

espconnection

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The Newsletter of Epsilon Sigma Phi

February/March 2016

Member Connections...Change, Challenge and Opportunity

Patricia Dawson, National ESP President

As I prepare this message we are advancing towards my favorite season of the year, Spring. The days are longer, the sun is out, the birds are singing and flowers are beginning to take their stand. Spring wakes us, nurtures us and inspires us to launch exciting new projects. Without a doubt, your ESP Board has been busy preparing for new and exciting ways to better serve you and advance our Association.

To set us in motion we had an incredible experience during the recent JCEP Leadership Conference in Las Vegas with forty ESP members representing 24 chapters in attendance. The conference provided excellent professional development, outstanding breakout sessions, productive time for our Association business as well as opportunities to develop comradery during our Association Night Out. As National President, I was incredibly proud that fourteen of the 21 breakout seminars were conducted by ESP members and the Ignite session was delivered by ESP Life Member, Kevin Gamble. ESP really rocked!

Our JCEP Leadership Conference Keynote Speaker, Jones Loflin addressed the topic *"The Four Cs of Leading across Generations."* Jones took us through the process of considering each "C" as we work together ... *Change, Create, Cultivate and Celebrate* and provided a wealth of practical, innovative solutions for today's leaders including workplace agility, productivity and satisfaction. I would encourage you to visit his website for additional resources <http://www.jonesloflin.com/> which includes links to his blog, newsletters, and books. Kudos to our ESP Chapter Relations Committee, as well as the JCEP Board, for planning very productive, informative and fun sessions for our delegates. The quote...



Patricia Dawson

We should try to be the parents of our future instead of the offspring of our past – Miguel de Unamuno
truly resonated with me as I reviewed our 2016 ESP National

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Know Yourself, Understand Others, Improve Your Relationships—March 2nd Webinar!

Debra J. Bolton, Member Public Issues Committee

Have you ever heard these statements? "They're not like us." "They don't have our values." "We invited them, but they're not interested, so they don't come." "They just don't care about doing better." You may recognize these *comparisons*. Why are such statements made? Is there a lack of understanding? Do you recognize fear in any of the statements? Perhaps we fear what we do not understand. Do we interact with those we fear or do not understand? How do we break down the barriers of fear, misunderstanding, and judgment? If "they" are "not like us," do we take the time and/or the steps to learn more about others? Hopefully, the answer is "yes."

No one can demand, require, or force you to be interested in interacting with someone from different origins than your own. However, what if you wanted

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Results of Western Region Roundtable Discussion at National Conference Revealed

Rusty Collins, Western Region Vice President and Marketing Committee Chair

Greetings ESP members! My name is Rusty Collins and I am ESP's new Western Region Vice President. It is my honor and privilege to serve in this position for all of you and my Western ESP colleagues alike. I also represent ESP on the JCEP Blue Ribbon Committee. This committee is working on an Issues-Based training program for Extension. The Blue Ribbon Committee will be presenting results from its national Issues-Based survey that received feedback from 1,600 Extension staff from across the country at JCEP in February.

Results of the Western Region Roundtable Discussion at Coeur D'Alene

At the Annual ESP Conference held in Coeur D'Alene last fall, the Western Region held a Tabletop Discussion to seek member feedback on three topics:

- Enhancing our work as an Extension professionals
- Membership growth and diversity
- Scholarship, awards and recognition

What follows is a summary of the feedback that was received from ESP members in the West.

Enhancing Our Work as Extension Professionals

What activity, event, or professional development opportunity do you want or need?

- The process of "scholarship" in Extension. What it is and how can members do it correctly?
- Diverse teaching techniques; professional writing for publications and grants; awards like "writing teams;" and mentoring programs/Best Practices for mentoring could include timelines, roles and responsibilities, relationships, funds and administrative support.
- Inspirational Ted Talks for Extension – where do we get ideas from? Are they available on the ESP website?
- Keeping the volume of incoming email under control.

What activity, event or professional development opportunity can you teach or lead?

- Colorado has a mentoring program as a Best Practice that could be replicated; research the Journal of Extension for articles and people; leadership should identify dynamic speakers; and incorporate Ted Talks into our national speaker's contracts.

