



# Epsilon Sigma Phi

ALPHA SIGMA CHAPTER, WISCONSIN  
NOVEMBER 2012

## Your Key to Professional Excellence

### PRESIDENT'S LETTER

Greetings ESP Members!

Again this year, I had the pleasure of representing the Wisconsin Alpha Sigma Chapter at the National ESP Conference. I was one of two voting delegates and also teamed with ESP member Cara Carper to present during one of the concurrent sessions.

Last year and this year, our National ESP Presidents have had the themes of "It's all about the Chapters" and "It's all about the Members." I agree. It really is all about the Chapters AND the Members. Our Wisconsin ESP Chapter, with 273 members, is the fourth largest in the US. Our 2012 membership numbers are surpassed only by Ohio, North Carolina, and Kentucky, which each have over 300 members in their ESP Chapters. But still, we can do better.

Our current membership is comprised of 125 Annual Members and 148 Life Members. While our Life Members increased from 2011 to 2012, we have 19 fewer Annual Members this year than last. There are probably many reasons for this – decreased disposable income, less time to participate in organizations or associations, and maybe just not feeling like there was value in their membership. While it would be difficult for us to tackle the first two possibilities, the third one is squarely on the shoulders of all of us – the current members of our Wisconsin ESP Chapter. It is our responsibility to attract members to our association – those who joined one year and didn't renew, those who are new to UWEX, and those who have been around for several or many years but never joined ESP.

Why did we join ESP and why should others join? The networking and collegiality, professional development opportunities, scholarships and awards are just a few things I value and gain from my ESP membership. You each could probably add many more reasons to this list.

Our National ESP President-Elect, Mark Stillwell, noted that ESP is a natural fit – a "home" for some in Cooperative Extension who otherwise may struggle to find a professional affiliation or association. In particular he mentioned the strength and value that ESP places on international work and that those experiences can be shared and presented at



During the Chapter President's breakfast, Peggy accepted the "Chapter of Merit Gold Award" on behalf of our Wisconsin ESP.

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ESP conferences. The Ohio ESP members at the national conference included someone working in Human Relations and also, their Legislative Liaison. Again, examples of the breadth and diversity of jobs and programming that is represented in ESP chapters.

So, in closing, my challenge to us as current ESP members is this: Let's work hard to keep our current members interested and active. Let's attract new members – both annual and life members. And let's make sure that our chapter activities reflect the diversity and interests of all of our varied members.

Peggy Compton, ESP President  
Wisconsin Alpha Sigma Chapter  
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**From Humble Beginnings to Meeting Future Needs:  
The Vision Continues  
Epsilon Sigma Phi National Conference, Mobile, Alabama  
By: Cara Carper**

I ask you to do something for me. Do it right now, or you're sure to forget. Dig out your copy of the *Extension Professional's Creed*. You'll find it buried on your bulletin board or in an old JCEP folder, or go to our new ESP website at <http://blogs.ces.uwex.edu/esp/> and find it under the "About" tab. Grab your *Extension Professional's Creed* and read it. Read it out loud. There. Feel better?

You may recall I had the opportunity to attend the ESP National Conference last year. As a "first-timer," there was much to learn about the traditions, and the pomp and circumstance of all that goes on at a national ESP conference.

This year I was treated to the sense of community. I happily reunited with many folks I met last year. Most have made it a priority to attend the national conference every year.

Three people from Wisconsin's Alpha Sigma Chapter attended this year's conference: Peggy Compton, Patrick Nehring, and me. Wisconsin has one of the highest ESP membership rates in the nation, and yet one of the lowest rates of people attending the conference. In contrast, Kansas had 15 attendees; Maryland had 13; Ohio had 9; Oregon had 7. Southern states like Alabama, Florida and Georgia had obviously higher levels of attendance, due to proximity to Mobile.

Why is this? We all make choices about the conferences our work, family, and financial obligations will allow us to attend. Could Wisconsin ESP members make the national conference a priority? Should we? My answer would be "yes" – but I also know the funding piece is a challenge. Wisconsin ESP does offer a scholarship for someone (in addition to the president and president-elect) to attend the national conference.



