervisors have improved in some counties. There is a better understanding among borrowers about the overall borrowing and payback process, what their options are in certain financial circumstances, how to concur with FmHA requests in many situations, and the need and advantage of keeping farm records for each enterprise.

I have established a linkage between the FmHA Management Specialist at Virginia State University and borrowers I have assisted, so as not to disrupt management assistance in the future.

I have pledged my support to the FmHA Farm Management Project at Virginia State University, and will continue to support the program and assist the Management Specialist with the program.

January 26-28 I participated in the State Farmer Programs Training Seminar at the Omni Hotel, Newport News, Virginia. The presentations were reviews and updates of farmer programs. Emphasis on Supervisor-Borrower relationship was a fundamental part of the discussions. It was made clear and understood that FmHA County Supervisors must have full knowledge of all details involved in FmHA Farmer Programs before taking any action involving borrowers and loan applicants. For me, the sessions were another plus to enhance the image of FmHA Programs.

During the short period of employment by FmHA I wish to say it has been another learning experience for me. The job was a challenging endeavor working with rural agricultural families who needed assistance and appeared to have had an appreciation for the help rendered through the SDA FmHA Program.

Many thanks to the FmHA State Director for providing this opportunity for me to serve people in the Commonwealth of Virginia. I stand by with an open mind to support and assist Farmers Home Administration whenever called upon in the future.

I wish to extend my appreciation to State and County staff members who have made my job very satisfying, informative and productive. May the program efforts continue to enhance the "Well-Being" of needy families.

Thanks to the Director of Virginia Cooperative Extension and staff for a pleasant, personal environment and working relationship during my stay at the University. I will invariably remember the many kind and helpful program suggestions generated by Virginia Cooperative Extension.

Maclin

MARCH 1994

Photo by: Ro – Collie

Imagination is more important than knowledge.
Albert Einstein

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Florence Tel: 902-3196 P. Edward Co.		1 Open	2 VSM Tele-Conf. Planning	3 VSM Staff Conference	4 Open	5
6 Lloyd 257 1556	7 VSM	8 Open	9 Fairmont Sm HA Office	10 Brunswick Farm Visits	11 Open	12
13 Lee 287 1580	14 VSM Contacts	15 Open	16 Sm. HA Charlottetown	17 Secretary 10:30 Ben Lee S.N. Farm Visits	18 Open	19
20	21 VSM Staff Conference	22 Open	23 Prince Edward Farm Visits	24 Open	25 Open	26
27	28 VSM Planning	29 Open	30 Open	31 Management 10 am VSM		

JAN 26 1994 BYD.02139 cc:SD 6

BI-MONTHLY REPORT
NOVEMBER AND DECEMBER, 1993

H. L. Maclin
Visiting Professor

Visitation to FmHA County Offices in Farmville, Chase City, Courtland, and Brunswick to secure SDA updates and general information related to SDA borrowers. It is encouraging to find improvement in loan payments and Farm and Home Plans for 1994. FmHA County Supervisors indicated that the Farm Management Program coming from VSU is having a tremendous impact on borrowers farming systems. Many borrowers are beginning to realize the importance of enterprise record keeping. With the awareness of non-profit enterprises, borrowers and small farmers should be able to increase farm profits.

Five socially disadvantaged farmers contacted me concerning the SDA program. Some are interested in loans to purchase farms, and others are looking for funds to establish livestock and poultry enterprises. I visited several of these farmers and frequent contacts were made by phone to answer questions or provide information relating to the FmHA program.

Participated in two farm management meetings at VSU on November 30 and December 15. Places visited in conducting the SDA program were Farmville, Courtland, Cumberland, Chase City, Valentines, Warfield, Dolphin, Baskerville, and Crewe.

Other activities involved maintaining good public relationships with Virginia Cooperative Extension and Virginia State University through participation and involvement in Thanksgiving and Christmas events on the University campus.

Considerable time was spent with the Farm Management Specialist in planning FmHA borrowers workshops to be conducted in January and February of 1994. I took some time out to enjoy the "Holiday Seasons" (Thanksgiving and Christmas).

During the next reporting period I am planning to work closely with farm planning and financial management workshops; also SDA borrowers Farm and Home Plans.

Will attend and participate in the Farmer Program Training January 26-28, 1994.

JANU Y, 1994

Imagination is more important than k ge.
Albert Einstein

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
2	3 HSL Planning	Petersburg Telephone Contacts	4 Petersburg Office Appointments Planning	5 High School Career Fair SOA-FHA Workshop 12 Noon	6 Open	7
9	10 HSL Program Planning	11 Open	12 Nottoway County Farm Visit	13 Open	14 Open	15
16	17 HSL Program Planning	18 Chase City SDA Workshop	19 Open	20 Lawrenceville Farm FFA Workshop 6pm Fire House	21 Open	22
23	24 HSL Staff Conference	25 Open	26 Appointments Petersburg	27 Open	28 SDA Farm Bureau Staff Meeting HSL 10AM	29
30	31 Appointment Farm FFA Workshop 7pm Ext. Office					

THE HUMANE SOCIETY OF THE UNITED STATES

BYD.02141

DECEMBER 1993

Imagination is more important than kn

...ert Einstein

Maclin, H. C.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 Petersburg Telephone Contacts	2 Open	3 Open	4
5	6 VSL Staff Conference	7 Open	8 Valentines Farm Visits	9 Open	10 Open	11
12	13 Petersburg VSL	14 Open	15 Tom Flynn Staff Meeting 10 AM	16 Lunenburg Farm Visits	17 Lunenburg Open	18
19	20 VSL Staff Rpt Telephone Calls	21 Open	22 Westport Farm Visits	23 Cottaway Sunbridge Farm Visits	24 Open	25
26	27 Open	28 Open	29 Open	30 Open	31 Open	

THE HUMANE SOCIETY OF THE UNITED STATES

BYD.02142

9

Photo by: Ho — Collie

NOVEMBER 1993

Imagination is more important than knowledge.
Albert Einstein

Hermon Maclin, Visiting Professor

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 VSU Telephone Contacts	2 Open "H"	3 VSU Reports Tele-Calls	4 Petersburg Staff Conf.	5 Open	6
7	8 VSU Reports	9 Open	10 VSU Reports Farmville 9-11	11 Southampton County Farm Visits	12 Open	13
14	15 VSU Staff Conf. Planning	16 Open	17 Buckingham County Farm Visits	18 VSU Planning S.C.S. Seminar 3:00-4:00 PM	19 Open	20
21	22 VSU Tele Contacts	23 Open	24 Open	25 "H"	26 Open	27
28	29 VSU Staff Conf	30 SPA Winter Meeting Staff Meeting				

THE HUMANE SOCIETY OF THE UNITED STATES

BYD.02143

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BI-MONTHLY REPORT
SEPTEMBER & OCTOBER, 1993

H. L. MACLIN
Visiting Professor

Fourteen visits were made during this reporting period to SDA borrowers in Greensville, Lunenburg, Mecklenburg, Southampton, and Brunswick Counties. These visits involved updating correspondence from FmHA, existing status, future plans, and assistance needed. My findings were that many borrowers were faced with low crop yields and poor quality products due to the drought. This situation will lower profits and farm income resulting in less money to pay financial responsibilities. Some are looking at alternative enterprises; and others off-farm employment to supplement farm income. A few are trying to obtain family support so as to put forth efforts to raise money and pay off indebtedness. None want to loose their farms.

To soften the needs of the SDA borrowers, there are only a few options based on the current FmHA guidelines. One possibility would be to set up a farming system, including only enterprises that have been proven profitable based on the geographic characteristics of the area. Restructure the loan so that payments will be compatible to the established farming system. "Lease-back payback" is a good option, but it only applies to those borrowers showing a cash flow. What about SDA borrowers not showing a "cash flow" operation? Can a farming system be developed based on available resources that will provide enough farm profit to show cash flow adequate for family living and positive potential of

paying off the loan? These are options that can be initiated and closely monitored by FmHA.

Representatives from the USDA FmHA-EDS Office in Alexander, Virginia, I-MO-FU, a co-worker and I visited and interviewed four SDA farmers in Greensville and Brunswick Counties. The interviews were centered around FmHA Programs each participated in and how effective the program was in solving their problems. What were some of their immediate needs and some of the things they thought might help them. The "feed back" as a result of the visits impressed the USDA visitors very much according to comments at the end of the day. We also visited the Brunswick County FmHA Supervisor's office.

Participated in two farm management meetings involving FmHA and CES Farm Management Specialist at VSU. Assisted two Management Specialists in Southampton and Mecklenburg Counties with programs dealing with on-farm family financial management.

Attended ~~and~~ participated in a Research Field Day on October 26 at VSU's John Randolph Farm, Petersburg, Virginia. Participated in USDA satellite program September 8 at VSU. Met with the Southside Business/Education Commission in South Boston on September 14, and in Farmville September 15. Also on September 15 visited the FmHA office in Farmville, the Cumberland CES office and FmHA State office. On September 24 visited FmHA office in Chase City, and two borrowers in Mecklenburg County.

On October 19 attended an Open House at the new location of FmHA and ASCS State offices in the Culpeper Building, 1606 Santa Rose Road, Richmond, Virginia.

On November 5 attended a "Gala Affair" Agriculture Alumni Banquet at Virginia State University.

Plans are being formulated for Borrowers Workshops to be conducted during the months of December '93, January and February '94. Much time will be devoted working with Management Specialists in planning and executing these programs. Some time will be spent working one-on-one with borrowers requesting assistance.

Photo by: Ron Ki... ...ie

OCTOBER 1993

Imagination is more important than knowledge. Albert Einstein

HERMON L. MACLIN, VISITING PROF.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 Open	2
3	4 VSU Tele-Contracts	5 Petersburg Conference Potential Borrowers	6 Open	7 Open	8 VSU Staff Conf	9
10	11 Holiday	12 VSU Reports	13 Petersburg Conferences for HA	14 VSU Planning Tel. Conf.	15 Open	16
17	18	19	20 LEAVE	21	22	23
24	25 VSU Reports Conf.	26 Randolph Farm Field Day	27 Open	28 Open	29 VSU Farm Planning for HA project	30

BYD.02147

BYD.02148

AUG 06 1992 15

AUG 05 1992

JULY MONTHLY REPORT (1992)
H. L. MACLIN
VISITING PROFESSOR

On July 8, 1992, I visited the last two 1951-S Socially Disadvantaged Borrowers assigned by the State Director (Administrative Notice (AN), Virginia AN No. 540 (1943A) dated December 20, 1991). The purpose of this AN is to provide guidance for the Visiting Professor in an effort to improve the assistance provided to the Socially Disadvantaged Applicants (SDA), particularly those borrowers who are unable to acquire the educational assistance from other sources to interpret correspondence received from FmHA.

The Visiting Professor conducted a total of fifteen conferences with eight SDAs assigned. These SDAs were selected by County FmHA Supervisors in four counties. The Visiting Professor provided timely assistance to these borrowers and made sure they understood all proceedings coming from the FmHA, and their (borrowers) responsibilities during 1951-S processing. The borrowers were informed of their rights under FmHA regulations. It is the intent that no borrower will lose the family farm merely because of lack of information.

In all cases, borrowers have been very receptive and eager to learn more about FmHA and their individual situation. Most borrowers realize their management short-comings, but their financial predicament do not look encouraging for a future turn-a-round.

On July 8, 1992 I visited Sylvester Warren and discussed with him, his daughter, and son some of his related activities and proceedings with FmHA. The following information were revealed.

Sylvester Warren age 67, Courtland, Virginia owns approximately 250 acres of farm and timber land. He grows one hundred acres of peanuts. Of this number, he rents fifty. He also produces two hundred acres of soybeans. fifty acres are grown on his farm and one hundred and

fifty acres are rented. He received social security benefits, the sum of $352.00 monthly. His liabilities from other creditors are Sovern Peanuts Company $40,000; S.P.A. $40,000; and Southern States Corporation $2,500. Indebtedness to Farmers Home Administration was not revealed. He has requested a $14,000 production loan through Farmers Home Administration for the year 1992. He has not paid FmHA anything in several years. He is current in payments with other loaning agencies.

In 1991 twenty six thousand dollar worth of hardwood and pine timber was sold from approximately 100 acres of timberland. Mr. Warren indicated that he and his family cut the trees and paid a trucker to haul logs to the market place. He also stated that the County Supervisor for Farmers Home Administration was aware of the transaction prior to selling the timber. He had held conferences with the County Supervisor and told him he wanted to sell the timber to pay some debts. If this is true, which I have no reason to doubt, the timber was sold in good faith.

