

Epsilon Sigma Phi



Annual Report

1996-1997

Alpha Delta Chapter
University of Florida
Gainesville, Florida

**EPSILON SIGMA PHI
OFFICERS AND COMMITTEES
1996/97**

OFFICERS

President	Marilyn Halusky	Duval County
President-elect	Lamar Christenberry	Escambia County
Secretary	Albert Fuller	Levy County
Treasurer	Linda Landrum	Volusia County
Analyst	John Rutledge	State Office
Chaplain	John Brenneman	Polk County

DIRECTORS

Sonya Wood District I	
Larry Halsey	District II
Glinder Stephens	District III
Mike McKinney	District IV
Ken Shuler	District V
Joy Cantrell	State Faculty
Ruth Milton	Life Members

COMMITTEE CHAIRS

Plan of Work	Lamar Christenberry
Professional Improvement	Doris Taylor
Public/Member Relations	Mike McKinney
Legislative/Fringe Benefits	Sue Fisher
Audit	Austin Tilton
Annual Report	Loretta Hodyss
Awards/ Recognition	Jane Allen
Membership	John Rutledge
Nominating	Michael Demaree
Memorial	John Brennemann
Constitution/ByLaws	Nadine Hackler
Budget/ Finance	Linda Landrum
Retirees	B. J. Allen

**Epsilon Sigma Phi
Alpha Delta Chapter
Annual Business Meeting**

**Jacksonville, Florida
September 9, 1997**

Call to Order	Marilyn Halusky
Invocation	John Brenneman
Recognition of Guests and Retirees	B. J. Allen
Initiation of New and Transfer Members	John Rutledge
Minutes of the last Board Meeting	Albert Fuller
Treasurer's Report	Linda Landrum

Reports

FAEP Council of President	Marilyn Halusky
Public Issues/Leadership Development	Albert Fuller
National ESP Meeting	Lamar Christenberry
Southern Region Leaders Workshop	Marilyn Halusky

District Representative Reports

District I	Sonya Wood
District II	Larry Halsey
District III	Glinder Stephens
District IV	Mike McKinney
District V	Ken Shuler
State Faculty	Joy Cantrell
Life Members	Ruth Milton

Committee Reports

Annual Report	Loretta Hodyss
Audit	Austin Tilton
Awards and Recognition	Jane Allen
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Retirees	B.J. Allen
Constitution and By-laws	Nadine Hackler
Nominating	Michael Demaree

**Old Business
New Business
Adjourn**

Annual Report of Epsilon Sigma Phi Alpha Delta Chapter / University of Florida

Southern Region Officer's Workshop
Memphis, Tennessee
February 21-23, 1997

The annual Florida Association of Extension Professionals met at Panama City, Florida on September 9-12, 1996. All four Extension professional associations meet annually for professional development, to handle association business, and to share recognition for professional excellence.

Epsilon Sigma Phi coordinated the conference this year with E.S.P. president, Michael Demaree as chair. The theme, "Managing Change for a Positive Future" was the focus for all the workshops and speakers. Keynote speaker, Charlene Bell, spoke on the topic "If You Are Not Living On the Edge, You Are Taking Up Too Much Space". Ms. Bell motivated us to take some risk and embrace change as a positive feature of our lives. She followed her keynote with a workshop the next morning titled "Take Charge of Your Life/Coping with Change. The workshop had "standing room only" as conference participants listened to her advice and made plans for putting the ideas into action in their lives. Extension is undergoing some challenges and changes that affect us as professionals. Likewise, many of us face major changes in our personal lives and Ms. Bell's comments were well received.

Other workshops centered around curriculum materials and how agents are using them effectively in their county, Extension's role in child protection with a workshop titled "Protect Yourself, Your Volunteers and Your Children", as well as Distance Learning and how we can use it effectively to reach new audiences. One workshop dealt with "Changing the Traditional Perceptions of Extension Programs and Keeping Everyone Happy" which is quite a challenge to us all. Conference participants enjoyed the annual Technology Fair in which we are able to review and use the new technology being developed within the University System and by businesses. Several faculty taskforce committee reports were given on salary compression, marketing Extension, and personnel policies. A popular afternoon of the conference centered around 27 papers that were presented by members of the four associations concurrently. Abstracts of the presentations were published ahead of the conference and times were posted so participants could move from room to room, choosing the topics in which they were most interested.

Sharing their excitement as our colleagues are recognized for their accomplishments is one highlight of the week's activities. At each meal function, we recognize special categories of winners. Special attention is also given to our "Friends of Extension" as we single out supporters across the state and recognize them for their help in making our Extension educational programs successful. Our recognition of the contributions of Extension professionals in our E.S.P. Memorial service is a solemn occasion significant to all professionals and is held during a general assembly. Several evenings of entertainment are planned with the "Extension Auction" as a focal point of fun. It has become a tradition of laughter and competition which results in a large fund of money that is split evenly between the four associations to use as scholarships for further professional development.

Officers installed for 1996-97 were as follows:

President:	Marilyn Halusky	Duval County
President-elect	Lamar Christenberry	Escambia County
Secretary	Albert Fuller	Levy County
Treasurer	Linda Landrum	Volusia County
Analyst	John Rutledge	U.F. State Faculty
Chaplain	John Brenneman	Polk County
Past President	Mike Demaree	Pasco County

Our winter and spring board meetings were held on the University of Florida campus. Committee reports are given and time was taken to streamline the association procedures. Reports were given on the ESP National Meeting and the Southern Region Officer Workshop. All officers and other members were encouraged to participate when possible. A Florida delegation from all associations and chaired by Marilyn Halusky E.S.P was sent to the Public Issues/Leadership Development workshop held in Washington, D.C. This is an important opportunity to describe the impact of what we do collectively and nationally to our decision makers. Plans are being made for each association to participate in a panel at our next annual state meeting discussing the issues and sharing information learned this spring with all Extension professionals. Time was allotted to promote the 1997 Galaxy conference and members were encouraged to submit abstracts for workshops. This will be a unique opportunity for us all to share information and form networks with our colleagues from across the country.

Our financial status is good with operating funds to cover the annual budget goals. We continue to present two scholarships to worthy Extension professionals; one for formal coarse work and one for non-formal professional improvement. We have 257 members in Alpha Delta Chapter; 125 currently active and 132 life members. We are focusing on renewing memberships that have lapsed and encouraging new members this coming year. This is done by keeping the six E.S.P. district directors informed on membership and their personally inviting eligible professionals in their district to join the association at our next annual conference.

An important component to our organization is our retirees. Under the leadership of B.J. Allen, they have raised over \$30,000 for capital improvement at 4-H camps. This renovation is now complete. Each year we sponsor a luncheon at our Annual Extension Conference in honor of all retirees and invite them to join us as we recognize their past and continuing contribution to Extension. We take time at this luncheon to update them on the current successes of the Extension programming in Florida.

