

# Epsilon Sigma Phi



## Annual Report

1998-1999

Alpha Delta Chapter  
University of Florida  
Gainesville, Florida

## Words from the Worthy Chief

It has been a distinct honor to serve in this leadership role with the Alpha Delta Chapter of Epsilon Sigma Phi. The leadership team, consisting of the officers, committee chairs and directors made the job easy and rewarding.

I was excited to represent the Florida ESP Chapter at regional and national meetings. I was proud to report on the different Chapter accomplishments or advances such as:

- Fourteen initiated at the last Annual Meeting.
- More than 21% increase in active membership.
- Life members increasing and getting more involved in Chapter operation.
- Statewide Public Policy Seminar planned to be initiated as an annual event in the year 2000.
- Member issues such as retirement equity and salary equity being addressed.
- Member Services Committee responding to the challenge aligning itself with the national organization and meeting deadlines necessary to have members with awards and scholarships.
- Professional Improvement Committee working with Florida Association of Extension Professionals (FAEP) to provide members the opportunity to publish their quality work in a refereed publication.

These advances gave Florida's Alpha Delta Chapter a very positive image among ESP Chapters nationally. They



were the result of deliberate action to make quality improvements in Florida's ESP organization and the way it serves its membership.

The first 3 accomplishments are exceptional when national trends are considered. National statistics in recent years have shown reductions in new members, total active member and total membership (active & life). While other state chapters have chosen to address these trends through relaxing the requirements/standards for membership, the Florida team has been more successful by choosing to take the "high road" of working harder and making more personal contact with those that are eligible under the traditional standards. The 1997-98 analyst, 1998-99 treasurer, directors and life member committee should be praised for their efforts.

The latter accomplishments speak well of how our leadership team is poised to serve its membership in new and different ways. Two years ago the National ESP Board introduced a new national initiative of "adding value" to ESP membership beyond the traditional perks of awards and scholarships. The Florida team is meeting this challenge for its members.

I am pleased with the willingness of everyone in the leadership team who have chosen to "pitch in" and make this year successful. The organization is also indebted to other members like Loretta Hodyss giving of herself over the past several years to prepare this publication. I am proudly relinquishing the reins of leadership into excellent hands.

Respectfully,

Albert E. Fuller  
President  
1998-99

**OFFICERS AND COMMITTEES  
1998-1999**

**OFFICERS**

<b>President</b>	<b>Albert Fuller, Levy</b>
<b>President-elect</b>	<b>John Rutledge, State</b>
<b>Secretary</b>	<b>John Brenneman, Polk</b>
<b>Treasurer</b>	<b>Celia Hill, Lee</b>
<b>Analyst</b>	<b>David Dinkins, Bradford</b>
<b>Chaplain</b>	<b>Elaine Shook, Leon</b>
<b>Immediate Past-President</b>	<b>Lamar Christenberry, Escambia</b>

**DIRECTORS**

<b>District I</b>	<b>Henry Grant, Gadsden</b>
<b>District II</b>	<b>Terry Delvalle, Duval</b>
<b>District III</b>	<b>Katherine Allen-Hurt, Orange</b>
<b>District IV</b>	<b>Tom Oswald, Polk</b>
<b>District V</b>	<b>Tom Schueneman, Palm Beach</b>
<b>State Faculty</b>	<b>Marie Hammer, State</b>

**COMMITTEE CHAIRS**

<b>Nominating</b>	<b>Lamar Christenberry, Escambia</b>
<b>Membership and Recruitment Public Issues</b>	<b>David Dinkins, Bradford Mike McKinney, Hillsborough</b>
<b>Resource Development and Management Global Relations</b>	<b>Marilyn Simmons, Levy Larry Halsey, Jefferson</b>



**Professional Development  
Member Services**

**Audit  
By-Laws**

**Finance  
Retirees**

**Program of Work**

**Dee Wilkins, Orange  
Henry Grant, Gadsden  
Diane Franzen, St Lucie  
Brenda Rogers, Manatee  
Dan Culbert, Indian  
River  
Celia Hill, Lee  
B J Allen and Nettie  
Ruth Brown  
John Rutledge, State**

**EPSILON SIGMA PHI  
ALPHA DELTA CHAPTER  
WINTER BOARD MEETING  
December 2, 1998 - 9:00a.m.**

**J. Wayne Reitz Union - Room 361  
University of Florida - Gainesville, Florida**

Call to Order	Albert Fuller, President
Devotional	Elaine Shook, Chaplain
Questions for Dean Waddill	David Dinkins, Analyst
Minutes of Last Board Meeting	David Dinkins, Analyst
Treasurer's Report	Celia Hill, Treasurer
Financial Report	
Proposed Budget	
Council of Presidents' Report	Albert Fuller, President
Correspondence	Albert Fuller, President
Directors Reports	
District I	Henry Grant
District II	Terry Delvalle
District III	Katherine Allen-Hunt
District IV	Tom Oswald
District V	Tom Schunneman
State Faculty	Marie Hammer
Life Members	Ruth Milton
Committee Reports/Plans/Functions	
Nominating	Lamar Christenberry
Membership Recruitment & Retention	David Dinkins
Public Issues	Mike McKinney

Resource Development & Management

	Marilyn Simmons
Global Relations	Larry Halsey
Professional Development	Dee Wilkins
Member Services	Henry Grant
Audit	Brenda Rogers
By Laws & Handbook	Dan Culbert
Finance	Celia Hill
Retirees	B.J. Allen
	Nettie Ruth Brown

