



2016 Annual Report

Your Key to Professional Excellence

National President's Report

Patricia Dawson, National ESP President

ESP has a long history of fostering standards of excellence in the Extension System and developing the Extension professional. Since it was organized in 1927 in Bozeman, Montana, our members have worked to better the entire Extension organization. Without a doubt we all can be proud of our accomplishments over the past 12 months. I want to extend a thank you to the ESP National Board members, along with our Executive Director, for their hard work and leadership. This is a group of creative and dedicated individuals who believe in our organization and have the courage to try innovative ideas, as well as to uphold the traditional values on which we were founded. I am humbled by the talent and commitment of our National Board.



A key focus during the past year has been to launch our 2016-2018 Strategic Plan which included three primary goals:

1. Play a critical role in positively shaping tomorrow's Extension System.
2. Foster excellence in the Extension professional through professional development and leadership opportunities.
3. Cultivate a strong, relevant ESP organization.

Highlights of the work of your ESP National Board and membership include:

- Providing ongoing professional development experiences for the membership was an important priority. National committees offered a variety of webinars during the year including topics such as "Creating Inclusive Extension Spaces & Programming" and "Using Surveys to Develop Successful Fund Raising Strategies." We also worked with our JCEP organizations to promote respective webinars resulting in additional professional development opportunities.
- The Development Fund continues to grow, in spite of dips in the stock market. The balance as of July 31, 2016, was \$587,510. Hats off to our RDM Committee efforts this past year. Their 2016 Kickoff Challenge proved highly successful bringing in an all-time high of \$26,750; over 33 new donors and 160 individual or organization contributors including 5 chapters/universities (Colorado, Idaho, Kentucky, Ohio and Tennessee). Funding scholarships, grants and stipends for your professional development experiences and maintaining the fiscal integrity of our organization remain Board priorities.
- Over 200 members participated in the 2015 National ESP Conference in Coeur d'Alene, Idaho, hosted by Theta Chapter.
- 40 ESP members representing 24 chapters participated in the JCEP Leadership Conference in Las Vegas, Nevada. It was noteworthy that 14 of the 21 breakout sessions were conducted by ESP members.
- An all-time high of 36 delegates participated in an outstanding PILD Conference, where Extension professionals and volunteers learn to "better tell our story" to elected officials. We were also reminded of the importance of "Innovation: The Story of Extension" as our speakers inspired all of us to consider how to move Extension forward into the future.
- The Justin Morrill Scholarship was established providing up to four \$450 scholarships to Extension professionals working at 1890 or 1994 land-grant institutions to attend the ESP National Conference.
- Recognizing the importance of stewardship, the Board and all national committees completed an extensive review of the association bylaws and handbook, bringing forward consistent policies and current guidelines.
- Embracing technology, new reporting instruments were developed. We launched pilot testing of an online membership program and began use of new board/committee meeting platforms resulting in cost savings for the association.
- Membership for 2016 shows a slight decrease which will be an important conversation as we move forward. Our current membership of 5,183 members includes 2,294 annual members and 2,889 life members.

It was with deep regret that we accepted the resignation of President-Elect Graham Cochran in August as he moved on to new career opportunities at Ohio State University. We are honored to welcome Kathleen Tweeten, North Dakota, to the Board as President-Elect. Noted for her strong leadership skills, Kathleen will fill the remaining two years of Graham's term.

(National President Continued on page 6)



Epsilon Sigma Phi The Extension Professionals' Organization

The name Epsilon Sigma Phi and the logotype represent ESP as the organization for all Extension professionals. The logo, drawn without boundaries, is emblematic of an organization that welcomes members from all disciplines within the Extension System, as well as ESP's commitment to diversity in membership and ideas.

The clean, bold appearance of the letters symbolizes the empowerment members gain from their membership—the knowledge and skills we use to develop to our fullest potential. The letter "P"'s unique key shape represents ESP as the key to members' professional excellence, professional development, leadership development, scholarship and opportunities for recognition.

