

EPSILON SIGMA PHI



ANNUAL REPORT 1988-89

**ALPHA DELTA CHAPTER
UNIVERSITY OF FLORIDA
GAINESVILLE, FLORIDA**

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BUSINESS MEETING

Alpha Delta Chapter, ESP
10:30 a.m., September 12, 1989
Naples Beach and Golf Club
Naples, Florida

Call to Order	Robert Whitty, President
Invocation	Damon Miller, Chaplain
Recognition of Guests and Retirees	Dick Matthews, President-Elect
Initiation of New and Transfer Members	Paula Stanley, Annalist
Minutes	Linda Barber, Secretary/Treas.
Treasurer's Report	Linda Barber, Secretary/Treas
Reports	
* National Council	Robert Whitty, President
* Regional Workshop	Robert Whitty, President
* District Representatives	
District I	Lamar Christenberry
District II	Muriel Gravely
District III	Larry Loadholtz
District IV	Shirley Bond
District V	Susan Hedge
State Faculty	Carroll Chambliss
Life Members	Ruth Milton
Committee Reports	
Archives	Pauline Calloway, Chairman
Audit	Bill Brown, Chairman
Budget & Finance	Linda Barber, Chairman
Constitution & Bylaws	Loretta Hodyss, Chairman
Decorations	Judy Yates, Chairman
Foundation	Tom Braddock, Chairman
Fringe Benefits	Bob Strain, Chairman
History	Olive Morrill, Chairman
Legislative	Jesse Godbold, Chairman
Membership and Initiation	Paula Stanley, Chairman
Memorial Committee	Damon Miller, Chairman
Newsletter/Annual Report	Marshall H. Breeze, Chairman

Professional Improvement
and Scholarship
Program of Work
Public/Member Relations
Recognition and Awards
Retirees

75th Anniversary
Nominating

Old Business

New Business

Remarks

Memorial Service

Committee Meeting

Joe Halusky, Chairman
Dick Matthews, Chairman
Elaine Klatt, Chairman
Rob Renner, Chairman
Nettie Ruth Brown/B. J. Allen
Co-Chairmen
Ann Parramore, Chairman
Jack Spears, Chairman

Nadine Hackler, Southern
Regional Director

Damon Miller, Chairman

Dick Matthews, President-Elect

Minutes of Annual Meeting

September 14, 1988
Bellevue Biltmore Hotel
Clearwater, Florida

The meeting was called to order by the president, Bill Summerhill.

The invocation was given by the Chaplain, Paula Stanley.

Initiation ceremony was directed by Linda Barber, Annalist. New members initiated were as follows:

Arland Andreasen
Dale Bennett
Tom Devereaux
Diane Franzen

Brenda Bennett
Terry Del Valle
Diann Douglas
Ruth Warren

The minutes of the Sept. 16, 1987 Annual Meeting were approved as printed in the annual report.

The Treasurer's report was presented by Dick Matthews. The balance on hand in the checking account as of August 1, 1988 was \$2,575.54. The balance in the money market account as of August 1, 1988 was \$3,336.25. Report accepted.

President Summerhill reported on the National Council Meeting. There are 6,000 active members of ESP and 4,000 life members.

No reports were presented by the district representatives.

Pauline Calloway recognized new life members.

Marvin Weaver reported for the Audit Committee. They reported that records appeared to be accurate and in very good order. They recommended moving the money market account into a CD account which has a higher rate of interest and that the board consider having a treasurer and a secretary as separate officers. Report accepted.

Marcia Zabor reported for the Constitution and Bylaws Committee. The recommendations by this committee will be put in the newsletter and a vote on changes recommended will take place at the next meeting.

The Archives Committee Report was presented by Pauline Calloway. They are preparing a publication for the 75th Anniversary of Extension.

The Decoration Committee report was presented by Barbara Gregg. They recommended that the chairperson for the committee should be from the County in which the annual meeting is held. This will facilitate the work of the committee.

The Fringe Benefits Committee report was presented by Cliff Taylor. This committee had programs to be presented at the annual meeting in the areas of health and life insurance, retirement planning, and supplemental retirement.

The Professional Improvement/Scholarship Committee report was presented by Pat Miller. Three scholarships were awarded.

The Membership and Initiation Committee report was presented by Linda Barber. This committee was very active this year in contacting members to keep current in their dues and also in encouraging retirees to become life members.

The Newsletter/Annual Report Committee report was presented by Pete Warnock.

