



EPSILON SIGMA PHI

National Honorary Extension Fraternity



Number 37

September 1987

A Gem from ESP's Rich Past



In 1939 — members of Wisconsin's Alpha Sigma Chapter proudly wear their new regalia.

by Maureen Milbrath

As Extension looks forward to its 75th year in 1989 and with Epsilon Sigma Phi now in its 60th year — we share with you a gem we uncovered as we cleaned files during recent months.

The accompanying photo shows members of Wisconsin's Alpha Sigma Chapter in 1939 wearing their Epsilon Sigma Phi regalia. The people in the photo are not identified (perhaps some Wisconsin "old timers" could help us out), but we did find a letter from Wealthy M. Hale to Dr. T. B. Symons of the Tau Chapter in Maryland.

Here are excerpts from her letter.

- We like the regalia and feel that they add considerable dignity to our organization, especially when it meets for the initiation ceremony.
- Looking at the picture, the gold satin star on #5 (counting from the left) is worn by members of the House of

Pioneers or Charter members of the Chapter.

- The long regalia on #6 is worn by the Chief and it is of purple and gold satin. Numbers 2, 3, 4, 7 and 8 wear the collar regalia worn by the other officers and are made of green satin, with gold cording and a gold leather monogram.
- The sponsors, who accompany the initiates, are #1 and #9 wearing the long band over the shoulder.
- We used a very good grade of satin and interlined them with two-faced outing fannel. They are not stiff, you see, but

soft and cling to the body.

Incidentally, we found a set of the patterns in an envelope and perhaps the regalia originals are in some archive box in Wisconsin.

It also makes me wonder what is waiting to be "uncovered" in your chapter's files or storage boxes — as we prepare for Extension's 75th Anniversary.

Maureen Milbrath is a part of ESP's National Office Staff and, with Bill Milbrath, edits the Newsletter.

Speakers' Bureau a Reality

by Connie McKenna

A new resource for ESP Chapters, the Speakers' Bureau Professionalism Directory, has just been launched. The directory identifies highly qualified speakers on professionalism topics and will be a most useful resource for

people who plan Extension staff development activities.

The Directory will provide names and photos of Speakers' Bureau members and the person's area of expertise on professionalism topics; as well as educational

Speakers — to page 5

Harrison Reports on Board Meeting



Gail Shellberg, president-elect, and Meatra D. Harrison, president — hard at work at the July meeting of the National Board.

by Meatra D. Harrison

These are exciting times for Epsilon Sigma Phi and the National Board of Directors heightened the tempo during their summer meeting in Minneapolis during July.

And, as all of you know, while meetings are necessary for doing business and making decisions, they do not necessarily make good copy for a news story. So here are a few highlights to give you a flavor of the content of our recent Board meeting.

- Approved the nominations to the ESP Speakers' Bureau and developed plans for printing and distributing the Speakers' Bureau Directory during the fall months.

- Counted chapter ballots, approved the recommendations of the Awards Committee and finalized the selections for our National and Regional Awards.
- Connie McKenna, chair of the Professionalism Committee, was on hand to report on the excellent progress being made to have a Professionalism Course offered at North Carolina State University in 1988. Regarding scholarships for this course, the Board decided that the earnings from the ESP Foundation will provide at least one scholarship, and possibly more, if response to the "I'm a 10" campaign grows rapidly.
- ESP's participation in the 75th Anniversary of Extension in 1989 was discussed and the plans include: the Regional Directors will develop a list of 75 ways/

Plan Now for Winter School

The Western Regional Extension Winter School at the University of Arizona in Tucson, January 25-February 12, 1987, is offering eight courses especially designed for agents, specialists and administrators.

The special features of this Winter School include:

- Up to three semester hours of graduate credit may be earned.
- A total of 54 scholarships (most of them \$200) are available; and the deadline to apply is December 4th.
- One may take one or two courses.
- Housing at reasonable rates is available in nearby motels.
- A variety of cultural and recreational

activities are planned for students and family members.

- The University registration fee is a modest \$300.

The course titles are: Administration, Management and Supervision of Extension; Volunteer Training; Family Community Leadership; Personal Effectiveness — The Human Factor; Local Government and Extension; Public Policy Issues; Video Communication and Methods; Water Quality Management and Marketing of Agricultural Products.

