

**Epsilon Sigma Phi
MN Pi Chapter
2010-2011 Annual Report**

Your Key to Professional Excellence



The Extension Workers 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.

The creed was written by W.A. Lloyd in 1922 and adopted by ESP in 1927



**ANNUAL MEETING AGENDA
October 3, 2011**

11:45 am Call to Order

Additions to the agenda

Treasurer's Report

Budget Overview for 2011/2012

Audit Report

Secretary's Report

Election of Officers

Membership Engagement

Committee Updates

Vision for year ahead

ESP Members Memoriam

2011/2012 Officer Installation

Announcements

12:45 pm Adjourn

1:00 pm Opening Presentation by Dean Durgan



2010- 2011 Chapter Officers

President:

Toni Smith

Extension Field Operations Outreach Director
& Liaison to the Association of Minnesota
Counties

Email: tonis@umn.edu

President-Elect:

Kia Harries

Extension Educator, Youth Development
Email: kharries@umn.edu

Secretary:

Sara Croymans

Extension Educator, Family Resource Mgt
Email: croym001@umn.edu

Treasurer:

Jerry Tesmer

Extension Educator, Ag Production - Fillmore
County

Email: tesme001@umn.edu

Past-President:

Marcia Woeste

Extension Educator, Youth Development
Email: woest001@umn.edu

Directors:

Jeanne Markell (2009-2011)

Retired Associate Director
Email: marke002@umn.edu

Kim Asche (2010-2012)

Extension Educator, Youth Development
Email: asche008@umn.edu

2010 - 2011

Standing Committees

Awards and Recognition:

Tamie Bremseth

Email: brems002@umn.edu

Fundraising:

Donna Geiser

Email: geise004@umn.edu

Becky Harrington

Email: willi107@umn.edu

Global Relations:

Tim Dolan

Email: dolan008@umn.edu

History & Archives:

Kent Gustafson

Email: kgustaf@umn.edu

Legislative:

Cindy Bigger

Email: cbigger@umn.edu

Membership:

Eric Vogel

Email: vogel007@umn.edu

Janet Beyer

Email: beyer010@umn.edu

Professional Improvement:

Bob Mugaas

Email: mugaa001@umn.edu

Retiree/Life Member:

Gwen Gmeinder

Email: g-gmei@umn.edu

Scholarship:

Phyllis Onstad

Email: onsta003@umn.edu

Members:

Phyllis Onstad

Eric Vogel

Naomi Fruechte

Patrick Borich

Colleen Gengler

Internal Committees

Nominating:

Marcia Woeste

Email: woest001@umn.edu

Audit:

Neil Broadwater, Kathleen Lovett and LuAnn Hiniker

Special Committee

Pi Chapter Newsletter Editor:

Neil Broadwater

Email: broad007@umn.edu

With Assistance from Carol Burtness

**Epsilon Sigma Phi – Pi Chapter
Treasurer’s Report August 31, 2011**

Balance in Checking 8-31-10		\$799.32
Income:	Budget 10-11	Actual 10-11
Membership Dues	\$3,080	\$3,430.00
Life Member Donations	300	275.00
Nat’l Reim: JCEP President’s Workshop	300	300.00
Nat’l Reim: Voting Delegates Annual Meeting	400	200.00
Other Income	0	385.00
U of MN Foundation (MEWS)	200	216.00
General Fund Auction	500	277.00
Total Income	\$4,780	\$5,083.00

Expenses:	Budget 10-11	Actual 10-11
Dues to National	\$1760	\$ 2,030.00
To U of MN Foundation (MEWS)	200	216.00
Organizational Communication	300	98.40
JCEP President's Workshop	700	748.79
Voting Delegates Annual Meeting	400	0
Operating Expenses	100	45.68
Annual Mtg. - State	200	100.00
PILD Support	150	0
National DSA Support	100	0
Committees:		
Scholarship	25	0
Professional Improvement	25	0
Awards	400	119.57
Silent Auction/Dollar Auction	100	0
Membership	100	25.08
History & Archives	25	0
Retired Extension Workers	25	0
Legislative Efforts	0	0
International	25	0
Retiree's Directory	0	0
Memorials	25	0
Transfer to Savings	120	120.00
Transfer to CD	0	0
Undesignated	0	100.00
Total Expenses	\$5,180	\$3,603.52