Old Business

New Business

- FAEP Responsibilities
- Professional Improvement/Abstracts Proposal
- Salary Committee Recommendation

- Life Members from Other States - Invitation to the Annual Meeting
- Adjourn



## Alpha Delta Chapter of Epsilon Sigma Phi Winter Board Meeting December 2, 1998

The Winter Board of Directors Meeting of the Alpha Delta Chapter of Epsilon Sigma Phi was called to order by Worthy Chief Albert Fuller at 9:17 a.m. on Wednesday, December 2, 1998 at the Rietz Union on the campus of the University of Florida in Gainesville. Members present included Tom Schueneman, Loretta Hodyss, David Dinkins, Katherine Hurt, Celia Hill, Elaine Shook, Albert Fuller, B. J. Allen, Mike McKinney, and John Brenneman. Additionally, Dee Wilkins attended the meeting to make her committee report then returned to other professional meeting being held at same time. New initiate, Richard Tyson, also sat in for part of the meeting.

Elaine Shook gave a devotional then the group discussed and prepared questions for the afternoon session with Dean Waddill.

Treasurer Celia Hill gave her report indicating income of \$3659.08 and expenses of \$274.33 since August 1, 1998. There is still \$1500 to be paid to National Epsilon Sigma Phi for dues in December. Additionally, there are still approximately 50 members who have not yet paid dues. National Epsilon Sigma Phi Meeting will be held next week and travel expenses will be incurred by delegates. Since January 1998 income totaled \$6131.18 and expenses totaled \$5450.99 for a net of 680.19. Total assets are: Checking \$5283.54, Savings \$2036.75, and Time Deposit Acct. \$6398.39. A listing of all transactions (income and expenses) was also provided by Treasurer so District Directors could determine members who have not paid dues. Some directors also need a list of who members are. Treasurer will work on that,

There were questions regarding the savings account and return being earned. Albert and Celia will investigate how to best invest to earn best return while still keeping adequate amount available to meet short term cash flow needs. After some discussion, Tom Schueneman moved and Elaine Shook seconded to approve Treasurer's Report. Motion passed. Question was raised as to whether the "I'm a 10" campaign was on going - Albert stated that it is.

Previous Board meeting (St. Augustine) was discussed by



Albert but since Treasurer has not yet received books from John Rutledge there was no formal reading or review of minutes. Albert reminded the group that basically the meeting had been a review in preparation for Annual Membership Meeting and that highlights included a great report in new members to be initiated by Analyst Doris Taylor.

Albert next gave the **Council of President's Update** indicating that plans are moving forward for the FAEP Annual Meeting to be held at the Double Tree Inn(old Main Gate) near Disney World the week of September 27 to October 1, 1999. Room rate is expected to be \$89. Further, the Council expects the meeting in the year 2000 to be in the Jupiter area with the St. Lucie County staff making local arrangements.

Albert has also requested that ESP be involved directly in the new agent reception/meal to encourage new members to strive for professional excellence and contact transfers from other states who may be eligible for membership. The logistics of holding the function will be rotating between all four professional organizations in FAEP.

Dee Wilkins gave the **Professional Development Committee Report** indicating that with goal being professional excellence the Committee has set the following objectives. 1) ESP will be well represented in the abstract session, 2) to develop guidelines for mentoring and for getting information to potential ESP members, 3) to check with other ESP chapters for ideas on improvement, and 4) to consider design of a special professional development opportunity to coincide with the new millennium. Albert commented that the Professional Development Committee would be working closely with the Resource Development and Management Committee to assure adequate resources are available for implementation. Tom Schueneman asked if a method is in place to get adequate input for in service training needs. Albert responded that he believes that the Dean has a method for getting that input.

A break in meeting was called to hold the initiation of Richard Tyson with Analyst David Dinkins presenting the candidate and giving the charge.

Following the ceremony and a brief break business continued with the Secretary reading correspondence. A thank you card from Jo Shuford-Law was read thanking ESP for the Scholarship she received to participate in the American Dietetic Association's national meeting.

**District reports** were presented by Katherine Hurt presenting



an update on staff changes in District III and her efforts to recruit new members and encourage existing members. Tom Schueneman stated that he had no formal report but that he does need a list of professionals in District V who are eligible for membership. Albert indicated that Austin Gregg should be able to provide a list of eligible people but that it probably would not include folks in courtesy/visiting/adjunct positions that might be eligible.

Committee reports began with Membership Recruitment and Retention Committee presented by David Dinkins. He plans to begin presenting service certificates at annual meeting. He also asked for clarification on qualification for ESP membership - "Is there a percentage of appointment minimum?" Albert responded that "any degree of Extension appointment in a professional extension role was enough." Paraprofessionals and other staff in non professional roles are not eligible. David plans to step up outreach efforts using email to all Extension offices and state faculty.

Mike McKinney gave the Public Issues Committee report indicating that Tom Schueneman had agreed to serve as Vice Chair. Committee goals are 1) expand committee to include members from all Extension Districts, 2) survey District Directors & ESP membership to identify and prioritize top issues for 1999, 3) review data prior to Spring Board meeting, 4) submit articles to ESP Newsletter, 5) maintain communication and continuity through regular Committee correspondence and conference calls, and 6) conduct Committee meeting during 1999 Annual Conference. Mike requested \$25. be added to budget to cover postage for his committee.