For full information write or phone: Jim Chamie, Forbes Hall, University of Arizona, Tucson, AZ 85721 or 602-621-7205.

ideas chapters can use to observe the Anniversary, the 1988 Regional Workshops will have an Anniversary focus and the Newsletter will include Anniversary related stories in each issue.

- The Board approved a revised Chapter Officers' Handbook. Ralf Graham, North Central Region Director, prepared a very comprehensive draft for the Board's review and the plan is to distribute the Handbooks at the Regional Workshops next February.
- The plans were reviewed for our meetings at the National 4-H Center in November. Maryland's Tau Chapter will host the Awards Reception and Banquet and the theme for the Delegates' Workshop will be: "Future Perspective — Year 2001."

Bill and Maureen Milbrath set the stage for our Board meeting by planning a very pleasant opening evening of activities at the American Swedish Institute. Some 50 members of Minnesota's Pi Chapter joined us for tours of the museum/mansion, the dinner and much excellent fellowship.

Meatra D. Harrison, a member of the Alpha Zeta Chapter in Texas, is the current National President of Epsilon Sigma Phi.

Raymond C. Cox Mr. Nevada 4-H Dies

Raymond C. Cox, former Nevada State 4-H Leader, passed away last January in Fayetteville, Arkansas. Ray served as Nevada State 4-H Leader for sixteen years and prior to that time, he was an Assistant County Agent and District Agent in Nevada.

The 4-H program was a labor of love for Ray. His leadership and dedication left its mark on 4-H programs that endure to this day.

A memorial has been established in his name through Epsilon Sigma Phi and the Nevada Agriculture Foundation. Contributions to the Ray Cox Memorial Fund should be sent to the Nevada Agricultural Foundation, P.O. Box 7710, Reno, NV 89510. Or a contribution, in Ray's memory, to the National ESP Foundation's "I'm a 10" campaign would also be very fitting. Send these to the National ESP Office, 3641 46th Ave. So., Minneapolis, MN 55406.

A Ruby for Rideout

by Bill Milbrath

Anne H. Rideout, of Connecticut's Alpha Chi Chapter, will be the recipient of the National Distinguished Service Ruby Award. The Ruby Award heads the list of the 1987 National and Regional Award winners recently announced by the National ESP Board.

Rideout is the immediate past president of Epsilon Sigma Phi and the chapter ballots declared her the winner from among 12 outstanding nominees, according to Meatra Harrison, ESP's current president.

The additional award winners, named through the balloting process or by recommendation of the Recognition and Awards Committee, are:

1. **National Friend of Extension:** Henry H. Schriver — Ohio, Senator Albert Gore, Jr. — Tennessee and Senator Dale Bumpers — Arkansas.
2. **International Service Award:** Daniel C. Pfannstiel — Texas.
3. **Regional Distinguished Service Award:** Gail Imig — Missouri, Paul Dew — North Carolina, Velda Rankin — D.C. and Carole Ann Hansen — WA.
4. **Regional Mid-Career Awards:** Ronald Powers — Iowa, Bernice Arakawa — Hawaii, Nadine Hackler — Florida and Jean Green — Maryland.

ESP's National Awards Banquet, at the National 4-H Center on November 8th, will honor these 13 people. And Maryland's Tau Chapter, who will host the Reception and Banquet, are hard at work preparing a lovely event for an expected large attendance.

Regarding the process to name award winners, it all began last winter when state chapters completed nomination documents, according to Nadine Hackler, chair of the Recognition and Awards committee. Hackler went on to explain that 68 persons were nominated in the process, the largest number ever.

"The committee encourages each chapter to begin making plans now to recognize outstanding members and friends in 1988," Hackler said, "and we hope to see nominations from every state next year," she concluded.

Bill Milbrath is Executive Secretary/Treasurer of Epsilon Sigma Phi.