Mr. Warren filed for a crop disaster loan in 1991 with ASCS. According to statements from Mr. Warren and Vivian (his daughter) with the right of "Power Attorney", the application was misplaced or left in the office of the ASCS. Since he has refiled for disaster loan with no avail.

Sylvester Warren is the father of 13 children. Three daughters live in his household. One works full time off the farm, one is in trucking partnership business with her brothers, and one helped on the farm. Mr. Warren's wife expired two years ago. His education is limited to the first grade. He says he knows how to farm because he grew seed peanuts 10 years for a seed company in North Carolina. Mr. Warren has hired an attorney to handle his business affairs. Telephone (804) 744-3394.

On July 8, 1992 I held a conference with the wife of Clifton Slade, Surry, Virginia. She indicated that her husband Clifton had suffered a stroke and was not able to carry on his farming and other business activities. His nephew, Glen Slade, conducts the farming operation on his four hundred acre farm.

Since visiting the Slade Farm, I contacted Mr. Slade by telephone for additional information. He indicated that his son, Clifton, was assisting him with his business activities.

I received a telephone call from Mr. Lundy, Chief, Farmer Programs, to contact Mr. George E. Morris, Borrower, FmHA, Hwy Rt. 3, Lancaster, Virginia, who had received 1951-S serving actions to give assistance in filing FmHA package with County Supervisor. George E. Morris was contacted by telephone to obtain a statement on his situation. He indicated that he had been misinformed and needed help in dealing with the problem.

On July 16 1992, I visited Mr. Morris and held a conference with him and his wife. They are retired farmers with an indebtedness of twenty-six hundred dollars ($2,600) owed to FmHA and a four thousand dollar ($4,000) debt with Northern Neck State Bank, Warsaw, Virginia. They rent their farm land for twenty nine hundred dollars ($2,900) annually. Mr. Morris indicated that his son, who lives in the District of Columbia, helps in financial management of the farm. He had received a 1951 Service Action Processing package from the County Supervisors (office at Tappahannock) on June 6, 1992. He asked for assistance in filing package. (His package was completed to be returned to the County's FmHA Office.)

Mr. Morris appeared to have been very disoriented over the 1951-Serving Action process. I indicated to him that he had two options. One, file the application requesting rescheduling of payments; and, two, borrow money and pay off the indebtedness.

Having established credit at the local bank, it appeared to be advantageous for him to borrow the small amount of money ($2,600) owed FmHA and pay off the loan.

As a follow-up to my visit, Mr. Morris was contacted by telephone to check on his decision. He thanked me for the visit and the assistance rendered in guiding him to make the decision to borrow the money and pay off the FmHA loan. He also stated that if I ran for President, I would get his vote.

On July 24, 1992, I participated in the Soil Conservation Service (SCS) tour in Prince Edward County. I had the opportunity to observe a Dairy Lot Rotational Management System and a Poultry Dead Bird Litter System. I was particularly interested in the poultry demonstration because a FmHA borrower is applying for a loan to construct a Dead Bird Litter System on his poultry farm. ASCS will pay 75% of the cost when constructed in accordance to specifications.

I visited and discussed the operation of a Poultry Broiler Enterprise System with borrower Steven Faircloth in Prince Edward County.

I had a conference with the Chief Farmer Programs and the State Director on July 27, 1992. Purpose - administrative procedure.

MONTH [illegible] 7 1992

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
	3 [illegible] Greenville [illegible]	4 Office	5 [illegible] Leadership [illegible] Tel. Brewing (8) Laundry	6 [illegible]	7 Office	
	10 [illegible] Morning	11 Thanksgiving Holiday County Supervisors Health Tennessee Conference	12 Office	13 Office	14 Office	
	17 [illegible] Staff Conf.	18 Office	19 Greenville County Visit Tommy Lowe Richard Barnes	20 Office	21 Office	
	24 Petersburg Staff Conference	25 [illegible] Office Greenville County Board [illegible]	26 Office	27 Office	28 Office	29 [illegible] Reports

BYD.021152

BYD.02153

JUN 15 1992

20

JUN 15 1992

Virginia State University
P.O. Box 9081
Petersburg, Virginia 23803

June 12, 1992

Dear Friends:

Farm ownership loans for socially disadvantaged persons will be discussed in the Town Hall Building, Bank Street, Waverly, Virginia on June 23, 1992, beginning at 7:30 p.m.

The forum will be conducted by Farmers Home Administration's (FmHA) Management Specialist. Lloyd A. Jones, State Director, FmHA will be our guest speaker, assisted by Herman Lundy, Chief of Farmer Programs - both from the FmHA State Office, Richmond, Virginia.

The discussion will be centered on the need, purpose, and benefits from the SDA program to land owners. There will be one hour of allotted time for group discussion on issues related to Farmer's Home Administration programs.

We hope you will attend and participate in these activities. This is your opportunity to meet our State Director and let him know how you feel about the FmHA Program.

Sincerely,

Hermon Maclin
Management Specialist FmHA

FARM OWNERSHIP LOANS FOR DISADVANTAGED PERSONS

FmHA FORUM

June 23, 1992

Town Hall Building
Bank Street
Waverly, Virginia

AGENDA

7:00 p.m.	Opening Remarks	H. L. Maclin
	Introduction Speaker	Herman Lundy Chief, Farmer Programs
	Forum Speaker	Lloyd Jones State Director, FmHA
8:00 p.m.	Group Discussion	Gladys B. Holland Coordinator for Discussion
9:00 p.m.	Closing Comment	H. L. Maclin

MONTH [illegible] 1992

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 Petersburg Collects Telephone	2 Open	3 Richmond Welfare Fair & Program	4 Programming Marshall Experience Training Mtg	5 Open	
	8 Petersburg Eligibility	9 Open	10 Blue City Mecklenburg County Visits	11 Greensville County Welfare Borrowers	12 Open	
	15 Staff Conference NSH	16 Open	17 Kenbridge Fuel Visits	18 Open	19 Open	
	22 Petersburg Telephone Collects Planning	23 Open	24 Farmville Fuel Visit	25 Open	26 Open	
	29 Petersburg Meeting Fair & County Supervisor	30 Open				

22

BYD:02155

BYD.02156

23

JUN 12 1992

Virginia State University
P.O. Box 9081
Petersburg, Virginia 23803

June 12, 1992

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We hope you will attend and participate in these activities. This is your opportunity to meet our State Director and let him know how you feel about the FmHA Program.

Sincerely,

Hermon Maclin
Management Specialist FmHA

BYD.02157

To: FP Chief 24

MAY MONTHLY REPORT (1992)
H. L. MACLIN
VISITING PROFESSOR

On May 7 a management conference was held with Linwood Brown at his home. We discussed his past farming program. We noted low tobacco yields and poor quality. His hog operation wasn't paying off, he had a low soybean yield, and he indicated a need for tobacco rotation system. For the last 40 years tobacco has been planted on the same fields year after year. He admitted to management problems.

Linwood agreed to cooperate with CES and FmHA in developing a better crop rotation system and eliminating his hog project. Plans are being developed to rotate his tobacco crop. Tobacco will be the only crop he plans to grow in 1992. He planted pine seedlings during the planting season to supplement his income.

On May 8 a visit was made to the farm of Richard Barnes, an SDA borrower. He grows approximately 4,000 lbs of flue-cured tobacco, 50 acres of peanuts, and 120 acres of soybeans. His liabilities to FmHA is $140,000. His setback has been due to disaster crop failure over a period of years without insurance protection. Growing corn was his greatest crop failure. He has no plans for growing more corn.

In talking with Mr. Barnes, he is behind in planting this year due to inadequate production money. FmHA has not processed his production loan (PL) he applied for in October 1991. Richard usually is the first to plant crops in his community. He is very disturbed over the time it is taking to process his PL. While visiting him the County Supervisor telephoned to let him know his application has been processed, and will be mailed to Richmond on Monday, May 11.

Applying chemicals to the land and planting seeds in the soil on time, according to recommendations, are very necessary in maximizing crop yields. Based on the telephone calls

I have received this year from borrowers, there is a need for investigation of loan processing systems.

Had the opportunity to meet with USDA staff members and Chief of Farmer Programs on May 13. At this meeting a progress report was made to inform the staff about some of the program activities conducted.

Visited borrower Linwood Brown in Brunswick County to discuss his farm plan. It was noted that his tobacco crop was looking very good. He indicated that he needed some more funds to complete his tobacco fertilizer application program. He seems to have exhausted all sources for financial assistance to no avail.

I received several telephone calls from borrowers seeking information on issues affecting their farming business. For some, referrals were made to the District and State Officers. Others were handled by visits or telephone.

I have been in close contact with County, District and State Offices in planning a district meeting for small farmers to be held in Wakefield Town Hall on June 4 at 7:30 p.m.

On may 26-28, I was in attendance at State Cooperative Extension Service Conference in Charlottesville, Virginia. Time permitted me to discuss rural educational and service programs with members of the CES staff.

Virginia State University
P.O. Box 9081
Petersburg, Virginia 23803

June 12, 1992

Dear Friends:

Farm ownership loans for socially disadvantaged persons will be discussed in the Town Hall Building, Bank Street, Waverly, Virginia on June 23, 1992, beginning at 7:30 p.m.

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The discussion will be centered on the need, purpose, and benefits from the SDA program to land owners. There will be one hour of allotted time for group discussion on issues related to Farmer's Home Administration programs.

We hope you will attend and participate in these activities. This is your opportunity to meet our State Director and let him know how you feel about the FmHA Program.

Sincerely,

Hermon Maclin
Management Specialist FmHA

MAY 21 1992 BKD.02160 cc FP Chief

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United States Department of Agriculture

Farmers Home Administration

MAY 18 1992

May 14, 1992

Mr. Lloyd Jones
State Director
Farmers Home Administration
Federal Building, Room 8213
400 North Eighth Street
Richmond, Virginia 23240

Dear Dr. Jones:

In consideration of our telephone conversation on May 4, 1991, our FmHA staff has scheduled two (2) SDA community meetings. We are happy and very pleased to know that you will serve as our guest speaker.

The first meeting will be held at **Paul D, Camp Community College, Franklin, Virginia on Tuesday, June 2, 1992, at 7:30 p.m.**

The second meeting will be held in **The Town Hall Building, Bank Street, Waverly, Virginia on Thursday, June 4, 1992, beginning at 7:30 p.m.**

You are familiar with the profile used in previous meeting you participated in. The profile will be the same.

Sincerely,

Hermon L. Maclin
FmHA Visiting Professor

HLM:laf

FmHA Farmers Home Administration is an Equal Opportunity Lender. Complaints of discrimination should be sent to: Secretary of Agriculture, Washington, D.C. 20250

1992
APRIL MONTHLY REPORT
H.L. Maclin
Visiting Professor

The month of April began with a trip to Sussex County to visit farmer Phillip Smith, borrower Fm.H.A. and a socially disadvantaged person. Phillip was delinquent in 1991 Fm.H.A. payments and was concerned very much about a production loan applied for in December, 1991. He indicated the "dire need" for the loan to get started with his 1992 farm plan.

Mr. Smith admitted to the management mistakes made in 1991 and what he plans to do about them in 1992. Too much outside labor was one thing that cut into profits. Fuel efficiency was another management problem. His peanut yields were above average. Soybean yields were very low, basically due to droughty conditions.

Smith feels that he can profit in 1992 by his mistakes in 1991. He has adequate seed stock for 1992 planting, which will save thousands of dollars in production cost. He plans to cut labor costs and fuel fifty percent (50%).

Mr. Smith discovered through the Cooperative Extension Services Agent that he was wasting money buying fertilizer and lime that the soil did not need to maximize production. In 1991, fertilizer dealers tested the soils on his farm and recommended fertilizer and lime application. For the year 1992, the Cooperative Extension Service Agent assisted in soil sampling and mailing to laboratory for analysis. Tests were returned indicating no fertilizer and lime application were needed for 1992 crop year.

Smith qualified for disaster payments for his soybean crop.

Payments were expected in April, 1992, and will help in overcoming his crop lost in 1991.

Since my visit with Phillip Smith a production loan has been made through a local bank.

On April 9, a conference was held with Donnie Whitfield in the Office of Cooperative Extension Service, Courtland, Virginia. His primary interest is in farming, although he works a full-time job. He grew some crops in 1990 on the family farm. He plans to farm part-time in 1992. He hopes to get a production loan and a (FOL) loan to buy a farm. Donnie expressed whole-heartedly the desire and love for farming. He impressed me as a good candidate for a (FOL) Farm Ownership Loan. Assistance was provided in making application for a production loan for 1992. Other assistance is pending based on locating a desirable farm for sale.

