



Epsilon Sigma Phi

ALPHA SIGMA CHAPTER, WISCONSIN
MARCH, APRIL, MAY AND JUNE 2017

<http://wiesp.org/>

Your Key to Professional Excellence

PRESIDENT'S LETTER

Spring is almost here and aside from the pending change in season the same can be said for UW-Extension and Epsilon Sigma Phi. The nEXT Generation process is underway and we are all waiting to see how the reorganization unfolds. The National ESP online membership that the Alpha Sigma Chapter helped pilot last year appears to be working well. It is being adopted as the preferred method of membership dues collection in other states.

I was able to attend the National JCEP Leadership Conference in Orlando a few weeks ago along with six other Wisconsin colleagues. This is consistently one of the best professional development opportunities made available to us. This year's key leadership discussion point was expanding our understanding of the importance of innovation. Innovation is the process of improving, adapting, developing, creating a new product, system, service, or process, large or small, to deliver better results, create value for others, or move an organization forward. In these times, this is a concept to understand and implement.

During this past year, I have appreciated the opportunity of being able to serve as your ESP President. It has been a wonderful experience and a true honor. I would be remiss if I didn't express my gratitude to the standing ESP Board of Directors for the support and leadership that they have shown. Please join the Board and me at our annual JCEP Conference being held at the Metropolis Conference Center in Eau Claire, WI on April 25-26, 2017. The annual ESP meeting is scheduled for the morning of April 26th. We look forward to seeing you there. At the conclusion of the meeting I will be handing the ESP gavel to Katie Gellings, our new President. Please reflect on the mission statement of the ESP organization which is to foster the standards of excellence in the Extension System and to develop the Extension Profession and Professional. Have a wonderful spring and summer.

Best Wishes,
Mark Hagedorn
ESP President – WI Alpha Sigma Chapter



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Wisconsin ESP President Elect

Katie Gellings

The 2016 ESP National Conference held in beautiful Cape May, New Jersey, was an outstanding experience. This year's theme was *Turning the Tide with Epsilon Sigma Phi*. The keynote speakers were extraordinary in talking about overcoming the odds. The breakout sessions offered an opportunity to meet and interact with ESP delegates from other states. A particularly interesting breakout session that I attended was titled, *Tame the Stress in Your Life Through Mindfulness*. I want to share some facts and key points that I took away from that specific workshop.

Did you know that 1 out of 4 Americans rate their stress level at 8 or higher on a 10 point scale? I am thinking we all can fit ourselves into this "stressed category" at many points throughout our lives, including now, as we move through the reorganization of Cooperative Extension. Cumulative stress accounts for about 75-90% of all doctors' visits, and can have a critical effect on all systems of our bodies' overtime. We have 80,000 thoughts each day, 90% of which are ones we have had before. 80% of this 90% are negative thoughts. A mindful approach to positive thinking in stressful times is to keep a blessings journal. Each night before you go to bed, reflect on the last 24 hours. Write down three things that went well that day, and think about why these good things happened. I hope you take the time to de-stress in some way, whether it be using a blessings journal or another mindful method!

I hope many of you will be attending the 2017 JCEP WI Conference in Eau Claire on April 25 and 26. Although I wish I were able to attend, I will be on maternity leave during that time. I will surely miss the opportunity to see and hear scholarship highlights, and programming and expertise sharing with colleagues that the JCEP Conference offers! Enjoy the conference!

Be well,

Katie Gellings
ESP President-Elect
WI Alpha Sigma Chapter



Katie enjoyed whale watching during the ESP National Conference's opening event on the boat.



RETIREE COMMITTEE

Paul Roback, Committee Chair



The Retiree Committee continues to serve as your link between Cooperative Extension and retirement. Members of the Retiree Committee include Jeanne Baum, Marilyn Herman, Jim Hovland, Christine Kniep, Mary Mennes and Paul Roback. If you are not receiving e-mail communications from Paul Roback, please send him an e-mail at paul.roback@ces.uwex.edu and he will add you to our e-mail distribution list.

In the previous ESP Newsletter, Chris Kniep interviewed Ginny Hall. This month, Paul had the opportunity to catch up with Kathi Vos. Kathi started her career as the Navajo County Extension Home Economist in Holbrook, AZ (1974-1976) and then joined us in Wisconsin as the Manitowoc County 4-H Youth Agent (1976-1983). Kathi served as a State 4-H Youth Development Specialist from 1983 until she retired on December 3, 2008. The following narrative is the result of Paul's interview.