The Program of work Committee report was presented by Bob Whitty.

The ESP, Alpha Delta Chapter will provide the leadership for Florida involvement in the National celebration of the 75th Anniversary of the Smith Lever Act.

The Recognition and Awards Committee report was presented by Ruth Ann Miller.

The ESP Retirement Committee report was presented by Nettie Ruth Brown.

The Budget and Finance Committee report was presented by Dick Matthews. Operating goals for 1988 were achieved.

Public/Member Relations Committee report was presented by Henry Grant.

The 75th Anniversary Smith/Lever Act Committee report was presented by Ann Parramore. Preparations for 1989 were outlined. Every County Cooperative Extension Office is encouraged to have an open house on May 8, 1989.

The Nominating Committee report was presented by Elaine Shook. The following slate of officers was presented:

President, Bob Whitty; President-Elect, Dick Matthews;
Secretary/Treasurer, Linda Barber; Annalist, Paula Stanley;
Chaplain, Damon Miller; Immediate Past President, Bill
Summerhill.

Directors: District 1, Lamar Christenberry; District III, Larry Loadholtz; District V, Susan Hedge; Life, Ruth Milton; District II, Muriel Gravely; District IV, Shirley Bond; State Staff, Carroll Chambliss.

The above officers were elected by unanimous ballot.

The Memorial Service was conducted by Paula Stanley. The deceased members recognized were as follows: Ethel Adkinson, Aurilla Birrell, Jack McCown, John H. Logan, and Eugene Stephens.

The meeting was adjourned by President, Bill Summerhill.
Respectfully submitted,

Richard Matthews,
Secretary/Treasurer

EPSILON SIGMA PHI
Alpha Delta Chapter

Financial Statement

Checking (13100005109) - August 1, 1988 - July 21, 1989

Balance on Hand August 1, 1989 \$2,575.54

Deposits:

7-18-88	Dues and Foundation	\$ 535.00
9-16-88	Dues and Foundation	1,675.00
10-4-88	Dues and Foundation	250.00
10-27-88	Dues	255.00
1-4-89	Dues	782.00
1-30-89	Dues	400.00
2-28-89	Dues and ESP Travel Reimbursement	293.00
3-27-89	Dues	200.00
5-9-89	Dues	160.00
5-12-89	Dues	60.00
6-30-89	Dues and Foundation	80.00
7-18-89	Dues	<u>60.00</u>
		\$4,750.00

\$7,325.54

Expenditures:

9-7-88	National ESP (Dues and Foundation)	282.00
9-9-88	W. R. Summerhill (stamps)	27.50
9-12-88	Ruth A. Miller (award plaques)	72.23
9-12-88	Linda Barber (stamps)	18.50
9-12-88	Mike McKinney (scholarship)	400.00
10-4-88	National ESP (Dues and Foundation)	323.00
10-5-88	Ben Castro (scholarship)	400.00
12-8-88	Steve Yoder (travel expenses)	140.15
12-8-88	Bob Whitty (travel)	262.86
12-8-88	Postage	7.70
12-8-88	Editorial (Annual Report)	23.66
12-8-88	Editorial (Pictures)	12.60
12-8-88	Postage (Linda Barber)	25.00
2-16-89	Bob Whitty (travel)	335.94
2-16-89	O.P.E.D.A. subscription	25.00
3-27-89	ESP National Dues	1,163.00
6-30-89	ESP National Dues	<u>98.00</u>
		\$3,617.14

Bank Service Charges:

9-16-88	Returned Check	\$25.00
10-11-88	Charge	<u>4.43</u>
		\$29.43

\$3,646.57

Balance on Hand 7-21-89 \$3,678.97

Financial Savings Account (53102000780)
Money Market Account

Balance on Hand October 31, 1988 \$3,397.75

Interest Accrued -

11-30-88	# 15.53
12-30-88	16.66
1-31-89	16.95
2-28-89	15.54
3-31-89	18.15
4-28-89	17.75
5-31-89	18.44
6-30-89	<u>17.57</u>
	\$136.59

Balance on #and June 30, 1989 \$3,534.34

ARCHIVES COMMITTEE

RESPONSIBILITIES:

1. Work closely with the History Committee.
2. Continue to examine volumes of existing records to set forth appropriate data for the archives of this Chapter.
3. Continue to establish a working format for indexing with ease and completeness, in so far as we, with the History Committee can locate records.

