



CONNECTION



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NUMBER 106

EPSILON SIGMA PHI

The Extension Professionals' Organization

"Bridging Strengths of People and Nations," 2007 National ESP Conference Charleston, South Carolina, September 10-15, 2007

The National ESP Board joins Howard van Dijk, President and Russell Duncan, Conference Chair from Alpha Phi Chapter in South Carolina to invite you to mark September 10 -15, 2007, on your calendar and make plans to experience a wonderful educational and cultural opportunity.

One of the major focuses of the conference is professional development in international and diversity programs in your backyard as well as abroad. In addition, scholarly and outstanding workshops and seminars, poster sessions and speakers focusing on Volunteer Programs, Partnerships, Communication Tools, Community Development, Leadership, Retires, and Public Policy among others will be featured.



James F. Barker



Denise Ryan



Dr. David Sammons

Three outstanding and dynamic keynote speakers have been invited:

James F. Barker, President of Clemson University, addressing Bridging Strengths of People and Nations, What Institutions of Higher Education Can Do

Dr. David Sammons, Director of International Programs, University of Florida, will address Being Global Within Our Local Communities and

Denise Ryan, Firestar, The Power of Communicating One on One and to Groups

Many opportunities await you in the most gracious city in America where you will see History, Culture, Plantations, and great food! The Welcome to Charleston event on Tuesday evening will feature a famous Lowcountry Boil at the Charleston Aquarium which sits on the Charleston River and under the state of the art Charleston Bridge. The tour options are many.

Watch for an announcement of conference registration in early May. The conference registration will be \$395 for the early bird submitted by June 15th. The Frances Marion Hotel is the conference site. It is a historic hotel with architectural beauty and charm. The hotel rooms are small but quaint. The hotel rate is \$155 single and \$165 double. Reservations can be made by calling 1-843-722-0600.

Alpha Phi Chapter has worked with diligence on the conference and we look forward to welcoming you Charleston in 2007!

Visit the National Epsilon Sigma Phi website at <http://espnational.org> !

Inside this issue:

Ruby Speech Abstract: The Extension Leadership Challenge of a Changing America	2
ESP Member Recognition	2
National Friends of Extension	3
Membership—Methods—Messages—the Focus for New ESP	4
CREATE-21: A New Future for Extension	5
Request for Proposals for Concurrent Sessions and Poster Session, 2007 ESP national Conference—Charleston, SC	5
Become Involved with Epsilon Sigma Phi	6
Thriving in the Multi-Generational Workplace, Pre-conference Session Summary	6
Cultures Around the World: A cultural diversity education program	6
Come Cruise with ESP in 2008!	7
Reaching for ESP Gold and Goal	7
ESP Has an Opportunity for You!	8

Ruby Speech Abstract: The Extension Leadership Challenge of a Changing America

Bonnie D. McGee, Ph.D.

A multitude of changes make the task of defining Extension's proper role in today's world very complex. Some changes have come subtly, some abruptly, some by choice, and some by legislative mandate. Extension is quite different in 2006 than it was in 1914.

Historically, a strength of the Cooperative Extension System has been its responsiveness to changes - to the needs of people where they live and work. As Extension's leadership looks to the future, they are challenged to focus the organization to the changing internal and external environment around us.

Six broad challenges are identified as critical to Extension's leadership as we focus on the dynamics of a changing America:

- * Taking the risk of implementing new and innovative programs even when traditional audiences or some of our primary supporters oppose it.
- * Synthesizing the changes of demographics, technology and social issues and making decisions and adjustments in our programs and faculty to adequately and positively respond to those changes.
- * Recognizing the changing demographics. Extension leadership must make concerted efforts to secure a diverse workforce to reach diverse audiences.
- * Securing additional resources that will contribute to an expansion of quality programs through effective partnerships, collaborations, and new sources of revenue.
- * Incorporating the role and contributions of volunteers to program outreach as an integral part of our leadership's strategic plan for program expansion and impact.
- * Effectively interpreting who we are and what impact we are having as an organization to clientele, supporters, elected officials, and collaborators.