Balance in Checking 8-31-11	\$2,278.80
Balance in Savings August 31, 2010	\$3,730.68

Income		
Transfer/Deposits	120.00	
Interest	5.28	
Total Deposits		\$ 125.28

Balance in Savings August 31, 2011	\$3,855.96
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Balance in CD August 31, 2010	\$5,290.05
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(Renewed on 03/19/2010 @1.44% for eleven months; next renewal 02/19/2011)

CD Renewed 02/19/2011	\$5,360.38
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@1.00% for eleven months; next renewal 01/19/2012

Epsilon Sigma Phi – Pi Chapter
Proposed Budget 2011-2012

Income:	Budget 10-11	Actual 10-11	Proposed 11-12
Membership Dues	\$3,080	\$3,430.00	\$5,100
Life Member Donations	300	275.00	275
Nat'l Reim: JCEP President's Workshop	300	300.00	300
Nat'l Reim: Voting Delegates Annual Meeting	400	200.00	0
Other Income	0	385.00	0
U of MN Foundation (MEWS)	200	216.00	200
General Fund Auction	500	277.00	250
Total Income	\$4,780	\$5,083.00	\$6,125

Expenses:	Budget 10-11	Actual 10-11	Proposed 11-12
Dues to National	\$1760	\$ 2,030.00	\$3,600
To U of MN Foundation (MEWS)	200	216.00	200
Organizational Communication	300	98.40	300
JCEP President's Workshop	700	748.79	750
Voting Delegates Annual Meeting	400	0	0
Operating Expenses	100	45.68	100
Annual Mtg. - State	200	100.00	200
PILD Support	150	0	150
National DSA Support	100	0	100
Committees:			
Scholarship	25	0	25
Professional Improvement	25	0	25
Awards	400	119.57	400
Silent Auction/Dollar Auction	100	0	100
Membership	100	25.08	100
History & Archives	25	0	25
Retired Extension Workers	25	0	25
Legislative Efforts	0	0	0
International	25	0	0
Retiree's Directory	0	0	0
Memorials	25	0	0
Transfer to Savings	120	120.00	25
Transfer to CD	0	0	0
Undesignated	0	100.00	0
Total Expenses	\$4,780	\$3,603.52	\$6,125

Epsilon Sigma Phi - Minnesota Chapter
2010 Annual Meeting - October 4, 2010
Hilton Hotel, Bloomington, MN

President Marcia Woeste called the meeting to order at 5:20 pm. There were 29 members and 2 retirees present.

There were no additions to the agenda. The agenda was approved.

The minutes of the 2009 Annual Meeting were read. Nancy Hegland moved and Kay Lovette second the motion to approve the 2009 Annual Meeting minutes. The motion carried.

Jerry Tesmer, Treasurer, provided the Treasurer's Report. For the fiscal year through August 31, 2010 there was total income of \$4570.00 and total expenses of \$4614.21. The balance in the checking account was \$799.32; Savings Account balance was \$3730.68 and CD balance was \$5290.05.

The Extension Professional's Creed video was viewed (http://www.youtube.com/watch?v=rtJ_Ca1oWvY).

Marcia Woeste referred members to the President's report in the printed Annual Report. She provided a few highlights including thanking Neil Broadwater and Bruce Schwartau for their work on the ESP web site (<http://blog.lib.umn.edu/mnextweb/esp/index.html> or <http://www.extension.umn.edu/esp>) and acknowledged award winners that will be recognized at national.

