

espconnection

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The Newsletter of Epsilon Sigma Phi

October/November/December 2017

The Start of a New Year—President's Message

Elizabeth Claypoole, National ESP President

Time moves so fast! Just a few weeks ago I was inducted as President of Epsilon Sigma Phi. My very good friend and Past President, Nancy Crago, conducted the ceremony as meeting attendees, and especially my colleagues from New York (thanks to you all for being there!), looked on as your new national officers took their oath of office.

I look forward to working with Past President Kathy Tweeten, President Elect Mark Blevins and new 2nd VP Mike Knutz! We all really want to serve your needs and make this organization great.

Over the next several months we will be updating our yearly plans and will be reaching out to you as we update our three-year strategic plan. We want to get as many people as possible involved in this endeavor. Please contact me if you would be interested in helping plan this activity.

Each committee, chaired by our officers and regional vice presidents - Mark Platten (West), Professional Development; Jennifer Grogan (South), Public Issues; Karen Reddersen (Northeast), Scholarship, Grants and Recognition; and Doug Jardine (North Central), Membership

Recruitment & Retention; Kathy Tweeten, Global Relations; Mike Knutz, Resource Development & Management; Mark Blevins, Marketing - all of them, need your help in

accomplishing the goals of the organization. Many of you serve on these committees, but just as I mentioned at the national meeting – we want many of you to participate in the workings of these committees. Please contact the

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Elizabeth Claypoole

Thank You, Thank You and Thank You!

Kathy Tweeten, National ESP Past President

A sincere thank you to those who participated in our annual conference in October; to those who presented sessions and posters and participated in the elevator speeches (see esnational.org and scroll to bottom of front page) to those who nominated others and those who received awards; to those who brought and bought auction items; to those who contributed to the ESP foundation; to our wonderful North Carolina hosts; to all those who contributed to the learning; and a special thank you to Bob Ohlensehlen and Jeana Kienzle, for eight dedicated years to Epsilon Sigma Phi.

I was very proud to receive the ESP Key! A most sincere thank you to those who contributed an honorarium to the ESP foundation in my name. The key is a very special gift for my year as your president. I hope that you all had a chance to sign it. I'm not sure that you were told that the key

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The History of the ESP Development Fund

David S. Ross, National Resource Development and Management Committee Member and Tau/MD Chapter Member

About 15 years ago, Dick Angus, the 1994 President of ESP, led efforts to raise money to support ESP educational activities via a member-managed foundation. Looking to the future, these managers and the ESP National Board worked to reorganize the fundraising and investment policies of ESP and to create the **Development Fund** with professional money management.

The Fund has grown annually with donations and investment growth. Bob Ohlensehlen, Executive Director, recently said that we have increased the Development Fund by \$200,000 in the last eight years. Roughly half of this was from member donations and half from investment growth.

The Development Fund provides money each year, roughly \$28,000 in the budget for 2018, to support professional development grants, scholarships, JCEP leadership training, and recognition to members. We have a spending rule that guides us in making expenditures from the endowed funds.

All donors are listed in our Key Level Recognition program which gives recognition at several levels. Details for this and more are on the national website at <http://espnational.org/en/development-fund>. A link on the left side of the homepage goes to this section.

Currently, Development Fund member and chapter donations total over \$400,000, getting closer

to our goal of \$500,000. The total market value of our investment is about \$665,000. We are doing well and ask that **you and your chapter** help to achieve this goal. Many chapters have raised thousands of dollars already toward this goal. Make a credit card donation now at <http://espnational.org/en/59-for-more-information-on/development-fund-giving/donations/300-development-fund-donations>.

Please make your tax-deductible donation for 2017 by December 31.

David Ross can be reached by email at dsross@umd.edu.

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committee chair and get on the list for the Zoom meetings – participate, participate!

Reminder about upcoming due dates and check the calendar often! Find out more information in this newsletter and do not miss the opportunities! We want to give out more scholarships and get opportunities for stipends and money back to our membership. As you plan for participation in the JCEP Leadership Development Conference in February, remember that each chapter gets \$500 to

help in participation expenses. If you want to go to PILD and need funds to help, the deadline has been extended and there are scholarships that you have to apply for by December 12th!