I took advantage of this funding, along with funding from WEECDA and the Southern Region. How would our chapter and our colleagues benefit if we had ten ESP scholarships available to attend the national conference and there was a great amount of competition to get them? There is also a national ESP scholarship available for first time national conference attendees.

Remember how good you felt after reading the *Extension Professional's Creed*? Please consider making the national ESP conferences a priority as you plan professional development. I know I have come away from the conference feeling like I've shouted the *Extension Professional's Creed* from a mountaintop (and everyone heard me). It's very empowering.

Enough of the soap box...on to some tidbits you may find useful:

Installing a *Sunkist Sectionizer* (\$250) in a school has been shown to increase fruit and vegetable consumption by 37 percent (measured in a Cornell controlled study). *Sectionizers* can be used to cut apples, oranges, potatoes, sweet potatoes, etc. Many apple growers in New York State are buying *Sectionizers* for their local schools. Older kids cut their own apples; younger kids choose their apples and then have "guest cutters" cut them. In an added benefit, the weight of garbage decreases.

Ted Abernathy, in "Global Trends that Will Change All Our Lives" (pictured right), talked about the importance of Social Capital, or as he put it, "if you want to get something done, who do you talk to?" He discussed collaboration as an "unnatural act between non-consenting adults." He explained how humans reason through stories, and the importance of being able to tell our stories to increase both collaboration and social capital. Wisconsin Cooperative Extension has made a concerted effort over past year to collect our stories. How have those stories increased collaboration and social capital?



I encourage all ESP members to attend the Galaxy IV conference in Pittsburgh, PA September 16-20, 2013. Galaxy is a unique opportunity to meet together with all JCEP organizations.

## New Wisconsin ESP website! Check it out!

The Alpha Sigma Chapter of ESP recently updated its website to the new Cooperative Extension web platform called WordPress! The redesigned site has all of the information from the previous site, but in a fresh and more user friendly layout! Over the past year, Cooperative Extension has been migrating to this new platform and will no longer support the previous platform, Contribute. You can continue to access the site with the old address [www.uwex.edu/ces/admin/esp](http://www.uwex.edu/ces/admin/esp) or the new [www.blogs.ces.uwex.edu/esp/](http://www.blogs.ces.uwex.edu/esp/). ESP thanks Chrissy Dillhunt in CES Technology Services and Christine Larson in the UWEX Washington County office for their work in creating the new website.

## MEMBERSHIP COMMITTEE

Faye Malek, Committee Chair

### Why Should I Belong to Epsilon Sigma Phi?

Back in the day when yours truly was new to Extension, someone suggested I join ESP. Having no idea what it was, I asked why. She told me it was a way to connect with and learn from colleagues, an opportunity to present work at the Joint Council of Extension Professionals conference, a chance to earn awards which would be great for tenure, a chance to supplement funding for professional development programs, and membership would provide plenty of opportunities for leadership as an officer and committee chair. I can safely say the \$65 annual membership fee (worth two bags of groceries or a tank of gas) helped me realize this and more.

Now is the time to get out the checkbook and initiate or renew your ESP membership. Membership is open to all Cooperative Extension faculty and academic staff in a professional role. Membership in the Alpha Sigma chapter of ESP also includes membership in the national organization.

New member annual dues are \$70 which includes both state and national dues. Renewing member dues are \$65. Life membership is available for Cooperative Extension retirees for a one-time payment of \$400 or two payments of \$200. Membership forms are available on page 15 or on the ESP website at <http://blogs.ces.uwex.edu/esp/memberships/> and can be mailed to Melanie Miller, ESP Treasurer, at the contact information on the application form.

Have you heard of the Sankofa? The bird's head is turned looking behind to the past for guidance, and its feet are facing forward, always ready to progress and move ahead. Sankofa is the West African practice of looking back to **appreciate the past** and reflecting on how our past actions have **lead us to the present**. It teaches us that integrating the meaning, insights, and what we learned from the past **creates a better future**. ESP has been my Sankofa experience, and it can be the same for you. Whether newly employed, or shall we say, an experienced soul, ESP is beneficial for all.



