



# EPSILON SIGMA PHI

*National Honorary Extension Fraternity*

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## Alpha Tau Chapter Hosts Awards Banquet

by Maureen Milbrath

"Any New Business??", says Wilma Jean Lower, president of Missouri's Alpha Tau Chapter. "Yes! The 1990 National Meeting of Epsilon Sigma Phi will be held in our state this year and we have been asked by the National Office to host the Banquet. Any questions? What are our duties? What are we supposed to do? Who should we ask to do what? Entertainment?? Well, let's just follow the outline sent by the National Office!! Do we do it? All those in favor say aye — the ayes have it!!"

That is probably a glimpse into what went on at a Missouri Alpha Tau meeting sometime last year. And then the work began with Wilma Jean Lower leading the way.

Well as the year progressed the pieces of being host to the Awards Banquet did fall into place. Yes — Rex Ricketts will be the Emcee; Yes — Wilma Jean Lower will give the invocation and Yes — Gail Imig will give the welcome! And yes — we will have a goodly number of Chapter members at the banquet to host the 180 people attending. Entertainment?? Not too much — not too long — not too loud. Oh yes — we have just the group — the Jazz Ensemble from the University of Missouri at Kansas City.

So . . . can anything go wrong?? Of



Missouri's Alpha Tau Chapter members planned and hosted the Awards Banquet: Pat Lieurance, Rex Ricketts, Don Swoboda, Al Black, Barbara Froke, Jan Clark, Gail Imig, DeLois Buswell, Wilma Jean Lower, Pat Snodgrass and Don Fancher.

course it can!!

First . . . the flowers arrive a day early!! Now that amounts to one large centerpiece, 21 corsages, and 12 boutonnieres, plus a bunch of daisies that we must keep fresh for the next evening. Oh my — what to do?? Well — the car is here and the temperature won't go below 40 degrees tonight. Okay that's the answer!! But we must find a container with water for the daisies. How about the ice bucket! Great!!

Next . . . The hotel promises that we can get into the banquet room exactly at 5 p.m. to put a program at each place, the

centerpieces at each table, the place cards on each award recipient's special table. So that will give us ample time to get our work done by six o'clock.

Time marches on and on and on . . . We can't get into the dining room — no tables are up — no tablecloths are on — no one is working!!! Finally at 5:30 the host team, lined up like soldiers ready to do battle, are allowed in! Scurry — Scurry! Finally — all is done and doesn't it look beautiful! Take a deep breath and . . . . . Scream!!!

One of the beautiful red and gold crown centerpieces, symbolizing the Kansas City Royal stock show, catches on fire from the candle inside which is only meant to give the crown a beautiful special glow. Do we evacuate, do we call the fire department, do we faint?? No!! We can deal with this! Out goes the fire and out also go all the other candles under crowns. Oh well — it still looks great! Now — can we relax?

Yes Missouri — now you can relax and know that the evening went off like a well tuned watch! All of the pieces did fall into place. The entertainment was perfect, the folks at the head table made it all go so smoothly and we all felt we were warmly hosted by the friendly folks of Missouri. Thanks to you all!!

Let's see — we'll be in Washington, DC next year for the Awards Banquet. Oh! Let's ask . . . !!



Following the Awards Banquet, Dr. Chester Black (Ruby Award) chats with Lois Bassett (Friend Award) while Black's 85 year old Mother beams with pride.

# Hackler Asks: Moving or Standing Still?

by Nadine Hackler

Epsilon Sigma Phi leaders (members) moving into the 90s was the theme of our recent National Council meeting in Kansas City and our first all day professional development workshop, which was led by Barbara Froke of Missouri. She did an outstanding job.

Are we moving . . . or are we standing still? Are we doing the same "things" each year . . . or are we seeking new challenges and opportunities? Are we establishing goals — long and short term that will demonstrate that we are a fraternity that is "on the move" or are we just coasting along?

Let's consider our number one long range goal for the 90s — "Epsilon Sigma Phi will enthusiastically support the viability of the Extension system as it faces the future." Are we moving on this goal . . . or standing still? What is your chapter, your officers, your active members, your life members doing to show that Extension is viable in today's world? More importantly, what are you doing?

Let's look at a few ways the National Board is giving leadership to showing how Epsilon Sigma Phi is supporting the viability of the Extension system as it faces the future in the 90s.

- The first eight mini-grants were awarded to members/states. These all related to increasing professionalism of

members/chapters and/or issues. Did your chapter submit a grant proposal?

