

Epsilon Sigma Phi

Alpha Delta Chapter

2019-2020 Annual Report



Henry Mayer, President

ESP Membership Meeting
September 1, 2020

Extension Professional Associations of Florida Virtual Conference

Compiled by: Samantha Kennedy, UF/IFAS Extension Wakulla County

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2020 President's Address

Dear Florida ESP members,

It has been my privilege and honor to serve as the 2019-2020 president of the Alpha Delta Chapter of Epsilon Sigma Phi (ESP) to help promote excellence in Extension, and to make ESP a strong and a relevant association. When I started this journey five years ago, I had no idea what I was getting into!



Without a doubt, the year 2020 will be remembered as an outlier. COVID-19 has affected all of us for better or for worse. All of us, our families, the University, IFAS, and Extension are trying to adjust to these challenging times. One example of those changes is EPAF. For the first time in history, this year's conference is going to be held virtually through Microsoft TEAMS.

Despite all of our challenges, I would like to acknowledge some of the achievements that have been made this year. Thanks to the membership committee chair, Grantly Ricketts, during 2020 we increased the number of new members, renewals, and life members to a total of 230 members! Our chapter is number five in the Nation in total membership. In addition, in order to know what our membership wants and expects from us, a needs assessment survey was conducted and the results were very interesting. A special thanks to our Professional Development committee chairs Sarah Hensley and Francisco Rivera for taking the lead on the needs assessment survey. Some results show that the membership wants to be more connected with leadership and wants more ISTs via webinars. I am sure that the results will guide our association for the coming years.

Finally, I want to thank the Florida ESP Officers: Martha Maddox, Past-President, Nancy Moores, President-Elect, Abbey Tharpe, Treasurer, Lori Wiggins, Secretary, Grantly Ricketts, Analyst, Linda Seals, Webmaster, Samantha Kennedy, Chaplain and Heidi Radunovich, State Faculty director for supporting me throughout the year. To the Florida ESP District Directors and Committee Chairs, thank you for giving your time and efforts in support of the many functions of the organization. And thank you to Betsy Crisp and Chris Kilbride for publishing the ESP Life Member & All Extension Retirees Newsletter.

To the membership, thank you for being members of ESP and for trusting me! It takes all of us working together to be successful. As Helen Keller says, "Alone we can do so little; together we can do so much."

Henry

Henry Mayer
Florida ESP President

List of Officers, District Directors, and Committee Chairs

Officers

National ESP Executive Director

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President

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Chaplain

Samantha Kennedy
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Phone: (850) 926-3931
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Past President

Martha Maddox
Alachua County
106 SW 140th Terrace Suite 3
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District Directors

Northwest

VACANT

Northeast

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Central

Kalan Taylor

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Crystal Snodgrass

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Southeast

VACANT

State (Specialists)

Heidi Radunovich, Ph.D.

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Retirees/Life Members

Betsy Crisp

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Land O'Lakes, FL 34637
Phone: (813) 404-6120
E-mail: betsy.crisp@verizon.net

Committee Chairs

Abstract

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Audit

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EPAF Memorial

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Annual Report

Samantha Kennedy
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Constitution and Bylaws

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Member Services (Awards)

Samantha Kennedy
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Membership Recruitment and Retention

Grantly Ricketts

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Resource Management and Development

VACANT

Senior Times Newsletter

Betsy Crisp

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Nominating

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**Annual Membership Meeting at the
2020 EPAF Improvement and Administrative Conference
Virtual via Microsoft TEAMS
September 1, 2020
2:00 PM to 5:00 PM**

Agenda

Call to Order	Henry Mayer, President
Thought of the Day	Samantha Kennedy, Chaplain
Recognition of Guests and Retirees	Lori Wiggins, Secretary
Keynote Speaker: Why ESP is important and relevant to you	Mark Blevins, 2018-2019 National ESP President
Alpha Delta Chapter Annual Report	Samantha Kennedy, Chair
EPAF Award Recognitions	Samantha Kennedy, Chair
Webpage Management Committee Report	Linda Seals, Chair
Treasurer's Report	Abbey Tharpe, Treasurer
Finance Committee Report	Abbey Tharpe, Chair
Audit Committee Report	Sonja Crawford, Chair
Analyst's Report	Grantly Ricketts, Analyst
Membership Recruitment & Retention Committee Report	Grantly Ricketts, Analyst
Initiation of New Members	Grantly Ricketts, Analyst
EPAF Memorial Committee Report	Samantha Kennedy, Chair
District Directors Reports	
Northwest District	Vacant
Northeast District	Jessica Altum
Central District	Kalan Taylor
Southwest District	Crystal Snodgrass
Southeast District	Vacant
State Faculty (<i>Specialists</i>)	Heidi Radunovich

Life Members (*including Retirees Committee Report*) Betsy Crisp

Other Standing Committee Reports

Abstract	Qingren Wang
Professional Development	Sarah Hensley
Public Issues	Nicole Walker
Resource Management and Development	Vacant
Global Relations	Vanessa Campoverde
Constitution and Bylaws	Brent Broaddus

Old Business

New Business

Results of the Qualtrics ESP Professional Development Needs Assessment	Sarah Hensley
ESP National Urban and Cultural Diverse Audiences Affinity Group	Henry Mayer
Nominating Committee Report	Martha Maddox
Vote: 2020-2021 Officers and District Directors	

Professional Development Opportunities

2020 ESP National Conference, October 5-8, 2020, Focus on the Future, virtual
<https://espnational.org/2020-ESP-National-Conference>

Other Items of Business

Adjourn



Actual Budget for Fiscal Year (10/1/19-9/30/20)

Income	Budgeted	
	2019-20	Actual
Membership Dues		
Renewals @ \$60	\$ 6,000.00	\$5,280.00
New @ \$70	\$ 700.00	\$2,170.00
Life @ \$200	\$ 400.00	\$200.00
Fundraising (High 5 & High 10)	\$ 800.00	\$440.00
EPAF Auction-2019	\$ 1,500.00	\$1,254.00
National Donations	\$ TBD	\$200.00
JCEP Workshop Funds	<u>\$ 500.00</u>	<u>\$500.00</u>
Total Income	\$ 9,900.00	\$10,044
Expenses		
Member Recognition	\$ 300.00	\$538.87
Scholarships	\$ 1,200.00	\$1,843.81
Friend of Extension Award	\$ 400.00	\$561
Public Policy Conference (PILD)-Public Issues Chair	\$ 500.00	\$546.39
ESP Annual Meeting - President	\$ 1,300.00	\$1,243.74
JCEP Meeting – President Elect - President	\$ 1,300.00	\$942.43
ESP National Dues	\$ 4,850.00	\$4,955.00
Office Expenses	\$ 50.00	\$0
National Endowment Donations		
Total Income	\$ 9,900.00	\$10,631.24

Proposed Budget for Fiscal Year (10/1/20-9/30/21)

Income	Budgeted 2020-21
Membership Dues	
Renewals @ \$60	\$ 6,000.00
New @ \$70	\$ 700.00
Life @ \$200	\$ 400.00
Fundraising (High 5 & High 10)	\$ 800.00
EPAF Auction-2019	\$ 1,500.00
National Endowment Donations	\$ TBD
JCEP Workshop Funds	<u>\$ 500.00</u>
Total Income	\$ 9,900.00
Expenses	
Member Recognition	\$ 300.00
Scholarships	\$ 1,200.00
Friend of Extension Award	\$ 400.00
Public Policy Conference (PILD)-Public Issues Chair	\$ 500.00
ESP Annual Meeting - President	\$ 1,300.00
JCEP Meeting – President Elect - President	\$ 1,300.00
ESP National Dues	\$ 4,850.00
Office Expenses	\$ 50.00
	<u>\$ 0</u>
National Endowment Donations	
Total Income	\$ 9,900.00



Abstract Committee

Regarding the ESP presentation abstract submission for 2020 EPAF virtual conference, one announcement and three reminders were sent out through email to the 230 members. A total of 18 abstracts have been submitted.

Now, the abstract judging committee with 4 members are evaluating these abstracts and selecting what to be presented at the EPAF virtual conference in September. The four judging committee members are Martha Maddox, Crystal Snodgrass, Jeff Wasielewski, and Qingren Wang.

Submitted by Qingren Wang, Chair



Annual Report Committee

Officers, district directors, and committee chairs were solicited for information to include in the ESP Annual Report. Three calls for reports were sent out via email and information was collected for inclusion in the report. The information received was collated and formatted for the Annual Report. Placeholders were left for information not received in anticipation of being added to the final version of the Annual Report at a later date. Therefore, this version is a draft version of the report, pending final submission of the currently missing pieces.

Thank you to everyone who sent their information in for the Annual Report. It is a big undertaking and could not be completed properly without your cooperation. When everyone submits their reports on time, the entire process goes much more smoothly.

Submitted by Samantha Kennedy, Chair and Editor



Audit Committee

The ESP Annual Audit was completed on July 7th at 1:00 pm via Zoom with Abbey Tharpe. The checking/savings/CD balances were presented as \$4,706.92, \$5,158.19 and \$6,451.84 respectively. The ESP Financials were reconciled. A Excel spreadsheet is maintained showing a detail of checks and deposits. This spreadsheet is kept in a notebook along with the bank statements, check detail and deposit detail. The deposit receipt is stapled to the copy of the deposit slip within the deposit book. Abby Tharpe has done a great job keeping financial records.

Submitted by Sonja Crawford, Chair



Epsilon Sigma Phi - Alpha Delta Chapter

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Constitution and Bylaws Committee

The Constitution and Bylaws Committee had no requests this year. However, the committee is looking for new members and a co-chair.

Submitted by Brent Broaddus, Chair



EPAF Memorial Committee

The following Extension colleagues passed away in the last year:

Margaret Dessaint (1946-2019)
Dr. Elver Hodges (1912-2019)
Dr. Freddie Johnson (1938-2019)
Rebecca Jordi (1954-2020)
Ruth Milton (1927-2020)
Dr. Grover Smart, Jr. (1929-2020)
Dr. Rex Smith (1929-2020)
Jack Tichenor (1942-2020)
Dr. Ben Whitty (1937-2020)
Dr. Charles Wilcox (1930-2019)

More information about the lives and careers of these treasured colleagues will be presented during the memorial service at the virtual EPAF conference on September 3, 2020.

Submitted by Samantha Kennedy, Chaplain



Epsilon Sigma Phi - Alpha Delta Chapter

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Finance Committee

The 2019-2020 ESP Budget (page 10) and the 2020-2021 ESP Proposed Budget (page 11) have been submitted for review by membership.