Like the friend who encouraged me to join, help someone else see the many benefits of an ESP membership. The deadline for submitting the application and fee is **January 15, 2013**.

### ESP Membership Committee

Ellen Andrews, Kristi Cutts, Randy Knapp, Gary Korb, Melanie Miller, Edie Felts-Podoll, & Faye Malek, Chair

### **MISSION OF ESP**

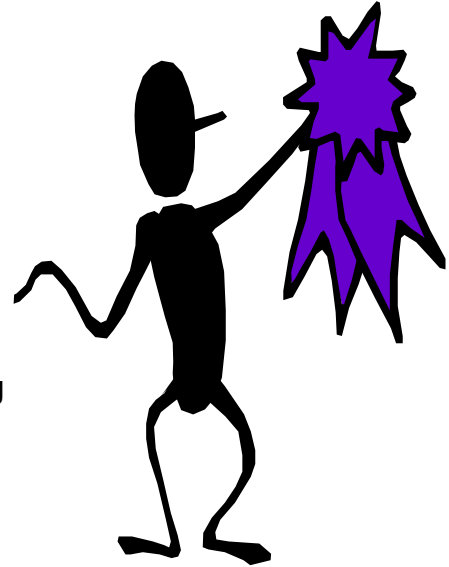
The mission of Epsilon Sigma Phi is to foster standards of excellence in the Extension System and to develop the Extension profession and professional. Since Epsilon Sigma Phi was established in 1927 in Bozeman, Montana, members have worked to strengthen the impact of the Extension System to address needs of individuals and communities through research-based education. ESP is one of the oldest and is the largest organization of Extension Professionals. Epsilon Sigma Phi is an equal opportunity/affirmative action organization. The organization values and seeks a diverse membership.

## AWARDS COMMITTEE—2013 ESP CALL FOR NOMINATIONS

Joan Wimme, Committee Chair

Greetings colleagues:

Fall and the holiday season are nearly upon us! (OK – for many of us in the North fall is pretty much over.) I'm sure many of you are starting to think about the perfect gift to give a colleague this year! How about nominating them for an ESP recognition award! What better gift is there than to recognize someone who has done a terrific job over the last year? The best part is rather than wrestling with the crowds in the mall, you can quickly complete the on-line nomination from work or home using your computer while enjoying a mug of hot chocolate with marshmallows! And don't feel shy about nominating your own work. If you had a great year, let us know by considering your nomination for one of the ESP awards.



The ESP Awards Committee is currently seeking nominations for a number of prestigious awards. The recipients will be announced during the annual Joint Council of Extension Professionals (JCEP) conference in spring of 2013. Award winners are also eligible for regional or national ESP recognition.

There are numerous award categories ranging from early career to retiree service, and both team and individual awards. In other words, there is at least one award category that should fit everyone in Extension. **In most cases, nominees need to be a current ESP member so make sure your membership is up-to-date!** Categories include:

|                                       |                                     |
|---------------------------------------|-------------------------------------|
| Distinguished Service                 | Friend of Extension                 |
| Administrative Leadership Recognition | Diversity/Multicultural Recognition |
| Mid-Career Service                    | Early Career Service                |
| International Service                 | Continued Excellence Recognition    |
| Distinguished Team                    | Meritorious Support Service         |
| Retiree Service                       | Visionary Leadership                |

The nomination process is relatively quick and on-line. Nomination forms are found at: <http://espnational.org/>. When you arrive at the site, scroll across the top and click on the "Applications/Reports" tab. Then select the award you would like to nominate yourself or another person for listed under **Service Recognition, Leader Recognition or Other Recognition**. All of the on-line award application forms as well as the Chapter Recognition Instructions can be found under those two tabs except for Meritorious Support, Retiree Service, and 25 Year Tenure Award. Refer to the ESP National Handbook - Section D for details of how to apply for those awards. If you have questions, please let me know.

The application form must be entered and submitted by **January 25, 2013**. Please note the on-line application form asks what year the candidate was initiated into ESP. A guess is fine if you're trying to keep this confidential.



