



Epsilon Sigma Phi

ALPHA SIGMA CHAPTER, WISCONSIN
MARCH, APRIL, MAY AND JUNE 2019

<http://wiesp.org/>

Your Key to Professional Excellence

PRESIDENT’S LETTER



We are in the season of change! Spring is beginning to make an appearance, my trunk now holds baseball equipment instead of wrestling gear, I have traded the heavy coat for the light coat and speaking of light, we are all seeing a little more of it each day! Although fall is my favorite season, spring brings with it a certain amount of reflection and the feeling of renewed hope and excitement. I hope you have the opportunity to take some time to enjoy the new season as it makes its appearance.

I am really excited about the 2019 JCEP Conference, April 24-25 being held at the Holiday Inn Hotel & Convention Center in Stevens Point. The planning committee has been hard at work to bring you a conference that has topics of interest for all, opportunities to network, and an amazing closing speaker! I don't mean kind of amazing friends, I mean REALLY amazing –you won't want to miss this one! You can find the link for registration, conference-lodging details, break out session information and information on the closing speaker at the JCEP Conference page.

I want to close by thanking you for the opportunity to serve as your ESP President. It has been a wonderful experience made possible by all of you and the support of the ESP Board of Directors. The annual ESP business meeting will be a breakfast meeting held on April 25th. At the close of the meeting, Dan Marzu will taking over the reins and leading us into 2020. Dan has been a very active member of ESP and ESP leadership for the past several years and I know that he will do an amazing job.

With Gratitude,

ESP President
Paula Hella, ESP President
Wisconsin Alpha Sigma Chapter
Paula.hella@wisc.edu



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RETIREE COMMITTEE

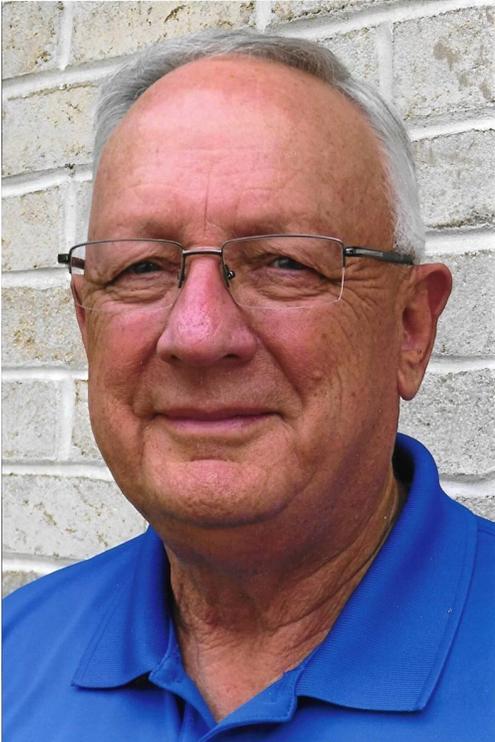
Paul Roback, Committee Chair

The Retiree Committee continues to serve as your link between Extension and retirement. Members of the Retiree Committee include Jeanne Baum, Mark Hagedorn, Jim Hovland, Christine Kniep, Linda Kustka, and Paul Roback.

If you are not receiving e-mail communications from Paul Roback, please send him an e-mail at paul.roback@wisc.edu and he will add you to our e-mail distribution list.



RETIREE HIGHLIGHT: DAVE RUNNING



Recently, the committee interviewed Dave Running, who retired from UW-Extension in September 1998. Dave started his Extension career as a 4-H Agent in Lafayette County, then moved to Fond du Lac County as Department Head / 4-H Youth Development Agent, and in 1983 he worked in Green Bay as the Northeast District Director. In the mid 90's, he combined his 4-H Youth Development and Administration skills when he served as the interim 4-H Program Leader for 2 years, which was the highlight of his career. Throughout the interview, Dave mentioned several times how he had great people to work with in each position.

What did you value about your career in UW-Extension?

I valued the mission of UW-Extension and comradery of colleagues who had the same goal. It was a pleasure to work with staff in all program areas and see the impact they had on county volunteers, organizations, and their community. As a District Director, I spent many meetings with Ag and Extension

Education Committees that wanted to have Extension in their counties. It was a pleasure to have Extension staff in counties that enjoyed their job and made the most of each day.

I valued the friendships and willingness of staff to help and learn from each other. In the job, we worked hard but there was laughter and fun at administrative and program area meetings, especially program committees at Upham Woods.

How did you transition into retirement?