County Supervisor, Ronald Norton, was visited on the same day to discuss Donnie Whitfield's situation and the assigned borrower, Sylvester Warren.

Ron was impressed and highly recommended Donnie as a good potential borrower.

Sylvester Warren, 1951-S, borrower with liabilities outstanding of approximately $175,000.00. Fm.H.A. holding second Deed of Trust on property. Ron asked me to go out and talk with Sylvester to get a "feel" of the situation. I will be scheduling a visit in May.

On April 10, held conference with County Supervisor, Waverly Brown, to get a progress report on Sylvester Holmes, Tommie Graves

and Mark Reese. Tommie Graves is in the process of completing application for a loan to buy a 47-acre farm. Holmes and Reese are trying to get commitments from owners of land they wish to purchase. I also had the opportunity to visit with Mrs. Mark Reese for an update on loan application. Assisted Mr. and Mrs. George Hendricks in filling out Farm and Home Plan for 1992.

Attended the State Meeting for Farmers Home Administration, April 13-16, 1992, at the Marriott Motel, Norfolk, Virginia. The program content was designed to update the staff on administrative changes and to create a better relationship among Fm.H.A. personnel. Also, to eliminate existing barriers between borrowers and staff members. In essence, to improve the overall structure and image of Fm.H.A. from top to bottom.

Visited James Garnett, County Supervisor, Mecklenburg County on April 29, 1992. I had a very interesting discussion with Jim concerning SDA borrowers: David Oliver and John Boyd, both are part-time farmers working full-time in Northern, Virginia. These borrowers are delinquent in payments, but (classified as 1951-5) in the last year are making payments and showing considerable progress.

John Boyd ~~David~~ Oliver is interested in full-time farming. He discussed his concerns with supervisor and Chief of Farmer Programs.

John ~~David~~ would like to borrow more money to establish a poultry enterprise and build a dwelling for his family. Fm.H.A. is analyzing the potentials of the proposal. No decision at the present date.

Alfred King rents a small amount of tobacco. He is a part-time farmer. He would like to sell his farm to his son, Dennis. If this business deal can be negotiated it would resolve Alfred's liability to Fm.H.A.

James and Shirley Small rented and farmed forty (40) acres in 1990, hoping to purchase the farm in 1991. In 1991, Fm.H.A. made a loan to the Smalls of $85,000 to purchase the farm. It's a one hundred acre farm, 4,000 lbs. tobacco and a dwelling.

The County Supervisor, Garnett, would like to visit and introduce me to these borrowers in May. This should establish a working relationship between SDA borrowers and the visiting professor.

MONTH [illegible] 1992

751-0883

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 Visits Sussex: Phillip Smith Borrower Fm H.A. Ext. Office	2 Petersburg Reports Tel. Contact	3	
	6 VSU Telephone Contacts Planning + Reports	7 South Boston B.+E. Partnership Meeting SCV	8	9 Southampton 10:00 A.M. Ext. Office Donnie Whitfield	10 Lunenburg Visiting 11:00 A.M. Hughes Graves Hendricks	
	13	14 State Norfolk	15 Meeting Mecklenburg	16 Fm. H.A. Waterworks	17	
	20 VSU Planning Programs	21	22 Greenville County Farm Visits	23 Brunswick Farm Visits	24	
	27 Petersburg Staff Conference	28	29 Mecklenburg Blue City Fm. H.A.	30 VSU Reports	1 MAY	

BYD.02165

BYD.02166

APR 28 1992

FIRST QUARTER

REPORTING PERIOD
January 1 - March 31, 1992
H. L. Maclin
Visiting Professor

For the first quarter (1992) a great amount of time was spent visiting by telephone and person to person contacts with County Supervisors, Waverly Brown; Wayne Dail; Charles Featherston, and borrowers located in their jurisdictions. On several occasions conferences were held with the Chief of Farmer programs and the State Director Farmers Home Administration to discuss the issues involved in conducting the Socially Disadvantaged programs and a progress update on some of the day by day activities. Conferences were held with the staff members of Cooperative Extension Services to gather pertinent information on farm enterprise budgets and analysis of farm plans. Whenever necessary, the visiting professor has served in the capacity of removing or preventing obstacles that prevented full participation of those persons in Fm.H.A.'s farm ownership loan program. Have also provided technical assistance to qualified applicants in applying for loans and in developing sound farm and home plans essential for successful farm operation.

L.T. Holmes; Silvester Holmes; Tommie Graves; Mark Reese; and Charles King; Ron Ellis, potential borrowers, were visited and contacted by telephone several times to discuss Operating Loans (OL) and Farm Ownership Loans (FOL) and assisted in developing farm and home plans.

Ron Ellis, by request from County Supervisor Waverly Brown, assisted with developing a feasible Farm and Home Plan. Enterprise options were developed with the cooperation and assistance of Anthony Hankins, Cooperative Extension Services Specialist Alternative Enterprises. Ron had developed a loan budget in excess of $200,000. But in analysis income potentials results showed maximum loan budget of $52,000. No decision has been made to make application for loan through Fm.H.A.

Tommie Graves has filed an application for a loan to purchase a farm. Option papers are being processed. Upon completion, he should qualify for a (FOL) Farm Ownership Loan.

Mark Reese wishes to make application for a FOL. Application is being processed.

Mr. Silvester Holmes, a previous borrower of Fm.H.A. is interested in purchasing adjoining farm consisting of approximately 172 acres. This farm was used primarily for live-stock production (beef cattle) by owner. A considerable amount of land is open, consisting of a very good stand of fescue and grass mixture. No

Visited Steven Faircloth on March 24, 1992 after receiving a telephone call asking for help in management. Also discussed with Wayne Dail, County Supervisor, Steven's situation before making the visit.

Steven has taken Chapter 7. He stated that this was a must in order to clear some of his liabilities. Now he feels secure enough to take care of responsibilities for his poultry (Broiler) enterprise. He stated that he was current in his payments to Fm.H.A.

He was desirous of installing nipple drinkers in the poultry house and building disposal facilities for his chickens. He is filing application for same with Fm.H.A.

An invitation was extended me to attend the Annual Association Meeting the evening of March 24, 1992 in Farmville. In discussions with the Chairman and other members it was indicated that nipple drinkers and disposal facilities will be required by all poultry producers in the near future.

Discussed borrower, Steven Faircloth's poultry enterprise with Wayne Dail. Also, discussed the matter with District Supervisor, Otis Daily. The option of installing nipple drinkers and disposal facilities requested by Faircloth will be required by the Tyson Company in the near future is my understanding.

Participated in a forestry field day and tour sponsored by Cooperative Extension Service, VSU, March 7, 1992. Served on the Governor's appointed "Business/Education Partnership Commission" for Southside Virginia, and participated in two membership meetings.

Attended a swine Contract Operational Meeting in Brunswick County on March 13, 1992 sponsored by Cooperative Extension Services. The meeting involved Carrolls Foods of Virginia Contract Swine Production, an agreement between producer (farmer) and Carrolls Foods of Virginia to grow feeder pigs or/and finished hogs on a percentage contract basis. The company furnishing animal feed and transportation to producer and market. The farmer providing the facility, equipment, labor and management.

Contacted the State Office (Herman Lundy) to inform management process used by the visiting professor in processing borrowers' proposals. Managing the potential borrower before loan application, defining resources, liabilities, income, enterprise, potential and capabilities of pay back.

Linwood Brown

Crop yield very low (tobacco). Quality of tobacco poor, preparing for market poor. Swine production average pigs per sow five per year. He purchases all of his feed. Selling hogs off butchering pole.

Need to improve crop rotation. Tobacco behind tobacco for many years.

Calvin Brown

Trying to lease farm and buy back. Too much of a gentleman farmer. Cannot do much without people around.

Frank Webb and Tommy Lowe in a lease back-pay-back situation. Need assistance in management.

Visited with Mr. Waverly Brown, County Supervisor, to get an update on the status of George Hendricks, Kenbridge, Virginia. He indicated: Limited in educational (4th) abilities.

Assistance Needed:

- Making farm and home plan

- Record keeping (problem area)

- Swine Operation (very poor)

- Flue-cured tobacco (average)

Visited his farm and planned tentative dates for one-on-one conference. Also, visited with Mrs. Dorothy Graves in making application for loan to purchase 47 acre farm.

Visited with borrowers, Calvin Brown; Linwood Brown; George Hendricks, Jr. and Clifton Slade.

Visited an assigned borrower to update his farm and house plan, and to pass on a few management practices.

Discussed, by phone, a complaint made by a borrower in Greenville County (Charles King). The complaint involved an application for a Fm.H.A. Guaranteed Loan to install an automatic nesting system for layers (hens). According to King and his wife, the application was filed in November, 1991. I received the call in March, 1992.

The visiting professor spent considerable time with Waverly Brown, County Supervisor, in conference with Tommie and Dorothy Graves, and Mark Reese and his wife. Both families are interested in purchasing additional land. We also visited Ron Ellis' farm to identify resources.

price has been established for the property estimated at $65,000 - $75,000.

Silvester owns 100 plus acres of land. The land is basically pasture land. He is a beef cattle producer which consist of 30 brood cows and a semmitrol bull. He has adequate farm equipment for operation and liability free. The family is in the process of building a new house on the farm site (pay as you go). At the present time his gross income from beef cattle ranges from $10,000 to $15,000 annually. His wife grows tobacco with a gross income of an average $10,000 annually.

Holmes was involved in an auto accident a few years back resulting in leaving him physically handicapped. He hires a full-time employee. Holmes manages the farm and performs small farm chores. As soon as the selling price of the farm (172 acres) can be determined, plans are to make application for a loan through Fm.H.A.

On January 27, 1992, Vernon Orrell, Farmer Program Specialist, provided some basic training in working with 1951 S. Servicing Actions borrowers. To inform some of the right of appeal and other essentials involved in the process.

State Director, Lloyd A. Jones, requested the visiting professor to visit county supervisors and assist in communicating with borrowers receiving 1951-S. Servicing Actions.

Visits and conferences were held with the following County Supervisors to get an update on borrower assigned. They were:

a. Charles Featherston

b. Waverly Brown

c. Ronald Norton;
also Barry Wright

d. George Haskett

e. Wayne Dail, by phone

Charles Featherston, County Supervisor, indicated assistance needed by the following borrowers:

<u>Richard Barnes (Greenville County)</u>

Grows tobacco and peanuts. Management problem expenses too high for some reasons. He has reduced the size on acreage but expenses remain the same. Some <u>question</u>??

BYD.02170

37

MAR 12 1992

VIRGINIA COOPERATIVE EXTENSION SERVICE

VIRGINIA TECH

VIRGINIA STATE

Box 540
Virginia State University
Petersburg, Virginia 23803

March 9, 1992

Mr. Herman Lundy
Chief, Farmer Programs Division
400 N. 8th Street
Federal Building, Room 8107
Richmond, Virginia 23240

Dear Mr. Lundy,

The enclosed Farm Plan supersedes plan submitted by Mr. Ron Ellis in January 1992. Specialist Anthony Hankins, (CES) Alternative Agriculture and I assisted Mr. Ellis in developing a revised plan that would be feasible and logical to his status.

Mr. Ellis wasn't too pleased over the revised proposal. He plans to meet with Mr. Waverly Brown, County Supervisor FmHA, Kenbridge, Virginia to further discuss his intentions.

We feel that fifty one thousands two hundred dollars would be maximum liability in the case of Mr. Ron Ellis, with this we recommend off farm employment.

Sincerely,

H. L. Maclin
Visiting Professor

HLM/lm

Enclosure

Virginia Cooperative Extension Service programs, activities, and employment opportunities are available to all people regardless of race, color, religion, sex, age, national origin, handicap, or political affiliation. An equal opportunity/affirmative action employer.

An Educational Service of the Virginia Polytechnic Institute and State University and Virginia State University,

SEMI-ANNUAL REPORT

JULY - DECEMBER 1991

H.L. Maclin, Visiting Professor

In the first semi-annual report it was clearly stated that the issues affecting socially disadvantage people were: educational, financial and managerial which indicate the necessity of a training and management system in coherence with the financial assistance rendered to borrowers by Farmers Home Administration. With facts in the proper prospective our program initiative for the last six months were designed to provide some assistance to SDA and SDP that would enhance profitability and success. Also the wise choice of owning or purchasing land whenever feasible.