Committee Reports, printed in the Annual Report, were distributed to members at the meeting. Highlights include:

- Awards and Recognition – Award winners will be announced at the banquet following the meeting. Dorothy McCargo Freeman will receive the National Distinguished Service Ruby Award and the “Partnering for School Success” team will receive the ESP North Central Region Diversity/Multicultural recognition (ESP-PI members: Kathleen Olson, Colleen Gengler & Jo Musich).
- Global/International
- History/Archives
- Legislative and Benefits
- Membership – Kia Harries shared that Pi Chapter currently has 44 active members, 4 associate members and 146 life members for a combined chapter membership of 194.
- Newsletter
- Professional Development – Bob Mugaas indicated an appreciation to hold this annual meeting at the Extension Fall Program Conference. The committee also hopes to offer professional development opportunities for members and retirees at a different time of the year.
- Retiree/Life Member – Gwen Gmeinder shared this committee is working to communicate with retirees through the retiree newsletter. She asked members to forward any email addresses of retirees to her or to share ideas for newsletter articles.
- Scholarship – Phyllis Onstad thanked the committee members. Naomi Freuchte is retiring from the committee, so there is a need for another retiree to serve on the committee. Eleven scholarships totaling \$3633.73 were awarded this past year.
- Fund Raising Committee – Donna Geiser encouraged folks to bid on the silent auction and to bring dollar bills for the dollar auction.

Bruce Schwartau moved and Suzanne Driessen seconded to accept the committee reports. The motion passed.

Old Business

- Chapter web site – Neil encouraged members to go to the web site and look at what is posted. The members thanked Neil for his work on the web site.

New Business

- Nominating Committee Report – Nil Broadwater presented the slate of candidates:
 - Kim Ache for Active Member Director
 - Kia Harries for President Elect
 - Toni Smith will move into the President position and Marcia Woeste will move into the Past President position.
- Election of Officers
 - Bruce Schwartau moved and Donna Geiser seconded to close nominations for President Elect and cast a unanimous ballot for Kia Harries for President Elect. The motion passed.
 - Jeanne Markel moved and Kay Lovett seconded to close nominations for the Active Member Director position and cast a unanimous ballot for Kim Asche. The motion carried.
- Audit Report
 - Neil Broadwater moved and Toni Smith seconded to accept the Audit Committees report as printed in the Annual meeting report.
- Proposed 2010-2011 Pi Chapter Budget
 - Jerry explained that the 2010-2011 budget was based on 44 members (no associate or life members), and increased the JCEP president's workshop expense by \$400. He thanked Kia for her work with the membership committee. Phyllis Onstad moved and Gwen Gmeinder seconded to accept the 2010-2011 budget. The motion carried.
- New Member Initiation
 - There were no new members this year. President Marcia encouraged members to recruit new members. A membership brochure is available on the web site.
- Memorial Service
 - Gwen Gmeinder conducted the memorial service for those who have passed away since the last annual meeting, including Delores Andol, Bud G. Crewdson, Marlin Oscar Johnson, Dorian J. Lind, Shirley A. Ruedebusch and Andrea Ruesch.
- Election Results and Installation
 - Past President Neil Broadwater conducted the initiation of officers.
 - President Woeste thanked Toni Smith and Neil Broadwater for their assistance this past year and presented them each with a gift. Toni Smith gave Marcia a gift for her leadership as President this past year.
- Toni Smith facilitated a discussion about the future of the organization, including concern about dwindling membership and what the future holds for this organization. Pi Chapter has over 140 retirees and over 40 active members. We are challenged to think about what members receive when they pay the \$70 dues. The chapter is challenged with the issue of getting people to step to the table to work and having more than one person on committees. There needs to be a discussion about where is the fit between ESP and MAEE in the future. Toni encourages the November board meeting to be a strategic planning meeting. What are we doing to market to and involved the 140 retirees? A special flyer was sent to retirees to attend this meeting – and only 2 attended. The Dean also holds a retiree reception at a different time of the year where retirees can get together. Discussion from membership included:
 - In some states ESP is the umbrella organization, whereas in MN MAEE is the umbrella organization of the sections.
 - Is ESP looked at as a 'federal' watchdog for federal employees? Is the organization a fit for those that are state employees? It was mentioned that the mission of NARFE is to watch the federal benefits whereas ESP is an organization for Extension professionals.
 - One member suggested using a public policy model to consider merging ESP & MAEE.