ACCOMPLISHMENTS:

1. Met with the History Committee, previously, and reviewed formats and logical breaks in years for setting up records.
2. Continued to add to files of existing materials.

RECOMMENDATIONS:

1. This committee continue to work closely with the History Committee and Chapter officers to secure information for the archives.
2. Request that members send copies of 75th Anniversary programs to chairman of this committee.
3. Request that the chairman of the Memorial Service Committee provide this chairman with a written summary of Memorial Service for the archives.

Committee Members

Pauline Callaway
Ruth Milton

AUDIT COMMITTEE

This is to certify that on August 8, 1989, the Audit Committee met and examined the financial records of the organization. All records appear to be accurate and in good order for the period of August 1, 1988 to August 8, 1989.

This audit covers both the checking account and the money market account and after review, the Audit Committee makes the following recommendations to the Board for consideration:

- 1) That the present money market account be transferred to a three (3) month Certificate of Deposit at the present bank. This money could then be reinvested as the CD matures, if the money is not needed for organization business.
- 2) That ESP move its checking account to the Gainesville Florida Campus Federal Credit Union for the following reasons: a) changing signature on the account annually should be much easier, and b) this checking account earns five percent interest with a minimum daily balance of \$500. (The present account does not earn any interest and has service charges against it.)
- 3) Suggest that checks and deposits be specifically itemized on the financial statement.

Committee Members

Bill Brown, Chairman
Linda Cook
Don Springer
Doris Tichenor
Clay Olsen
Steve Ryan

BUDGET AND FINANCE COMMITTEE

RESPONSIBILITIES:

To assure adequate financial status of the chapter and appropriate business transaction procedures:

1. Requests from officers and committees their budget needs (with justification).
2. Prepares a budget for the year.
3. Presents budget for approval at the December Board of Directors' Meeting.
4. Makes needed recommendations concerning the finances of Epsilon Sigma Phi.
5. Reviews the financial audit and presents report to the Executive Committee and Board of Directors.

GOALS:

Provide a budget that will meet the needs of Alpha Delta Chapter for 1988-89.

Maintain accurate and clear financial records.

ACCOMPLISHMENTS:

1. The budget provided for the President to attend the Southern Region Officers Workshop.
2. National Dues have been paid.
3. Operating expenses of the chapter committees were provided.
4. Accurate financial records were maintained.
5. The Secretary/Treasurer position was separated into two positions to improve operations and involve more members.

RECOMMENDATIONS:

Awards committee purchase plaques for outside award recipients.

Committee Members

Linda Barber, Chairman
Paula Stanley, Chairman-elect
Ed Jowers
Wayne P. Smith

William Phillips
Tom Oswalt
Ben Whitty

1988-89 BUDGET

ALPHA DELTA CHAPTER
Epsilon Sigma Phi

Projected Income

Chapter portion of annual dues - \$13.00 x 190 members		\$2,470.00
Other income -		
Initiates - 10 x \$13 -----	\$130.00	
Life Members - 3 x \$25 -----	75.00	
Now account interest -----	<u>165.00</u>	
Subtotal	\$370.00	\$370.00
TOTAL INCOME		\$2,840.00

Projected Expenditures

Travel expenses to National Council Meeting (1)		150.00
Travel expenses to Southern Region Workshop (2)		300.00
FAEP Annual Meeting		150.00
Awards and Recognition		
Certificates -----	\$ 50.00	
Lettering -----	25.00	
Frames -----	150.00	
Mementos for Retirees -----	50.00	
Friend of Extension -----	<u>125.00</u>	
	\$400.00	400.00
Scholarships (3 2 \$400.00 each)		1,200.00
Postage and Labels		590.00
Incidental Costs		<u>50.00</u>
		\$2,840.00

CONSTITUTION AND BYLAWS COMMITTEE

PURPOSE: Keep the constitution and bylaws of Epsilon Sigma Phi updated, pertinent, relevant and in accord with the National Constitution and Bylaws.

DUTIES: Reviews national and chapter constitution and bylaws. Recommends changes (in writing) for Board of Directors to consider at the Spring meeting. Prepares an article for the summer Newsletter concerning proposed changes. If voting on changes by mail, counts ballots and reports on voting to the Board of Directors and members. Prepares and submits interim report by December 1 to the President. Prepares and submits final report (following the established guidelines (by August 1) to the President

ACCOMPLISHMENTS: In the past few years it has become apparent that the duties in a large organization such as Epsilon Sigma Phi require a division of labor in the position of Secretary/Treasurer. This committee prepared a revision to the bylaws which was approved by the Board at the Spring Board of Directors meeting. The article outlining those changes was also printed in the summer newsletter.