I look forward to being your President in 2017/2018 and will strive to engage more members to be involved in committees and participation in national events – it is through this participation that we grow as individuals and as an organization. Please let me know if you have any suggestions!

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



Registration for the 2018 JCEP Leadership Conference being held in Orlando, Florida, opens this week! Visit jcep.org for more information.

ESP Professional Development Committee Looks Ahead

Mark Platten, Chair, Professional Development Committee and Western Region Vice President

As the new chair for the ESP Professional Development Committee, I would like to thank Beth Raney for the leadership she's provided for the past two years. We transferred leadership of the committee at the national meeting where 17 peer-reviewed concurrent sessions and 11 peer-reviewed posters were presented. The top ten concurrent sessions and posters received stipends, recognizing their excellence. For access to PowerPoint slides and handouts from the concurrent sessions, follow this link: [2017 Concurrent Sessions](#).

As we wrap up 2017 and move into the new year, the professional development committee is looking at ways to bring the membership additional value through our spring webinar series. This year we will sponsor up to three webinars with a focus on: Tools and techniques to help new Extension employees get up to speed, or to help those who are retiring prepare

for that transition. We hope this focus generates valuable information that will appeal to those ESP members who aren't always considered as a focal point. Please follow this [link](#) for the RFP information and submission links:

Finally, as our committee looked at the ESP Vision: "Epsilon Sigma Phi leads the Extension System in providing and facilitating professional development that focuses on the Extension organization and the Extension professional," we asked ourselves how we're accomplishing that vision. To that end, we would like your innovative ideas and creative thoughts on how to meet this charge. Please send these to me via email.

Mark J. Platten can be reached by email at mark.platten@colostate.edu.

2018 Development Fund Campaign Off and Running

David S. Ross, National Resource Development and Management Committee Member and Tau/MD Chapter Member

The 2018 Campaign year started with donations made during the 2017 Conference Registration and grew during and after the conference. Officially, other donations made after September 1, 2017, will be credited to the 2018 Campaign and recognitions listed for 2018. During the registration process, \$3,495 were donated. During the conference an additional \$6,529 were given to raise the conference total to \$10,024.

Since September 1, 2017, and as of October 26, 2017, an additional \$1,129 has been received at the national office to bring the total for the 2018 Campaign year to \$11,153.00. Donors number 160. Please be counted!

Help to provide funding for professional development in your profession by donating today. Go to <http://espnational.org/en/development-fund> to see a link for online credit card donations or see "Donate to the Fund" to get a form to mail in a donation. Also, see the link for "Planned Giving" to make a future gift. Now a donation of \$25,000 or more will allow a named gift to be made to ESP for a scholarship or grant or other use.

Please make your tax deductible donation now to ESP before the year ends!

David Ross can be reached by email at dsross@umd.edu.



Mentoring is Marketing—New ESP Mentoring Program Launched at National Conference in Wilmington

Mary Carol Sheffield, National Marketing Committee Member and Alpha Beta/GA Chapter Member

The Marketing Committee is happy to announce that a new Mentoring program was launched at ESP's recent national conference in Wilmington, NC. In total, we had 40 participants - 20 First Timers to the conference, and 20 Mentor volunteers. Most of the paired Mentors and Mentees were able to establish contact with one another prior to arrival at the conference. Once at the conference, all of the participants received a special nametag ribbon, a welcome postcard with their match identified, and then the Mentors introduced their Mentees at the First Timer/Life Member Reception. Many photos were taken and posted to the ESP National Page. Immediate feedback from the program was very positive. Marketing Committee members Jocelyn Koller, Mollie Toppie and Rusty Collins helped bring this idea to light after Mollie provided feedback as a first timer at last year's conference. We are hopeful that these relationships will grow and last for the paired Mentors and Mentees.

Do you remember the feeling of being brand new to Epsilon Sigma Phi? Were you proud of your accomplishment? Did you know what great opportunities were available to you through our professional association? For me, I had a great boss, friend and mentor, Grace Garnier, who gently lead me to participate in ESP. Her mentorship was the best marketing that Epsilon Sigma Phi could get.

