

CHAPTER LEADERSHIP, MEMBERSHIP, AND PROFESSIONAL DEVELOPMENT - THE EMPHASIS FOR ESP

Duane P. Johnson, ESP National President, OR

It is with honor and humility that I thank you for the opportunity to serve you and the Extension profession. I also want to thank my wife, Mary, and the Oregon Gamma Chapter for their support and encouragement.

I feel very fortunate to serve with an outstanding team of professionals on the National ESP Board. This team of talented, visionary, and dedicated leaders is looking forward to the opportunity to serve you this year. I am fortunate and blessed to serve with such a dynamic group of professionals.



Over 280 of you registered for the outstanding National ESP Conference in Charleston. I express a very special thanks to the Alpha Phi Chapter of South Carolina

Conference Planning Committee chaired by Russell Duncan and members for their outstanding organization and hospitality. We also want to thank the Xi Chapter of North Carolina for their wonderful organization and management of the silent and oral auctions that raised more than \$5000.00 for the ESP Development Fund. A special appreciation goes to Linda Cook, ESP Executive Director and to the National ESP Professional Development Committee for the outstanding educational program and attending to the details of the conference.

(See "Chapter Leadership" on Page 2)

SUCCESS IN EXTENSION: IT'S ALL ABOUT PEOPLE CARING ABOUT PEOPLE

David Petritz, 2007 Distinguished Ruby Recipient and Extension Director Retired, Purdue University



A Veteran's Reflections on the Heart of Extension

Extension always has and always will experience the challenges of new issues, new audiences, and new technologies. In efforts to adapt to these changes, Extension has invested many resources in the development of needs assessments, strategic

plans, plans of work, impact reporting, and accountability processes. While Extension has correctly focused necessary attention in those areas,

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In 2008, we will undertake many of the continuing efforts of ESP as well as some new efforts. Following are a few of these efforts:

- ESP will implement a national marketing campaign including a strategy of how to market the strength of the ESP organization to all Extension professionals, paraprofessionals and administrators. A national marketing company will be engaged to assist ESP in this task. A modern image focusing on the benefits of ESP membership for all four generations of Extension professionals will be a major outcome.
- Under the leadership of Gretchen Ferenz, NY, the Professional Development Committee is facilitating the ESP responsibility for the professional development workshops to be held during the 2008 Regional JCEP Leadership Conferences. The topic selected by ESP and approved by JCEP is "Reaching Four Generations in Your Extension Program." Three outstanding Extension educators have been selected to present the training in February 2008.
- ESP Sponsored Pre-conference - "Leadership" is being planned and organized under the leadership of Margaret Viebrock, WA, Gretchen Ferenz, NY, & Ann Berry, TN. It will be held in concert with the Galaxy III Conference.
- Karen Vines, PA, will chair the Emerging Leadership Sub-committee for 2008. They will provide online professional development programs using learning management systems, such as WebCT and e-Extension.
- The Professional Development Committee will explore the possibility of using technology to have keynote speakers available nationwide. The Ruby Lecture speech will be taped for placing on the web following the 2008 Galaxy Conference.

- Recruitment & retention of members will continue to be a major emphasis with a specific focus on early and mid career professionals. As the Extension Professionals' Organization, we must reach out to all potential members and clearly articulate the benefits of our organization.
- The strength of ESP is its' chapters. Special emphasis this year will be to help chapters maximize their potential in leadership, organization and programming.

I especially want to thank all of you who have made pledges, new and increased pledges and contributions to the ESP Endowment Fund to continue professional development scholarships, support for attendance to ESP and JCEP sponsored workshops and conferences, recognition programs, and mini-grants. Members of the Resource Development and Management Committee have been charged with the responsibility to develop fund raising strategies to assure meeting current programs and expanded programs in the future as resources become available from the earnings of the endowment.

I look forward to working with you the next year and encourage you to share your ideas, concerns and suggestions to make ESP "all it can be" for the membership and chapters.

("Success" Continued from Page 1)

the system has, in many instances, overlooked a key element in the history of Extension's success—dedicated people caring about people.

Some aspects of relationships among people are based on ideas that are timeless. These are critical ingredients in "people caring about people."

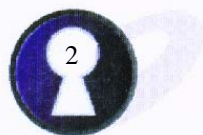
- Developing leadership at every opportunity
- Building trust and respect with staff and volunteers
- Working with gratitude
- Demonstrating loyalty and civility
- Taking time to celebrate
- Exhibiting credibility and honesty
- Encouraging staff to continue to learn and grow

The future of the Land Grant system and Extension's role will be dependent upon people who believe in caring about people, who use research-based knowledge to help solve problems, and who bring people together to address community issues. The full text of Dr. Petritz's speech can be read on the ESP website at: <http://www.espnational.org>



EPSILON SIGMA PHI, INC.

