

espconnection

Number CX

The Newsletter of Epsilon Sigma Phi

July/August 2011

The Heat is On.....

Deborah J. Thomason, National ESP President

Folks say that "It's hotter down South because of the humidity" and then others say "It's 110 in Arizona – but it is a dry heat." After recently returning from Phoenix for the AAFCS Annual meeting – I will have to say 110 is hot – dry heat or not! When I get into my car and the temperature reads 105 in South Carolina - it's 105 – humidity or not!

All this to say – we are experiencing a summer of extremes – heat, rain, wild fires, you name it – we are seeing it across the country. As Extension professionals we deal with unique situations every day. You are called upon to assist, serve, educate, and relate to your clientele at times in their lives

when they need assistance the most. I am so very proud to have spent my career in a profession that on a daily basis improves the quality of life for youth and families across the country.

The heat is on.... as we near the start of our annual meeting in Syracuse, your ESP Board has worked hard with the Lambda Chapter in New York to plan a wonderful professional development conference for you. I hope you will plan to join us and do make sure that your chapter is represented at our National Council Meeting as we conduct our association business and elect the 2nd Vice President that will help lead this

organization for four more years. Council delegates need to register prior to the meeting and can do so on the website.

Delegates not registered online by August 31 will not be seated at the National Council Meeting.

Yes, the heat is on... but rest assured it will be cooler in Syracuse in October. Be a part of your association as we celebrate "Our Future, Our Legacy: Moving Forward with Courage."



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Never Give Up

Ken Hart, Scholarships, Grants & Recognition Committee Chair, Theta Chapter

"Never, never, never, never ever give up" and "If you're going through hell, keep going" are two colorful quotes from Winston Churchill that remind us that difficult times demand strong perseverance from each of us. Many of you are experiencing shortages of budgets, time, and resources in your professional and personal lives. These are trying times for the whole country.

In these times, you may consider how your membership in organizations such as ESP affects your future. One of the goals of the Scholarship, Grants and Recognition (SGR) Committee is to promote the benefits available to members through our committee. The committee has worked to do this in two primary ways over the past several years.

First, the SGR Committee, working with the ESP Executive Board, seeks to offer recognition and grant opportunities that meet your needs for scholarship and professional development. I would like to challenge you: take one hour and carefully go over the ESP website listing of all the scholarship and recognition opportunities that our organization provides. I'm sure you will find at least one that fits you like a glove, leaving you to ask yourself, "Why haven't I applied for this in the past?"

(Never Continued on page 4)

It's Been a Busy Year

Sandy Corridon, National Past President and Chair, Membership Recruitment & Retention Committee



This has been a busy year for your National MRR Committee – thanks to the active engagement of our Committee members – Jim Reeb, Donna Gillespie, Patricia Powley, Karen Bruns, Stacey Warner, Susan Guinnip, Jennifer Bridge and Marlyne Walker.

One of our Committee Goals was to promote opportunities and benefits of membership in our organization. We value our members and to illustrate that point our MRR Committee members went on the *hunt* for members. We each sent emails to Extension colleagues who were ESP members, but had not renewed their membership. Following these personal contacts we were pleased to hear from many members that they would be renewing their membership and thanks for the reminder. We certainly also heard from MANY that they had paid their dues – so this was in a way a “checks and balance.” We reviewed and got updates from Chapter Treasurers so our membership lists are current and accurate. We certainly cannot benefit from our organization if we are not a participating member!!! I’m truly not preaching to the choir – consider this a “THANKS for valuing ESP!”

2011 National Conference

MRR will certainly have a presence at our national meeting! As a Committee we will participate in the *Poster Session* – with a visual of the Benefits of Membership. Come to our *Concurrent Session*!!! During this session come interact with a panel of ESP professionals who as new members, life members, past National presidents, and Chapter leaders, will share their personal perspective as to the value of Epsilon Sigma Phi. So whether you are a Baby Boomer, Gen X, Millennials or Echo Boomers – there’s a place for you and all your colleagues in ESP. Join us for the conversation! Also our *MRR Committee Meeting* will be held during the National Committee Meeting Session. Feel free to join our meeting and share your successes and challenges regarding how your Chapter recruits and maintains members.