What new/innovate/cool teaching techniques have you used or experienced lately?

- Blended learning; face to face and virtual engagement; social media; generational learning; Ignite sessions; and Google Card Board/Drop Box.

Membership Growth and Diversity

Do you feel your chapter has a diverse membership? Why or why not?

- With regard to Age – yes, in some chapters. We are getting more young members and have recently dispensed of the traditional ESP waiting period.
- With regard to Ethnicity – most chapters have minimal diversity. There is not much ethnic diversity in Extension in general in many states. ESP membership seems to match the diversity of the members we have to draw upon.
- There are so many other professional associations and organizations and people seem to be more loyal to their program area if they have to make a choice.
- There seems to be a marked reduction of participation by administrators, and campus staff and specialists; ESP is not pushed or generally prioritized by administrators of states and at the county levels; there is less focus on professional organization membership and benefits; and administrators need a session on why their employees should belong to ESP.
- Focus on webinar training because it is the most efficient method currently available.
- Participate at national administrator meetings like ECOP, Regional Extension Director Meetings, National Urban Extension Leaders (NUEL), etc., where national ESP officers can present to

administrators with chapter presidents conducting a personalized follow-up.

What can be done on a state or national level to increase the diversity of our membership?

- Making spousal scholarships available; having attendance at conferences be more affordable; engage new staff early in career; and survey folks who aren't ESP members regarding why they are not members?
- Discussion occurred around new Extension staff and a minimum employment length to be eligible for ESP membership across the country versus the traditional or tenure-based honorary nature of ESP membership?
- Increase professional development funding at state levels; personalize an invitation to join ESP; invite non-members to co-present a proposal, then they may be more likely to join.
- Most of the diversity in states is with paraprofessional staff and ESP members could mentor these paraprofessionals.
- Extension should encourage more career advancement.

Scholarship, Awards and Recognition

If you have applied for member recognition, what prompted you to apply?

- Team members encouraged us/me to apply; Oregon nominates staff; personal recommendations from respected colleagues; ESP acceptance rates for recognition are high; and ESP conferences are a good and safe place to present posters and sessions.

If you have not applied for member recognition, what would make it more compelling to apply?

- I am new to ESP; more lead time for applications; descriptions for what people are looking for; and are previous winners on the website?
- Target membership more deliberately; need to get the word out and recognize people; and need to increase the awareness of ESP.

(Membership Continued on page 8)

Public Issues Committee to Offer Webinar Series: Diversity, Understanding and Building Relationships

Ann Berry, Past President and Public Issues Committee Chair

Public issues: matters of widespread concern that frequently involve disagreement and controversy arising from differences in interests, beliefs and values. This definition from The Ohio State University Extension's Office of Public Issues Education agrees with our ESP Public Issues Committee charge.

Taken from the ESP National Handbook, the purpose the Public Issues Committee is to "build and strengthen political and public support for Extension through consistent and targeted communication with local, state and federal decision makers, and to educate and inform ESP members about public policy and legislative issues affecting Extension programs and staff." This year's committee has identified diversity as the public issue we want to focus on, providing education to enhance Extension educators' knowledge and capacity to understand and address diversity in the workplace as well as in our communities.

Join us in a series of webinars to address Diversity, Understanding and Building Relationships. The first webinar will be held on March 2 at 2:00 Eastern via Zoom <https://ksu.zoom.us/j/122989777>. Dr. Debra Bolton, KSU, will be hosting "Know Yourself, Understand Others, Improve Your Relationships." Education resources-factsheet and a leader's guide—will be posted on the Public Issues Committee page on the ESP website under Public Issues Education.

The second webinar will be in May and the third in July. We will also have a webinar prior to the national meeting in Cape May devoted to crafting your Elevator Speech. So watch your email for notices for the upcoming webinars and put them on your calendar!

Ann Berry can be reached by email at aberry9@utk.edu.

Great News for Donors: Charitable IRA Rollover Provision Now Permanent!