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HIGHLIGHTS OF THE 2007 NATIONAL CONFERENCE

Duane Johnson, National EPS President, OR

For the benefit of those who were not able to attend this year's conference following are a few of the highlights:

- An outstanding team of Extension educators headed by Dan McGrath, Oregon State University and Allison Penn, University of Arkansas engaged 38 participants in the topics of Leadership: Progressing Through the System and Scholarship in Extension during the ESP Pre-conference workshop. The other team presenters included Douglas Steele, Montana State University; Linda Kirk Fox, Washington State University; Shirley Hastings and Tim Fawver, University of Tennessee; and Clyde Chesney, Tennessee State University. This outstanding presentation provided understanding of Scholarship in Extension and skills needed and how to advance to one's desired administrative leadership goals.
- We had three dynamic keynote speakers during the conference. David J. Sammons, Director of International Programs, University of Florida started us out with "Internationalizing Extension: Nurturing our Communities in a Flat World" on Wednesday. On Thursday James F. Barker, President, Clemson University spoke to the topic of "Bridging Strengths of People and Nations -- What Institutions of Higher Education Can Do." Our Cap-note speaker on Friday was Denise Ryan from Firestar who spoke on "The Power of Communicating One on One and to Groups."
- David C. Petritz's Ruby Lecture, "Success in Extension: It's All about People Caring about People" is available on the ESP website. David C. Petritz, Extension Director (Retired) is from Purdue University.
- Extension professionals presented sixteen (16) scholarly concurrent sessions. Many of the PowerPoint presentations will be placed on the ESP website in the near future.
- Three of the National ESP Committees presented outstanding workshops for the members including "Spanning the Gap from Being a Ho Hum Chapter to a Chapter of Merit - Pillars to Strengthen Member Recruitment & Retention"; "Best Practices for Dealing with Controversial Issues", and "Let's Discuss Member Services."
- The Emerging Leadership Task Force under the leadership of Michele Rodgers, MI, presented an outstanding workshop "Best Practices in On-line Learning."
- Chapter Presidents and President-elects were the benefactors of a dynamic workshop presented by Ellen Burton, 2nd Vice President and Linda Cook, National ESP Executive Director, featuring how to be an effective chapter.
- Twenty (20) outstanding programs were showcased through the poster presentations.
- Three life member workshops were presented, one each day of the conference. Twenty life members participated in this year's conference.
- The National ESP Council met to conduct the business of the ESP organization. Cassandra (Sandy) Corridon, MD, was elected the 2008 2nd Vice President.
- Billy Warrick, ESP web-master, captured the conference in pictures which have been placed on the website. If you would like photos for chapter newsletters or to capture conference memories, visit the site at <http://www.espnational.org>
- The Recognition Banquet provided an opportunity to recognize ESP members and Extension partners with National Recognition for excellence in programming, leadership and contributions to the profession and Extension.

LINDA COOK ANNOUNCES DESIRE TO RETIRE

Duane Johnson, National EPS President, OR

Linda Cook has announced to the Board her desire to retire following the 2009 National ESP Conference in Fargo, North Dakota. She will be available to work as needed until December 31, 2009, during the transition to a new Executive Director.

With this in mind, a Search Committee has been appointed. The committee will be chaired by Bonnie McGee, Texas. Other

members of the committee will be Nancy Crago, Pennsylvania; Ellen Burton, Illinois; and Bill Braunworth, Oregon. Linda Cook will serve as advisor to the committee and I will serve as an Ex-officio member of the committee.

The committee's initial task will be to draft a "Proposed Position Description" & "Position Announcement" for approval by

the National ESP Board during Mid-year Board Meeting, April 2008. They are also being asked to propose a process and timeline for the search.

It is the hope that the National ESP Board will be able to interview finalists during the Mid-year Board meeting in April 2009. We will keep you informed as details and information becomes available.

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.



2007 NATIONAL FRIENDS OF EXTENSION



Jerry R. Griffin, Executive Director, Association County Commissioners of Georgia, Alpha Beta Chapter, Georgia

Jerry Griffin has been the Executive Director of the Association County Commissioners of Georgia (ACCG) since November 1986. He has used his position, his experience, his networks, and his influence to constantly

support Cooperative Extension. His work continually impacts all 159 counties of Georgia. His relationships with executives in other states position him to often positively impact Extension on the national level. Across the nation, he is considered a dean amongst his peers. He chairs national meetings. He leads task forces. He always finds a way to tell the story of Extension and share how county officials and state officials have a bargain in their partnership with Cooperative Extension. As the Executive Director of the Association County Commissioners of Georgia, he uses his position, his experience, his networks, and his influence to constantly support Cooperative Extension. He always finds a way to tell the story of Extension and share how county officials and state officials have a bargain in their partnership with Cooperative Extension.