Marilyn Simmons sent a written report in which she indicates that plans include recruitment of members from throughout state who have knowledge and interest in creating a foundation and to seek information from national and other sources on establishing a foundation for the purposes of furthering professional improvement beyond the current offerings.

Albert indicated that the Member Services Committee was in good hands with Henry Grant being assisted by Diane Franzen as Vice Chair. Diane plans to give leadership to the scholarship responsibilities of the Committee and Henry will handle the awards and recognition. Last years Chair(Linda Barber) had indicated that the Committee work had been too much for one person.

Dan Culbert, Chair of By Laws & Handbook Committee, had called Albert and indicated that he would be glad to review any



suggestions from members. Albert noted that he was suggesting review of the possibility of adding Committee Chairs to the formal Board structure.

Celia Hill presented the **budget** for review. After review and amendments Tom Schueneman moved and Katherine Hurt seconded to accept budget as amended. Motion passed and budget is attached to minutes.

Under **new business** Albert reminded the Board that next year Epsilon Sigma Phi is responsible for giving leadership to the Florida Association of Extension Professionals and the Council of Presidents(Albert will Chair). Additionally, Bill Brown plans to step down as Treasurer of FAEP and a replacement will be needed.

Albert also presented a proposal discussed in Council of Presidents to hire a lobbyist to represent FAEP in the legislature. Dean Waddill has ask for support for the 6.3% salary increase but many feel that the amount is inadequate and that with out a lobbyist hope is dim of ever fully addressing the salary issue with the legislature. The success of the Minnesota program which was based on a successful lobbying campaign and achieved salary increases in the 10% range over each of 5 successive years was discussed. After considerable discussion, David Dinkins moved to support the Council of Presidents recommendation to investigate hiring a part time lobbyist to work with members of the legislature to increase their knowledge of the role of County Extension Professionals using money from the 1998 FAEP auction and future auction income along with other revenue sources including the personal contributions of agents. Seconded by Tom Schueneman. Motion carried.

Plans are underway by Larry Halsey to improve the Abstract Session by adding more sessions and raising funds to be able to award each speaker \$25. The change would allow for a maximum of 60 presentations(up from 40) and would call for use of 6 rooms instead of 4. Time required would be the same as 1998. Total cost would be \$1500 or \$375 per Association. Presentations would be grouped by topical or thematic similarity. Board agreed by consensus to support the proposal.

The final topic of discussion centered on the question of whether or not to invite retired Extension Professionals from other states residing in Florida to Annual Retirees Reception and Luncheon. Consensus response was to invite them however board did not feel

many would attend.

After announcement that the session with Dean Waddill would begin at 1:30 p.m. the meeting adjourned at 12:15 p.m.

Respectfully submitted,

John Brenneman  
Secretary



## **Epsilon Sigma Phi Alpha Delta Chapter**

**Spring Board Meeting  
Farm Bureau Building**

**June 3, 1999 - 9:00 A.M.  
Gainesville, Florida**

Call to Order

Albert Fuller, President

Devotional

Elaine Shook, Chaplain

Questions for Dean Waddill    David Dinkins, Analyst

Minutes of Last Board Meeting

John Brenneman,

Secretary

Treasurer's Report  
Financial Report

Celia Hill, Treasurer

Council of President Update    Albert Fuller, President

Correspondence

Albert Fuller, President

Southern Region Officers Workshop

John Rutledge, President-

Elect

Report on Public Issues Leadership Development  
Workshop

Albert Fuller, President

## Directors Reports

District I	Henry Grant
District II	Terry Delvalle
District III	Katherine Allen-Hunt
District IV	Tom Oswalt
District V	Tom Schunneman
State Faculty	Marie Hammer
Life Members	Ruth Milton

## Committee Reports/Plans/Functions

Nominating	Lamar Christenberry
Membership Recruitment & Retention	David Dinkins
Public Issues	Mike McKinney
Resource Development & Management	Marilyn Simmons
Global Relations	Larry Halsey
Professional Development	Dee Wilkins
Member Services	Henry Grant
Audit	Brenda Rogers
By Laws & Handbook	Dan Culbert
Finance	Celia Hill
Retirees	B.J. Allen & Nettie Ruth Brown

## Old Business

Salary Committee Update

## New Business

FAEP Responsibilities/Support  
Annual Report

Adjourn.



**Alpha Delta Chapter of Epsilon Sigma Phi  
Spring Board Meeting  
June 3, 1999**

The Spring Board of Directors Meeting of the Alpha Delta Chapter of Epsilon Sigma Phi was called to order by Worthy Chief Albert Fuller at 9:10 a.m. on Thursday, June 3, 1999 at the Florida Farm Bureau Building in Gainesville. Members present included Celia Hill, Elaine Shook, John Rutledge, Albert Fuller, Dan Culbert, Terry Delvalle, Loretta Hodyss, and John Brenneman.

Discussion began with a compilation of questions to be presented to Dean Waddill for the afternoon session with her.

Elaine Shook presented a devotional reading.

Secretary John Brenneman presented minutes from the Winter Board meeting (December 2, 1998) and reviewed their contents. Minutes were approved.

Celia Hill presented the Treasurer's Report. Paid memberships are up to 157. Income since August 1, 1998 is \$6606.34 with expenses at \$ 5437.66 over the same time period giving a current year to date net income of \$1168.68. Current assets are checking at \$2,912.38, savings at \$2,047.64, and time deposit at \$6542.59 for a total assets of \$11,502.61. The Treasurer just received \$1443.75 for the FAEP auction held at the 1998 Annual Meeting which was not received in time to be reflected in the Treasurer's Report. Treasurer's Report was approved unanimously.

