

# Comings & Goings

## TABLE OF CONTENTS

Kitchen Incubator Can Turn Dreams into Fully Baked Ideas.....1

UF/IFAS Extension in the News.....3

Comings & Goings with Dr. Johnson.....3

How to Find Impact Statements in Workload..... 4

Accessibility Training..... 4

“Naturally Florida” Podcast Celebrates One Year!..... 4

What’s the Buzz? Meet the Honey Bee Extension Education Team (HBEET).....5

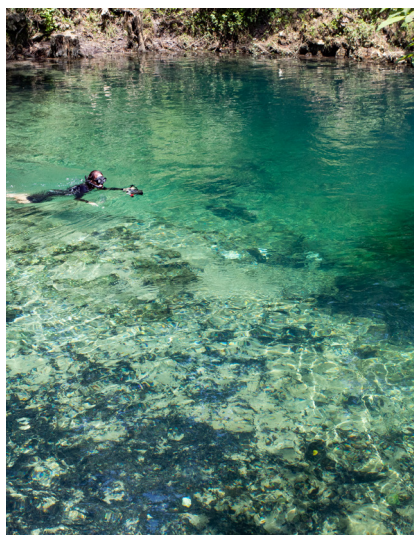
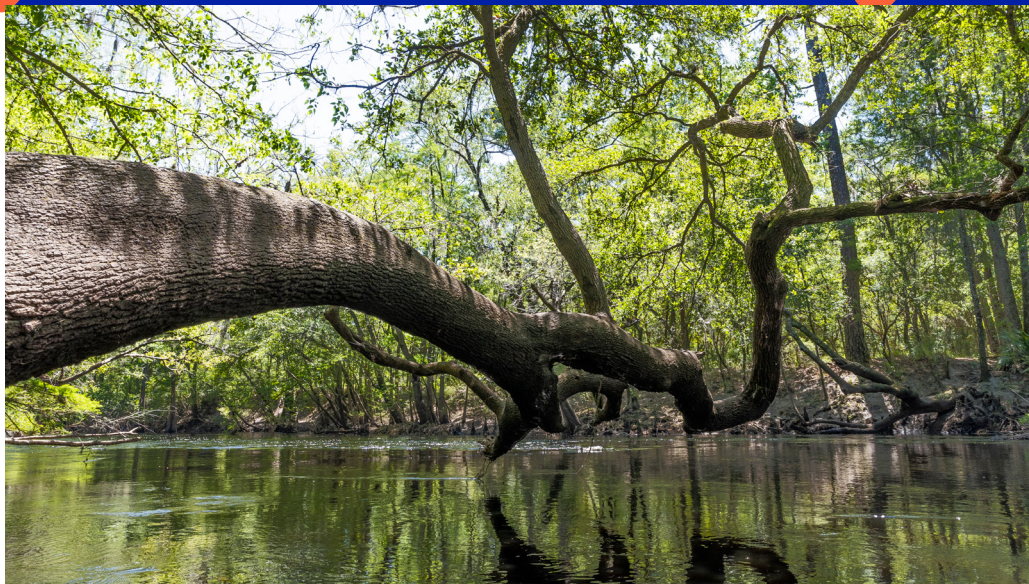
County Agents Making Statewide Impact for Hemp .....5

COMINGS & GOINGS .....6

    New Hires .....6

    Transfers .....6

    Departures .....6



UF/IFAS Extension Comings and Goings is a monthly newsletter distributed by the Office of the Dean for Extension via e-mail and on the UF/IFAS Extension web site at <http://extadmin.ifas.ufl.edu>. If you have any suggestions or would like to submit your own recognition or short article of interest, please send them to Valkyrie Aldrnari. Please feel free to also forward any questions or comments about this periodical to Valkyrie Aldrnari at [valkyriea@ufl.edu](mailto:valkyriea@ufl.edu).

## Kitchen Incubator Can Turn Dreams into Fully Baked Ideas

*J. Scott Angle, Senior Vice President for Agriculture and Natural Resources*



*Whitney Elmore and Natalia Dissa in the One-Stop Shop commercial kitchen.*

Natalia Dissa left Kyiv four years ago, when Ukrainians still left to chase a dream instead of flee a nightmare. She had managed 30 people in a bank branch in Kyiv, but her dream was to create confections as centerpieces for birthdays and weddings. She would specialize in cakes. A cakes-ist, in the language of an immigrant.