Dr. Raymond D. Eiger, State Veterinarian, and Louise S. Ediger, Tau Chapter, Maryland

Together **Raymond and Louise Ediger** have 64 years of

support to Cooperative Extension in Maryland as leaders, fund raisers, state wide initiators and supporters. Dr. Ediger has coached over 500 4-Hers to blue ribbons in public speaking. As a State Public Speaking judge he is proud of the champion speakers he has coached. As the State Veterinarian for Maryland, Dr. Ediger saw the need to support 4-Hers through the Animal Health Regulations and has helped tirelessly for 40 years as a state employee,

volunteer, and retiree. Louise Ediger's role serving Frederick County 4-H, as a leader, countywide organizer, Camp Treasurer, and spokesperson helped the county program increase its budget and attract new supporters among the elected officials. Her leadership abilities have also been shared with the Family Community Education (FCE) program at the local, state and national level. She does not say "NO" to Cooperative Extension when asked and like her husband is a role model for all. This couple have received every recognition Maryland 4-H and Cooperative Extension have to give and they continue to volunteer their time although retired and well into their seventies.



Mr. Hobson Waits, Executive Vice President & CEO, Electric Power Associations of Mississippi (retired), Rho Chapter, Mississippi

Hobson Waits has influenced the growth and efficiency of agriculture, rural youth and families, industry and communities for 37 years, not only in Mississippi, but also across much of America, an influence that has made him a

continual partner and dedicated friend of Extension. Throughout his career, Hobson has been a leading advocate for the well being of our rural citizens and communities at both the state and national level. He champions policies and programs that have brought industry, community growth and energy to rural America, and has proved to be a perpetual and potent partner of the Cooperative Extension Service. Perhaps his broadest importance to Extension was Hobson's involvement as an integral part of the federal lobbying efforts of rural electric cooperatives nationwide. This effort obtained approval for federal programs that provide 0% interest to rural communities for economic development. Whether these loans helped to power a dairy parlor, poultry house, irrigation system, home, school, industry or community, this one aspect has brought opportunity, efficiency and growth to the farms, ranches and rural communities across America. This one accomplishment leads to several questions for us in Extension including how many new programs has Extension been able to develop and lead as a direct result of just this one specific federal program?

THE MCKINNEY SCHOLARSHIP IS FOR YOU!

Nancy Wallace, Chair of Member Services

Take a look at your plan of work for 2008. Ask yourself these questions. Is it complete? Have I omitted attending a conference or class because I don't have the financial resources to make a commitment? Is the answer to the second question 'Yes'? If the class or conference you want has a public policy/public issue dimension, you need to look toward the **McKinney Scholarship for Public Policy/Public Issues Education**.

The scholarship is for eligible ESP members to attend a professional conference or meeting, or to take formal coursework toward an advanced degree in a public policy/public issues area. Current ESP members who have not previously received this scholarship are eligible. One \$500 scholarship will be awarded annually. The scholarship must be used within one year of award. The Member Services Committee will make selection recommendations to the National Board.

The McKinney Scholarship Application Form is posted on the ESP website. Application must not exceed two pages. A letter of support is required from the applicant's Extension Director and Chapter President. The application and letters of support must be sent electronically to the Chair of the Member Services Committee as well as the Executive Director of ESP. Application deadline is February 1.

The applications will be judged on the following: application procedures (5 points), stating goals and objectives for participation and plans for implementation (40 points), listing potential benefit of seminar/coursework to applicant and chapter (40 points) and prior involvement in leadership and public issues including ESP (15 points).

Upon completion of seminar, workshop, or coursework the scholarship recipient will forward to the Executive Director the following: request for scholarship payment, proof of participation and financial statement including receipts showing payment for registration fees, travel, lodging, etc. A 250 word report for publication in Epsilon Sigma Phi Connection must also be submitted.

It is not too early to think about the February 1, 2008. Plan to submit an application for The McKinney Scholarship.