RECOMMENDATIONS: It is recommended that the proposed changes to the bylaws be voted on by the membership and that the new changes be put into effect in the 1989 election.

Proposed Changes:

Article V. Officers and Directors

Section 1. Officers. The officers of the organization shall consist of a President, President-Elect, Secretary, Treasurer*, Annalist, and Chaplain, who shall be elected annually and who shall serve until their successors are elected and qualified. The election will take place at the annual meeting. In the event no annual meeting is held, the election will take place by mail provided a thirty (30) day written notice is mailed to each member.

Article VI. Duties of Officers and Directors.

Section 3. Secretary. The Secretary shall keep the minutes

* Underlined portions of the text refer to new changes or additions to the text

of official business of the fraternity in a well-bound book, this will include minutes of the Annual Business, Executive Board, and any special ESP meetings. The secretary shall also handle all official correspondence on behalf of the Chapter, correspond with the National Secretary/Treasurer on behalf of the chapter on all matters except financial, and present Secretary,s minutes at the annual meeting.

Section 4. Treasurer. The Treasurer shall have charge of the membership roll, receive all initiation fees, dues and assessments, pay all bills, keep an accurate account of all receipts and expenditures with supplementary vouchers, and make an annual report to the fraternity. The books shall be subject to annual audit by a committee of three or more members appointed by the President.

Section 5. Annalist. (To remain the same as former Section 4).

Section 6. Chaplain. (To remain the same as former Section 5).

Section 7. Directors. (To remain the same as former Section 6).

Committee Members

Loretta Hodyss, Chairman
Mike Demaree, Chairman-elect
James Stricker
Larry Loadholtz
Mary Lou Shirar

FOUNDATION COMMITTEE

The National Epsilon Sigma Phi Foundation promotes excellence among the membership of our Honorary Fraternity of Cooperative Extension Professionals. We in Florida's Alpha Delta Chapter wholeheartedly subscribe to this purpose. With view to this, the Foundation Committee has worked to secure support for the "I'm a 10" fund-raising campaign. Our Florida goal is \$10 per member. We have made substantial progress toward meeting our goal. Well over half of our members have subscribed to the "I'M A 10" campaign. The Foundation Committee strongly encourages all ESP members to make a contribution to this campaign, so we can reach our goal and finalize this project.

RESPONSIBILITY: Seek support for Professional Development programs for ESP members.

GOAL: Seek 100 percent member participation in the "I'M A 10" fund-raising campaign and attain Florida's goal.

ACCOMPLISHMENTS: Encouraged support of the "I'M A 10" campaign through personal contact, announcements, and newsletters. Arranged for placing special emphasis on contributing and on making Florida's goal by 1990 at annual meeting of Florida Associations of Extension Professionals.

Committee Members

Tom Braddock, Chairman
Jim Cummings, Chairman-Elect
Duska Dorschel
Jan Masteryanni
Mary Harrison
Tom Kucharek
Glenda Warren

FRINGE BENEFITS COMMITTEE

The Fringe Benefits Committee divided itself into five sub-groups to address the following subject matter areas:

- 1) Leave and leave accumulation questions. Ch Jenta Wyatt, Jay Hebert

Upon retirement, one-eighth, prior to 1973, and one-fourth, after 1973, of unused sick leave under the state plan is added on to one's time in service, and is paid for at one's "hourly rate" at the time of retirement. However, the payment is based only on the state's portion of one's salary.

For transfers outside of the state, neither county nor state accumulations of sick leave can be transferred.

- 2) Health and dental plans. Ch Al Dawson, Yancy Waters

The state has one dental plan available, the American Dental Plan. Some counties also have options available.

- 3) Tax considerations for fringe benefit options. Ch Cliff Taylor, Uday Yadav.

The Department of Administration, State of Florida, has been authorized to establish a pretax benefits program for all State of Florida employees. Pretax programs are permitted for 37 different health care expenses, dental, long-term disability, health and life and day care. Current pretax program is only for state health and life insurance premiums.

