

2022

**ANNUAL REPORT**

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**YOUR KEY TO  
PROFESSIONAL EXCELLENCE**

NATIONAL PRESIDENT'S REPORT

NATIONAL ESP PRESIDENT

## KAREN REDDERSEN

“Without continual growth and progress, such words as improvement, achievement, and success have no meaning.” – Benjamin Franklin

Over this past year, we have continued to grow our organization in meaningful ways that meet the needs and challenges of the Extension Professional. The actions taken by our board, our Executive Director team, our committee members and affiliates, our affinity group, and our membership-at-large over the past year have strengthened our leadership capabilities for our communities. Through networking, professional development, and sharing of resources, we have continued to strengthen our ability to reach expanded audiences and share science-based knowledge to “stimulate individual initiative, self-determination and leadership” found in our Extension creed.

Over this past year, we have increased member engagement, strengthened national support to state chapters and continued to expand our professional development opportunities for members. Our membership had the opportunity to engage in the broader Extension network through our ESP committees, our connections to JCEP (Joint Council of Extension Professionals) and through the work of the Urban and Culturally Diverse Audiences Affinity Group.

At the mid-year ESP National Board Meeting, the board approved the charter of our Urban and Culturally Diverse Audiences Affinity Group. This formalizes this group as an integral part of our Epsilon Sigma Phi family, and provides a network of like-minded Extension professionals who have an interest personally and professionally in these areas, which cross all of our programming responsibilities. There are discussion groups, mentor opportunities and networking connections for all, and the board appreciates the hard work and dedication of our members involved in the development, promotion and leadership of this Affinity Group.

We provided scholarship opportunities to increase professional development and leadership growth of our members through our endowment fund,



supported by membership with the belief in life-long learning as a means to impact our communities. Through our awards, we celebrate the positive impacts and changes our Extension colleagues are making in our communities, at local, national and international levels.

As you read the details of this report, be proud of the progress and growth of our association and the impacts that are being made by you and your colleagues.

I thank you for the opportunity to serve our organization as your Epsilon Sigma Phi President over this past year. I am proud for all that we have done through ESP. We have led the way through action. I call on you to continue to grow and to lead as we navigate the future together. Thank you.

### ESP MEMBERS

**268** New Members

**2,149** total annual members

**2,669** life members

**4,814** total ESP members

## 2023 PRESIDENT'S OUTLOOK

NATIONAL PRESIDENT'S ELECT AND  
COMMITTEE CHAIR

## DAPHNE RICHARDS



As 2023 and my presidential term begins to come into focus, I can't help but also reflect on the actions and decisions that led to this moment. If someone had told me in 2000, when I started my Extension career, that someday I would lead a national association, let alone the premier organization for Extension professionals, I would have laughed. As a fresh new graduate with a horticulture degree, the idea of having an opportunity to present on topics like happiness, and gratitude, and the importance of rest would have seemed ludicrous at the time, but that's exactly what ESP has provided to me: the freedom to pursue my own interests, goals, and passions, and the space to share that knowledge with others. ESP has definitely brought me many opportunities to stretch my wings and fly, and it is my hope to provide the leadership necessary for our organization to continue to create that space for Extension professionals well into the future.

One word continually comes to mind as I think through not only what we need to focus on in the years ahead, but also what has taken up the bulk of our collective bandwidth over the past almost-three years: transition. The world is most definitely not the same as it was prior to March of 2020, but it is also far from settled into the mold of whatever "normal" is going to be in the future. And the same can be said of our organization. With the transition to a new executive leadership team in our national office, we are stepping in to embrace new ideas and new ways of working. And there are some exciting possibilities ahead, for sure! But also, navigating change

is not easy. I often find myself frustrated when I try to tackle a task and the tools that I've always relied on are not "where I last saw them." Or the way that I've always done something no longer works, at all.

Perhaps you've experienced some of those same frustrations yourself. Please know that we are continually striving to make your organization better, and to provide the best, most supportive environment in the nation for Extension professionals.

I can't begin to describe how excited I am for the future of our organization, how eagerly I'm looking forward to moving into this strange new world with you all, and how proud I am to lead such a prestigious group of my peers. Thank you for this opportunity. And please, don't ever hesitate to reach out to me personally if you have a question or a concern, or need help, with anything.