- The first four Regional Team Awards were presented at the Awards Banquet. They recognized teamwork. Is your chapter actively seeking nominations for this award?
- We became a full partner with the three agent associations in an organization called the Joint Council of Extension Professionals, which is made up of the Presidents, Past Presidents, and Presidents Elects. As a result ESP has someone serving as secretary this year and will chair this Council next year. In 1992 we will chair the Regional Workshops. Do you have this model of cooperation in your state — or are you working toward this goal?
- At the July National Board meeting two ad hoc committees were established: The Constitution/By Laws/Handbook Committee has as their first task to revise and revitalize the Chapter Officers' Handbook. And the Marketing/Public Relations Committee has as their first task to develop ways to market the Foundation and the Speakers' Bureau. How are you marketing Extension/ESP in your chapter?

Myron Johnsrud, our ES/USDA administrator spoke at National Council on this goals. He had good things to say about



**Nadine Hackler, National ESP President.**

what has happened with Extension this year and challenged us to be the group to work in pulling "the team" together. Will you accept this challenge in your chapter?

Moving . . . or standing still! Oliver Wendell Holmes said it best when he said, "I find the great thing in this world is not so much where we stand as in what direction we are moving." What direction are you moving? What direction is your chapter moving?

*Nadine Hackler, a member of Florida's Alpha Delta Chapter, is the ESP National President.*

## New Council of Extension Organizations

by Patricia Powley

With the restructuring of the Extension Committee on Organization and Policy (ECOP) and its many committees in 1989, the Joint Council of Extension Professionals (JCEP) was established in December of '89.

Membership in JCEP is made up of the president, president elect and past president of Epsilon Sigma Phi, the National Association of Extension 4-H Agents, the National Association of Extension Home Economists and the National Association of County Agricultural Agents, together

with representation from ECOP and ES-USDA.

As full partners, the four organizations work together on common concerns of the Cooperative Extension System. The following are recent accomplishments or topics of discussion:

- Development and distribution of a brochure which highlights the information collected nationwide in 1989 during which Extension staff recorded their work activities on "A Day In Extension".
- Development of the program for the Officers' Workshops held annually in each Extension Region.
- A joint National Meeting of all four organizations is under consideration for sometime in the 1990s.

Yes, JCEP has an active agenda and it is hoped that many more such joint efforts will be established at the State level.



**The presidents of the four organizations who are a part of JCEP: Peggy Adkins — NAE4-HA, Nadine Hackler — ESP, Mary Wells — NAEHE and Stuart Hawbaker — NACAA.**



# Making a Difference for Youth at Risk

**Editor's Note: Dr. Hoopfer's article is a continuation of this Newsletter's focus on Extension's National Initiatives.**

**by Leah Hoopfer**

It is time to recognize that as an organization and a larger society we have the power and the responsibility to effect positive, possible futures for a broad spectrum of the Nation's young people.

We, as youth, family, volunteer, and community development professionals in Extension have an astounding number of resources with which to respond, the most important of which is our nationwide network of staff and volunteers. Our research base and connection to the Land Grant University System is coveted by many. Resource support from the corporate sector ranges from the fiscal to idea power. We have a 4-H youth development educational program which reaches over five million young people across the Nation.

Field, State, and National staff have considerable expertise in youth and volunteer development. We have a Home Economics and Family Living program with a broad base of expertise in family and youth issues. We are supported by community and leadership development specialists. We have a volunteer corps that gives more than one billion dollars in time and resources each year!

See what we are already doing in positive youth development. But imagine what we can do if we are more coordinated, if the majority of us are on the same path and if we have a strategic plan which all facets of the organization have worked to develop. With that achieved we will have a road map to the future through partnership.

## **Youth Development — Imperative**

Youth development (developing youth potential) is no longer just a nice thing to do. Youth development is imperative if we are to remain an economically viable Nation. The corporate sector is bracing itself for labor shortages of qualified workers. The national average of school dropouts is over 28 percent with some States over 40 percent. If we do not make significant changes in education and support of kids now, jobs will be exported to a qualified work force; while unemployment,

job dissatisfaction and welfare will rise among the unskilled youth.

Why should Cooperative Extension be involved in defining youth development and youth at risk issues? I am asked this question more times than I wish to count. The answer is this. It is our job! The youth phase of Extension programming was originally designed 75 years ago to educate youth in advancing technology, to make a positive difference between home and school, as well as between teacher and parent.