Before I was even eligible for membership or understood that nomination to ESP was an honor, Grace began nudging me towards opportunities that ESP had to offer. Just two years into my Extension career, she nominated me for our state New Extension Professional Award, ushered me to my first state association meeting to receive it and encouraged me to keep ESP in mind. Three years later when I was eligible for nomination, she made sure that I was tapped for membership and that I participated in the annual meeting. Even after that she encouraged me to consider a leadership position within our state chapter and then the pathway really laid for me to have opportunities to share both programmatically and through my own leadership and mentoring path.

In recent years, Extension has been asked to do more with less: fewer staff, fewer resources and less money in our budgets. This is a nationwide fact for land-grant institutions. One of the crises that face

Extension in the not distant future is a lack of institutional knowledge as experienced leaders, directors, coordinators and agents retire and there are fewer people waiting to take on the responsibility of leadership in our organization. Mentoring is crucial to how Extension fulfills our leadership needs and Epsilon Sigma Phi, the Extension Professionals' Organization, has so much to offer in this aspect of leadership development.

If you are a long time member of Epsilon Sigma Phi, then you are likely a potential mentor! You did not have to start in the official mentoring program of the conference. You can be an ESP mentor in your own state in much less formal ways: Encourage new agents to explore the opportunities available to them in ESP, nominate new Extension professionals for awards for which they may be eligible, invite them to participate in professional development opportunities through your state chapter, and most definitely encourage them to apply for membership in ESP when they are eligible or nominate them yourself if the state process allows this. Beyond these basics, reach out to newer Extension professionals and offer to walk them through a process that may be new to them: Give them support as they develop programming—as an expert speaker, or as a supporter, or with a tool you have developed for similar programming. Think about your mentors in your career—both those who were formal and those who just took you under their wing along the way and mimic the ways that they helped you.

Mentoring may be one of the strongest strategies for marketing ESP to potential members and to help be a part of the continued success of Extension programming nationwide. We hope each state will begin looking for ways to mentor early career professionals and marketing your ESP chapter as a key to professional excellence.

Mary Carol Sheffield can be reached by email at msheff@uga.edu.



Important Deadline Dates for Members and Chapters to Keep in Mind

Natasha Lucas, Membership Recruitment & Retention Committee Member and Alpha Kappa/KY Member

The mission of Epsilon Sigma Phi is to foster standards of excellence in the Extension System and to develop the Extension profession and the professional. I felt like that was achieved at this year's ESP National Conference. I hope you all enjoyed the ESP National Conference as much as I did in Wilmington, NC - what a wonderful professional development opportunity!

We had a wonderful First Timers/Life Members Event. Congratulations to Rusty Collins and the National Marketing Committee for implementing the Mentor/Mentee Program for First Timers! Thank you to those members that are serving as mentors!

I just wanted to share with you some upcoming deadlines that relate to membership. 2018 membership dues are now being submitted, but keep in mind that member dues must be paid by February 1st if you want to qualify for scholarships, grants and/or recognition. Members can continue to pay their membership dues through August of 2018 for the 2018 Membership Campaign.

December deadlines include electronic submission deadline for PILD Scholarships, and the deadline has been extended to December 12th, so apply now!

Also, if you plan on attending the JCEP Leadership Conference, please remember that registration will open the first part of December for this wonderful meeting.

One of the most important items to complete is the Chapter Officer Update, updating your contact information for your chapter after your annual meeting. By doing this, you ensure that your chapter is notified of upcoming opportunities and deadlines.

Most importantly, please remember to pay your dues online.

Natasha Lucas can be reached by email at nlucas@uky.edu.



Last Call for 2017 Charitable IRA Rollovers

Doug Beech, Resource Development and Management Committee contributor and Life Member, Alpha Rho Chapter, KS

Time is getting short for our friends 70½ years old and older to take advantage of the opportunity to transfer funds from their IRAs to charity in 2017, **income tax free!**

Don't itemize deductions on your tax return? Paying income taxes on your social security benefits? Paying a surtax on your net investment income? If you are in any of these situations, Charitable IRA Rollovers may be a great tool to use to make your charitable gifts. **Plus, Charitable IRA Rollovers count toward the donor's IRA required minimum distribution (RMD) for the year.**

Please don't let this opportunity pass you by! Talk to your tax advisor NOW to determine the exact tax benefits presented to you by Charitable IRA

Rollovers. This may be a wonderful chance for you to make a special gift to support National ESP. The February/March 2016 *ESP Connection* Newsletter (archived on the national ESP website) contains an article that covers the major benefits and rules associated with Charitable IRA Rollovers, and explains how to make such a gift to National ESP.