Dissa got plenty of encouragement to chase the dream. “You should really make a business of this!” her friends and relatives would say over bites of layer cake. But she needed to convince herself.

Now she’s getting more than encouragement. She’s getting help. How to navigate the business startup regulations of a new nation. How to find a customer base



Natalia Dissa works on a Cakesist creation.

beyond your immediate friends. And most of all, the commercial kitchen she needed to go from hobbyist to cakes-ist.

Fortunately, her dream was preceded by [Whitney Elmore](#)'s larger economic development dream. Elmore, the UF/IFAS Extension Pasco County director, wants to build a greater Tampa area food economy. Her support for startups and cottage industry producers supplements the continuing traditional Extension approach of teaching farmers how to efficiently raise crops and food animals.

Elmore's expansive vision of the food economy is one in which there are few barriers to becoming your own boss, producing local food and selling it at farmer's markets, to local restaurants, or out of your own storefront.

This not only gives entrepreneurs control of their own destiny, but it creates jobs in a rural community without having to give up the character that attracted people—or retained them—in the first place.

Elmore's vision is to contribute to the Pasco County economy dream by dream. That vision helped her identify opportunity in what had been a burden to the county—a building in a low-

income neighborhood that had essentially been abandoned for five years.

She asked the county for permission to pursue a dream there, and the commissioners gave her license to do so. She, her Extension team and the Pasco County Commission started what's known as the [One-Stop Shop](#), an incubator for dreamers like Dissa.

If Dade City was going to be the place to launch food businesses, the One-Stop Shop was going to need a place to prepare food. A commercial kitchen. She inherited a 15x25 room with a ventilation hood.

But how to convert it into a space for dreamers like Dissa? Elmore enlisted the aid of an established local business, [Welbit](#), which donated a fridge, freezer, mixer, microwave, stove/oven and three-compartment sink with pot filler.

Meanwhile the Pasco [Economic Development Council](#) transformed the rest of the building into a place to learn how to start any sort of business. It offers classes, microloans, workspace and more.

Dissa named her business [Cakesist](#). She's used the incubator kitchen for a year, space that allows her to prepare multiple orders simultaneously. It's a work in progress. Since February 24, she's been more focused on evacuating her mother from Kyiv and the wellbeing of her website designer who's still there.

In Pasco she has enjoyed the support of Elmore and a team of economic development professionals. They provide access to a licensed commercial kitchen, safe food handling instruction and the experience to demonstrate proof of concept to bankers when she's ready to pursue financing to "graduate" from the incubator and open her own shop.

The incubator kitchen has been a safe place to chase her dream without a bank loan, expensive equipment purchases or payroll. As a one-woman business, had she already been in her own shop, her withdrawal from baking to attend to friends and family in Ukraine would have been a business calamity. There's no time limit on her tenancy in the incubator. She can proceed at her own pace.

Dissa's biggest fear isn't failure. It's success. It's how to scale up if suddenly 100 orders come in.

Elmore's other kitchen incubator tenants each face barriers to expansion. In many cases they don't qualify for bank loans, for example. Elmore works to remove as many obstacles as possible.

Elmore and Pasco County are betting that public support for opportunity will offer returns in economic development, a wider variety of local foods and the ability of a people to find purpose as well as paycheck in their work. That's a bet worth making.

*This story originally appeared in the Tampa Bay Times.*

## UF/IFAS Extension in the News

### MAY

5/3: [Gear Up with Free Release Tools from Return 'Em Right!](#)

5/4: [Tri-County Growers Gather for Hastings Field Day](#)

5/17: [Grooms Family Inducted into Florida 4-H Hall of Fame](#)

5/23: [Professor/Farmer named director of Southwest Florida REC](#)

5/27: [Florida Friendly Angler Course is Now Live](#)

5/31: [Farmers recognized for taking lead in environmental stewardship](#)

### JUNE

6/2: [UF/IFAS Extension opens new county office in Yulee, FL](#)

6/6: [Florida launches Farmer Stress Awareness Initiative](#)

6/7: [New funds enhance UF/IFAS work in nutrient application rate research, AI, more](#)

6/10: [Celebrate World Ocean Day all summer with marine science programs](#)

6/14: [UF greenhouse training online courses](#)

6/16: ["Scallop Sitters" pick up their scallops for the 2022 season](#)

## Comings & Goings with Dr. Johnson



Addressing This Farm CARES event in Live Oak, May 5.