At the bottom of the form, you are asked for Chapter Recognition Contact (insert – Joan Wimme) and Chapter Recognition Email (insert – [joan.wimme@ces.uwex.edu](mailto:joan.wimme@ces.uwex.edu)). Please insert those items so I receive the application back from the National ESP for our state committee to review. *Please email me a short message that you completed an online form just in case something doesn't come through. That would be helpful to follow up with you if needed.*

Again, there are very few better ways to recognize the great work and efforts of the colleagues and friends that we work with on a regular basis. The Awards Committee really wants to have applications for every award this year, so let's get busy! You can also go to the ESP awards committee site at: <http://www.uwex.edu/ces/admin/esp/committees/awards.cfm> and find much of the information discussed above. Thanks and looking forward to hearing from many of you!



## IN MEMORIAM

We are saddened to share of losing 2 friends and colleagues since our last newsletter.

**Fred J. Giesler**, age 97, passed away July 24, 2012. Fred attended the University of Minnesota school of Agriculture, where he received a B.S. degree. Upon graduation, he was employed by the University of Minnesota Extension service for seventeen years serving in several counties as County Agent. In 1953, Fred moved his young family to Middleton, when he began working for the University of Wisconsin Animal Husbandry Department and served as Extension Livestock Specialist primarily specializing in swine. Fred completed his M.S. degree in 1957 and was promoted to full professor in 1961. Fred retired from the University of Wisconsin in 1975. Fred became interested in antique furniture restoration and many beautiful pieces of furniture have been passed down to his children and sold out of his garage during annual sales.

**Timothy H. Meyer**, age 64, died September 6, 2012, fifteen months after being diagnosed with esophageal cancer. Tim earned a Bachelor of Science in Agricultural Education with a minor in Natural Resources from the University of Wisconsin-Madison in 1971. He served as the Calumet County Agriculture Agent specializing in crop production from 1981-1983. Tim started his career in agriculture as a high school vo-ag teacher and then moved on to Extension, agriculture banking, ran a golf shop, and finally returned to teaching both agriculture and industrial arts the last ten years of his career. He is remembered as a man of great enthusiasm and energy.

### 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 and ESP gatherings. If you have an ESP event coming up and would like 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 [hickoryridge@merr.com](mailto:hickoryridge@merr.com).



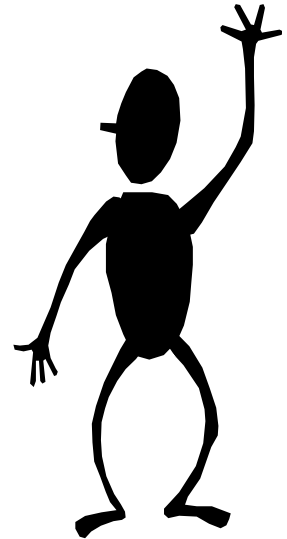
## **NOMINATIONS COMMITTEE**

Joan LeFebvre, Committee Chair

The Nominations Committee has several leadership opportunities available for this next year. They are:

- President Elect
- Secretary
- Board of Director positions (3)

The President Elect position is a one year term that prepares you for the role of President the following year. You learn about the operations of the organization through participation in state and national meetings. ESP funds your attendance at the JCEP conference and the Galaxy conference (Pennsylvania). It's a wonderful way to learn more about Extension throughout the United States to bring back ideas to Wisconsin.



The Secretary position is a two year term. The primary responsibility is to keep minutes and an official record of the business of the organization.

Directors give guidance to the affairs of the organization and act as liaisons between the board and standing committees of the organization.

To learn more about these roles or to express interest in serving contact any committee member: Joan LeFebvre (Chair), Peggy Compton, Patrick Nehring, Dick Pederson, Karen Joos, or Kristi Cutts.

## **YOUR WISCONSIN RETIREMENT FUNDS IN ACTION**

Dwayne A. Rohweder, ESP Representative to the Coalition of Annuitants

The Stock Market: In my March and July reports, I summarized the changes in the stock markets to date, and indicated that volatility was the norm. In August, the Dow closed up 1.29%, the 2<sup>nd</sup> best for the 86 years since 1926. In September, the Dow closed up 4.3% for the 3<sup>rd</sup> quarter and 10% for the year 2012. And, the S&P 500 closed up 5.8% for the quarter and 14.6% for the year. The indexes were within shouting distance of all time highs. October is noted as a 'Jinx month' with many challenges. Some report that there has not been a lousy October on the stock market since 2008.