Submitted by Abbey Tharpe, Treasurer



Global Relations Committee

1) **Videos of programs in Extension for Hispanic Community: Produciendo in times of Social Distancing**

In response to the COVID-19 pandemic, a group of bilingual UF/IFAS Extension and members of CAFÉ(*) Latino agents has created a series of [educational videos](#) to market its services and provide educational information to underserved Spanish-speaking audiences throughout Florida. 42 videos have been produced so far. By Jonael Bosques, Francisco Rivera and John Diaz.

CAFE Latino Channel:

https://www.youtube.com/channel/UCJq9f5jclfDD_rMIXMkjL2Q/videos?disable_polymer=1

2) **Starting International Extension series of online educational programs for nursery growers via USAID Farmer-to-Farmer**

ESP member Vanessa Campoverde takes a second international assignment to provide Extension education to nursery producers as a USAID Farmer-to-Farmer Volunteer on a virtual capacity. Program will be a series of 4 events during July of 2020.

3) **Covid-19 Public Service Announcements with UF/IFAS Extension in Spanish**

Laura Valencia, Jenny Rodriguez ; Virgilia Zabala; Ada Medina, John Diaz and Vanessa Campoverde took upon a request from UF/Extension to make Public Service Announcements in Spanish for COVID-19 safety and released them in partnership with UF Department of Communications.

4) **UF/IFAS Extension CAFE Latino Horticulture Program Area**

Henry Mayer, Anne Yasalonis and Vanessa Campoverde were chosen as CAFE Latino Horticulture Program Area Lead Team leader for Florida to serve program needs related to horticulture programs.

(*) CAFE Latino is a coalition of faculty and Extension professionals for Latinos/Hispanics serving the needs of the Latino/Hispanic population in Florida.

For more information and requests for collaboration go to:

<https://extadmin.ifas.ufl.edu/teams-and-programs/cale-latino/> and fill in the request form.

Submitted by Vanessa Campoverde, Chair



Member Services Committee

All awards and scholarships were reviewed and scored by three members of the member services committee. The highest average score received the final award.

The following state/national awards went unapplied for:

- Distinguished Service
- Continued Excellence
- Administrative Leadership
- Diversity/Multicultural Team

2020 ESP Awards (# given)	Number of Applicants	Winners
Distinguished Team Award (1)	3	Vanessa Spero Noelle Guay
Diversity/Multicultural Award – Individual (1)	1	Henry Mayer
Early Career Service Award (1)	2	Vanessa Campoverde
Friend of Extension Award (1)	2	Gene Holcomb
International Service Award (1)	2	Qingren Wang
Mid-Career Service Award (1)	7	Sarah Hensley
Visionary Leadership Award (1)	2	Nancy Moores

These state award winners will be submitted by Member Services Chair for recognition at the national level in 2021. A special congratulations goes out to Dr. Whitney Elmore, the 2019 Diversity/Multicultural Individual winner from the Alpha Delta Chapter, who won the Diversity/Multicultural Individual award for the ESP Southern Region in 2020!

2020 Recognitions (Chapter-only Awards) Recognition (# given)	Number of Applicants	Winners
25-Year Recognition (no limit)	1	Stephanie Toelle
Meritorious Support Service Award (1)	1	Karen Hancock
Outstanding Specialist Award (1)	2	Davie Kadyampakeni
Retiree Recognition (no limit)	N/A	Doug Caldwell Diana Converse Gary England

		Julie Bair England Nancy J. Gal Sharon Fox Gamble David B. Holmes Adrian Hunsberger Dennis Mudge Diana Smith Lynda M. Spence Cathy Suggs Richard V. Tyson
Retiree Service (1)	1	Mary Keith

2020 Scholarships (# given)	Number of Applicants	Winners
JCEP Scholarship (1)	1	Alyssa Bowers
Chapter Scholarship (2)	4	Alicia Betancourt Nancy Moores

Each scholarship is \$400.00. One more scholarship opportunity will be announced after EPAF for the JCEP Leadership Conference. This conference will take place February 10-11, 2021 at the Kansas City Marriott Country Club Plaza in Kansas City, MO. The Alpha Delta Chapter of ESP has dedicated a scholarship to support attendance and participation in this conference. The deadline for this scholarship is **December 1**. The application is available on the ESP Alpha Delta Chapter website. Applicants **MUST** have contributed to the High Five/High Ten campaign to qualify.

Member Services Committee

Thank you to the following ESP members who served on the Member Services Committee, helping to judge scholarship and award winners:

- Alyssa Bowers
- Darren Cole
- Niki Crawson
- Laurie Hurner
- Alicia Lamborn
- Ramona Madhosingh-Hector
- Nancy Moores
- Eva Pabon
- Heidi Radunovich
- Vanessa Spero
- Jessica Sprain
- Stephanie Toelle

Submitted by Samantha Kennedy, Chair



Member Recruitment and Retention Committee

- 7 new members
- 114 renewals
- 109 life members

For a total of **230** members this year.

Remember, enrollment for FLORIDA must be submitted by December 31, 2019, despite the system saying you have until Feb. 1, 2020.

The national membership operates on a calendar year. The official membership collection campaign starts on October 1st prior to the new membership year and continues to February 1st of the membership year. The National Office will send a dues renewal invoice to every Annual Member on October 1st via email. However, members can renew membership for the next year beginning May 1st. Any **New Member** that pays their dues after May 1st will be awarded free membership for the remaining year and their dues will be credited to the next year.

Submitted by Grantly Ricketts, Analyst



Nominating Committee

ESP Alpha Delta Chapter 2020-2021 Proposed Roster of Officers

The following slate of officers for 2020-2021 will be presented to the membership at the annual business meeting. The proposed officers, except treasurer, will rotate into the next position the following year.

Past-President: Henry Mayer
President: Nancy Moores
President-elect: Lori Wiggins
Secretary: Grantly Ricketts
Analyst: Samantha Kennedy
Chaplain: Kalan Taylor
Treasurer: Abbey Tharpe

District Directors:

Term expiring in 2022

Central: Karen Henry
Southeast: Nickie Munroe
Southwest: Crystal Snodgrass

Term expiring in 2024

Northeast: Jessica Altum
Northwest: Heidi Copeland
State Faculty: Heidi Radunovich
Life Members: Betsy Crisp

Submitted by Martha Maddox, Chair; and Henry Mayer President



Professional Development Committee

The Professional Development committee developed a needs assessment to determine the overall perceptions and professional development needs of the ESP membership. Initial survey findings were shared during the board meeting and are being presented at the annual membership meeting. Various sub-committees within the ESP structure will be taking on responsibilities as related to the results of the needs assessment to better serve the association membership. The full NA report can be found on the MS Teams page as well as in this report starting on page 61.

Submitted by Sarah Hensley, Chair



Public Issues Committee

Since taking leadership of the Public Issues committee at the 2019 ESP Membership meeting, I hosted one “by invitation” meeting and invited 12 ESP members to discuss the purpose of the committee, and provide their thoughts on how to meaningfully move the work forward. Two people were able to attend on January 24, 2020. We reviewed the committee responsibilities as outlined in the national ESP Public Issues committee description. At that time, Christine Kelly-Belazo and John Lilly expressed interest in committee work. I said I would reconnect with the other invitees and get in touch with the national ESP Public Issues Committee chairperson.

I had a discussion with Travis West of Ohio, who is the committee chair for 2019-2020, on July 21, 2020. He said the national committee’s main initiative currently is Elevate Extension, an annual “elevator speech” contest for Extension professionals. Contestants record a video while at the national ESP conference. The top three speakers are announced at the end of the conference and are awarded cash prizes. Those speeches are posted on the ESP national site and the association’s YouTube channel: <https://www.youtube.com/user/EpsilonSigmaPhi>. A second effort is being led by Trudy Rice, Community Development Specialist at Kansas State, to also elevate Extension’s involvement in convening and facilitating community conversations as local statewide change agents. This is an initiative that is already included as part of Florida’s community resource development program work, so there’s an opportunity to actively support agents in partnership with IFAS Extension Initiative 6 and the FL Association of Community Development Extension Professionals (FACDEP) leadership. Finally, the national ESP committee members post at least one article in the ESP Connection Newsletter, published six times a year.

As chair for the PI Committee of Alpha Delta Chapter, my objective for the 2020-2021 is to recruit at least five active committee members, choose one initiative (whether national or unique to Florida) to move forward, and focus on the needs of our organization as relates to the legislative and public policy issues that directly impact our work. Interested ESP members can contact me at naw@ufl.edu, or call 863-519-1045.

Submitted by Nicole Walker, Chair



Epsilon Sigma Phi - Alpha Delta Chapter

Your Key to Professional Excellence - in Florida

Resource Management and Development Committee

No report.



Retirees & Life Members Committee

ACCOMPLISHMENTS:

The COVID-19 Pandemic has affected so many in numerous ways. We were not sure if we would get an issue out in Winter/Spring because we were waiting for EPAF 2020 and unfortunately, we did not. However in the interim, we did keep up with retirements and helped keep retirees informed. Once we learned about the virtual concept for EPAF had been decided it was already time for **Summer 2020 Edition** (A salute to Jack Payne) so that is what we did July 9, 2020.

All *ESP Life & Extension Retirees Newsletters* are posted on the ESP website.

<https://extadmin.ifas.ufl.edu/esp/esp-retiree-newsletters/> (note: new link since last report)

Retiree **Mary A. Keith** was nominated by our committee and will be presented with the **ESP Retiree Service Award** to honor her stellar Extension work and contributions to our ESP organization.

ACTION NEEDED:

Currently we are working to update our email lists for 2020 to make sure that we remain in contact with retirees as best we can. Some do not have email addresses. There are currently 110 ESP Life Members for 2020. We have a total of 75 working FCS email addresses plus 120 miscellaneous retirees listed from various other affiliations including ESP) = 195 total. We currently have 13 non-working email addresses that we are trying to research and correct.

Submitted by Betsy Crisp, Chair



Webpage Management Committee

In early 2020, the ESP website was transferred to the Terminal 4 platform. The updated site design is consistent with other IFAS websites and features an easy navigation system with numerous links to the National ESP website. Thank you to everyone who reviewed the site and provided feedback.

Submitted by Linda Seals, Chair



Northwest District Report

VACANT, NW District Director



No report.



Northeast District Report

Jessica Altum, NE District Director

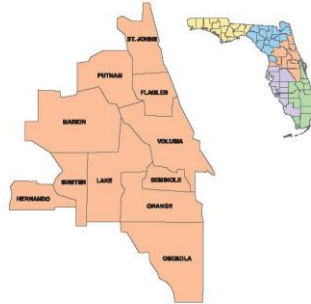


No report.