In an effort to provide assistance to the socially disadvantage people the visiting professor visited twenty-eight farm families, telephoned fifty-four people to plan, execute or evaluate the program and conducted/attended fourteen staff conference. Three multi-county (SDP) meetings were conducted involving state staff program support. Approximately sixty-eight people attended these meetings.

For self improvement, attended three agricultural field days, participated in two training meetings and three State Staff Meetings. In developing better public relationship the agent

serves on the Virginia Governor's (21 member) Business/ Education Partnership Commission for Southside Virginia. Three meetings were held during this reporting period, in which the visiting professor attended and participated. The State Director and Chief of Farmers Program (FmHA) were personally involved and provided administrative leadership in administering the program.

Socially Disadvantaged

In analyzing the restraints of the Socially Disadvantaged as to the successful endeavors undertaken, there is a tremendous need for training and the basic knowledge for success.

To alleviate and improve upon some of the present borrow situation, one-on-one contacts by the visiting professor and community meetings were conducted to establish a relationship between SDA and the State Administration Lenders. So far three meetings were held involving Farmers Home Administration personnel. The first meeting was held in Farmville, Virginia approximately eighteen Socially Disadvantaged people were in attendance along with the County Supervisor, Wayne Dail. Representing the State Office were Ada Marshall and Herman Lundy, Chief of Farmer Programs. A brief overview of the purpose of the meeting was presented by Wayne Dail, County

Supervisor FHA. The stated essence was to inform and update people on issues affecting the Socially Disadvantage and Farmers Home Administration. The role of the visiting professor was described as an active link between the S.D.P. and the Chief of Farmer Programs and State Director, as to the issues affecting the Socially Disadvantaged. The Chief of Farmer Programs, Herman Lundy, outlined and discussed in details the background for the establishment of funds for farm ownership loans to eligible members of Socially Disadvantaged groups who will operate family-size farms, and the benefits anticipated as a result of the program.

The three key points in his discussion, emphasized very clearly by Mr. Lundy: intent of FmHA:

- Make funds and farmland in the possession of FmHA more available to socially disadvantaged persons.
- Discover and remove obstacles that prevent the full participation of those persons in FmHA farm ownership loan programs.
- Provide necessary technical assistance to qualified applicants in applying for the loans and in developing the sound farm management practices essential for success in their farming operations.

Ada Marshall, Coordinator Civil Rights expressed her concern of equal treatment for all borrowers and their rights of appeal. Group discussion followed each presentation. Based on the reaction of the people information presented was informative and appreciative.

On the evening of October 29, and December 18, 1991 starting at 7:30 P.M. a second and third meeting were held in Brunswick and Lunenburg for the socially disadvantage people to inform and develop a closer relationship between the social disadvantaged people and the State Director, Lloyd Jones, from the point-of-view of FmHA program design. These meetings were well attended. Representatives from the State, Lloyd Jones and Herman Lundy; from the District Offices, Berry Wright and Otis Dailey; representing the Counties Office were Supervisors Charles Featherstun, Waverly Brown, and Wayne Dail. Dr. Thomas Law, president, St. Paul's College, Lawrenceville, Virginia, represented the College's while Gladys Holland, CES VSU, Richard Booker, Assistant Director, CES VSU and Richard Cagan, CES, CRD VSU were representatives of Virginia State University, Petersburg, Va.

Herman Lundy, Chief of Farmer Programs described the purpose of the meetings as a method of establishing better understanding of Farmer programs and the State Directors's office.

It is very important for State FmHA staff and the socially disadvantage to be able to relate with each other and discuss issues involving FmHA and the people directly affected by the program, concluded Mr. Lundy.

Lloyd Jones, State Director, was the guest speaker at both meetings. He started off with creating a positive attitude of FmHA by informing the people of his concerns of issues affecting them and their concerns were problems that concerns him and the entire staff of Farmers Home Administration. Mr. Jones discussion was indicative of bringing the people and the staff of Farmers Home Administration closer together in dialogue, positive thinking and affirmative action. Mr. Jones left no doubt in anyone mind of his sincerity in the well being of the socially disadvantage people. He open the doors to the State Office in welcoming the people to telephone or visit for a conference at anytime or whenever an issue can not be resolved on a county or district level. Jones sensitivity of the people problem projected over the audience like a beacon light. The people could feel his concerns and reacted in response.

Mr. Jones was seriously concerned by the lost of land by SDP and the need for more people to re-think their priorities. The meetings were designed to accommodate a low profile where

everybody felt very much apart of the discussion. The discussion periods were extended beyond allotted time in order to give everybody the opportunity to participate.

The need for a training system for borrowers and county FmHA board members were emphasized during the meeting. Farm management and closer check on SDA resources, capabilities, and past farming history were mentioned as very important components for successful farming enterprise.

These meetings provided an opportunity for people to meet the State Director and ask question concerning FmHA programs. A total of sixty eight people participated in these meetings conducted by the visiting professor. These conducted meetings were the beginning of a series of group meetings planned in the future. We can assume that the results of these group meetings strongly emphasizes the importance of initiating educational assistance programs for S.D.P. and FmHA personnel. The need for Cooperative Extension Service assistance in Farm Management; Budgeting; Enterprise selections, alternative enterprises; and in developing a feasible family farm.

The visiting professor attended and participated in a "Small Farmer Training Assistance Project Meeting" in Washington, D.C., September 18 - 20, 1991. Representatives from several states participated in the program sponsored by the National FmHA Administration Office. An exchange of ideas and methods used to assist the socially disadvantaged were presented by organized discussion groups. The meeting resulted in providing a vast number of approaches to the problems of socially disadvantage people. Also, provided some successful examples of assistance to family farmers.

HIGHLIGHTS OF SMALL FARMER CONFERENCE - September 18-20, 1991
Washington, D.C.

OVERVIEW OF NINE STATES PROGRAMS:

Effective Teaching, Training and Success

1. - One-on-one technical and financial assistance
   - Technical assistance to include farm, home and goals of family
   - Estate planning for black land loss and property transfer between generations and need for wills
   - FmHA borrowers only to outreach primarily
2. 1890 project Cooperative Extension Program (CESP) staff to attend FmHA training meetings to remain abreast of changes, issues and reverse.
3. How to set up SDA project - joint decision within the State between CEP and FmHA to address the need of State and county, i.e. technical assistance to FmHA borrowers to emphasize SDA

outreach.

4. How to get farmers more involved - let the farmer pick the time and place, build around issues or current problems, build around social activities or groups, i.e. churches, friends on technical tours (civic organizations and public assemblies).

5. Develop materials more suitable to that clientele, i.e. FmHa record book is too difficult choose another, i.e. CES " ", recipe budget box.

6. Develop a student program to create positive image for agriculture High School, 1st grade-up, film on Hi-Tech harvest, tours to campus, etc.

7. The Council of 1890 presidents and interested farm groups should put pressure (lobby) to appropriate the $10M that has been authorized.

8. Problems if continuity of program is disrupted.

<u>To Assure Delivery of Programs and Training</u>

FmHA should be responsible for adequate ongoing training of SDA employees:

a. 1890 Institution develop news articles, pamphlets, radio and TV programs for delivery to target clientele; must be reviewed and approved by FmHA for technical accuracy prior to delivery to news media and public.

The 1890 extension personnel working with the SDA Project are provided orientation training by the 1890 and 1862 Land Grant Institutional personnel and FmHA State Office.

During the year follow-up training should be provided by FmHA and technical subject matter specialists from the Extension Service.

Cooperative Agreement with 1890 - FmHA

1. Model document
   - good
   - allows for flexibility
2. Paperwork/Reporting
   - standardized
   - minimized
3. Evaluation Criteria
   - quantifiable and realistic for Part I?
   - Part II criteria = more important
4. Success/Continuity
   - If project is successful, funding for following cycle should be automatic (18 months=relatively short)
   - 1890s' responsibilities for continuity
   - strengthening 1890s' programs

FmHA Loan Servicing/Processing

FmHA Supervisors should use all available agencies to assist in coming up with a suitable farm plan. The potential borrower can go to the Agricultural College, Extension Service, to assist with initial preparation of a farm plan. FmHA County Supervisors should assist in imputing data once received from the borrower. County Supervisors must adhere to

the statutory requirement for 30 day and 60 day milestones for processing and notification of loan applications. A piecemeal approach on the part of the borrower in disclosing debts and FmHA notification incomplete request will delay processing.

Assessment of Applicant Potential For Success

Investment - Other resources

Grantee should work with individuals who have a potential for success. 1890 county extension representatives should screen applicants, their resources and investments and their capability for success before bringing them to the FmHA Office. Those who are poor candidates for success should be told.

The 1890 Institution needs to be an active participant in County, District and State FAC meetings with other public and private institutions and entities invited at local level as appropriate.

Continuing Extending Projects To Avoid Breaks in Service

FmHA should:

Invite proposals and extensions in a timely manner with specific timeframes.

Statement: Need for Cooperatives

1. Small farmers should be encouraged and assisted to assemble themselves in production units/cooperative in order to meet market demand, receive greater return on investments, share

cost of cooling, grading, packing and transporting products to market.

2. USDA should assist cooperatives/production units with mechanism for financing of processing and marketing facilities by direct loans if guaranteed loans are unavailable.
3. Hold small farm conference on alternative farm enterprise. Include representative from successful cooperative presenters at conference.

In regard to funding for alternative farm enterprise:

a. The Administrator should clarify and strengthen the policy statement on financing alternative agriculture enterprise.

Recruiting and Retaining Ag Students

Recruitment can begin with an approach to careers in agriculture education at an early age, teaching students about the wide array of jobs related to agriculture.

Retention efforts may be tied to productive internships and cooperative experiences plus tutorial programs and exposure to other agency staff as occasional teachers using innovative teaching techniques and field trips.

All 42 USDA agencies should be involved in recruitment for interns, cooperative education and other types of employment opportunities at both high school and college level.

How Can We Get More Dollars For Alternative Enterprises

Involve all agencies to make a complete analysis of farm potential by looking at alternative enterprises that are profitable. County Supervisors should provide guidance as well as the Extension Service.

1. Procedures and 1890 representatives need to do a better job of developing crop budgets, marketing plans and so forth (financial data).
2. Training FmHA employees on financing alternative crops.
3. Involving lenders (sell alternative crops).

Evaluation Summary Statement

In evaluating the program efforts, one must conclude that the socially disadvantaged people have been denied opportunities to fully participate in a bias society. This situation had a degenerating effect on the economics, educational and social development of socially disadvantaged people. To the extent of lost of land ownership, economic depression, deprivation of job opportunities and inferior educational systems.

Land loss among blacks continue to climb above the average of all ethnic groups. There are a few purchases but land losses are much greater than the gains. The trend for black land ownership look bleak. Economic change could reverse the land ownership trend among (SDP) socially disadvantage people. The

future will tell.

In conducting program efforts, emphasis on economic development through better resource management, educational training and self esteem were priorities in program execution. Group community meetings one-on-one contacts, mass media, bulletins, letters, tele-communication and conference were the methods employed to upgrade socially disadvantaged people.

Although the program initiatives had some impact on the well being of (SDP) socially disadvantage people there still remains a wide economic and social gap between ethnic groups in the state of Virginia.

A Farm Loan Application to Establish Commercial Production of Pastured Poultry on my Farm in Lunenburg County

Submitted to Farmers Home Administration

By - Ronald J. Ellis
1928 Berkeley Avenue
Petersburg, VA 23805
Phone - 804-732-1204

Introduction

New meat products being sold from several commercial farms in Virginia come from "pastured poultry" in the form of processed broiler and roaster chickens. "Pastured poultry" refers to chickens that are fed and grown outside within portable pens on clean grass pastures. Pastured poultry are often also called "range poultry." These poultry products offer consumers an alternative to the broiler and roaster chickens grown within confinement buildings by farmers under contract with large vertically-integrated poultry companies. Many consumers are glad to have an alternative to the poultry products offered for sale at supermarkets because they have concerns about the safety of the big brand name poultry products. A great deal of media attention on the vertically-integrated poultry industry has made consumers worried about cleanliness, salmonella and adulterants. Consumers have learned that chickens raised within 3/4 square foot of living space must be fed high levels of vitamins and antibiotics to grow. They do not like the images seen on television of the huge automated poultry processing plants operated by the big companies. Those processing plants do not appear to be clean and wholesome.