With 4-H Agent Tanya Binafif and Program Specialist Debbie McManus at the 4-H farm in St. Lucie County, June 4.



With Scott Angle, LaToya O'Neal, and Mike Gutter in front of the UF Mobile Health Vehicle, May 10.



At the 50th Anniversary of the Florida 4-H Legislature in Tallahassee, June 21.

The road to 67 continues! May got off to a roaring start with a visit to [Mid-Florida REC](#), then up to Live Oak to recognize farmers and ranchers for their outstanding environmental stewardship at the [Suwannee CARES Celebration](#). This was followed by a great day meeting with faculty and staff at Putnam and Flagler counties. On May 10, I got to check out [UF HealthStreet's](#) Mobile Health Vehicle at the Alachua County Equestrian Center. The vehicle is part of [Our Community Our Health](#), a partnership of UF Health, UF CTSI and UF/IFAS Extension to bring screenings, vaccines and health information to neighborhoods in need.

In June we traveled south to visit with our Southeast District Extension faculty, including the Florida Seminole Tribe, Okeechobee, Palm Beach, Martin, St. Lucie and Indian River counties, as well as the Florida Medical Entomology Lab. I had an opportunity to meet with stakeholders at the [Florida State Horticultural Society](#) in Sarasota. In Tallahassee, we celebrated the 50<sup>th</sup> Anniversary of [Florida 4-H Legislature](#), a program that lets youth explore leadership roles in state government. Rounding out June, I'll be meeting with stakeholders from all over the state at the [Florida Association of Counties](#) Annual Conference in Orlando. I look forward to meeting with more of our Extension family and stakeholders throughout the summer, and we are busily preparing for our return to an in-person [EPAF conference](#) at Panama Beach in August. I look forward to seeing you there!

## How to Find Impact Statements in Workload

Diane Craig, Data Management Analyst III, UF/IFAS  
Agricultural Education and Communication

Have you ever wanted to know how others write up their program evaluations in the form of an impact statement? Or need impacts for a grant application, presentation, press release, or social media post? Fortunately, you can easily do that in the Workload reporting system. Anyone with a GatorLink username and password can log into Workload to access Workload Reports. Here are the steps:

1. Log into Workload at <https://pdec.ifas.ufl.edu/workload>
2. Click on Workload Reports in the top blue navigation bar
3. Click on Impacts Search
4. Search by keyword(s) and/or filter by priority work group or indicator

## Accessibility Training

The UF Center for Instructional Technology and Training (CITT) is now offering self-paced, online workshops on creating accessible content. Creating digital materials that are accessible to people with a wide range of abilities is essential to the mission of UF/IFAS Extension. The courses, for faculty and staff, cover different types of accessibility needs and suggestions for making digital content more accessible. After completing the offering, participants will have a basic understanding of how to improve online accessibility for all users.

Topics include:

- Accessibility Basics
- eLearning
- Word
- PowerPoint
- PDF
- Video
- Web
- How to Get Help at UF

To register, visit <https://citt.ufl.edu/workshops/self-paced-offerings/>

## “Naturally Florida” Podcast Celebrates One Year!

Lara Milligan, Natural Resources EA I, Pinellas County

When the pandemic struck, Shannon Carnavale and Lara Milligan were already well versed with webinar productions, after completing five years of a “Wildlife of Florida” webinar series. They had discussed starting a podcast here and there, so when the rest of the world was transitioning to webinars, they jumped at the opportunity to something new and different for Extension: podcasting!

After talking with other podcasters around the state, the same general advice kept coming up: “Just start!” It was a little easier said than done, but after a lengthy amount of research on equipment, platforms, and process, Shannon and Lara followed the advice they received. On June 21, 2021, “Naturally Florida” was launched. It was a nerve-racking but exciting experience.

“Naturally Florida” launched with three episodes and a commitment to publish one new episode every month. They have stuck with this goal and now have 15 episodes published with over 9,600 plays. The last three podcast episodes have had an average download rate of 74 within seven days of release, indicating performance **among the top 25%** of podcasts on the market. It has proven to be an amazing outreach tool, far surpassing their reach with webinars. Not only have they expanded their reach in terms of number, but they are reaching new clientele not previously reached with more traditional Extension programming.