Central District Report

Kalan Taylor, Central District Director



Flagler

CED Name: Melanie Thomas (previously Family Consumer Science Agent in Duval County)

New Hire(s): Mimi Vreeland, Residential Horticulture Agent

Departure(s)/Retirement(s): Maia McGuire (UF/IFAS Associate Program Leader for FL Sea Grant Extension and Associate Director for FL Sea Grant Extension and Education)

Vacancies: Sea Grant Agent

Putnam

CED Name: Sharon Treen

New Hire(s): None

Departure(s)/Retirement(s): None

Vacancies: None

Lake

CED Name: Megan Mann

New Hire(s): Jamielyn Daugherty, Residential Horticulture Agent and Lori Johnson, Family Consumer Science Agent

Departure(s)/Retirement(s): Mia Wilchombe, Family Consumer Science Agent

Vacancies: None

Marion

CED Name: Patricia “Lynn” Nobles (new hire)

New Hire(s): Emma Cannon, 4-H Youth Development Agent

Departure(s)/Retirement(s): Nancy Gal (Emeritus Status), David Holmes (Emeritus Status), and Lynda Spence (Emeritus Status)

Vacancies: Family Consumer Science Agent

Orange

CED Name: Kevin Camm (new hire)

New Hire(s): Hannah Wooten (transfer from Seminole County), Commercial Horticulture Agent

Departure(s)/Retirement(s): Elver Pardo, 4-H Youth Development

Vacancy: 4-H Youth Development

Osceola

CED Name: Stacey Strickland

New Hire(s): None

Departure(s)/Retirement(s): Gabi Murza, Family and Consumer Science Agent

Vacancies: Family Consumer Science Agent

St. Johns

CED Name: Tim Wilson

New Hire(s): None

Departure(s)/Retirement(s): Geralyn Sachs (new Central District Regional Specialized Agent – RSA)

Vacancies: 4-H Youth Development Agent

Seminole

CED Name: Shane Michael

New Hire(s): Morgan Pinkerton, Sustainable Agriculture and Food Systems Agent

Departure(s)/Retirement(s): Julie England (Emeritus Status)

Vacancies: Family Consumer Science Agent

Sumter

CED Name: Jim Davis

New Hire(s): None

Departure(s)/Retirement(s): Kalan Taylor, 4-H Youth Development Agent

Vacancies: 4-H Youth Development Agent

Volusia

CED Name: Brad Burbaugh (previously CED in Clay County)

New Hire(s): Kalan Taylor, 4-H Youth Development Agent

Departure(s)/Retirement(s): Sharon Gamble (Emeritus Status) and Dennis Mudge (Emeritus Status)

Vacancies: None



Southwest District Report

Crystal Snodgrass, Southwest District Director



Charlotte

New hires in the last year: None

Departures and/or retirements in the last year: None

Current vacancies: None

Promotion/Permanent Status in the last year: None

Potential new ESP members: Elizabeth Staugler, Kristie Popa, Ralph Mitchell – Betty may already be a member?

Challenges/News/Budget Issues: COVID-19

Collier

New hires in the last year: 2 – Tom Becker, Residential Horticulture Agent and Mike Sipos, Sea Grant Agent

Departures and/or retirements in the last year: 1 – Doug Caldwell, Commercial Horticulture Agent

Current vacancies: 1 (waiting for UF to lift hiring pause)

Promotion/Permanent Status in the last year: 0

Potential new ESP members:

Challenges/News/Budget Issues: Hiring freeze, COVID uncertainty, changing to online based – heavy services

Desoto

New hires in the last year: Ajia Paolillo, Multi-County Citrus Agent

Departures and/or retirements in the last year: Dr. Karla Hernandez, CED

Current vacancies: CED

Promotion/Permanent Status in the last year: None

Potential new ESP members: 4 – Katelyn Mulnix, 4-H Agent; Ajia Paolillo, Multi-County Citrus Agent; Sarah Bostick, Interim Ag Agent & Ralph Mitchell, Interim CED

Challenges/News/Budget Issues: COVID-19

Hardee

New hires in the last year: Ajia Paolillo
Departures and/or retirements in the last year: Stephen Futch
Current vacancies: None
Promotion/Permanent Status in the last year: None
Potential new ESP members: None
Challenges/News/Budget Issues: None

Hillsborough

New hires in the last year: Kimberly Bragg-Armatrout and Pam Bradford
Departures and/or retirements in the last year: Diana Converse
Current vacancies: FCS Parenting and Family Life Agent Position
Promotion/Permanent Status in the last year: None
Potential new ESP members:
Challenges/News/Budget Issues:

Lee County

New hires in the last year:1
Departures and/or retirements in the last year:0
Current vacancies:0
Promotion/Permanent Status in the last year:0
Potential new ESP members:1
Challenges/News/Budget Issues: County Gov't determines budget so no clearly defined avenue to negotiate an expansion other than through County Dept./ We have a Master Gardener Coordinator that was fully funded by the county through UF to help improve program administration/ As always with no clearly defined budget there is always risk of position reduction

Manatee County

New hires in the last year: Dr. Wael Elwakil, Commercial Horticulture Agent II
Departures and/or retirements in the last year: Dr. Diana Smith, 4-H Agent IV – retired but received emeritus status
Current vacancies: 4-H Agent
Promotion/Permanent Status in the last year: Crystal Snodgrass, Agent III
Potential new ESP members: Nelly Nelson, Michelle Atkinson, Angela Collins, Christa Kirby
Challenges/News/Budget Issues: Challenges related to COVID-19- staff teleworking, office repopulation, reporting, merging UF and county guidelines.

Pinellas

New hires in the last year: Steve Robinson and two County staff
Departures and/or retirements in the last year: none
Current vacancies: FCS position (Nan Jensen's old spot)
Promotion/Permanent Status in the last year: None
Potential new ESP members:
Challenges/News/Budget Issues:

COVID, Hurricanes, State and impending County budgets, volunteers returning or not with regards to working around COVID, transitioning to digital programming, FNP returning or not to work, staff considerations with regards to child care (kids not returning to school), faculty remote work-long term or not.

Polk

New hires in the last year:

Departures and/or retirements in the last year: Mary Beth Henry, Small Farms agent and IFAS Small Farms Program co-chair, left extension to join her husband in Michigan on their beautiful new farm.

Current vacancies: We are eagerly awaiting the opportunity to rehire our Small Farms agent position.

Promotion/Permanent Status in the last year: Bridget Stice, Livestock Agent, earned Agent IV effective July 1, 2020.

Potential new ESP members: Bridget Stice, Shannon Carnevale, Anne Yasalonis, Andrea Nikolai, Shreemoyee Ghosh

Challenges/News/Budget Issues: One good thing about a fiscally conservative county is that we don't have major budget changes from year to year. So far, so good weathering the COVID-19 crisis. We, for now, have no more "new" agents as our 4-H agent, Shree Ghosh, submitted her three-year packet this year. Our 4-H administrative assistant, Rita West, celebrated 30 years of service to Polk County government, with 28 of those years at the Extension office as the 4-H secretary.

Sarasota

New hires in the last year: Last new UF hire was Sarah Bostick, January 2019. I assume that was reported last year.

Departures and/or retirements in the last year: Pat Williams left for Wakulla County (CED) in May 2020.

Current vacancies: Residential Horticulture position.

Promotion/Permanent Status in the last year: None

Potential new ESP members: Marguerite Beckford, Pat Williams (not our district anymore), Armando Ubeda.

Challenges/News/Budget Issues: The county cut FY20 & FY21 budgets.



Southeast District Report

VACANT, Southeast District Director



No report.



State Specialist Report

No report.



ESP Winter Board Meeting Minutes

January 21, 2020
10:00-11:00am EST

The meeting was **called to order** by President Henry Mayer at 10:04 a.m. EST. See bottom of minutes for attendance.

Thought of the Day: Darkness can't get rid of darkness, only light can (MLK) *presented by Heidi Radunovich*

Treasury: Tharpe had a last-minute emergency and sent a report to Mayer. ESP Checking Balance as of 1/21/2020- \$5,374.91 ESP Savings Balance as of 1/21/2020- \$5,157.70

Minutes: Kennedy moved, it was seconded, and the minutes were accepted as written. **ACTION ITEM** – new District **ACTION ITEM** – new District It was noted, Dean Nick Place renewed his membership this year. (Due to the high number of new members, Mayer will investigate applying for chapter awards)

Awards: First email notification has gone out; national awards need to be applied for on their website. Last year's chapter award winners will be submitted by Kennedy for national awards this year. The awards information has been placed on our website.

Website: T-4 Terminal is set up and the site will be turning over to the new format. Seals' goal is prior to EPAF. **ACTION ITEM** – we need a T-4 moderator/approver to work with Seals; any member have this status?

Districts:

Central: large number of retirements and new hires, especially CEDs. Report to be attached.

SW: hired 12 in 2019 (separate report submitted for file)

State: retirement has hit here, too, with five in her department alone. The issue, not sure how many

Extension appointments will be made with the new hires, specifically Linda Bobroff's position.

NW is vacant, others not present

ACTION ITEM – new District Directors are not clear on their duties; Mayer has the handbook and will share to website and email to those requesting. He suggested they look at ESP national website.

CORRECTION – Betsy Crisp continues as Life Member/Retiree Chair, working with Chris Kilbride.

Committees:

Abstract: Chair is newly appointed and needs any and all information. Moores shared some about previous years noting we did not fill all the allotted slots last year, so we need to encourage submissions.

ACTION ITEM – Moores will have EPAF Abstract chair reach out and share information with Qingren Wang.

ACTION ITEM – Kennedy noted the current membership list provided by the Analyst has several outdated emails evidenced by ping backs to her award message. Analyst Ricketts to work on cleaning this up before use.

Awards: given earlier, see above

Constitution/Bylaws: Bylaws have been posted to website, please familiarize yourself with those.

Public Issues: Nicole Walker could not be present but shared she is working on recruiting new members and moving forward with the work of this committee.

ACTION ITEM - Prof. Dev. Is vacant; Mayer working with Sarah Hensley to identify potential chairs; share with other members or share names with Mayer.

No other committee chairs were present or sent reports. Campoverde joined later, no update.

New Business:

1. EPAF – Association networking or IST on 9/1/2020; send ideas/topics to Moores (**ACTION ITEM**)

2. Creation of Urban and Latino Committees – asked to consider. Questioned if this would be a duplication with Café Latino and if we had enough on our plates with recruiting, educating, and redeveloping our purpose in FL.

3. Much was discussed relevant to what we offer members, what makes it worth paying (especially if this is your second association and funds are not allocated), and what do we need to do to keep members.