Green symbolizes our collective commitment to the disciplines in which we work: youth development; family and consumer sciences; community development; and agriculture and natural resources. Gold represents the value of our membership and the "gold standard" we set for ourselves whenever we recite the Extension Professionals' Creed.

National President Elect's Report

Graham Cochran, National President Elect



Epsilon Sigma Phi continued to be an important and very rewarding part of my professional life in 2016. I started service on the JCEP Board, which gave me the opportunity to work with outstanding leaders and colleagues involved with both the ESP and JCEP Boards. Both of these organizations have critical missions around developing Extension professionals and advancing the Extension system.

ESP was well represented at the JCEP Leadership Conference in February with 40 members from 24 chapters in attendance. Elizabeth Claypoole, 2nd Vice President, and our four Regional Vice Presidents organized an engaging session for ESP chapter leaders. Exciting plans are being made for the 2017 JCEP Leadership Conference to be held February 8-9 in Orlando, Florida. We also kicked off major planning efforts for the 2017 ESP National Conference to be held in Wilmington, North Carolina. Look for one of our best conferences yet in 2017!

It was with mixed feelings that I resigned from the ESP Board this summer. I made a commitment to ESP and it was very hard for me to leave. However, as I moved into a new position as Senior Administrative Officer with the College of Food, Agricultural, and Environmental Sciences at Ohio State, I knew I would not be able to commit the time and energy to support ESP appropriately, meet my own high expectations for service to ESP, and balance commitments to my new job duties. The ESP National Board quickly identified several quality candidates to fill my role. Kathy Tweeten, Extension Specialist Emeritus from North Dakota State University, was selected and will fulfill the remainder of my term. Please join me in welcoming and supporting Kathy Tweeten as she serves as ESP National President and moves the organization forward in 2017.

I have appreciated the opportunity to work to serve ESP, support an important organization, and gain new friends. Thank you!



Professional Development Committee

Beth Raney, Chair, and Northeast Region Vice President

2016 was an exciting and active year for the Professional Development Committee. The *committee* was charged with the call for proposals and selection of presentations for the 2016 ESP National Conference in Cape May, NJ. New this year was an opportunity for Lightning Talks for a short-format presentation in 5 minutes. Through a blind-review process, twenty

high-quality concurrent sessions and ten posters were selected for presentation at the conference in Cape May, NJ. In addition, four other sessions will be presented by national committees including "Inclusive Extension" by the Public Issues Committee.

The committee continued to look for new ways of reaching our members and others with the professional development offered online. Six webinars hosted by ESP were listed at Learn.extension.org to enable better reach within the Extension system including "Using Surveys to Develop Successful Fund Raising Strategies" by the Resource Development and Management Committee, a three-part Diversity Awareness Webinar Series by the Public Issues Committee, "Creating International Extension Programs" by the Global Relations Committee, and "Going Up? Crafting Effective Elevator Speeches to Share Your Extension Program" by the Public Issues Committee.

Looking forward to 2017, the committee has worked to revise the RFP and the scoring criteria to attract quality presentations for the 2017 conference using the theme "ESP in NC. Nothing Could be Finer!" next October. Make plans to be in Wilmington, North Carolina, for a great conference and professional development opportunity.

Membership Recruitment & Retention Committee

Peggy Compton, Chair, Membership Recruitment & Retention, and North Central Regional Vice President

Our year began with the development of a Strategic Action Plan focusing on strengthening chapters, recognizing chapters' excellence in membership recruitment and retention, effective use of social media and electronic communication, working closely with Marketing Committee, and examining ESP membership diversity.

The MRRC provided valuable resources and consistent communication with chapters throughout the year, including articles for the *ESP Connection* newsletter covering topics such as the benefits of ESP annual and life membership, recruitment strategies, and ideas for



(Membership Continued on page 5)

2015-2016

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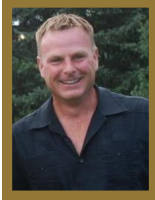
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Marketing Committee

Rusty Collins, Chair, and ESP Western Region Vice President



The Marketing Committee shared a productive and engaged year and focused on the areas of Diversity, Leadership and Technology.