- Another member indicated that a merger between ESP & MAEE would allow retirees to meet their interests and relationships among themselves, but also connect retirees to programs. There currently is a retiree option for MAEE, but it isn't promoted very much.
- Each section within MAEE also offers a retiree option.
- Another member indicated that whether ESP and MAEE merges or not not, there would be value in having an ESP meeting at the Dean's retiree luncheon ... perhaps with the retiree board members and possibly the board ... as an opportunity to share ideas and draw on their expertise
- One member questioned, "What do we do for new employees?" MAEE sends a representative to speak at new employee training. New folks can be an associate member during their first few years of employment and then become a regular member after three years in Extension. Have we really utilized the creed & shared it with new members – as that is what the work is about – to create that emotional connection?
- Someone shared that the East Coast directors wanted to strengthen their organization so they have travel clubs, etc.
- A member indicated that Extension has changed and the culture of organizations have changed, especially for young employees, including: the change in the federal benefits, with new employees being hired as state employees; also there are also several retiree-age social groups that now meet across the state – to meet needs that ESP used to meet in the 1970's.... so the retirees' social needs are being met elsewhere.
- One member asked if administrators belong to the organization? Yes, Bev Durgan does belong – but doesn't attend meetings. The member observed that administrators haven't been encouraged to be a part of any of the associations. What is being said in the creed? How do we reign administrators into the associations?
- Another member indicated we have heard a lot about separating public vs. private, so employees aren't as connected to one another in their working years.
- Another member agreed that the culture in Extension has changed, we used to have shared experiences in county offices, teams in county offices, now there isn't a shared experience to create bonds; there are differences among Centers and regional offices.
- Toni encouraged folks to look at the list of board of directors and committee chairs and to talk to them before the November 8 Board meeting planning session. The meeting will be held on campus.
- Announcements
 - The Banquet with MAEE this evening will be fun and several ESP awards will be presented.

Adjourn – Kay Lovett moved and Gwen Gmeinder seconded to adjourn the meeting. The meeting was adjourned at 6:20 pm.

Minutes by Secretary Sara Croymans

ESP COMMITTEE REPORTS

Audit Committee Report

Kay Lovett and Chuck Schwartau met on September 12, 2011, to review the accounts of ESP as kept by Jerry Tesmer, treasurer. We went through all the transactions for the year, comparing vouchers to checks issued and deposits recorded to the statements. We found all accounts in order and corresponding to the statements from the bank.

Chuck Schwartau & Kay Lovett, ESP audit committee

Awards Committee Report

by Tamie Bremseth, Chair

During Extension's 2010 Program Conference, ESP joined with MAEE to host a recognition banquet, "Celebrate the Harvest of Rewards." Dorothy Freeman, Epsilon Sigma Phi Distinguished Ruby Award recipient presented an excerpt of "Leadership: Thriving in the New Normal," the keynote presentation she would be giving at the ESP National Conference. (A link to the presentation is included on the awards page of the ESP-Pi Chapter website.)

ESP-Pi Chapter recognized the following individuals and teams as Minnesota winners:

1. Friend of Extension - LeAnn Buck
2. Distinguished Service - Shirley Anderson-Porisch
3. Mid-Career - Holli Arp
4. Early Career - Nathan Winter
5. Continued Excellence - Neil Broadwater
6. Visionary Leadership - LuAnn Hiniker
7. Administrative Leadership - (No Award)
8. Teamwork (along with MAEE) - MN Master Naturalist Program Team
9. International Service - (No Award)
10. Diversity/Multicultural Recognition - individual (No Award); team - Partnering for School Success Team
11. Meritorious Support Service - Cynthia Kommers
12. Retiree Service - Sue Fischer
13. 25 years of Service - Charles Schwartau

At the ESP National Conference in Jackson, Wyoming, October 2010, Dorothy McCargo Freeman, Ph.D., Associate Director for the Center for Youth Development and State 4-H Program Leader, received the Epsilon Sigma Phi - National Distinguished Ruby Recognition. *The "Partnering for School Success" team, including ESP members Kathleen Olson, Colleen Gengler, and Jo Musich,* received the Epsilon Sigma Phi - North Central Region Diversity/Multicultural recognition. More information about these awards recipients was included in the 2010 annual report.