RECRUITING MEMBERS FOR ESP MARKETING COMMITTEE

Sandy Corridon, 2nd Vice President, MD

The National ESP Marketing Committee asks for your help. Current committee membership includes the Chair of Member Services, Chair of Resource Development and Management, the Past President, the National Executive Director and the 2nd Vice President as chair. At Post-Board meeting, the National Board voted to add an additional representative from each region. We need you! If you have experience/ expertise/ interest in marketing ESP, this might be the spot for you to serve ESP. This committee will be working with a newly found Marketing Company to restructure how we present ourselves! If you're interested or you know of someone in your region who is suited for this role, please fill out a New Committee Appointment Form found on the website at <http://espnational.org> and send it to corridon@umd.edu by November 10th. This will be a one year committee appointment.

2008...TIME TO ELECT REGIONAL VP'S

The four regional VPs serve two key roles in the function of the national ESP organization:

- Provide regional leadership for ESP including coordination of the JCEP regional workshops, serving as liaison with the National ESP Board; and
- Serve as Chair of a National Committee (North Central – Resource Development and Management; South – Member Services; Northeast – Public Issues; and West – Global Relations).

Does this sound like a role that you could or would like to fill? We are fortunate to have outstanding leaders who currently serve as VP's for our four regions, but at the Galaxy III meeting in September their terms draw to a close. Here is your opportunity to serve ESP in your region and on the National ESP Board. Check the complete roles and responsibilities on the website at <http://espnational.org> and consider this position. Nominations must be submitted to the National ESP Office by January 1, 2008. Elections will be held at the 2008 JCEP Regional Meetings.



PUBLIC ISSUES – WHAT DO I NEED TO KNOW?

Beth Claypoole, Public Issues National Committee and PILD Planning Committee, NY

The ESP Public Issues Committee has set a goal this year to monitor emerging and diverse public issues and provide educational opportunities to learn more about them. As part of this endeavor we have searched the world wide web and have listed many resources on the ESP website regarding learning more about public issues. The focus of our efforts is the topic of “public issues” itself, and not focusing on a specific topic – like land use. Several universities have websites devoted to key areas and we encourage you to seek them out. What we are listing, and what we will monitor, are those resources and websites dealing with the topic of “public issues.” Please check out the ESP Resources website for listings. Another great resource is the annual PILD (Public Issues Leadership Development) Conference held each year in Washington, D.C. in April. Consider attending to increase your knowledge! If you know of other resources that should be considered for inclusion on the ESP website, please contact Beth Claypoole, eac9@cornell.edu.

A sample of public issues resources:

- Public Issues Education Network
<http://www.publicissueseducation.net/>
- Public Issues Education: Increasing Competence, Enabling Communities
http://www.publicissueseducation.net/docs/pie_competencies%2001-15-03.pdf
- The Institute for Public Policy and Social Research (IPPSR) – Michigan State
<http://www.ippsr.msu.edu/PPIE/Default.asp>

JOE REVIEWERS NEEDED

Deborah Maddy, ESP Representative on the JOE Board, OR

Make a difference in your career. Apply to become a reviewer for the *Journal of Extension (JOE)*. We need your expertise, skills and abilities.

What’s so important about JOE? *JOE* has been the official refereed journal for the Cooperative Extension System since 1963. It is a rigorous, scholarly journal that maintains high editorial standards. Over 250 articles nationally and internationally are submitted to *JOE* annually.

What’s in it for you? As a *JOE* reviewer, you will become a member of a team of Extension professionals from different parts of the country with backgrounds in a variety of subject matters. This highly respected responsibility can be added to your dossier and validates your support of Extension professionals’ scholarly work.

How do you apply to become a JOE reviewer?

There are two basic pieces of information required to become a *JOE* reviewer:

1. An electronic copy of your curriculum vitae
2. The name and email address of a reference that will validate your ability to serve as a reviewer

Required information should be sent to:

Margaret Miltenberger
JOE Editorial Committee Co-Chair
m.miltenberger@mail.wvu.edu

How can you get more information about JOE? The web site www.joe.org provides additional information on the review process, as well as answers to many FAQs.

LOOKING FOR NATIONAL COMMITTEE MEMBERS

Sandy Corridon, National ESP Second Vice President, MD



After a wonderful meeting in Charleston, ESP as a national organization is ready to face the future committed to our mission “to fostering standards of excellence in the Extension System and developing the Extension profession and the professional.” Are you interested in being an active National committee member? Now is the time to be an active member on the national level. Serve on one of the National Committees - Professional Development, Public Issues, Membership Recruitment and Retention, Global Relations, Member Services or Resource Development and Management – match the committee to your interest. Fill out a National Committee Nomination form on the web and send it to corridon@umd.edu by April 1st. If you know of someone who might need encouragement to apply; give them a call. Sometimes a call is all it takes!.