The Joint Council of Extension Professionals (JCEP) is comprised of members of the seven National Extension Associations. JCEP's mission is to "elevate Extension's national reputation as an organization of excellence and synergistically leverage the strengths of member associations." JCEP advocates for the Extension profession and encourages and supports leadership, professional development, scholarly activity, and strategic partnerships.

The JCEP-sponsored Extension Leadership Conference (ELC) will be held February 7-9, 2023 in Kansas City, MO. Presentation proposals are being accepted until October 1, 2022. <https://www.jcep.org/elc/2023>. The Public Issues Leadership Development (PILD) Conference, also sponsored by JCEP, will be held April 16-19, 2023 just outside Washington DC in Arlington, VA. The Request for Proposals closes October 15 <https://www.jcep.org/pild/2023>. ESP has networking and professional development sessions during each of these conferences to enhance the value to our members.

JCEP is led by a Board of Directors which includes the Past-president, President and President-elect of each of the seven national Extension associations. Peggy Damann, Karen Reddersen and Daphne Richards are ESPs representatives on the JCEP Board. Peggy currently serves as the JCEP Board President and on the PILD Conference Planning Committee. Daphne serves on the Professional Development Committee, and Karen is on the JCEP Strategic Partnerships Committee.

If you have any questions about JCEP don't hesitate to ask. We hope to see you at one of the JCEP-Sponsored conferences in 2023.

*SCHOLARSHIPS, GRANTS, AND RECOGNITION COMMITTEE*  
**ESP CHAIR, AND NORTH CENTRAL  
 REGION VICE PRESIDENT**

## JENNIFER WILSON

**Committee Goal 1:** Provide grants and scholarships to enhance professional leadership and development for chapters and members.

**Accomplishments:**

The committee reviewed applications and recommended that 1 PILD scholarship, 3 Angus Scholarships, and 4 Friends of Extension were awarded this year. Additionally, due to excess funds from previous years being available, we developed criteria, solicited applications and recommended for approval 12 first-timer scholarships for the national conference in Branson.

**PILD**

Travis Harper (was unable to use due to COVID)

**Angus**

Celena Wille, Utah Chapter, \$1000

Mike Maddox, Wisconsin Chapter, \$1000

Amy Greil, Wisconsin Chapter, \$1000

**First-timer Scholarship to National Conference**

Mistti Ritter, Missouri

Gina Lucas, Missouri

Sandy Graham, Pennsylvania

James Meyer, Missouri

Christina Pay, Utah

Randa Doty, Missouri

Bethany Bauchman, Missouri

Kate Kammler, Missouri

Stephanie Schindler, Missouri

Kelly McGown, Missouri

Joni Harper, Missouri

Patrick Davis, Missouri



**Friend of Extension**

Dordt University, Iowa Chapter

Kansas Leadership Center, Kansas Chapter

Korey and Wendy Fauque, Montana Chapter

Bill Brim, Georgia Chapter

**Committee Goal 2:** Provide chapter and member recognition programs that are sought out and valued by members and institutional administrators

**Accomplishments:**

Twenty-eight individuals and 9 teams were recognized through the awards program. Our committee continued to work hard this year to increase

**Committee Goal 3:** Actively seek growth and diversity in ESP membership

No accomplishments to report.

**Committee Goal 4:** Continually refine and review ESP's vision and how it is carried out in relation to Scholarship, Grants and Recognition

No accomplishments to report.

**Committee Goal 5:** Provide efficient and effective communication for chapters and members.

**THANK YOU TO THE COMMITTEE FOR THEIR HARD WORK!**



MEMBERSHIP RECRUITMENT AND  
RETENTION COMMITTEE

ESP WESTERN REGION VICE PRESIDENT  
AND COMMITTEE CHAIR

**KATIE AHERN**



It was an honor to serve as the National Chair of the Membership Recruitment and Retention Committee as well as the Western Region VP this past year. The committee set out to work on Goal 1 of the Strategic Action Plan for 2019 -2022. This goal was to motivate and communicate with chapter membership chairs to increase and maintain membership. The committee decided to implement a survey to chapter membership chairs that would determine areas that we could provide video/webinars or hosting open zoom hours that would benefit their chapter during the Fall membership recruitment period.