During 2011, additional committee contributions included:

- * Worked with Carrie Olson, MAEE Awards Committee Chair, to recommend how awards would be handled under the proposed JCEP arrangement.
- * Pursuing new avenues for promoting opportunities for recognition of members including asking 2010 recipients as well as one board member from each Extension Center to nominate individuals for ESP awards. General announcements were also distributed to all ESP-Pi chapter members.
- * Board decided to request a change of practice in the selection of the ESP-Pi Chapter Friend of Extension given that nomination to the regional level requires a letter of support from the Dean of Extension. Dean Durgan was asked if the individual/group she chooses to honor as the "Friend of Extension" could also be nominated for the regional ESP Friend of Extension award. Dean Durgan approved this request. Implementation begins with 2011 recipient.

Epsilon Sigma Phi-Pi Chapter will celebrate the accomplishments of our members this evening at the MAEE/ESP-Pi Chapter recognition event. It will be an exciting event with dinner, awards, and an Extension version of Hollywood squares recognizing our retirees. 2011 award recipients will be listed in next year's report.

Fund Raising Committee Report

by Donna Geiser and Becky Harrington, Co-Chairs

Upon recommendation by the Pi Chapter Board, the committee planned a silent auction and dollar auction in 2010. ESP members were encouraged to donate an item that reflects their interests and passion. During the Extension Fall Conference, 31 silent auction items netted \$666 for the MEWS Fund to support Extension worker/retirees scholarships for graduate study and staff development. The Dollar Auction, with five items, earned \$216 for the general fund. Plans are to hold similar events during the upcoming Extension Program Conference from the early afternoon on **Monday, October 3, 2011.**

History & Archives Annual Report

by Kent Gustafson, Chair

- Continued to collect ESP-Pi Chapter as well as ESP-National printed materials.
- Continued to collect ESP-Pi Chapter electronic documents and develop system for maintaining them.
- Reviewed and organized files stored in Coffey Hall.

Legislative Committee Report - Cindy M. Bigger, Chair

The Legislative Committee for this past and upcoming year is in great need of members. To date, it has one. Anyone interested is encouraged to contact Cindy Bigger and will be welcomed with open arms!!

In the past year, the Legislative Committee has joined NARFE, the National Association of Retired Federal Employees and has kept abreast legislative developments for Federal Employees. In August, Federal Benefit employees that met the criteria, were notified that the University of Minnesota Extension system's application for the Voluntary Early Retirement Application, VERA, was granted. Ten spots are currently available with those eligible needed to make a decision to retire by December 21, 2010. There are numerous individuals who are eligible for full retirement and as such, are not a part of the VERA opportunity.

The next legislative session will be difficult and will impact the University and Extension. To what degree is yet to be determined. If anyone has any ideas and/or issues you would like the legislative committee to address, please feel free to contact the chair at cbigger@umn.edu.

Membership Committee Report

by Eric Vogel and Janet Beyer, Co-Chairs

Hard copy records are no more, or rather the old records have been archived and all current records are being maintained in a set of Google documents that can be easily accessed by the membership committee, treasurer and other officers as the need arises. This also puts our records out of reach of floods and fire.

All new hires within Extension who are eligible for ESP membership now receive an invitation to join ESP as associate members within three months of their hiring. ESP MEWS scholarship winners are announced in the Extension E-news so the broader Extension organization sees a tangible benefit to ESP membership.

Membership currently stands at 58 regular members and 145 life members.

MEWS FUND Scholarship Committee Report (7/1/2010 – 6/20/2011)

By Phyllis Onstad, Chair

The 2010/2011 MEWS Scholarship Committee members are: Patrick Borich and Sheila Craig-retirees, Eric Vogel, Colleen Gengler and Phyllis Onstad currently employed members.

- Between July 1, 2010 and June 30, 2011 we granted six \$300 scholarships totaling \$1,800 to ESP members for professional development purposes. MEWS Scholarship recipients were: Kim Asche, Colleen Gengler, Becky Harrington, Heidi Haugen, Suzanne Driessen and Toni Smith.
- In 2011/2012 we will have available \$4,674.36 for scholarship purposes. This amount is the 4.5 available spendable income earned in fiscal year 2010/2011.
- The MEWS Fund's Total Fund Balance July 1, 2010 was \$90,617.02 and on June 30, 2011 was \$106,217.73 with earnings of \$15,600.71 during that period.
- This year the scholarship committee reviewed the application document and made changes to it for ease of use.
- Our committee thanks Patrick Borich, one of the original founders of the MEWS Scholarship, for his dedicated service. Pat kept us grounded in the original intent of the scholarship fund and provided perspectives on how to utilize the MEWS Fund to meet today's scholarship needs.