<http://espnational.org/Forms/FINALCommitteeNewAppointmentForm.pdf>
<http://espnational.org/Forms/FINALCommitteeReAppointmentForm.pdf>



IMPORTANT DATES AHEAD:

January 1, Postmark for nominations for 2008-09 **Regional Vice Presidents** submitted to National ESP Office

February 1, Postmark Deadline for electronic submission of **PILD Scholarships** and **McKinney Public Issues Scholarship** Applications to Nancy Wallace, Member Services Chair, & National ESP Office

February 1, Deadline for electronic submission of **Mini-Grant Applications** to National ESP Office

February 1, Postmark Deadline for **Payment of ESP dues** to determine voting delegates at National Council Meeting and eligibility for Recognition Programs and Scholarships

2008 JCEP Regional Leadership Dates and Locations

South and Northeast - February 5 - 7, 2008 - Orlando, FL

North Central and West - February 20 - 22, 2008 - San Diego, CA

February 29, Deadline for Electronic submission of **Concurrent Session Proposals** for 2008 Conference to President-Elect, Ellen Burton, IL

March 1, Postmark Deadline for submission of **Recognition nominations** electronically to National ESP Office.

March 1, Deadline for **Scholarship applications** and Friends of Extension nominations, submitted electronically to National ESP Office and Nancy Wallace, Chair of Member Services

April 1, Postmark Deadline for **Nominations for National Committees**, to Sandy Corridon, National Second-Vice President

April 7-11, **Mid-Year National Board Meeting**, Place TBA

April 28 - 30, **2008 PILD Conference**, Washington, DC

May 1, Postmark Deadline for **Chapter of Merit and Achievement in Chapter Membership** submissions to National ESP Office

May 1, **Chapter DSA Names and Information** to National Office

May 15, Deadline to **vote for national recognition nominees**. Ballots provided by and returned to National ESP Office.

July 1, Deadline for **2nd Vice President Packets** from the Southern Region to National ESP Office

September 15-19, 2008, **Galaxy III**, Indianapolis, IN

September 13-16, 2009, **2009 ESP National Conference**, Fargo, North Dakota

HOW TO REBUILD YOUR CHAPTER

Nancy Crago, Chair; Joan Cavis, GA; and Pat Hildebrand, IL, 2007 Member Recruitment and Retention Committee

Be visible! Plan fun, “cool” programs and activities! One-on-one personal touch! These were the top three ways the panelists suggested for *Spanning the Gap from Being a Ho-Hum Chapter to Being a Chapter of Merit*. This was a session sponsored by the Member Recruitment and Retention national committee at the 2007 ESP National Conference.

The five panelists shared many ideas which have worked for their chapters. Glenice Johnson, Pi Chapter, MN, said their chapter took a look at their bylaws. One thing they found was that a lot of positions could be included for membership potential. She also pointed out that young professionals move around so there is a need to keep them interested and involved.

Recruit early in Extension careers was suggested by Lisa Leslie, Alpha Delta Chapter, FL. It’s important to make potential members feel they are important and valued. “Membership installation should be done at a special event, if possible. It’s a good way to recruit and market the organization,” she said. Incentives such as a life member gift can be given to those who are retiring.

Strong administrative support for ESP was noted by Karen Vines, Alpha Omicron Chapter, PA. She and Dan Fernandez, Zeta Chapter, CO, agreed that publicizing your chapter events and the benefits of the organization will help cultivate interest in both old and new members. Placing everyone on a committee with active committee chairs will add stability to an organization.

Other hints for strengthening membership recruitment and retention included:

- Encouraging retirees to become/stay involved
- Highlighting retirees in newsletters, etc.
- Offering awards and rewards
- Sharing international opportunities
- Collaborating with other colleges/universities
- Establishing a state and national reputation
- Personalizing Epsilon Sigma Phi
- Looking the part with a master design for brochures, websites and presentations
- Showing it is an honor to be a member of Epsilon Sigma Phi

“Reach out! Find an angle!” said Beverly Maltzberger, Alpha Tau Chapter, MO. “Prompt action by coming right out and saying – please join us!” Think about it. “Why did you become a member? It was probably because someone asked you. By far the best way to recruit a colleague is by personally contacting them. In this respect, recruiting is a responsibility of every member.”



AN OVERSEAS EXPERIENCE IS A GREAT ADVENTURE!

