



Epsilon Sigma Phi

ALPHA SIGMA CHAPTER, WISCONSIN
NOVEMBER 2011

Your Key to Professional Excellence

PRESIDENT'S LETTER

ESP, the Extension Professional's Organization held its annual conference, "Our Future, Our Legacy: Moving Forward with Courage," October 10-13, in Syracuse, New York. Three representatives from Wisconsin participated including Peggy Compton, Cara Carper, and me. Here you see Cara, Peggy, and me about to enter the Cave of the Winds at the Niagara Falls tour.



One highlight was the Ruby Presentation speech. Dr. Edward G. Smith, Director, Texas A & M University Extension, was presented the highest award, the Distinguished Service Ruby Award. He dedicated his career in service to Texas agriculture and the national land grant university systems. Smith said his first Extension position was an assistant county agent. The objective was for assistant agents to work alongside an experienced trainer agent before being placed in another county as the lead agent. As he finished this process, he asked the County Judge to write a letter of recommendation. The letter, which the Judge copied to Smith included this excerpt:

"This letter is to recommend Edward Smith for anybody, anyplace, anytime for any kind of work supervision.... He is probably the most efficient supervisor that we have ever employed in Gaines County. He loves to ride around in his pickup and tell others how to work.... If the job needs to be done, he will go to great lengths to find someone to do it."

As Extension Director he improved Extension's accountability and program planning by refocusing on strategic goals and measurable objectives with an emphasis on economic impacts. He oversees an annual budget of \$154 million and a workforce of 1,900. In his presentation, he talked about Extension as the way to educate the people and develop this nation. He said that no legislation has had more impact on people than the laws that created the land grant university and the extension service. Extension works with people on *their* issues; it's what people think is important to them, not a direction from higher up. Also, and importantly, Extension incorporates "local wisdom" into its programming.

Smith talked about the need to talk to decision-makers in their terms. Do intelligence on every decision-maker and focus your comments on what's of interest to them. Don't give them the "whole boat" and avoid "Extensionese" jargon.

IN THIS ISSUE

President's Message	1-2
Reflections from Syracuse.....	2-4
Grant Committee Report	4-5
WI Retirement Funds Report	6-7
Nominations Committee Report ..	7
Awards Committee Report.....	8
Retiree Committee Report.....	9
In Memoriam.....	9-10
Save the Dates	10
Mission of ESP.....	10
Guess the Gadget Night.....	11
National ESP News	11
Membership Committee Report... 	12-13
ESP Picnic Report & Photos.....	13
2012 Membership Form.....	14

His comments were right on target for ESP members who join this organization to gain leadership and advocacy skills.

The conference included speakers, concurrent and poster sessions, and time to network with colleagues from across the country. At concurrent sessions I learned about a global exchange University of Missouri has with Thailand; gained ideas for celebrating the Centennial of the Smith Lever Act; heard about merging talents of experienced and new extension professionals; and presented at the Membership and Retention workshop sharing Wisconsin's ideas.

Sincerely,
Joan LeFebvre, Alpha Sigma Chapter President
joan.lefebvre@ces.uwex.edu



2011 National ESP Conference: A First Timer's Perspective
By: Peggy Compton, ESP President-Elect

As the President-Elect of your Wisconsin Alpha Sigma Chapter of ESP, I was honored to travel to the National Conference in Syracuse, NY. The conference began with a reception for First Timers (those like myself who were attending the National conference for the first time) and Life Members at the Museum of Science and Technology, where we had time to enjoy the museum, see an IMAX presentation *Mystery of the Great Lakes*, and of course, meet members of other ESP chapters from around the US.