Best wishes from "Sunny Florida"

Marilyn Halusky
President



Epsilon Sigma Phi

Alpha Delta Chapter Newsletter

Spring 1997

State Officers

Marilyn Halusky, President
Lamar Christenberry, P/Elect
Plan of Work Chair
Albert Fuller, Secretary
Linda Landrum, Treasurer
Finance Chair
John Rutledge, Analyst
Membership Chair
Jonn Brenneman, Chaplain
Memorial Chair

Directors

District 1 - Sonja Wood
District 2 - Larry Halsey
District 3 - Glinder Stephens
District 4 - Mike McKinney
District 5 - Ken Shuler
State Faculty - Joy Cantrell
Life Members - Ruth Milton

Committee Chairs

Doris Taylor, Prof. Improv.
Mike McKinney, Public Rel.
Jane Allen, Awards/Recog.
Nadine Hackler, By-Laws
Sue Fisher, Legislative
B.J. Allen, Retirees
Austin Tilton, Audit
Loretta Hodyss, Annual Rpt.
Michael Demaree, Nominating

From the President

Halfway through my term as president, it has been a challenging year, yet rewarding. Your officers and committee chairs have been working hard. Lamar Christenberry attended the National Meeting in Annapolis with me and continues to stay in contact with committee chairs through E-mail, even though his unfortunate accident has required him to reduce his movement and workload. Albert Fuller took Lamar's place so we could have two representatives at the Southern Region Officers Meeting. Albert and I will also attend the Public Issues Leadership Conference in April, paying part of our own expenses since the budget cannot cover total costs. Members have responded well to John Rutledge and Linda Landrum's requests to renew their dues. Our membership is currently at 115. We still have 35 members that need to renew to meet our budget goal of 150 members. Remind your co-workers there is no penalty to renew and that E.S.P. is the combined voice for all Extension workers who have reached permanent status. Jane Allen and Doris Taylor, with help from their committee members, have met the National deadlines for award and scholarship submissions which, with very little notice, were moved from March to January this year. We submitted Dr. Woeste, Nayda Torres, Jeanette Meadows, and the Combating Hunger in Tampa Bay Team for Distinguished Awards. I'd like to thank each and every officer and committee for the fine work they are doing. Many of the committees are in the process of working on by-laws, awards, scholarships, and keeping track of legislative issues and you will hear from them soon.

You can help me face the challenges and opportunities ahead by providing your input. When this year is over, I want Alpha Delta Chapter to be stronger than ever. This can only happen if each of us renews our commitment to Epsilon Sigma Phi.

Marilyn Halusky

BENEFITS OF EPSILON SIGMA PHI MEMBERSHIP (How ESP Invests In You)

- Mini- Grants
- Professional Scholarships
- Marketing of Extension
- Professional Training
- Awards - State, Regional, National
- Professional improvement loans - (\$2000 interest free)
- Regional Workshops
- National Conferences
- Handbooks for chapter officers
- Committees who work for members' professional development
- Partnerships with three agent associations and CSREES-USDA
- Fraternal unity for all Extension professionals
- Retiree and life member support (legislation)

EPSILON SIGMA PHI A Commitment to Excellence

A primary focus of Epsilon Sigma Phi is the professional improvement of its members so they may better serve to:

Promote lifelong education

Develop individual initiative and aspirations

Increase the ability and power of people to enhance their lives,
in order to serve not only self interest,
but also the interests of society.

Note !

Awards and Scholarship Applications

Due in May. Look for more information soon.

A Special Thanks !

Remember the I'm a 10 campaign? Florida reached it's goal in 1994 and was the 9th highest contributor for the ESP Foundation. National is now requesting the 26 states who have not met their goal to send in the money. Thanks to all members who contributed, we don't need to find ways to raise funds now!

Legislative Alerts!

Sue Fisher, Legislative Chair

Changes in Federal Retirement Proposal - Federal Retirees and those nearing retirement are encouraged to carefully consider a proposal in the FY98 Federal Budget that establishes a permanent three-month delay in COLA only for federal retirees, not social security or military retirees. NAFRE strongly encourages retirees and potential retirees to contact their U.S. Congressmen, Senators and the White House to express any concerns they may have.

Changes in Farm Bill may impact Cooperative Extension. Part of the discussion Congressional leaders are having centers around changes in formula funding. This is the funding we receive from U.S.D.A that is not allocated to specific programs such as EFNEP. It is a complex matter and the entire picture must be considered. Watch

E-mail to stay up to date. No specific action is suggested at this time.

Join the National Assoc. of Federal Retired Employees (NAFRE) if your Extension retirement is Civil Service i.e you joined Extension before 1980. First year dues are \$21.00. Members receive newsletters that have information regarding federal retirement benefits and proposed changes. Members also work together on community service projects. Call Ruth Milton, P.R.chair, (352/372-0933) to obtain NAFRE info.

IFAS Budget includes additional County faculty lines. While all county personnel needs cannot be addressed, it is predicted that additions in as many as 15 locations can be made if the legislation passes. Encourage constituents to speak with Legislators regarding support for the entire IFAS budget, not just the section pertaining to Extension. Contact your CED for specifics in your county.

Ways to Be a

Human "Being" NOT a Human "Doing"

- * Be Here Now
- * Be Well
- * Be Enthusiastic
- * Be Kind
- * Be With Great Music
- * Be With Great Art
- * Be Grateful
- * Be Silly and Playful
- * Be Compassionate
- * Be Courageous
- * Be Resilient
- * Be With Nature
- * Be At Peace

Did you know?

- Half our National ESP membership are retirees.

- 51% of our Florida ESP membership are retirees.

**Thanks Retirees
For Your Support!**

National ESP Conference

by Marilyn Halusky

Held in Annapolis, MD. we had the largest attendance yet at a National ESP Meeting. Professional improvement was stressed with the opening workshop session "Moving Forward...Keeping Pace With Change" presented by Craig Pace, senior consultant with the Covey Leadership Center. Concurrent workshops were presented, business meetings, and awards presented.

Reaching Out to Decision-makers.

A workshop presented by Michael Tate. "We have to feel in our bones that we are important to America, our state, our county". We need to express why Extension is relevant to Urban Communities. Stakeholders need to get excited. Most policy makers don't know:

- we have a large network grounded in communities with a presence in every county.

- we are a system of relationships. We know people & other agencies.

- we are there to engage the issues, problems and concerns of people.

- we are a learning organization

Without stealing his thunder, I hope you are interested in coming to the ESP workshop that Mike Tate will present at our Annual Conference in Sept. in Jacksonville. He is a dynamic

speaker, giving practical ideas and information. He was county agent and specialist before taking on his present position. His ideas of how to reach out to decision-makers and market Extension programs are excellent. He has given this workshop at annual Extension meetings all over the country - right now he is presenting in the state of Washington.

Building Political Support for Extension in the 21st Century

is a document prepared by Patrick Boyle who was installed as the ESP National President. I have a copy and will send you one if you contact me. The stated purpose of this 33 page document is to "stimulate the Cooperative Extension System to analyze the stark new realities of the changing political environment".

Humor in Your Life and Work.

Workshop at Nat'l Meeting. A good way to get people talking was to pass out candy - Person receiving the Banana flavor was to talk about the "Most Unique Phone Call or Walk-In Request", the Apple flavor spoke on "Most Embarrassing moment on the job", the Strawberry related "Best excuse a staff member had for being late to work", Grape related the funniest thing that happened at a staff meeting. Adapt this approach to lighten up one of your meetings.

"The most completely lost of all days is the one in which we haven't laughed." French Proverb

Pre-school children laugh 400 times a day. Adults decrease to 15 times a day.

Would it work easier for our state committees to be in line National Committees? Committees would then have similar titles, enabling the chairs to know who to report information to at National. National committees are: Member Services (our Awards),

Membership Recruitment and Retention (similar), Public Issues (our Legislative), Professional Development (similar), Resource Dev. and Management (finance) Global Relations and Diversity (we don't have). We also have: Public/Member Relations, Annual Report, Audit, Retirees, Nominating, Memorial, and Constitution/by-laws. If so, we will need by-laws changes that will be presented at the June board meeting and voted on at the annual meeting. Give me your thoughts soon.