WRS Funds: Basically the WRS funds have followed the trends in the stock market. Both funds have traded positive for the year to date. The Core Fund closed at 11.1% and the Variable Fund closed at 14.6% on September 30, 2012.

WRS Annuities to be paid in 2013: The Employee Trust Funds (ETF) reports there are \$5.3B. in losses to be recognized in future years with \$4.6B. in 2012, the 5<sup>th</sup> year of the 2008 loss, and \$935M. to be recognized in the period 2011-2015 because of the low 1.4% return in 2011. At least 50% of the annuitants are at their floor which means the 50% not at their floor will be absorbing the 5<sup>th</sup> portion of the 2008 loss. Michael Williamson, Executive Director of State of Wisconsin Investment Board (SWIB),



forecasts that depending on investment results in 2012 and 2013, it is possible that we could see a positive dividend in 2014.

What about the annuity adjustment for 2013? Projected Annuity Adjustments in 2013

| SWIB Investment return in 2012 | Average        | Maximum      |
|--------------------------------|----------------|--------------|
| A 0% return                    | -5.5 to -5.9%  | -17 to --21% |
| A 7.2% return                  | -4.1 to -4.7%  | -11 to -15%  |
| A 10% return                   | -3.6 to - 4.2% | -9 to -13%   |

Officials today generally quote the 7.2% return projections. An investment return of 27% - 31% is needed to avoid a negative adjustment in 2012. Remember these projections are cast in Jello and not stone.

You received a 3.6% COLA in your Federal Retirement funds and Social Security. It is suggested that you could receive a 1% increase in 2013, depending on what Congress determines.

The WRS Funds are Solid: In a recent visit, Bob Conlin, Secretary of ETF, reported the WRS is in good health with neither an optional DC plan nor an opt out of employee contributions should be implemented. Actuarial analysis indicates the WRS is on solid ground. The WRS plan design with risk sharing components and disciplined funding model have kept the pension fund level high and contribution rates stable. The WRS was recently highlighted as the only state plan 100% funded in 2010, and has been nearly 100% funded since 2004. The contribution rate for general classification employees has been between 10% - 12% of covered payroll for the last 20 years. Most pension revenue comes from investment earnings. Between 2002 and 2010, an average of 76% of WRS pension revenue came from investment earnings with the rest from contributions. And, pension costs are low. State and local budget retirement costs in 2009 were only 1.26% of total government spending in Wisconsin. The cost to WRS employers decreased by one-half with the passage of Act 32.



In the same meeting, Michael Williamson reported there will be continued volatility and uncertainty in the market. October will be a challenging month. Issues in the US are less critical than those in the World. Made in the USA is again becoming a desired place to do business, but can political leaders get the US back on track? He quoted Winston Churchill who said “America always does the right thing after exhausting the alternatives.” SWIB is listed in the top three retirement systems for management. SWIB is working to reduce market volatility on retirees, and is investing for best returns with acceptable levels of risk. Internal management gives lowest cost and is now over 55%, up from 21% in the past. Fifty percent of the income is from equities, but also gives 84% of the risk. SWIB has reduced equities to 30%, down from 33%.





## Archiving Historical Materials

### – Contributing to Cooperative Extension’s History

Chris Kniep, on behalf of the ESP Retiree and UWEX Centennial Committees

In 2012 as UW-Extension, Cooperative Extension celebrates its Centennial, many offices have had discussions about “what should we keep/what should we toss?” or “what items are of historical value to UWEX?” Working with the Centennial Committee, the following FAQ was drafted to guide these discussions.

**Q. Does UW-Extension have a means of archiving documents, photos, and other artifacts?**

A. The UW–Madison Steenbock Library holds campus and county UW-Extension documents. The archives contain cataloged items available for public and academic review. UW-Extension items that have historical significance may also be placed in other UW libraries, the State Historical Society, and regional and local historical collections.