The mission of Epsilon Sigma Phi is to foster the standards of excellence in the Extension System and to develop the Extension Profession and Professional.



CONNECTION

EPSILON SIGMA PHI, INC.

ESP CONNECTION

Epsilon Sigma Phi, Inc. The Extension Professionals' Organization
A Newsletter

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ESP Member Recognition

Nancy Wallace, Chair of Member Services

Would you like to fund programming, increase networking opportunities, improve yourself and others, build your resume, increase promotion potential, allow others insight into what you accomplish, and further the impact of ESP? These are but a few of the many ways ESP Member Recognition can be of benefit to you, as well as to your fellow Extension workers. Through availing yourself of the many opportunities offered through member recognition you can better yourself, your programming efforts, and help others. If you are an annual or life member and have received recognition from your chapter in the current or previous year then you are eligible for national recognition, unless you are serving on the National Board.

There are several areas of Scholarship where funding is available: Leadership development, be it for leading a project or serving in county, state, regional or national leadership roles, programming, PILD attendance, financial help to attend professional development seminars, courses and workshops, and assistance to enhance professionalism in Extension. There are up to four recipients for each of the above categories.

There are also several other recognitions that are available:

- Distinguished Service Ruby Recognition
- Distinguished Service Recognition
- Administrative Leadership Recognition
- Distinguished Mid Career Recognition
- Distinguished Early Career Recognition
- Distinguished International Service Recognition
- Distinguished Team Recognition
- Diversity Recognition (Team)
- Diversity Recognition (Individual)
- Continued Excellence Recognition
- Visionary Leadership Recognition
- Friends of Extension

Information on how to apply for the various recognitions may be found in the ESP Handbook on the website (<http://www.espnational.org>), Section 4.



National Friends of Extension

Pioneer Hi-Bred International and Pioneer Community Investment, Alpha Mu Chapter, Iowa



Pioneer Hi-Bred International is one of Iowa 4-H's top corporate partners in financial support. In 2004-2005 they provided a challenge grant of \$150,000 to leverage an additional \$300,000 in new support for 4-H through what

was known as the "President's Campaign" (named for 4-H Foundation Board President Mike Gumina). Three programs were selected by Pioneer staff for this special campaign – volunteer leader development, after-school 4-H programs, and an endowment for recognition of outstanding 4-H'ers. The campaign resulted in over \$450,000 raised for Iowa 4-H programs by February 2005, one year after the board launched their effort. When Iowa State's Extension 4-H Youth Building was conceived, Pioneer provided one of the lead gifts. Their \$100,000 contribution sponsored the large conference room, which is filled almost daily with staff meetings and educational trainings for all ISU Extension programs, and allows for interactive meetings with satellite offices around the state – and around the world. Annually, Pioneer provides \$10,000 in community college scholarships for former 4-H'ers to study agriculture and agriculture business. Dr. Thomas Phillips, President of the Pioneer Foundation, approached the 4-H Foundation to develop this partnership that annually awards 20 \$500 scholarships to young people who do not have as many opportunities for college scholarships as those attending traditional four-year schools. Beyond 4-H, Pioneer supports ISU Extension through their cooperation at each of the Research Farms for agronomy. Pioneer is often listed as a top donor when financial support is needed for county programs and endowment efforts.



Shirley Dunlap Bowser, Alpha Eta Chapter, Ohio

Shirley Bowser has held a position on the National Association of Land-Grant Colleges and Universities' Presidential Committee on Food and Society. In October 2000, Bowser was appointed to the non-partisan National Agricultural Research, Extension, Education, and Economics Advisory Board by the Secretary of Agriculture for a three-year term. Since 1986, Mrs. Bowser has been a member of the Board of Trustees for the W.K. Kellogg Foundation of Battle Creek, Michigan. In