ACTION ITEM – Moores to reach out to Dr. Amy Harder and Sarah Hensley about the creation of a Needs Assessment. Some of the items: what do you want from ESP, how do you want communication from ESP (newsletter, email with links, email with bullets and no links, etc.). Options to provide energy to revitalize. Kennedy summarized the question as “So What?”

JCEP: Mayer attending, presenting a poster; Moores and Taylor attending, presenting a workshop. Alyssa Bowers of Pinellas Co. won the JCEP scholarship.

PILD: Mayer attending; Moores unable but Ricketts will take her place. **ACTION ITEM** Mayer will share these names with EPAF Chair as that is who coordinates PILD.

New Agent Training: Not necessary for ESP as you must be in the system for three years prior to joining.

EPAF: Correct dates are August 31 – September 3, 2020. Some other dates were out there but are not valid.

Location is Panama City.

ESP National Meeting: Rochester, NY, October 5-8, 2020. Moores plans to attend

ACTION ITEM Moores asked that follow up be done with Maddox to find out the status of the Gender Equality issues brought up by members at the last meeting. Specifically, pay equality. Maddox had noted this was under discussion in the faculty advisory and Moores believes we owe our members an update.

Adjourned by motion of Kennedy, seconded, approved at 11:11 a.m.

Respectfully submitted by Nancy A. Moores, President-elect sitting in for Lori Wiggins

ATTENDANCE (total of 10):

Henry Mayer, President

Nancy A. Moores, President-elect

Grantly Ricketts, Analyst

Samantha Kennedy, Chaplain

District Directors:

Kalan Taylor – Central

Heidi Radunovich – State

Crystal Snodgrass (10:15) – SW

Committee Chairs:

Linda Seals – Web

Qingren Wang – Abstracts

Vanessa Campoverde (10:38) – Global Relations



ESP Summer Board Meeting Minutes

July 8, 2020

10:30am-12:00pm EDT

The meeting was **called to order** by President Henry Mayer at 10:30 a.m. EST. See bottom of minutes for attendance.

Thought of the Day: *presented by Heidi Radunovich*

Do not be discouraged by the enormity of the world's grief. Do justly, now. Love mercy, now. Walk humbly, now. You are not obligated to complete the work, but neither are you free to abandon it. -The Talmud

Just a reminder to all of us who are looking at the world today and feeling overwhelmed by all that needs to be done. We can't do it all, just our part.

Treasury: Tharpe presented her report -ESP Checking Balance as of 7/07/2020- \$4,706.92 ESP Savings Balance as of 7/07/2020- \$5,158.19. Treasurer's report was approved by Moores and seconded by Taylor.

Audit: Crawford presented that the ESP Annual Audit was completed on July 7th at 1:00 pm via Zoom with Abbey Tharpe. The checking/savings/CD balances were presented as \$4,706.92, \$5,158.19 and \$6,451.84 respectively. The ESP Financials were reconciled. A Excel spreadsheet is maintained showing a detail of checks and deposits. This spreadsheet is kept in a notebook along with the bank statements, check detail and deposit detail. The deposit receipt is stapled to the copy of the deposit slip within the deposit book.

Minutes: Moores moved, it was seconded by Walker, and the minutes were accepted as written.

Membership report: Grantly reported 121 active members, 7 new members and 109 life members.

Awards: Kennedy emailed her report- All award winners have been notified. Their photos and bios have been submitted for the EPAF book. She will be ordering the plaques.

Annual Report: Kennedy emailed her report – She will be sending out a call soon to officers and committee chairs for their reports to compile into the annual report.

Website: Seals reported the transition to T4 is complete. Please send her any feedback on website.

Memorial: Kennedy emailed her report-she has some information already but if you know of anyone from IFAS Extension who has passed away this year, please send information to her.

EPAF: June 30th decision to go virtual. Plans are still in the work. Reported by Martha Maddox.

Districts:

Central: reported by Taylor- Here is a list of new hires for Central District; Melanie Thomas, Flagler Co. CED transferred from Duval Co. January 2020, Mimi Vreeland, Flagler Co. , January 2020 , Lori Johnson, Lake Co., March, 2020 , Christian Christensen, HAEC, April 2020, Patricia “Lynn” Nobles, Marion Co. CED, May 2020, Morgan Pinkerton, Seminole Co., May 2020, Jamielyn Daugherty, Lake Co., June 2020

Taylor plans on reaching out to all of our Central District agents to inform about the ESP virtual conference and once the new ESP recruitment flyer is created, she will forward that to them as well.

SW: reported by Snodgrass that there were several faculty vacancies in the SW District due to the hiring pause. Two promotions were just announced: Bridget Stice to Agent IV and herself to Agent III.

State: reported by Radunovich- UF is having a delayed start, which will coincide with EPAF conference. There were concerns about how to accommodate foreign students with new legislation (this requirement has since been rescinded) Hiring pause affecting new faculty hires, including state specialists (FCS position previously held by Linda Bobroff on hold for now.

NW: is vacant

NE: reported by Cooper she has been working on congratulatory emails for PS&P and some invite emails to recruit new members to ESP. At this time there is no other news to report.

Committees:

Abstract: Wang reported that the ESP presentation abstract submission for 2020 EPAF virtual conference, he sent out an announcement and three reminders to the 230 members. By the deadline of the submission, a total of 17 abstracts have been submitted to the ESP folder on the UF Sharepoint website. Now, we have had the abstract judging committee with 4 members to evaluate these abstracts and select what to be presented at the conference in September. Laurie Hurner, the EPAF chair is going to provide us some guidelines for the evaluation.

Professional Development: Hensley reported the if anyone had any needs for professional development to let her know.

Public Issues: In late January 2020, Nicole hosted a Zoom after inviting 11 ESP members to have an informal listening session to discuss the potential of the committee. We had two participants with plans to follow up with the national ESP Public Issues committee chair. Since that time, in the midst of the myriad COVID-19 related issues, we haven’t followed up yet. This summer provides an opportunity to connect with the national committee and choose at least one national objective in the 2019-2022 committee Strategic Action Plan.

Global Relations: Campoverde reported 1)**Videos of programs in Extension for Hispanic Community: Produciendo in times of Social Distancing** - In response to the COVID-19 pandemic, a group of bilingual UF/IFAS Extension and members of CAFÉ(*) Latino

agents has created a series of [educational videos](#) to market its services and provide educational information to underserved Spanish-speaking audiences throughout Florida. 42 videos have been produced so far. By Jonael Bosques, Francisco Rivera and John Diaz CAFE Latino Channel:

https://www.youtube.com/channel/UCJq9f5jclfDD_rMIXMkJL2Q/videos?disable_polymer=1

2)Starting International Extension series of online educational programs for nursery growers via USAID Farmer-to-Farmer- Campoverde takes a second international assignment to provide Extension education to nursery producers as a USAID Farmer-to-Farmer Volunteer on a virtual capacity. Program will be a series of 4 events during July of 2020.

3)Covid-19 Public Service Announcements with UF/IFAS Extension in Spanish- Laura Valencia, Jenny Rodriguez ; Virgilia Zabala; Ada Medina, John Diaz and Vanessa Campoverde took upon a request from UF/Extension to make Public Service Announcements in Spanish for COVID-19 safety and released them in partnership with UF Department of Communications

4) UF/IFAS Extension CAFE Latino Horticulture Program Area - Henry Mayer, Anne Yasalonis and Vanessa Campoverde were chosen as CAFE Latino Horticulture Program Area Lead Team leader for Florida to serve program needs related to horticulture programs (*) CAFE Latino is a coalition of faculty and Extension professionals for Latinos/Hispanics serving the needs of the Latino/Hispanic population in Florida.

For more information and requests for collaboration go to:

<https://extadmin.ifas.ufl.edu/teams-and-programs/cafe-latino/> and fill in the request form.

Resource Management and Development and Constitutions and Bylaws: no report.

Results of the Qualtrics ESP Professional Development Needs Assessment: a summary was presented by Hensley.

Nominating: Maddox reported that the nominating committee is working on recruiting new officers.

Adjourned by motion by Seals, seconded, approved at 11:45 a.m.

Respectfully submitted by Lori Wiggins, Secretary

ATTENDANCE (total of 16):

Henry Mayer, President
Nancy A. Moores, President-elect
Grantly Ricketts, Analyst
Lori Wiggins, Secretary
Abbey Tharpe, Treasurer
District Directors:

Kalan Taylor – Central
Heidi Radunovich – State

Crystal Snodgrass – SW

Jessica Altum - NE

Committee Chairs:

Linda Seals – Web

Qingren Wang – Abstracts

Vanessa Campoverde – Global Relations

Sonya Crawford- Audit

Nicole Walker – Public Issues

Martha Maddox – Past-President

Sarah Hensley – Professional Development

Appendices

Constitution

Bylaws

Standing Rules

Deed of Gift Form

Results of 2020 ESP Professional Development
Needs Assessment

ESP Alpha Delta Chapter Constitution

Article I - Name

The name of this organization shall be the Alpha Delta Chapter, Epsilon Sigma Phi, National Extension Fraternity.

Article II - Purpose

Section A

The purpose of this association shall be exclusively charitable and educational within the meaning of section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

Section B

This purpose includes, but is not limited to:

1. maintaining the standards and ideals, preserving the traditions and upholding the morale, prestige and respect of the Cooperative Extension Service; and,
2. developing an effective working relationship and a spirit of fraternal fellowship among the present and past employees of the Cooperative Extension Service.

Article III - Membership

Section A

Qualifications:

1. duly elected faculty, professional and administrative staff who have held full or part-time Extension appointments for a total of three or more years (the three-year requirement does not apply to ESP members in other states transferring to Florida); and,
2. have displayed a cooperative and helpful attitude toward fellow Extension employees, demonstrated competency in assigned fields of responsibility; and,
3. exhibited ability in educational techniques essential to the conduct of an effective Extension program.

Section B

Classification:

1. Active: Active members are those who are engaged in professional Extension work and who have met all qualifications of membership;

2. Life: Active Alpha Delta Chapter members may become life members upon their retirement from Extension work.

Section C

Election:

1. Membership shall be on the basis of a ninety percent (90%) favorable vote by the eligible voters who properly mark and cast their ballot.

Section D

Eligible Voters - All active members.

Section E

Voting:

1. Membership voting may be taken by mail, an alternative method or at any annual or called meeting or a combination in compliance with the requirements stated below; and,

2. The vote shall be reported not later than at the next annual meeting of the fraternity after the membership has been proposed.

3. Alternative provisions for the process of the membership to cast their votes shall be adopted at the discretion of the board of directors.