Doug Beech, Resource Development & Management Committee Contributor and Life Member, Alpha Rho Chapter, Kansas

Charitably-minded individuals, ages 70½ and older, received an early Christmas gift from Congress and the President last year. On December 18, 2015, the President signed the Protecting Americans from Tax Hikes Act of 2015 (PATH). Included in this tax bill was a **permanent** extension of the highly popular Charitable IRA Rollover provision. Until now, this provision that allows IRA owners 70½ and older to make tax-free withdrawals of up to \$100,000 directly to charity, had always been temporary, needing to be renewed periodically by Congress. Unfortunately, most of these renewals came after Thanksgiving (some even after Christmas!) making it very difficult for IRA owners to do adequate tax planning incorporating this provision. But no more! From now on, donors 70½ and older will have all year to carefully consider with their tax advisors the benefits of this provision for their own particular situation.

What are the Potential Benefits of Charitable IRA Rollovers?

IRA withdrawals directed to charity that meet all the requirements (to be discussed later) are **excluded** from the tax-payers adjusted gross income, thus avoiding the

income tax that would otherwise be owed on the IRA withdrawal. In effect, the withdrawal is a tax free "rollover" rather than a charitable deduction. Such treatment means that taxpayers who don't itemize deductions (a substantial majority of taxpayers) can receive a tax benefit from their generosity. In addition, since these withdrawals reduce adjusted gross income, they may help donors: 1) avoid or reduce income taxes on social security benefits, 2) avoid higher Medicare premiums, 3) avoid surtaxes on net investment income and 4) reduce the negative impact of deduction limitations that are tied to adjusted gross income—things such as medical expense deductions and charitable deductions. Plus, to top it off, Charitable IRA Rollovers **count toward the account owner's IRA required minimum distribution (RMD) for the year**. Note also that depending on the donor's state of residence, state income taxes may be reduced. That's a lot of potential tax benefits! You can probably tell from this rather extensive list that spending time with your tax advisor should be a priority in order to determine the extent of these benefits for you personally, and in order to coordinate your RMD with

any Charitable IRA Rollovers you might choose to do.

In a nutshell, the Charitable IRA Rollover provision can provide for very tax efficient giving to charity. And tax efficiency not only feels good to a donor, but may very well allow that donor to make a larger gift to charity than originally thought.

What are the Requirements for a Charitable IRA Rollover?

There are a number of very specific rules that must be met in order to have a qualifying Charitable IRA Rollover. The major ones are as follows:

- The donor must be age 70½ or older on the date of the gift.
- Total rollover gifts may not exceed \$100,000 per IRA holder per calendar year.
- Gifts must be made from IRA accounts only. Gifts from other retirement plans such as 403(b)s, 401(k)s or Keoghs are not eligible.
- Gifts must go to a public charity (such as the Epsilon Sigma Phi Development Fund.) Gifts to donor advised funds or private foundations are not permitted.

(Great News Continued on page 5)

What is a Stipend?

Beth Claypoole, National 2nd Vice President

I hope that your local state associations are finding the answers to this question through interaction with your JCEP Leadership Conference participants. At the meeting in Las Vegas, the Regional VPs for ESP ran an interactive workshop on how to NOT leave money on the table and how each ESP member can GET money for attending the national meeting.

So what is the answer? A stipend is the money you can receive for your participation in various activities at the national meeting.

There are several opportunities to get reimbursed for your participation at the national meeting. All of the stipends are explained in the ESP Handbook starting on page 19 and then 39.

If you download the Handbook PDF file, you can search for the work "stipend" and find more information on all of the following:

- National Committee membership - \$200
- National Voting Delegate - \$200
- Presentation Stipend - \$200 (this past year it included free registration of \$425)
- Life member - \$100
- Poster Presentation – Top 10, \$100

We need to get the word out about one of the benefits of participating in a national committee – there is a stipend available! We need to get word to our Life Members to also participate on committees and attend the national meeting – they can get either \$100 for just being a Life Member or \$200 if they participate on a committee or make a presentation!

Reimbursement requests for the stipend must occur within 30 days after the conference and only one stipend is allowed per participant – more money to spread around! For example, if you do a presentation and are a voting delegate, you only get one \$200 stipend.