My transition included some travels, more family time, and part-time jobs. We enjoyed traveling to Arizona in the winter and a trip to Norway. Now it's more time with the grandchildren. Great experiences from part time jobs that included coordinator for NELD for a few years, consulting with some counties on effective fair associations, and Kelly Services proctoring of educational services. Until this year when a private company took over, I enjoyed working at UW-Green Bay bookstore for 10-12 weeks with retired colleagues. The biggest change from work to retirement was that on Sunday night, I didn't have to think about the week ahead.

(continued on page 4)



(Retiree Highlight: Dave Running continued...)

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

There was a need expressed by ESP to have a resource to help families with a death of an Extension colleague. A handout was developed on what to do in case of death and tried to have contact person in each district (not a concern for many people until it's needed).

Coordinator for NELD (National Extension Leadership Development) was a fun and outstanding job that showcased WI Leadership in Extension. I feel it's important to advocate for the county Extension office and also on the statewide political support committee.

I enjoy contributing to the community through the Brown County Fair Association as a past officer and currently provide leadership for director of parking and gate. As a member of the Brown County Library, I used administrative skills from Extension as a team approach was put in place with administrative staff to deal with personnel issues, evaluation of staff, and search and screen for a new director. After a term as Vice-President of the Library Board, I will continue as a director.

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

The 4-H retirees have an annual get together rotating around the state each October. The Northeast area has annual lunch for all program areas together. A group of 5 colleagues get together every other month. Judging County fairs provide an opportunity to stay in touch with county staff, including support staff. It's always fun to attend Breakfast on the Farm around the area and meet up with Extension staff and volunteers.

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

It was time to take advantage of opportunities in the community and a chance to enjoy hobbies. Now there is flexibility to refinish furniture for the children and grandchildren. The high-light of hunting with brothers this year was a 9-point rack buck with only one shot from 150 yards. I plan regular exercise five days a week at the YMCA and enjoy time up north at the lake.

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

Don't sit around. Use your skills in volunteering and give back to the community. Do what makes you happy and remember to exercise and be active.

What advice do you have for current UW-Extension employees?

Every day is an opportunity to meet new people and enjoy your job. You never know what can happen or the impact, so try something new and share with colleagues.



Currently looking for a Newsletter Editor!

Do you enjoy writing, design and helping get the word out about ESP news?
If this sounds like a fit for you, please contact Dan Marzu at
dan.marzu@wisc.edu.



YOUR WISCONSIN RETIREMENT FUNDS IN ACTION

Brian Holmes, ESP Representative to the Coalition of Annuitants

Year-to-Date SWIB Results

The State of Wisconsin Investment Board (SWIB) Core Trust Fund preliminary return for the month ending December 31, 2018 was -3.3% vs its benchmark of -3.5%. The Variable Trust Fund preliminary return for the month was -7.9% while its benchmark was -7.8%.

Based on the 2018 preliminary returns, the Core pension annuity adjustment will be either 0% or -0.5%. The Variable annuity adjustment is projected to be -10% to -14%. Watch for announcements about annuity adjustments in March with payments beginning May 1, 2019.

There is some hope for SWIB performance improvements. The State of Wisconsin Investment Board (SWIB) Core Trust Fund preliminary return for the month ending January 31, 2018 was +4.9% vs its benchmark of +4.8%. The Variable Trust Fund preliminary return for the month was +8.3% while its benchmark was +8.3%.

SWIB cumulative performance for the past 10 years is in the middle of its peers, 49%. Adjusted peer performance, (matching SWIB risk), puts SWIB in the top third of its peers, 30%. SWIB Investments in Wisconsin as of June 30, 2018 is over \$21 billion. Investments are in a “combination of publicly traded companies, venture-backed companies, private debt investments, and real estate”. Presently there are 39 borrowers totaling \$400 million, with 80% of the Private Debt portfolio invested in Wisconsin. Venture capital has 26 direct investments in Wisconsin with over \$380 million invested the past 18 years. SWIB also consults with out-state investors.

Group Insurance Board Selects New Flex Spending Accounts Vendor, Reviews Data

The Group Insurance Board today selected ConnectYourCare as the new administrator for flex spending accounts, health savings accounts and other fringe benefits starting in 2020. ETF issued a letter of intent to award a contract to ConnectYourCare, pending successful contract negotiations. The Board also reviewed utilization and cost data for the State of Wisconsin Group Health Insurance Program. This information will serve as a guidepost in future program design and assist the Board in delivering quality care at a competitive price.