Section F

Membership Criteria

1. Acceptance of membership by the newly elected member shall be acknowledged in writing and accompanied by the initiation fee, prior to the date of initiation; and,

2. A person may withdraw from membership by notifying the Secretary in writing; and,

3. Any member who fails to pay annual dues shall be dropped from membership in the fraternity and shall be so notified in writing by the Secretary; and,

4. Any member may be expelled from the fraternity for failure to observe the obligation or for conduct unbecoming a member of the fraternity; and,

5. Charges may be referred in writing, signed by two members; and,

6. These charges shall be reviewed by the membership committee which will investigate the charges and report to the fraternity, making a recommendation and,

7. An accused member shall have right of personal hearing and to file evidence in regard to preferred charges; and,

8. Expulsion from the fraternity shall require that three-fourths of all eligible voters, as defined above, cast their ballots with a simple majority showing support of the motion to expel.

9. Reinstatement - Any member whose membership has lapsed may be reinstated by paying regular dues and a reinstatement fee of \$10.00. Retirees are exempt from paying the reinstatement fee.

Article IV - Officers

The officers of this organization shall consist of a President, President-Elect, Secretary, Treasurer, Annalist, Chaplain and Immediate Past President.

Article V - Meetings and a Quorum

Section A

An annual meeting shall be at the time of the annual Extension Professional Associations of Florida, Inc. meeting.

Section B

Special meetings shall be held upon call of the President or upon written request of twenty percent of the members.

Section C

A Quorum - 15% of the paid membership shall be present to constitute a quorum at any called or special meeting of the membership.

Article VI - Initiation Fees and Dues and Changes

Section A

Initiation fee - For this chapter it shall be set annually and will include state and national dues for one year.

Section B

State and National Dues - Shall be payable to the Secretary prior to the annual chapter meeting.

Section C

Changes - Made by the National Council in dues and/or fees will automatically apply to the local chapter.

Article VII - Emblem and Membership Card

Section A

The official emblem shall be that adapted by the National Council of Epsilon Sigma Phi.

Section B

Each member will be provided with a membership card signed by the local chapter secretary and the national organization secretary.

Article VIII - Amendments

This Constitution may be amended at any annual or special meeting by a two-thirds vote of the members present providing members were notified of suggested changes thirty days prior to the meeting.

History:

Changes approved 10/19/09

ESP Alpha Delta Chapter Bylaws

ARTICLE I – Name and Mission

The Extension Professionals' Organization

ESP is dedicated to fostering standards of excellence in the Extension System and developing the Extension profession and professional.

ARTICLE I – Name and Mission

Section 1. Name:

The name of this organization shall be Alpha Delta Chapter, Epsilon Sigma Phi, The National Honorary Extension Fraternity, herein referred to as ESP.

Section 2. Mission:

ESP is dedicated to fostering the standards of excellence in the Extension System and developing the Extension Profession and professional.

ARTICLE II - Purpose

Section 1. Purpose:

The purpose of ESP is:

- a. to serve exclusively as a charitable and educational organization within the meaning of Section 501(c)(3) of the Internal Revenue code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).
- b. to recognize excellence in the Extension community.
- c. to provide opportunity for networking, fellowship and collaborative efforts.
- d. to foster leadership development through mentoring Extension professionals in the philosophy and professional practice of Extension education.
- e. to facilitate professional development.

ARTICLE III – Membership

Epsilon Sigma Phi is an equal opportunity/affirmative action fraternity. Epsilon Sigma Phi is committed to the active involvement of all its members regardless of race, color, sex, age, religion, national origin, disability, or veteran status. Epsilon Sigma Phi values and seeks a diverse membership.

Page 2 of 8

Section 1. Qualifications:

The membership of ESP shall consist of duly installed faculty, professional and administrative staff who have held full or part-time Extension appointments for a total of three or more years on June 1, and who shall have displayed a cooperative and helpful attitude toward fellow Extension employees, demonstrated competency in assigned fields of responsibility, and exhibited ability in educational techniques essential to the conduct of an

effective Extension program.

Section 2. Classes:

There shall be three classes of membership: A) member, B) honorary, and C) life.

- a. MEMBER. An Extension professional (currently employed by or retired from an entity of the Cooperative Extension System) has exhibited excellence in programming and leadership. Members continue to provide leadership and excellence in Extension programming throughout their career and during retirement.
- b. HONORARY. May be named upon recommendation of the ESP officers and approval by two-thirds of members present and voting at the annual meeting of the Chapter. Honorary members will not pay membership dues to the Alpha Delta Chapter. A proposal of honorary membership must be accompanied by a detailed statement showing the "meritorious service" it is proposed to recognize.
- c. LIFE MEMBERSHIP. Members who are retired from the Cooperative Extension System, may obtain a paid-up life membership by paying an amount equal to five times the National dues at the time of the purchase of paid-up life membership or may be made as installment payments over a two year period. These members hold equal rights and privileges to those paying annual dues.

Section 3. Transfer of Membership:

Active members in good standing in another chapter of Epsilon Sigma Phi may transfer upon:

- a. making request to Alpha Delta Chapter.
- b. paying initiation fee and being initiated.
- c. paying annual dues.

Section 4. Termination of membership:

After one year of non-payment of dues, membership in ESP will be terminated. A person can be reinstated by payment of dues plus a \$10.00 reinstatement fee. Retirees are exempt from paying the reinstatement fee.

ARTICLE IV - Business

Section 1. Fiscal Year:

The fiscal year of Alpha Delta Chapter shall begin on the first day of October and end on September 30 of the following year.

Section 2. Meetings:

The annual meeting of the Alpha Delta Chapter shall be held in conjunction with the Extension Professional Associations of Florida, Inc. meeting. Special meetings may be called by the President or upon written request of twenty percent of the members.

Section 3. Place of Business:

The principal place of business of the Alpha Delta Chapter, Epsilon Sigma Phi, shall be the University of Florida, Gainesville, Florida.

ARTICLE V – Officers, Directors, and Elections

Section 1. Officers:

The officers of ESP are: President, President-Elect, Secretary, Treasurer, Annalist, Chaplain, and Immediate Past President.

Section 2. Directors:

The directors are: one from each Extension administrative district, one from state faculty, and one from life members/retirees.

Section 3. Terms of Office:

The Treasurer shall be appointed annually by the President with the ratification of the membership with the option of re-appointment. All other officers are elected annually. District Directors serve a two-year term with half elected each year, according to the standing rules.

Section 4. Election:

The nominating committee shall present a slate of officers at the annual business meeting. ESP members present will vote, with election by majority vote.

Section 5. Assumption of Duties:

The officers and directors will assume their duties upon adjournment of the annual meeting at which they are elected. In the event of no annual meeting, the officers and directors will assume their duties at the conclusion of the election by mail (postal or electronically) or some alternative process approved by the Board of Directors.

Section 6. Filling Vacancies:

If a vacancy occurs in the President's position, the President-Elect will automatically assume the Presidency for the unexpired term and then serve another full term as President. The President-Elect's position would remain vacant until the next annual meeting.

If a Past President vacancy occurs, the previous Past President may assume the position for the unexpired term.

All other officer and director vacancies will be filled by presidential appointment, ratified by the Board of Directors.

ARTICLE VI – Functions of Officers and Directors

Section 1. President:

The President shall preside at all ESP meetings. The President shall appoint all chairs and committee members necessary to carry out the business of ESP.

Section 2. President-Elect:

The President-Elect shall assume the duties of the President in his/her absence. The President-Elect shall appoint a Co-chair of each standing committee, who will become the chair the following year.

Section 3. Secretary:

The Secretary shall keep accurate records of honorary members and all meetings of the Executive Board and annual business meeting.

Section 4. Treasurer:

The Treasurer shall keep the official record of all membership and an accurate record of all monies. He/she shall also serve as chair and liaison between the Finance Committee and the Board of Directors.

Section 5. Annalist:

The Annalist shall serve as Chair of the Membership Recruitment and Retention Committee. He/she shall be responsible for keeping updated biographical information on each member.

Section 6. Chaplain:

The Chaplain shall have official charge of all religious and memorial services.

Section 7. Directors:

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

Section 8. Immediate Past President:

The Immediate Past President shall give counsel to the Board of Directors, chairs nominating committee.

ARTICLE VII - Board Of Directors

Section 1. Members:

The Board of Directors shall consist of fourteen (14) members.

- a. Officers (6) - President, President-Elect, Secretary, Treasurer, Annalist, Chaplain
- b. The immediate Past President
- c. The seven (7) directors (5 Extension Districts, 1 state faculty, 1 retiree)

Section 2. Meetings:

The Board of Directors shall meet as follows:

- a. In the fall, spring, and prior to the annual meeting.
- b. Additional meetings may be called at the discretion of the President.

Section 3. Duties:

The duties of the Board of Directors are to set policy, transact business of ESP, and keep the membership informed.

Section 4. Conduct Business:

The Board of Directors may conduct business by mail (postal or electronically) or some alternative process approved by the Board of Directors when necessary. A report of each action taken shall be verified and made a part of the minutes at the next Board of Directors

meeting.

ARTICLE VIII – Committees and their Function

Section 1. Standing Committees:

The President will appoint members on the basis of interest and abilities to the following committees:

- a. Nominating - Chaired by Immediate Past President
- b. Membership Recruitment and Retention
- c. Public Issues
- d. Resource Development and Management
- e. Global Relations
- f. Memorial
- g. Member Services
- h. Audit
- i. Constitution & Bylaws
- j. Finance
- k. Retirees
- l. Abstracts
- m. Annual Report
- n. Webpage Management
- o. Professional Development

Section 2. Function:

These standing committees shall have the following duties. Additional duties may be assigned by the president. Other special committees, as needed, shall be appointed by the President.

- a. Nominating: to prepare the yearly slate of officers.
- b. Membership Recruitment and Retention: to recruit, retain and involve all ESP members and promote an effective working relationship and spirit of fraternal fellowship.
- c. Public Issues: to educate and inform ESP members about public issues and legislative matters affecting Extension programs and personnel needs.
- d. Resource Development and Management: to generate new ideas for resource development and management in order to maintain, create or enhance professional development activities; to explore opportunities for and obtain new financial resources for professional development activities.
- e. Global Relations: to promote the Extension profession and professionalism worldwide.
- f. Memorial: to present at the annual meeting a remembrance program of those past extension professional that have passed away since the last annual meeting.
- g. Member Services: to administer and provide leadership to ESP's scholarships, loans, and awards programs.
- h. Audit: to audit the books at the end of the fiscal year.
- i. Constitution & Bylaws: to review bylaws annually submit proposed changes to the Board of Directors for review prior to submitting to the membership; to review

chapter standing Rules and Policies annually submitting changes to Board of Directors for approval; to review handbook as needed.

j. Finance: to prepare and submit proposed budget to the Board of Directors.

k. Retirees: to recruit, retain and involve retirees and promote continued involvement in ESP.

l. Abstracts to notify and encourage members to submit abstracts by the established due date. Responsibilities also include presiding and the facilitation of abstract presentations to adhere to the designated time allotment and to secure equipment requested by presenters for abstract presentations.

m. Annual Report: to solicit information and reports from the officers and the committee chairmen to compile a comprehensive annual report for distribution to the entire membership.

n. Website Management: To keep the membership up to date with all association business through routine website updates.

o. Professional Development: To promote professional excellence, personal development and leadership development among Extension personnel. Design and implement additional professional development opportunities. Promote and foster professional improvement through collaboration with professional organizations to which Extension personnel belong. Provide leadership for mentoring activities conducted through Epsilon Sigma Phi.