Duane L. Stevenson, Jr., Alpha Omicron Chapter, PA, and Member of Global Relations Committee

I would like to take this opportunity to tell you about some of the global experiences I have been involved with over the past thirteen years while working for Penn State Cooperative Extension. I have completed six overseas assignments which included the Czech Republic, Mongolia, Moldova, Ukraine and two trips to Azerbaijan; each assignment was three to four weeks in duration. The subject matter areas of these overseas projects dealt with farm management, such as record keeping, business planning, marketing, financial management, and partial budgeting.

The overseas projects were offered directly by two non-profit foreign agencies called VOCA, (Volunteers in Overseas Cooperative Assistance) which later merged with ACDI, (Agricultural Cooperative Development International), and became known as ACDI/VOCA. The other non-profit agency is CNFA, Citizens Network for Foreign Affairs. These agencies are funded by budgets approved by the U. S. Agency for International Development (USAID) and gifts from individuals. The organizations do work with the International Affairs Departments at the major Universities, but my projects were as a result of working directly with the agencies. These agencies take a multi-pronged approach to promote agricultural development in poor countries from training farmers and members of farmers' organizations at the grass-roots to brokering joint ventures between American and foreign agri-businesses.

One of the next questions a person may have is how does the process work in checking out participating in a future overseas project? First, you complete a volunteer application for the non-profit agency with all your career and personal life experiences. From this information the agency could match a potential overseas project to your skills. Also on both agencies websites they list current projects and

sometimes have a scope of work within that project and the time frame of the project. Volunteers do not receive pay for completing the project. The agency will cover the expenses directly related to the project, such as airline tickets, passport and visa fees, ground travel, lodging, meals, interpreter expenses, expenses for supplies related directly to the project. A volunteer is responsible for personal expenses such as souvenirs, host gifts, sight seeing expenses, etc.

What is the next step if I'm offered an overseas project? First review the scope of work to make sure that the project expertise resembles your experience and check timing of the project to see if it is compatible with your work and personal schedule. Many times the host organization is flexible on the start and end dates of project within reason. Then, you should get permission from your employers to participate in the project if taking vacation leave, work time or both. Generally, my supervisor in the past has agreed to half vacation time and half work time. Then a volunteer needs to determine what educational materials may be needed for language translation for the project.

I have enjoyed all six of my overseas assignments each one having its own unique characteristics. I have experienced the existence of no roads, a blanket of glittering snow in Mongolia while we were traveling across country to teach agricultural seminars. I experienced living in a large ger/yurt (a portable traditional nomad dwelling) and the people welcomed us with open arms. As part of the project, an interpreter is assigned to you for language translation and works for you much as a program assistant would. Most of my projects have required the teaching of seminars, one-on-one farmer visits, agri-business visits, tours, etc. The biggest challenges for the volunteer are lodging standards, food choices, lack of indoor plumbing, slow-paced society (no one in a hurry), and lack of availability of technology resources. If you enjoy learning about other cultures, the diversity, customs, etc., these overseas assignments give you this first hand experience. You make many friends, the people you reach out to with education treat you like royalty and they are eager to learn. For more information about my global experiences please contact Duane L. Stevenson: dls37@psu.edu or by phone (610) 746-1970, Ext 2.

CASSANDRA (SANDY) CORRIDON, TAU CHAPTER MARYLAND ELECTED 2008 2ND VICE PRESIDENT



Cassandra (Sandy) Corridon, Tau Chapter of Maryland, was elected 2008 2nd Vice President during the 2007 ESP National Council Meeting. Corridon is a Family and Consumer Science Educator who is currently serving as Human Science Program Coordinator for Maryland Cooperative Extension, Youth Development. Sandy was inducted as a member of Tau Chapter of ESP in 1991. Her leadership roles have included President of Tau Chapter, ESP, as well as President of NEAFCS,

Maryland Affiliate. She currently serves as the MCE Mentoring Coordinator and Past Chair of the Maryland FCS Executive Advisory Board.



REPORT FROM ECOP LEADERSHIP ADVISORY COUNCIL MEETING

Nancy Crago, 2007 Past President, PA

One of the past president's responsibilities is to represent ESP at the annual Extension Committee on Organization and Policy (ECOP) Leadership Advisory Council (LAC) Meeting. The purpose of LAC is to set the agenda for ECOP for the coming year. ECOP will process the information from this meeting to identify three priorities. The participants are representatives from the six Extension professional associations, the six areas of Extension program leadership, USDA-CSREES program personnel and administrator, regional representatives of the Cooperative Extension System, the ECOP Chair and incoming chair, CSREES administration, and NASULGC.