Diversity - Baseline member data on diversity was established from the 2016 Public Issues survey. 70% of ESP chapters reported (Little, or Very Little) Racial Diversity in their Extension program; and 82% of chapters reported (Little, or Very Little) Ethnic Diversity. To enhance marketing to 1890 and 1994 institutions, a deliberate outreach plan for new Extension employees and nontraditional Extension staff will be implemented in 2017.

Leadership – To attract high level, Extension administration, we submitted a supplemental budget request to send a representative to a primarily-administrative meeting in 2017.

Technology - The committee developed a Webinar Template for all ESP-sponsored webinars. This template is now available on the national ESP website. To improve work efficiencies through technology, the ESP National Board and most of the national committees now conduct meetings on Zoom and utilize a shared Google drive.

We added an ESP Facebook Administrator who has posted various webinars and events. 40% of state chapters maintain a Facebook Page and we will aim to have 100% of ESP chapters with a Facebook Page in 2017.

32% of chapters received a Marketing Kit at the 2015 ESP National Conference and 24% have used it since. Members liked and used the stand-up banners, zip drives, stick pens, luggage tags and the PowerPoint Presentation on the zip drive the most.

Past President's Report

Ann Berry, Chair, and ESP National Past President

It has been an honor to represent ESP on the National JCEP Board and to serve as Secretary of JCEP this past year. The JCEP Board is comprised of some very talented and dedicated individuals from the seven Extension professional associations. You can be proud of the contributions and leadership that Patricia Dawson and Graham Cochran have provided as ESP representatives this past year. Patricia will continue on the Board and take over as Secretary. Two new ESP representatives will be Beth Claypoole and Kathy Tweeten, who I know will bring new ideas and great leadership to JCEP.

As JCEP Secretary, I was privileged to not only keep minutes and records for the JCEP Board meetings, but also work on the revision of policies and procedures in the Policy Handbook, a task that had not been done in several years. One of the purposes of JCEP is to provide representation and voice from each of the member associations. Updating the Policy Handbook has been a way for new Board members to provide input and direction as well as to understand their roles and the purpose of JCEP.

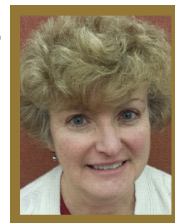
The JCEP Leadership Conference and the Public Issues Leadership Conference (PILD) continue to be premier professional and leadership development opportunities. ESP was well-represented in attendance at both of these conferences in 2016. Next year the JCEP Leadership Conference will be February 8-9 in Orlando, Florida; the theme: *Emerging Leadership for Tomorrow's Extension*. Input from members across the nation has steered the planning committee to focus the conference on developing leadership skills to identify and respond to emerging issues. Mark your calendars now and plan to attend!

Planning is well underway for the 2017 PILD Conference, April 2-5. The theme is "Relationships, Relevance, Results." Consider

(Past President Continued on page 5)

National 2nd Vice President's Report

Elizabeth Claypoole, Chair, and ESP National 2nd Vice President



The most important part of this position is recruiting and putting together the committee membership for the following year. Reminders and communication about committee membership applications are shared with committee chairs and individual chapters. This is a very lengthy task as it involved reviewing all of the applications for committee membership and then placing applicants on their first or second choice committee. In some instances, additional phone calls and emails were required to see if applicants were willing to serve on other committees. Through various forms of spreadsheets, the draft committee roster was shared with the Board and then suggestions and comments were received. We look for the demographic makeup of each committee to be representative of our national association – someone from every region, a balanced membership of returning and new members, current members and life members, and representatives from different universities and Extension systems. This is not always possible, but best efforts are made.