The following morning, our keynote address by Scott Peters, challenged us to learn how to better "tell our story" in Extension. This was interesting, but not a new idea to those of us in Wisconsin ESP, as we have been talking for several months already about incorporating sessions on "telling our story" into the April 2012 Wisconsin JCEP Conference. Throughout the three-day conference, I also had the opportunity to attend peer-presented sessions on a wide variety of topics. Highlights of those sessions included learning more about ESP and the responsibilities I will have as a leader in our Wisconsin Alpha Sigma ESP chapter, hearing about a youth environmental ambassador program, and learning more about communicating the public value of our Extension programs. Many of the sessions at the conference were videotaped and will be available online, as well as many other resources available on the National ESP website at <http://espnational.org/>

At the National ESP Board meeting which I attended as a voting delegate from our Wisconsin Chapter, I was intrigued to hear of the work of the eight National Committees. There are often vacancies on these committees, and I'm sure there are fine folks from Wisconsin who could be a great asset to them. Also in review of the annual report, I was fascinated by the number of ESP members per state, noted as annual and life members in 2010 and 2011. Some chapters no longer have active annual members, others have 100+ annual members and 100+ life members.





Just three chapters have a total membership for 2011 that exceeds 300 – Wisconsin (302), Kentucky (305) and Ohio (324). Just eight chapters, one of which is Wisconsin, had a net gain of members from 2010-2011. I feel very blessed to be part of this organization that continues to thrive and grow, even during these challenging times.

I look forward to attending the 2012 ESP National Conference next October in Mobile, Alabama. I encourage you all to think about attending this rewarding and enjoyable conference.



Our Future, Our Legacy: Moving Forward with Courage

“It’s a Story Now Because I’ve Shared It” from Cara Carper

I love stories. I love reading them. I love listening to them. I greatly admire those who can tell a good story. I never considered myself especially talented in the story-telling department.

However, since joining the Wisconsin ESP Board earlier this year, I have heard a great deal about telling stories as we embark on our Centennial Celebration year in 2012. From how-to workshops by award-winning author Jerry Apps, to fashion shows, to *Guess the Gadget Night*, 2012 is going to be a year of Extension storytelling designed to define and strengthen our future.

I’d never really thought about the idea, “It’s not a story unless you’ve shared it.” But while attending the ESP National Conference in Syracuse, New York I was reminded again of the importance of stories to the future and legacy of Extension. During one of our keynote addresses, Dr. Scott Peters from Cornell University challenged us to think about “the story of Extension.” What is the story of Extension? How would you describe the setting, characters, scene, plot? How do our answers to that question inform our work now and in the future?

He described three different options:

- Story of science-based service (largely for economic purposes)
- Story of obsolescence (did a great job in the past, but now we have the internet)
- Story of developing people (we have science and expertise, but it’s for the development of people)

The final option is where Dr. Peters provided a quote from Ruby Green Smith in the [History of Cornell University](#) where she describes Extension work as “...with the people, as well as by and for the people...”

Dr. Peters added his own story about interviewing Extension educators about what they do. A nutrition educator told the story of teaching a cooking skills class. One woman didn’t know how to cook rice, so the educator explained how to do it. At the next meeting, that woman proudly shared a rice dish she had made. The nutrition educator’s comment: “It ain’t about the rice.”



I overheard attendees repeating this phrase all week. What we do “ain’t about the rice.” We grow people. The more I think of this, the more questions I have about my own Extension story. How will I better evaluate how people have grown due to my work? How will my “story of developing people” change how I approach my work?

“It’s not a story unless you’ve shared it.” I appreciate the opportunity to tell one of my stories from the ESP National Conference. My participation was possible due to an ESP Professional Development Grant and a grant from UW Extension Southern District.

I’ve got lots of other stories about the National Conference: the adventure of taking the train to Syracuse (did you know rail travel is 20 percent more efficient in terms of energy per passenger mile than air and 30 percent more efficient than travel by car?); getting “misty” at Niagara Falls; watching dinosaurs and eating Dinosaur Café at the Museum of Science and Technology; great ideas from breakout sessions (getting schools to reconsider their wellness initiatives through parent focus groups); wonderful conversations with ESP members from across the nation; and touching ESP traditions (awards, contributing to the Development Fund). I encourage all Wisconsin ESP members to consider attending the 2012 conference in Mobile, Alabama.