ETF Responds to LAB Audit of the State’s Group Insurance Programs

Low-growth health insurance costs and high satisfaction among employers participating in the state’s Group Health Insurance Program are two key takeaways from an audit by the Legislative Audit Bureau. The audit evaluates the Group Insurance Board’s oversight of the group insurance programs administered by ETF. [Read More](#)



MEMBERSHIP COMMITTEE

Dan Marzu, Committee Chair



Memo from the Membership Committee

We made it through another year. Many things have changed as some of us have new titles, new logo, and with that new colors. As of writing this article we have 73 renewing members, 88 life members and would like to welcome nine new members:

Laura Apfelbeck, Foodwise Nutrition Coordinator for Manitowoc, Kewaunee, and Door Counties

Selena Freimark, St. Croix Health & Well-being Extension Educator

Kathleen Haas, Columbia Community Development Extension Educator

Heidi Hensel-Buntrock, Waushara County 4-H Program Coordinator

Patrick Proden, Associate Dean of Operations & Policy

JulieAnn Stawicki, Associate Dean of Youth, Family & Community Development

Nancy Turyk, Wood County Community Development Extension Educator

James Versweyveld, Walworth County Agriculture Extension Educator

Amanda Young, Dodge County Agriculture Extension Educator

During the annual breakfast meeting during the JCEP conference at the Holiday Inn in Stevens Point on April 24 through 25 we will have the official initiation and welcoming to these new members.

I want to thank Paul Roback for his help in contacting the retirees to become Life Members. I would also like to thank Peggy Compton for her help.

Hope to see all of you at JCEP in April.

Please feel free to contact me with any questions on how to renew or become a member at: 715-539-1078 in Merrill, 715-627-6236 in Antigo, or by email at dan.marzu@wisc.edu.



Extension Leadership Conference: Engaging and Inspiring ESP Chapter Leaders

Submitted by Peggy Compton, Wisconsin ESP member and National ESP 2nd Vice President



Our ESP Chapter leaders have several opportunities to learn more about our Association and their leadership role and to network with and learn from other ESP Chapter leaders from across the US. One of those opportunities is in February each year, at the Extension Leadership Conference, (formerly referred to as the JCEP Leadership Conference.) This year, through my role on the National ESP Board, I was personally involved in planning the nearly 4 hours of ESP meeting/training time during the conference. We concentrated on providing time for networking, learning about the National Committees and website, sharing chapter best practices and learning leadership skills.

On Day 1, Success Stories garnered from the ESP Chapter Reports that were submitted online were shared around the topics of life member engagement, attracting new professionals to ESP, gaining/maintaining administrative support for ESP, and member professional development. During small-group sharing, all attendees also had the opportunity to share their chapter's best practices around these topics and to ask questions of others to gain ideas in areas where they would like to have more success in their chapter. A summary (from the Chapter Reports and the ideas gathered at ELC) is being developed and will be shared via the National ESP website.

The following day, participants were introduced to leadership concepts from the John Stepper book, *Working Out Loud*. After a brief overview of the *Working Out Loud* approach, participants were challenged to use this approach in their ESP Chapter role. This included choosing a simple goal for themselves or their chapter, brainstorming the people related to that goal and thinking about what could be offered as a contribution to one or more of those individuals. A key point was that in "leading with generosity" one offers a contribution – even something as simple as a thank-you – rather than asking for something. There was time for individual reflection, small group brainstorming and large group sharing.

Next year, February 2020, we will be back in beautiful San Antonio, TX. Hope to see Wisconsin ESP chapter leaders or aspiring leaders in attendance!



Representing Wisconsin at the 2019 Extension Leadership Conference, sponsored by JCEP, were:

George Koepp (far left) and Jerry Clark (far right) representing WACAA (Wisconsin Association of County Ag Agents); Sarah Tarjeson (2nd from left) and Marie Witzel (2nd from right) representing WAE4-HYDP (Wisconsin Association of Extension 4-H Youth Development Professionals) and (center) Peggy Compton, Wisconsin ESP member and National 2nd Vice President.



IN MEMORIAM

JoAnn Gruber-Hagen, Volunteer



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

Allan N. Bringe, age 83, passed away on Tuesday, Nov. 13, 2018. Allan earned his B.S., M.S. and Ph.D from the University of Wisconsin-Madison. He was appointed to the Dairy Science faculty at UW-Madison in 1959. After completion of his Ph.D he was appointed full professor. Allan worked extensively in mastitis, milk quality and milking management. Under Allan's leadership Wisconsin became the leader in development of the somatic cell testing program in cooperation with DHIA. He traveled international and nationally teaching the Practice of producing Quality Milk. His favorite pastimes were family camping, fishing, hunting and golfing.