Shannon and Lara recently saw a switch in their demographics from a female-dominated listening audience to a male-dominated listening audience. The latest data shows the listening audience is 49% male, 47% female, 2% not specified and 2% non-binary. They have also been able

to reach a significantly younger clientele base than traditional Extension programs. The age data shows 90% of the listening audience is under the age of 60 with 49% under the age of 34.

Due to the difficult nature of evaluating the success of a podcast, Shannon and Lara trialed the publication of a short episode asking listeners to complete a brief survey. This episode had 272 plays, and faculty received 22 responses for an 8% response rate. Results showed 82% reduced the amount of pesticides used in yard care, 64% installed native vegetation to improve wildlife habitat, and 50% removed an invasive species from their landscape. These results highlighted the potential impact of “Naturally Florida.”

“Naturally Florida” is designed to reach Florida residents and visitors who are dependent on natural resources but may be unfamiliar with the state’s ecology and ecosystems. Faculty research, plan, record, edit, publish, and promote each episode. Topics covered to date include native and invasive species, stormwater, urban forestry, and fire ecology.

Please consider sharing Naturally Florida with family, friends, and colleagues to help Shannon and Lara reach more people with critical natural resource information. Naturally Florida is available on all major podcasting platforms. More information, including a **media kit** with downloadable flyers is available at [www.naturallyfloridapodcast.com](http://www.naturallyfloridapodcast.com).



# What's the Buzz? Meet the Honey Bee Extension Education Team (HBEET)

Amy Vu, Apiculture SSA II, Honey Bee Research and Extension Laboratory, UF/IFAS Entomology and Nematology



UF/IFAS Extension Agents working honey bee colonies.

Florida is known for many of its “Fresh From Florida” commodities such as citrus, tomatoes, blueberries, strawberries, watermelons, beans and sweet corn. But what role do honey bees play in the production of these crops? Honey bees are responsible for many quality fruits and vegetables, and contribute approximately \$20 billion to the crop industry by providing pollination services. In Florida, there are around 5,000 beekeepers managing around 700,000 colonies. Commercial beekeepers make up about 11 percent of these beekeepers and manage over 92 percent of the colonies. Because of Florida’s warm climate, winter attracts commercial beekeepers from all over the country. This means serious business for the honey bees and the hard-working beekeepers.

In 2020, the Honey Bee Extension Education Team (HBEET) was created

to identify the needs of commercial beekeepers in Florida. Nationally, annual colony loss rates are around 40 percent, with the top three stressors being *Varroa destructor* (a virus spreading mite), nutrition and queen quality. UF/IFAS researchers and Extension personnel at the UF Honey Bee Research and Extension Laboratory have been trying to mitigate these losses, with a goal of being at the forefront of research and education on these topics by collaborating with beekeepers, FDACS, and other stakeholders.

Together, the HBEET will identify commercial beekeeper needs, create program SMART objectives, and help with program development and evaluation. Agents will develop their own knowledge of the industry, while also being a source of honey bee education for other agents in their districts. In 2021, the HBEET met monthly to learn more about the honey bee industry. Specifically, they met and heard from commercial beekeepers who focus on honey production, pollination services, selling equipment, and performing live honey bee removals. Other speakers included the president of the Florida Farm Bureau Apiary advisory committee, a honey bee pollination broker, and a member from the California Almond Board. A hybrid in-service training was provided to learn about how to identify pests and diseases of honey bees, the history

of Florida beekeeping, and general beekeeping management practices.

Moving forward, projects for 2022 and 2023 include: creating best management practices related to honey bee health (with an emphasis on pests and diseases), district beekeeping trainings for UF/IFAS Extension agents, a honey bee pest and disease field guide, translating EDIS publications into Spanish, providing innovative tools and resources for beekeepers to start and improve business success, and increasing connections with Florida commercial beekeepers and FDACS apiary inspectors.

The team includes the following UF/IFAS members: Amy Vu (State Specialized Program Extension Agent, Apiary), Dr. Tatiana Sanchez (Alachua), Luke Harlow (Union), Whitney Elmore (Pasco), J.K. Yarborough (Orange/Seminole), Jessica Sullivan (Osceola), Dr. Bonnie Wells (Brevard), Ray Bodrey (Gulf), Matthew Orwat (Washington), Teresa (Miami-Dade), Jonael Bosques (Hardee), Jennifer Hagen (Lee) and Dr. Jamie Ellis (Gahan Endowed Professor of Entomology in the Department of Entomology and Nematology).