Why should we revisit this vision and mission? It is time to ask ourselves, what business are we in? If we are in the youth development education business, educating youth in advancing technology and preparing them for the future — are we conducting programs that are relevant? Are we designing learning experiences and learning environments to maximize growth for the young person and for the volunteer staff delivering the learning opportunity? Are we maximizing the organizational resources we possess?

## **Develop Youth Potential**

To be an effective player in the youth development arena and to be a primary player in the coming genesis of nonformal education; we must have an overall, highest priority commitment to youth and the environments that support them; including community, school, family and peer groups. We must understand what it means to develop youth potential which really looks quite different from a mindset focused on "fixing" kids or maintaining an organizational structure!

We all must be action oriented, have a positive vision of the future for our youth and recognize that the expertise is out there. Research tells us that it often isn't the model that makes the difference, but the people delivering experiences and developing relationships with kids.

It is time to invest in people who are making a difference. That investment must come at the local community level where people of vision and action are making a difference in kids' lives because they care.

I want you to imagine a future where nonformal education is a "formal" part of the education system. Where programs such as ours are a major and ordinary way of bringing education to life. Imagine a future where kids see their broader



**Dr. Leah Hoopfer, ES-USDA.**

community as much as classroom as the four walls they now call school.

We can invent that future! It will take new and renewed structures to stem the growing tide of failure among kids. It will take a leap of faith knowing that change probably does not happen in bites, because of just one experience in a kid's life. But change takes place over time because of caring adult volunteers and staff creating environments of support where kids experience success and see themselves in positive, possible futures.

*Dr. Leah Hoopfer, a member of DC's Mu Chapter, is Deputy Administrator 4-H and Youth Development, ES-USDA.*

## **Summer Institute at Cornell in NY**

**by Carolyn Boegly**

Cornell University's Summer Management Institute for Extension staffers will be held June 24-28, 1991 at their campus in Ithaca, New York.

Two graduate level courses will be offered: "Maximizing Human Resources" and "Leading the Organization"; together with several seminars which will provide an opportunity to exchange ideas and concerns regarding planning and teaching of community based educational programs.

So combine some professional development with a family vacation in New York/New England next summer.

For more information contact me at 607-255-0796.

*Carolyn Boegly, a member of New York's Lambda Chapter, is a Program Specialist in Staff Development.*

# Epsilon Sigma Phi —

## National Ruby Award



**Dr. Chester Black, North Carolina's Director Emeritus, receives the Ruby Award from Patricia Powley, 1990 National President.**

## National Friend of Extension



**Lois Bassett, Washington State advisory board member and volunteer, receives her Friend Award from Nadine Hackler, 1991 National President.**

## West Distinguished Service Award



**Laura Bowman, Colorado's Arapahoe County Extension Director, receives her award from Marilynne Ross, Regional Director from Washington.**

## South Distinguished Service Award



**Dr. Bill Summerhill, a Program Development and Evaluation Specialist from Florida, receives his award from Dr. Bill Braden, Regional Director from Texas.**

## Northeast Distinguished Service Award



**Don Osburn, a Regional Extension Director from Maryland, receives his award from Denise Matejic, Regional Director from New Jersey.**

## North Central Distinguished Service Award



**Ralf Graham, a Communication Specialist from Kansas, receives his award from Dr. Norm Everson, Regional Director from Wisconsin.**



# Awards Excellence

## National Friend of Extension



Stephen Morris, Kansas advisory board member and volunteer, receives his Friend Award from Nadine Hackler National President.

## International Service Award



Dr. Joe Busby, Florida's Director Emeritus, receives the International Award from Nadine Hackler, National President.

## West Mid-Career Award



Wendy Douglass, Colorado's Director of Public Relations and Marketing, receives her award from Marilynne Ross of Washington, former Regional Director and now President Elect.

## South Mid-Career Award



Dr. Glenda Herman, a North Carolina Housing Specialist, receives her award from Dr. Bill Braden, South Regional Director.

## Northeast Mid-Career Award



Kendra Wells, who heads up the 4-H Program in Maryland's Montgomery County, receives her award from Northeast Regional Director Denise Matejic.

## North Central Mid-Career Award



Joyce Ann Smith, a Ohio Clothing Specialist, receives her award from North Central Regional Director Dr. Norm Everson.

# National Office to Shellbergs in Colorado

by Maureen Milbrath

Gail and Shirley Shellberg are now the newest people to staff the National Office of Epsilon Sigma Phi and they are only the fifth to have served in that capacity. The first Executive Secretary Treasurer was Luke Schruben of Washington, D.C. and Mildred Payne Blokker of Virginia was the second. The next person in the position was Robert Clark of Wisconsin and most recently Bill Milbrath of Minnesota held that post.