December, 2004, she was named by the W. K. Kellogg Foundation as trustee of the W.K. Kellogg Foundation Trust. Her Kellogg Foundation and Trust involvement has been important to Extension receiving grants through the Kellogg Foundation, and demonstrates her friendship and support of Extension. She has been very instrumental in ensuring that Extension-sponsored programs receive grants whenever it was feasible to do so. Most recently, Shirley acquired nearly \$100,000 to develop a Youth Philanthropy program which will be a cooperative effort between Ohio State University Extension, The Ohio 4-H Foundation, The Pickaway County Community Foundation and the Columbus Community Foundation. Part of the grant has been used to hire a part-time OSU Extension employee to develop and manage the youth philanthropy effort. On a state Extension level Mrs. Bowser actively served as a member of the Ohio 4-H Foundation Board of Directors. She has been intimately engaged in the international dimension of agriculture and is a nationally prominent leader and strong spokesperson for Extension and private sector needs.



Senator Edd Houck, Alpha Gamma Chapter, Virginia

As a Virginia State Senator, **Edd Houck** forged a close relationship and involvement with Virginia Cooperative Extension early in his career.

His leadership, service and efforts have resulted in stronger Extension educational programs for all citizens of the Commonwealth. He understands grass roots community needs and he understands the importance of education. He has a special ability to get to know the people, their needs and their concerns. "Every year Edd can always be seen at the County Fairs and the Extension programs in all of our areas---visiting, listening, and supporting the grass roots efforts. He supports our field days, our workshops and all of our Extension programs with his time, and his resources." For the past two years he has been the chief patron in the Senate for support for Virginia Cooperative Extension programming. As a result Virginia Cooperative Extension has received an additional \$2 million in state funds which has provided resources for over 40 agent and specialist positions across the Commonwealth. Mark A. McCann, Interim Director, Virginia Cooperative Extension, writes "Senator Houck has been a model friend of Extension for many years. He is deeply involved in all our programs and councils within his district and has been a leader for Extension issues at the state level as well. He truly believes that Extension is a vital partner for improving the future quality of life for the citizens of the Commonwealth."

Membership – Methods – Messages – the Focus for New ESP Leadership

Della A Baker, ESP National President

This is a new year of ESP national leadership. My term as ESP President began at the 2006 Conference Post-board meeting. Thank you for this opportunity to serve. We also welcome Duane P. Johnson as the new President-elect, Ellen Burton as the new 2nd Vice President, Nancy E. Crago as the Past President, Randall H. Brooks as Regional Vice President representing the West, Donna L. Downen as Regional Vice President representing the South, Gwen H. Wolford as Regional Vice President representing the North Central, and Nancy E. Wallace as Regional Vice President representing the Northeast. I feel fortunate to have the opportunity to serve with such an outstanding group of professionals.

In order to have a strong organization, leadership must be strong at every level. I am asking the board to examine ESP by looking through new organizational lenses and to take steps to strengthen our membership, methods, and messages. To accomplish this, I have asked the board to participate in a 360° Leadership Competency Assessment. Essentially, we will assess ourselves and ask chapter leadership to also assess the effectiveness of the organization. This will involve a process of rethinking how we operate, which includes recruitment, training, marketing, knowledge transfer, communications, product identification, programs/program delivery, and services.

Last year's ESP Conference speakers inspired me to think deeply about the role of leadership. Dr. Albert Pierce, Professor of Ethics and National Security at the National Defense University challenged us to ask, "How do we get people from where they are to where we want them to be?" His answer was - through moral awareness, moral reasoning, moral courage, and moral effectiveness. Dr. C. M. Mote, President of the University of Maryland, challenged us to "think big." He introduced us to a program called "Leadership Without Borders." He encouraged us to share our Extension networks with our local universities and beyond. He used a quote from Harry Truman, saying, "It is amazing what you can accomplish when you do not care who gets the credit." Dr. Carolyn Brooks, Dean of the School of

Agricultural and Natural Sciences and the 1890 Research Director at the University of Maryland Eastern Shore, asked us to expand our Extension programming to areas that strengthen critical thinking skills of youth. The complete texts of the conference speakers will be posted to the ESP website.