Celia passed out revised Invoice Form for 1999-2000 dues for review. Dan Culbert inquired about projected mail date - Dan and others need it in time to get invoice to County before end of budget year. Response was that plans are for distribution in late July. After discussion Celia stated that she will revise invoice to clarify due dates and include a statement relating to dues payment and national votes, DSAs, and other awards. Elaine inquired as to whether invoice goes to prospective initiates. Consensus was that yes it should, but through the Analyst.

**Reports:**

**President's Report:** Albert reported that the 1999 FAEP Annual Meeting Plans are on track. Registration will be \$150.00 which will include transportation offsite for in-service training offerings. Room



rate is \$89.00. The annual meeting in 2000 will be at the Indian River Plantation Marriott Resort in Stuart(Martin County). Discussion followed with concerns being voiced about the stress created by the five day conference - both family and local work demands are pressured.

Albert will be serving as Chair of the **FAEP Council of Presidents** next year and the Council is seeking interested individuals to serve as treasurer and as Sponsorship Committee Chairman. It was noted that Marilyn Simmons(Resource Development and Management Committee Chair) would be a natural for the Sponsorship Committee. Sponsorship is critical since it helps keep the cost of the Annual Meeting down for individuals. Albert pointed out that Dr. Pete Vergot is giving leadership to the in-service portion of Annual Meeting and the "Technology Fair" is now being called "Innovation Station" which better reflects what has been happening - it is more like a share fair. Larry Halsey has collected \$2000 for incentives for the abstract presentations - each presentation will receive \$50.00. Larry has also asked each association to pledge \$250.00 to serve as backup. John Rutledge moved, second by Terry Delvalle to make the \$250.00 available to back up the abstract incentive program. Motion carried.

Albert stated that a rotation has been worked out by Council of Presidents for giving leadership to the new agent orientation program.

John Rutledge reported on the **Southern Region Leadership Forum**. Topics discussed included Strategic Plan for Epsilon Sigma Phi and Influencing Public Policy. Question came up about length of tenure before becoming eligible for initiation into Epsilon Sigma Phi. Currently it is a state decision and lengths of service to become eligible range from first year to 10 years. Florida requires five years of service and there was discussion about lowering it to 3 years. No decision.

Albert reported on the **Public Issues Leadership Development Workshop** in Washington, D.C. Albert observed that members of Congress and staff members he encountered seemed poorly informed about Extension. An exception was Representative Karen Thurman. He stated that there is a need to provide basic information about who we are and what we do. A similar situation exists in Tallahassee. Albert concluded that a focused lobbying effort needs to take place to educate legislators. Additionally, Albert believes Randy Moore lobbyist for the University of Florida needs an



education program to help him better understand Extension.

### **District Reports:**

**District I:** Henry Grant sent report via Albert stating that he had been encouraging members to pay dues and encourage others to join.

**District II:** Terry Delvalle stated that she too has been encouraging members to pay dues.

**District III:** Kathryn Hurt sent report indicating activities in the district. Most noteworthy is that the Florida Yards and Neighborhoods program is now funded for Orange and Lake County.

**District IV:** Tom Oswalt(director) retired effective March 31, 1999. No replacement yet.

**District V:** No formal report, however, Celia Hill stated that membership from District V looks good.

**State Faculty:** Marie Hammer sent word that she had sent letters to state faculty to encourage them to pay dues or join.

**Life Members:** Ruth Milton sent word that she felt that it may be time to get a more recent retiree to fill her position on the Board. Bill Summerhill was suggested as a good candidate.

### **Committee Reports:**

**Nominating Committee:** Albert Fuller stated that Lamar Christenberry would be contacting slate of officers. Albert also encouraged Celia and Elaine to communicate about their plans to move up in rotation - this situation exists because David Dinkins has decided not to continue in rotation. Because of this situation Elaine would be moving to Treasurer position if Celia moves to Secretary - Celia is considering serving another year as Treasurer which would then move Elaine to Secretary. New Analyst and Chaplain candidates will be needed.

**Membership Recruitment and Retention:** Celia reported that there are now 157 paid member and 123 Life members for a total of 290. With 300, Florida would gain another voting delegate at national meeting.

**Public Issues:** Mike McKinney did send out survey regarding issues and will be following up. John Rutledge stated that there seems to be movement toward having an in-service on



Public Issues- probably in Tallahassee.

**Resource and Development:** Marilyn Simmons sent a written report stating the purpose and goals of the Committee. Goal is to generate new ideas for resource development and management in order to maintain professional development activities. She plans to have a meeting at annual meeting to discuss the possibilities of a foundation and other options.

**Global Relations:** no report

**Member Services:** Albert stated that Henry Grant is working hard on this big job and things seem to be well in hand.

**Audit:** no report

**By Laws and Handbook:** Dan Culbert stated that he has questions about his task. He will be reviewing the national handbook and develop an outline for state handbook for review.

**Retirees:** Albert stated that plans for the Retirees Luncheon are underway.

#### **Old Business:**

Albert reported that Council of Presidents heard a report from the Salary Study Committee and we will be hearing more in the Dean's session after lunch.