This year it was possible to place everyone on a committee who applied. Special thanks to our membership who agreed to be on a committee not of their original choosing! Thank you to all who volunteered for committees and will be participating in ESP at the national level! These committees are where the "rubber hits the road" and is a great way to learn about operations of our national organization. Without committee members and active committees, we have no organization. There may still be some openings available, and discussion may occur during the regional meetings in Cape May. Think about participating in a committee next year and look for the call for applications in late winter/early spring. New committee membership begins each year at the national meeting. Participating committee members are able to receive a \$200 stipend toward the cost of attending the national meeting. Feel free to reach out to any of the committee chairs – listings are located on the national ESP website – to get more information. Any ESP member can participate in any of the committee meetings, and the Board encourages you to find a committee that is of interest to you – learn more!

Global Relations Committee

Elizabeth Claypoole, Chair, and ESP National 2nd Vice President

I am happy to report an active committee this year, with additional help and support from non-committee members! Thanks to current committee members: Nancy Kadwill, Norma Samuel, Joel Brumley, Lillian Larwood, Leonard Anderson, Mary Ann Kizer, Mohamad Khan, and Barbara Brown. Special thanks to participating non-committee members, Mark Platten, Kevin Gamble and Mike McGirr.

As per the plan of work, we provided articles to the *ESP Connection* newsletter and also worked on an international project of securing protective agriculture gear – which is still in progress. In addition, we are working with the Professional Development Committee and eXtension, and have scheduled two webinars for increased education of Extension educators to be successful in applying for and implementing international experiences. There will be a display at the national meeting and an "international basket" as part of the ESP auction.

Members of this committee have a wealth of knowledge and experience in various international Extension projects. We welcome ideas and questions from the general membership. Please reach out to committee members if you have any questions about international work of Extension and how you can be involved. Participation in the webinars sponsored by this committee will also help to answer your questions.



Scholarships, Grants & Recognition Committee

Daniel Culbert, Chair, and Southern Regional Vice President

ESP Scholarships enabled members to attend professional development programs. Here are some highlights:

- Last year's special *1890s Scholarship* was modified and made available to both 1890 and 1994 land-grant institutions. Two *Justin Morrill Scholarships* were awarded to Dr. Larry A. Connatser of Virginia State University, and Alpha Iota Chapter (AR) member Keith Perkins of University of Arkansas Pine Bluff.
- Two *Redinger Administrator Leader Scholarships* were awarded to Jacki Paone of the Zeta Chapter (CO) and Debra Griffiee of the Alpha Omicron Chapter (PA)
- Six *PILD Scholarship* applications were awarded to: Mary Ann Kizer, Alpha Iota Chapter (AK); Johnny Barnes, Omega Chapter (TN); Pattie Carroll, Alpha Sigma Chapter (WI); Nozella Brown, Alpha Rho Chapter (KS); Meridith J. Berry, Alpha Tau Chapter (MO); and Carol Smathers, Alpha Eta Chapter (OH).
- *Angus Scholarships*—Four professional development awards were made to: Pamela Jacobs, Alpha Chapter (IL); Mark Platten, Zeta Chapter (CO), Martha Gregory, Alpha Omicron Chapter (PA) and Nellie Lammers, Alpha Tau Chapter (MO).

Professional Development Grants are available to members or chapters to conduct innovative educational programs that can be reproduced by others. Two applications were approved:

- Lora Lee Howard, Alpha Kappa Chapter (KY) project: "Using Data to Communicate your Success Story"
- Mark Stuart, Alpha Tau Chapter (MO) project: "Enhancing MU Extension's digital presence for eLearning"

The committee reviewed and recommended to the Board three individuals for **Friends of Extension** recognition: Terry England, Elected Representative, GA; Cliff and Judy Bracher, Extension Volunteer/Lay Leader, OR; Anne Turkos, Extension Volunteer/Lay Leader, MD.



Twenty-five chapters submitted 154 applications in 2016 the **National Awards programs**, a 17% increase over last year! Commendations go to New Jersey, Maryland, Pennsylvania (NE); Michigan and Ohio (NC); and Georgia (S), for submitting in the most categories in their region, and kudos to Oregon for submitting applications in eleven award categories!