ARTICLE IX - Meetings

Section 1. Annual Meeting:

The annual meeting of this organization shall be held during the Extension Professional Associations of Florida, Inc. conference for the purpose of furthering the objectives of the ESP, electing and installing officers, receiving reports of officers and committees, and transacting any other business that may arise. If deemed necessary, or if the scheduled annual meeting cannot be held, the President may call a special meeting to transact business with the approval of the Board of Directors. The President shall see that a notice is sent to everyone eligible for membership telling the time and place of such a meeting.

Section 2. Special Meetings:

The President, with the approval of the Board of Directors, may call a special session of ESP and conduct business by mail (postal or electronically) or some alternative process approved by the Board of Directors as necessary.

ARTICLE X - Quorums

Section 1. Membership Quorum:

A quorum at any annual meetings shall consist of 15% of the paid membership shall be present to constitute a quorum at any called or special meeting of the membership.

Section 2. Board of Directors:

A quorum of the Board of Directors shall consist of 50% of the Board of Directors

ARTICLE XI - Financing

Section 1. Membership Year:

The membership year shall be from January 1st to December 31.

Section 2. Initiation Fees:

The initiation fee for ESP shall be set by the National Council. This fee shall be collected by the Alpha Delta Chapter and forwarded to the Secretary/Treasurer of the National Council, Epsilon Sigma Phi, for each member initiated. If a candidate fails to be initiated, he or she may be initiated at a subsequent meeting.

Section 3. Member Dues:

Dues for the coming year are payable according to the Chapter Standing Rules and Policies.

Section 4. Payment:

Each member shall pay annual dues to the treasurer. ESP shall pay dues to the National Council of Epsilon Sigma Phi in accordance with the amount stated in the national constitution.

Section 5. Life Membership Dues:

Members, retired from the Cooperative Extension Service, may obtain a paid-up life membership by paying an amount equal to five times the National dues. Life Members have the option to pay their dues in installments over a two year period.

ARTICLE XII – Dissolution of Organization

On the dissolution of the Association, the entire net assets remaining after payment of any and all liabilities and obligations of the Association shall be transferred to such association or associations organized exclusively for charitable, educational or scientific purposes and shall at the time qualify as exempt association or associations.

ARTICLE XIII - Liability

Epsilon Sigma Phi in no way shall be liable for the acts of individual members of the Board of Directors, nor for officers who may act beyond their authority. Officers individually or collectively shall not be liable for Epsilon Sigma Phi, unless they have acted beyond their authority as officers.

ARTICLE XIV – Non-Profit Corporation

Epsilon Sigma Phi shall conduct business like a non-profit corporation under Section 501(c)(3) of the Internal Revenue Code.

ARTICLE XV – Amendments

These Bylaws may be amended at any annual or special meeting by a two-thirds vote of the members present providing members were notified of suggested changes thirty days prior to the meeting.

History: Changes approved 10/19/09; 9/12/06; 8/28/12, 2015

ESP Alpha Delta Chapter

Standing Rules and Policies

Standing rules may be adopted at the annual ESP Alpha Delta Chapter membership meeting by a majority vote of the voting delegates present and voting. Standing rules may be amended or rescinded by a two-thirds vote without previous notice or a majority vote after previous notice. Standing rules may be suspended temporarily by a majority vote. Standing rules will be formally reviewed every other year (even-numbered years) by the ESP Alpha Delta Chapter Board.

1. **Membership**

Dues: annual dues are delinquent December 31 of each year.

Dues amounts: Renewing members **\$60.00**, new members **\$70.00** (includes initiation fees), life membership (five times annual national dues) **\$200.00**. A former member can be reinstated by payment of dues plus \$10.00 reinstatement fee. Retirees are exempt from paying the reinstatement fee.

Dues: Cannot be refunded, but may be transferred where applicable.

2. **Officer Nominations and Elections Process**

Election of officers is held at the annual membership meeting.

Terms of Office

- The Treasurer shall be appointed annually by the President with the ratification of the membership with the option of re-appointment. All other officers are elected annually.
- District Directors will be elected according to the following schedule:
 - Even numbered years: Northwest, Central, Southeast, and Life Member Director.
 - Odd numbered years: Northeast, Southwest, and State Specialist Director.

Filling Vacancies

If a vacancy occurs in the President's position, the President-Elect will automatically assume the Presidency for the unexpired term and then serve another full term as President. The President-Elect's position would remain vacant until the next annual meeting.

If a Past President vacancy occurs, the previous Past President may assume the position for the unexpired term.

All other officer vacancies will be filled by presidential appointment, ratified by the Board of Directors.

3. Board Meetings

Mid-Year Board meetings will be held at a convenient time with the President determining and arranging for the meeting place.

4. Conference Calls

The President will schedule conference calls as needed to carry out immediate business of the Chapter. Includes the option for Board meetings when necessary.

5. Bylaws

Bylaws and Standing Rules and Policies shall be reviewed annually.

6. Annual Budget

The voting delegates at the annual ESP Alpha Delta Chapter membership meeting shall adopt the budget for the forthcoming year.

7. Awards

Award Nominees must be members in good standing with Dues paid by Dec 31 to the Treasurer.

8. Scholarships

Applicants must be members in good standing with Dues paid by December 31 and contribute to the scholarship or High 5/10 Fund.

9. Memorial Service at EPAF

All effort will be made to honor deceased Faculty with Extension appointments at the EPAF Conference following the death.

10. Delegates

President and President Elect or their designee will serve as delegate to all National and Regional meetings with the financial support of the chapter.

11. Membership Committees (Membership & Operating Details)

a. Finance Committee

Under the Bylaws, the chapter's Finance Committee is a Standing Committee chaired by the elected Treasurer, and comprised of members recruited and appointed by the President.

The Finance Committee's *annual membership* is hereby further defined to include, by office:

- The current chapter President;
- The current chapter President-elect; and
- The current Chair of the Resource Management (Foundation) Committee.

In addition, the President, with the advice and consent of the Treasurer, annually shall appoint or reappoint to the Finance Committee:

- One member-at-large not currently holding an elected office in the chapter's officer rotation (but could be serving currently as a District Director), who has served previously as Treasurer of a sister association at either the state and/or national level; plus
- 1-2 additional members-at-large who are interested in chapter finances and may have an interest in standing for election to the office of chapter Treasurer in a future year.

The Finance Committee's *annual operating program* is hereby further defined to include:

- Annual solicitation of Committee budget requests linked to Committee proposals for new and existing programs of value to the membership;
- Annual preparation of a draft proposed budget, to be submitted to the Board for discussion and revision at the Summer Board Meeting, prior to presentation to the general membership for adoption at the Annual Membership Meeting;
- Consultation on financial management decisions the Treasurer must make;
- At the request of the chapter Board, development of financial scenarios for chapter funds if new initiatives or programs under discussion were to be adopted and funded.

Revised: 9/07; 8/12; 8/14; 8/16

DEED OF GIFT

TO

UNIVERSITY OF FLORIDA FOUNDATION, INC.

on behalf of the

GEORGE A. SMATHERS LIBRARIES, UNIVERSITY OF FLORIDA

Each of the undersigned Donors hereby unconditionally and irrevocably gives, transfers, assigns and delivers to the University of Florida Foundation, Inc. for and on behalf of the George A. Smathers Libraries of the University of Florida as a gift, all right, title and interest of such Donor in and to each of the following papers and other historical materials (Materials) (see attached list), together with all rights (including copyright) and interests associated with the Materials, insofar as such rights are held by the Donor:

The Donor wishes that the gift be identified to the public and in the records of the Foundation as:

Gift of

The Donor further represents that he/she is the owner of the materials and has full legal authority to make this gift. Copies of all transfer documents, receipts, and records related to the Materials (including copyright) in the Donor’s possession are attached as Exhibit A.

Dated as of the _____ day of __ , 2017.

Signature of Donor Signature of Donor

Name of Donor (typed) Name of Donor (typed)

The University of Florida Foundation, Inc. hereby accepts the above property under the attached conditions.

Dated this _____ day of _____, 2017. University of Florida Foundation, Inc., on behalf of the George A. Smathers Libraries

By: _____

Name: _____ As its _____

CONDITIONS

Acceptance of gifts by the University of Florida Foundation, Inc., acting for and on behalf of the George A. Smathers Libraries is subject to the following conditions:

1. The Libraries will make the materials available for research as soon as reasonably possible, consistent with the general policies of the Libraries. The Donor may freely examine any of the materials during the regular working hours of the Library.
2. The Libraries reserve the right to exclude items from its permanent collections if they are deemed to have no permanent value or historical interest. In the unlikely event that this should arise, the Libraries will endeavor to transfer the original materials to another suitable institution.
3. The University of Florida Foundation, Inc. is a duly qualified charitable organization under section 501(c)(3) of the Internal Revenue Code, and is listed as such in IRS Publication 78.

Exhibit A—Description of Collection and/or Accompanying Documents

ESP Professional Development Needs Assessment 2020

ESP Professional Development Needs Assessment

July 7th 2020, 4:36 pm EDT

Q1 - What is your primary program area? (Agriculture, Food Systems, FCS, 4-H, Horticulture, Sea Grant, Natural Resources, etc.)

What is your primary program area? (Agriculture, Food Systems, FCS, 4-H, Horticulture, Sea Grant, Natural Resources, etc.)