ESP has been addressing the needs of all our members and most recently life member concerns have risen to the forefront. Following the presentation from the Ad Hoc Life Member Committee at our 2010 Pre-Board Meeting, the National Board responded by designating a Life Member Committee. This Committee is made up of life members who currently serve on one of our seven National committees. Chaired by the MRR Committee Chair, this group will meet via conference call prior to traveling to Syracuse for our National Conference and will have a designated meeting time at the Syracuse Meeting. We have shared some Goals for this special Committee and following our

conference call and the committee meeting in Syracuse will post a Plan of Work and will welcome input from all of our ESP members – life members as well as annual members, who like me, will one day be life members of ESP!

Epsilon Sigma Phi is OUR Professional Association – join the Membership Recruitment and Retention Committee on your local chapter level and help us to share the benefits of ESP with our colleagues.

Financial Benefits? Certainly there are many – but a few that may not have been tapped and are available are MANY stipends to attend our National Conference. So, if you are a National committee member, a Concurrent Session presenter, a Voting Delegate, one of 10 selected Poster Presenters, or one of the first 20 life members to register you are eligible for a stipend of up to \$200. BUT, did you know that there is financial help for At-Risk Chapters, 1890 and 1994 Institutions, and diversity awards??? Many of our ESP BENEFITS are not awarded because **no one applies**. Get involved, get informed, reap the benefits of ESP – check the website, contact the National Office, get in touch with MRR Committee members – realize the personal benefit of membership in Epsilon Sigma Phi.

See you in Syracuse!



Life Membership – Recruiting and Actively Engaging

Donna R. Gillespie, Membership Recruitment & Retention Committee, Theta Chapter Member

The Membership, Recruitment and Retention Committee's current Plan of Work includes several goals and objectives related directly to life members. These include implementing a "First Timer/Life Member" event at the 2011 National ESP Conference, providing an opportunity for life members to mentor first timers and create a dialog to benefit them individually and their chapters, encouraging states to include at least one life member on each state committee and encouraging first timers and life members to attend the National Conference. The committee is also developing a format for sharing/mentoring during the First Timers/ Life Members session to capitalize on the knowledge and experience of both life members and new members which will develop a stronger organization.

In an effort to better understand how ESP Chapters are communicating with members, what methods they are using to recruit and retain members and how effective these methods are, the MRR committee designed a questionnaire using Survey Monkey. Fifty four surveys were completed from 34 states and the responses show a determined effort by ESP Chapters to regularly communicate with current and prospective members.

Some of the things learned from Chapters about actively engaging members include:

- 47.3% email newsletters to their membership, some mail hard copies of correspondence and newsletters to life members without email
- 41.8% use an electronic list serve regularly
- 50.9% have established a membership committee
- 32.7% distribute National or chapter benefit brochures

Some of the things learned from chapters about using National ESP recruiting and retention materials include:

- 7.4% used several materials often
- 40.7% used some materials occasionally
- 35.2% used few materials seldom
- 7.4% never used any materials
- 9.3% didn't know materials were available

Chapters were asked to list any innovative or creative ideas they are currently using to retain or recruit members. Some of the ideas shared were:

- Professional development via short webinars
- A suggestion (not yet implemented) is to provide recognition to counties (districts) that have 100% of the eligible members join
- Membership contest where district with the highest percent of eligible members joining received a catered meal. The two district membership reps from the winning district received an iPad.

- Recognition at annual meeting for officers, committee chairs, advisors and district contacts (all receive a small token for their service)
- Developed a "robo" call format that went to member's offices on weekends reminding them that they had not renewed for the new year.
- Contacting members who will retire in the current year
- A strong awards recognition program, some that join have hopes to be eligible for awards in the future
- Highlighting 2-3 members in quarterly web/hard copy newsletter
- President started an ESP mid-month message that is sent via email to members; this short message keeps members in the communication loop, even though they don't all meet face-to-face, there are things happening within the group
- Identify retirees before they leave service and encourage retirement gifts be used to pay life dues

Life members are a vibrant and vital asset to our ESP organization. ESP offers them a way to stay connected with the profession and the professionals with which they have spent a lifetime. Chapters who make the extra effort to contact retiring professionals about life membership are rewarded with individuals who bring passion and commitment and the historical memory, serve as mentors for new Extension faculty and staff, provide leadership for officer training and fundraising and coordinate special activities. Life members can also serve as advocates for Extension at the local, county, state and National level.

Life members have full member privileges at the chapter and National level. These include being eligible for scholarships and awards provided by the ESP Development Fund, opportunities for reduced registration fees at the National ESP Conference, subscriptions to chapter and National newsletters, and continued connection to professional roots and affiliation with young Extension professionals.