Southern Region Officer Workshop - Memphis, TN.

by Marilyn Halusky

A great opportunity to share ideas with the officers of other Southern Region states. We discussed ways to strengthen communication between ESP members and with regional and national officers. We also shared ideas with the Florida Council of Presidents, since we all attended this joint meeting.

Our professional development speaker spoke on "Secrets of Leadership". He stressed the importance of Humor with a Purpose. He recommended 10 points of active listening:

- 1) Decide to be interested
- 2) Avoid over reaction
- 3) Resist distractions
- 4) Try to interpret speaker
- 5) Listen with an open mind
- 6) Focus on the main idea
- 7) Capitalize on thinking speed (use time to figure out what they are saying)
- 8) Give feedback
- 9) Summarize
- 10) Apply what you hear

Adding Value to Epsilon Sigma Phi

by Albert Fuller

Madaline Abington-Cooper, Southern Region Vice President, led a thought provoking discussion on defining and adding value to state ESP chapters and the national organization. As we participated, I found the issues to be right on target for our Florida chapter. The major issues included:

- The national trend is toward declining membership in chapters
- What is the value added for state chapter members beyond the window dressing of awards and scholarships?
- Why should people join or renew their membership?

Membership in our state organization has declined over the past several years. Even though resignations account for some of the decline, the greater portion is due to members neglecting to renew every year. New memberships have not been able to fully compensate for these declines. Other forms of decay include: some committees not fully functioning, and declining attendance at the two yearly board meetings.

During the discussion, Marilyn Halusky and I reflected back on the years that our Florida chapter worked on the supplemental retirement issue. During this time in our Chapter's history, everything appeared to be operating at it's peak.

- membership was increasing
- board meeting were well attended
- committees were functioning well
- members were enthusiastic about serving

Madeline said that the National board had been studying the decline in membership as well as the few chapters who have increased membership. It appears that those states that are experiencing increases tend to be actively working on significant issues of interest to its members or finding other innovative ways of serving their membership. Lowering standards for memberships, such as reducing years of service required or eliminating the reinstatement fees, does not appear to be making an impact.

The answer appears to be clear, even if not simple. If ESP is going to have a positive future, we must begin to look for new ways for our chapters to serve their members. We must begin to focus on significant issues or projects that will enhance the status of our members and the Extension Organization. We must give every Extension professional a reason to join/renew and take an active role as officers, board members, committee chairs and members.

This action should not in any way diminish awards, scholarships or any other present chapter

program. It should increase value to each by adding more members and energy to do every effort. Overall, it should add credibility to every chapter program and enhance the Extension profession for all.

**Galaxy Summit Conference
October 12-16, 1997
Cincinnati, Ohio**

The Galaxy Conference will be like no other! It will bring together the best of each association while creating a spirit of its own. The focus of the conference is on teamwork, new working relationships and programs that address current and emerging issues. ECOP is holding its meeting at the same location to coincide with the Galaxy. Start saving your money, mark your calendar and attend!

National Web Page for ESP

Mike Gerst and Billy Warrick (Texas) are taking the lead to develop a national Web page for ESP. It will be a central location for information on family, health, work, leadership skills, building political support, as well as information about ESP. If you have ideas for the page, share them with Mike or Billy at <http://agweb.tamu.edu/sanangelo/agronomy/esp.htm>

Epsilon



Sigma

Phi

Alpha Delta Chapter Newsletter

State Officers

Marilyn Halusky, President

Lamar Christenberry, P/Elect
Plan of Work Chair

Albert Fuller, Secretary

Linda Landrum, Treasurer
Finance Chair

John Rutledge, Analyst
Membership Chair

John Brennehan, Chaplain
Memorial Chair

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District 1 - Sonja Wood
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Nadine Hackler, By-Laws
Sue Fisher, Legislative
B.J. Allen, Retirees
Austin Tilton, Audit
Loretta Hodyss, Annual Rpt.
Michael Demaree, Nominating

Summer 1997

From the President

You have already received your registration forms for the upcoming Florida Association of Extension Professionals (FAEP) Annual Conference to be held in Jacksonville on September 8-12, 1997. Send in your registration today! The title: PROUD PAST:EXCELLENT FUTURE speaks for itself! There is something to interest everyone. Our association professional improvement meeting this year will also include an administrative conference for all campus, center and county faculty on Thursday afternoon and Friday morning hosted by Dean Christine Taylor Waddill. Plan to attend the professional development workshops(4), technology fair, presentation of successful educational programs by field and campus faculty, association meetings and recognition of colleagues. Retirees will enjoy the interaction with friends and the up-date on current Extension programming as well as the Auction - an exciting evening of fun for everyone! Especially note: Memorial Service Monday evening, ESP Membership meeting on Tuesday at 10:00 AM followed by the luncheon honoring retirees, and on Wednesday an ESP workshop at 8:00 - 10:00AM. Recognize and applaud our award winners and scholarship recipients.

I have included several business items in this newsletter. Please look over the slate of new officers that will be voted on during the Tuesday business meeting. Also, to be voted on is a new Alpha Delta Chapter By-Laws. Nadine Hackler suggested that, since the old by-laws needed major revision and each article would have to be voted on, it would be more efficient to vote on new By-Laws. Come to the meeting prepared to vote.

Plan to attend the Annual Meeting and enjoy the all new Hilton Hotel on the river and our Jacksonville hospitality. Call me immediately if you have not received a registration packet - it is due August 8th. Retirees can also call Ruth Milton.

Marilyn Halusky

ESP 1997-98 OFFICER NOMINATIONS

President - Lamar Christenberry
Pres-Elect - Albert Fuller
Secretary - John Rutledge
Treasurer - John Brenneman
Analyst - Doris Taylor
Chaplin - Celia Bugg-Hill
Dist.II Dir.- David Dinkins
Dist.IV Dir.- Marie Hammer

E.S.P. BY-LAW CHANGES

Nadine Hackler, By-Laws Committee Chair has developed new By-Laws. We will vote on them as a whole at our business meeting instead of reading lengthy changes Article by Article and voting on them individually. Please review them carefully. If you have any questions, please call me.

The major changes in functions are:

- * making the major committees in line with national committees.
- * enabling retirees in good standing to become Life Members with payment of 5 X National dues as required by National E.S.P.
- * No penalty for member reinstatement.

E.S.P TO EMBARK ON A NEW MISSION

Mike McKinney, Public Rel.

Your ESP officers, directors, and committee chairs, feel it's time for ESP to assume a greater leadership role in representing their membership on issues impacting Extension Professionals in Florida. Since ESP is the "umbrella" association, it is felt that the Alpha Delta Chapter needs to be more proactive in serving its membership. Several issues have already surfaced, including salary compression, evaluations., supplemental retirement for those not eligible, and others. Please suggest your burning issue to your ESP Director (listed on the front page) prior to the Annual Conference.

LEGISLATIVE REPORT

Susanne Fisher, Legislative Chair, 6/97

The Florida Legislature concluded its session on time! While on the Federal scene, Congress and the President have reached a framework for a balanced budget. Now the work begins.