Horticulture

FCD

Agriculture

Community Development

4-H

AG and Natural Resources

Agriculture

CRD

Ag

Agriculture/horticulture

4-H

Urban Horticulture

Environmental Horticulture

Horticulture

Agriculture, Horticulture

4-H

4-H

Sea Grant

4-H

4-H

agriculture, horticulture,

4-H

4-H

4-H

4-H

4-H

4-H

Horticulture

Agriculture

FCS

4-H

4-H

FCS

Soil and Water Sciences

4-H

Urban Horticulture

Community Development

horticulture

Agriculture

Small Farms

Agriculture

Agriculture

FCS

4-H

agriculture

4-H

FCS

4-H

Leadership development, diversity/equity/inclusion

Community Resource Development

Sea Grant

4-H

horticulture

Horticulture

Horticulture

4-H

Agriculture

Hort

Residential Hort

Agriculture

Sea grant

Horticulture

Sustainable Ag and Food Systems

Fcs

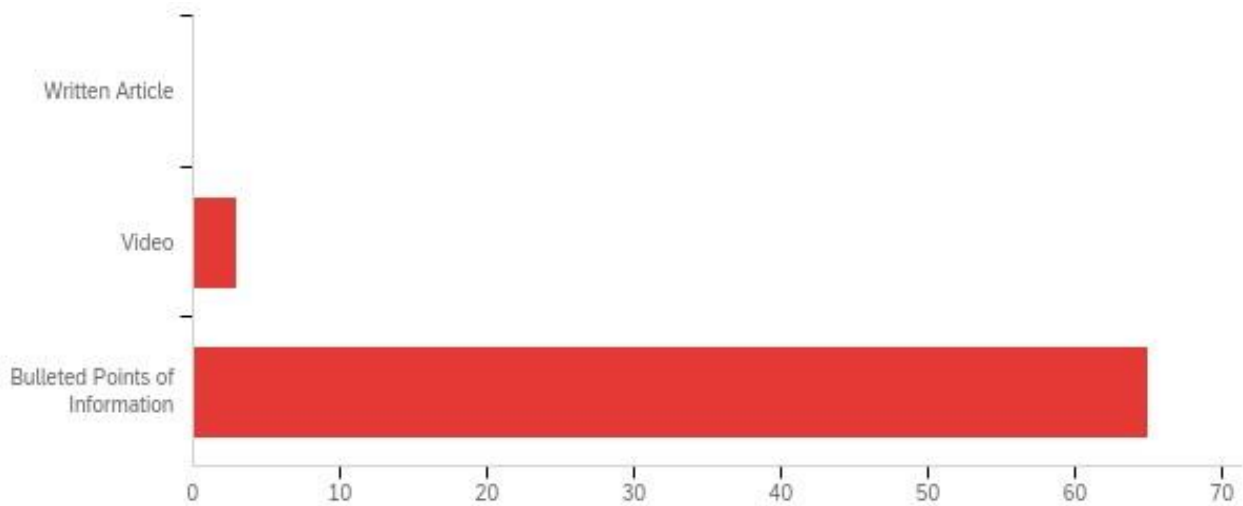
CRD

Environmental Horticulture

4-H

4-H

Q2 - How do you prefer to receive reminders and information from the FL ESP Chapter?

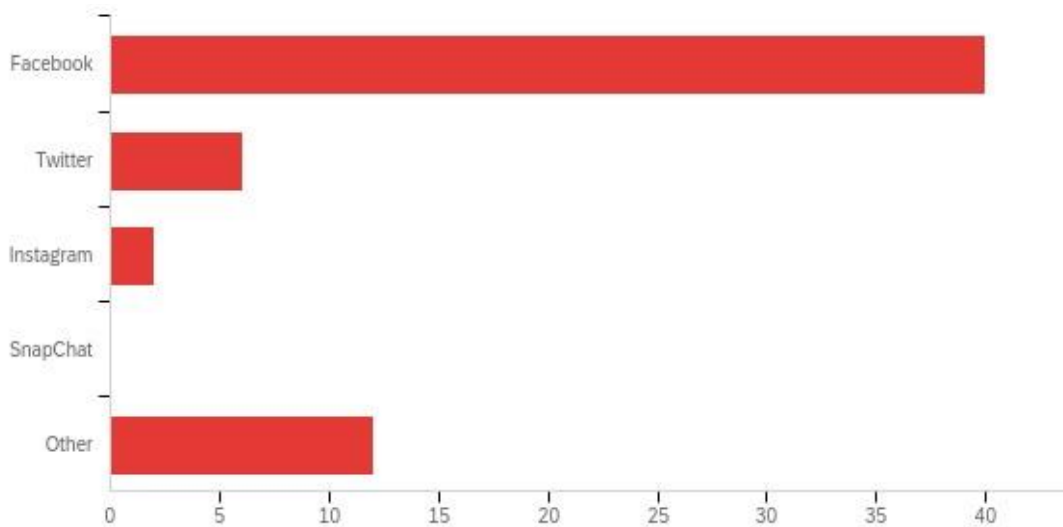


#	Answer	%	Count
1	Written Article	0.00%	0
2	Video	4.41%	3
3	Bulleted Points of Information	95.59%	65
	Total	100%	68

Q3 - Rank the order of preference that you would like to receive communication from the Florida ESP Chapter?

#	Question	1	2	3	4	5	6	7	8	Total								
1	Email	84.3 8%	5 4	9.38 %	6	3.13 %	2	1.56 %	1	1.56 %	1	0.00 %	0	0.00 %	0	0.00 %	0	64
2	Social Media	0.00 %	0	21.8 8%	1 4	12.5 0%	8	20.3 1%	1 3	14.0 6%	9	4.69 %	3	23.4 4%	1 5	3.13 %	2	64
3	Florida ESP Chapter Website	0.00 %	0	20.3 1%	1 3	28.1 3%	1 8	15.6 3%	1 0	15.6 3%	1 0	15.6 3%	1 0	4.69 %	3	0.00 %	0	64
4	Blogs	0.00 %	0	7.81 %	5	12.5 0%	8	21.8 8%	1 4	21.8 8%	1 4	28.1 3%	1 8	6.25 %	4	1.56 %	1	64
5	Video	0.00 %	0	6.25 %	4	9.38 %	6	15.6 3%	1 0	26.5 6%	1 7	17.1 9%	1 1	23.4 4%	1 5	1.56 %	1	64
6	Face to Face Meeting	4.69 %	3	12.5 0%	8	15.6 3%	1 0	15.6 3%	1 0	6.25 %	4	26.5 6%	1 7	18.7 5%	1 2	0.00 %	0	64
7	Teleconference	7.81 %	5	21.8 8%	1 4	17.1 9%	1 1	9.38 %	6	12.5 0%	8	7.81 %	5	23.4 4%	1 5	0.00 %	0	64
8	Other	3.13 %	2	0.00 %	0	1.56 %	1	0.00 %	0	1.56 %	1	0.00 %	0	0.00 %	0	93.7 5%	6 0	64

Q3a - Which social media platform do you prefer to receive information from?



#	Answer	%	Count
1	Facebook	66.67%	40
2	Twitter	10.00%	6
3	Instagram	3.33%	2
4	SnapChat	0.00%	0
5	Other	20.00%	12
	Total	100%	60

Q3a_5_TEXT - Other

Other - Text

Email

None; my professional FB account was disabled.

none

LinkedIn if work related

I don't want my work info to come through social media. I prefer Facebook but for personal use.

Email is best for me

I don't Follow the social media webpage email is better

email

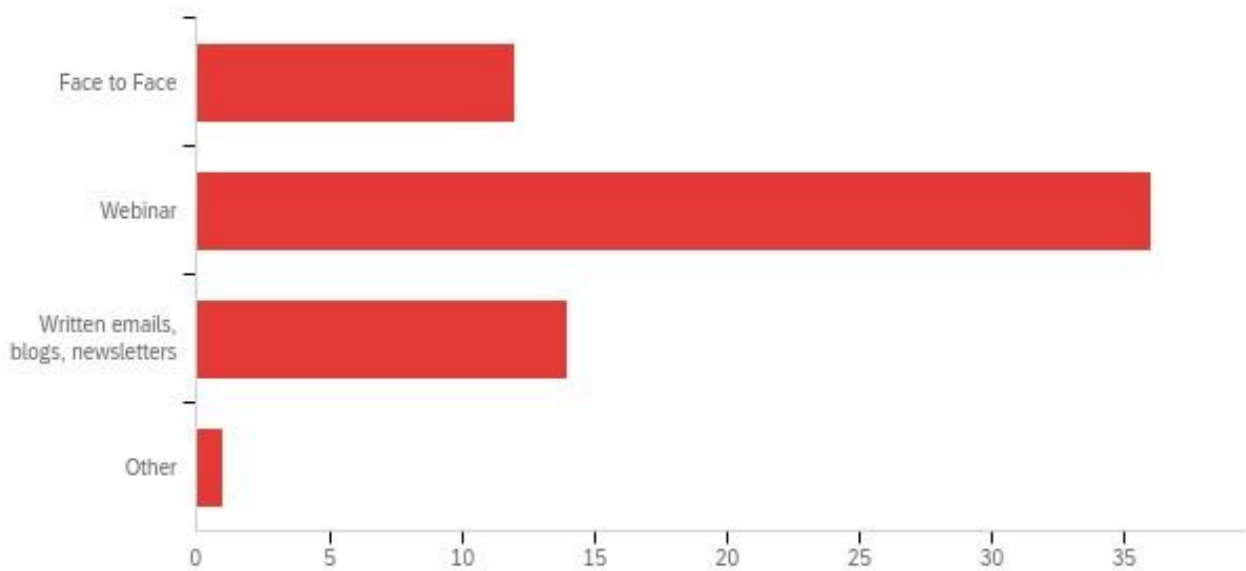
I do not like receiving information on social media

none

none

I don't really use social media for professional societies

Q4 - How do you prefer to receive professional development/educational content from the FL ESP Chapter?



#	Answer	%	Count
1	Face to Face	19.05%	12
2	Webinar	57.14%	36
3	Written emails, blogs, newsletters	22.22%	14
4	Other	1.59%	1
	Total	100%	63

Q4_4_TEXT - Other

Other - Text

Written email- no blogs or newsletters

Q5 - What support do you need from the Florida ESP Chapter?

What support do you need from the Florida ESP Chapter?

Scholarships when needed.

Glad that ESP abstracts are a place that veteran agents can present as you progress in your career sometimes your main association doesn't have a space for your abstract to be presented and your ROA still needs to reflect your work.

Not sure

Professional development presentations by agents, as we have at EPAF

none

Opportunities for sharing of scholarly works

professional development related to technology

How to establish a solid international program

Would love to get a diverse and urban audiences group at the state level going

New membership, benefits of joining esp, award system

Information about professional development and program information

Current events in Extension

none

Just to be kept up to date

Emerging issues in Agriculture, Help to build leadership skills in agents, support other agents to improve. Support support support. How many times ESP is meeting with their members? Are the members engage?