Using a positive approach to organizational change called Appreciative Inquiry, the participants focused on "What Makes Extension an Exceptional Organization?" The Appreciative Inquiry approach involves four basic steps:

Discovery, Dream, Design, and Destiny. Participants read the book *Appreciative Inquiry* during January. Then, appreciative interviews focusing on the best of what has been in Extension, what is, and what might be, were conducted with about 100 individuals prior to the meeting. At the meeting, the participants themselves interviewed each other and shared results in group discussion, reviewing the results of the interviews at the same time. Our discussion leaders, Keith Niemann and Alan Baquet, from the University of Nebraska, also led us through activities based on the four basic steps.

The session closed with remarks from Gen Whipple, ECOP Chair, Elbert Dickey, incoming ECOP Chair, and Colien Hefferan, CSREES/USDA Administrator. A summary of the Appreciate Inquiry interviews can be viewed on the ESP website.

REGIONAL RURAL DEVELOPMENT CENTERS – GET TO KNOW THEM!

Vickie Parker-Clark for the Public Issues Committee

If you are involved in community development programming you may be familiar with the four regional rural development centers. In fact, you may have worked with or participated in training through one of the centers. If you don't "do" programming in the area of community or economic development, you may not be familiar with the centers... but you should be.

The Regional Rural Development Centers were created through federal legislation to coordinate and convene research and Extension activities. Funding is primarily through USDA. Some funding may be provided by Extension Directors and/or Experiment Station Directors. Each center has a board of directors that works with the Center Director to set the overall focus. Each Center Director develops programs that are locally relevant. However, programs are not exclusive to individual regions, so Extension faculty

across the nation can tap into the resources that all the centers offer.

I had the privilege of visiting with Center Directors/Associate Directors and have summarized some highlights. As a general statement I can say that all four are passionate about what their centers do, and are anxious to work with Extension professionals on common issues.

Each of the Center's has a unique focus. The Western Regional Development Center (WRDC) primary foci include enterprise development and enhancement of natural resources and their management. The objectives of the North Central Regional Center for Rural Development Center (NCRCD) are to "increase capacity of communities; reach underserved and new populations; convene research groups; encourage use of evaluation tools; and create an effective organization." The Southern Rural

Development Center (SRDC) has just completed a major shift in its focus which includes "fostering civic-minded communities; building economically vibrant communities; and expanding opportunities for distressed and low-wealth communities." The Northeast Regional Center for Rural Development (NERCRD) priorities include helping communities on the rural-urban fringe with land use decisions, improving networking among small farm clusters and CSA's, identifying methods and policies to reduce poverty, and identifying causes and consequences of youth out-migration.

For more detail on opportunities for working with these Centers and accessing the wealth of resources and expertise available, please refer to the ESP web page at <http://espnational.org>, which will link you to a longer version of this article.



GALAXY III REQUEST FOR PROPOSALS

Ellen Burton, Professional Development Chair

Galaxy III will be held in Indianapolis, Indiana from September 15 - 19, 2008 and will serve as the annual meeting for ESP and our fellow professional Extension associations. The Galaxy III Planning Committee has allotted each participating professional association six concurrent sessions slots. The six concurrent sessions allotted to each professional association are to be selected by the respective associations and will not go through the selection process being utilized by the Galaxy III Program Committee

The Epsilon Sigma Phi National Board has determined that all six ESP concurrent sessions will focus on LEADERSHIP DEVELOPMENT. This topic may apply to youth and/or adult programming.

All presenters who are eligible for ESP membership must be a current member of ESP. All presenters must register for the conference and are expected to attend the entire conference. Please note that potential presenters may submit a maximum of two proposals; however, only one will be

selected. For information regarding "Presenter Responsibilities" please read the "Request for Proposals for Concurrent Sessions."

"Request for Proposals for Concurrent Sessions" can be found on the ESP Web site at <http://www.espnational.org>

Proposals are to be submitted electronically to Ellen Burton, University of Illinois Extension, eburton@uiuc.edu by 5:00 pm, February 29, 2008. Additionally, a hard copy, postmarked no later than February 29, 2008 is to be mailed to Ellen Burton, ESP President-elect, University of Illinois Extension, 201 Knollwood Drive, Suite C, Champaign, IL 61820. Fax copies will not be accepted. Proposals not meeting date and submission guidelines will be eliminated.

The Professional Development Committee will review and select the six proposals to be recommended to the National ESP Board. The National ESP Board will review the recommendations and make final selection during the Mid-year Board meeting in April 2008. Successful applicants will be notified by May 15, 2008.