The MRR Committee encourages chapters to utilize the materials available on the [National ESP](#) website to help them identify and recruit life members for their chapters. The Life Membership Recruitment Letter defines life membership, the benefits and ways to become actively involved as a life member. It is an excellent resource for chapters and when used in conjunction with other National ESP materials can lead them to membership retention and recruitment success.

2011 National ESP Conference Registration



Regular Registration
(July 16th—August 31st)
Members/Non Members—
\$475

Late Registration
(September 1st—October 1st)
Members/Non Members—\$550

Pre-Conference Workshop,
(Monday, October 10th) - \$30

Part-Time Member Registration
Monday, October 10th Only—\$100
Tuesday, October 11th Only—\$200
Wednesday, October 12th Only—\$200
Thursday, October 13th Only—\$50
Monday & Tuesday, Oct. 10-11—\$300
Tuesday & Wednesday, Oct. 11-12—\$350
Wednesday & Thursday, Oct. 12 & 13—\$250

Guest Registration
Complete Meal Package—\$325
Opening Reception Only—\$85
Tuesday Meals (Breakfast, Lunch and
Auction Dinner) - \$115
Wednesday Meals (Breakfast, Ruby Luncheon,
Awards Banquet) - \$130
Thursday Breakfast—\$15
Opening Reception & Tuesday Meals—\$210
Tuesday & Wednesday Meals—\$255
Tuesday, Wednesday & Thursday Meals—\$270
Wednesday & Thursday Meals—\$150
Evening Events, Monday, Tuesday &
Wednesday—\$185

A \$120 assessment will be charged for anyone who lives beyond 50 miles from Syracuse and chooses not to stay at the DoubleTree East Syracuse, the Conference Hotel.

Online registration is preferred, but if you are unable to access the online method, please request a registration form from the National ESP Office at (208) 736-4495.

Individuals with disabilities are invited to request reasonable accommodations to participate in sponsored programs and events. To request and accommodation, contact the National Epsilon Sigma Phi Office at esppoffice@espnational.org or call (208) 736-4495.

Annual Conference Giving—Major Fundraising for the ESP Development Fund

Graham Cochran, RDM Committee Member, Alpha Eta Chapter Member

ESP has budgeted over \$17,000 from our Development Fund in 2012 to support professional development of our members. Financial support for our members' professional development is more important than ever in an increasingly challenging fiscal environment. How can we maintain and expand our support of professional development for ESP members? With your help!

With less than three months left until our 2011 National Conference, the Resource Development and Management Committee would like to remind you of the critical role our fundraising efforts at the national meeting play. Last month, David Ross shared information with you about the ESP Scholarship Auction. The second way we raise funds at the National meeting is through direct donations from attendees.

Please consider donating when you register or donating at the National meeting when asked. Members who donate any amount will wear an ESP Endowment ribbon on their nametag. Members who donate \$100 or more will proudly wear the New York conference pin. Last year, attendees donated \$7,700 at the National meeting. With your help, we want to beat last year and raise \$8,000.

When you are in New York, look for one of our committee members to ask you to donate and plan to say yes. Your contributions will help build our Development Fund and a legacy of support for Extension professionals.

To visit the Conference website click [here](#).

(Never Continued from page 1)

The SGR Committee has also worked to make the application process for these opportunities very simple and streamlined. I believe our system, supported by our excellent website, does provide these opportunities to you with the minimum demand on your time to participate in them. If your proposal or application is well thought out and well written, you will have a very good chance at acceptance. These processes are not time consuming and involve minimal documentation and reference. All applications are online and easy to work through.

Difficult times call us to strengthen our involvement with our Extension professional organizations, especially ESP. There you will find the extra resources to help carry out your Extension work for a better society at a time when our citizens greatly benefit from Extension education. The opportunity to have your efforts recognized by your peers through ESP is icing on the cake, but helps strengthen your perseverance.

Join Us at the ESP Auctions Set for Tuesday, October 11!

David Ross, Resource Development & Management Member

The ESP Scholarship Auction is scheduled for Tuesday, October 11th. The auction serves as a major fund raiser for the ESP Development Fund annually with the proceeds being used to help fund scholarships and to grow the Development Fund.

Silent Auction

The Silent Auction is scheduled on Tuesday from 4:00 until 6:30 pm. During this time there will be a cash bar and nibbles to enjoy while you view all of the auction items and make bids on the silent auction items. Time will be called on bidding about 6:30 pm. Dinner will follow at 6:30 pm.