The MRR Committee is also responsible for the first timer conference attendee event at the annual session. This year, members of the committee will write emails to those attending the conference for the first time to encourage their participation. The committee is also responsible for the Chapter of Merit recognition program that serves as a roadmap to a successful chapter.

The MRR Committee reviewed and edited the section of the National ESP Handbook. The new section is more streamlined and less repetitive than its predecessor. This will be an ongoing process to align with other parts of the handbook.

The MRR Committee wants to support chapters in their recruitment procedure and to retain membership. Motivating and communication with chapter membership chairs was a focus for this committee this past year.

## ESP NATIONAL OFFICE REPORT RYAN UNDERWOOD & NICOLE JACOBS

**INSPIRED!** Every time we meet members, chapters, the National Board, Committees, and Conference Host States, we are consistently inspired by the dedication to Extension and impressed with the passion members have for the mission of Epsilon Sigma Phi. In a world that has lately had many shadows from war and political unrest to the pandemic and economic uncertainties, the bright light of ESP shines vibrantly throughout our land. If you ever need to feel hopeful, re-energized, or encouraged in the work at hand, ESP is the place you can find it in abundance.

**WOW!** In 2021 our Georgia Host State welcomed ESP members back to the live in-person National Conferences as we set a record for in-person attendance and held our first hybrid conference. Our 2022 Host State of Missouri has lived up to their “Show Me” state spirit working tirelessly to plan an outstanding conference that has sustained the momentum from Savannah with over 300 members, guests, volunteers and sponsors gathering in Branson. National Conferences are years in the planning by amazing volunteer leaders. Our 2023 Host State of Montana and 2024 Host State of Virginia have been working diligently this year to preserve our past and power up our future with incredible National Conferences in the works tailored just for you. If ever there is a place to experience the WOW of ESP, it is certainly found at our National Conference!

**COMMITTED COMMITTEES!** Epsilon Sigma Phi is a volunteer-led staff-supported organization. If you ever want to experience truly committed leadership, just stop by one of the ESP monthly committee or affinity group meetings to see excellence in action. Members of committees lead vital work in addition to their “day jobs” to strengthen the Extension community and ensure a healthy and vibrant professional organization. What’s truly exciting is for every member opportunity you can see or currently access, our ESP Committees are working on even more refinements and innovations to add value to your future membership.

**LASTING FRIENDSHIPS!** This year we sustained our membership from 2021 even in the face of budgetary constraints and inflation. This is a true testament not only to the value of ESP membership, but also to the importance of the ESP community to the profession and the tremendous friendship members have formed with one another over the years. Our community still mourns the passing of very special ESP members this year, but their memory and contribution have inspired the next generation as we have welcomed new and an increasingly diverse class of first year members to Epsilon Sigma Phi.

**THANK YOU!** In our first nine months of service, we could not have asked for a warmer welcome or a better transition. Our members, chapter leaders, committees and National Board have been incredibly gracious and supportive of the “new team” at headquarters. And we are certainly grateful to our donor and sponsor contributions—especially American Income Life, Sustainable Agriculture Research and Education, and the University of Missouri who have together contributed over \$10,000 to keep ESP opportunities affordable and membership value high. Whether it is time, talent, or treasure your contribution to Epsilon Sigma Phi is significant and amplifies benefits far beyond what any staff could ever do on their own.

*PUBLIC ISSUES COMMITTEE***ESP NATIONAL PAST PRESIDENT AND COMMITTEE CHAIR****PEGGY DAMANN**

The Public Issues Committee held monthly zoom calls to plan and discuss activities and opportunities for engaging ESP members related to advocacy and emerging issues in Extension. Throughout the year, ESP members were informed of committee activities through articles in the Connections newsletter and emails from the ESP National Office.