The Newsletter of Epsilon Sigma Phi National Honorary Extension Fraternity

- Published three times a year on the first of the month — January, April & September
- Copy deadline — 30 days previous.
- Evaluatory comments appreciated.
- Story ideas and articles welcome.
- Co-Editors — Bill & Maureen Milbrath
- Address — 3641 46th Ave. So., Mpls., MN 55406
- Phone — 612-721-3104



Ruby Winner Word Search

J B H E S B F M X O A M I I N S O E E G
O Y W D N H J D Z L B M X J C Q E V I L
E T H S C O S F C Q R H Y A P S G N J P
X R G G E X S R J S A H O F F M A N I R
F O R S P A O U A D H G I S T O Z S P V
A U E P S O V I G R A G I X N H M Y Q O
A L B M K R N C H R M Q B I X N W C J L
H A E S B C O J M N E B U R H C S N L P
L U D U B I S D B R A F Y Q Y I F A B J
G Y N Y Q A N G R E E N W O O D G E N X
R J A H A I I U Q O A P D F X U X N O Y
E K V M G Z H T N M F D I E O Y V O T E
N B L A L O C K H L C H U D R B R T L M
L K R A L C T S W O R W C V D S E I E E
W A T T S U U E L E M M A T A P O A K R
D O V Z O C H L N H H P K U A L A N S S
B S A E Y B I P H Y Z W S H N R L I E O
F B D B K N E P B A D Z N O T T U S X N
K I U S G K W N X T D G A S N H T Y Q Q
R R B S R L A N L T B R R H W D G W C C

The names of 28 National Distinguished Service Ruby Award recipients (1960-1987) are in the word search. Look for them in all directions: horizontal, vertical, catty-corner, left to right, right to left, etc.

The names to look for (last name only) are: Roland Abraham — MN, Carlton Blalock — NC, Harriette Cushman — MT, Mary Neil Greenwood — DC, Paul Kepner — DC, Gale VandeBerg — WI, Henry Ahlgren — WI, Robert Clark — WI, Dorothy Emerson — MD, Leroy Hoffman — IN, Charles McDougall — DC, Wm Sutton — GA, Charles Vines — AR, Edward Aiton — MD, Mary Louise Collings — DC, Clarence Ferguson — OH, John Hutchinson — TX, Brice Ratchford — MO, Tai DuVall — GA, Lowell Watts — CO, Marvin Anderson — IA, Paul Crooks — IN, George Gist — OH, George Hyatt — NC, Luke Schruben — DC, Ann Thompson — VA, William Skelton — VA and Anne Rideout — CT.

Extension in Jordan

by David Youmans

Extension work in the Jordan River Valley is gaining momentum, thanks to the involvement of Washington State University and the inputs of the Jordan Valley Agricultural Services Project (JVASP). The project funded by USAID and operating entirely within the Ministry of Agriculture, is strengthening the Extension Service in this historic valley.

The area produces tropical fruits and vegetables, many of the latter under a system of plasticulture. The twelve Extension agents work out of nine Extension offices from near the Sea of Galilee and the Golan Heights to the Dead Sea.

JVASP is supporting the Extension effort in a variety of ways. Extension agents have been dispersed and deployed throughout the valley so that there is an operational office in each region.

It is expected that a well trained and self-directed cadre of Extension personnel will continue their commitment well beyond the life of the project.

Youmans, WA's Beta Chapter — now in Jordan.

Best of Chapter News

by Gail Shellberg

Granting scholarships, providing honors and recognition, recording history, supporting budget requests, sponsoring social events and developing professionalism resources are consistent themes when chapter leaders reported the highlights of the year.

So — to give Newsletter readers a flavor of what is happening in ESP Land, here's a highlight from each chapter who reported.

Southern Region

- **Arkansas:** "Making Change an Opportunity" was the theme for the year and was emphasized at the state meeting, in a newsletter and in recognition to retirees.
- **Florida:** Annual reports, compiled in a booklet, were distributed at the annual meeting — held jointly with all the Agent Associations.
- **Georgia:** With the Agent Associations sponsored a Legislative Luncheon for the Senate and House Agricultural Committees.
- **Louisiana:** The chapter awarded six scholarships amounting to \$2,175.
- **Mississippi:** A retiree is updating the chapter's history and the first outstanding Secretary Award was presented.
- **North Carolina:** More than 400 retired staff supported Extension during a budget crunch.
- **Kentucky:** Sponsored a "Retiree Night" with a program that focused on insurance, hospitalization, Medicare and changing benefits.
- **Oklahoma:** Sponsored a pre-retirement planning session at Extension's Annual Conference.
- **South Carolina:** Began a chapter newsletter and updated their bylaws regarding officers and committees.
- **Tennessee:** A chapter handbook is being written to support the work of officers and committees.
- **Texas:** Sponsored the Annual Retirees' Luncheon at the state level and in each of Extension's 14 districts.
- **Virginia:** Provides loans of \$1,000 for full time study leave and up to \$500 for a single course study.