The Shellbergs have been closely involved with Epsilon Sigma Phi in recent years as Gail was National President in 1988 and the Western Regional Director in 1986. The Shellbergs feel that doing the work of the National Office will open a whole new, yet familiar, world for them.

Gail, just this month, is a new retiree from Colorado Cooperative Extension following a 32 year career. He also was in private business for six years. His last position was Assistant to the Director and also had assignments in personnel, program development, EEO, farm management and 4-H. Shirley has had nearly 20 years in retailing. And in the six years of their private enterprise, Shirley and Gail became partners in the work a day world as well as in the world of home and hearth, not the least of which was the raising of seven children. And they are the proud grandparents of three.

Both Gail and Shirley call Iowa their birthplace. Gail's boyhood was as a farm youth and he was a 10 year 4-H member. Shirley's youth is from rural small town, but she never heard of Extension till she met Gail.

Gail describes himself with these three adjectives — dedicated, enthusiastic and thorough. Shirley uses these about herself — friendly, steady and dependable.

Gail enjoys family activities and being involved in community events, plus television for relaxation. Shirley likes to bike, read, sew, play the organ and, from this writer's personal knowledge, she is a consummate shopper. She also has become quite a sports fan and is getting some notoriety for her ability at "football picks."

Regarding favorite food, it is known that Shirley does not pass up a chance to eat anything chocolate and that Gail claims he is a "past pie" lover — any pie. But, as he says — "Habits have to change as the years go by!"

Describing their outlook as they take on the ESP assignment they say, "We are committed to excellence, and professionalism and enthusiasm are our key goals and aims for Epsilon Sigma Phi. Enthusiasm is the catalyst that causes us to be truly professional and the strength of Epsilon Sigma Phi lies in its membership."

As they begin their new involvement in ESP, their immediate goals are to:

- Continue the excellent response to questions and requests that the Milbraths gave.
- Support the Board members and Chapter Officers to achieve success in their assignments.
- Manage the National Office in such a way that will continue the high esteem that ESP holds nationally.
- Extend praise as often as possible, nag as needed and always enjoy our work.

Gail and Shirley feel that — "Working with and for all of you ESP members will bring challenges, accomplishments, joys, opportunities and rewards. We're happy to greet you and



**They've just finished loading the truck to move the National Office from Minnesota to Colorado; past and current Executive Secretary Treasurers, Bill Milbrath and Gail Shellberg.**

hope we can meet many of you."

One of Gail's personal pieces of philosophy is "Make no little plans — they have not the power to stir people's souls." So as they take on this new responsibility — they will not make little plans and they will stir your soul.

The Shellbergs are truly "people persons" and in their warm and enthusiastic way they will make their mark on Epsilon Sigma Phi in the years ahead.

## Milbraths Say Farewell

by Bill and Maureen Milbrath

We want to take this opportunity to thank all of you, the members of Epsilon Sigma Phi, for your warm acceptance of our efforts during the four years we staffed the National Office.

It says in the Extension Workers Creed "We believe in people" and that little phrase sets you apart. We have always been impressed with the fact that Extension people are much the same in every state, and it must be so because of that little phrase "We believe in people". And believe us when we say "it really shows." Why — you might as well all be cousins!

We have enjoyed working with and for you and getting to know some of you. We wish you well in your careers or in retirement and we now leave your National Office in the good hands of Gail and Shirley Shellberg.

May the road rise to meet you  
May the wind be at your back,  
The sun shine warm upon your face  
And the rain fall soft upon your fields . . .

*Bill and Maureen Milbrath, now past editors of this Newsletter.*



# Balancing the Number One Status

by Michelle S. Rogers

Who is number one? The fall of 1990 saw major university football teams and fans all over the country expending considerable effort and energy seeking the coveted number one ranking. But football teams are not the only ones seeking to be number one. We have advertisements extolling the virtues of the number one copier, automobile, pain reliever and the company that is ranked first in communications.

Similarly, Americans surveyed have indicated that the family is the number one or most important component of American society. As a home economist in 1983, I made this theme the focus of a program presented to Extension colleagues entitled, "Your family is your number one business." However, the difficulty was not in the teaching of the lesson, but in personal practice.