Live Auction

The Live Auction is also on Tuesday, October 11, following the Silent Auction. A Buffet Dinner will be served at 6:30 pm prior to the Live Auction. A dessert and coffee reception follows the Live Auction. This is an evening of fun so plan to enjoy yourself with your friends.

Donation Instructions/Suggestions

Donations for the Auction are highly desired; please support the Development Fund with your donation. Items with a value of \$30 or more are suggested. These can be something unique to your culture, community or geographic area, hobby or special interest. It is fun to get something neat from another part of the country!

The donations also include Bed and Breakfasts; trips; case of wine; handicrafts of quilts, glasswork, wood, and ceramics;

gift certificates; furniture; food items; books; wall hangings; state chapter baskets of goodies; unique items; the handcrafted wooden ESP Key; and many more wonderful items.

Consider making a poster of large baskets, cases of wine, or other items that need to be shipped. Bring the poster with photos and list of the contents to the auction. State that you will ship the item directly to the Buyer. This saves you from transporting by plane and saves the buyer the problem of getting the item home by plane.

Deliver donation items to Auction Registration near the Conference Registration desk during registration hours; these are Sunday from 2 PM until 8 PM, Monday until 5 PM or Tuesday before 1 PM. A donation form, "Consignment Form", is completed by the donor so proper credit can be given later. Place a value for your item on the form.

Bidders/buyers register on Tuesday afternoon to get a bidding number that identifies them throughout the evening. During the silent auction, the number is placed on the item bidding form along with a higher bid for the item. During the live auction the card is held up to bid. After the auction, pick up a "Sales Receipt" form at the Sales Table listing all the items you have purchased and take it to the Pay Table where cash, check or credit card (VISA or MASTERCARD) can be used for payment.

Donors and buyers will receive a receipt to show values for tax purposes after the

conference. All donations and purchases are tax-deductible contributions.

Shipping to Syracuse

If you want to ship a non-perishable item in advance, ship to arrive between September 12 and October 5 to:

*ESP National Conference
Cornell Cooperative Extension of Cayuga County
Cayuga County Education Center
248 Grant Avenue, Suite I
Auburn, NY 13021-1495*

Include full contact information for the donor, the price you paid or a suggested retail value of the item, and who can be contacted at the conference if needed. A written description of the item for bidders to read or the auctioneer to read would be helpful for most items. Please email dsross@umd.edu that the shipment was made. Thank you.

The Development Fund revenues are used to provide professional development opportunities for ESP members. In the last ten years, **the Development Fund has provided over \$345,000 in scholarships and grants to ESP members** from all over the country. If you have questions related to the auction, please contact David S. Ross (MD Tau chapter) at dsross@umd.edu or call 301-498-2234 (H) or voice mail at 301-405-1188.

There is Development Fund information on the ESP website homepage under "Giving – Development Fund". Go to <http://espnational.org/>. Pledges and donations can be made directly to ESP.

Greek Study Tour Postponed to October 2012

The International Study Tour to Greece has been postponed to October of 2012. The tentative dates are Oct. 17 - 30, 2012. There were not enough participants to conduct the program in 2011. It is tentatively rescheduled for October 17-30, 2012.

Farmer to Farmer Program

Jenny M. Wehmeier, Global Relations Committee Member, Alpha Sigma Chapter

The Farmer-to-Farmer program is funded by the United States Agency for International Development (USAID)'s Bureau for Economic Growth, Agriculture and Trade (EGAT) under the management of the Office of Agriculture. It started in 1985 as an effort to support a variety of development programs aimed at reducing poverty and stimulating sustainable and broad-based economic growth in the agricultural sector. Volunteers from the United States provide technical assistance and training to local farmers, cooperatives and associations, rural financing institutions, educational institutions, private enterprises, local non-profit organizations, and public sector agencies known as "hosts" in various countries around the world covering a broad range of topics. Normal assignments usually run between 2-4 weeks, and often volunteers return to the countries for future assignments or maintain strong relationships with hosts after they return home. In addition to trainings and hands-on support, they also help leverage resources; establish partnerships and linkages to networks. Local projects are meant to be in line with country USAID missions and work closely with partner organizations and other programs. In addition, the Farmer-to-Farmer program employs a national country coordinator and at least one field officer to oversee day-to-day operations of the program, including support to volunteers as well as on-going technical assistance and follow-up with hosts. As part of their assignment, volunteers are expected to engage in public awareness activities after they return, in an effort to increase the US public's understanding of international development issues and US development programs.