The vertically-integrated poultry companies have recently caused financial hardship for a number of Virginia farmers. Farmers who borrow money to build confinement buildings under contract arrangement with the big companies must face the risk that their company will move operations away from them at some point in the future. This has occurred at several locations in Virginia in recent years. The farmer is left with big buildings, big debts and no markets for any broilers they may raise.

Pastured poultry are sold at retail prices directly to consumers and at wholesale prices to restaurants and health food stores. On farm processing assures cleanliness and same day freshness of all poultry sold. Pastured birds offer a completely different meat to the consumer than the big broiler house birds.

The flavor is different. Many restaurant chefs prefer to serve pastured poultry or "range poultry" to their customers because they believe that the flavor is superior to that of factory floor chickens. Prices paid for pastured poultry are normally twice as high as prices paid for regular broilers ($1.00 per lb. versus $.50 per lb.).

Commercial production of pastured poultry has proven to be a profitable enterprise for family farm operations. The best person to contact to discuss the viability of this enterprise is Mr. Joel Salatin, owner of Polyface Farm Inc., near Staunton, Virginia. Mr. Salatin has been producing and marketing pastured poultry from his farm since 1965. He developed the flock feeding and management system that will be used on my farm in Lunenburg County. (see attached Pastured Poultry Manual).

Mr. Salatin may be reached at 703-885-3590.

Objectives

To establish commercial production of 20,000 broiler and roaster chickens annually on my 84.5 acre farm in Lunenburg County.

To process and market 20,000 broiler and roaster chickens annually from my 84.5 acre farm in Lunenburg County.

Method

In April, May and June of 1992, construct 100 floorless cages 10 feet by 12 feet by 2 feet high.

In July of 1992, construct a brooder house with heat lamps for raising baby chicks. Upon completion, purchase 11,000 chicks and begin raising them.

On August 1, 1992, stock 10,000 pullets in the 100 portable pens and grow them out until mid-October. Market these chickens.

In mid-April of 1993, stock 10,000 pullets in the 100 portable pens and grow them out until the end of June. Process and market these chickens.

In early July of 1993, stock 10,000 pullets in the 100 portable pens and grow them out until October. Process and market these chickens.

Continue to produce and market two crops of broiler and roaster chickens each year (20,000 birds).

Budget 1992

Portable pen materials	$10,000
Purchased feeds	4,000
Scalders and pickers	2,000
Brooder house materials	800
Baby chicks (11,000)	2,500
Hired labor	2,000
Utilities	2,000
Transportation	1,500
Total costs	$25,000
Gross income from sale of 10,000 roaster chickens	$20,000
Net income for 1992	(-$5,600)

Budget 1993

Purchased feeds	$ 9,600
Baby chicks (22,000)	5,000
Hired labor	4,000
Utilities	4,000
Transportation	3,000
Total costs	$25,600
Gross income from sale of 20,000 roaster chickens	$40,000
Net income for 1993	$14,400

Loan request from Farmer's Home Administration to establish commercial production of pastured poultry on my farm in Lunenburg County in 1992 and 1993:

$51,200

VIRGINIA COOPERATIVE EXTENSION SERVICE

VIRGINIA TECH

DEC 13 1991

VIRGINIA STATE

Box 540
Virginia State University
Petersburg, Virginia 23803

Virginia State University
P.O. Box 540
Petersburg, Virginia 23803

9 December 1991

Dear Friends:

Farm ownership loans for socially disadvantaged persons will be discussed in the Agriculture Service Building, 116 Commerce Street, Kenbridge, Virginia on December 18, beginning at 7:00 p.m.

The forum will be conducted by Farmers Home Administration's Management Specialist. Lloyd A. Jones, State Director, FmHA, will be our guest speaker, assisted by Herman Lundy, Chief of Farmer Programs - both from the FmHA State Office, Richmond, Virginia.

The discussion will be centered on the need, purpose, and benefits from the SDA program to land owners. There will be one hour of allotted time for group discussion on issues related to Farmers Home Administration programs.

We hope you will attend and participate in these activities. This is your opportunity to meet our State Director and let him know how you feel about the FmHA Program.

Sincerely,

Hermon Maclin, Management
Specialist FmHA

HM:lm

Virginia Cooperative Extension Service programs, activities, and employment opportunities are available to all people regardless of race, color, religion, sex, age, national origin, handicap, or political affiliation. An equal opportunity/affirmative action employer.

An Educational Service of the Virginia Polytechnic Institute and State University and Virginia State University, Virginia's Land-Grant Institutions, with U.S. Department of Agriculture and Local Governments Cooperating.

MONTH March, 1992

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	2 VSH Contracts W. Brown B. Wright Planning	3	4 Brunswick Charles Featherston Records update SDA	5 Petersburg Reports	6 Greenville Visit SDA	7 Field Day VSH
	9 OPEN	10 OPEN	11 VSH Report Telephone	12 Amelia Farm Visits Holmes Ernie Rece	13 Brunswick L. Brown C. Brown	MAR 06 1992
	16 VSH Conference	17	18 Farmville Longwood College Business Ed. Conference	19 Surry Smith H. Farm Visit CES.	20	
	23 Petersburg Contts. Reports	24	25 Southampton Fm. H. A.	26 Kenbridge Fm. H. A. Farm Visits	27	
	30 VSH Staff Conference	31				

BYD.02188

MONTH February 1997

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	3 Reports Conference Telephone	4 Farmville Southside Bus & Ex Annual Meeting	5 Reports VSU	6 Petersburg Telephone Contacts Reports	7 Lunenburg Farm Visits	
	10 Preparing Reports	11 Open	12 Reports	13 Open	14 Open	
Mlk	17 Petersburg Staff Contacts	18 Open	19 Reporting &	20 Reports	21 Open	
	24 VSU Staff	25 Open	26 Reports	27 Open	28 Open	

BYD 02189

MONTH January 1992 JAN 1992

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 "HOLIDAY"	2 Petersburg Planning	3 VSU Conferences Telephone	
	6 VSU	7	8 South Hill Chase City	9 Farmville Fac. H. A.	10	
	13 VSU	14	15 Southampton County Farm Visits	16 Emporia Farm Visits Greenville County	17	
	20 ~~Richmond State Office~~	21	22 Open	23 Group Meeting	24	
	27 VSU	28	29 Open	30 VSU Staff Conference	31	

BYD.02190

MC'ITH December H.L. MACLIN 3.91

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Gregory Scarborough (804) 442-4441	2 VSU Staff Conf.	3 Agri Outlook '92	4 Chase City Fm. H A Supervisor	5 Agri Outlook 1992	6 Open	
	9 VSU Program Planning	10 Open	11 Lunenburg FmHA Leader Meeting (Tentative)	12 Painter Virginia Farm Visit Gregory Scarborough	13 Open	
	16 VSU Staff Conference	17 Open	18 Clarksville Fm H A Leader Conference (Tentative)	19 Valentines Fitzhugh Farm Visits (Management)	20 Open	
	23 VSU	24	25 LEAVE	26	27	
	30	31	LEAVE			

BYD:092191

MONTH November / December 19 91

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 Open	
	4 VSU Planning	5	6 Open	7 Open	8 VSU Ag. Field Day	
	11 VSU	12	13 Open	14 Open	15 VSU Ag. Banquet 6:30 pm	
	18 VSU	19 Longwood College SS. Business Education Commission	20 Open	21 Open	22	
	25 VSU	26	27 Open	28 Thanksgiving Holiday	29	

BYD.02192

BYD.02193

OCT 17 1991

Virginia State University
P.O. Box 540
Petersburg, Virginia 23803

16 October 1991

Dear Friends:

Farm ownership loans for socially disadvantaged persons will be discussed on October 29 beginning at 7:00 p.m. in the Government Building located on Tobacco Street, Lawrenceville, Virginia.

The forum will be conducted by Farmers Home Administration's Management Specialist. Lloyd A. Jones, State Director, FmHA, will be our guest speaker, assisted by Herman Lundy, Chief of Farmer Programs - both from the FmHA State Office, Richmond, Virginia.

The discussion will be centered on the need, purpose, and benefits from the SDA program to land owners. There will be one hour of allotted time for group discussion on issues related to Farmers Home Administration programs.

We hope you will attend and participate in these activities. This is your opportunity to meet our State Director and let him know how you feel about the FmHA Program.

Sincerely,

Herman Maclin, Management
Specialist FmHA

HM:bb

RECEIVED
OCT 17 1991
P.M.

MONTH [illegible] 19[illegible]

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2 USA Citizen	3 Staff Conf. Tele Relia	4 [illegible] Staff Conf	
	7 USA	8	9 Expire	10 [illegible]	11	
	14 [illegible]	15	16 [illegible]	17 [illegible] Conference Meeting	18	
	21 [illegible]	22	23 LIAM	24	25 [illegible]	
	28 USA	29	30 Open [illegible]	31 Open		

BYD.02194

MONTH 9 [illegible] 19 91

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 "H"	3	4 VSU Evette 12 Office Visit + 10:AM petersburg	5 Open	6	
	9 VSU Staff Conf.	10	11 Richmond Tentative Sm. H.A. 10:AM Landy	12 Open	13	
	16 VSU	17	18 Traveling To DC	19 Work Shop Washington D.C.	20 Work Shop Washington D.C	Traveling from DC
	23 VSU Exec. 6:00 PM	24	25 Open	26 Open	27	
	30 Open					

MONTH August 1991 AU 1991

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1 VSU petersburg	2	
	5 Petersburg Staff Conf.	6	7 Open	8 Surety Hopewell Field Day	9	
	12 K.A.A. 8 A.M. petersburg VSU	13	14 Open	15 Open	16	
	19 Open.	20	21 Open	22 Open	23	
	26 Open	27 Randolph Farm "Field Day"	28 Open	29 Open	30	

BYD.02197 FP cc: SD

JUL 16 1991

SEMI-ANNUAL REPORT

Hermon L. Maclin
(Visiting Professor)

Farmers Home Administration
Virginia State University
Petersburg, Virginia
June 30, 1991

The visiting professor serves as an adviser to the State Director in matters concerning Black-owned farms and other socially disadvantaged borrowers. Efforts are made to enhance management of socially disadvantaged farm families and to establish a closer rapport with Virginia State University.

In an effort to focus attention on objectives of the Socially Disadvantaged Program, the visiting professor performed a varied number of activities. Seventy eight (78) days were spent during the months of January through June 1991 conducting the program.

Special emphasis was placed on locating and assisting socially disadvantaged families who may qualify for FmHA assistance; to inform and advise the general public and special interest groups about available FmHA agricultural assistance; to identify resources available to SDA; and to make recommendations for alternative farm enterprises which would enhance profitability.

Socially Disadvantaged Program (SDA) objectives were presented to members of the NAACP in Brunswick and Mecklenburg Counties. Programs were duplicated, in Charlotte and Halifax Counties, February 20 and 28 respectively to members of the County Assembly. Total attendance at the meetings was 140. A workshop was conducted in Farmville, Va on March 20, 1991.

Approximately 15 people attended this activity in the ASCS Conference Room. The Chief, Farmer Programs and the Civil Rights Coordinator made presentations. Mr. Herman Lundy, Chief, Farmer Programs, outlined the procedures and requirements for obtaining SDA loans, what is required from the borrowers and what to expect from Farmers Home Administration (FmHA). Ms. Ava Marshall, Civil Rights Coordinator expressed her concern about equality of treatment for all borrowers as provided by the Civil Rights Act, and your right to participate.

The duties of the visiting professor and the program objectives were defined in common terms to clarify some of the terminology. For example there were questions concerning the eligibility for a SDA loan. Can an individual receive a loan on the basis of sufficient education or training without having farming experience (within one year of the last five)? This question needs further clarification so as to leave no doubt in anyone's mind on the matter of qualification for borrowers.

Wayne Dail, County Supervisor, FmHA, extended an invitation and encouraged borrowers to visit his office for assistance at anytime. Cooperative Extension Service (CES) was represented at the meeting by Kylor Reed, Agent, and Warren Scott, Technician. The participants expressed their appreciation for receiving a better understanding of the SDA and FmHA at-large program.

Six visits were made to discuss the SDA Program with FmHA

Supervisors in Halifax, Lunenburg, Prince Edward, Southampton, Brunswick and Mecklenburg Counties. A list of SDA borrowers were provided by the County Supervisors that perhaps would need some managerial help. Conferences were conducted with Cooperative Extension Service in Dinwiddie, Greenville, Southampton, Brunswick, Lunenburg, Nottoway, Sussex, Surry and Amelia Counties. Each Cooperative Extension Service unit was provided with a overview of the FmHA SDA programs and was asked to serve as an educational source to inform the public.