Sincere thanks for considering a charitable gift from your IRA to National ESP.

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

Annual Conference Marketing Committee Highlights

Rusty Collins, Former Marketing Committee Chair & Western Region Vice President (2016-2017)

I am very proud of the work performed by the Marketing Committee in 2017 and am grateful for the contributions from our dynamic committee members - Jocelyn Koller, Mollie Toppe, Karol Dyson, Mary Keith, Deborah Thomason, Mary Carol Sheffield, Pennie Crinion, Surine Greenway and Barbara Brody. I also appreciated working closely alongside the Membership Recruitment and Retention Committee that is chaired by Doug Jardine.

The 2017 National Conference in Wilmington, NC, was a great success and a wonderful experience.

The new Mentoring Program was launched at the conference. We had 15 matches with 30 total people participating. The Mentors introduced their Mentee at the Life Member and First Timer Reception. This event was engaging, fun and the Mentoring program

was highly valued by participants. We are hopeful that the newly formed relationships will last. Mollie Toppe played a huge role in developing this program. For your information, Mollie originally conceived the Mentoring Program after she attended the 2016 annual conference as a First-Timer!

Joceyln Koller, who served as the official Facebook Liaison for ESP, worked closely with Mollie Toppe to create a "Facebook Challenge" at the conference that drove participants to the national ESP Facebook Page. Prizes of ESP swag were given to daily winners who posted pictures of themselves and colleagues in Wilmington, in training, or enjoying their time at the conference, including Shag Dancing! This was the most action that we have ever received on our ESP Facebook Page!

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The Year was 1945...

Doug Jardine???

The year was 1945. World War II wrapped up in April in the European theater and in August in the South Pacific. The Alpha Rho Chapter was celebrating its 15-year anniversary. George Shepard was the "Chief" and Georgiana Smurthwaite was "Vice Chief." Other officers included Analyst, Vernetta Fairbairn, Editor, Earl Teagarden, Secretary-Treasurer, Ellen Batchelor and Dean of the House of Pioneers, Harry Umberger.

Notable amongst the officers is Georgiana Smurthwaite, who was a district and home demonstration leader from 1935-1955. In 1945, she had just returned from the War Time Food Management Conference. She retired in 1958 and in 1961, Smurthwaite House was named in her honor. The house was founded on four pillars: leadership, scholarship, friendship, and service. Smurthwaite Scholarship and Leadership House currently houses 46 women who

must maintain a 2.8 GPA and be active in campus and leadership activities.

Another notable board member was Harry Umberger, the namesake of Umberger Hall on campus and home to Extension administration. Umberger was born to cattle ranching parents and graduated from Kansas State College of Agriculture in 1905. He started his career with the USDA Bureau of Soils in 1906 as a Scientific Assistant and later worked as a Scientific Assistant with the USDA Bureau of Plant Industry. In 1911, he returned to Kansas to become the Assistant in Charge of Cooperative Experiments, Kansas State Agricultural College; in 1915 Demonstration Supervisor and Assistant County Agent Leader; in 1917 County Agent Leader and in 1919 was promoted to Acting Dean and later in 1919 to Dean, Division of Extension. In 1942, Umberger was awarded with the

Distinguished Service Ruby Award from Epsilon Sigma Phi. Umberger's position on the board was Dean of the House of Pioneers. Only Dean Umberger was eligible for membership in the House of Pioneers, a national Epsilon Sigma Phi sub-group designed to honor those members who were involved in Extension-type work before the Smith-Lever Act of 1914 was passed.

The annual banquet that year was held at the Manhattan Christian Church and was catered by the Christian Ladies. Entertainment consisted of an instrumental solo, a vocal solo and group singing. The featured speaker was Harold E. Meyers who offered "Some Observations in the Middle East." Cost of the banquet was a hefty \$1.00!