**Q. What sort sorts of items are considered worthy of archiving?**

A. Some questions to help determine historical significance:  
Does the item **contribute to knowledge** about a group or community?  
Does the item **illustrate knowledge, content, or practice** reflective of its time?  
Is there something **unique** about the item?  
Is the item **original** or **irreplaceable**?  
Is the item **identified** to include names, place, and date?

It’s often challenging to know whether to preserve or discard items. When in doubt, seek additional opinions from archivists or historical society members.

**Q. Where do I send items such as originals of photos, documents, and objects?**

A. Contact the University Archive where an archivist will evaluate your items and give you further information. Contact David Null at [dnull@library.wisc.edu](mailto:dnull@library.wisc.edu) or 608-265-1988.

**Q. What if I don’t have a physical object, but rather a story or other information to contribute?**

A. If you work in Cooperative Extension, please share your story at [100.ces.uwex.edu/](http://100.ces.uwex.edu/) on the Cooperative Extension Centennial website, where such stories are being collected and presented.

**Q. What will happen to my story, photo, or other document after the Centennial celebration is over?**

A. The website that chronicles the history of the UW-Extension, the legacy of former UW-Extension historian Shirley Johnson, is currently being converted into a wiki/database. All the information collected during the Centennial will be transferred to that site, which will be searchable. Information about the site will be found on the UW Colleges and UW-Extension Records Management website: [www.uwex.uwc.edu/records](http://www.uwex.uwc.edu/records).



## Cooperative Extension Story Gathering

### ...for yesterday, today and tomorrow

Chris Kniep, on behalf of the ESP Retiree and UWEX Centennial Committees

Whether you are a current or retired Cooperative Extension colleague, celebrating Cooperative Extension's Centennial is a golden opportunity to share stories and anecdotes for others to enjoy for years to come. The following questions have been drafted by the Centennial History Committee to use in interviewing program participants, colleagues, or to reflect on individually. They've been used in presentations, one-on-one interviews, and in casual conversations – all with great results!

#### Questions for Extension Program Participants

**SKILLS LEARNED** -- Describe a *skill* that you learned from Extension that helped you, your family, or you community.

**CHALLENGED YOUR THINKING** -- Describe a situation when you or a member of your family learned something from Extension that *challenged your way of thinking*.

**LEADERSHIP SKILLS** -- What skills have you learned from Extension sponsored *leadership* opportunities? (i.e. 4-H Youth Development Programs, by serving on the Extension Education Committee, in Leadership Wisconsin, through WAFCE or any other way)  
How did Extension staff support you?  
How did you use your leadership skills in other community settings?

**4-H YOUTH DEVELOPMENT** -- What are some of the most important things you learned as a *4-Her*?  
Who was most instrumental in helping you learn this? How did they help you?  
How have you used what you learned in other situations?

**CHANGING FARM PRACTICE** -- Describe what you *do differently on your farm* as a result of something you learned from Extension.  
Who was the Extension worker that helped you?  
How did they support you?

**FAMILY IMPACT** -- How did an Extension program make an *impact on you or your family*?  
Describe the program and how you got involved.  
Describe Extension's role and support.

**COMMUNITY CHANGE** -- Describe something in your community that Extension had a key role in *creating or changing*.  
Who was the Extension person and what did they do to support this?

#### Questions for Cooperative Extension Colleagues

**COMMUNITY CHANGE** -- Describe something you did in your work that had a key role in creating *change in your community*.  
Who were the players?  
What was your role?  
What was the outcome?

**LESSONS LEARNED** -- Describe a key *lesson learned* from your Extension clientele.  
How did you learn this?  
What insights did you gain?  
How did you apply this to other parts of your life?



**MOST INSPIRATIONAL PERSON** – Describe, who you consider, the most *inspirational Extension person* in your lifetime.

- What character traits did they exhibit?
- What contributions did they make to Extension?
- Why did you consider them inspirational?

**CHANGE IN PEOPLE/GROUPS** -- Describe something you did in your work that *changed* the way an individual or group operated.

- What was the situation?
- What was your role?
- What was the impact on the individual or group?
- Why did it make a difference?

**MENTORING** -- How have you and other colleagues *mentored* people on the job?

- How did these mentors support people when things got tough?
- Or inspired people to go the extra mile?