Twenty on-farm visits were made during the work period. Discussions involved crops to plant for profit, non-profitable crops for the farming area, and general management practices. On several occasions visits were made to inform the borrowers about the SDA programs.

Approximately 100 telephone calls were received and made to discuss program objectives, planning activities, scheduling appointments, and responding to request. Many conferences were held with the Chief, Farmer Programs (Herman Lundy); staff members Gladys Holland, Joel Plath, and CES Director Dr. Lorenza Lyons and Vice President Dr. Clinton Turner.

At the request of Ben Lee, Vocational Agricultural Instructor, Southampton County a "pep" talk was given to 18 high school students enrolled in vocational agriculture at the Southampton High School, Courtland, Virginia. The discussion

involved the importance of securing a good education for personal satisfaction or self-esteem, for public service, economic future, better livelihood, a resource for better community development, and the "Well Being of the Family." Outlined career opportunities in areas of agriculture and related occupations, and what is required in order to compete with the "working world?" Closing remarks were centered around the agricultural program at Virginia State University and would like for each class member to consider attending The State Land Grant University.

A very small number of people attending the group meetings were engaged in farming. Nevertheless, the people were interested in knowing more about the FmHA programs for the benefit of informing others who may need the service. Several farmers indicated their desire for further contacts with the representatives from the FmHA. The names, addresses and telephone numbers are a part of our files at VSU for the purpose of future contacts.

The on-farm visits with borrowers indicates a need for better farm records. Record books are provided but very few farm enterprise records are kept. This creates a problem when time comes for farm planning. There is no way of pin-pointing profitable farm enterprises without records of the past farming year. Although there are crop and livestock budgets available

each farming operation is different. So the average budget in many cases are not applicable. Many farm operations need assistance in decision making. If the operation is without any records of the last years cropping system, it is hard for operators or management specialist to make the right decision for the current year. A farm management specialist knowing the land capabilities for the State of Virginia could inform the farm operator what to expect in return from each enterprise.

Judging from observation, capital investment is one of the major causes for the situation borrowers are confronted with today. A large number of borrowers have purchased additional tractors for certain jobs only, to avoid the time it takes to change equipment. The same job in many instances, can be done with one tractor. This management system cuts profits and should be closely monitored.

Traditional farming is one of the major obstacles of many socially disadvantaged farm families today. Growing a set number of acres of grain, so many acres of hay, etc., because of tradition, can be costly to the farming operation. The cropping system should be designed to fill the needs of the operators and at the same time show a profit. For an example, corn cannot be grown in South Central Virginia for a profit based on current prices. The cost input per acre for corn on the average is about $240.00. Average corn prices paid to producers amount $2.40. A

very few farmers will average 100 bushels of corn per acre. At $2.40 per bushel this is only the "break-even point." For assurance reasons only, corn production in a livestock operation may be justified.

There are other farm enterprises that should be eliminated in farming situations in order to establish a profitable unit. These factors must be taken into consideration when we establish farm plans for borrowers. Cooperative Extension Service and CSRS at Virginia State University have established farm enterprises designed for small farmers. Some of these enterprises could be profitable for some borrowers.

The socially disadvantaged borrowers are confronted with many management problems. A large number were "share croppers" before becoming borrowers and potential owners. They are confronted with new horizons - decision making. Quite often, the wrong decision is made, resulting in poor farm management. Perhaps this could have been prevented through some form of educational channel. Maybe a farm management backup system. During the several conferences with FmHA County Supervisors, it was indicated that the socially disadvantaged borrowers needed more assistance in management and that the existing condition of FmHA (S-51) could have been because of poor supervision.

Many socially disadvantaged borrowers become worst off financially as a result of borrowing money and over-extending

their capabilities to manage their farming operation than they were before making the loan. When this type of situation occurs the relationship between the borrowers and Farmers Home Administration changes from a positive attitude to a negative attitude. In this state of affairs the image of the loaning agency culminates into a very undesirable state of being. To prevent or reduce to the minimum discontent between both parties, perhaps an analysis of the past records should be made to determine what went wrong; based on findings establish guidelines and procedures that will better fit the needs of SDAs and not their destitutions.

Socially disadvantaged people will continue to be victims of landownership losses unless something can be done to instill in the minds of young people that "owning land is a precious heritage and without it, there is no legal independency to live on."

Most of our professionals in teaching positions have taught our youth to endeavor in careers other than agriculture. This in many respects, have dampened the minds of young people and their appreciation for land ownership. Blacks who lived on and farmed the land operated with limited resources. This created hardship for many Black families causing many family members to leave the farm and the land with no intention of returning; nor maintaining family ownership. Blacks who worked as share-croppers worked

hard, but owned nothing. They were poorly educated and whenever the opportunity presented itself they would migrate to towns and cities with an attitude of HATE for land.

Recommendation

In order to be more serviceable in making loans to the socially disadvantaged clientele, FmHA should take a closer look at guidelines in determining eligibility for socially disadvantaged applicants. For example, potential borrowers with farming experience or training in agriculture should be considered not on the basis of having farmed one year of the last five, but on the basis of farming experience, agricultural training, managerial ability, available resources and other human traits important to successful business endeavors.

SDA needs more on-farm management assistance during the production of farm enterprises. Perhaps more when the borrower has farmed as a tenant, when all farm management decisions were made daily by the landowner. Being accustomed to executing decisions and not making any, puts the borrower in a situation where management becomes a new chore that is difficult to cope with, from the standpoint of making the right decision. A farm management specialist could assist these borrowers whenever these problems occur.

A closer check on farm machinery, equipment and buildings should be done to ascertain proper maintenance. Through my

observation some borrower's roofs on buildings are falling in because of negligence. Machinery is improperly housed and in need of repairs.

Farm enterprise recordkeeping should be enhanced and put on the priority list of demands. Maybe the official FmHA record book should be revised to better fit the requirements and at the same time much easier for the borrower to record farm transactions. More emphasis and time should be considered in writing individual farm plans. No two farming situations are alike. This being true, all precautions should be used in choosing farm enterprises adaptable to the operator and show profitability.

It is believed that much more can be done to help borrowers who are in default and classified as FmHA 51-S. There is a need for a comprehensive program to study the situation and other factors responsible for a large number of socially disadvantaged borrowers who are victims.

Based on the list of borrowers received from Farmers Home Administration County Supervisors, it was indicated that over fifty percent of the socially disadvantaged borrowers were classified as FmHA 51-S-Default in payments. With this type of situation involving most of the Counties it is a possibility that socially disadvantaged farmers will continue to lose land and capital at an increasing rate. On the other hand, the initiation

of an educational enhancement program and establishing some new initiatives will perhaps slow down the present trend.

MONTH [illegible] 19 91 JUL 1991

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 Reports Staff Conf. VSU	2	3 Farmville FmHA Office Cumberland Farm Visits	4 Open	5	
	8 VSU Conf Staff Members	9	10 Dolphin Farm Visits	11 Valentines Fish Farming	12	
	15 VSU Staff Conf.	16	17 Danville Business Educational Partnership Commission Meeting	18 Open	19	
	22 VSU Reports Staff Conf Tel. Contacts	23	24 Open	25 Open	26	
	29 VSU Staff Conf Tel. Contacts	30	31 Open			

BYD.02207

MONTH [illegible] 1991 JUN 1991

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
	3 Petersburg Reports Staff Conf.	4	5 Petersburg Staff Conf. Holland State Staff Lunch Holland Bldg	6 Petersburg Reports / Travel / Finance	7	
	10 Petersburg Reports / Travel	11 Lansing State Ed. Conference	12	13 Petersburg Farmer & Supervisor Contacts	14	
	17 Petersburg Greenville County	18	19 Brunswick Farm Visit	20 Mecklenburg Farm Visits	21	
	24 Petersburg Staff Conf.	25	26 Open	27 Sussex Ext Office	28	

BYD.02208

MAY 1991

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 Petersburg VSU Conference (8)	2 Petersburg VSU Reports (8) End Time Period	3	
	6 Petersburg LAWRENCEVILLE Fm. H. A. Extension	7	8 VALENTINES Farm Visits	9 Mecklinburg Ext. Office Farm Visits Fm H. A.	10	
	13 Petersburg Fm H A Planning + Reports	14	15 Dinwiddie Farm Visits	16 Cumberland + Amelia Prince Edward	17	
	20 Petersburg Conferences Tel-Contact	21	22 LUNENBURG Farm Visits	23 Petersburg Reports	24	
	27 Petersburg Conferences Tel-Contacts	28	29 EXTENSION Conference ← Lynchburg →	30	31	

BYD.02209

" Rise Up - Celebrate Our Suscesses "

1991 CONFERENCE OF EXTENSION PROFESSIONAL ASSOCIATIONS
May 28 - 30, Lynchburg Radisson

Tuesday	7-9:00 pm	Board meetings (if needed)
Wednesday , May 29		
	7-9:00 am	Early arrival refreshments, hospitality room
	8:00	Registration, Hotel lobby
	9:00	Benefits Update, Kenneth Martin - Ballroom
	9:50	Break
	10:10	Association Committee Meetings
	11:00	VESA State Committee Meetings
	11:00	Professional Improvement Seminars (3)
	11:45	Buffet Luncheon hosted by VESA and "Special" after lunch program for all attending
	1:30 pm	Professional Improvement Seminars (2)
	1:30	VAE4-HA Annual Meeting
	2:30	Refreshment break
	2:50	Epsilon Sigma Phi Annual Meeting
	3:00	Professional Improvement Seminar for Agents with less than five years service and Agents not E.S.P. members. " Jest For The Fun Of It" sponsored by VESA
	4:15	DSA Awards Presentations sponsored by VAEHE. All conference participants please attend !
	6:00	Country Dinner sponsored by VAAEA
	7:30	Board Meetings (if needed)
	7:30	Social sponsored by VAEHE
Thursday, May 30		
	8:00 am	VAAEA and VAEHE Annual Meetings
	8:30	Professional Improvement Seminar, VAE4-HA
	10:00	Refreshment Break
	10:20	VESA Annual Meeting
	11:45	Hotel check-out
	12:15	Awards Luncheon hosted by Epsilon Sigma Phi
	2:00	Conference evaluation and comments
	2:15	Association Board Meetings
	2:30	VESA Board Meeting
	3:00	Have a safe trip home !

* Committee lists and detailed meeting locations will be in your packet upon arrival. Country Dinner location will be announced via electronic mail one to two weeks prior to the conference.
* The elements of the program are listed as of 2/15/91 and may be subject to slight changes. Contact Gene Daniel in Gloucester, EX073, if you have a problem or question prior to registration.
* No registration needed for P.I. seminars. First come.....