- 4) Miscellaneous ESP questions. Ch Austin Tilton, Jo Townsend

In the past, most of the questions of ESP members concerning fringe benefits and retirement centered around the features of the Civil Service Retirement System (CSRS). However, no one hired since 1983 is allowed the option of federal retirement. Only the Florida state plans are available. This poses no problem to persons that transfer from one location to another within the state, but accumulations of time in service and its accompanying benefits will not be transferred in a move outside the state. Under the previous CSRS plan, time in service could be transferred in a move to the Extension service in another CSRS participating state.

- 5) Computer software for evaluating state and federal benefit options. Ch Ray Andrew, Bob Strain

A MULTIPLAN Template for making CSRS retirement option calculations was located. The development of additional software has not been completed yet.

Two major news items this year: 1) a proposal to discontinue the Lump Sum option for retirees, and 2) passage of a "Catastrophic Medicare Surtax." The Lump Sum option allows retirees to withdraw their contributions to FERS (lower annuity payment each month). Agreement has been reached (but not passed) to continue the Lump Sum option for at least another year. The catastrophic surtax adds 15 percent up to a maximum of \$800 (\$1600 for a couple) to the 1989 taxes of a person over 65. By 1993, it would be increased to 28 percent up to a maximum of \$1050 (\$2100 for a couple). This law probably will be changed by year's end.

Committee Members

Bob Strain, Chairman
Austin Tilton, Chairman-Elect
Ray Andrew
Al Dawson
Jenta Wyatt
Yancy Walters
Jo Townsend
Uday Yadav

HISTORY COMMITTEE

RESPONSIBILITIES:

Responsibilities undertaken by the History Committee during the 1988-89 year include those previously identified by the History Committee in 1987-88 which include:

1. Review information in the Archives to ascertain its completeness.
2. To:
 - develop annual goals for the present year
 - describe accomplishments
 - include a list of deceased members
 - list officers for present year
 - include names of new initiates and transfers
 - include a list of awards and names of winners
 - include a list of scholarships and names of winners

GOALS:

1. To develop a brief yearly history of Alpha Delta Chapter of Epsilon Sigma Phi and to bring the historical records up to date as needed information is located.
2. To include in the yearly history, information specified in number two under responsibilities.

ACCOMPLISHMENTS:

1. A review of information in the Archives has been done previously.
2. The committee has continued to obtain data needed to complete the history of Alpha Delta Chapter. The history for 1988-89 is not complete but an effort is being made to bring it up to date within the next few weeks.

Committee Members

Olive Morrill
Roberta Hall

MEMBER AND INITIATION COMMITTEE

RESPONSIBILITY:

To maintain membership files on Active, Inactive, Life and Deceased Members and to conduct the initiation ceremony at the Annual Meeting.

GOALS:

To have all Extension workers who are eligible for membership and who are not members invited for initiation or renewal of membership, whichever the case may be.

To have on file for each member current biographical information and a current photo.

ACCOMPLISHMENTS:

- * Certified Biographical Information with computer printout for Life Members and Current Members.
- * Set up a file for Inactive Members.
- * Wrote 74 Life Members requesting Biographic Information and picture from them.
- * Wrote 19 Current Members requesting Biographic Information and picture from them.
- * Sent invitation and application to 45 prospective members which included those just eligible and those eligible last year who for one reason or another did not join.
- * Invited six retirees to become "Life Members".
- * Invited five transfers to become members.
- * Sent letters to the seven District Directors asking them to encourage those prospective members in their Districts to join.
- * Provided for the Induction and Initiation Ceremony for the 1989 Annual Meeting of Alpha Delta Chapter of Epsilon Sigma Phi.

Committee Members

Paula Stanley, Chairman
Damon Miller, Chairman Elect
Sheila Andreson
James Britton
Gerald Kidder

John Brenneman
Joe Freeman
Carroll Chambliss
Muriel Gravely
Steve Dobbs

MEMORIAL COMMITTEE

Since assuming office in September 1988, courtesies have been extended to families of deceased members and expressions to all known members hospitalized or ill. A Memorial Service will be held to honor deceased members at the 1989 Annual Meeting. A copy of each tribute will be forwarded to relatives of the deceased members.

Memorials prepared and presented:

PREPARED AND PRESENTED BY

Alice Ayers
Judy Wakefield
Bobby Taylor
Damon Miller, Sr.

MEMORIAL TO

Althea F. Ayer
Edna Eby
Justine Bizette
Virgil L. Elkins, Sr.