Interestingly, given that it was 1945, there was little mention of the war in archival materials. The only

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International Connections Very Rewarding

Charles Overstreet, Global Relations Committee Member and Alpha Alpha/LA Chapter Member

One of the things that I enjoy most as an Extension Specialist and Professor with the Louisiana State University AgCenter is interacting with graduate students. Many of the students that are in our department are from other countries. I have worked closely with my own international students over time, as well as many others in the department. I have had the opportunity to bring in a number of international students that worked with me as interns for six months. I really like engaging with the students, offering advice,

encouragement and support. Many of these students have participated in some of my Extension activities such as farm visits or even conducting demonstration plots with producers.

I have had the opportunity to visit a number of other countries and presented information to students and professors at workshops, conferences, and professional meetings.

I really get to work closely with a number of international students in

my role as chairman of a Foundation for one of our nematological societies for North and South America. We raise funds to support their travel and support a student competition.

It has been very rewarding for me to know that I have had an important impact in the lives of many of these international students over time.

Charles Overstreet can be reached by email at [coverstreet@agcenter.lsu.edu](mailto:ccoverstreet@agcenter.lsu.edu)

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We were very pleased to see the successful launching of the Latino Affinity Group and their associated Facebook Page. This group is high energy, smart and talented, and I'm looking forward to all that they will do with ESP in the future and the value that they will bring to our members.

Finally, sales at the Marketing Booth for ESP swag were most successful to date. Many thanks to

Barbara Brody and the other committee members for their help with the booth and poster. The most popular items to purchase this year were the ESP zip drives, shirts, pens, and luggage tags.

I have enjoyed the last 2 years serving as the Marketing Committee Chair. In this time, I have gained new friendships that will last forever and will fondly remember my time with this group and our impact together. I have also found great value in the face-

to-face time that is spent at the national conference.

I wish the very best of luck to Mark Blevins, Chair, and members of the 2018 Marketing Committee!

Rusty Collins can be reached by email at Russell.Collins@denvergov.org

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is made by Art Redinger, a Life Member of the Alpha Lambda Chapter of Indiana. Art has been making the keys for many, many years. He makes the key from the state tree of the president. For North Dakota that would be the American Elm tree.

I hope that you are all considering a trip to Manhattan, Kansas, for the 2018 ESP National Conference, October 1-4, 2018. See you there!!!

Kathy Tweeten can be reached by email at Kathleen.tweeten@ndsu.edu.

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reference came from Georgina Smurthwaite after becoming Chief at the Annual Meeting. In *A Message from our Chief*, she wrote in part:

"Noble Clark, and his Committee on Post War Planning, has indicated clearly, that the job of the Extension worker is to stimulate rural citizenry to greater interest in questions involving our national welfare. He points out that we must be aggressive in getting un-biased information to rural people, relative to programs that will affect them. Education, rather than service, is our major objective."

Expand the emphasis on rural to all citizens of the state, and Smurthwaite's observations may still hold true today.

Doug Jardine can be reached by email at jardine@ksu.edu.



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Address Correction Requested



Important Dates for Your Calendar!

DECEMBER

- December 12, Electronic Submission Deadline for PILD Scholarship
- December 22, Deadline for *ESP Connection* articles to the National Office
- Submit 2018 Membership Dues
- Register for 2018 JCEP Leadership Conference

JANUARY

- December/January Issue of *ESP Connection* distributed
- Register for 2018 JCEP Leadership Conference (Early Bird Ends & Hotel Block Closes, January 18)
- Register for 2018 PILD Conference, April 8-11, 2018
- Collect and Submit 2018 Membership Dues—Online
- January 31, Deadline for Electronic Submission of Chapter Reports for JCEP Leadership Conference

FEBRUARY

- February 1, Deadline for 2018 ESP Membership Dues count to determine Voting Delegates at National Council Meeting and eligibility for Recognition/Scholarships
- February 12-13, JCEP Winter Board Meeting
- February 14-15, JCEP Leadership Conference, Doubletree Hilton Universal, Orlando, FL
- February 25, Deadline for *ESP Connection* articles to the National Office