#### **New Business:**

Albert again encouraged support for FAEP work and volunteers for positions - Treasurer and Committees. Albert also reported that he will be serving as Chair of the Council of Presidents next year and felt it would be very helpful to organizations if he were able to attend Public Issues Leadership Workshop and Southern Region meeting. Dan Culbert moved, Brenneman second to provide support for Albert to attend. Discussion followed with Celia stating that budget may be strapped in adding that level of increase. Motion failed. Group did agree that Council of Presidents(FAEP) should provide the needed support - perhaps by adding enough to annual meeting registration fees to cover the anticipated expenses brought on by the reorganization of FAEP Council of Presidents leadership.

Loretta Hodyss gave a brief update on Annual Report stating that she will have it bound and may have some expenses. There is \$100 in budget for printing and binding annual report.

Elaine Shook requested that members let her know of former



Extension Professionals who should be recognized at Memorial Service at annual meeting.

Albert reminded everyone of the Professional Abstract Presentations and handed out "Call for Papers" from Larry Halsey.

With no further business Albert reminded the group of the Dean's meeting at 1:30 p.m. and adjourned the meeting at 12:30 p.m.

Respectfully submitted,

John Brenneman  
Secretary

Alpha Delta Chapter of Epsilon Sigma Phi  
**Amended Budget**  
**1998-1999**

Projected Income:

Annual Dues (140 member @ \$35)	\$4,900.00
<b>Other Income</b>	
Initiation Fees (17 @ \$5)	\$85.00
Life Members (2 @ \$100)	\$200.00
Interest	\$25.00
Annual Auction	\$1,300.00
High Five	\$200.00
Total Projected Income	\$6,710.00

Projected Expenses:

Annual National Dues (140 members @ \$20)	\$2,800.00
Initiation Fees (17 @ \$5)	\$85.00
Life Members (2 @ \$100)	\$200.00
<b>FAEP Annual Meeting</b>	
Annual Report	\$100.00
Memorial	\$30.00
Certificates/Initiate supplies/frames	\$200.00
Retiree's momentos	\$50.00
Friends of Extension	\$175.00
Plaques	\$200.00
Professional Development Incentive (\$100 auction buck)	\$100.00
Program and other expenses	\$50.00
Scholarships (2 @ \$400)	\$800.00
Postage	\$65.00
Office Supplies	\$50.00
<b>Travel (Plus \$1000 from Administration)</b>	
National Council Meeting	\$550.00
Southern Regional	\$500.00
National Policy	\$700.00
Program of Work Committee	\$125.00
Board Meeting Travel	\$250.00
New Agent Training Luncheon (5 @ \$20)	\$100.00
Total Projected Expenses	\$7130.00



## PLAN OF WORK COMMITTEE

The Plan of Work Committee continued to work of the previous year with the objectives of (1) Continued exploration with Administration of a remedy for the employees that are under Federal Retirement, but not eligible for the State Supplement retirement, (2) Providing training for members and others on public policy and the importance of our involvement in its formation.

A subcommittee dealing with objective one; reports that continued discussions on the issue with Administration have not yielded a breakthrough, but that work continues.

For objective two; An in-service workshop proposal was submitted for listing in the Professional Opportunities Booklet. The topic of Public Policy is to be addressed by a panel of experts at a session planned for Tallahassee during the Legislature session in early 2000.

Respectfully submitted by

John A. Rutledge, Jr  
98-99 committee

## 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.
- To pay the bills in a timely manner.
- To submit dues to National office on a regular basis.

### Accomplishments:

- Prepared a budget for 1998-99
- Operating expenses of the chapter were met and National dues paid.
- Paid memberships increased by 52 members.
- Reviewed current fiscal situation and maintained accurate records.
- Prepared an annual report as of September 1, 1999.
- Prepared financial updates as of December 1998 and June 1999 for Board meetings.
- Records will be submitted to Audit Committee in September (prior to Annual Meeting)

### Committee Members:

Celia Hill, Treasurer and Chair



Alpha Delta Chapter of Epsilon Sigma Phi  
Budget 1998-1999

Projected Income:

Annual Dues (140 members @ \$35) \$4,900.00

Other Income:

Initiation Fees (17 @ \$5)	\$85.00
Life Members (2 @ \$100)	\$200.00
Interest	\$25.00
Annual Auction	\$1,300.00
High Five	<u>\$200.00</u>

Total Projected Income

\$6,710.00

Projected Expenses:

Annual National Dues (140 @ \$20)	\$2,800.00
Initiation Fees ( 17 @ \$5)	\$85.00
Life Members (2 @ \$100)	<u>\$200.00</u>
FAEP Annual Meeting	
Annual Report	\$100.00
Memorial	\$30.00
Certificates/Initiate supplies/frames	\$200.00
Retiree's mementoes	\$50.00
Friends of Extension	\$175.00
Plaques	\$200.00
Professional Development	\$100.00
Program and other expenses	\$50.00
Scholarships (2@\$400)	\$800.00
Postage	\$65.00
Office Supplies	\$50.00

Travel (Plus \$1000 from Administration)	
National Council Meeting	\$550.00
Southern Regional	\$500.00
National Policy	\$700.00
Program of Work Committee	\$125.00
Board Meeting Travel	\$250.00
New Agent Training Luncheon (5 @\$20)	<u>\$100.00</u>