Northeast Region

- **Connecticut:** The Annalist is preparing a chapter history to be presented at Extension's 75th Anniversary in 1989.
- **D.C.:** Had a luncheon with congresswoman Virginia Smith, Nebraska — and honored her with a State Friend of Extension Award.
- **Maryland:** Awarded a \$100 scholarship and established a Chapter Mid-Career Award.
- **New Hampshire:** Two members, upon returning from Africa, did a program on "International Opportunities for Extension Staff."
- **New York:** Awarded \$800 in educational grants and published a quarterly newsletter to keep members informed.
- **Pennsylvania:** Sponsors a Secretarial and a "Rookie" Award and provides loans for graduate study.
- **West Virginia:** Planned and offered a Mid-Career Assessment Workshop.

Western Region

- **Alaska:** Membership is open to clerical and professional/technical staff and has recommended that retirees be appointed to Extension's Advisory Committee.
- **Arizona:** Hosted the National ESP Banquet in 1986 and reduced the membership requirement to five years of service.
- **Colorado:** Honored three secretaries for outstanding service and hosted Extension's Annual Awards Banquet.
- **Hawaii:** The Goff Memorial Fund currently provides three no interest loans for professional improvement.
- **Idaho:** Chapter re-building has resulted in an increase in dues to \$17, payment of national dues and an update in chapter bylaws.
- **Montana:** Hosted the 60th Anniversary Banquet of ESP and increased the Professional Development Scholarship to \$300.
- **Nevada:** With the Nevada Agricultural Foundation, established a memorial fund in memory of Ray Cox.
- **New Mexico:** Has an awards program that recognizes a University staff member (not Extension), a retiree, an Extension "rookie" and a lay volunteer.

- **Utah:** Created a network to contact local leadership regarding proposed budget cuts.
- **Washington:** Had a regional and a national award winner in 1986 and a chapter handbook was developed.
- **Wyoming:** Renewed the Friend of Extension Award and developed a lobbying plan to support Extension funding.

North Central Region

- **Illinois:** Has four financially supported awards, each named in memory of an Extension worker — one recognizes superior sustained service, another recognizes the most innovative program, a third supports professional study and a fourth supports undergraduate career training.
- **Indiana:** Each retiree receives the coveted Purdue blanket and all newcomers are breakfast guests during Annual Conference.
- **Iowa:** Has set a necrology ceremony to slides and music and finds it a tasteful way to open the memorial ceremony.
- **Kansas:** Is doing an "Under cover" project which provides a special one-of-a-kind notebook, for each chapter officer and committee chair.
- **Minnesota:** Has an oral history project underway that now has 21 conversations on tape.
- **Missouri:** The Loan and Fellowship Fund now has an endowment of nearly \$70,000 and, since 1964, \$61,000 has been awarded to 182 persons.
- **Nebraska:** Teamwork is being recognized through Large Team and Small Team Awards.
- **North Dakota:** With the three Agent Association groups, a brochure has been prepared that explains and encourages participation in all four groups.
- **Ohio:** Sponsors 10 "Tools for Teaching" Awards in categories such as news stories, columns, TV tapes, newsletters, etc.
- **Wisconsin:** A special Benefits Review Committee shared vital information about Federal and State Benefits at Early Bird Seminars.

Gail Shellberg is President Elect of Epsilon Sigma Phi. Regional Directors Kathi Walker, Ovid Bay, Beryl Burt and Ralf Graham were the first link in gathering the news from chapters for this story.