- We welcome ESP member Margo Herman who has volunteered to serve on the committee. Additionally, ESP is currently looking for a committee member to help represent the needs of our retired members and a member representing currently employed members. Please email any of the members on the committee to volunteer to serve. We ask that you consider serving a minimum of two years. Our business is conducted via conference call and email.

Please note that scholarship applications are looked at quarterly and the deadlines for scholarships are April 1, July 1, October 1 and January 1. Visit the Pi Chapter of Epsilon Sigma Phi website scholarship guidelines and a copy of the scholarship application. <http://www.extension.umn.edu/esp>.

Submitted by:

Phyllis Onstad

2010-2011 Chair MEWS Scholarship Committee

Newsletter & Website Report

By Neil Broadwater, Editor

Since the Annual Meeting last year, we have put together two newsletters (March and Sept) and three Membership "Memos" (Dec, Apr and June). Initiated by Toni Smith, the first chapter Membership "Memo" went out in February 2010. Before that time, only the "A Slice of Pi" newsletter was sent to the membership twice a year. It is our belief that adding the "Memos" provides more opportunity to communicate with members to keep them informed of events and activities of the Pi Chapter. At this time the newsletter is being sent to every Active and Life member. Whereas, the Membership "Memos" is being sent only to those Active and Life members who have e-mail addresses.

Currently, there are 49 Active members and 82 Life members that are receiving the newsletter and Membership "Memos" electronically. The two newsletters are mailed to an additional 60 Life members for whom we do not have e-mails addresses.

We continue to encourage Life members to send us their e-mail address or an update on their mailing address.

Keeping the Life member address list current is a challenge. Once in awhile, an "email-undelivered" error message is received, then that person is added back into the mailing list. From time to time, I contact Gwen Gmeinder from the Dean's office to keep the list as current as possible. We would like to see many more Life members have e-mail addresses to help reduce our printing and mailing costs. However, we will continue to send the newsletter twice a year by mail to those without e-mail to keep them informed of Pi Chapter activities and events.

The Pi Chapter web site, www.extension.umn.edu/esp, continues to be a work in progress but has become a great asset to the officers and committee chairs to get information to members quickly. We are getting good feedback from members as well on how much they appreciate the web site. Almost anything you want to know about the Pi Chapter can now be found on our web site, from a list of the chapter officers from as far back as when the chapter originated in 1929, to award winners, board minutes, chapter policies, by-laws, scholarship information, application forms and other items. You may have noted more items are being added to the Home page to keep the information fresh and the communications on-going for our members. In general, I am making changes almost every month, or more often when necessary. Keep informed, keep up to date on deadlines, read the board minutes so you stay involved in your organization.

Professional Improvement Committee Report

by Bob Mugaas, Chair

One of the purposes of this committee is to develop, plan and carry-out activities and events for members, both active and retired, that enhances their career as an Extension professional and/or provides the retiree member an opportunity to enrich their knowledge and life as well. This past year featured an opportunity for those planning to retire or contemplating retirement to

visit with four retired Extension employees. The date was April 18, 2011 from 1:00 to 2:30 p.m. in the afternoon. The goal was to have the retirees (Warren Sifferath, Larry Zilliox, Jeanne Markell and Rod Hamer) share important personal adjustments and philosophy that helped make retiring from Extension a successful transition for them.

The forum for this event was through a conference call setting with about 30 participants not including the retirees calling into a central number. In addition, arrangements were made to record the session such that other interested individuals who could not be available that day would have a chance to hear the conversation. Feedback has been very positive. It is hoped that similar kinds of ESP sponsored opportunities around this and other topics will be considered for the future. As chair of this committee, I would also like to personally thank MAEE for helping promote and publicize this event. Since we were not sure how many would participate, we really did appreciate everyone's efforts to encourage folks to join in the conference call.