For more information on including honey bees in your extension programming, contact UF/IFAS State Specialized Program Extension Agent Amy Vu at [amy.vu@ufl.edu](mailto:amy.vu@ufl.edu) or visit the UF/IFAS Honey Bee Research and Extension Laboratory’s website [www.ufhoneybee.com](http://www.ufhoneybee.com)

# County Agents Making Statewide Impact for Hemp

Zack Brym, Agroecology Assistant Professor, UF/IFAS Tropical Research and Education Center, UF/IFAS Agronomy



Hemp IST participants gathered in front of a pilot project partner farm grow room.

In just two years, the hemp industry has already experienced a boom and bust market cycle for flower production and extracted cannabidiol. There were 23,000 permitted acres in 2020 compared to 8,000 acres in 2021 with a total of just 450 acres approved for harvest across both years. Hemp farms must get approval for harvest unique to this crop based on delta-9-tetrahydrocannabinol sample results. And just to get the permit, they must also complete a background check for drug-related offense and an environmental containment plan for invasion risk. Yet, interest in cultivation, processing and marketing for hemp remain for a dedicated group in Florida. Most of the approved harvests are small acreage, likely in greenhouses and grow rooms generating flower for niche markets. There are also 19 extractors, 300 processors



Ethan Carter and Jay Capasso at the Florida Industrial Hemp Conference and Expo.

and 9,000 sellers permitted as hemp food establishments currently in Florida.

The UF/IFAS Extension Hemp team supports this nascent industry with education and engagement.

The team includes 16 agents qualified with training that have been hard at work with specialists to deliver a sensible message about hemp in Florida. A special thanks to Christine Kelly-Begazo for her 3.5-year leadership in the group. Dr. Christian Christensen has stepped in to take her place. Agents on the team have an opportunity to reach a statewide

audience given the special training and responsibility required for a coordinated and nuanced message.

The recent Hemp Cultivation and Management IST had 31 participants including 16 specialist, agent and student presenters, two from USDA APHIS, and a pilot project farm partner. In developing this program, we have generated enough verifiable information and research to develop stock presentations and demonstrations. For example, Dr. Zack Brym, Dr. Lance Osborne and four agents recently presented at the Florida Industrial Hemp Conference and Expo. Participants included farmers, processors, and retailers from across the state for which we demonstrated knowledge gain for targeted educational outcomes and collected feedback for our ongoing needs assessment. Another pilot project farm partner also contributed a talk to the conference about her challenges and opportunity. She identified UF/IFAS Hemp as critical resource for her efforts.

Interested in more information about hemp? Check out the resources available at EDIS ([https://edis.ifas.ufl.edu/entity/topic/industrial\\_hemp](https://edis.ifas.ufl.edu/entity/topic/industrial_hemp)) and the hemp program website (<https://programs.ifas.ufl.edu/hemp/resources/>).

## COMINGS & GOINGS

We would like to welcome the following newly hired and transferring faculty. These individuals were hired following a highly competitive search, screening and selection process. In some cases, candidates interviewed both on the UF campus in Gainesville and in a county Extension office. Selection was often difficult because we typically have two or three suitable candidates. These faculty are truly the best of the best!

### New Hires

Amy Vu, Apiculture SSA II, Honey Bee Research and Extension Laboratory, UF/IFAS Entomology and Nematology

Meagan Daniel, 4-H Youth Development EA I, Union County

Judy Jean, Urban Horticulture EA I, Flagler County

Truong Tran, 4-H Youth Development EA I, Pinellas County

Clarissa Chairez, Residential Urban Horticulture, EA I Orange County

Alexandra Draper, 4-H Youth Development EA II, Manatee County

Ashley Ellis, Residential Horticulture EA I, Sarasota County

We would like to wish the following agents the best of luck in their future endeavors.

### Departures

Megann Cady, 4-H Youth Development EA I, Broward County

Brandi Yancy, 4-H Youth Development Program EA II, Hillsborough County

Julie McMillian, 4-H Youth Development/Family Consumer Sciences, Gulf County

Gretchen Thornton, Family Consumer Sciences EA II, Jefferson County

Charles Poliseno, 4-H Youth Development EA I, Hillsborough County

### Transfers

Danielle Sprague, From Jefferson County Agriculture to Agriculture & Commercial Horticulture EA I, Gadsden County