Over 220 of you registered and attended the ESP Conference in Annapolis. I extend special thanks to the conference planning committee, chaired by Dale Johnson and to members of the Tau Chapter of Maryland. Thanks also to the Alpha Omicron Chapter of Pennsylvania who coordinated the Silent and Live Auctions. We also express our appreciation to Linda Cook, ESP Executive Director, and to members of the 2006 Professional Development Committee for coordinating specific details of the Conference. For the benefit of you who did not have the opportunity to attend the conference, here are some highlights:

- David Remson engaged over 31 people in a pre-conference session on "Thriving in the Multi-Generational Workplace." Various groups were formed and assigned to assume the roles and identify characteristics of different generations. We left the session with concepts for communicating, recruiting, and maintaining different generations within our organization and workplaces.
- Dr. Bonnie McGee's Ruby Lecture, "The Extension Leadership Challenge of a Changing America," is available on the ESP web site. The lecture was made available for web conferencing.
- Eighteen (18) well-attended scholarly concurrent sessions were presented by Extension professionals from around the country. Many of the PowerPoint presentations will be posted to the ESP website.
- Eighteen (18) posters were showcased.
- Four life member sessions were offered, one during each of the regular concurrent session timeslots. Twenty two life members participated in this year's conference.

- The Tau Chapter set a goal to raise \$10,000 from the auction. They surpassed their goal. The money will support the ESP Development Fund.
- Billy Warrick, ESP web master, has placed photos highlighting the conference activities on the web site. If you would like photos for chapter publicity or to capture conference memories visit the web site at <http://www.espnational.org>
- The National Council supported the recommendation for a \$10 dues increase, which will affect the 2008 year dues. The Council also voted to accept a clarification on filling board vacancies.
- During the Recognition Banquet many ESP members and Extension partners were recognized for excellence in programming that addressed critical issues and diversity. See their abstracts at the ESP web site.

As we move forward in 2007, we will continue the work of the Emerging Leaders sub-committee, started by President Nancy Crago last year, with the purpose of providing additional professional development opportunities and building leadership skills. We will evaluate the value of the "Conversations with Chapter Leadership," teleconference calls with regional chapter leadership and explore opportunities to communicate with administrators and all ESP members to encourage professional association participation. I am encouraging chapter leaders to activate or re-energize chapter committees. One way to do this is to ask members to get involved in a specific task.

I thank all of you who have made pledges to the ESP Development Fund. Your contributions insure that ESP will be able to maintain its ability to provide professional development opportunities in the future. Members of the Resource Development and Management Committee and other members have been tasked with exploring new cost-saving and fund development strategies to keep the organization financially viable. We are well over half way to meeting our goal, but need your continued support to help us get there.

I am honored to serve you as President and look forward to working with you this year.



CREATE-21: A New Future for Extension

Gwen H. Wolford, Ohio, NC Regional Vice President and Public Issues Chair

Have you heard of CREATE 21? If not, you need to become acquainted with this proposal, which works to change the way that Extension, experiment stations and other land-grant agriculture programs are funded at the federal level.

In brief, CREATE-21 proposes creation of a National Institute within USDA which will provide continued "capacity" funding for our base programs and enhanced competitive funding to support innovative projects. Federal funding has been flat for at least a decade, and this proposal is a major effort to work with our federal partner to change that situation.

The CREATE-21 committee has been working on behalf of the land grant system for more than a year to develop a proposal that would make the needed changes, minimize disruption to current programs, and provide a vehicle for expansion of research and extension programs in the future. The Agriculture Deans, Extension Directors, and Experiment Station Directors voted on the proposal in September, and it was strongly supported by the system.

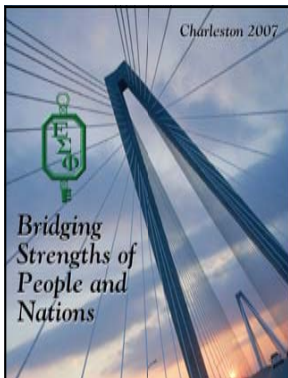
The effort has to include successful change of the authorizing language, which is included in each Farm Bill and provides the legal authority for our funding. After success in this arena, the

next step is working with appropriators, who actually provide funds, through the appropriations process to obtain the money needed to implement the change.