The SGR Committee hosted a November webinar about these benefits and the application process. The committee assisted Elizabeth Claypoole to discuss member benefits at the February JCEP Leadership Conference in Las Vegas, and winners earned "*Patricia Bucks!*" Committee member Travis West (OH) continued to make available the 2015 Conference poster. Rhea Bentley and Cheryl Poppell will lead a concurrent session on SGR benefits, *Don't Leave it on the Table*, at the 2016 Cape May conference.

It has been a wonderful experience for me to have served on the ESP National Board. I look forward to helping next year's SGR Committee and Chair, Patricia Dawson, and your new Southern Regional Vice President Jennifer Grogan.

2016 Recognition Recipients

Northeast Region Award Recipients

Distinguished Service Award	Karol Dyson—Maryland / Tau
Continuing Excellence Award	Susan K. Morris – Maryland / Tau
Mid Career Award	Robert C. Goodling, Jr - Pennsylvania / Alpha Omicron
Early Career Award - Tie	Amanda Marie Wahle – Maryland / Tau
Early Career Award - Tie	Michelle F. Brill – New Jersey / Alpha Xi
Administrative Leadership Award – Tie	Marilyn Corbin – Pennsylvania / Alpha Omicron
Administrative Leadership Award – Tie	Mary Jane Willis – New Jersey / Alpha Xi
Visionary Leadership Award	Christopher C. Obropta – New Jersey / Alpha Xi
Diversity Multicultural Award – Individual	Jeffrey D. Myers – Maryland / Tau
Diversity Multicultural Award – Team	Karol Dyson – Maryland / Tau—Field of Greens Community Garden
Distinguished Team Award	Meredith Melendez - Preparing for Later Life Farming: Helping Farmers Plan and Develop Estate and Farm Transition Plans – New Jersey / Alpha Xi

North Central Region Award Recipients

Distinguished Service Award	Trudy Rice – Kansas / Alpha Rho
Continuing Excellence Award	Julie A Chapin – Michigan / Alpha Psi
Mid Career Award – Tie	Meridith Berry – Missouri / Alpha Tau
Mid Career Award – Tie	Patricia Brinkman – Ohio / Alpha Eta
Early Career Award	Mark Light – Ohio / Alpha Eta
International Service Award	James Hoorman – Ohio / Alpha Eta
Administrative Leadership Award	Greg Hadley – Kansas / Alpha Rho
Visionary Leadership Award	Jacqueline Kirby Wilkins – Ohio / Alpha Eta
Diversity Multicultural Award – Individual	Emily Proctor – Michigan / Alpha Psi
Diversity Multicultural Award – Team	Suzanne Mills-Wasniak – "Vacation to Vibrant" Dayton, Ohio Urban Agriculture Project – Ohio / Alpha Eta
Distinguished Team Award	Carol Smathers – Water First For Thirst – Ohio / Alpha Eta

Southern Region Award Recipients

Distinguished Service Award	Charles Overstreet – Louisiana / Alpha Alpha
Continuing Excellence Award	Diane Sasser – Louisiana / Alpha Alpha
Mid Career Award	Lisa Hagman – Kentucky / Alpha Kappa
Early Career Award	Karen Franck – Tennessee / Omega
International Service Award	Brent Broaddus – Florida / Alpha Delta
Administrative Leadership Award	Allen Malone – Texas / Alpha Zeta
Visionary Leadership Award	Janet Johnson – Kentucky / Alpha Kappa
Diversity Multicultural Award – Individual	Rhea Bentley – Georgia / Alpha Beta
Diversity Multicultural Award – Team (Tie)	Jennifer Abel – 4H, Finance and Nutrition Programs Foster Success for Foreign-born Youth and Adults – Virginia / Alpha Gamma
Diversity Multicultural Award – Team (Tie)	Nancy Moores - Differently Able Youth – Florida / Alpha Delta
Distinguished Team Award	Crystal Osborne – Owsley County School Health & Wellness Committee – Kentucky / Alpha Kappa