Committee Members

Damon Miller, Sr., Chairman
Bobby Taylor
Alto Straughn
Patricia Warren
Alice Ayers
James Northrop
Lawrence Carter
Judy Wakefield
Joy Satcher

NEWSLETTER/ANNUAL REPORT COMMITTEE

RESPONSIBILITIES: The newsletter is designed to be record of Alpha Delta accomplishments, concerns and plans for the year. It has the responsibility to:

1. Provide accounts of important events or actions that ESP members should know about.
2. Offer additional news and/or interpretation of regional and national activities and issues which will have an impact on Florida Extension Professionals.
3. Promote a high level of professionalism, good interpersonal relationships, support for Extension at all levels, and understanding of legislation or other governmental actions that will affect Extension.

The Annual Report is designed to summarize accurately and succinctly ESP committees' goals, responsibilities, and accomplishments during the year as a record for historical purposes and as a guide to future committee members. The annual report also includes recommendations for committees and/or the organization for the year ahead. The Newsletter/Annual Report Committee produces this report.

GOALS: The primary goal of the ESP Newsletter/Annual Report Committee is to ensure an informed, cohesive membership in the Alpha Delta Chapter. The committee aims to accomplish this through well-designed and well-produced publications that contain information from a variety of sources that might be of interest and value to Extension professionals.

ACCOMPLISHMENTS: The committee produced and distributed in a timely manner three issues of the ESP newsletter and the 1988-89 Annual Report. All documents followed recently established formats to insure continuity and professionalism in chapter communication efforts.

RECOMMENDATIONS: The in-coming chairman of the Newsletter/Annual Report Committee should request that other committee chairmen submit items for the newsletter or the annual report on floppy disc. Use of WordPerfect 5.0 or ASCII files will increase efficiency and accuracy in preparation of Chapter publications.

Committee Members

Marshall H. Breeze, Chairman
Alden Hilliker, Chairman-elect

Peter Warnock
JoAnn Pierce

PROFESSIONAL IMPROVEMENT AND SCHOLARSHIP COMMITTEE

PURPOSE: Promote professional improvement within the ranks of Florida Cooperative Extension and Epsilon Sigma Phi.

RESPONSIBILITIES/GOALS: Distribute scholarship applications to all Florida Extension faculty, review and select winning applicants for three scholarships each year, inform the ESP president of the winners and announce the winners at annual agents meeting. Distribute information to the ESP membership regarding national and state professional improvement scholarships.

Assist Florida's Extension agents' associations with a call for papers, and the organization of the ESP professional paper presentation section at the Annual Florida Extension Associations meetings. (Chairman-elect usually handles this.)

Study ways to promote and foster professional improvement at the annual meeting. This includes establishing networks with other professional associations.

Encourage professional growth and development by involving members in study tours, encouraging faculty to join professional associations and by subscribing to the Journal of Extension.

ACCOMPLISHMENTS: Memoranda having information concerning ESP scholarships were sent directly to all County Extension Directors in Florida in June, 1989. Deadline for response from scholarship applicants was August 15, 1989, prior to publication of this annual report. Scholarship opportunities were also announced in the ESP newsletter.

ESP has participated in the annual agents conference by organizing a professional papers session and publishing of the abstracts. The professional improvements committee screens and selects the papers to be presented, and edits the abstracts. Papers generally accepted are those which cover topics considered applicable to all Extension professionals, and not specific to just Agriculture, Home Economics, 4-H or Marine.

Committee Members

Joe Halusky, Chairman
Barbara Taylor, Chairman-elect
William Becker
John Begeman

Barney Harris
Merry Taylor
Pamela Allen
Pat Miller

PROGRAM OF WORK COMMITTEE

We look forward to the 1989-90 program year and to a good year for all of us. Members were very active during the past year and ESP programs successful. We hope to continue this successful effort in 1989-90. Some thoughts on our program are listed below. Please make suggestions to the officers for programs you would like ESP to conduct.

Newsletter - The newsletter is serving a vital role in communication for ESP, providing information on subjects important to all of us. Recent topics were awards and recognition, retirement decisions - benefits and the extension mission. Individual members can strengthen the newsletter by contributing articles.

Fringe Benefits - Providing information to members on health and life insurance, retirement programs and retirement options and the supplemental retirement plan is a major undertaking of ESP. These plans continue to change and programs to calculate benefits and provide advanced estimates of benefits for individual members are of major concern to ESP.

Public and member relations activities of ESP have the potential for a significant impact on Extension by developing and implementing awareness programs.

Professional improvement is an area in which ESP provides continuing support through scholarships, loan programs and encouragement of member participation in professional societies.