The CREATE-21 Committee has put in countless hours working to provide a positive future for the Extension and land grant agriculture systems. The Committee co-chairs are Jeff Armstrong (Michigan State University), L. Washington Lyons (North Carolina A&T University), and Bob Steele (Pennsylvania State University). Detail is available on their web site, at <http://www.create-21.org>. This site is updated frequently, so bookmark the page and check back periodically for updates.

Request for Proposals for Concurrent Sessions and Poster Session, 2007 ESP National Conference - Charleston, SC

Duane P. Johnson, ESP Professional Development Chair



The National ESP Professional Development Committee invites all ESP members to submit proposals for concurrent sessions or the poster session to be presented during the 2007 ESP National Conference. The Conference will be held September 10-15, 2007 at the Historic Francis Marion Hotel in Charleston, SC. Consider your professional expertise and programming achievements and plan to submit a proposal. The 2007 ESP National Conference Request for Proposals and specific information is posted on the ESP web site at <http://espnational.org>.

Duane P. Johnson at duane.johnson@comcast.net must receive all proposals as an electronic attachment by February 28, 2007, 5:00 p.m. (PST). Type the information as a Word Document and use your last name as the file name. In addition, a hard copy, post marked no later than February 28, 2007, must be mailed to Duane P. Johnson, National ESP President-elect, 4078 NW Dale Drive, Corvallis, OR 97330-2902. A fax copy will not be accepted.

Concurrent Sessions and Poster Presentations, apply to adult and/or youth programming, on the following topics:

- Volunteer Programs
- Partnerships
- Program Development and Evaluation
- New Communication Tools and Technology
- Community Development
- Leadership Development
- International/Multicultural Projects
- Public Policy Issues
- Administrative/Organizational Strategies
- Financial Strategies
- Life Membership/Retiree Issues

We look forward to your submission of a proposal.



Become Involved with Epsilon Sigma Phi

Susan Hansen, Nebraska, Member of Professional Development Committee

What is professional development? In most cases, it is what you make of it. Investing in you can take many roads. One of those roads is becoming more involved with Epsilon Sigma Phi. This road has many side-roads, all leading towards a stronger you and a stronger state and national association.

What are the side-roads of becoming involved in Epsilon Sigma Phi? Some are simple ones, and you don't even need to leave your office; others take more time commitment. All are worthy. So what are they?

- Read the ESP newsletter. Sounds simple, and it is. However, we get so many items of communication that some things are put aside for later. Don't let the ESP newsletter be an "I'll read it later." Read it now. This is a great way to get to know what is going on with the association.
- Visit and explore the ESP website at <http://espnational.org>. There are lots of resources available on the website. If you have a question about ESP, it can probably be answered on the website.
- Attend a national ESP conference. 2007 will be in Charleston, South Carolina and 2008 will be the Galaxy conference in Indianapolis, Indiana. The national conference has excellent speakers, seminars, tours and fun. The conference is smaller than many others but that is a benefit – you get to know many of the ESP members from other states.
- Serve on a committee at the state level and/or national level. Look for details on this in this newsletter or go to the ESP website.
- Serve as an officer at the state level and/or national level.
- Submit an application for a poster session or seminar to present at the national conference. This is an excellent way to share your successful programs with co-workers from across the nation. Details on how to apply are in this newsletter and on the website.
- Apply for one of the many ESP Recognition Programs or nominate a co-worker for recognition.

Thriving in the Multi-Generational Workplace, Pre-conference Session Summary

Pat Hildebrand, Alpha Nu Chapter, Illinois, and Member of Member Recruitment and Retention

Four distinct generations comprise the workforce today. The Veterans Generation, born 1933 to 1945, have already or are about to retire. This generation is known for working hard today for a better tomorrow. The remaining generations of Baby Boomers, Gen-Xers, and the Millennials make up the majority of the population.