Western Region Award Recipients

Distinguished Service Award	Shana Withee – Oregon / Gamma
Continuing Excellence Award	Lyla Hougum – Oregon / Gamma
Mid Career Award	Justen Smith – Utah / Iota
Early Career Award	Melanie Jewkes – Utah / Iota
International Service Award	Shana Withee – Oregon / Gamma
Administrative Leadership Award	Barbara Brody – Oregon / Gamma
Visionary Leadership Award	Jeff Sherman – Oregon / Gamma
Diversity Multicultural Award – Individual	Jim Ekins – Idaho / Theta
Diversity Multicultural Award – Team	Mike Knutz – Healthy Kids Club – Oregon / Gamma
Distinguished Team Award	Shanna Northway - Youth Advocates for Health! (YA4-H!) Teens as Teachers Program – Oregon / Gamma

Public Issues Committee

Ann Berry, Chair, and ESP National Past President

The Public Issues Committee was very active this past year. The committee members chose to focus efforts on diversity and inclusion in Extension and better communication regarding our Extension stories. Committee work began with a webinar series, "Diversity, Understanding and Building Relationships." The series included four separate sessions: *Know Yourself, Understand Others, Improve Your Relationships; Health and Well-being Among Rural LGBT*



Persons—a New North Central Development Committee; Working with Extension Agents on LGBTQ Issues; and Creating Inclusive Extension Spaces and Programming. The webinars were well-attended by both ESP members and non-members across the country. A fifth webinar, "Going Up? Crafting elevator speeches to share your Extension program," is planned for the end of September. The committee will also have a concurrent session at the national conference that continues our focus on diversity and better telling our Extension story - "Inclusive Extension: Public Issue #1." And the Elevator Speech Contest is also planned to be held during the annual meeting. Fact sheets, presentations and other resources are posted on the Public Issues Committee pages on the ESP website.

The committee members also conducted a survey of chapter leaders to better understand how they interpret and address public issues in their states. Committee members contributed 12 articles for the *ESP Connection* throughout the year. The committee also shared information concerning the change in the Fair Labor Standard Act's Overtime Final Rule that will impact many of our Extension employees.

Your Public Issues Committee is to be commended for a very productive year. I know that the committee will continue to accomplish great work with the next committee chair, Jennifer Grogan, at the helm!

(Past President Continued from page 3)

attending and presenting! The due date for submitting a concurrent session proposal is November 1. More information can be found on the JCEP website, jcep.org. Karen Reddersen and Jennifer Grogan are our ESP representatives on the planning committee this year, and I know they will do an excellent job!

I am grateful for the opportunity to have served on the JCEP Board and as Secretary on behalf of ESP.

(Membership Continued from page 2)

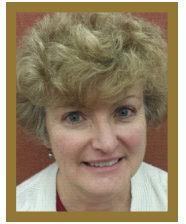
bringing ESP to our 1890 and 1994 land grant institutions. These articles were also shared with chapter leaders and members via Facebook and email. Just in time for Chapters' 2017 membership campaign, the MRRC offered the webinar "Gearing up for your Chapter's Membership Drive." We also created a poster for the 2015 and 2016 national ESP conferences that has been and will continue to be utilized by chapters at their statewide Extension events.

To better accomplish the goals of both the MRRC and the Marketing Committee, the two committees made a conscious effort to be closely aligned, including routine discussions and sharing of ideas, participation in each other's committee meetings, and working together to offer the session "Building the Ideal ESP Chapter" at the 2016 JCEP Leadership Conference.