GRANTS COMMITTEE Mahlon Peterson, Committee Chair



Mahlon Peterson, Grants Committee Chair, is pleased to announce that five colleagues received grants for the fall period.

- Cara Carper, \$1055 for attending the 2011 Epsilon Sigma Phi National Conference in Syracuse, New York.
- Jill Hicks, \$1500 for the Collaborative Leadership in Community Development course from UW-Stevens Point.
- Marie Stafford, \$1200 for the Counseling Process Class at UW-Oshkosh.
- Karen Vermillion, \$700 for the Central District CNRED International Seminar to Nicaragua.
- Tom Wojciechowski, \$1000 for the Association for the Advancement of Sustainability in Higher Education Annual Conference, October 9-12, 2011 in Pittsburgh, PA.

A reminder to all that another round of ESP Grants will be awarded next Winter. Below are the categories for the awards:

Professional Development Grant

This general fund provides up to \$2,000 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

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

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

An award of up to \$1200 to support professional development of promising faculty or staff in Youth Development.

Ellen Fitzsimmons Award

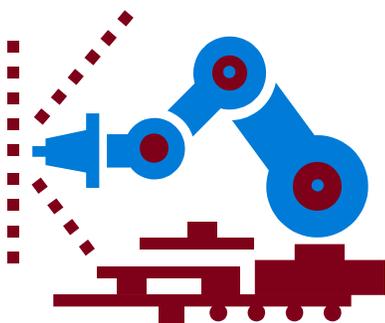
Provides up to \$1200 annually to support professional development of promising/productive faculty or staff

Grants Committee members include Patrick Nehring, Colleen Pulvermacher, Pattie Carroll, Dan Wilson, Chris Kniep, Gail Huycke, Marie Stafford, and Mahlon Peterson.

Highlights from Grant Recipients Experiences

Michelle Gonzalez, Milwaukee County 4-H Youth Coordinator: The J. Mitchell Mackey Award assisted me to complete a course toward my Master's Degree in Educational Leadership at Cardinal Stritch University. My Educational Improvement Plan's (EIP) goal is to transform 4-H's reputation from an agriculturally-based program to a program teaching 21st century skills for college and workforce preparation. The greatest challenge for improving the Milwaukee County 4-H program is bringing the University of Wisconsin System's research and resources into the urban program. The UW System as a public institution has a unique opportunity to help alleviate the problem of today's public high school students leaving school unprepared for college. The 4-H Youth Development program should return to a program aimed at preparing youth from K5 to 12th grade for higher education and the workforce. This plan is stretching my mind to identify the 21st century skills needed by local Milwaukee County employers. We are also creating evaluation methods for student achievement in learning these skills.

The course work encouraged me to develop at my personal philosophy on 4-H Youth Development. When I began as the 4-H Program Coordinator, I thought the most valuable aspect of the urban 4-H community club program would be reaching low-income youth living in the central city. In 2008, a new National 4-H mission mandate encouraged the development of 4-H Science, Technology, Engineering, and Mathematics (4-H STEM) programs. 4-H STEM provides youth with hands-on learning experiences in afterschool and out of school settings. I have begun to exercise my *professional freedom* to seek out ways in which I can be more competent in bringing STEM programs to urban and suburban youth by attending professional development trainings. My passion for 4-H STEM grew, because I realized if youth were introduced to the principles of engineering and science at earlier ages they may wish to pursue these subjects as majors in college. In turn, college degrees in engineering and science would empower the youth living in poverty to seek out high paying professions for a career. The impact of these programs on youth could help generate opportunities for more youth.



YOUR WISCONSIN RETIREMENT FUNDS IN ACTION

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

THIRD QUARTER OF 2011 NOT KIND TO MARKETS AND WRS FUNDS

Situation: In the third quarter, stocks logged the worst quarter since 2009. The market tossed to and fro daily, ending the turbulent quarter on a sour note. When the market wanted to go higher, something came along to squash it. August was a wild month. The final four days had the most 400 point swings in market history. The bad news: a weakness in emerging market economies, lowered credit ratings on European countries, continued unemployment at 9.1%, no job growth in August (first time since 1945), only about 60,000 new non-farm hires in September, and a lack of consumer confidence. During the last week in September, the market dropped 12% for the quarter, the worst percentage decline since the first quarter of 2009. The market does not like uncertainty.