Awards for Support Staff — A Good Idea



Zoraida Vidro, EFNEP Aide in Connecticut, receives the Doris Lane Scholarship from Annette Holden, chapter president.

by **Bari Dworken**

Connecticut's Alpha Chi Chapter sponsors a local recognition program for Extension's support staff, in addition to participating in ESP's state, regional and national awards.

Recognizing that support staff are an integral part of the total Extension program, the following awards and scholarships have been established.

- The Outstanding Secretary Award pays tribute to staff who have performed outstanding service as part of the total Extension team.
- The Arland R. Meade Communications Award recognizes those who have helped improve communications within or for the Extension Service.
- Three scholarships have been established for Extension Service staff: clas-

sified, paraprofessional and field faculty or specialists who are pursuing a program of professional development.

Support staff who were recognized in 1986 include;

- Mary Brown, a clerk-typist, received the Communication Award for her leadership in providing a smooth transition to a computerized office which now more effectively serves clientele.
- Ann Hayes received the Outstanding Secretary Award for capably operating an efficient office for 14 years.
- Zoraida Vidro Rivera, an EFNEP program aide, received a scholarship to support her efforts to complete a BA degree.

Bari Dworken is Vice-President of the Alpha Chi Chapter and a Regional Administrator in Connecticut.

Loans Total \$100,000 Since '48

by **Bill Milbrath**

Since 1948, the Scholarship/Loan Program of Epsilon Sigma Phi has loaned more than \$100,000 to 117 different members to support their professional development efforts and to help them earn advanced degrees.

Valya Telep Vincell, Child Development Specialist in Virginia, a recent loan recipient commented, "Professional development involves a commitment to your chosen field and an investment in your role within it. Professional development may also involve an element of risk — especially if it means two years of educational leave! My Epsilon Sigma Phi loan was instrumental in affording me the opportunity to return to school to pursue my doctorate. I found it both personally and professionally rewarding to examine my 4-H volunteer development experience from a fresh perspective — that of researcher; then bring those insights full circle — back to the real world again!"

Two more recent loan participants also shared comments about the program's significance to them.

Bruce DeYoung of New York said, "I sincerely appreciate the support which ESP provided for my studies. It may be of interest that the National Extension Systems has also benefited from this investment. A publications derived from

my work has been widely distributed and I also have made presentations at several Extension conferences across the country during recent months."

And Myrtis Akins of Georgia said, "This type of financial aid to graduate students is of tremendous assistance. I sincerely feel it is one of the most important things which Epsilon Sigma Phi undertakes. In providing this assistance, we are committing our organization to the professional improvement of veteran Extension workers."

According to Mary Search of Michigan and Chair of the Scholarship/Loan Committee — the loan maximum is \$1,000 and it is interest free if it's repaid within 12 months of the completion of the study leave — after which the interest rate of a six month money market certificate is applied.

Search went on to explain that the loan account now has sufficient funds to provide several additional \$1,000 loans and that she welcomes loan applications — available from any chapter officer who has an ESP Handbook, from the National ESP Office or from Mary Search at 5060 St. Joseph Ave., Stevensville, MI 49127.

Bill Milbrath is Executive Secretary Treasurer of Epsilon Sigma Phi and with Maureen Milbrath edits the Newsletter.

**New Phone Number
National ESP Office
612-721-3104**

Speakers — from page 1

and career background information.

Members included in the initial Speakers' Bureau Directory, and the chapter who nominated them are: Edgar J. Boone — North Carolina, Thomas G. Brown — Missouri, Ellen Elliott — New York, Ruth Ann Fowler — Florida, Maynard C. Heckel — New Hampshire, Wayne M. Keffer — Virginia, Ronald C. Powers — Iowa, Anne H. Rideout — Connecticut, Bill Russell — Arkansas, Dempsey H. Seastrunk — Texas and Mary W. Wells — Virginia.

The directory will be printed and distributed during the fall of 1987 and chapter presidents, who each will receive 15 copies, are encouraged to share it with Extension Agents Associations and other groups with whom they network.

The Speakers' Bureau is a project of the National ESP Professionalism Committee and we plan to accept additional nominations for a newly printed directory each year.

Connie McKenna, a member of the D.C. Mu Chapter, is chair of ESP's Professionalism Committee.