To recap Florida legislative actions impacting IFAS, here are highlights from Vice President Davidson's letter:

- * across the board pay increases effective Jan.1,1998:
 - \$1200 for those making less than \$20,000
 - \$1000 for those making less than \$36,000 prorated for % paid by state
 - 2.78% for those making over \$36,001.
- * new general revenue funds for several programs, including Lakewatch, weather station info. and aquaculture programs.
- * general revenue funds to replace lottery dollar reductions and to address enrollment growth in teaching program.
- * PECO funding for several IFAS planning and construction projects.

The Dean has been working closely with ECOP/ESCOP to develop a stronger rationale for the base program budget as well as targeted program budgets. Extension directors agree that attention must be given to the base budget as Extension needs the flexibility that this funding provides.

From NARFE we learn that the President's proposed delay in the cost-of-living adjustment for federal retirees was not included in the balanced budget agreement. NARFE Pres. Jackson indicates "I must stress that our job this year is far from over.. the long legislative process gives NARFE members the opportunity to influence decisions made about a final budget agreement."

Marilyn Halusky, President
Epsilon Sigma Phi
1010 N. McDuff Ave.
Jacksonville, FL. 32254

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Epsilon Sigma Phi

Alpha Delta Chapter/University of Florida Annual Business Meeting

Panama City Beach
September 10, 1996

Agenda

Call to Order
Invocation
Recognition of Guests and Retirees
Initiation of New and Transfer Members
Minutes of the last Board Meeting
Treasurers Report
FAEP Council of Presidents
Public Issues/Leadership Development Seminar
Annual Report/Southern Leaders Workshop

Michael Demaree
Elizabeth Bolton
B. J. Allen
Linda Landrum
L Christenberry
Albert Fuller
Michael Demaree
Marilyn Halusky
Michael Demaree

District Representatives Report

District I
District II
District III
District IV
District V
State Faculty
Life Members

Henry Grant
Larry Halsey
Doris Taylor
Mike McKinney
Ken Shuler
Joy Cantrell
Ruth Milton

Committee Reports

Audit
Award & Recognition
Budget & Finance
Legislative Review/Fringe Benefits
Membership/Initiation
Memorial
Retirees
Program of Work
Public/Member Relation
Newsletter/Annual Report
Professional Improvement/Scholarships
Constitution & By Laws
Nomination

Alden Hilliker
Nan Jensen
Albert Fuller
Bill Summerhill
Linda Landrum
Elizabeth Bolton
B. J. Allen
Marilyn Halusky
Mike McKinney
John Brennehan
Rus Giesy
C Hutcheson
Damon Miller

Old Business
New Business
Adjourn

**Epsilon Sigma Phi
The National Honorary Extension Fraternity
Alpha Delta Chapter**

**Minutes
Business Meeting
10:00 AM, September 10, 1996
Panama City Beach, Florida**

Call to order was made by President Mike Demaree.

Thought for the Day was given by Mike Demaree.

Twenty-two guests and retirees were recognized in attendance.

Linda Landrum, Analyst organized the initiation of new members. The new members initiated were: Rodney Clouser, Andrew Lazur, William Mahan, Amy McMullen, William Schall, Sonya Wood, and Mary Sue Kennington as a transfer member.

Minutes of previous meetings were unanimously approved as presented in the annual report.

Albert Fuller gave the financial report (in attached 1995-96 Annual Report). It was approved unanimously.

Marilyn Halusky reported on the Southern Region Officers Workshop.

There were no District Director reports except for District III, director Doris Taylor, who updated those present on personnel changes in District III. Ruth Milton reported there were eight new life members and recognized those who were present.

Damon Miller then asked about the upcoming Galaxy Conference. It was stated by the President that it would be held in October of 1997.

The Committee reports were given as follows:

Audit: Alden Hilliker said he had audited the past year's books and found everything in order. An audit of this meeting's books would be done as soon as possible after this meeting.

Awards and Recognition: A report was given by Nan Jensen. (See attached program)

Legislative Review and Fringe Benefits: A report was given by Bill Summerhill. Updated those present on Federal Retirement. High three years would continue in computing retirement. Employees retirement contribution would increase in future by .5%. Current early out program would expire September 30, 1996.

Memorial Report: The past members were recognized at the memorial service held on Monday evening, September 9, (see attached).

Program of work: Given by Marilyn Halusky, see attached report.

Public/Member Relations: Mike McKinney notified the University and County Administration of award winners.

Newsletter/Annual Report: Presented by John Brenneman (see attached)

Professional Improvement/Scholarships: Russ Giesy went over awards ESP offers.

Constitution and By-Laws: See attached report from Committee Chair, Clayton Hutcheson. First recommendation was passed unanimously by members present and second was tabled for new year by President Demaree.

Nominating: Damon Miller, Chairman of the nominating committee presented the following slate of officers: President - Marilyn Halusky; President Elect - Lamar Christenberry; Secretary - Albert Fuller; Treasurer - Linda Landrum; Analyst - John Rutledge; Chaplin - John Brenneman; Immediate Past President - Mike Demaree.

Directors: District I - Sonya Wood; District II - Larry Halsey; District III - Glender Stephens; District IV - Mike McKinney; District V - Ken Shuler; State Faculty - Joy Cantrell; Life Members - Ruth Milton. A motion was made and seconded to elect the slate by unanimous vote. The motion was carried and the slate was elected.

There being no further business the meeting was adjourned.

Lamar Christenberry
Secretary

**Epsilon Sigma Phi
Alpha Delta Chapter
Winter Board Meeting
December 12, 1996 9:00 A.M.**

**Farm Bureau Building, 5700 S.W. 14th Street
Room 239-C 2nd Floor**

Call to Order Marilyn Halusky, President
 Devotional John Brenneman, Chaplin
 Questions for Dean Stephens John Rutledge, Analyst
 Minutes of last board meeting Albert Fuller, Secretary
 Treasurer's Report Linda Landrum, Treasurer

Financial Report
 Proposed Budget
 Dues Collected to date

Council of President's Update Marilyn Halusky, President
 National E.S.P. Conference Lamar Christenberry, President-elect

Director Reports - District 1 Sonya Wood
 District 2 Larry Halsey
 District 3 Glender Stephens
 District 4 Mike McKinney
 District 5 Ken Shuler
 State Faculty Joy Cantrell
 Life Members Ruth Milton

Discussion of Committee Functions:

Professional Improvement Doris Taylor
 Public/Member Relations Mike McKinney
 Legislative/Fringe Benefits Sue Fisher
 Annual Report Loretta Hodyss
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New Business

Adjourn

Winter Board Meeting
Alpha Delta Chapter
Epsilon Sigma Phi
December 12, 1996
Farm Bureau Building, Gainesville, Florida

Officers and Directors present: Marilyn Halusky, Joy Cantrell, Ruth Milton, John Brenneman, John Rutledge, Albert Fuller

Committee Chairs present:

Sue Fisher-Legislative Fringe Benefits
B.J. Allen- Retirees
Doris Taylor- Professional Improvement

Meeting called to order at 9:06 a.m. by President Marilyn Halusky.

Devotional Service led by Chaplin John Brenneman.

Questions for the afternoon session with Dean Stephens were solicited by Analyst John Rutledge.

President Marilyn Halusky gave a brief update on recent administrative staff changes.

Secretary Albert Fuller moved approval of the May 30th Board Meeting Minutes as mailed. It was seconded by John Rutledge and approved.