WRS Retirement Funds: The market situation also affected the WRS funds, as follows:

<u>Date</u>	<u>Core Fund</u>	<u>Variable Fund</u>
Close of the 2nd quarter June 30	5.9%	6.0%
July 31	5.6% (5.2%)	3.8% (3.5%)
Aug 31	1.9% (1.5%)	- 3.3% (-3.5%)
Close of the 3rd quarter Sept 30	-3.5% (-3.8%)	-11.8% (-12.%)

Note: Both funds exceeded their benchmarks () for all months of the quarter.

The negative reading for the August Variable Fund was the first negative value for 2011. The Dow declined 12%. The Core dropped nearly 10 points and the Variable dropped nearly 18 points for the quarter. It is anticipated that the fourth quarter will be more optimistic.

Your Investment Returns: At the end of 2010, there is a \$5.1 billion investment loss to be recognized in future years. Losses will be recognized in 2013 and 2014. In 2011, to be recognized in 2012:

- An investment return of between 19.5% & 21.7% will be needed to avoid a negative annuity adjustment.
- A 7.2% investment return will result in an annuity adjustment in 2012 between -3.1% & -3.5%.
- A 0% investment return will result in an annuity adjustment in 2012 between -4.4% & -4.8%.

Remember it is the status of the funds on December 31, 2011 that determines the annuity adjustment to be received in 2012. Also, remember the original Core Fund annuity that is paid when a member retires can not be reduced. Only positive annual post retirement adjustments can be reduced if investment returns result in negative adjustments. And, once a WRS member retires their accrued rights and benefits are guaranteed by law and cannot be taken away by a subsequent act of the Legislature.



A large study on Defined Contribution and Defined Benefit will start soon by ETF. States who have studied the subject have found that a change to Defined Contribution would cost them more money. The problem with current Defined Benefit Public Employee pensions is human nature. In particular, politicians desire to promise benefits without paying for them. That is a lot bigger and harder problem to solve.

Federal Pensions: Federal pension, Social Security, and Military Pension may receive a cost-of-living adjustment in December for the first time since 2008. The CPI-W monthly inflation change has increased indicating that a near 4.0% COLA increase may be possible in 2012. But several sources indicate that members of Congress on the Super Committee charged with budget deficit are considering changing the formula that determines the COLA for Social Security recipients. Keep tuned as the threats have not disappeared.

Health Insurance: ETF announces that health insurance premium rates for the majority of employees and retirees covered under the State of Wisconsin Group Health Insurance Program will be reduced approximately 3.3% next year. Consult the "It's Your Choice" document for action under your program. Premiums in FEHBR, Federal Employees Health Benefits program will rise 3.8% in 2012 according to reports.

NOMINATIONS COMMITTEE

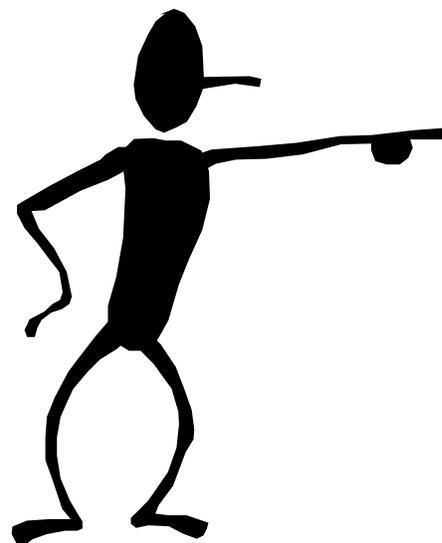
Paul Roback, Committee Chair

Your talents are needed on the ESP Board! ESP builds and maintains a strong Extension profession by primarily providing annual scholarships, awards, networking activities and events at the annual JCEP conference, and leadership opportunities. This is an opportunity for you to develop leadership skills and help guide the direction of the organization. We are currently looking for members to serve on the 2012-2013 ESP Board in the following positions:

- President Elect
- Treasurer
- Director - Representing statewide positions, such as specialists and administrators
- Director - Representing county-based positions
- Director - Representing retirees

Each of these positions is for a two-year term, except for President Elect. The President Elect is a one year term and then ascends to President. The ESP Board meets in-person annually in Madison in conjunction with the Annual Picnic. Additionally, the Board meets via WisLine three times throughout the year. Each Board member serves on a committee.

If you are interested in serving on the ESP Board or would like more information, please contact Paul Roback at paul.roback@ces.uwex.edu.



AWARDS COMMITTEE

Joan Wimme, Committee Chair

Our committee is here to insure you have the opportunity to apply for and receive recognition from ESP and your colleagues for all the great work you do!

Call for Nominations:

Last year we had a nice pool of nominations for awards; however, there were still a few categories that had no nominations. We know that there are many deserving candidates for these awards and I would like to encourage you to consider nominating a colleague or even yourself. It's quick, it's easy and it's totally on-line (with three exceptions). Nomination forms are found online at: <http://espnational.org> At that 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, which are listed under Service Recognition, Leader Recognition, or Other Recognition. All of the on-line award application forms can be found under those 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.



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

25 Year Tenure

Nominations must be submitted by January 27, 2012 to Joan Wimme, ESP Awards Committee Chair.

I am proud to introduce this year's committee: Linda Olson, Matt Hanson, Monica Lobenstein, Linda Bruce, and René Mehlberg (who serves as our ESP board liaison).



RETIREE COMMITTEE

Paul Roback, Committee Chair

ESP is looking for a retiree to serve on the ESP Board of Directors for a two-year term (April 2012-April 2014). The Board meets once in-person in conjunction with the annual ESP picnic and meets three times via teleconference each year. Please consider serving on the board to help implement our strategic plan to ensure our continued success! If you are interested, please contact Paul Roback.

The ESP Retiree e-mail distribution list serves as the connection between retirees and ESP/ Cooperative Extension. In the past six months, the list was used to effectively communicate updates from our Chancellor and several retirees expressed their appreciation for receiving these updates. If you are not receiving retiree e-mail communications from ESP and would like to, please contact Paul Roback at paul.roback@ces.uwex.edu.



IN MEMORIAM

We are saddened to share that we received information of losing 7 friends and colleagues since our last newsletter.

Rodney Littlefield, age 69, passed away June 23, 2010 (information recently received). Rodney received his bachelor's degree from UW-River Falls and his master's degree in Agronomy from Iowa State. He began his career as an agronomist with Northrup King and later joined Cooperative Extension, serving as the Agriculture Agent in Clark and Chippewa Counties. Upon retirement, he resumed full-time farming on his family farm.

Hubert William Hafs, age 85, died June 24, 2011 in Lake Geneva. Hubert served in the U.S. Army in World War II in the Army Specialized Training program. Upon his return home, he attended UW-Whitewater and later graduated from UW-Madison in 1949, with a master's degree in dairy science. Hubert was employed by the University of Wisconsin Extension as a professor and served in Prairie du Chien, Wausau, and Appleton until his retirement. He enjoyed traveling, which included adventures in Kenya in the Peace Corps as well as throughout the US and Europe.

Signe Sorlie, age 98, passed away July 31, 2011. Signe graduated from the University of Minnesota. She began her career teaching home economics in Minnesota and then became the Washburn County Extension Home Economist, retiring from that position in 1978 after 25 years in that position. In her retirement, she remained active in her church.