Two members of the Public Issues Committee represented ESP in the planning process for the Public Issues Leadership Development (PILD) Conference. Sponsored by the Joint Council of Extension Professionals (JCEP) and held annually in Washington DC., the PILD Conference offers sessions on Extension's federal partners and funds, national Extension priorities, and advocating for Extension. Members of the Public Issues Committee were chosen through blind review of abstracts to present two of the six PILD Conference concurrent sessions, Understanding Personality Traits Can Improve Your Leadership and Advocacy Skills and Talking About Extension Doesn't Have to Be Scary! In the latter of these two aforementioned presentations, session attendees used the committee-developed guide Telling Your Extension Story: Templates and Examples to develop their own elevator speeches. This resource is available on the Public Issues Committee webpage. The committee developed a chapter-level approach to the Elevator Speech Contest where there would be a chapter contest with one winner forwarded to national competition and subsequently two National Award recipients. There were no entries after repeated publicity. The contest was readvertised as an individual contest; one award was given to José Garcia, OR, who received 50% off registration for the 2022 ESP National

Conference and the opportunity to present his winning entry live at the conference.

The Public Issues Committee's presence at the 2022 National ESP Conference will include a concurrent session, "Got a Minute? How to Make Every Second Count when Communicating with Elected Officials" a poster presentation, and our annual committee meeting.

The ESP National Board voted in March to sunset the Public Issues Committee to create space for supporting new opportunities. This committee planned for and implemented the committee sunset. Current committee members were offered the opportunity to complete their terms of service on other National committees.

*MARKETING COMMITTEE***ESP NATIONAL PRESIDENT ELECT****DAPHNE RICHARDS**

The marketing committee worked with the national office and other national committees to coordinate marketing of Epsilon Sigma Phi as a great benefit to current and potential members. The group met throughout the year via Zoom and coordinated efforts via online project management tools.

The group worked towards developing more digital marketing pieces, beginning with chapter-specific logos, which have been uploaded to the national website for ease of access. These logos may be used on letterhead, in email signature lines, on state chapter websites, and social media banners and posts, as well as in PowerPoint and other digital presentations.

Physical marketing items, such as key-shaped jump drives, luggage tags, pins, etc. are maintained in the national office and an inventory and pricing for these items is available on the national website.

The group is currently working on developing a marketing content calendar for use on national and chapter social media posts and has planned some fun activities for the national conference. And we collaborated with the Membership Recruitment and Retention Committee to enhance and support mentoring activities at the national conference.



RESOURCE DEVELOPMENT AND  
MANAGEMENT COMMITTEE

**ESP SOUTHERN REGION VICE PRESIDENT  
AND COMMITTEE CHAIR**

## CHAD PROUDFOOT



The role of the Resource Development and Management (RDM) Committee is to generate new ideas for resource development and management for professional development activities; to increase funding for professional development opportunities; and to review and monitor Epsilon Sigma Phi's financial management plan. The Committee met monthly via zoom, and regularly reviewed monthly bank statements, financial reports, and reconciliation documents. The Committee also received regular updates, and quarterly presentations from ESP's investment advisor, Patten & Patten.

Epsilon Sigma Phi's investments continue to be well managed and provide important revenue for the funding of professional development activities through scholarships, grants, and stipends. However, 2022 has proven to be a tougher year for the organization's investments due to inflation and supply situations provoking a downturn in the market. The market value of the Development Fund was \$935,856 as of July 14, 2022, and has had a year-to-date return of - 15.19%. Income derived from these investments allows ESP to return around \$40,000 to the membership each year through its various professional development programs. Neither the principal nor the income from the Development Fund is used to fund the operational or administrative obligations of the organization.

Epsilon Sigma Phi also maintains investments to support the Organizational Fund which is used for operations and administrative expenses. As of July 14, 2022, the market value of the investments in the Organizational Fund totaled \$323,231, with a year-to-date return of - 12.44%. While significantly less value than the Development Fund, the investments from the Organizational Fund produce around \$6,000 per year in income which helps to keep Epsilon Sigma Phi from raising dues on a regular basis to maintain its operational budget.

While this news is not as encouraging as past years which have provided record highs in investment performance, periodic years of market decreases are an expected part of the overall process. The RDM committee remains confident that, by continuing to adhere to the organization's investment and spending policies, that ESP's investments will recover with the market and continue to provide years of support for professional development among the organization's membership.

Over the course of the year, Committee Members have also continued efforts to update many of the financial forms for use by members. These include those for donations to the Development Fund and for planned giving opportunities, as well as updating website information.