RETIREE HIGHLIGHT: KATHI VOS

Paul Roback

How did you transition into retirement?

In Extension, it is easy to become “addicted to doing,” especially if it relates to work. During my first year of retirement, I needed to create a little white space. So I spent two months with my husband Scott Snyder in Salida, Colorado learning how to ski powder as well as taking time for personal reflection. Since retiring, I reordered my priorities so that my health is first, followed closely by spending time with family and friends, followed by volunteer community involvement. Eight years later, I feel that I am doing a pretty good job of living my priorities.

Establishing a healthy routine with 8:30am workouts at the health club doing Zumba, Tai chi, hot yoga and lifting weights, and walking the dog have kept me healthy so I can help care for others. When my father-in-law Howard and son Ted lived in Madison, I initiated weekly “family dinners” so I could be with the three generations of Snyder men. As the eldest of six, I coordinate the Vos Family gatherings five times a year at my Mother's house in Kenosha County. Now that my son Ted is going to school in North Chicago, we often visit my mother, then have dinner with Ted who now lives 35 minutes away from his Grandma's house. Family time is a precious priority.

How do you connect with former colleagues and/or UWEX in retirement?

Living in Madison, it is easy to run into former colleagues who belong to the same book club and other retiree groups. In 2010, I chaired the 4-H Retirees Reunion Committee and will chair it again as we host the annual 4-H Retiree's Fall Gathering in October 2017. There's also an informal group of retired 4-H women who gather for lunch and creative excursions. I hope to coordinate a tour of EPIC Systems in Verona this next spring. I have found that Extension colleagues become even closer after retirement.

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RETIREE HIGHLIGHT: KATHI VOS

Paul Roback

How have you contributed to UWEX and/or the community since retirement?

Professional Contributions

It is important that we continue to share Extension stories about our contributions to society. While serving on the ESP Retiree Committee, from 2010-2016, I interviewed retirees for the ESP Newsletter. In 2012, I served on the UWEX Steering Committee for the Wisconsin Centennial celebration and collected and archived 25 audio interviews of Extension pioneers. In 2014, I was a Charter member of a committee that created the Wisconsin 4-H Hall of Fame and served on this committee for the past three years. In 2016, I was inducted into the National 4-H Hall of Fame in Washington DC, which was a truly humbling experience. Recognition events like this help build positive public relations for Extension.

Community Involvement

Since 2005, I've co-facilitated a 6-week Bereavement class where I learn more about living and dying by listening to the stories of others. In 2010, I began coordinating food donations by using SignUpGenius.com for the monthly Luke House Meals and help serve the food when I'm available. In fall 2009, I initiated the Luv2Read Book Club that meets monthly at Public Libraries and now has 25 members. For the past five years, I've been part of the PLATO Continuing Education class on the Science of Happiness where we read and discuss research-based books. I try to surround myself with people that want more out of life and have a positive outlook. People that I can connect with on a deeper level.

How did you identify and/or tap into a passion during retirement?

Be selective and get involved in meaningful issues that you are passionate about, but also make the most difference. I was looking for a way to use my professional skills as an advocate for others. I found that opportunity with the Zonta Club of Madison, whose mission is to empower women and girls through service and advocacy. Since 2012, I've helped coordinate yearly International Women's Day advocacy training, lobby days at the Capitol, and community celebrations. I recently participated in the January 21, 2017 Women's March in Madison carrying a sign that read, "Women's rights are human rights!" Issues we focus on include women's health, ending violence against women, eliminating the demand for human trafficking, and increasing women's economic independence.

Do you have any advice to those who are about to retire?

Don't be afraid to push yourself to try new things. As my first Extension mentor Mary Kay used to say, "You only regret the things you don't do, for those are the things that haunt you." My new mantra has become, "Life is full, life is abundant, life is good . . . but what can I do to make it better for others?"



YOUR WISCONSIN RETIREMENT FUNDS IN ACTION

Brian Holmes, ESP Representative to the Coalition of Annuitants

Retirement Report - February, 2016

The State of Wisconsin Investment Board (SWIB) Core Trust Fund preliminary return for the calendar year ending December 31, 2016 was +8.5% vs its benchmark of +8.0%. The Variable Trust Fund preliminary return for the year to date was +10.6% vs its benchmark of +10.4%. The target return for the SWIB Core Trust Fund is 7.2%. The Core Trust fund has matched the 7.2% over the past 20 years. The five year returns for the Variable Trust Fund was 12.1%. Over the last five years, SWIB has earned \$1.1 billion over market returns after costs.