Working With Our Publics

*In-Service Education
for Cooperative Extension*

by Edgar J. Boone

"Working With Our Publics: In-Service Education for Cooperative Extension" is a new nation wide training series intended to assist both new and experienced Extension professionals in assuming an expanded and timely role as they work with a changing clientele under new societal conditions.

The training modules, which will be introduced to all state and territorial Extension Services at workshops in the spring of 1988, are designed to stand alone as well as to comprise a coordinated series. The modules evolved through a cooperative planning and development process that began with needs expressed by Extension agents, a national survey and ongoing discussion among ECOP members and its Program and Personnel Development (P&PD) Subcommittee.

A brief description of each module's topics, content and developers is as follows:

- **Understanding the Land-Grant University and Its Mission in Contemporary Society** is intended for a university audience and is designed to inform the faculty regarding the functions, structure, and the unique role of the land-grant institution in American education. It is being developed by G. L. Carter and George Hyatt of North Carolina State University.
- **Understanding Cooperative Extension** introduces new Extension staff to the history, mission, values, and networks that distinguish the Cooperative Extension System. This module is being developed by David Sanderson of the University of Maine.
- **The Extension Education Process** provides an introduction to and guided practice in the principles, concepts, and process of nonformal Extension education. Richard T. Liles and R. David Mustian of North Carolina State University have developed this module.
- **Developing Leadership** tells how to gain and exercise leadership skills and to identify, recruit, develop and work

with volunteer leaders. It was developed by Lee J. Cary of the University of Missouri.

- **Situational Analysis** deals with how to determine the need for an Extension educator's involvement in a situation and to understand the relevant contexts in planning and implementing programs. Laverne Forest of the University of Wisconsin is doing this module.
- **Working With Groups and Organizations** is intended to develop skills in working with and through groups and understanding the behavior of individuals, groups and organizations. This module is being developed by Betty Wells of Iowa State University.
- **Education for Public Decisions** deals with analyzing public issues, anticipating the potential consequences to Extension of its involvement in these issues and developing community education programs in public policy. Verne W. House of Montana State University

and Ardis A. Young of Washington State University are the developers.

- **Analytic Techniques for Future Programming** provides information on and exercises in projecting future conditions, analyzing trends, inventing futures and generally enabling clients to assume a proactive stance toward change. The developer is J. David Deshler of Cornell University.

The project has received generous support from former and current Extension Administrators Mary Nell Greenwood and Myron Johnsrud, ECOP's P&PD Committee Chair Randall Barnett and the W. K. Kellogg Foundation, which has provided more than \$1.4 million in support.

Edgar J. Boone, of North Carolina's XI Chapter, is Project Director of "Working With Our Publics" at North Carolina State University.

Tale of Alaskan Pioneer

by Marguerite Stetson

It was September of 1925 and Lydia Jacobson, an adventurous Home Economist, has just arrived in Alaska from Iowa. With her arrival, the Home Economics faculty at the University of Alaska was doubled.

Lydia Jacobson Fohn-Hansen, Life Member of Epsilon Sigma Phi, passed away last November at 95 years of age.

During her first months in Alaska, a friend introduced Lydia to a local prospector, Hans Fohn-Hansen, and it was then that University President Bunnell became concerned. Hans had invited Lydia on a dog team sled ride and already two Home Economists had been "lost" through courting on dog sleds.

Hans and Lydia were married in 1927 and for the first time in Alaska's history, marriage did not cause the woman to lose her teaching job.

In 1930 President Bunnell appointed Lydia to a new position with the Extension Service, as Smith-Lever funds now came to Alaska. All the positions were part-time and Lydia's was for six months each year to work with 4-H and homemakers.

In the mid 1930s Lydia resigned to become a full time wife and to help Hans at the mine. But in 1938 Hans died of tuberculosis.

So in 1940 Lydia returned to her Extension career as Home Demonstration Leader and continued in that role until 1959. In 1957 Lydia was the first Alaskan to receive USDA's Superior Service Award and in 1959 the University of Alaska conferred on her an Honorary Doctor of Humanities — the first woman to be so honored.

When Lydia left Alaska in 1975, her friends established the Lydia Fohn-Hansen Scholarship Fund which provides grants to Home Economics students. On Lydia's death, her niece's husband gave \$40,000 to the scholarship fund in memory of Lydia and his deceased wife.