Total Projected Expenses \$7,130.00



## EPSILON SIGMA PHI

Financial Statement-August 19, 1998 - September 1, 1998

Cash in Checking Account, 8/19/98	\$1818.49
Balance in Savings Account, 8/19/98	\$2030.13
Certificate of Deposit, 8/19/98	\$6398.39
<b>INCOME</b>	
Annual Dues	8,440.00
Initiation Fees	100.00
Life Memberships	200.00
High Five Donations	325.00
Interest	310.06
Refunds	462.76
Annual Auction	<u>1443.75</u>
<b>TOTAL INCOME</b>	\$11,281.57
<b>EXPENSES</b>	
National Dues (173@\$20)	3460.00
National Initiation Fees	90.00
Life Memberships	200.00
Certificates & Awards	33.00
Scholarships	800.00
Travel	2122.25
Bank Charges	118.85
Postage	12.80
Office Expense	<u>54.18</u>
<b>TOTAL EXPENSES</b>	\$6891.08
<b>Total income-Expenses</b>	\$4390.49

Total Income - Expenses	\$4390.49
Cash in Checking Account, 9/1/99	\$5240.29
Cash in Savings Account, 9/9/99	\$2052.98
Certificate of Deposit, 9/1/99	\$6671.76
Total Assets, 9/1/99	\$13,965.03



## 1998/1999 Nominating Committee

The proposed slate of officers for the 1999/2000 program year are:

President	John Rutledge
President Elect	John Brenneman
Secretary	Celia Bugg-Hill
Treasurer	Elaine Shook
Analyst	Mary Beth Salisbury
Chaplin	Mary Williams
Immediate Past President	Albert Fuller

Vacating Director positions will be nominated and elected during the membership meeting.

Chairman: Lamar Christenberry

Members: Linda Barber, Lawrence Heitmeyer, and Marilyn Halusky

## MEMBER SERVICES

### **Purpose:**

To administer and provide leadership to Epsilon Sigma Phi's scholarship, loans, mini-grants and awards programs.

### **Responsibilities:**

- distribute awards and scholarship information to the membership
- receive applications and make recommendations for awards
- notify recipients of scholarship awards
- plan awards and scholarship presentations for the annual meeting and information for awards program
- complete forms necessary for regional and national awards

### **Accomplishments:**

- distributed awards and scholarship information to the membership
- notified winners
- secured additional information and pictures for those nominated members for awards

1999 Award recipients are:

Distinguished Service: Robert L. Renner, Jr and Henry G. Grant  
Friend of Extension: Harvet "Coach Fenn, Charles Price, and Eileen Smith

Mid-career Service: Nancy J Gal and Glinder Stephens

Early Career Service: Amy McMullen

Visionary Leadership Recognition Award: Elizabeth Bolton

Tenure Award (25 years): Lawrence Carter and Henry G. Grant



Team Award: Small Farm Initiative: Wayne Odegaard, James App, Charles Brasher, Jaque Breman, Timothy Crocker, David Dinkins, Cassel Gardner, Edward Jennings, Perry Lord, Clay Olson, John Shuffitt, Mary Sowerby, Marilyn Swisher, Anna P Tomlinson

Scholarship Winner are:

Mary Beth Salisbury - Distance Education Courses

Michael F. McKinney - Assessment of the status of Volunteer Empowerment programs currently being implemented by the Cooperative Extension Service on a National and Regional Basis

- Ordered and prepared certificates and plaques for presentation at FAEP meeting
- planned for awards presentation for annual meeting
- submitted award nominations for regional and national considerations

**Committee members:**

Janet Chambers

Tom Wichman

Kathy Bryant

Dot Welch

Larry Halsey

Mary Beth Salisbury

Diane Frazer-Chairman-Elect

Henry G. Grant, Chairman



## PUBLIC ISSUES

### Committee Business:

- ◆ Ken Shuler, Palm Beach County, was elected Vice Chair.
- ◆ The issue of Retirement Inequity was readdressed.

### Committee Issues: (Retirement Inequity)

The 1998 ESP Public Issues report was accurate in every detail, however, it failed to investigate the root causes of suspicion and discontent among those faculty and ESP members who are being treated differently in their retirement options. It is alleged that some of the faculty entering the system in the mid-1980's were not informed of the financial implications of this and other retirement options available to them at the time of their employment. As a result, they were not able to make educated decision in regard to the supplemental options. The recommendation of the 1998 ESP Policy Issues Committee, not to reopen the issue, only flamed the suspicion and dissatisfaction of those ESP members impacted.

The 1999 Public Issues Chair met with Dean Waddill to discuss the topic of Supplemental Retirement and the inequity issue. The Dean agreed to call a meeting among those faculty who were impacted. That meeting, which included a conference call, occurred on June 25, 1999. Those participating in the conference call and meeting expressed their gratitude to the Dean for her willingness to explore the total spectrum of this issue. The Dean once again stated that she would not support any effort to readdress the issue of supplemental retirement with the Florida Legislature. Those in attendance were unanimous in their position that they would do nothing to jeopardize the retirement status of those currently under the supplemental status. The Dean recommended a meeting with the current Director of IFAS Personnel and possibly a follow-up meeting with the



University attorneys.

Those participating in the meeting selected Mary Chernesky, Pat Miller, and Mike McKinney to represent them at future discussions. The option of outside council was also discussed as an alternative. A report will also be presented at the Dean's Faculty Advisory Committee.

Respectfully Submitted

Michael McKinney, Committee Chairman

## RESOURCE DEVELOPMENT AND MANAGEMENT

The purpose of this committee is to generate new ideas for resource development and management in order to maintain professional development activities, to increase funds for new professional development opportunities, and to regularly review and monitor investments.

One goal for the year was to recruit members from around the state who would have an interest in researching methods for funding professional development. Volunteers are still being sought!