Money

Professional development topics on volunteer management

none

awards info, ISTS

I can't think of anything at the moment.

training for online teaching software

None

Leadership in service training

Scholarship monies for professional development conferences

Most interested in grants

Professional etiquette, ethics of scholarship, diversity training, and other programs and educational materials to elevate the quality of scholarly work in Extension.

Professional development

None

Q6 - How can we recruit new members to join to FL ESP Chapter?

How can we recruit new members to join to FL ESP Chapter?

Send a list of people that submitted 3-yr packets to directors so they can reach out to them.

Attend other association meetings. May be create a video that they can play during their meetings.

provide opportunities for training and development

Introduce chapter to new hires via email. Maybe district reps can reach out to them?

Better marketing to seasoned agents on how ESP can help them meet their professional needs

schedule meeting times separate from other association meetings. It is difficult to be active in more than one association when their schedules conflict. Different schedules can also allow for more active recruitment.

Not sure

Personal calls

Ask CED to promote

Have existing members recruit new agents as they join their Extension offices.

a mixer

welcome info with better understanding of why we should join - other than it looks good on the ROA

Add value. Make it worth their time. Be innovative and support innovation.

Encouraging everyone to attend the national conference. That really sparked my interest. I love ESP now that I have gotten more involved and seeing all the innovative work. Great to encourage agents with have unique programs and audiences.

Through district directors, new agent orientation, membership

Social Media, partner with different organizations, members invite guest

Invite and tell them the benefits

Make clear what the benefits are.

Send out emails to those who qualify

Send out email announcements to junior faculty at UF few times a year.

Clearly state the policies for joining, I know there is a lot of confusion over needing to be invited or being able to just join. Personal email invitations or even personal mailed invitations. Mass invitations are not personally and seem not overly sincere.

I don't know

talk about value beyond the other extension professional associations at EPAF

Friends ask friends

Provide a list of the add value to be a member.

Advertise
Emails & social media marketing

outreach

Make it clear how membership benefits their professional career

marketing to them at EPAF, through other associations

Send direct letters to people who we have met who are doing good work. (Hard copy letter & email)

We have to find a niche...something that the other associations do not offer. Maybe add professional development opportunities that the other associations don't offer (e.g., scholarship, writing grants,

managing grants, partnership development, time management, leadership, submitting to peer-reviewed journals...)

Personal invitations

Invitation

Encourage experienced agents to recruit members within their offices.

make it clear why it is important

Tell new agents all about esp when they are hired

Personal emails to newly eligible faculty

We could adopt a system of big brother/big sister, who nominate new/newish agents and mentor them for the year.

Help faculty understand the resources available through membership.

Demonstrate relevance, connect to members, a lot of folks don't understand ESP

Contact qualifying faculty personally

Make it prestigious again... an honor to be invited.

District representatives need to have leadership and direction, recruit more often and utilize three year packets to get names.

Q7 - How can we encourage active member participation in the FL ESP chapter?

How can we encourage active member participation in the FL ESP chapter?

Sell the benefits

Provide options

Since membership in other association is highly promoted and available as new agents, agents establish themselves within their primary association. Different meetings times can help in encouraging new members to participate in another association.

Personal requests - we need you to help us with this.....

Frequent short webinar providing program areas trainings

It's hard; there is just so much to get done all the time. Must make it worthwhile to people for their promotion/permanent status and also make it engaging in other ways (opportunities to enjoy working collaboratively with others, opportunities to do work of real value and applicability, opportunities to make a difference in terms of working for equity/diversity/inclusion).

sponsor an annual party; recognize agent superlatives (funny and serious). For example, agent I would rather go to 4-H camp with, agent with the messiest desk, agent I respect the most, etc.

schedule mtgs so they do NOT conflict with other professional assoc mtgs.

Have a Chapter meeting opposite of EPAF. Offer professional development.

Continually present opportunities; ask people to be involved

Send out calls for nominations for committees or officers. I don't recall ever seeing any calls for recruiting officer positions.

Let's keep membership list of recruitments (new agents etc) send them reminders on how to become involved. Maybe create videos about the opportunities

Explain the importance of goals, plans and benefits

Allow members to self-nominate for officer positions.

Make clear what the benefits are. It used to be that it was an honor of being in Extension for 7 years and you had to be nominated...then it became 5 years, then 3....then it's pretty much a given- everyone is in ESP

Have a calendar for the year that we can put into our calendars.?? Incentives to participate, I hate to say it but everyone is busy, so give them a little more of a reason to want to join in.

Not sure

provide value

Testimonials of the great conferences/trainings

Recognition of their efforts provides good information that helps them to improve as a professional, create an environment for growth, and to socialize that people feel comfortable with each other (peers).

Better communication

More marketing & exposure of benefits

making the programs more attractive
Be more visible and relevant more roles, when meet actually
have working meeting rather than reports

Buddy/mentor system, help members connect to each other outside of meetings

I think we may have lost some of the "honor" of being an ESP member by changing the requirements to be in ESP. I understand why we did that, but it's no longer an "elite" organization of seasoned agents since three-year agents can be admitted. On the other hand, we don't want to limit membership. It's a conundrum! Are there any examples from other state ESP chapters? Can we leverage the new reality of using Zoom to engage members more frequently?

Separate out meetings and events from EPAF when we all have conflicts with other associations.

Remind them of the importance and relationship to their position as an agent. Detail in bullets the benefits

Offer in service training outside of what pdec offers. Leadership training, supervisory training, difficult relationships training teaching training technology training etc

Offer unique benefits and programming that are not offered by FACCA and other state organizations.

Ask members to do specific tasks.

Show value for membership, special events

Contact and ask them personally

More active communication from officer team; more professional development opportunities throughout the year.

Q8 - What do you see as the greatest VALUE of being a member of the FL ESP Chapter?

What do you see as the greatest VALUE of being a member of the FL ESP Chapter?

fellowship among colleagues; ability to have another association to present with at EPAF.

Professional Connections and education

Networking ---> Awards/Abstract ---> Packet

opportunities to collaborate

networking

Opportunity to present abstracts

scholarship

Awards

Agent professional sharing, award opportunities, leadership opportunities

Scholarships

Right now, it's another opportunity for me to have an abstract approved for presentation. There is potential for much more value though.

Fellowship with other extension professionals regardless of subject area

Don't really know.

scholarship opportunities

opportunities for scholarship and professional development

I love all the innovative work that members do in ESP. Everyone is so friendly and open to sharing their ideas and knowledge.

Networking

Honestly, I've gotten more value from the 4-H association

Networking with peers, Awards and scholarships

Networking

Awards

another venue for awards and presentations

Value of career increased

I think that this organization provides the space take a leadership position. But I don't feel that being a member of the organization provide me prestige or help me improve as a professional. I think that we as an organization need to think how we can increase the people emotion on this organization.

Meetings
Networking
social activities

professional development opportunities, leadership opportunities, awards

networking, awards, ideas

Community & pro devo

Serving with agents from all program areas.

Ability to apply for other opportunities in another organization

A A platform to present good work and an avenue to learn more about Extension

Networking

don't really know

Group of distinguished seasoned colleagues and supporters

Most members are fun and nice.

Not sure yet, I'm a new member

It is a professional society, awards are valuable, leadership has been very good.

Multi discipline opportunities for scholarship, national attention to political issues impacting Extension, opportunities for scholarship.

Application for awards

Leadership opportunities; more conferences and chances to present and apply for awards.

Q9 - What is one thing that the FL ESP Chapter can do to improve our organization?

What is one thing that the FL ESP Chapter can do to improve our organization?

Consistent communication. Sometimes is associations are not herd from they are forgotten.

have quarterly meetings/webinars for members to do an educational moment about their programming and how it entails leadership

I find that the business meeting is not run in an organized business style and maybe using Robert's rules of order would help.

Perhaps more Zoom meetings

Put more effort into recruiting qualified agents

Provide more IST during the year

Help promote equity. Be a voice and leader in work on diversity, equity, inclusion.

More social interaction.

BE the leaders of UF/IFAS Extension. WE should all wear our pins to the virtual meeting!

Continue to encourage participation from all members

More marketing about what ESP has to offer. I think there is confusion about who is eligible to join and how to join. The website says you need a sponsor or recommendation and some agents think you have to be working for three year.

Rotate board and chairs of the different committees

Open nominations, committees, communication

Do some sort of professional development

Telling the mission, vision, purpose of why ESP is here. Some think it is just another professional organization to join for their packets.

provide more information about what is going on ESP wise

Increase membership

I think that contact more often the participant could be a good option. Make a space to share what others are doing maybe connecting virtually. Create projects that involve the members like this questionnaire. Ask people per area what are their needs and based on the response looks in the groups have similar issues to address. After understanding the common issues create a strategic development plant for address the most important. Marketing more services with the members.

Better communication

Emphasize the benefits of being a member

more programs and more members

Again, be more visible

set goals, active membership

Let ESP members know who NEW members are as a way to celebrate new members and also introduce them to org

More frequent communication, but BRIEF. Professional development as mentioned above. SHORT webinars.

As referenced above- separate out doing everything at EPAF and promote JCEP more as an important opportunity for ESP members

Tell us what's goin on. Have events of interest

Have mentorship for newer members

Clarify what makes you eligible to participate in awards and grant opportunities

More active participation is needed so some strategy to minimize competition for time and resources dedicated to other organizations is needed. To be successful, we have to be different. We don't have to be big, but we should be respected and valued.

I'd like to see a mid year virtual conference that provides opportunity for member presentations. Much like FAAAA

Professional development opportunities for faculty via webinar

COMMUNICATE

Q10 - What other thoughts do you want to share regarding FL ESP Chapter membership?

What other thoughts do you want to share regarding FL ESP Chapter membership?

Great group and opportunities, but as always, involvement must be balanced with other demands for county faculty that want to be successful and effective. Over the year, some of the best programmatic agents are the hardest to get involved with professional associations. I believe that is because a key reason they are successful is that they are able to minimize activities that do not contribute directly to achievement of their goals.

I just thank you for asking for this feedback!

I'm happy with the organization.

We are a fantastic group of people so surely we can come up with ways to increase engagement. Thanks for the survey.

Maybe host a short webinar about the benefits of ESP and how to join

I think ESP needs to do a better job in marketing what they do and what is the importance to join. Send letters of recruitment to agents who are eligible to join. Maybe change the wait time to join.

None

nothing

Don't forget lifetime members.

Are we collaborating with other organizations? How are we attending the situation of discrimination that is trending? Do we have discrimination in our workplace? I think that are some of the topics that we have to talk about, Sometimes we have a bias, and we don't know it.

None

none

I think it's a great value, but not everyone understands that!

Maybe we should hold a facilitated brainstorming session via Zoom.

You are doing a great job.

Do combination of live and video-conferenced