Charles "Chuck" Nikolai, age 80, passed away on August 20, 2011 in Denver, Colorado after a battle with cancer. Chuck began his career in 1960 as an Extension Agent with the University of Wisconsin as the Calumet County 4-H and Youth Agent. He spent the next 20 years working with 4-H and other youth in Calumet County. In 1979 he moved to Iron County and subsequently to Teller County, Colorado. After retiring, Chuck worked at Nerco Minerals in Cripple Creek and served as a member of the ambulance crew for many years. An avid golfer, he celebrated two holes-in-one, the latest one in November of 2010 in Yuma, AZ where he lived since 2007.



Lois Klusmeyer, age 85, passed away August 25, 2011. Lois earned her bachelor's degree in Home Economics Education for UW-Stout and her master's degree in Home Economics Education from UW-Madison. Lois initially taught home economics at Oconto High School until she joined Cooperative Extension as an Extension Home Economist, first in Winnebago County and then Brown County until her retirement in 1981. Lois enjoyed traveling and was a member of Altrusa International and Friends of the Oshkosh Public Library.

Marjorie "Margi" A. (Nuttelman) Hagel, 81, passed away September 17, 2011. Margi was a 1951 graduate of UW-Madison. She worked as the Extension Home Economist in Shawano County. Margi later owned and operated Margi's Bridal Shop in La Crosse from the late 1950s until she sold it in the early 1970s. She then worked for Housing Data Specialists until her retirement. Margi enjoyed tending her sheep and helping out on the farm when possible. Margi was an avid Badger and people always knew if the Badgers won or lost by the flag that hung from her front porch.

LaVerne G. Draves, age 86, passed away on September 26, 2011, following a brief illness. Following military service, LaVerne earned his degree in agriculture at UW-Platteville. He served the people of Iowa County as their Agriculture Agent from 1956 until his retirement in 1984. He was a member of both the State and National Extension Workers Associations. He was also active in many community organizations including the Dodgeville Kiwanis Club and served on many boards. In his retirement, LaVerne and his wife traveled to all 50 states, the Panama Canal and Europe.

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 hickoryridge@merr.com.

Save the Dates!!

January 27, 2012 - Member Recognition
(Awards) Applications Due

February 1, 2012 - Professional
Development Grant Applications Due

April 10-12, 2012 - JCEP Conference,
Holiday Inn, Stevens Point

April 15-18, 2012 Public Issues Leadership
Development Conference; Alexandria,
Virginia

October 6-9, 2012 - National ESP
Conference, Mobile, AL

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.

Mark Your Calendars and Dig Through Your Closets *Guess the Gadget Night* is Coming to JCEP April 10

Do you have unusual gadgets used by Extension Agents in the past that others may not be able to identify? As part of UW-Extension Cooperative Extension’s Centennial Celebration, ESP is hosting *Guess the Gadget Night* April 10, 2012 (the first night of the JCEP Conference in Stevens Point). All former and current Extension “historians” are asked to bring gadgets that reflect the culture and history of Cooperative Extension.



This exciting, fun-filled night with a game show flavor will feature a panel of past and present Extension “celebrities” who will suggest the use of each gadget and try to stump the audience. Some will know the real use; other panelists will make up plausible stories.

A combination of the game show “To Tell the Truth” and the board game “Balderdash,” *Guess the Gadget Night* is an opportunity to explore gadget stories and how gadgets are embedded in our cultural traditions. In exploring the stories of our past, we strengthen the future of our organization.

If you have obscure or historical gadgets that would work well for *Guess the Gadget Night*, contact Cara Carper at cara.carper@ces.uwex.edu or 608-328-9440 and plan to attend this gala event.

National Information for You to Know

Check out all the National ESP happenings by going to <http://espnational.org/>. You can read more about the National ESP meeting and find the National ESP meeting presentations that Peggy talked about in her article. Under the **Resources** tab at the top, go to “2011 Presentations & Materials” to see what you can learn from the National ESP conference from the comfort of your office.

National ESP President, Justen Smith writes, “My motto as President is—the success of ESP lies in the hands of the Chapters.” Find out what else Smith and other National ESP leadership has to say by checking out the current ESP Connection Newsletter (on the right hand side go under **Newsletters** and click on “Current Connection”).