I had a conversation last night with a life member (and a Past President, too!) that she didn't know, or had forgot, that as a life member she could get \$100 for attending the national conference. If a Past President forgot this – how many others don't know???

Please plan with your local chapter leadership to take full advantage of these stipend opportunities. –Get more money for your membership and don't leave any money on the table – plan for stipends now!

Beth Claypoole can be reached by email at eac9@cornell.edu.

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to reach out to someone from a different culture, say, with educational materials? With rapid population changes in the United States, indeed, around the world, we have seen the importance of breaking down the cultural barriers that impede interpersonal communications and trusting relationships.

Avoiding people who are different could be easier, but it is not practical in education, service, business arenas, or in human development. People who are isolated and have no friends or associates cannot exchange obligations or share expectations with others (Coleman, 1994). A well-integrated community, with many distinctive populations, is marked by people who interact with one another without judgment and are more likely to appreciate human differences or *diversity*.

Research and best practice suggest some preliminary actions for reaching families, audiences, or individuals not living in "mainstream" U. S. cultures. Primarily, there must be an understanding of one's own traditions, patterns and personal biases. This begins the steps toward comprehension of differing customs and paves the way for building relationships with others

who do not come from your same background or traditions. Understanding yourself and others leads to building and/or strengthening relationships (Ting-Toomey & Chung, 2005).

"Know Yourself, Understand Others, Improve Your Relationships" is the first in a series of webinars to be presented by the ESP Public Issues Committee focused on understanding diverse ethnicities and cultures. If you would like better understanding of why we may fear others who are different from us, what may impede quality communication, and what challenges us in building relationships with those from differing backgrounds or origins, this webinar is for you.

March 2, 2016 2:00 PM Eastern

Join by Zoom

Join from PC, Mac, Linux, iOS or Android:

<https://ksu.zoom.us/j/122989777>

Or iPhone one-tap: 16465687788,122989777# or 14157629988,122989777#

Or Telephone: Dial: +1 646 568 7788 (US Toll) or +1 415 762 9988 (US Toll) Meeting ID: 122 989 777

Debra Bolton can be reached at dbolton@ksu.edu.

ESP Webinar: Using Surveys to Develop Successful Fund Raising Strategies—April 7, 2016, 1:00 pm EDT/12:00 pm CST

“The ESP Resource Development and Management Committee will host a webinar April 7, 2016 at 1:00 p.m. EST/ 12:00 p.m. CST. The Webinar will highlight MU Extension’s use of surveys in raising funds,” says Mark Stillwell, University of Missouri Extension Project Administrator and committee member.

“Amid waning public financial support for Extension program offerings, highly strategic and professional fundraising practices are necessary to gain momentum among private philanthropists and close the fiscal gap,” says Catherine Comley Adams, MU Extension Director of

Advancement. “MU Extension conducted a pre-campaign stakeholder survey to inform Extension leadership on how to execute fundraising initiatives tailored to the donors.”

The April 7, 2016 webinar will be led by Catherine Comley Adams, Advancement Associate Douglass Butler, and Mark Stillwell.

The webinar will explain how MU Extension advancement staff administered the survey, what was learned, what is being done with the findings, and how others may replicate the methods

to benefit their own fundraising efforts more strategically.

“As a result, MU Extension is better positioned to recruit significant private financial support according to donors’ unique interests,” noted Adams.

The webinars will be delivered through Adobe Connect and recorded for future uses within ESP: http://univmissouri.adobeconnect.com/mark_stillwell/

Please contact Mark Stillwell, stillwellm@missouri.edu, for more information and to register for the webinar.

Congratulations to PILD Scholarship Recipients

Ann Berry, National Past President and Public Issues Committee Chair

The Public Issues Leadership Development Conference has been mentioned by many our members as one of the most rewarding conferences they have attended. National is pleased to offer scholarships to first time attendees.

This year’s recipients include Mary Ann Kizer, Arkansas Alpha Iota Chapter; Johnny Barnes, Tennessee Omega Chapter; Pattie Carroll, Wisconsin Alpha Sigma Chapter; Nozella Brown, Kansas Alpha Rho Chapter; Merideth Berry, Missouri Alpha Tau Chapter; and Carol Smathers, Ohio Alpha Eta Chapter. We know that this group of first-timers will also come away feeling PILD was a worth-while experience!