Since the program started, over 12,000 volunteer assignments have been carried out in over 80 countries, directly benefiting over 1 million farmer families. Grants are normally issued for a period of five years. The current program period started in October 2008 and will run through September 2013. The Farmer-to-Farmer program is currently being implemented by the following organizations: Partners of the Americas, Winrock International, ACDI/VOCA, CNFA, Florida A&M University, National Cooperative Business Association, Cooperative Coffees, FAVACA, IESC, Technoserve, University of Arizona, and Veterinarians Without Borders.

Specific information about the geographic locations and program focus areas can be found at: http://www.usaid.gov/our_work/agriculture/farmer_to_farmer_active_programs.htm

Each country develops sub-sector projects to focus on. These include:

- Nicaragua: Dairy and Horticulture
- Haiti: Horticulture, Bee keeping and Small livestock
- Dominican Republic: Horticulture and Tree Crops
- Guyana: Non-traditional Horticulture and Aquaculture

Because the projects work across entire agricultural sector value chains, volunteers are often needed at different levels and areas of expertise. Some examples include: introduction of new production technologies or farming practices, Integrated Pest Management, drip irrigation, soil testing, water quality management, post harvest handling, packaging, processing, labeling and marketing, organizational development, development of business plans, bee hive construction, rabbit cage construction, rabbit nutrition, cattle health, shade gardening, green house production, etc.

People interested in volunteering their time with the Partners of the Americas Farmer-to-Farmer program can learn more at: <http://www.partners.net> and click on link: *Find Farmer-to-Farmer Opportunities!* To apply for a volunteer position, send resumes to:

- Jessie Kalsmith, Program Officer for Dominican Republic and Nicaragua: jkalsmith@partners.net
- Meghan Olivier, Program Officer for Guyana and Haiti: molivier@partners.net

Even if you don't see a current position that matches your skills on their website, Partners of the Americas staff are happy to keep your resume on file should any new opportunities emerge.

You can also find out more about volunteer experiences on the Farmer-to-Farmer blog: <http://farmertofarmer.blogspot.com/>

For More Information Contact:

Kerry Zaleski
M&E Project Coordinator
Partners of the Americas Farmer-to-Farmer Program
University of Wisconsin – Extension Cooperative Extension

Visit the ESP website at www.espnational.org

eXtension—A Professional Development Resource

Pennie Crinion, Professional Development Committee Member, Alpha Nu Chapter

Besides offering information to the public, eXtension also serves Extension staff. The eXtension Evaluation Community of Practice was formed to assist Extension staff in evaluating efforts and outcomes—an ongoing challenge for a variety of reasons. The leadership for this group would like to broaden awareness and use and invites you to click on the following link to explore the available resources

http://collaborate.extension.org/wiki/PDCoP_Evaluation.

These resources include FAQ's, links to materials, and recordings of the monthly webinars that have been held over the past three years. Take a look at the webinar topics. They all focus on practical Extension-based examples/experiences and average less than an hour in length.

Do You Have a Global Experience to Share?

Kathy Tweeten, Global Relations Committee Chair, Upsilon Chapter

Attending the 2011 National ESP Conference? Join the Global Relations Committee during Concurrent Session II on Tuesday, October 11 from 3:30-4:30, titled "The Value of Global Work to Your Clientele and Institution" and tell us about your global experience and how it added value to your Extension work, county or institution. We are looking for 2-3 minute presentations only. All presentations will be videotaped for promotion of Extension and its role in Global work. Selected tapes will be edited by the Marketing Committee and uploaded on YouTube. All tapes will be archived and available on the ESP website.

No reservations are necessary. If we get too many stories for the time allowed we will arrange with individuals to do their taping at another time during conference.

Public Issues in Arkansas

Don Plunkett, Public Issues Committee Member, Alpha Iota Chapter

Important issues now affecting Arkansas include the first ever "tax-free holiday," state scholarship lottery awards being reduced, a food tax reduction and state budget concerns.

Arkansas's legislature passed a law in 2011 that allows for a tax-free, back-to-school holiday on August 6. There is a list of approved back-to-school items that can be purchased without taxation. Interestingly enough, Little Rock television station reporters have examined the law and found that tax-free items include garters, garter belts, wedding dresses and other unusual back-to-school items are on the list. Many parents are excited about this opportunity and some merchants are also offering discounts on some clothing items.