**COMMUNITY CRISIS INTERVENTION** -- Describe how Extension helped you and others deal with an unexpected *community crisis*. (i.e. floods, tornados, droughts, suicide, shootings, economic downturns)

- How did they pitch in and help?
- How did they take on leadership roles?
- How did they mobilize to help others?
- How did they access additional resources?

**Questions for Cooperative Extension Colleague Reflection:**

**GENERAL IMPRESSION** -- What is your *impression* of Cooperative Extension today?

- How has it changed?
- How has it remained the same?
- What should it be in the future?

**COLLABORATION** -- Describe a program when you *collaborated* with Extension on an important community issue.

- What was your role, and what was Extension's role?
- What did you accomplish by working together that you couldn't have done alone?

**LEADERSHIP** -- Describe how staff and/or volunteers associated with Extension provided *leadership* to address critical community issues. (i.e. When they stuck their necks out to make a difference? Took a courageous stand?)

- What was the outcome?
- How did it make a difference in your community?

**TRUSTED PARTNER** – Describe a community situation where you established a *trusted partnership* with Extension.

- Who was instrumental in establishing this trust?
- What did Extension do?
- What did the partners do?
- What recommendations on how to do this again?



## GLOBAL RELATIONS

Mary Ann Schilling, Committee Chair

The ESP Global Relations Committee met via Wisline in September. Committee members include Marti Havlovic, Jason Kauffeld, Gary Kirking, Catherine Neiswender, Mary Ann Schilling, Jenny Wehmeier, and Karen Vermillion. We discussed, with Arlen Albrecht and Julie Keown-Bomar of the UWEX International Committee, how we can collaborate to support colleagues pursuing international opportunities. This included how we can include both active and retired ESP members in accessing these opportunities to share our practical knowledge and resources internationally. We proposed having a one-day workshop regarding International Preparedness including topics such as cross-cultural competencies, preparing for culture shock, and cultural sensitivity. Look for more information regarding this workshop opportunity later this winter.

## RESOURCE DEVELOPMENT COMMITTEE

Cara Carper, Resource Development Committee Chair

### Committee Members Needed!

The Resource Development Committee is looking for your help! We are in desperate need of members. Ideally we would have one representative from each program area, plus at least one Life Member. We were able to recruit two excellent Life Members, Bob Cropp and Tom Parslow, at the Annual Picnic. Past-chair Peg Reedy has agreed to continue with the committee.

Would YOU be interested? The committee solicits and manages funds for the ESP Foundation and works closely with the ESP Grants Committee to distribute scholarships. It's really quite fun! For those with vision and/or creative fundraising ideas, this committee is for you!

We meet quarterly, so this committee will not be burdensome. Responsibilities include:

- Sending an annual letter to potential donors to solicit funds, as well as items for the ESP Auction at JCEP
- Coordination of the ESP Auction at JCEP
- Thinking of creative ways to encourage giving to the ESP Endowment

In 2001, visionary ESP members set a goal to raise \$400,000 for the Endowment by 2004. That goal was surpassed by 2007, with nearly \$500,000 in investments in the Endowment. By 2009, due to the financial crisis, that amount had shrunk to \$358,000. The endowment fund stabilized in recent years to just over \$400,000.

Each year the ESP Endowment allows ESP to provide \$20,000-\$25,000 worth of scholarships. Funds donated to the endowment provide a lasting legacy. All projects funded through the endowment have the same goal – to strengthen the ability of Extension educators to make a difference in peoples lives in the communities where they live and work.

A worthy goal and a worthy committee. Please contact Cara Carper at [cara.carper@ces.uwex.edu](mailto:cara.carper@ces.uwex.edu) to join.



Cara Carper & Peggy Compton has a great turnout for their National ESP presentation, "FUNdraising for Your ESP Chapter." The presentation highlighted small-scale fundraising efforts as well as the building of Wisconsin's ESP's Endowment.