Recognition and awards is a means by which we acknowledge the programs and accomplishments of our co-workers. ESP has a strong awards program.

With the help of each member we can have a successful program in 1989-90 and continue our history of excellent service.

Committee Members

Dick Matthews, Chairman
Linda Barber, Chairman Elect
Jean Meadows
Ann Rye
Nancy Whigham
Roger Newton
Shirley Bond
Wayne Odegaard

PUBLIC/MEMBER RELATIONS COMMITTEE

RESPONSIBILITIES:

1. That the Public/Member Relations Committee seek means to increase the general public's knowledge and understanding of Extension and its influence.
2. That outstanding high school and college students be made aware of the employment opportunities with Extension.
3. The Committee work to promote a spirit of fraternal fellowship, knowledge, and appreciation of Extension and Epsilon Sigma Phi among the Chapters membership.
4. That the Committee work with the Planning Committee of the Annual Conference to incorporate social activities between the retirees and the active membership. This would be in addition to the Annual Retiree Luncheon.
5. That the Committee continue to work for a special program for those Extension Faculty who are not eligible for membership in Epsilon Sigma Phi yet. This program would be at the Annual Meeting at the same time as the ESP Annual Meeting. This meeting should be designed to allow Administration and new employees to meet in a relaxed, informal setting that will help to make them feel that they are an important part of the organization.

GOALS:

1. Provide publicity for Friends of Extension Award.
2. Notify county officials regarding award winners.
3. Recommend nominees to Epsilon Sigma Phi National Speakers Bureau.
4. Recommend and draft brochure "to explain Extension Service" for statewide distribution.
5. Submit news to "On Line."

ACCOMPLISHMENTS:

1. Publicity will be provided for Friends of Extension Award.

2. County officials will be notified of award winners.
3. Nominees have been submitted to the National Speakers Bureau.
4. Extension brochure is being drafted.

RECOMMENDATIONS:

Adopt statewide brochure for distribution.

Committee Members

Elaine Klatt, Chairman
Mike McKinney, Chairman-elect
Dick Wootton
Lowell Loadholtz
Jay Hebert
Deborah Humphries
Russell Swanson
Ken Shuler
Tom MacCubbin
Tom Greenawalt
Brent Henry

RECOGNITION AND AWARDS COMMITTEE

The committee met on June 8, 1989 following the regular board meeting. Items discussed centered on annual awards. Twenty-seven names were placed in nomination for awards. After due deliberation the committee selected the following individuals to be recognized:

DISTINGUISHED SERVICE AWARDS

Cliff Taylor, Ruth Ann Miller, Clayton Hutcheson

REGIONAL DISTINGUISHED SERVICE AWARD

Bill Summerhill

STATE FRIEND

The Bucklers - Joe and Shirley

MERITORIOUS SERVICE

Lawrence Heitmeyer, Deloris Wilkins, Lamar Christenberry

MID-CAREER

Marilyn Halusky

EARLY CAREER

Elaine Courtney

The committee also noted to resubmit Dr. Joe Busby for the International Service Award.

At the writing of this report, all recipients have been contacted and biographical information and extension accomplishments are being compiled for the state meeting program.

Committee Members

Bob Renner, Chairman
Jo Shuford-Law, Chairman-elect
Ruth Ann Miller
Sue Fisher
David Marshall

Marvin Weaver
Carroll Douglas
Larry Jackson
Mary Chernesky

RETIRED MEMBERS COMMITTEE

RESPONSIBILITIES:

1. Plan and coordinate the activities for retired members during the state meeting.
2. Secure sponsor for the luncheon.
3. Select a gift for retirees.
4. Prepare and distribute information to retirees.
5. Update retirees' files.
6. Serve as a liaison between retired and active members.
7. Assist ESP in furthering the goals of ESP and the Cooperative Extension Service.

GOALS:

1. Promote the interest and general welfare of ESP life members, retired members, and other professional Extension workers.
2. Involve retired members in making contacts to assist in supporting legislative proposals related to Extension work, suggest and help those well qualified to seek legislative office.
3. Assist in furthering the goals of ESP and Extension work.
4. Provide a communication system for retired members.
5. Encourage retired members to develop a state project.