Ann Berry can be reached at aaberry@utk.edu.

Is Your Elevator Speech Ready?

Can you tell a stranger what you do with Extension? Can you tell a legislator why they should fund your county program? Can you explain why Congress should support Extension? And all in the time it takes you to ride an elevator three floors? If not, then check out the videos linked to our YouTube channel at the bottom of the ESP website www.espnational.org. There you will find the winners of the Elevator Speech Contest. Get some ideas from your colleagues and craft your own Elevator Speech and be ready for the next opportunity to tell someone your “Extension Story”! The committee plans to have the Elevator Speech Contest again at the national conference in Cape May, so get started now!

Ann Berry can be reached at aaberry@utk.edu.

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- **Distributions must go directly from the IRA provider to the charity. The donor cannot take possession of the funds.**
- The gifts must be outright. Rollovers to charitable gift annuities or charitable remainder trusts don’t qualify.

Again, consultation with your tax advisor regarding these rules is recommended.

Making a Charitable IRA Rollover Gift to National ESP

If you decide that you would like to take advantage of this unique giving provision to

make a gift to National ESP, first contact your IRA provider and inform them that you wish to make a Charitable IRA Rollover (technically referred to as a “Qualified Charitable Distribution”) from your IRA account. Ask them to issue a check in whatever amount you decide, made payable to the Epsilon Sigma Phi Development Fund to be sent to Epsilon Sigma Phi, 450 Falls Avenue, Suite 106, Twin Falls, ID 83301-2307.

It is also recommended that you next contact Bob Ohlensehlen, ESP Executive Director, at the Twin Falls address above or by phone at 208-736-4495 for the FEIN

(Federal Employer Identification Number). Inform him of your upcoming Charitable IRA Rollover gift and provide him with a few pertinent details, such as the amount of the gift, name of the IRA provider, and the IRA account number from which the gift is coming. This is so Bob can easily match you up with your gift which is coming directly from your IRA provider, since sometimes checks from IRA providers don’t clearly indicate the donor. Sincere thanks for considering a charitable gift from your IRA to National ESP!

Doug Beech can be reached by email at dbeech@ksu.edu.

Don't Miss the 2016 Public Issues Leadership Development Conference (PILD) - April 10-13

David Crawford, ESP/Public Issues Committee Member

I have had the privilege of representing ESP; National Public Issues Committee on both the 2015 & 2016 PILD Conference Planning Committee. PILD is the acronym for The Public Issues & Leadership Development Conference, scheduled for Sunday, April 10, 2016 - Wednesday, April 13, 2016, in Arlington, VA. The theme of the conference is "Innovation: The Story of Extension" and is sponsored by JCEP – The Joint Council of Extension Professionals. This opportunity provides a great growth and learning experience! PILD's Mission – is to provide leadership & advocacy skills to effect public issues.

This is a premier event for Extension professional development in the public issues arena. The conference is also a great opportunity to interact with colleagues and key lay leaders from across the nation. Tremendous opportunities exist to learn about the federal Extension system and see how "decisions do matter".

Extension professionals and volunteers have the opportunity to work together, learn about Extension programming and funding. The visit to Capitol Hill and sharing of your Land Grant University's & Extension's impacts with federal legislators is a highlight of the conference. Great interaction!

Other key highlights:

- Professional Association officers network from across the nation.
- Explored acronyms for all Extension organizations - approximately 30 pages!

- Presentations & explanations on many topics of interest.
- Roundtables with USDA Administrators, Program Leaders.
- A Washington Twilight Tour.

Take a look at the 2016 PILD Conference Brochure at: <http://www.jcep.org/images/PILD/2016-PILD/2016-PILD-Brochure.pdf>

The time is NOW to register!! The deadline for early bird registration is March 18th (\$395), the deadline for registration for regular registration is 4/2/2016 (\$435) and late registration will be \$495.

Registration is now open for 2016 PILD Conference!