The MRRC reviewed and refined the Achievement in Chapter Membership recognition, and promoted it via email, Facebook, regional vice presidents and the newsletter. Twelve chapters completed the online application process (up from nine in 2015). The

Chapter Relations Committee

Elizabeth Claypoole, Chair, and ESP National 2nd Vice President



A big thank you to the members of this committee, the regional VPs – Dan Culbert (S), Peggy Compton (NC), Beth Raney (NE) and Rusty Collins (W). The committee met several times this year to plan ESP activities for the membership. Specific activities included the ESP member session at the JCEP Leadership Conference in Las Vegas and the regional breakfast at the national meeting in Cape May. The quiz type presentation was enjoyed by all and many members went away with souvenirs of "Patricia Bucks" – they may be worth something some day! Other discussion throughout the year included ways to increase interest in national committee membership and how to get the word out about participation in ESP at any level. The committee continues to share ideas on membership and marketing with each other.



Extension Professionals' Creed

I Believe in people and their hopes, their aspirations, and their faith; in their right to make their own plans and arrive at their own decisions; in their ability and power to enlarge their lives and plan for the happiness of those they love. I Believe that education, of which Extension is an essential part, is basic in stimulating individual initiative, self-determination, and leadership; that these are the keys to democracy and that people, when given facts they understand, will act not only in their self-interest, but also in the interest of society. I Believe that education is a lifelong process and the greatest university is the home; that my success as a teacher is proportional to those qualities of mind and spirit that give me welcome entrance to the homes of the families I serve. I Believe in intellectual freedom to search for and present the truth without bias and with courteous tolerance toward the views of others. I Believe that Extension is a link between the people and the ever-changing discoveries in the laboratories. I Believe in the public institutions of which I am a part. I Believe in my own work and in the opportunity I have to make my life useful to humanity. Because I Believe these things, I am an Extension professional.

MRRC updated the recognition awards to include bronze, silver, gold or platinum designation for each chapter AND a \$50 certificate to the top chapter in each region.

Chapter leaders have frequently inquired about a streamlined membership and dues process. "Wild Apricot" was selected as our membership management tool because of its features, cost, and fit for our organization. In 2016, seven chapters (HI, ID, IL, WI, MD, AL, NJ) piloted Wild Apricot. A webinar, "ESP Online Membership Opportunities" helped inform all chapters about this new resource. Five additional chapters (IA, GA, KS, Washington DC, MN) will use Wild Apricot in 2017.

Recruitment efforts of the MRRC and ESP chapters resulted in 301 new ESP members (270 annual; 31 life members), for a current total membership of 5,183 (2,294 annual members; 2,889 life members).

Thank you for the opportunity to chair the MRRC. It has been an honor to work with such talented and dedicated individuals, including 2016 MRRC members Vivian Anderson, Judy Edwards Breland, Jennifer Grogan, Natasha Lucas, Patricia Powley, Carrie Stark, and Peter Wulfhorst.

Resource Development & Management Committee



Graham Cochran, Chair, RDM Committee and Cindy Barnett, Interim RDM Committee Chair

Graham Cochran was given an opportunity for a new position at Ohio State University and stepped down as the RDM Committee Chair. Fortunately, Cindy Barnett has served on the RDM Committee for the past two years and has



graciously agreed to serve as the Interim Chair through the 2016 ESP National Conference, at which time Mark Blevins, recently elected as the ESP National 2nd Vice President, will assume the role of Chair of the RDM Committee.

The Resource Development and Management Committee provides oversight and management of the ESP Organizational and Development Fund accounts. The financial oversight includes the Development Fund, pursuing contributions to the Development Fund, oversight of the financial investments, and the administration of the annual budget. The Development Fund provides support for professional development opportunities, awards, and recognition.

Our committee work this year included completing a record-breaking 2015-2016 Annual Development Fund Campaign. The 2016 KICKOFF CHALLENGE raised \$24,750 total; 160 individuals/chapters/organizations gave; 5 donations were from chapters/universities. Our 2016-17 goal is 150 ESP members or chapters and 20 new donors contributing \$20,000. We also held a webinar on fundraising and made major overhauls of the ESP Handbook sections pertaining finance.