Marguerite Stetson, of Alaska's Alpha Alpha Gamma Chapter, told about Lydia Jacobson Fohn-Hansen at ESP's Regional Workshop last February — and consented to write the story when asked.

**New Phone Number
National ESP Office
612-721-3104**

'I'm a 10' Donor List Growing

by Bill Milbrath

"Please send me \$100 worth of 'I'm a 10' buttons for the enclosed check of one hundred dollars. I am a retired Agricultural Agent from Spotsylvania County, Virginia with 33 years, 10 months and 17 days of service. I will be retired 15 years on October 15, 1987 and also will be 70 years old."

The above message from R. W. Kash, Jr. of Fredericksburg, Virginia was a joy to receive at the National ESP Office and

together with the gifts from more than 300 members — the total contributions to the National ESP foundation now total nearly \$6,000.

Now one might think that six thousand dollars is a long way from the goal of \$100,000. But, 1990 is more than two years away, the momentum for the 'I'm a 10' campaign is building and soon the earnings from the investments will be providing scholarships for the Professionalism course which will first be offered in 1988.

established. Therefore, the number of scholarships that can be awarded will increase as your contributions cause the Foundation to grow.

Recent 'I'm a 10ers' and their comments:

- Chas. R. Ross of Corvallis, Oregon — retired Forestry specialist and named the 1986 Western Tree Farmer of the Year by the American Forest Council, "In South Carolina they told me that Extension is 'sky high and world wide' in its possibilities — and; amid the adjustments, changes and new directions that characterize the present period, I believe this is the philosophy that should be constantly reiterated."
 - An ESP member from Virginia, who prefers to remain anonymous, said, "The Extension Service and Epsilon Sigma Phi have been good to me for my 27 years of Extension work. As a token of my appreciation I am making a donation of \$150 to make our 1987 Outstanding Individual Winners and myself 'I'm a 10s'." We extend thanks to this donor and congratulations to these new 'I'm a 10ers.'"
 - David Youmans of Washington State University and Chief of Party for the Jordan Valley Agricultural Services Project and recipient of ESP's International Service Award in 1985 sent his check from half way around the world. Thanks David and I hope you have your 'I'm a 10 button' by now.
 - George Boehnke, retired District Supervisor from Iowa and now living in Minnesota, rang the doorbell one day recently and when Maureen answered it — this distinguished man asked, "Is this where I give my money to become an 'I'm a 10'?"
- It sure is and we would love to hear from many more of you!

Journal's Fall Issue on Professionalism

"Professionalism: Growing, Giving, Gaining" will make up a special section of the *Journal of Extension's* Fall 1987 issue.

- **"Toward Peak Performance"** explores the science of peak performance; integrating research findings into a workable model. Sam Quick, Darla Botkin, and Patty Rai Smith — University of Kentucky.
- **"Recess Is Over"** discusses Extension's changing role relative to the information explosion. Kirk A. Astroth and Benny S. Robbins — Kansas State University.
- **"Carving a Niche"** examines the idea of incorporating paraprofessionals as a response to cuts in 4-H staff. Robert M. Ritchie and Michael H. Stitsworth — Purdue University.
- **"A Profile of Excellence"** identifies qualities unique to staff whose work is considered excellent. Lorilee R. Sandmann — University of Minnesota and Patricia M. Copa — University of Wisconsin.
- **"Between the Worlds of Home"** addresses the issue of Extension professional's work vs. personal/family life. Joan Thomson, Nancy-Ellen Kieran, Tena St. Pierre and Robert B. Lewis — Pennsylvania State University.
- **"Making Music in Discordant Times"** emphasizes the importance of team effort for maximum clientele impact in these stressful times for Extension. Ellen M. Ritter — Texas A & M University.

Journal of Extension subscriptions are \$17 per year for four issues and are to be sent to: 432 No. Lake St., Madison, WI 53706.

Wisconsin-Connecticut Lead the Way

And members of the Alpha Chi (Connecticut) and Alpha Sigma (Wisconsin) Chapters can be very proud, because their groups are leading the way.