A second opportunity is currently being planned for **Friday, October 21, 2011** at the **Minnesota Landscape Arboretum**. It is being called **ESP Extra Special Fall Event** and is targeted at both active and retiree members. The event will feature the many self-guided opportunities available at the Arboretum including taking an educational tram ride around the Arboretum at 1:30 p.m. for anyone interested. Dave Bedford, research scientist at the Horticulture Research Center, will be presenting a session on the Honeycrisp and other new Minnesota apple varieties. In the afternoon, Julie Weisenhorn Extension Educator and State Director of the Master Gardener program, will be presenting a session on landscaping ideas for smaller properties including the use of containers.

Kathy Murphy will be conducting a retirement information session for those planning to retire in the next several months as well as be available for individual questions and concerns. If that's not enough, the day is planned such that there will be ample opportunity to just meet and visit with friends, retired and active, and for everyone to join in an ice cream social following the afternoon sessions.

They're even waiving the gate fees for those attending so you get a free pass into this fabulous facility and horticultural resource! We hope to see you all there!

Retiree/Life Member Committee

by Gwen Gmeinder, Chair

Welcome new Retirees

Melvin Baughman, retired July 31 with over 36 years of service as a natural resources program leader, forestry program leader, and assistant dean for undergraduate programs. His expertise to family forest owners, most notably on hardwood management, income and property tax laws and recreational trail design, have been recognized by national awards from USDA and Society of American Foresters.

Cindy Bigger retired after 30 years in Extension that included an early role as a Clearwater County 4-H summer assistant and more recently, an educator in Leadership and Civic Engagement. Her contributions have been many for 4-H youth, volunteers, Farmer Lender Mediation partners and local government and community leaders.

Raymond A. Bisek, retired after 21 years of work in the fields of agriculture and natural resources, will retire at the end of May. Ray's career spanned work as a county agent, original farm info line and more recently, collaboration as an Extension educator on corn and soybean trials in northwest Minnesota.

Chery Hays Day, Extension's video specialist, retired on August 31 with 26 years of service. Her skills in technology enhanced outreach work and contributions to University initiatives won her the U of MN President's Award for Outstanding Service.

Donna Geiser, Extension educator who worked with 4-H youth development program for over 25 years, retired in May. She provided leadership in E. Otter Tail County and more recently in the Extension Regional Office in Fergus Falls.

Jo Ann Hardy was honored on August 4 for her 27 years of service for Extension payroll. Her many roles included payroll management, employee relations, data management, policy advising, problem solving, and work team management.

Susan Hooper, retired on August 31 as a family resource management educator in Carver and Scott Counties. She taught programs for over seven years and made financial management programs accessible at worksites, schools, community centers, jails and correctional facilities.

James Kurtz retired at the end of June from his nine year appointment as an Extension educator in agricultural business management. He also served as the field representative for the Southwest Minnesota Farm Business Management Association, working out of the Extension Regional Office in Worthington.

Karen Lilley, retired on September 1 after 39 years of service in Extension communications and technology. Over her career she had many roles: art service coordinator, consulting communicator, computer strategist, information and technology head, print and electronic publishing leader, web coordinator, business advisor and Extension website manager.

David A. Nelson, retired in July after 13 years of Extension programming in community vitality. His contributions were many, most known were in the development of the Economic Impact Analysis offerings and in-depth analysis of Rural Health Works.

Harlan Rosendahl provided leadership in regional 4-H youth development programs, both with North Dakota Extension Service as well as in Anoka and Douglas Counties, and most recently in the Extension Regional Office in St. Cloud. He retired on June 30 with 30 plus years of service.

Joan Sigmundik's 27 years of service was celebrated on September 1. She was known for her collaborative efforts with Extension's volunteers, Ramsey County educators, administrators and regional community vitality program leaders to make Extension programming possible.

In Memoriam

Evelyn M. Falkoski, age 68, of St. Paul, passed away on July 13 after a battle with cancer. She worked as a receptionist in Coffey Hall and in Extension's Office of Special Programs.

Mary Kathleen Mangum, age 70, died September 1, in Olivia, MN. One of her many contributions was the development of the Farmer Credit Mediation Program.