See the Tentative Schedule: <http://www.jcep.org/images/PILD/2016-PILD/2016%20Schedule-01-2016.pdf>

View the Abstracts of the Selected Presentations: <http://www.jcep.org/images/PILD/2016-PILD/Selected%20Session%20Abstracts.pdf>

Register Now for the 2016 PILD Conference: <https://www.regonline.com/2016-PILD>

I highly recommend this professional development opportunity. I would be glad to visit with anyone interested in the opportunity.

David Crawford can be reached by email at Crawford.228@osu.edu.

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Committee Action plans which are constructive, engaging and innovative. A huge thank you is extended to over 56 ESP National Committee members who assisted in the annual planning process as your input is vital in moving our Association forward. We will be further examining these action plans during our upcoming Mid-Year Board Meeting in an effort to maximize resources and efficiencies.

Speaking of National Committees, we are in the midst of intense ESP activity. Our Public Issues Committee is hard at work finalizing an awesome PILD Conference slated for April 10-13 in Crystal City. This committee is also hosting a webinar titled

"Know Yourself, Understand Others, Improve Your Relationships" presented by Dr. Debra Bolton, Kansas State University on March 2nd 2:00-p.m. EST, which you won't want to miss. Your Professional Development Committee reminds you that RFP's are now being accepted thru March 20th for the upcoming National Conference in Cape May, NJ. Our SGR Committee and National Office will be compiling the flurry of national recognition nominations received and encourages all states to participate. Thank you to each of you who serve in these critical committee roles.

We are fortunate that ESP provides a wealth of leadership opportunities. Consider applying to serve on a National Committee in 2017. This is a great way to

gain new skills and make friends from across the nation. Don't forget that applications are now being accepted for 2nd National Vice President, from the Southern Region and Regional Vice President applications from our North Central and Southern Regions. The deadline for these incredible opportunities is April 1st...no fooling! Feel free to visit with any member of your board of directors for additional information.

Whew!!! Without a doubt Spring's forecast predicts an extraordinary season for Epsilon Sigma Phi! Together, I am confident we will continue to move ESP forward during our 2016 ESP journey.

Patricia Dawson can be reached by email at patricia.dawson@oregonstate.edu.

Life Member Corner



Peru Perspective—A Life Member Reports

Nancy Kadwill, National ESP Global Relations Committee and ESP Life Member

They say Peru is the “Land of Contrasts” and I certainly found that to be true! The beauty and hustle of Lima countered the stunning and spiritual pre-Inca ruins. Fancy restaurants in the cities so differed from livestock wandering the streets in Tunanmarca.

In May of 2015 I had the pleasure of joining eight others for a fifteen-day study tour and professional development trip to Peru with Michigan State University’s ESP chapter. They have a wonderful history of conducting these incredible professional improvement



opportunities and I have been fortunate over the years to go with them to South Africa, Ireland, and Peru (openings go to MSU people first but, if there is room, they invite other ESP members to apply).

Our itinerary was very full and included guided city tours, historic sightseeing and cultural exposure in Lima, Cusco, and the Sacred Valley. Additional highlights included the post high school Institute de Marco site visit in Jauja, the Inca Museum, various school and university visits, farm tours, the incredible sights and smells of the Pisca market, and of course the Sacred Valley and Machu Picchu. We also visited the Ballestas Islands (also known as the Peruvian Galapagos which provides shelter for thousands of seabirds, sea lions and other wildlife), had a flight over the Nazca Lines, and enjoyed meeting a highly respected woodcarver.

One of my highlights was a visit to a local school where the children performed a traditional Peruvian dance for us complete with colorful costumes and music. My personal favorite was the visit to the pre-Inca ruins at Tunanmarca. At this site two local officials conducted a native ceremony to ask Pachamama (Mother Earth) for permission for us to enter this sacred site. It was moving and incredible. It was also at an elevation of about 14,000 which required some steady breathing and slow walking for those last 1,000 feet we climbed! But the spirituality, history, and silence that enveloped the site was so magical.

We also spent several days with local Peace Corps workers who enabled us to visit local projects. Almost all were involved with

some type of environmental program, education, and/or recycling.