For many Extension agents, the reality is a strained effort to balance both career and family when both seem to demand number one attention. Perhaps more wisely, we now focus efforts on teaching the balance of family and work. Football players know they have to maintain a balance of academia and athletics (at least in most colleges). It is no surprise that research indicates that success in the workplace and the family are inter-related as well.

Knowing the research, and then teaching it to clientele, is still different from actually maintaining the balance in our personal lives. From a few years of experience to a lifetime Extension career, the issue seems relevant to Extension agents across the nation. How do we rank personally? Are we modeling what we teach?

## Ask Questions — Set Goals

As we begin a new year, ask yourself some of the following questions and set some goals for maintaining a balance. What are areas that are out of balance either at work or at home? What are some specific things that need improving in work, family life, or leisure? What goals do you have in each of these areas?

If our goals are established and realistic then we need to look at options or resources that allow us to meet them and maintain a balance. Judith Wessel, Specialist in Resource Management, Ohio Cooperative Extension, suggests that we look at these possibilities: 1) reorder the sequence in which activities are done either

through foresight or timing, 2) utilize our "full" resources, and 3) substitute resources as needed.

## Reorder Activities

Consider reordering activities as an option. What sequence of activities can be reordered to improve your productivity and reduce time or the "hassle"? If reading the mail is not your top priority—schedule it for the end of the day.

With the hectic schedules of Extension, it means taking time to plan—not just programs, but actually laying out how we are going to get things done. What needs to happen and what needs to be spelled out to reach the goals in our personal and professional life?

Probably the one area most of us could benefit from is to allow time for the unexpected. The unexpected creates the excitement of a "new job every day", but also adds to the dilemma of trying to balance all of the pieces of our lives. Schedule a half day or two days a month with nothing planned as a way to deal with the pile-up of unexpected that gets you behind schedule. Allowing time for the unexpected provides us opportunities to respond.

## Use Full Resources

Are you utilizing your "full" resources? Within your family, are responsibilities delegated appropriately. Might there be community resources you could draw upon to help with tasks such as a shopping service or meals on wheels for elder care? Would spending time learning to use the computer create long term work efficiencies for you? Utilizing a resource substitution may be another option. Spending money to save time might be



Michelle S. Rogers of Pennsylvania.

the way to strike a balance.

A close examination of whether we need to make a temporary or permanent change in our goals or standards is another way to find satisfaction in the difficult balancing act. Perhaps it is not feasible to attend all of your child's tennis matches, or all of the 4-H club meetings and keep the house "white glove clean" or the lawn "county-agent-perfect".

It's a new season—1991! No one knows for sure what college football team will rank number one a year from now, although you can be sure much effort will be expended to reach that goal. Each of us also has the opportunity to expend some energy and reach the goal line of a balance in career and family life.

*Michelle S. Rogers, a member of Pennsylvania's Alpha Omicron Chapter, is Assistant to the Regional Director, Penn State Cooperative Extension.*

# New Endowment Fund in Ohio

by Lanny Anderson

A major fund raising effort was launched in late 1989 to establish an endowment fund for Extension professional improvement. Dr. Clarence Cunningham, Associate Director Emeritus, provided the stimulus and initial financial support to launch this campaign.

A charter membership club was established for all individuals who pledged \$500 or more by December 1, 1989. Thirty individuals joined this club. Many others participated in the fund raising effort that resulted in a commitment of over \$25,000.

Income from this fund will ensure continued support for professional improvement opportunities in the future. With a continued focus on increasing the principal in the fund, it is expected that the total endowment will be \$50,000 by 1995.

What was a dream less than two years ago has now become a reality, with income from this account already available for strengthening the Extension professional.

*Lanny Anderson, is past president of Ohio's Alpha Eta Chapter.*

# Extension Teams Recognized Now

## West Team Award



From Colorado — Jan Nixon, Gisele Jefferson and Luann Boyer accept their certificates from Marilynne Ross, Western Regional Director. Additional team members are: Whitney Oestman, Coleen Simon and Brenda Rucker.

## South Team Award



Martha Isenberg of North Carolina's Forsyth County accepts certificates for herself and colleagues Nita Higgenbotham, Carolyn High and Deborah Womack from Dr. Bill Braden.

## Northeast Team Award



Madeleine Greene of Maryland's Montgomery County accepts certificates for herself and colleagues Doug Troegoning, Ruth Proctor, Ennis Dodd and Stan Gill from Denise Matejic.

## North Central Team Award



Dr. Terry Howard, a Dairy Specialist from Wisconsin accepts certificates for himself and colleague Dr. Paul Carter, Extension Agronomist, from Dr. Norm Everson.

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