The second goal was to seek information from national and other sources on establishing a foundation for the purpose of furthering professional improvement beyond the current offerings. Two states with active foundations, have been contacted. They provide insight into developing and maintaining a foundation.

As chair of the committee I suggest that a committee of at least five members be established. That the committee meet at the state conference in September and discuss whether a foundation would be beneficial to Florida or if other options should be evaluated.

Marilyn H Simmons, Chair



# RETIREES ANNUAL REPORT

## Responsibilities:

- ◆ Make plans for the retirees meeting with the Dean
- ◆ Coordinate plans for the retirees luncheon and locate a sponsor for the retirees.
- ◆ inform retirees of programs and activities of interest to retirees

## Accomplishments

- ◆ We have a luncheon speaker
- ◆ Florida Fruit and Vegetable Association will sponsor luncheon for retirees.
- ◆ Lane Jimison, Florida 4-H Club Foundation prepared a list of retirees who are providing funding for 4-H members or 4-H staff.
- ◆ A resolution from the Foundation is being prepared to say "Thank You" to these Extension retirees for their continuing support.

## Recommendations

- ◆ To encourage participation of retirees in this program.

## Committee members:

- ◆ B. J. Allen
- ◆ Nettie Ruth Brown

## PROFESSIONAL DEVELOPMENT COMMITTEE

ESP members were encouraged to prepare abstracts for presentations at the FAEP meeting. A total of nine were submitted.

### Web Addresses:

To facilitate communication and professional development among ESP Associations, the following states and web addresses are for your use:

National Association	<a href="http://esp-nat.tamu.edu">http://esp-nat.tamu.edu</a>
Georgia	<a href="http://www.ces.uga.edu/esp/esp.htm">www.ces.uga.edu/esp/esp.htm</a>
North Dakota	<a href="http://www.ext.nodak.edu/proforgs/esp/esp.htm">www.ext.nodak.edu/proforgs/esp/esp.htm</a>
Texas	<a href="http://esp-nat.tamu.edu/textinfo.htm">http://esp-nat.tamu.edu/textinfo.htm</a>
Maryland	<a href="http://www.agnr.umd.edu/users/wmrec/esp.htm">www.agnr.umd.edu/users/wmrec/esp.htm</a>
Michigan	<a href="http://www.msue.msu.edu/esp/">www.msue.msu.edu/esp/</a>
North Carolina	<a href="http://www.ces.ncsu.edu/assn/esp/">www.ces.ncsu.edu/assn/esp/</a>

Dee Wilkins , Chair



# MEMORIAL

## Responsibilities

- ◆ Determine the names of the deceased member of the Florida Cooperative Extension Service
- ◆ Prepare a tribute to deceased member and present at the Annual Meeting of the 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 prepared memorials for :

Woodrow W. Brown  
Neal Dukes  
Levi Johnson  
Ken McMullen  
James Edsel Thomaston  
James E. Ward

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# District 1

## Accomplishments

Members no current with their dues and faculty that were eligible to join were contacted and encourage to pay up or become a candidate for membership in September.

## District Congratulations

County faculty salary compression was addressed somewhat. Congratulations to District I faculty receiving bonuses and other financial incentives.

## Resignations & Retirees:

Shirley T. Clark	Gadsden County	(retired)
David M. Solger	Washington County	(retired)
Keith Mickler	Bay County	(resigned)
Linda Searight	Holmes/Washington	(resigned)
✓ Sheila M Andreassen	Jackson County	(resigned)
Heather A Seigler	Walton County	(resigned)
Sandra J. Barrow	Okaloosa County	(resigned)
Yolanda Y. Goode	Santa Rosa County	(resigned)

## Promotions:

Terrie A Henderson	Okaloosa County	(permanent Status rank
II) Pamela H Allen	Escambia County	(rank IV)

## New Agents:

David Copps	Leon/Wakulla County
Geoff Brown	Leon/Wakulla County
Yolanda Goode	Gadsden County

David Pugh  
Heather Schultz  
Kim McDonal  
Ken Rudisill  
Dorothy Lee

Gadsden County  
Jackson County  
Walton County  
Bay County  
Escambia County

Henry Grant, Director District I



## District II

### Accomplishments

Contacted eligible faculty that were not members and encouraged them to join ESP. Several of these faculty plan to join and had overlooked sending in their dues.

### Resignations & retirees:

Patrick Joyce	Duval County	(resigned)
Justin Jones	Suwannee County	(resigned)

### New faculty:

Amy Williams	Baker County	4-H Agent
Pam Mattis	Duval County	Commercial
Horticulture		
Anita McDinney	Duval County	4-H Program Leader
Lorna Davis-Fuller	Duval County	Volunteer
	Coordinator	
Trisha Heycoop	Suwannee County	4-H Coordinator
Jefrey Simmons	Suwannee County	Small Farms

Terry Delvalle, District II Director

## District III

### Lake

June Allen began as Family and Consumer Science Agent in Lake County on January 8. Job duties include Food and Nutrition, Food Safety and some Child Development.

Developed a Hand Washing Curriculum for preschoolers that has been adopted county wide at Child Care Centers and pre-kindergartens—Sponsored by the Lake County Women's Health Issues Committee. Working with several groups conducting Nutrition Programs and Food Safety.

On a personal note, a big thank you to all of you for your thoughts, prayers, good deeds and notes during this very trying 3 months since my husband's accident. Our family has gained strength in the fact that so many of you have touched base. We have a very long way to go but are happy to report he is in rehab and that I have moved into a new house. Thanks for all your help.