Marilyn Halusky read the financial statement prepared by Treasurer Linda Landrum. John Rutledge moved acceptance, it was seconded by Joy Cantrell and approved (attached).

Cash on Hand (checking)	\$4350.56 (12/13/96)
Certificate of Deposit	4154.73 (11/29/96)

Marilyn Halusky presented the proposed 1996-97 budget from Linda Landrum. Sue Fisher moved adoption and seconded by John Rutledge. The budget was approved with the following notations:

- Use the retirees mementos budget component to buy ESP letter openers for Life Members paying in the past year.
- Retirees not having current membership must pay current dues to reinstate their membership (\$35) and life membership fee of \$100.

Marilyn Halusky reviewed progress on the 1997 Annual Meeting. September 8-12, at Jacksonville Hilton.

Ruth Milton requested that we make an extra effort to insure that life members receive newsletters and all other relevant correspondence by some other method than E-mail. The board agreed after a brief discussion.

Marilyn recommended that ESP participate in the Abstracts portion of the Annual Meeting this year. Discussion was held and the board agreed. Suggestions were made for methods of soliciting participation from the membership.

Marilyn solicited ideas for the ESP Professional Development Workshop at the Annual meeting. Mike Tate from Michigan was suggested as a likely candidate to pursue a topic centered around

external relations. This issue was referred to a committee consisting of Marilyn Halusky, Joy Cantrell and John Rutledge. A panel of Florida participants in the Public issues Conference was discussed as an alternative workshop topic if needed.

Committee Reports:

Legislative/Fringe Benefits - Sue Fisher

No report, but wanted Board to assist in clarifying the mission of the committee.

Professional Improvement - Doris Taylor

(Report attached)

Retirees Committee - B. J. Allen

Explained duties and activities currently pursued. He requested the President write a letter to the Dean endorsing continued communication with retirees about significant issues.

Constitution and By Laws

Marilyn referred the tabled proposed By Laws change concerning retirees committee (from annual membership meeting) to the By Laws Committee for study and recommendation.

Membership - John Rutledge

Asked board to clarify eligibility for membership. The board clarified eligibility to all Extension agents, specialists and administrative and professional staff with more than 5 years Extension experience.

Memorial Committee - John Brenneman

Request clarification of duties for Memorial Committee

B.J. suggested that the president propose a policy in the Council of Presidents to pursue strategies that reduce competition among associations particularly as it relates to workshops and subject matter. We want subject matter to relate to as broad an audience as possible and encourage participation by all annual meeting participants.

Director reports-Marilyn discussed duties of Directors

State Faculty- Joy Cantrell - No report

Life Members- Ruth Milton asked about developing a better method for her keeping up with paid life memberships. The Board agreed to allow Ruth to collect/receive Life Member dues and turn them over to the Treasurer.

Albert Fuller asked that in the future all report be presented in written form as well as orally in order to facilitate record keeping.

Marilyn led a brief discussion about restructuring committees. The board proposed that we align committee names and duties with National Committees where National counterparts exist. Other committees should be reviewed for mission definition.

John Rutledge moved to adjourn the meeting. It was seconded by B.J. Allen and approved. The meeting was adjourned at 12:07 p.m.

Albert Fuller
Secretary

EPSILON SIGMA PHI
ALPHA DELTA CHAPTER

Spring Board Meeting-June 5, 1997 at 9:00AM
Farm Bureau Building, 5700 SW 14th Street
Room 239-C

Call to OrderMarilyn Halusky, President
DevotionalJohn Brenneman, Chaplin

Questions for the DeanLamar Christenberry

MinutesAlbert Fuller, Secretary
Treasurer's Report.....Linda Landrum, Treasurer

Council of President's UpdateMarilyn Halusky
Public Issues ConferenceAlbert Fuller

Director Reports

District I	Sonya Wood
District II	Larry Halsey
District III	Glender Stephens
District IV	Mike McKinney
District V	Ken Shuler
State Faculty	Joy Cantrell
Life Members	Ruth Milton

Committee Reports

Professional Improvement	Doris Taylor
Public Member Relations	Mike McKinney
Legislative/Fringe Benefits	Sue Fisher
Annual Report	Loretta Hodyss
Awards/Recognition	Jane Allen
Membership	John Rutledge
Memorial	John Brenneman
Audit	Austin Tilton
Constitution/ByLaws	Marilyn Halusky for Nadine Hackler
Retirees	B.J. Allen

Old Business - Selection of National Award Winners

New Business - Public Relations with Decision Makers

Annual Meeting - Board Meeting
Workshop Sponsored by ESP



Minutes of Spring Board Meeting Spring Board Meeting
Alpha Delta Chapter
Epsilon Sigma Phi
June 5, 1997
Farm Bureau Building, Gainesville, FL

Officers and Directors present: Marilyn Halusky, Ruth Milton, John Rutledge, John Brenneman, Lamar Christenberry, Michael Demaree, Linda Landrum, Albert Fuller, Sonya Wood, Glinder Stephens.

Committee Chairs present:

B.J. Allen-Retirees
Doris Taylor-Professional Improvement
Loretta Hodyss-Annual Report and Public Members Relations
Marilyn Halusky & Nadine Hackler-Constitution & By-Laws
John Brenneman-Memorial

Meeting called to order at 9:05 a.m. by President Marilyn Halusky.

"A Poet's Prayer" was presented by Chaplin John Brenneman.

Nadine Hackler presented a proposed set of by-laws to replace the current by-laws. The new set would align our committee structure with National and clear up some technical deficiencies in the current set. (The report appeared at this time, because Nadine had another commitment as had to leave.).

Questions for the afternoon session with Dean Stephens were collected by Lamar Christenberry.

Treasurer Linda Landrum made a report on the organization's finances (attached). After discussion on the certificates of deposit with near due dates, it was moved by Linda Landrum, seconded by Sonja Wood that \$2000 be invested in a money market account and the balance of the two certificates of deposit be rolled over into a new 12 month CD.

Secretary Albert Fuller presented copies of the December 12th Board Meeting minutes for reading and approval. Albert's motion was seconded by Sonja Wood and approved.

President Marilyn Halusky gave a Council of Presidents update on the Annual Meeting progress and other issues.

Albert Fuller gave a report on the Public Issues Conference and subsequent work done as a result of assignments undertaken at that conference.

Director Reports (attached)

District I	Sonja Wood	Oral Report
District II	Larry Halsey	No report
District III	Glinder Stephens	Oral/Written Report
District IV	Mike McKinney	Oral Report
District V	Ken Schuler	Written Report
State Faculty	Joy Cantrell	No report
Life Members	Ruth Milton	Oral/Written Report

Ruth discussed other opportunities to recruit Life members. She asked if former employees were eligible for life membership if they didn't retire from Extension. The general consensus was that they should be eligible if they were vested in the retirement system.

Mike McKinney asked Ruth if retirees from other states were being identified. She said they were not at this time. Mike said they were a great untapped resource.

Ruth also asked if she should go back 3 years and invite former members that have retired without becoming life members. The consensus opinion was yes.

Committee Reports:

Professional Improvement- Doris Taylor

- Report given on progress with abstracts
- 8 applications have been received

Public Member Relations- Mike McKinney

- Oral report given on progress

Legislative/Fringe Benefits- Sue Fisher

- No report

Annual Report- Loretta Hodyss

- Gave an oral report on progress. The deadline for materials to be received for the Annual Report is July 21.