ACCOMPLISHMENTS:

- * Secured sponsor and planned luncheon program for 1989 meeting.
- * Purchased engraved letter openers to be given to retirees.
- * Conducted a survey to assist with plans for a state project.
- * Taped "Voices of the Past" using retired members for the stories of early Extension work in Florida.
- * Conducted a fellowship hour for retired members for the first night of annual meeting.
- * Held a "Look to the Future" meeting with Dr. Woeste.

RECOMMENDATIONS:

1. That luncheon and other activities be continued.
2. Continue sending newsletter and other pertinent information to retired members.
3. Assign retired members to appropriate ESP committees.
4. Retired members be involved in political arena.
5. A project be approved for retired members.

Committee Members

B. J. Allen, Co-Chairman
Nettie Ruth Brown, Co-Chairman
Roberta Hall
Lester Kalch
Howard Smith
Jim Watson
Al Dawson
Nancy Whigham
Ruth Milton
E. J. Cowen

75th ANNIVERSARY--SMITH-LEVER ACT COMMITTEE

RESPONSIBILITIES:

To develop a state/county plan for commemorating the 75th Anniversary of the Smith-Lever Act.

GOALS:

To develop a proposed list and supporting materials for County and State Extension Faculty to use for informing the citizens of Florida about--

1. the Cooperative Extension Service's 75 year history of diffusing among the people useful and practical information in Agriculture, Home Economics, 4-H Youth, Community Resource Development and Marine Industry.
2. the important and significant contributions being made currently and throughout the past 75 years by thousands of dedicated volunteers to the Cooperative Extension Service.
3. the Cooperative Extension Service's continued commitment to provide people with research-based education to address current and emerging issues of the 21st century.

ACCOMPLISHMENTS:

John T. Woeste, Dean of the Florida Cooperative Extension Service recently expressed a warm THANK YOU to the Extension Faculty for their part in making the 75th Anniversary Celebrations a success. He further added that in looking back, "I wouldn't change a thing." The celebrations were truly characteristic of Extension. The programs, activities and events varied from county to county. Some of the events, such as the Campus Celebration were held outdoors which is also typical of many of the early Extension programs.

Through creative team work, Florida's Extension Faculty created opportunities which helped carry out these goals. There has been positive feedback at the local, state and national level-- political leaders, volunteers as well as support groups-- reaffirming their loyalty to the Cooperative Extension Service's proactive educational programs. One such example was from Joan Ruffier, Chairman of the Board of Regents, who attended the Campus Celebration. She was extremely impressed with the expo and exhibits. Further, she said that the enthusiasm of those

manning the displays expressed employees who like their work and want to help people to improve their lives through education.
Thank you!

Committee Members

Ann Parramore, Chairman
Shirley Clark
Jesse Godbold
Marilyn Halusky
Jim Brasher
Nettie Ruth Brown
Bill Summerhill

NOMINATING COMMITTEE

RESPONSIBILITIES:

To select a slate of officers and directors to serve for the coming year.

GOALS:

To seek qualified and interested individuals to serve in leadership positions of the chapter.

ACCOMPLISHMENTS:

The revised bylaws to be voted on at the 1989 annual meeting call for separating the office of Secretary-Treasurer into two offices. Therefore, the nominating committee was instructed to present candidates for President, President-Elect, Secretary, Treasurer, Annalist, and Chaplain. Directors from Districts II, IV and the State Staff were completing their terms and candidates were selected for those positions. Nominating committee members were given a list of the membership and were polled for their selections to fill these offices. Committee suggestions were compiled and the selected individuals were contacted with a request for service.

The following slate of officers for 1989-90 will be presented to the membership at the annual business meeting:

President:	Richard (Dick) Matthews
President Elect:	Linda Barber
Secretary:	Paula Stanley
Treasurer:	Damon Miller
Annalist:	Lawrence Heitmeyer
Chaplain:	Alice Kersey
Immediate Past President:	Robert (Bob) Whitty

Directors:	Terms Expiring in 1990
District I:	Lamar Christenberry
District III:	Larry Loadholtz
District V:	Susan Hedge
Life:	Ruth Milton

Directors:	Terms Expiring in 1991
District II	Marilyn Halusky
District IV	Sydney Park-Brown
State Staff:	Peter Warnock

RECOMMENDATIONS:

The committee recommends that future committees try to schedule a meeting or conference call during which each member's ideas can be more fully expressed. Start the process early in the year in order to allow time for contacting candidates.

Committee Members

Jack Spears, Chairman
John Rutledge
Dick Aalberg
Damon Miller
Susan Hedge
Linda Landrum
Elva Farrell