The Arkansas scholarship lottery was approved by voters in November 2008 and began operations after the state legislature approved guidelines in 2009. In October 2009 games of chance were offered and in 2010 a number of state scholarships of \$5,000 each were granted. But in the 2011 fall awards funding has been reduced to \$4,500 per student. State lottery revenues are reportedly significantly lower in 2011 than budgeted for. This created a slight controversy but controversy is not new to the state lottery. The first controversy came with the very high salary for the director that was nearly three times higher than the state governor. High salaries were also given to a number of other officials in the lottery. Other problems have been that the lottery has been criticized by the state auditor for poor record keeping and budgeting practices. Another big snafu came when salaried staff were granted a number of days of vacation time above and beyond the days allowed for their positions.

The state legislature reduced taxes on groceries again in 2011. This is the second time a reduction has passed with the first in 2009 reducing grocery taxes by half. The plan is to continue grocery tax reductions to a point where no tax will be charged on food items. Even with tax revenue down on grocery items, state revenue has exceeded budget at state year-end.

Now the budget surplus is under the wary eyes of state legislators and the governor. They will undoubtedly wait to see how the "tax-free holiday affects revenue in August and the first half of 2011-2012 fiscal year before divvying up the excess money from the past year.



Costa Rica Study Tour Offered February 8-22, 2012

An agreement with a university in Costa Rica to offer a study tour from February 8-22, 2012, has been reached. The tentative fee is \$2595.00 for double occupancy and \$2795.00 for single occupancy. This fee is subject to change due the final airline contract fare of flying out of DF/W airport. This program is for 20 people on a first-come, first-served basis and November 1, 2011 is the registration deadline. Those that are interested can contact Dan James at djworld04@sbcglobal.net or call 214-766-6323 for an application and more information.

It Will be Here Before You Know It!

Bob Ohlensehlen, National Executive Director

This summer seems to be flying by here at the National Office. I know all of you are busy as well. I hope you have had some time to spend with your families this summer.

The 2011 ESP National Conference in Syracuse, New York, scheduled for October 10-13, 2011, will be here before you know it. We have been working on National Conference materials for about a month. There are many details involved in the planning and we are working hard to be sure that we will not miss anything. As of the end of July we have 150 participants registered for the conference. Hopefully, several more of our members will be able to attend what we think will be an excellent conference.

I hope you are as excited about our meeting as we are here in the office. There are some excellent professional development opportunities that will be a part of the annual meeting. There are 24 excellent concurrent sessions from which to choose during your time at the conference. There will also be several posters that will be presented following the first concurrent session and they will be on display throughout the conference.

Dr. Edward Smith, Director of the Texas AgriLife Extension Service, and the 2011 Distinguished Ruby recipient, will be presenting the prestigious Ruby Lecture on Wednesday at noon. There are three excellent keynote speakers who will be making presentations during the conference. Keynote Speaker Secretary of Agriculture Tom Vilsack has been invited to be the Cap note speaker for the conference. We, of course, hope Secretary Vilsack will be able to attend but have another excellent speaker who will speak in the event Secretary Vilsack is unable to attend. For more information refer to the conference website.

The Recognition Banquet set for Wednesday evening will feature the best of the best from Extension and from ESP chapters from across the nation. Come and join in the opportunity to meet and to honor these Extension members who have excelled in the Extension profession.

The annual live and silent auctions provide a source of funds that are used to provide member benefits throughout the upcoming year. The Development Fund, which also provides funding for scholarships, grants and opportunities for professional development for our members, will be accepting individual contributions from those at the conference. Of course, we also welcome contributions from our members throughout the year!

If you have not yet registered – do so today. Keep in mind that the Regular Registration Rate of \$475 is in affect until August 31st. Don't miss out on the chance for professional development, networking and some old fashioned fun!



Important Dates Ahead – Mark Your Calendar!

AUGUST

July/August Issue of *ESP Connection* distributed
Collect and submit final payments of 2011 ESP dues
August 31—National Conference Regular Registration Rate (\$475) Ends
August 31—Voting Delegate Online Registration Deadline

SEPTEMBER

September 1 to October 1—National Conference Late Registration Rate (\$550) in Effect
September 22, Deadline for *ESP Connection* articles to the National Office

OCTOBER

September/October Issue of *ESP Connection* distributed
Distribution of 2012 Membership Renewal Information to Chapters
October 10-13, 2011 - ESP National Conference, Syracuse, NY
Submit National Conference reimbursements for committee and voting delegates

OCTOBER

Collect and submit 2012 Membership Dues