Awards and Recognition- Jane Allen

- Names and information on the 2 nominees for ESP Friend of Extension Award. Lamar moved to accept both nominees. Mike McKinney seconded the motion and it was approved.

Membership- John Rutledge

- 118 active members.
- Moved 2 or 3 members to the proper District for the records.

Memorial- John Brenneman

- Proceeding with collecting deceased members names

Audit- Austin Tilton/Alden Hilliker

- Will audit after books are closed.

Constitution/By-Laws- Marilyn Halusky for Nadine Hackler

-Marilyn addressed the proposed policy changes as a rough draft. One of the target questions was when to close the treasurer's books for audit. Linda Landrum moved to close the books on August 1st. It was seconded by Sonja Wood and approved.

-Marilyn wants suggested revisions to Lamar, Albert and B.J. were added to the Policy committee.

Retirees- B.J. Allen

B.J. reported that the retirees project for providing/building

-Maintenance buildings at every 4-H camp is complete. They have a balance of \$1909.89 plus interest

-The group received 65 different contributions totaling \$28,975.00.

Nominating- Mike Demaree

-Still seeking nominee for the State Faculty Director.

OLD BUSINESS

-Marilyn discussed the workshop sponsored by ESP and Mike Tate the speaker for the workshop. The Council of Presidents will pick up part of the cost while cor Chapter will cover the balance.

-Albert was asked to lead a discussion on adding value or a stronger mission to our chapter beyond the basic fringes of scholarship and abstracts. The motivation for this came from ideas developed at the Southern Region Officers Workshop.

Meeting adjourned at 11:55 a.m.

ALPHA DELTA CHAPTER
OF EPSILON SIGMA PHI

FINANCIAL STATEMENT
JUNE 5, 1997

Balance carried forward as of:	(9/6/96) \$2579.95	(12/13/96) \$4350.56
INCOME	Sept./Dec. 1996	June 1997
95-96 Annual Dues	\$35.00	0.00
96-97 Annual Dues	2730.00	1120.00
Initiation Fees	15.00	0.00
High 5	125.00	55.00
Checking Account Interest	4.88	18.39
Auction	1166.87	0.00
	\$4076.75	\$1193.39
EXPENSES		
National Member Dues	\$1595.00	1020.00
Postage	4.00	32.00
Awards/Initiation Costs	236.14	10.00
National Conference		
Registration/Expenses	456.00	1590.92
Bank Service Charges	15.00	0.00
	\$2306.14	\$2652.92
Cash available in checking account as of 6/5/97	\$2891.03	
Certificates of Deposit balances on 6/6/97:		
12 Month	\$3860.90	
6 Month	\$4236.7)	

Alpha Delta Chapter fo Epsilon Sigma Phi

Proposed Budget

1996-97

Projected Income

Annual Dues		
(150 members @ \$35)	\$5250.00	
Other Income		
Initiates (6 @ \$140.00)	240.00	
Life Members (1 @ \$100.00)	100.00	
Interest	50.00	
Annual Meeting Auction	1000.00	
High Five	150.00	
Unused Scholarship \$ from 1996	800.00	
TOTAL PROJECTED INCOME		\$7590.00

Projected Expenses

Annual National Dues		
(150 members @ \$20)	\$3000.00	
Initiates (6 @ \$25)	150.00	
Life Members (1 @ \$100)	100.00	
FAEP Annual Meeting		
Annual Report	100.00	
Memorial Committee	50.00	
Certificates/Initiate supplies/frames	250.00	
Retiree's Momentos	50.00	
Friends of Extension	150.00	
Program	100.00	
Scholarships (4 @ \$400.00)	1600.00	
Postage & Labels	35.00	
Travel (Plus \$1000 from administration)		
Natonal Council meeting	500.00	
Southern Regional	500.00	
National Policy	700.00	
Board Meeting Travel	300.00	
TOTAL PROJECTED EXPENSES		\$7585.00

Audit

Responsibilities:

- ◆ Conduct annual audit of the accounts of the Chapter
- ◆ Report audit results

Accomplishments:

- ◆ The accounts of Alpha Delta Chapter were audited in September, 1996, and found to be in good order.
- ◆ Results of the audit were shared with the Chapter President, retiring Treasurer and in-coming Treasurer.

Recommendations:

- ◆ The chapter might consider a less expensive checking account. The monthly charge of \$15.00 appears to be a high price for maintaining a business account. A non-business account might serve just as well.
- ◆ The treasurer might find it worthwhile to maintain records of the accounts on a computerized accounting program.

Committee Members:

Alden Hilliker

Awards and Recognition

Responsibilities:

- ◆ Distribute awards information to membership
- ◆ Receive awards nominations and make recommendations for awards
- ◆ Send congratulatory letters to awards recipients
- ◆ Plan awards presentations for annual meeting
- ◆ Complete forms necessary for regional and national awards

Accomplishments:

- ◆ Distributed awards information to membership
- ◆ Received nominations, distributed to committee and sent letters based on recommendations
- ◆ 1997 awards recipients were:

Distinguished Service	Thomas MacCubbin
Friends of Extension	Robert (Robbie) Roberson
	Nell Ohff
Meritorious Service	Stella Lovely
Mid-Career	Mary Williams
Early Career	Judy Butterfield
Team Award	Environmental Landscape Management Group - Gary Knox, Sydney Park-Brown, Glenn Israel
- ◆ Ordered and prepared award certificates and plaques for presentation at FAEP meeting
- ◆ Collected, coordinated, formatted and sent information to be included in FAEP program
- ◆ Planned for awards presentations for annual meeting
- ◆ Will assist in completing necessary forms for regional and national awards

Recommendations:

- ◆ To further refine state awards application to make it more closely aligned with the national forms, thereby simplifying the submission process for regional and national awards
- ◆ To encourage better participation among members for all awards categories
- ◆ To include an ESP policy, a statement that non-ESP members may make recommendations for nominations through a current ESP member

Committee Members:

Jane Allen, Chair
Deborah Boulware
Barbara Hughes-Gregg

Marilyn Simmons
Dee Wilkins



Newsletter/Annual Report

Responsibilities:

- ◆ Coordinate putting together and printing of annual report to distribute at annual meeting
- ◆ Produce and distribute newsletters

Accomplishments:

- ◆ Produced, edited, and distributed annual report
- ◆ Produced and distributed two newsletters

Recommendations:

- ◆ No recommendations to report at this time.

Committee Members:

Marilyn Halusky
Loretta B Hodyss

Budget and Finance

Responsibilities:

- To prepare budget for the year.
- To oversee the fiscal aspects of ESP's Alpha Delta Chapter.
- To maintain and present accurate, clear financial records.
- To make recommendations regarding expenditures and investments.

Accomplishments:

- Prepared a budget for 96-97.
- Operating expenses of the chapter were met and National dues paid.
- Prepared an annual report as of August 1.
- Prepared update as of September 1997 for annual meeting and submitted records for audit.
- Reviewed current fiscal situation and maintained accurate records.

At the May Board of Directors meeting it was recommended and approved that the 1 year CD be cashed, as it was coming up for renewal. The feeling of the board was that the long term CD was too inaccessible if an emergency need for money arose. A sum of \$2000.00 was deposited in a newly opened commercial savings account with First Union National Bank. The balance on the long term CD was added to the 6-month CD, which was coming up for renewal as well. The current rate of return on this CD is 4.95%, maturing in December 1997. The interest on the savings account is not very much, but the Board has the flexibility to move money more easily, either to checking or to the 6-month CD if not that much was needed in the savings.