360 DEGREE ORGANIZATIONAL ASSESSMENT FOLLOW-UP

Della A. Baker, National ESP Past President, SC

Comments from the **360° Organizational Assessment** indicated that the organization should do a better job of sharing its vision and getting people oriented to their roles and responsibilities. In addition to officer training during the National Conference and leadership training through JCEP Regional Leadership Workshops, we have for the last couple of years used electronic seminars (webinars). We suggest that chapters implement a transition meeting so people can discuss their roles and responsibilities, ESP vision and goals, and so that outgoing officers can discuss and pass on important files. Here is a list of items that might be helpful to chapter officers and committee chairs to improve effectiveness and efficiency.

SUGGESTIONS FOR OFFICER/COMMITTEE FILES

- * Name of officer or list of committee members, addresses, phone numbers, fax numbers, E- mail and internet numbers, etc.
- * Purpose of the committee/office.
- * Responsibilities and guidelines for the committee/officer.
- * Expectations of the committee/officer for the coming year.
- * Copy of previous year's committee/officer goals.
- * Blank committee/officer report forms.
- * Copies of previous year's reports.
- * Copies of brochures/publications for which committee is responsible.
- * Copies of score cards/forms that pertain to committee business.
- * Copies of minutes of previous year's committee conference call meeting(s).
- * Copy of National Epsilon Sigma Phi goals and objectives.
- * Copies of committee correspondence for the past two years.
- * Copies of agendas of committee conference calls for the past two years.
- * Other information as deemed appropriate.



Make sure to review the Chapter Leaders' Handbook – the handbook is an abbreviated version of the lengthy ESP handbook that is on the website. It is an easier transportable reference containing the major information that chapter leaders should know and gives references to where additional information can be found.



ESP Endowment: Going for the GOAL

The ESP Endowment is growing. During the 2007 ESP Conference, South Carolina Palm pins helped the Development Fund grow by almost \$10,000. If you were not there, a \$100 contribution to the Development Fund will get you a pin.

We need approximately \$135,000 to make our goal. It would be great to finish this goal at the Galaxy III Conference. With close to 7,000 annual and life members, it would take only \$20 per person to exceed our goal. If you have never contributed, please consider making a contribution. Any amount will help. If you gave during the days of the \$75 n 75 campaign, please consider making a second contribution to mark ESP's 80th year. Every contribution is helping us sustain the ESP scholarship and recognition programs and offer the possibility of new programs.

Contributions can be made by check or credit card and are fully tax deductible. Send your tax-deductible donation along with the following form to the National ESP Office at PO Box 357340, Gainesville, FL 32635-7340.

Name _____ E-Mail _____

Address _____

Contribution amount _____ Method of Payment: Check payable to **ESP** or Credit Card:

Credit Card Number: _____

Expiration Date: _____ Security Code: _____

Name on the Credit Card: _____

2007 RECOGNITION RECIPIENTS ANNOUNCED

The 2007 Recognition Recipients were honored at the Recognition Banquet during the 2007 National ESP Conference in Charleston, South Carolina. You can read more about their accomplishments by visiting the ESP website and reading the ESP Recognition Booklet.

National Distinguished Ruby:

David Petritz, IN

Distinguished Service:

NC Dan Stewart, IN
NE Joy G. Sparks, DE
SO Tom Knecht, (tie) MS
SO Deborah Thomason, (tie) SC
SO Martha Couch, (tie) TX
W Susan L. Busler, OR

Mid Career

NC Karen Chan, IL
NE Christy Bartley, PA
SO Janet Jolly, MS
W Daniel Fernandez, (tie) CO
W Derek Godwin, (tie) OR

Administrative Leadership

NC Linda M. Kutilek, OH
SO Mel Garber, GA
W Judith Ann Barth, CO

Diversity Team

NC Indiana
NE Pennsylvania
SO Georgia

Diversity Individual

NC Karen Chan, IL
SO Deborah Watt, TX
W Janice Stimpson, ID

Early Career

NC Raymond Cloyd, IL
NE Dwane L. Miller, PA
SO Kellye Rembert, SC
W Andrew F. Seidl, CO

International Service

NC Jan Hartough, MI
NE Herbert Reed, MD
SO Rick Brandenburg, NC
W Ross Penhallegon, OR

Team

NC Illinois
NE Maryland
SO Virginia
W Wyoming

Continued Service

NC Faden Fulleylove-Krause, WI
SO Billy Warrick, TX
W Glenn A. Klein, OR

Visionary Leadership

NC Gene Mohling, IA
NE Lisa Rothenburger, NJ
SO Bob Robinson, TX
W Ann E. Hall, (tie) CO
W William (Bill) S. Braunworth, JR, (tie) OR