Verna Mikesh passed away on September 4, in St. Paul, age 96. Her Extension career was rich with her many contributions as a 4-H agent in Big Stone, Lac qui Parle, Otter Tail Counties, as well as her work on campus including many years as the Beta of Clovia house manager.

Clara "Pat" Pogalz passed away on November 20, 2010, at Fairview Care Center in Dodge Center. Pat was the Dodge County 4-H youth agent for a number of years. A celebration of her life was held on June 4 at Riverside Cemetery, Dodge Center.

2010-2011 President's Report

by Toni Smith

CHANGE, CHANGE, CHANGE..... The Constant!

The older I get the more I appreciate change. It could just be that I know it is bound to happen so why not get involved in making it happen. The other thing I know about quality change is that it is usually much better if you seek input and assistance. Think about this quote from Helen Keller: *"When one door of happiness closes, another opens; but often we look so long at the closed door that we do not see the one which has been opened for us."*

Are you looking at the open doors in your life? Are you trying new challenges or leading change? In Minnesota ESP and Extension there are continual opportunities to lead change. The Minnesota ESP organization is stepping out in new directions to make the organization strong. Just a few of the projects this year included:

- ESP led a fall discussion about **what kind of professional organization would best serve Extension employees.** This discussion has evolved into a new proposal to form an organization called MNCEP. Minnesota Council of Extension Professionals. Read more on the ESP website at www.extension.umn.edu/esp

- Recognizing that 2/3 of the Minnesota ESP membership is retirees we tried several new things this year to appeal to those life members. We **started Membership Memos** an electronic newsletter where we spotlighted current and retired members of the organization. The board examined how the **awards process could be streamlined**. A sub-committee interviewed retirees about organizing the employee organization of the future. There was a strong belief that we needed to learn from the past to make changes for the future. ESP has also **planned a fall event for all members on Friday, October 21st** but there was special attention paid to what retirees might want to learn and a location that was conducive to retiree participation. Look for event details in this newsletter.
- We are losing a significant amount of institutional memory in Extension over the next five months with over **45 people** taking the University of Minnesota Extension retirement option. Our hope is that many of these people will consider purchasing an ESP lifetime membership to enable them to stay connected to the organization and Extension. Over 15 current ESP members will be retiring.

Thanks to a great ESP Board of Directors for dedicating time and talents on the board. Your board is not paid, this is a volunteer role and they have worked hard on behalf of members to make the year productive. I am opening a new door on December 3, 2011 when I retire after 35 years in Extension to take a new job on January 3, 2012 as the Educational Director at the Association of Minnesota Counties. It has been a privilege serving as your President and I know your incoming President Kia Harries will do an outstanding job leading the organization.

Epsilon Sigma Phi 2010-2011 President-Elect Report

by Kia Harries

It has been a great year for me learning more about ESP on the state and national level. I look forward to the opportunity to work with the board in 2011-12. It looks like an interesting year ahead as we consider membership and how to recruit new members and maintain memberships of this large class of retirees. The ideas and visions of the committed board members will be necessary to helping create what the Pi Chapter has in store for the future.

Over the past year, I've learned a lot as ESP has worked closely with MAEE to look at the future of the MAEE association. There have been challenging questions to think about, and the ideas and questions have been important for how people will make choices in the future. Toni challenged us to ask the tough questions a year ago at the annual meeting and over the past year, those questions have continued. The answers are harder to come by, but with the ideas and possibilities generated by members, there are options to be considered. I am certain the tough questions will not go away, but I feel ESP is positioned to address them with the strong board and membership. Serving as the ESP liaison to MAEE and as co-chair of the Transition team while MAEE explored options provided me with a larger view of the issues and membership concerns. I hope to use this in the year ahead to strengthen membership benefits and focus on what opportunities are available to members.

I look forward to attending the ESP National Conference in Syracuse, NY October 10-13 and learning even more about ESP, what other states are doing to address challenges and brainstorming possibilities. Learning from others is vitally important and necessary for ESP to move forward and flourish. Your input as members and life members will only serve to help us think of the possibilities that abound. Thank you for the opportunity to serve as your ESP President Elect this year. I look forward to 2011-2012 and the opportunities that are ahead for ESP MN Pi Chapter!