According to David Remson, ESP national pre-conference session speaker, the Boomers, 1946-1964, represent the largest group with their ability to "walk the talk." The Gen-Xers, 1965-1980, are a smaller group preferring a more balanced personal-work perspective. They thrive in a workplace that is flexible, informal, fun and offers freedom in regard to work hours and dress. Millennials, 1981-2000, are comfortable in a workplace that offers more supervision and structure and takes advantage of multitasking capabilities. According to Remson, they like rewards for their achievements and they are technologically savvy.

It is important that each generation be sensitive to the other generations and the differences. These generational differences influence why we work, how we work, where we work and what we expect from our work. Persons from different generations, therefore, are likely to have different expectations from their co-workers and supervisors for how they see their tasks and what they want in their work environment.

Remson pointed out that there are many advantages to a multi-generational workplace. Decisions made from these generations will reflect the diverse talents, encourage innovation and creativity, and have a positive impact on the overall effectiveness in the workplace.

Cultures Around the World:

A cultural diversity education program

Justen Smith, IOTA Chapter, Utah, and Member of Global Relations Committee

From the year 2000 to 2050, it is projected that for the U.S. population there will be a 71.3 % increase of citizens of African descent, 212.9 % increase of citizens of Asian descent, 187.9 % increase of citizens of Hispanic origin, and a 217.1 % increase of all other races (U.S. Census Bureau, 2004). Increasingly, diverse cultural trends have significant implications for the educational needs of American youth. Learning about and valuing diverse cultures will help prepare youth to become better citizens in an ever-changing society. Cultures Around the World™ was developed as an Extension program to meet the educational needs of youth in the area of cultural diversity. The Cultures Around the World program brings to life exciting cultures and customs from countries all over the world. Countries are presented in a unique format by teaching youth (ages 10 to 18) a specific country's

history, culture, food, music, dance, language, religion, and current issues. Younger youth then have the opportunity to make handicrafts unique to the country being studied and older youth conduct research activities and write a report on current issues. The Cultures Around the World program can be used by any youth educator (school teachers, 4-H leaders, Extension Agents, after school programs). Adults are using this program as a resource to learn about foreign countries and cultures also. Easy to use CD's have been developed and published containing presentations, handicraft instructions, language guides, and resource guides for nine different countries (Armenia, Australia, Ecuador, Egypt, England, France, Ghana, Slovakia and Mexico). For more information about implementing this program please contact Justen Smith: justens@ext.usu.edu or by phone 801-451-3413.



Come Cruise With ESP in 2008!

Mike McKinney, Florida, ESP Life Member

The *ESP Family & Friends Leisure Cruise* has been finalized and will include a 7-night Western Caribbean excursion on the world's largest cruise ship, FREEDOM of the SEAS. The cruise departs from the Port of Miami on January 6, 2008 and will include stops in Labadee, Haiti, Ocho Rios, Jamaica, George Town, Grand Cayman and Cozumel, Mexico. All rates include travelers insurance and port and government fees. They do not include airfare to Miami or a \$10.00 ESP processing fee.

Accommodations include: Inside Cabin at \$945.66, Outside Cabin at \$1,160.66, or a deluxe Outside Balcony Cabin at \$1,320.66. This affordable touring package is available to all friends and family of Epsilon Sigma Phi.

Enjoy the Security and

Camaraderie of Group Cruising:

Take comfort in the added security of traveling with friends and colleagues. Emergencies can happen anywhere and knowing you are with friends will add an extra degree of safety and security. You will also have the added pleasure of dining with friends, experiencing the shopping in Jamaica, touring the Mayan Ruins of Cozumel, and having special ESP parties along the way. The Freedom, Royal Caribbean's largest luxury liner, will pamper you beyond belief. From breakfast delivered directly to your stateroom and Las Vegas type shows to exquisite dining and on-ship recreation, this will be the vacation of a lifetime.