MONTH _____ 19 ____

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1					

MONTH MARCH 4-L MACON 1971

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	
	4 Petersburg Reports County Contacts	5 OPEN	6 Southampton County Farm Visits County Supervisor Office	7 Dinwiddie County Sup. Office	8 OPEN	
	11 Petersburg Program Planning	12 OPEN	13 Mecklinburg Farm Visits Fm. H.A. Office	14 Greenville Farm Visits	15 OPEN	
	18 Petersburg Staff Dev.	19 OPEN	20 PRINCE EDWARD COUNTY (Group Meeting) 10:00 A.M.	21 Amelia Farm Visits	22 OPEN	
	25 Petersburg Reports Tele. Contacts	26 OPEN	27 Brunswick Farm Visits	28 Farmville Farm Visits Visit FmHA Office	29 OPEN	

MONTH Feb by J. H. Martin 1971

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	
	4 Blackstone NAACP Meeting Petersburg	5	6 Petersburg Planning Conference Dr. Lyons	7 Emporia Petersburg	8 Prince Edward Mr. H. A. W. Brown	
	11 Petersburg	12	13 Greensville County Farm Visit	14 Charlotte C.H.	15	
	18 Petersburg	19	20 Dinwiddie Ext. Office Farm Visits	21 Charlotte Assembly Meeting Christ Summerville	22	
	25 Petersburg	26	27 Brunswick Ext. Office Farm Visits	28 Halifax Assembly Meeting Christ Summerville		

BYD.02213

H. L. Maclin MONTH January JAN 24 1991 19 91

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	14 Petersburg Official Work	Ø	16 V.S.U. Conferences Turner Lyons Holland	17 VSU Contacts (Tel.) Ben Lee Chas. Feather Wayne Dail H. Lundy	18 Greenville Farm Visit Perry Tyler + wife Tel. Larry Tucker	
20 Meeting Bruns. Naval M. program Employees (FHA - SOA's)	21	22 VSU Telephone EL. Morse Waverly Brown	23 Southampton Farm Visits Gordon McClenny Alvin Turner	24 Petersburg Conference H. Lundy L. Lyons	25 Mecklenburg Farm Visits EL. Morse V.R. Powell	
	28 Petersburg Ext. Office Brown Custus	29	30 James City Office Tentative	31 Farmville Farm Visits		

18

BYD.02214

MONTH [illegible] 19 [illegible] SEP 1990

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
2	3	4	5 VSU Reports Tele-Calls Staff Conf.	6 Surry Ext Office	7 Cumberland Ext-Office Sm.H.A. Office	8
9	10 VSU	11 Bedford Mount Sm. H.A Office	12 Franklin County Farm Visits	13 Southampton County	14	15
16	17 VSU	18	19 Mecklenburg Ext. + Sm.H.A.	20	21 Surry Field Day	22
23	24 VSU	25 S/O 10:00	26 Lunenburg Sm. H.A.	27	28 Brunswick Farm Visits	29
30						

BYD:002215

MONTH [illegible] 19 [illegible]

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		KSU Reports Fam H.A. Statement Pool	1 USU Planning Monthly Activities	2 Williams Surg Smith Charles City O.S.	3 Greenville Farm Visits Farm Visit Wampler	4
5	6 Fam H.A. Dist. Meeting Tappahannock 10 A.M. 260 Mi	7 KSU Reports Telephone Schedules	8 Office	9 Greensville County Farm Visit	10 Sunday Tentative	
	13 KSU Telephone Contacts	14 Farmville 3 P.M. Group Identify	15 Office	16 Tentative H. Lundy Conference Richmond Va.	17 Office	
	20 KSU	21 Office	22 Farmville Day Fam. H.A. Famville	23 Office	24 [illegible]	
	27 KSU	28 Farmville Farmer Res. Agent Field Day Conference	29 Office	30 Office	31 KSU	

BYD:092216

BYD.02217

84

To: SCRC
FP-Chie
Lets
Discuss
This Rep
from

FARMERS HOME ADMINISTRATION

PROGRESS REPORT - AUGUST AND SEPTEMBER, 1990
VISITING PROFESSOR
(Management Specialist)

The Socially Disadvantaged Program (SDP) effort in conjunction with Virginia State University, involving Cooperative Extension Service (CES) as liaison to the program, is being administered in twelve counties. One staff meeting was held with the Director of CES and the Associate Vice President for Agriculture and Extension to discuss on-going activities. Seven conferences were held with CES agents in Sussex, Southampton, Cumberland, Prince Edward, Charles City, and Brunswick. These conferences were designed to enhance the program objectives. Three staff meetings and several telephone conferences were held with Chief Farmer Programs Director, and one with the State Director, Farmers Home Administration, and Chief Farmer Programs Director for the purpose of program evaluation and recommendations. Visited four (4) farm families who were interested in SDA program loans.

The Visiting Professor worked thirty three (33) days conducting educational presentations at group meetings held by Civic Organizations, NAACP Chapters, Churches, and Farmers Home Administration Districts. Conferences were held with County (Fm.A.A.) Supervisors in Charles City, Brunswick, Mecklenburg, Prince Edward, Cumberland, Greensville, Lunenburg, and Franklin (special assignment) Counties.

In the office, research was conducted on Farmers Home Administration procedures and policies. Also did some research

on Black Demographics. Weekly conferences were held with CES staff associated with Fm.H.A. programs to coordinate efforts, exchange ideas, activities, and accomplishments. Telephone calls were made to schedule group meetings, staff conferences, and one-on-one farm visits.

During group meetings in Prince Edward County a number of questions were asked about Fm.H.A. policies and County Supervisor. Some felt that they were not treated fairly on several occasions. Others discussed the hassle they were confronted with along with too much "red tape". A list of names interested in buying land was provided for loan consideration. In churches the ministers requested an area meeting for the benefit of several counties to discuss farm ownership loans for socially disadvantaged persons. Based on conferences with a number of CES staff members and Fm.H.A. County Supervisors, there need to be some changes in policies and guidelines if we are to help the SDP in Virginia.

In summary and evaluation there are indications that more and more SDAs are loosing land than ones gaining land. Socially Disadvantaged People are eager to purchase or maintain their farms. Yet in many instances, financial difficulties have prevented them from doing either. A large number need to be taught management skills once they become borrowers.

Maybe the existing situation is due to over-priced appraisals at the initial phase of the borrower's purchase. Allowing loans for the purchase of excess machinery, equipment,

and supplies (chemicals, etc.) are other symptoms of financial disaster. A majority of borrowers were faced with the problem of making management decisions. They have the technique and ability to perform the farm chores, but they lack the ability of deciding what to do when. This is the result of being a share-cropper where the landlord made the decisions and the cropper did the work. When Fm.H.A. grants a loan to a tenant farmer to purchase a farm and operate same, he is being placed in a somewhat different situation. He has to make the decisions and perform the farming activities. Making the wrong decision has been the failure of many borrowers.

Approximately six hundred (600) people have been contacted in group meetings, churches, NAACP meetings, farm visits, and by telephone. During the state of being in communication with people, program initiatives were outlined and questions answered according to established guidelines. A list of NAACP State Chapter Presidents, and meeting dates have been obtained.

In response to program efforts, sixteen (16) telephone calls were received requesting more information. In the designated counties, seven conferences were held with County Farmers Home Administration Supervisors. By special request, conferences and visits to SD Borrowers were made in September. To date there are six socially disadvantaged people who are potential land buyers who plan to make applications for Fm.H.A. loans.

Based on past experience, knowledge of the Fm.H.A., S.D.A.'s situation, policies and guidelines of Farmers Home Administration and the brief period of direct exposure to the system, I am recommending for consideration the following:

- Establish different guidelines for the Socially Disadvantaged Applicants (S.D.A.)
- Provide for on-farm management for borrowers (Farm Management Specialist)
    a. Cost of capital (land, equipment) is not in access of market value.
    b. Variable cost of production per acre is complementary to area.
    c. Crop enterprises selected on the basis of land capabilities and use. (Livestock and poultry if feasible.)
- Define justifiable machinery and equipment needed for maximizing farm profits. (Too many "borrowers" can't justify equipment.)
- Keep a closer check on maintenance (machinery, buildings, equipment).
- Require complete recordkeeping for each enterprise (to determine profitability).
- Organize a special program to rescue 51-S borrowers (a large number of SDA's fall in this category).
- Change guidelines for foreclosure borrowers (more family participation, if agreed upon).

Farmers Home Administration

Management Specialist
(Visiting Professor)

Farm Family Information Sheet

NAME _____

ADDRESS _____

_____

TELEPHONE NUMBER _____

FAMILY SIZE _____ FAMILY HEALTH _____ AGE OF OPERATOR _____

FORMAL EDUCATION _____

TYPE OF FARM _____

NUMBER OF ACRES _____ OPEN FARM LAND _____

PASTURE ACRES _____ FOREST LAND _____

TIMBER _____ CUTOVER _____

HOMESTEAD ACRES _____

FARMING EXPERIENCE (NUMBER OF YEARS) _____

ORGANIZATION AFFILIATION(S) _____

FARMING - PART-TIME _____ OR FULL-TIME _____

WORKFORCE (NUMBER) FAMILY _____ HIRED _____

CROPS GROWN _____

_____

LIVESTOCK RAISED (NUMBER): CATTLE_____ SWINE_____ OTHER_____

POULTRY (NUMBER): KIND_____ _____ _____

CHILDREN IN: 4-H CLUBS_____ HIGH SCHOOL_____ COLLEGE_____

PROGRAM PARTICIPATION: (COUNTY, STATE, NATIONAL)_____

_____

CES_____ FmHA_____ S.C.S._____ ASCS_____ OTHER_____

MANAGEMENT PROBLEMS:

1._____

2._____

3._____

4._____

5._____

CREDIT AVAILABLE:

1._____

2._____

3._____

CREDIT NEEDS TO BE USED FOR: _____

1. FARM OPERATIONS_____

2. REAL ESTATE_____ INDEBTEDNESS_____ PURCHASES_____

3. OTHERS: (LIST BELOW)

_____

_____

MANAGEMENT SPECIALIST COMMENTS:

MONTH July - October 1976

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	2 Richmond State Office 5 p.m. 5 p.m.	3 VSU Staff Conf. 10 a.m. Sandy Lions	4 Open	5 VSU Fun K.H. Photos & Procedures	6 Open	7
8	9 VSU Strategy Planning SDA Program Activities	10 Open	11 VSU SDA Program Continue Cont. Staff Meetings	12 VSU Leader Contacts Telephone SDAs	13 Open	14
15 Regular Mt. Chuck-ville NAACP Presentation SDA Program Mt. Zion	16 VSU Phone Contacts NAACP Chapters Smith Ville	17 Richmond Conference Administrative Meetings Progress Report Lunch	18 Open	19 Emporia Smith Coal Superhuse Tour Visits	20 Open	21
22 Greenville County Presentation SDA Program	23 VSU Telephone Conferences	24 Open	25 Charles City Exit Conf. Smith	26 Farmville & Cumberland Tel. Contacts	27 Open	28
29	30 VSU Administrative Reports	31 Open				

BYD:02224

FARMERS HOME ADMINISTRATION

P R O G R E S S R E P O R T
Management Specialist
(Visiting Professor)
H. L. Maclin
July 1990

The agent (representative) spent a large amount of time studying Farmers Home Administration Policies and Guidelines. Orientation was accomplished through staff meetings and staff member conferences.

We have collected a list of socially disadvantaged applicants (SDAs) from Brunswick and Greensville Counties. So far three on-farm contacts have been made to discuss the management system. The SDA's present farm management system will be the main component in making recommendation for change in the farming and administrative systems.

A list of community organizations have been obtained from the "Target Counties". From this list, three program presentations were made in July.

Dialogue between the agent and from Fm. H. A., County, and District Supervisors have been encouraging. The agent has received several calls from prospective clients for more information about the SDA program activities.

Overall the program is challenging. It gives the agent an opportunity to "pick-up-on" and analyze some of the major issues confronting the socially disadvantaged applicants.

A Farm Family Information Sheet was prepared to be used when interviewing SDAs (copy enclosed). When completed, it will provide some basic information.

VISITING PROFESSORS PROGRAM

July 8, 1983

PURPOSE: To establish closer rapport with the 1890 institutions. During the first year, this summer, the visiting professor will study agency programs and operations to determine methods for improving Black-owned farms in Alabama through greater understanding and adaptation of financial programs available through the Farmers Home Administration.

AUTHORIZATION: Un-numbered memorandum, dated May 22, 1983, directed selected states to employ visiting professors from 1890 Land Grant Institutions. Alice Oakley Byrd of EEO Staff, National Office, has advised that Alabama should limit hiring to one professor from either Alabama A&M or Tuskegee Institute.

EMPLOYMENT DATA: Appointment is under Schedule A - noncompetitive. Salary will depend on qualifications of selected professor; GS-11 ($11.78 per hour) or GS-12 ($14.12 per hour). The appointment is limited to 130 working days per year. Tour of duty may be full-time or part-time (interpretated as 130 part or whole days). Duty hours can be changed from month-to-month, but there must be definite duty hours and a duty station.

APPLICANTS: Three (3) professors have expressed interest in the Visiting Professors Program and have been scheduled to be interviewed for the position allocated to Alabama this year. They are:

*1. Dr. Joseph Befecudu (pronounced Befecartre) - Department of Agri-Business - Alabama A&M.
Appointment: 9:00 a.m., July 15, 1983.

*2. Dr. Jones
Department of Agri-Business, Alabama A&M.
Appointment: 9:00 a.m., July 15, 1983

3. Professor Voncile Hale - Tuskegee Institute
Appointment: 3:00 p.m., July 14, 1983

*The above professors will be accompanied by Dr. Preyer who is the Dean of the Agri-Business Department at Alabama A&M. Dr. Preyer would like to meet the State Director.

Contact at Alabama A&M:
Dr. Aytch (pronounced H)
Telephone 859-7302

Agricultural Mgmt. Specialist

GS-475-12

A. Introduction.

This position is located in the Farmers Home Administration, District Office. The incumbent of this position serves as an advisor to the State Director in matters concerning Black-owned farms. The incumbent will strive to improve operation of the Black-owned farms and will strive to establish a closer rapport with the 1890 Land Grant Institutions.