An interesting aspect of the study tour was that prior to the trip, each participant agreed to research and give a short talk on a Peru-related subject during the daily time of reflection and peer learning. These topics ranged from politics and industry of Peru’s natural resources to history of ancient civilizations and rights of indigenous peoples. Those topics helped us to prepare for what we planned to see and do that day.



Dr. Larry Olsen, Professor in the MSU Entomology Department, was the coordinator of the group. Larry has been helping with potato research in that country for years. Part of the tour included our group helping with their improved potato variety plot harvest and tallying and weighing the results for quantification and research numbers. We worked alongside locals and were invited



into a home to enjoy a meal of fresh trout. These people had so little (by our standards) but graciously welcomed us with kindness and generosity.

We also participated in the variety tasting experiment by rating each variety on specific quality standards from the boiled, fried and chipped potatoes made from the freshly harvested potatoes.

Dr. Olsen is expanding and continuing his work with area potato producers and is planning another study tour this May, continuing his much-needed research as well as providing another opportunity for more Extension personnel to learn about the culture, people and agriculture of Peru. That work is getting much more local attention by the university leaders and he is now working with two professors of agronomy and entomology, senior students, the chair of the Agronomy Department, and the Vice President for Research and the President of the University of Huancayo as future cooperators. The largest grower in the area is

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also cooperating by allowing him to plant their plots on his farm where they will get significant visibility. With more involvement by the locals, more progress can be made in assisting the local subsistence farmers to improve their economic status and thereby improve their lives - a true Extension mission.

There are so many wonderful memories but I wanted to end with one excerpt written by participant Georgia Peterson: "The last class we visited at the Institute was a textile/fashion class and it was the most fun. After the professor explained what they were working on (color wheel, other basics), two of the students sang us a song. It was lovely. Then another student asked us to sing them a song. What?? We went blank. One of us suggested *Jingle Bells*. What the heck, we all know the words and none of them really knew what we were saying. So there we were, standing in front of 20 plus teenagers, singing *Jingle Bells* in mid-May. We got lots of applause and laughter. Then we got lots of hugs. It was all beautiful and rather surreal."

Kudos to Dr. Olsen and to MSU's ESP chapter for their years of "Globalizing Extension." Not everyone can have an extended work-related stay in another country. These programs give numerous Extension staff a chance to have an international experience/perspective and to broaden their knowledge of other cultures and peoples. And, as one participant said, "*Opening my eyes and mind to new experiences - stretching perspectives and my own worldview.*"

Nancy Kadwill can be reached by email at nkadwill2@gmail.com.



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If you have applied for scholarships or grants, what prompted you to apply?

- Personal recommendation from respected colleague; first time PILD attendee; and new-timer money.

If you have not applied for scholarships or grants, what would make it more compelling to apply?

- I am not familiar with what is available, where do I find this information?
- Promotion and tenure ties directly into the need for presenting.
- All awards could become national awards; target more young professionals to apply; and increase awareness.

All of this feedback is welcomed, valuable and is well received by the Board. It will also tie into other input that has been received from other ESP regions, the Blue Ribbon Committee's Issues-Based Survey, and the Strategic Plan's Committee Action Plans for 2016.

If you should have any additional, specific input on the above topics, please feel free to email them to me at russell.collins@denvergov.org.

Visit the ESP website at
www.espnational.org



Important Dates for Your Calendar!

MARCH

- March 1, Deadline for Electronic Submission of Recognition Nominations including the online National Recognition Submission Form
- March 1, Deadline for Electronic Submissions of Scholarship Applications (Angus Professional Development Scholarship and Professional Development Grants)
- March 1, Deadline for Electronic Submission of Friends of Extension Nominations
- TBD- Mid Year Board Meeting—San Diego, CA
- March 18, Last day for PILD Early Bird Registration

APRIL

- April 1, Deadline for Electronic Submissions of Nominations for National Committees
- April 1, Deadline for applications for Regional Vice Presidents (North Central Region and Southern Region) and 2nd National Vice President—from Southern Region.
- April 10-13, 2016, PILD Conference, Hyatt Regency, Crystal City, VA
- April 25, Deadline for *ESP Connection* articles to the National Office