We only have a limited number of staterooms reserved in each category. Names will be added on a first-come basis. We must have your name on the list by March 1, 2007. Deposits will be due on May 1st and August 1st. Learn more about Royal Caribbean by logging on to www.royalcaribbean.com
Please complete the form (upper right of this page) and mail today.

ESP Family & Friends Leisure Cruise

Please add my name (double occupancy) to the following accommodation level:

- Inside Cabin @ \$945.66
 Outside @ \$1,160.66
 Deluxe Balcony @ \$1,320.66

Please send me more information before I make a final decision.

Name: _____ Address: _____ Zip: _____

Telephone #: (____) _____ E-MAIL Address: _____

Email or Mail to: Mike McKinney, 1850 Ravenridge Street, Wesley Chapel, FL 33543

E-mail: mckcar@msn.com Telephone #: 813-973-4263 Evenings

First deposit will be due on May 1st. We **must** have your name by March 1, 2007.

For more information on Royal Caribbean International, logon to www.royalcaribbean.com

Reaching for ESP Gold and Goal

In 2002, Epsilon Sigma Phi launched a five year endowment campaign to support the funding of ESP scholarships, grants and professional development offerings. The goal was to reach \$500,000 in endowed investments and to use only the proceeds from the investment to fund these program benefits for ESP members. The current programs require approximately \$25,000 annually to support all the offerings.

ESP has made excellent progress on the goal. In this the fifth year of the campaign, about \$150,000 is still needed to reach our goal. The goal was to have every member contribute something. During the recent ESP Conference in Annapolis, ESP chapters were recognized for the percentage of members participating. There are six chapters whose contributions have involved 20% or more of their members. We would like to recognize the following:

- At the 20% level...Florida, Idaho and Oregon;
- At the 25% level...Maryland and Pennsylvania; and
- At the 30% level...North Dakota.

The Challenge: Celebrate the reaching of our \$500,000 goal at the 2007 National Conference.

Here is what we need to exceed our goal: \$25 from every member, \$100 from 50% of our members or \$100 from 25% of our members. Please use the following information/form to make your contribution.

- Enclosed is my tax-deductible check in the amount of \$ _____ payable to the Epsilon Sigma Phi Development Fund.
- Please bill my credit card for \$ _____
 - VISA MasterCard

Account Number: _____ Expiration Date: _____ (MMYY)

Signature: _____

Contributor Information: Name: _____
(As to Appear on Recognition)

Address: _____

City: _____ ST _____ Zip _____

Chapter Affiliation: _____





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ESP Has an Opportunity For You!

Ellen I. Burton, ESP National 2nd Vice President

Epsilon Sigma Phi is seeking members interested in:

- Enhancing their leadership capacity;
- Experiencing greater professional development opportunities;
- Expanding their administrative knowledge;
- Increasing their networking with Extension professionals throughout the nation;
- Engaging in emerging issues.

Interested members need only apply to be on an ESP National Committee to gain all of these benefits! Plus, members serving on a National Committee receive a financial incentive to attend the ESP National Meeting.

ESP has six national committees: Public Issues, Member Services, Membership Recruitment and Retention, Global Relations, Professional Development, and Resource Development and Management. To learn the specific responsibilities of each committee visit the ESP website (<http://espnational.org>) and review the Plan of Work for each committee.

The National Board's goal is to have two members from each region on each committee. Additionally, one of the members on each committee is to be a Life Member. Appointments are made for a one-year term with possible reappointments for a total of three terms. ESP also works to maintain a balance of term longevity on each committee. Committee appointments become effective at the National

Conference in the year the appointment is made.

All members wishing to apply to be on a National ESP Committee must complete a Committee New Appointment Form. Current committee members must submit Committee Reappointment Nomination Forms if they wish to continue on their current committee. Appointment and Reappointment forms can be found on the ESP website:

<http://espnational.org>. Forms must be signed by the Chapter President and are due to Ellen Burton, ESP 2nd Vice President by April 1, 2007. If you have questions, contact Ellen Burton at eburton@uiuc.edu.

Make this the year you decide to get more involved in ESP on the national level. Make this the year you apply to be part of an ESP National Committee.