B. Major Duties and Responsibilities.

--Explores alternatives and prepares analytical materials and collects documentation necessary for final action by State Director.

--Identifies and evaluates options to increase income on small farm operations and identifies and evaluates current enterprise combinations and practices utilized by small farm operators.

--Determines the level of knowledge and utilization of services of selected public and private farm-related organizations and attitudes toward use of these services by small farmers.

--Identifies resources--their availability and accessibility to small farmers.

--Conducts studies to determine the extent off-farm income among small farmers that contributes to the total family income and farming operations.

--Evaluates and describes marketing channels utilized by small farm operators and reports to State Director facts found.

--Analyzes field program activity reports to determine trends or detect weaknesses and recommends measures or prepares materials to remedy conditions noted and informs State Director of same.

--Informs and advises the general public and special interest groups about available agricultural and other rural credit assistance.

--Formulates the quality and level of available labor and the timing of off-farm employment on the selection of farming enterprises.

--Prepares reports and submits to State Director on items such as:

1. Recommend program changes or new programs which would accomplish the objective of saving the Black-owned farm.

2. Identify steps which could be taken to reduce the loss of Black-owned farms under existing FmHA and other USDA programs.

3. Compare the loss of Black farmers to the situation in other states with significant black population and black ownership of farms.

4. Investigate and analyze the farming operations of Black-owned farms in Alabama.

Factor 1. Knowledge Required of The Position.

Position requires a comprehensive knowledge of problems related to farming practices in the rural areas. Must have a basic knowledge of FmHA program objectives, regulations, and policies, and an understanding of financial practices, tax laws, and legal structures, and the state and local realty laws. Must have the ability to evaluate and analyze techniques to effectively assess small farming operations.

Factor 2. Supervisory Controls.

Incumbent works under the general supervision of the State Director, working closely with other State Office program officials and direct day-to-day supervision of the District Director. The employee is assigned duties in terms of objectives, general ground rules, but must plan and carry out specific duties on personal initiative. The broad scope of duties requires an ability to determine the proper priority of each of the tasks to be performed. Because of constant travel and type of work to be done, supervision is extremely limited.

Factor 3. Guidelines.

Guidelines in the form of FmHA Instruction and policy are available (also assistance of District Director or other FmHA employees), but considerable judgment is required in applying them to a variety of financial entities--no two of which are comparable--involving loans for farming. Follows National and State Office administration and management instructions in assessing rural needs and operations and regulating corrective procedures.

Factor 4. Complexity.

Complexity of this position rests with developing program objectives, and for exercising broad program evaluation. Extensive coordination and joint planning contacts with other governmental agencies and public groups to develop program activities are required.

Factor 5. Scope and Effect.

Programs administered involve the physical and economic well being of a substantial population of the small community and rural segment of the State.

Factor 6. Personal Contacts.

Contacts are with borrowers, prospective borrowers, attorneys, representatives of other lending organizations, and with management officials of Farmers Home Administration, etc.

Factor 7. Purpose of Contacts.

Contacts are for the purpose of amassing data and/or explaining program requirements; to assess rural needs, to report deficiencies or problems encountered; and to ascertain or give information concerning FmHA function.

Factor 8. Physical Demands.

The work requires some physical exertion; walking over uneven, rough, maybe rocky surfaces, but mostly work can be accomplished in an office setting. No special physical demands are required to do the job.

Factor 9.

The work environment involves everyday risks or discomforts which require normal safety precautions typical of such places as office, meeting rooms, and residences or commercial vehicles. The office area is adequately lighted, heated, and ventilated.

FACT SHEET

VISITING PROFESSORS PROGRAM

In our letter to Tuskegee and Alabama A&M we stated that the visiting professor would report on "methods to improve black-operated farms and increase survival of black-owned farms in Alabama through greater understanding and adaptation of the financial programs available through the Farmers Home Administration".

To prepare such a report we would expect the individual employed to work as follows:

1. Thoroughly research FmHA farm programs and procedures in order to obtain an in-depth understanding of the Agency's farm programs.

2. To investigate and analyze the farming operations of black-owned farms in Alabama.

3. Compare the loss of black farmers in Alabama to the situation in other states with significant black population and black ownership of farms.

4. Identify steps which could be taken to reduce the loss of black-owned farms in Alabama under existing FmHA and other USDA programs.

5. Recommend program changes or new programs which would accomplish the objective of saving the black-owned farm.

NOTE:

THE VISITING PROFESSOR PROGRAM IS NOT A CONTRACT PROGRAM REQUIRING A SPECIFIC PRODUCT. THE VISITING PROFESSOR WILL BE AN EMPLOYEE OF THE FARMERS HOME ADMINISTRATION UNDER THE GENERAL SUPERVISION OF THE STATE DIRECTOR AND IMMEDIATE SUPERVISION OF THE DISTRICT DIRECTOR IN THE DUTY STATION AREA. AS AN EMPLOYEE THE VISITING PROFESSOR WILL BE EXPECTED TO REPORT TO HIS OR HER DUTY STATION AND WORK TOWARD THE ABOVE OBJECTIVES WHICH MAY BE EXPANDED OR REFINED DURING THE TERM OF EMPLOYMENT.

GEORGE S. KENNARD
Administrative Officer

July 14, 1983

BYD.02281

SD ✓
AO

United States Department of Agriculture

Farmers Home Administration

Washington D.C. 20250

DEC 19 1983

SUBJECT: Reaffirmation and Survey of FmHA's Visiting Professor's Program

TO: State Directors, FmHA*

On May 23, 1983, in response to President Reagan's Executive Order 12320 instructing Federal Agencies to increase the percentage share of program funds allocated to Historically Black Colleges and Universities, I issued a memorandum establishing a program for the participation of 1890 Land Grant Institutions in FmHA-sponsored programs. Our first effort in this regard was to implement a visiting professor's program in selected States by seeking to employ an 1890 institution faculty member commencing with the summer of 1983. I wish to reaffirm this effort.

We need to continue our commitment to the visiting professor's program. Our objectives, as described in my memorandum of May 23, 1983, will not be attained with last summer's effort alone. Our effort last summer was merely the first step in reaching our objectives, not the program's beginning and end. In this regard, some States -- inadvertently misinterpreting the scope of the program -- limited their effort to the summer months of 1983. What we are striving to accomplish, however, is a dynamic and substantive program continuing from year-to-year on a year-long basis having mutual benefit to FmHA and the institutions because of our close rapport and improved relationship. Our visiting professor's program, therefore, is a continuing effort, and you should gauge your involvement in the program with the broader scope in mind.

A survey of States, taken in the second week of November, revealed that only one State had a visiting professor on its employment roles. There were four States, however, which were making plans to hire a professor during the school year 1983 - 84. The remaining 10 States had appointed no visiting professor, and moreover, their intentions were unclear at the time of the survey. I therefore urge those States having employment plans to follow through with them, and those States having no activity to initiate contact with the 1890 institutions without delay. A sample position description, which you should tailor to your State, is attached to facilitate the hiring process. For additional assistance, you may get in touch with Steve Klink, National Office Personnel Division on FTS-382-1071.

Further, we have learned that success with these institutions is more likely to occur when the dean of agriculture is the person in the institution who is contacted. This approach is recommended, even though the attachment to my memorandum of May 23, 1983, lists the names and addresses of the Presidents of the 1890 institutions.

*Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia

Farmers Home Administration is an Equal Opportunity Lender.

United States Department of Agriculture

Farmers Home Administration

Washington D.C. 20250

5 USC 6101

SD: —
AC —

DEC 15 1983

SUBJECT: Support of Historically Black Colleges and Universities - Community Facilities

TO: State Directors, FmHA
AL, AR, DE, FL, GA, KY, LA, MD, MA, MS, MO, NC, OH, OK, PA, SC, TN, TX, VA, WV

This is a follow-up to two previous memoranda concerning Farmers Home Administration's (FmHA) commitment to implement the President's EO 12320, supporting Historically Black Colleges and Universities (HBCU). In response to EO 12320, I established a program for the participation of HBCU's in FmHA programs.

My memorandum of May 11, 1983, requested each State Director to submit a report on actions taken to implement the FmHA policy regarding HBCU's. As of this date we have not received all of the reports. Please review your records and promptly submit your report if you have not done so.

All of the listed HBCU's in your State should have been contacted. If the HBCU's have not been contacted plans should be made to do so. It may be appropriate to schedule a follow-up on previously contacted HBCU's.

It is important that you express FmHA's sincere desire to assist the HBCU's in any manner possible consistent with our program regulations. It is imperative that in your contacts the appropriate officials are made aware of FmHA programs. The Deans or Chairpersons of the various departments as well as Board members and Presidents should be furnished information that explains FmHA programs.

We must continue our commitment to the policy as exemplified in EO 12320. Our efforts to date have only been the beginning of a continuing emphasis. We are striving to develop a dynamic, substantive, ongoing program that will have mutual benefit to the HBCU's and FmHA. Your support and actions are vital and I am sure that your contribution will be substantial.

CHARLES W. SHUMAN
Administrator

VISITING PROFESSOR PROGRAM

I. Hiring Authority

A. One temporary part-time employee
B. Period is for 1 year
C. Workday equivalent - 120 days
D. Salary - $30,549 annually (Full-Time Figure) paid bi-weekly
E. Headquartered at Petersburg County Office
F. Appointment non-competitive

II. Work Requirements

A. Major Duties and Responsibilities (Exhibit A)
B. Normal weekly Tour of Duty will be Monday thru Friday, 8:00 AM to 4:30 PM
C. Exception will be made for specific scheduling of Night Meetings as well as weekend meetings with farmers.
D. Specific duties will be assigned upon entrance on duty.

III. Job Criteria

A. Employed by an 1890 Land Grant Institution
B. Teaching experience in Agriculture. Preference given to Agri-Business and Agri-Finance.
C. Must acquire basic knowledge of FmHA program objectives, regulations and policies.
D. Understanding of financial practices, tax laws, legal structure, realty laws and record keeping.

IV. Supervisory Controls

A. General supervision of State Director.
B. Day-to-day supervision of District Director.

V. Resources For Job Performance

A. Essential supplies available in headquarters office.
B. Telephone service
C. Travel
   1. Reimbursement at rate of 20.5¢ per mile
   2. Use of GSA vehicle
   3. Overnight per diem reimbursement

VI. Previous Contact With VSU

A. April 1983 with Dr. B.B. Archer - School of Agriculture
B. February 7, 1984 with Dr. Archer
C. Letter dated February 23, 1984 (Exhibit B)

VII. Specific Duties

A. Thoroughly research FmHA farm programs and procedures in order to obtain an indepth understanding of the Agency.
B. To investigate and analyze the farming operations of black owned farms in Virginia.
C. Compare the loss of black farmers in Virginia to other states with significant black population and ownership of farms.

D. Identify steps which could be taken to reduce the loss of black owned farms in Virginia under existing FmHA and other USDA programs.

E. Determine the extent that Limited Resource Loans are made by FmHA to deter the loss of black farm ownership.

F. Recommend program changes or new programs which would accomplish the objective of saving black owned farms.

Agricultural Mgmt. Specialist

GS-475-12

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--Prepares reports and submits to State Director on items such as:

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BYD.02238105

P.O. Box 10106
Richmond, Virginia 23240

February 23, 1984

Dr. B. B. Archer
Dean, School of Agriculture & Applied Sciences
Post Office Box 70
Virginia State University
Petersburg, Virginia 23803

Dear Dr. Archer:

I have been advised that you met with Mr. Herman Lundy, Farmer Programs Specialist of my staff on Tuesday, February 7, 1984 to discuss President Reagan's Executive Order #12320 instructing Federal Agencies to increase the percentage share of program funds allocated to Historically Black Colleges and Universities. As a result of this order, the administrator of our agency subsequently established the visiting Professor's Program of which we are very much interested. We highly appreciate your interest in this program and encourage your school to participate. Mr. Lundy is currently working on the expected major duties and responsibilities for this job position. As soon as this is completed, we will be interested in employing on a temporary part-time basis one of your professors.

Please continue to consider our program in search for a professor with a strong agricultural background that could spend a few hours on a weekly basis to serve us in an advisory capacity. Mr. Lundy will be contacting you on a regular basis to carry out our employment goal.

If you have questions or comments concerning this, please feel free to contact Herman directly at (804) 771-2453/2454.

Sincerely yours,

Roie M. Godsey
State Director

cc: Dr. Wilbert Greenfield
Mr. Steve Klink

HL:pen