### Orange

Katherine Hurt reports that programs on performance housing (Buy Green and Save) have been a big success. She and Eleanor from Osceola lengthened the traditional ½ day hurricane program to a full day with resounding results. The next couple of months will be busy with Build Green and the Advanced Concepts course for builders and architects.

Janet Chambers is continuing programming in the areas of human and youth development. With summer approaching, classes are scheduled for you in collaboration with East Orange Community action's summer day camp and Union Park Middle School's summer school program. She is writing monthly articles for Lifestyle magazine. One of her articles placed 2<sup>nd</sup>



in the communications awards for FEAFCS written news article. Janet is preparing to renew the \$225,000 grant contract that she works on as the administrative Agent.

Orange County has reposted their 4-H position and is advertising for a horticulturist for the Florida Yards and Neighborhoods program that they will share with Lake county.

### Osceola

Mary Beth Salisbury reports lots of programs on Disaster Preparedness and wellness programs for the county employees. Osceola County Extension is preparing for the FAEP conference in September.

### Putnam

Sharon Treen reports that effective July 1 she will be promoted to Extension Agent IV. She is also currently serving on the Search and Screen Committee for the Assistant Dean for Family and Consumer Sciences.

### Seminole

Richard Tryson reports fertilizer savings of 72,600 pounds of nitrogen and potassium fertilizer were realized as a result of the use of plant sap test meters in Orange, Lake, and Sumpter counties over the last 3 years. This fertilizer management tool significantly reduces excess nitrogen and potassium applications and subsequent leaching of fertilizer into groundwater. Growers saved over \$50,000 in reduced fertilizer costs.

Agents wanting to be part of a regional Small Farm Conference 2000 organizing/planning committee please contact Richard

Tyson. The conference is scheduled for April 2000 at the new fairgrounds facilities in Deland. All program specialties are encouraged to participate.

## Volusia

Linda Landrum has moved from Commercial Horticulture to Urban Horticulture position. She will be working with the Master Gardeners program and the Urban clientele.

Submitted by Katherine Hurt  
District III ESP Director



## District V

### Resignations and Retirees

Martha Welch	Monroe County	(resigned)
Michael Miller	Monroe County	(resigned)
Diana Smith	Palm Beach County	(resigned)
Molly Sandfoss	Miami-Dade County	(NC Area Aquaculture Agent)
Chris Decubellis	Collier County	(Transferred to Hillsborough County)
Bob Whitty	Martin County	(retired)
Bob Peterson	Collier County	(resigned)

### New Hires

Cherry Hovatter	Broward County	(4H)
Ed Duke	Broward County	(Commercial Horticulture)
Linda Nolte	Palm Beach County	(F&CS)
Joan Tavalaro	Broward County	(F&CS, EFNEP)
Stanley Bronson	Palm Beach County	(Ag. & Nat Res. Policy Education)
Annie Hermensen	Lee County	(Ag & Nat Resources)
Becca Newman	Broward County	(F&CS)
Adrian Hunsberger	Miami-Dade County	(Urban Horticulture)
Dianne Hansen	Monroe County	(Marine Science)

### Promotions

Douglas Gregory	Monroe County	Agent IV
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### Items of Special Note



Broward County-The 4-H program won a National Association of Counties Award for their “Know your County Government” program. Their web site is up and running in English, Spanish, and French at [www.co.broward.fl.us/agriculture](http://www.co.broward.fl.us/agriculture). They have produced a 26 minute for-sale video entitled “What about My Horse?”, hurricane preparedness for horses.

Charlotte County - The FY&N program certified 109 yards this past year, surpassing their 100 yard goal. The United Way funded a Program Assistant to work in the school enrichment using the 4-H curriculum. Liz Pasmak is working on a wildlife nuisance project on an island located half in Lee and half in Charlotte Counties. The nuisances are large numbers of iguanas. Rich Novak has spearheaded three new artificial reefs, consisting of a car ferry, a 70 foot barge, 40 tons of concrete culverts, and 500 reef balls (cement fishery habitat modules). The reef balls were made possible by 4 grants totaling \$47,000 and were constructed by 40 volunteers working six days a week for four months.

Dade County - Mary Lamberts has been elected Vice President of the Extension Division of the American Society of Horticultural Sciences.

Lee County - Lee County Extension was awarded the Image Award from the Florida Public Relations Association for their newsletter on “Economic Impacts of Extension in Lee County”. David Clepperich has been accepted as a “Fellow” in the Florida Innovators project.

Martin County - Together with St Lucie County, received a \$30,000 grant from FY&N to continue the program. Chris Procise received county recognition for rewriting the Martin County Disaster Preparedness Manual.

Monroe County - \$180,000 in grant money is supporting two



Extension Agents in the Florida Bay Education Project. They have approval for a F&CS position.

Palm Beach County - Laurie Hurner has taken on new leadership responsibilities as Agriculture Program Leader. Ken Shuler has assumed county wide vegetable responsibilities, and Tom Schueneman has moved to sugarcane and rice. A new position for Agriculture and Natural Resources Policy Education was approved and filled. Progress is underway to establish an 85 acre Botanical Garden in addition to the present 14 acre site. A new web site, [www.agregs.com](http://www.agregs.com), has been established to access federal, state, and regional, and local regulations impacting agriculture.

Submitted by  
Tom Schueneman, Director District V