Beverly Joan Henderson, age 87, of Madison, passed away on Friday, Dec. 14, 2018. Beverly graduated from New Auburn High School in 1939 and carried on to earn a Home Economics degree from UW-Stout. She taught for several years, worked at Eau Claire County Cooperative Extension Office and then joined UW Madison in the Department of Consumer Science. She enjoyed traveling, biking, and genealogy. Beverly will be laid to rest at New Auburn Cemetery.

Rosemary Thornton Stare, age 89, passed away on December 23, 2018. Growing up on a farm near Bagley in Grant County she was active in 4-H, especially with camps & clothing projects. After graduating from UW Madison with a major in Home Economics-Related Arts she joined Cooperative Extension as the Home Demonstration Agent in Jackson County on November 1, 1951. Her job gave her opportunities to do TV work that led to her earning her M. S. in Agriculture Journalism in 1957. She next accepted the position of Home Economics Information Specialist at Michigan State University before returning to Wisconsin as the Extension Home Economist in Dodge County in 1958. In 1962 she accepted the position of "temporary" Consumer Marketing Specialist with UW-Extension that soon became a full time assignment. In 1971 accepted a District Program leader position. During this time she accepted a number of interim assignments including State Program Leader on three different occasions and District Director. She chaired the College Days program, worked with Farm Progress Days Committees, advised Extension Homemakers and served as state liaison to the North District. She had a great sense of humor, positive attitude and always looked on the bright side. You could say that Rosie wore rose-colored glasses, and it worked. Rosemary loved to dress sharp and had class to go along with it. She was always on trend or ahead of them and will be fondly remembered for her love of shoes, meaning High Heels.

Joe Walker, age 93, passed away on Monday, December 31, 2018. Joe grew up in North Dakota. During the Dust Bowl, his family loaded up livestock, machinery and worldly belongings into two boxcars and relocated to Wisconsin where they operated a farm near Portage, WI. In 1944, Joe entered the U.S. Army and served in the Philippines later transferring to the Air Force and fulfilled his military commitment in Japan in 1946. He enrolled at the UW-Madison on the GI Bill and graduated in 1951 with a BS degree in Agricultural Education and his MS degree from UW-Madison in 1965. After teaching high school, he became the Oconto County 4-H agent and went on to become the Waupaca County Agriculture Agent the position he retired from in 1984. One of the highlights of Joe's career was serving as executive secretary of Farm Progress Days in Clintonville in 1978. In retirement, Joe enjoyed golfing with swing that defied laws of physics. He enjoyed gardening sharing produce with friends and neighbors. In winters, he and wife Helen enjoyed living in the Villages in Florida. More than anything, Joe loved holidays or any occasion that enabled he and Helen to spend time with their children and grandchildren.



(In Memoriam Continued...)

William L. Wendorff, age 78, a Manitowoc resident, entered eternal life on Wednesday, Jan. 2, 2019. Bill grew up on a dairy farm in the town of Richmond, Shawano County. He was a graduate of Shawano High School in 1957 and continued his education at UW-Madison resulting in a PhD in Food Science in 1969. Following employment with Red Arrow Products in Manitowoc for the next 20 years, he returned to UW-Madison as a professor in the Food Science Department and as the program director for the Wisconsin Cheese and Dairy Manufacturing Short Courses. Bill was instrumental in developing the Wisconsin Master Cheesemaker Program.

Rudy Van Fleet, age 87, passed away January 19, 2019. Rudy graduated from UW-Platteville and UW-Madison. He played basketball at Platteville and was later inducted into its Athletic Hall of Fame as well as the Wisconsin Basketball Coaches Association Hall of Fame. He farmed near Viola and later taught vocational agriculture at Ithaca High School and Columbus High School. Rudy spent 26 years with the University of Wisconsin Extension as a farm management agent in Columbia County. In retirement, Rudy and wife Nancy traveled extensively around the United States and Europe. Rudy took up pitching horseshoes in his retirement and was inducted into the Wisconsin Horseshoe Pitchers Association Hall of Fame in 2015.

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 7210 Timberwood Drive, Madison, WI 53719 or joann.gruberhagen@gmail.com.



Save the Date: JCEP WI 2019 Conference

April 24-25th at Holiday Inn and Convention Center in Stevens Point, WI.

To register, click [here](#) or go to <https://blogs.extension.wisc.edu/jcep/conference/>

Click [here](#) to book your room online. If you decide to make reservations over the phone, please call 715-344-0200 and press #3. When making reservations, please reference the group name **UW Extension Joint Council** the Group Block Code: **UWE**.

Group rate will be available until **March 24, 2019** (or until the block is full).

If you have any questions please contact conference co-chair, Sara Richie at sara.richie@wisc.edu.



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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@wisc.edu



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