## TOP TEN REASONS TO ATTEND THE ESP NATIONAL CONFERENCE

*Remember the conference is for Life Members too, with special tours and presentations targeted to our Life Members!*

10. The host chapter provides excellent professional development tours to points of interest in the local area.
9. Network with colleagues doing similar work from chapters across the country. Gain new friendships and have a good time renewing old acquaintances.
8. As an ESP member you have the opportunity to present a Concurrent Session or Poster Session, providing an opportunity to share successes and to provide professional development opportunities for participants.
7. Participate in the ESP National committees which carry out the work of the organization. Learn more about YOUR organization!
6. Receive professional development from not only your peers, but from three prominent speakers from the region.
5. Participate in the Distinguished Ruby award presentation by attending the Ruby Luncheon. The Distinguished Ruby Award, the top award given by ESP, provides the prestigious Ruby Lecture (another excellent professional development opportunity).
4. Participate in the National Council meeting, the annual meeting of ESP. The National Council is made up of the chapter delegates and is responsible to transact the business of the organization including setting by-laws and policy.
3. Participate in the National Recognition Banquet. Each year the best of the best are honored through presentation of regional and national awards in a dozen categories. Come honor those receiving awards and consider applying for an award yourself.
2. Attend the First Timers/Life Members reception where those who have attended several conferences and have many years of Extension work share experiences with those who have never experienced an ESP Conference.
1. Enjoy the benefits and more personal nature of a smaller conference where our profession, the Extension profession, is the focal point. Helping our members to better serve their clientele back home and become successful Extension professionals is the primary goal of our conference.



An excellent conference tour took us to the Gulf Coast to see oyster "gardening" (featured in these photos). We also visited a high school that was raising crayfish as part of their agriculture curriculum, and spent time at the Dauphin Island Estuarium.



Peggy engaged in conversation with one of the many poster presenters.

# 2012 ESP Picnic Photos



Top Left: Mary Britnall Peterson, Cathy Nelson, and Chris Kniep. Right: Dean Rick Klemme shares an update on Cooperative Extension.

Middle Left: Peggy Algren; Right: Bob Kaiser and Jerry Smith catch-up.

Bottom: Retirees Marv Beatty, Linda Kustka, and Kay Buelke Schroeder with current employees and ESP Board members René Mehlberg and Patrick Nehring.

Thank-you to Amelia Wedemeyer from the Chancellor's Office for sharing her photos.





**Epsilon Sigma Phi  
Membership Form - 2013**

Your Key to Professional Excellence

Name: \_\_\_\_\_  
Last, First, MI (please type or print legibly)

Title: \_\_\_\_\_ County/Campus: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Email Address: \_\_\_\_\_

Phone Numbers: \_\_\_\_\_  
Residence Office-extension

What year did you begin your Extension Career? \_\_\_\_\_

Payment:  
\_\_\_\_\_ Enclosed is a check payable to Epsilon Sigma Phi  
\_\_\_\_\_ Check from second party (name of source) \_\_\_\_\_

\_\_\_\_\_ \$65.00 **Annual** Membership - Members & Retirees - WI & National dues

\_\_\_\_\_ \$70.00 **New** Membership - includes initiation fee, materials, and dues

\_\_\_\_\_ \$400.00 **Life** Membership (retirees only); or 2 payments of \$200.00 each in successive years.  
\_\_\_\_\_ If you plan to retire in 2013 you are eligible for Lifetime Membership.

Would you be willing to serve on any of the following ESP committees? Please indicate your potential interest by checking the committee(s) and someone will contact you. Information on the individual committees can be found at: <http://www.uwex.edu/ces/admin/esp/committees/index.cfm>

\_\_\_ Member Services (Awards) \_\_\_ Legislative/Benefits Review \_\_\_ Professional Development (Grants)

\_\_\_ Global Relations \_\_\_ Membership \_\_\_ Nominations \_\_\_ Resource Development \_\_\_ Retirees

Signature: \_\_\_\_\_

Please send this form and payment to the address below. **Thank you!**

Melanie Miller, ESP Treasurer

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Stoughton WI 53589

Email: [melanie.miller@ces.uwex.edu](mailto:melanie.miller@ces.uwex.edu)

**Return by January 15!**



**EPSILON SIGMA PHI**  
Newsletter  
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Madison, WI 53706-1498

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