Submitted by,
Linda B. Landrum
Chairman

Constitution and By Laws

Goal:

- ◆ To review and revise the Alpha Delta Chapter's By Laws as requested by the President.

Accomplishments:

- ◆ Based on the many changes needed in order to get the ByLaws in line with National it was determined that the easiest method to accomplish these changes would be do discard the old and submit "new." According to a parliamentary law book (and a friend who is a registered parliamentarian) this is a possible avenue to use and one that was used by Family and Consumer Sciences last year.
- ◆ I referred to the National ByLaws and the Family and Consumer Sciences ByLaws, plus conversations with the President in writing the new ByLaws.
- ◆ Deleted information that belongs in a Handbook and recommended that the Handbook be updated. Plus, there needs to be a list of Policies as part of the Handbook.
- ◆ Sent a rough draft to the President, who in turn sent it to the Board to review prior to the Spring Board meeting.
- ◆ Edited the rough draft and added Retirees Committee, which I had omitted.
- ◆ After Spring Board meeting, made 2 additional revisions and mailed discs and hard copy to President.

Recommendations:

- ◆ Incorporate suggestions from the Board prior to submitting to the membership for vote.
- ◆ Prepare disc and hard copy for the President, when there are changes.
- ◆ Have a footer on each page of the ByLaws that lists disc, file, and date for ease in keeping current.

Nadine Hackler, Chair
Marilyn Halusky

Legislative Review/Eringe Benefits

Responsibilities

- ◆ Keep abreast of legislative matters that are of interest to Epsilon Sigma Phi and keep membership informed of these matters.
- ◆ Keep abreast of potential and actual changes in state and federal retirement programs. Make recommendations to the Board for proposed actions.
- ◆ Provide written, suggested changes to the membership at least thirty days before the election.

Accomplishments

Both federal and state legislative matters were monitored throughout the year. Information about federal legislative activities impacting federal employees was secured through National Association of Retired Federal Employees (NARFE) publications and newsletters. State legislative activities impacting Extension workers was secured with the cooperation of IFAS administration.

Two newsletter articles were written summarizing current legislative activities. On the federal scene, ESP members were asked to monitor proposed changes in the date on which COLAs are awarded to retired federal employees. Proposed changes were not enacted; NARFE leaders, however, asked that monitoring of federal employee retirement benefits continue. ESP members were also asked to monitor federal legislation that could impact changes in formula funding.

In Florida, proposals forwarded to state legislature included one to increase the number of county faculty lines. It appears that the legislature did not act favorably on this proposal. Small salary adjustments were approved, however. Funds for a number of IFAS facilities were also approved.

ESP members are encouraged to join NARFE. Call Ruth Milton (352-372-0933) to obtain further information about this organization and membership benefits.

Recommendations

No specific actions were recommended by the ESP board.
Members are encouraged to communicate their concerns to the new chair.

Committee Members:

Sue Fisher, Chair

Gary Brinen

Kay Brown

Life Members

Responsibilities

- ◆ Bring ESP Life Member List up-to-date. Work with Membership Chairman and Treasurer in doing this duty.
- ◆ Mail Alpha Delta Chapter's Spring Newsletter to all ESP Life Members.
- ◆ Send Invitational letter to recent Extension Retirees inviting them to become Life Members and to attend annual meeting.
- ◆ Participate in Board Meetings.

Accomplishments

- ◆ Distributed 135 Alpha Delta Chapter's Spring Newsletters to ESP Life Members.
- ◆ Updated ESP Florida Life Membership list. This included removing the names of fifteen deceased members, and correcting many, many addresses, zip codes and a few names. Several Extension Agents and retirees were contacted concerning these changes as well as the Personnel Office, the membership chairman, and the treasurer.
- ◆ Invited the eight 1996-97 retirees and fourteen recent retirees to become Life members of ESP.
- ◆ Notified membership chairman of retirees becoming Life members this year so their data sheets could be entered in the Membership book.

Recommendations

- ◆ The Life member representative to work closely with the Membership chairman and the treasurer to keep Life Membership records up-to-date.

Committee Members:

Ruth Milton

Memorial

Responsibilities:

- ◆ Determine the names of deceased members of the Florida Extension Service.
- ◆ Prepare a tribute to deceased members and present at the Annual Meeting of Extension Professionals.
- ◆ Extend courtesies to families of deceased members and expressions to all known members hospitalized due to illness or accident.

Accomplishments:

- ◆ The Committee has established, through the IFAS Personnel Office, the names and addresses of deceased/retired Extension workers. A memorial service will be held to honor deceased members at the 1997 Annual Meeting. Memorials prepared and to be presented for:

Clifford Alston
Fred Barber
Shaw Grigsby
Arlen C. Jones
Lora Kiser
Elise Laffitte
Emmitt McCall

Nominating

Responsibilities:

- ◆ The Nominating Committee shall select a slate of officers and directors and present them by mail to the membership at least thirty days prior to the election by mail.

Goal:

- ◆ To seek qualified, interested members to serve in leadership positions in the chapter.

Accomplishments:

- ◆ The Nominating Committee recommends the following chapter members to serve as officers of Alpha Delta Chapter during 1997-98:

- President Lamar Cristenberry
- President-elect Albert Fuller
- Secretary John Rutledge
- Treasurer John Brenneman
- Analyst Doris Taylor
- Chaplain Celia Bugg-Hill
- District II Director David Dinkins
- District IV Director Tom Oswalt
- State Faculty Director Marie Hammer
- Immediate Past President Marilyn Halusky

Committee members:

Lawrence Heitmeyer
Michael Demaree

Program of Work

Responsibilities:

- ◆ Annually review the purposes, goals and objectives of the Fraternity.
- ◆ Make observations and recommendations to the membership and Board.
- ◆ Direct special recognition when appropriate.

Goals:

Alpha Delta Chapter will continue working toward active participation by all eligible members both currently employed and retired.

Committee chairs will be active. Committees working on issues through external contacts of the chapter (i.e., fringe benefits, legislative) will keep the membership informed of urgent matters that impact employment or circumstances.

Recommendations:

Continue active participation in the Florida Association of Extension Professionals and its annual meeting. Support involvement of retirees. Support the scheduling of the ESP Memorial Service at a time and place when all present and former Extension workers will have any opportunity to attend. Support of the 1997 Galaxy Conference, scheduled for October 12-16, in Cincinnati, Ohio, by officers and members.

Continue to support attendance, and to provide some financial support, for two ESP officers to attend the national, regional, and the public policy workshop.

Support the annual goals of the National ESP Board.

Accomplishments:

President Halusky and President-elect Christenberry participated in Florida's Council of Presidents to plan and carry out a four-day state meeting for current Extension faculty and retirees. The FAEP Annual Professional Improvement Meeting will be held in Jacksonville, Florida, on September 8-12, 1997. This year's theme is "*Proud Past: Excellent Future.*"

A recommendation was made to the ESP Board that all officers and committee chairs be given an ESP officer's notebook. Committee chairs would then pass their notebooks along to the next committee chair, while officers would retain their notebooks from year-to-year.

ESP members participated in a joint association auction at the 1996 annual meeting in order to raise funds for ESP activities. The auction was successful and is planned for the 1997 FAEP meeting.

President Halusky and President-elect Christenberry attended the national meeting of ESP, December 6-8, 1996, held in Annapolis, Maryland.