Check the site often to stay tuned on details on the 2012 National ESP Conference to be held in Mobile, Alabama next October!

MEMBERSHIP COMMITTEE

Edie Felt-Podoll, Committee Chair

ESP colleagues you are the backbone of our organization. Whether you serve on a standing committee, attend the ESP annual summer picnic, donate to the endowment fund, nominate a colleague for an ESP award, take in an ESP sponsored learning session at JCEP; locally or nationally Wisconsin members help to make ESP strong.

Our annual membership drive begins November 1 and runs through January 15. The drive includes renewing memberships of current members and recruiting new members. Wisconsin dues must be sent to National ESP headquarters by February 1, 2012 so included in this newsletter and available at the ESP website (www.uwex.edu/ces/admin/esp/index.cfm) is the ESP-Alpha Sigma Chapter 2012 Membership form.

Please complete the membership form as soon as possible and return it with payment of \$65.00 for annual membership renewal or \$70.00 for a new membership to our Treasurer, Jeanne Baum.

If the dues payment is being made by a second party, such as the county, the membership form can be sent to the Treasurer and the check can follow. Please note with the check, the names of those that the check is to cover.

So first thing first ...

Pay your membership dues no later than January 15.

Secondly ...

As a dedicated ESP member enthusiastically promote our organization with those in your sphere of influence. Ask them to join our ranks.

What are the reasons you are an ESP member?

- Opportunities for leadership
- Working across program areas to support Extension
- Scholarship presentation opportunities at national conferences. The 2012 ESP National Conference will be held in Mobile, Alabama, October 6-12.
- Staying connected with retired colleagues through gatherings and activities.

Please vocalize your commitment to ESP to a new employee in your program area, an office colleague, or a partner on the state staff. New members are our future.

In 2011 we welcomed 14 new members to ESP, representing all four program areas plus administrative staff. In addition three colleagues moved from annual membership to life members as retirees.

Finally—Ready, Set, Go ...

Complete the 2012 membership form and send it to the ESP Treasurer to activate your 2012 membership. You can track your membership status on the ESP website.

For 2012 we want to have 300 dues paying members by the January 15 deadline. Help us meet this goal!



Plan Ahead . . .

Are you retiring in 2012? If so, you can get a head start on all the paperwork attached to the retirement process by paying the first installment of your ESP Life Membership dues now.

By paying the first installment of \$200.00 for 2012 and the second installment of \$200.00 in 2013 you will lock-in another way to stay connected to your Extension colleagues and build support for Extension. The fully paid membership of \$400.00 endures for a lifetime.

Actually, it's a money saver as well. By making the commitment to ESP Life Membership, in the year you retire you skip the annual dues payment and save that \$65.00 by becoming a life member.

Use the membership form attached to this newsletter or go to the ESP website, www.uwex.edu/ces/admin/esp/index.cfm and download the form.

Questions about membership? Feel free to contact me directly.



2011 ESP Picnic

By: Mary Mennes, Retiree Director & Picnic Committee

We had a great turnout of 100 people on a sunny, breezy afternoon in August. Chancellor Cross joined us during the brief program and shared his insights on the current issues facing UWEX and the UW System. There was an update on the pension fund outlook and comments from Rick Klemme and John Schutzke. The opportunity to visit with currently employed Extension staff as well as retired friends and colleagues is always a wonderful experience. Of course, the social time and steak dinner (on china this year) were greatly appreciated. Put August 21, 2012 on your schedule right now and plan to attend the next Annual ESP Picnic. Larry Bundy will be chairing the 2012 event and Mary Mennes will be handling reservations.



Left: Mary Mennes taking care of the annual picnic registrations.
Right: The wonderful steak being prepared.



Epsilon Sigma Phi
Membership Form - 2012

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 2012 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!**
Jeanne Baum, ESP Treasurer
3365 W. Brewster St.
Appleton, WI 54914
Return by January 15!