The 25 Connecticut contributors, representing 25 percent of their membership, have given more than \$400 and the 69 Wisconsin donors, representing 20 percent of their membership, have given more than \$2,200.

Four additional chapters: Alpha Pi (Alabama), Upsilon (North Dakota), Alpha Eta (Ohio) and Omega (Tennessee) have 35, 18, 24, and 16 donors respectively and obviously are implementing their plan to raise \$10 per member for the 'I'm a 10' Foundation campaign.

To give added support and emphasis to the fund raising effort, the National Board at their July meeting took the following action:

- A story about the ESP Foundation and the 'I'm a 10' campaign will appear in each issue of the Newsletter.
- Contributions "In Memory of . . ." or "In Honor of . . ." will be encouraged.
- The earnings from the ESP Foundation will provide the scholarships for the Professionalism Course, now being es-

Yes — I Want To Become An "I'm a 10"
Here's my check made payable to the
National Epsilon Sigma Phi Foundation.

Name _____ Amount _____

Address _____

Chapter _____ Active _____ or Life _____ Member

Send to: National ESP Office, 3641 46th Ave. So., Mpls., MN 55406

Retirement — Not a Solo Event

by Maureen Milbrath

So you've retired! One day you were an employed professional and the next you're not! One day your spouse had a employed partner and the next day that partner is home! Home — every day, all day — morning, noon and night!

What is this leading up to? It is this — retirement does not happen to just one person. Instead it's like a stone thrown into a pond. The ripples it causes go on and on! Retirement affects the people in our life in the same way — one's parents, our sons and daughters and one's neighbors, friends and ex-colleagues — they all feel the ripples. But most particularly retirement affects one's spouse.

For spouses of Extension workers — their lives have been one of adjusting to that career. For many — they love having Extension as part of their lives. But for others — well maybe they aren't so sure.

But one thing is for sure — any Extension spouse has learned to cope with long hours by oneself due to evening meetings, weekends at camp, county and state fairs, annual meetings, retreats, travel and on and on.

Because of this, the Extension spouse often is the person in charge of child rearing, household maintenance, yard and garden care, auto maintenance and extended family relationships. But now, in retirement, the former Extension worker is home!

This new situation can be viewed in a multitude of ways — with joy, fear, resentment or adventure. Life may proceed as smooth as silk, or more likely, there will be a few bumps to iron out. What's needed will be some give and take.

Without naming names — there is one retired Extension worker who agreed to be the bed maker each morning. The spouse, with 30 years of solo bed making under her belt, was delighted! After one week — the new retiree decided that bed making was a two person job and hereafter the two of them would do it together!

It takes patience!

Then there's the retiree who learned to use the washing machine one fine day! The spouse, with years of laundry experience, was told in good "extensionese" the pros and cons of warm water versus cold — large load versus small and on and on.

It takes a sense of humor!

And how about the ex-Extension Agent who was a cracker-jack decision maker. Administrative decisions at the work place are fine. But decisions made by one, for two at home, may not work so well. This one decided to move the two of them lock stock and barrel to another part of the state without consulting the other! Not a good decision because years later there was still hurt and anger!

It takes consideration!

The ripples of retirement move on and on and the single retiree has ripples of his/her own to watch! The expectation of parents could well increase, one's relationship with siblings might change, one's friendship group may need more time and care and the neighbor next door or across the street might be worth knowing better.

It may be an opportunity!

Yes — there is an opportunity for newness in retirement, because there is now time to become re-acquainted with loved ones in new ways and an opportunity to make new friends, see new places, do new things.

Just remember — the ripples your retirement causes can be ripples of delight if you use a touch of patience and consideration, with a generous sprinkling of laughter and topped of with a sense of adventure for the new life ahead!

Before retirement, while Bill Milbrath was on the Minnesota Extension staff, Maureen and Bill developed a Retirement Planning Workshop which they have conducted for Extension in several states. The content for this story is a product of those workshops.

National Epsilon Sigma Phi Office
3641 46th Ave. So.
Minneapolis, MN 55406
612-721-3104

Non-Profit Org.
U.S. Postage
PAID
Forest Lake, MN
Permit No. 20

08332
MILLVILLE NJ
R 1
MOZENTER, MARILYN

027271