ETF is estimating our Annuity Adjustment will be between 1.3-1.9% with the actual adjustment announced in March. You will see your annuity adjustment in your monthly check on May 1st.

The stock markets returns as of December 31 were:

Dow Jones Industrial Average	+ 13.4%
S & P 500	+ 9.5%
NASDAQ	+ 7.5%

The Legislative Audit Bureau has conducted an audit of SWIB with no red flags being raised.

The employee incentive plan initiated by SWIB has resulted in a major reduction in employee turnover and an increase in employee training and experience which is good for the funds.

The Group Insurance Board has recommended in a 10 to 1 vote that the state initiate health self-insurance. The next step is for consideration of the proposal by the legislative Joint Committee on Finance (JCF) for review. The JCF can reject the proposal or allow it to proceed. For more details from ETF see: http://etf.wi.gov/news/ht_20170208.htm

The current schedule has the JFC deciding by May 2017.



Beware of Phone Scam using Previous EFT Help Line Phone Number

Do **NOT** Use This Phone Number: 1-877-XXX-1888

The Employee Trust Funds (ETF) Help Line at the phone number above, has been discontinued. It has been reassigned to an entity that has been using it to scam callers. You may find this number printed on ETF written materials. ETF is purging the number from future publications and forms. For more information on this subject and to obtain a good phone number, see the ETF web site at: http://www.etf.wi.gov/news/ht_20170130.htm



MEMBERSHIP COMMITTEE

Dan Marzu, Committee Chair



On behalf of the committee, I want to thank all of you for your patience as we try to tame the beast known as the Wild Apricot. Pictured here, the Wild Apricot is a relatively gentle creature that tries to make membership management easier. It has been a steep learning curve working with it to learn the ins and outs of its capabilities. There were a couple times I wanted to pull my hair out when it got a little temperamental, but those are short lived and were easily solved (sometimes with the aid of the National ESP Office).

Thank you to the membership committee for the hard work in getting the word out about our membership drive. Committee members are Peggy Compton, Katie Gellings, Megan Suerhing, and Dave Williams.

As of writing this article we have 98 members, 6 new members, and 85 life members. In total is about the same as last year at this time. If you or someone else you know is still interested in joining we are still taking memberships. Visit <https://epsilonsigmaphi.wildapricot.org/> to access the website. If the colleague is a new member have them scroll to the bottom of the page and check "new member" and then follow the steps. If renewing click on the "log in" button on the top right corner of the page and log in. If you forgot your password or have not logged in last year click on "forgot password," follow the steps, and a new password will be sent to you. If all else fails feel free to contact me and I will help you through the process. Hope to see you all at the JCEP Conference!



JCEP 2017 ANNOUNCEMENTS

Silent Auction at JCEP!

Don't forget to gather your items for the 2017 ESP Silent Auction that will be held at JCEP. We appreciate any of your donations ranging from tickets to events, art work, beverages, baskets, woodworking items, and other items you'd like to contribute to the cause.

We are also looking for any volunteers to help with the silent auction event, with set up, monitoring and then the final sales. Please let Patrick Nehring, Sally Schoenike or Karen Dickrell know if you are willing to assist with this event.

Thank you!

Save the Date!
2017 JCEP
Conference
April 25-26
Eau Claire, WI



IN MEMORIAM

JoAnn Gruber-Hagen, Volunteer

IN MEMORIAM -- We are saddened to share that we received information of losing 3 friends and colleagues since our last newsletter.



Roland P. "Rollie" Richards, age 95, of Oconomowoc, passed away November 7, 2016. A veteran of the Army Air Force in WWII, he received his Bachelor of Science degree in agriculture in 1950 after which he taught in the Fond du Lac Veteran-on-the-Farm Training. He went on to manage farms for absentee owners and then earned his Master's degree from UW-Madison and joined UW-Extension, being promoted to full a professor in 1974. He was president of the Wisconsin Chapter of the American Society of Farm Managers and Rural Appraiser, the Wisconsin Extension Farm Management Agents, and the Waukesha County Conservation Alliance. He was recognized for his leadership in pesticide education by the Wisconsin Pest Control Conference Association. The National Association of Agricultural Agents awarded him its Distinguished Service Citation. He retired in 1983 after which time he wrote his book, "Out of the Back Forty," part family genealogy and part life experiences, which he completed in 1998.