President Halusky and Secretary Fuller attended the Southern Region Workshop, February 20-24, 1997, held in Memphis, Tennessee.

Committee Members:

Lamar Christenberry, Chair

Public/Member Relations

Responsibilities

- ◆ Seek a means to increase the general public's knowledge and understanding of Extension and ESP and its influence
- ◆ Work to promote a spirit of fraternal fellowship, knowledge and appreciation of Extension and ESP among the chapter's membership.
- ◆ Work with the Planning committee of the Annual Conference to incorporate social activities between the retirees and the active membership (in addition to the Annual Retiree Luncheon).
- ◆ Assist in designing a special program for those Extension Faculty who are not eligible for membership in Epsilon Sigma Phi. (This program would be at the Annual Conference 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 make them feel that they are an important part of the organization).

Goals and Objectives

- ◆ Provide publicity for Friends of Extension Award
- ◆ Notify County Extension Director and IFAS Administration regarding award winners.
- ◆ Submit news to "On Line" and other related media.

Time Table

- ◆ Spring:
 - A. Work with ESP Executive Committee in assisting with program for non members
- ◆ Summer:
 - A. Obtain names of ESP Award Winners for Awards Committee Chair
 - B. Develop News Release (Post dated to correspond with Annual Conference)
- ◆ August/September:
 - A. Notify IFAS Administration, DED's, and CED's
 - B. Enclose prepared News Release to CED's of Award Winners
 - C. Mail News Releases to "On Line" and other related media
 - D. Follow-up with a personal letter of congratulations

Professional Improvement and Scholarship

Responsibilities:

- ◆ Promote professional improvement within the ranks of Florida Cooperative Extension Service and Epsilon Sigma Phi. This includes coordinating the ESP scholarship awards and ESP abstract presentations at the annual FAEP conference.

Accomplishments:

- ◆ Publicized national scholarships. Florida submitted two entries. Jane Allen has been recommended as an Early Career Scholarship winner -- pending approval at the next national board meeting.
- ◆ Reestablished ESP participation in the abstract program with seven presentations in 1997.
- ◆ Publicized Alpha Delta Chapter's scholarship program and used a blind judging procedure to select four winners from eight entries.
- ◆ Granted four scholarships of \$400 each (\$800 carried over from 1996). Winners were: Michael Goodchild; David Griffis; Joe Halusky; and Sonya Wood.
- ◆ Two awards were for master's degree work; one was for presenting a paper at the Galaxy Summit; and one was for attending the Conference of the North American Association for Environmental Education.

Recommendations:

- ◆ Continue ESP participation in the FAEP abstract program.

Committee Members:

Doris Taylor, chair
Dale Bennett
Damon Miller
Cathy Neal, chair for abstracts
Betty Vernon
Becky Young

Retirees

RESPONSIBILITIES:

- * Plan and coordinate activities for retired members during annual meeting.
- * Secure sponsor for retirees for the luncheon.
- * Prepare and distribute information to retirees.
- * Update retirees files.
- * Serve as a liaison between retired and active members.
- * Represent retirees at the FAEP Council of Presidents meetings.
- * Assist ESP in furthering the goals of ESP and the Cooperative Extension Service.

GOALS:

1. Promote the interest and general welfare of ESP retirees and other retired Extension professionals.
2. Involve retired members in making contacts to assist in supporting legislative proposals related to Extension work and suggest 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:

- * Represented retirees on the FAEP Presidents Council
- * Secured sponsor and planned luncheon program for 1997 meeting.
- * Conducted a fellowship hour for retired members at annual meeting.
- * Followed up on state project for retirees resulting in an equipment storage and maintenance facility now in place on all Florida 4-H camping facilities.
- * Encouraged items relative to retirement be included in the ESP newsletter and distributed to retirees and their spouses.

RECOMMENDATIONS:

1. The luncheon and other activities for retirees be continued and expanded.
2. Continue sending newsletter and other pertinent information to retirees.
3. Encourage retired ESP members become active on all appropriate ESP committees (not just retirees committee) as well as hold ESP offices.
4. Encourage retired members to become politically active.
5. Continue to work on fund raising for retirees project.

COMMITTEE MEMBERS:

B.J. Allen, Chair
Ruth Milton
Howard Smith

Nettie Ruth Brown
Lester Kalch

District I

Accomplishments:

- ◆ Called each of the counties in District I to determine the status of ESP members and past members.
- ◆ Mailed an ESP brochure and letter of invitation to each of the District I counties encouraging them to join the fraternity prior to the annual extension meeting in Jacksonville.

District news:

- ◆ Carissa Anthony, who was the 4-H/Home Economics agent in Wakulla County, has left us. Her husband was relocated to Atlanta, and Carissa has been accepted at the University of Georgia to work on a Masters/PhD program.
- ◆ Marjorie Moore, who was the agent in Family and Consumer Sciences in Escambia County, received a faculty development grant in August 1996. She is working on her PhD at Ohio State University.
- ◆ Monica Brinkley served as Acting County Extension Director for Calhoun County from November 1996 through mid-July of this year while Logan Barbee was on military leave.
- ◆ Sheila Hinton served as Acting County Extension Director for Liberty County from October 1996 through mid-April 1997. She is now back to serving as the EFNEP agent for Liberty.
- ◆ Linda Barber began working in April as the County Extension Director and 4-H Agent for Liberty County.
- ◆ Liberty County has two new full-time program assistants. Shellie King is the EFNEP program assistant and Cathia Schmarje is assisting with 4-H.
- ◆ Beth Bolles has moved from Collier County to Escambia County. In June, Beth began working as Escambia's new Horticulture Agent.
- ◆ Suzanne Wilson moved from Washington County to Holmes County in the Fall of 1996, to serve as 4-H Agent there.
- ◆ Nancy Myers is the new 4-H Extension Agent in Washington County.
- ◆ Betty Miller is the new extension agent for the Family and Consumer Sciences Program in Leon County.

District III

Responsibilities:

District III

The District Directors will represent the area in which they serve, attend board meetings, and encourage membership and participation of members.

Accomplishments:

- ◆ Contacted agents in District III to remind and encourage them to submit membership dues the treasurer for 1996-1997.
- ◆ Requested information from agents in the district regarding activities, concerns, and/or ideas they would like presented to the board or included in the District III Report. The request resulted in the following responses:

Position Update

- Deborah Boulware has been acting CED in Lake County since August 1996.
- David Holmes now occupies the CED position in Marion County. He began working in Marion County on October 3, 1996.
- Katherine Allen-Hurt has taken over the responsibility of coordinating the scheduling, training and agent support for the Food Handler Training Program. Her energy responsibilities have been reduced to 20% and eventually will switch to 100% Food Handler Trainer.

Promotions

Promotions as reported in District III:

- | | | |
|-----------------------|-----------------------|-----------------------|
| ☆ Deborah Boulware | ☆ Mary Beth Salisbury | ☆ Donna Peacock |
| Agent III to Agent IV | Agent III to Agent IV | Agent II to Agent III |

Announcement

Nancy Gal had a baby boy on April 3, 1997. He weighed 7 pounds and 10 ounces. His name is Daniel Stephen.

- ◆ Attended the Spring Board meeting and submitted a written report to update the ESP Board members on activities in District III.

Recommendations:

No recommendations to report at this time.

Submitted by: **Glinder S. Stephens**
District Director