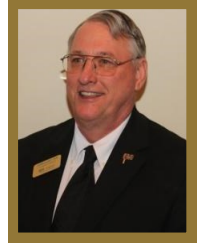
Other committee accomplishments for 2015-16 include:

- Monthly review of the Organizational and Development accounts
- Monitored investments with Patten and Patten
- Articles for *ESP Connection* newsletter
- Completed annual internal fiscal review
- Developed proposed 2016 budgets to be presented at national council meeting
- As of July 31, 2016, the Development Fund's total equity is \$587,510.56, up 1.2% from \$580,806.95 in 2015

Thank you to all the RDM Committee members for their time and hard work!

National ESP Executive Director

Bob Ohlensehlen



Some of the most interesting happenings in the ESP National Office this year began with the implementation of an online membership system. The online system allows members to access their personal ESP membership information and to pay their membership dues online using a check or a credit card. We send the chapter's portion of the dues back to the chapter after we collect the dues. The ESP National Board agreed to give this system a two-year test. After the completion of the 2017 membership campaign the Board will make the decision on how to proceed. We currently have about 1,200 members on the system which is about 25% of all of our total membership.

We have moved to using Zoom for our committee and Board meetings. The change has allowed us to have improved communication and has helped in conducting more meaningful meetings by being able to share documents during the meeting. The opportunity to see the other participants has helped committee members to be able to become more familiar with other members of the committee.

The increase in the use of webinars via Zoom or other platforms provided by committee members has really enhanced our ability to provide professional development for our members. It is proving to be a great piece of technology that enhances not only our committees and their ability to work together, but it has also provided additional professional development for our membership.

(National President Continued from page 1)

You will vote on a new committee appointment structure at the National Council Meeting. We also will welcome three new Board members to the team. You have elected three outstanding individuals to serve you, each bringing exceptional talents, enthusiasm and commitment to our association. Jennifer Grogan, Georgia, will begin her term as Southern VP and Chair of the Public Issues

Committee. Doug Jardine, Kansas, will serve as North Central Region VP, chairing the Membership Retention and Recruitment Committee. Mark Blevins, North Carolina, will begin his journey as Second Vice President, and will chair the Resource Development and Management Committee.

I want to thank all members who serve on the national committees, where much of our work actually takes place. And a special thank you to Bob Ohlensehlen, ESP Executive Director,

and Jeana Kienzle, his assistant, who have been invaluable to our association. I also want to give a special thanks to our past national presidents who graciously shared their wisdom and guidance as the association continued to move forward in giant strides.

Without a doubt, we can all be proud of our accomplishments during the 2016 year. It truly has been an honor to serve as your national president.

2016 Journal of Extension Report

Stephen Brown, University of Alaska Fairbanks, Representing ESP

The Journal of Extension (JOE) is **the** flagship journal for all Extension professionals and one of which we can be very proud. JOE remains a very rigorous journal and has an acceptance rate of only 28%. While that seems like a scary statistic, a close examination of authors reveals that the majority are county-based Extension educators writing about their own research, bright ideas or successful endeavors.

Despite its low acceptance rate, JOE has one of the easiest processes for submitting an article. JOE was one of the first peer-reviewed journals to appear exclusively on the web and to only accept paper submissions electronically. I know authors who conceived an idea, wrote and submitted it all before lunch. Even if a paper is initially rejected, authors usually receive copious advice on how to resubmit successfully.

A unique feature of JOE is its emphasis on readability. Authors are encouraged to write in first-person and avoid jargon that increases the "fog index." JOE is not intended to be an in-depth exploration of a topic, but to encourage the broad scholarship of all Extension professionals. Just as ESP is the umbrella professional organization for all of Extension, so JOE serves all aspects of our profession.

One thing is certain, nothing can do more to build your resume or curriculum vitae than getting published in the Journal of Extension. Pretty much any successful Extension professional is doing work worthy of publication in JOE.

Finally, JOE serves one other very important duty for all of Extension. It is home to the National Job Bank that lists available Extension positions across the country. Even though Extension across the country is experiencing belt tightening, it is encouraging to see that most states continue to fill empty positions by advertising on the JOE National Job Bank.