Walter L. Gojmerac, age 91, of Madison, died on December 17, 2016. Following military service as a marine in the Battles of Saipan and Iwo Jima. Through the GI Bill, he earned his B.S. at UW-Madison going on to teach high school biology, chemistry and general science. He went on to earn his M.S. from Marquette University and his Ph.D. from UW-Madison. His career as an entomologist in academia and industry took him to North Dakota, California and Iowa. In 1965, he returned to UW-Madison and became a UW-Extension Specialist the area of insects affecting humans, animals and beekeeping. His career gave him the opportunity to travel extensively in Wisconsin, throughout the United States, and to Brazil and Bulgaria. He received numerous awards and special recognition for work in his field and retired in 1993. Family was a top priority throughout Walter's life, attending his children's and grandchildren's many concerts, programs, and 4-H activities. His lifelong thirst for knowledge made him a formidable debater as he tried to educate by taking an opposing view.

Carl A. Gutenberger, age 81, of Wausau, passed away on January 11, 2017. After receiving his bachelor's and master's degrees from UW-Madison, Carl devoted his career to the 4-H Youth Development program in Marathon and Juneau counties. He was an active member of the state and national 4-H Youth Development associations and the Wausau Noon Optimist Club and belonged to the Elks Club, and was a member of Alpha Gamma Rho Fraternity at UW Madison. In his retirement, Carl enjoyed years of UW football games and traveling to many countries with his many friends. A memorial service is being planned for the spring of 2017. News of this will be shared by email when available.

Help Us Recognize Colleagues Who Have Passed On

As a service to our ESP membership, we try to share information of deaths of colleagues. You can help if you would forward information you become aware of to JoAnn Gruber-Hagen. She will prepare announcements for ESP newsletters as well as for ESP gatherings. If you have an ESP event coming up and would like to be able to recognize colleagues who have passed, please contact JoAnn and she will be sure you have the most recent information. You can contact JoAnn at W4048 Kammes Drive, Belleville, WI 53508 or joann.gruberhagen@gmail.com.



GRANTS COMMITTEE

Pattie Carroll & Chris Kniep, Committee Co-Chairs



ESP Grant Opportunities – August 1st 2017 – March 1st 2018

Yes! Announcing August 2017 and March 2018 Grant Deadlines – why? With the new year came an up-date to the application process. It can be done on-line, year round. The grants committee will be reviewing the applications received through March 1st 2017 very soon, with presentation of the grants at the 2017 JCEP Conference.

All Extension colleagues are eligible to receive ESP Grants, with named grants given to ESP members. Grants include:

Professional Development Grant – all current or retired Extension Educators are eligible for grants

This is a general fund that provides up to \$1,200 per person for in-depth, focused, professional development opportunities such as formal coursework, internships, workshops or conferences with a specific subject matter focus.

Marvin and Ellouise Beatty Award – ESP membership required

One award of up to \$2,500 annually is made to an exceptionally promising and/or productive individual in UWEX -Cooperative Extension to aid the recipient in the development of his/her career as an adult educator.

Henry L. Ahlgren Award - ESP membership required

Provides up to \$5,000 annually for individuals or groups whose work helps to perpetuate the family farm in Wisconsin. It supports professional development that improves the ability of Extension educators to work in agriculture and natural resource areas such as farm succession, modernizing family farms, or protecting the environment.

J. Mitchell Mackey Award - ESP membership required

An award of up to \$1,500 to support professional development of promising faculty or staff in Youth Development.

Ellen Fitzsimmons – Rosemary Stare – Mitch Mackey Awards - ESP membership required

Each award provides up to \$1,500 annually to support professional development of promising/productive faculty or staff.

ESP National Conference / Galaxy Conference Grant - ESP membership required

A professional development grant of up to \$1200 to assist faculty or staff attend the National ESP Conference.

To apply for a grant follow this link to the Grant Application:

<https://docs.google.com/forms/d/e/1FAIpQLSfUXKQJYR-lhkEjBhFhflygwTU8okR47Yhn-ANRCTePSrfSLg/viewform>

Mission of Epsilon Sigma Phi (ESP)

Epsilon Sigma Phi (ESP) is dedicated to fostering standards of excellence in the Extension System and developing the Extension profession and professional.

Vision of Epsilon Sigma Phi (ESP)

Epsilon Sigma Phi (ESP) leads the Extension System in providing and facilitating professional development that focuses on the Extension organization and the Extension professional.



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If your email or mailing address changes, please contact Paul Roback via telephone (262)335-4480 or email at paul.roback@ces.uwex.edu



ALPHA SIGMA CHAPTER, WISCONSIN
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