Communication to the membership remains a top priority of the Committee. The following articles were published in the ESP Connection Newsletters since last fall's annual conference:

1. "Celebration \$500K Success!" – RDM Committee Members
2. "Thank You to All Contributors to the 2021 Development Fund Campaign" – David Ross
3. "Portfolio Update & Review" – Joanne Cavis
4. "History of the ESP Wooden Presidential Key" – Lori Bouslog & David Ross

Finally, the committee worked with the Georgia conference committee to produce a wonderful celebration at the Conference in Savannah to celebrate the Development Fund reaching a major goal of \$500,000 in contributions. Those attending enjoyed a wonderful time, and a ceremonial check was presented on behalf of the Development Fund representing an increased amount for use in scholarships, grants, and awards for 2022.

*PROFESSIONAL DEVELOPMENT COMMITTEE*  
**ESP 2ND VICE PRESIDENT AND COMMITTEE  
 CHAIR**

## TRAVIS WEST



The professional development committee developed the Request for Proposals (RFP) for the 2022 National meeting and received 105 proposals. They were peer reviewed by the committee and 22 concurrent sessions, 5 ignite sessions, 6 research reports and 27 posters were selected to present at the 2022 ESP Conference. The committee also released an RFP to solicit applications for webinars to be presented to members. Six webinars were selected and were scheduled to occur between March 2022 and January 2023. Members indicated that spreading those webinars out across more months allowed the committee to not schedule webinars during the typically busier summer months. The peer-reviewed article process for members that allowed members to submit articles for inclusion in the ESP Connection was launched just prior to the 2021 National meeting. Committee members blind peer review those articles to determine if they meet a minimum threshold for publishing in the newsletter. Nine articles were received this year with six of those appearing in the ESP Connection this year. Looking forward to 2023, the professional development committee is working to continue the engagement from life members during webinars, while adding a plan to implement a virtual event that would engage life and annual members in conversation around a topic. They will be working with the Montana co-chairs to develop

an RFP for 2023 and reexamining the rubrics used for webinars and conference proposals to make sure they are still rewarding those proposals that are of interest to our members.

*GLOBAL RELATIONS COMMITTEE*  
**ESP NORTHEAST REGION VICE PRESIDENT  
 AND COMMITTEE CHAIR**

## MOLLIE TOPPE



The Global Relations Committee had a very ambitious plan of work despite limited travel opportunities. Many thanks to the committee members and the affiliate members who also contributed a great deal to the accomplishments of the committee. More details about our membership and projects can be found on the Global Relations Committee webpage of the National ESP website:

<https://espnational.org/Global-Relations-Committee-Home>

The committee continued to advance the “Epsilon Sigma Phi CE SAIN Scholars: Increasing Opportunities for Cambodian Youth to Pursue Careers in Agricultural Extension.” Project partners include the Center of Excellence on Sustainable Agricultural Intensification and Nutrition (CE SAIN) at Royal University of Agriculture (RUA), Phnom Penh, Cambodia and the Feed the Future



Innovation Lab for Collaborative Research on Sustainable Intensification (SIIL), Department of Agronomy, Kansas State University. A mentorship plan was developed and student mentors were solicited and selected from ESP membership. Training of mentors and mentee schedule development is ongoing.

Plans to complete a project evaluation, in cooperation with our project partners at the Sustainable Intensification Innovation Lab, Kansas State University (SIIL) are ongoing. Evaluation includes: retention of the student participants, success of their studies, connections made to Extension educators and/or Extension work, and feedback from Extension mentors.

While international travel planning was challenging during

this year, the committee worked to solicit international university partnerships. These connections will help build future travel and learning opportunities. The committee drafted and finalized “Goals for ESP International Professional Development Programs”. This document outlines learning outcomes for future participants and objectives for future ESP International programming. This document was approved by the National Board and will serve as the guide for planning future international professional development opportunities.

## 2022 DEVELOPMENT FUND ANNUAL REPORT

During the campaign year (June 1, 2021 – May 30, 2022) National Epsilon Sigma Phi received \$13,152.00 from 196 donors. This is a growth of 22.57% from 2021! Lifetime donations total \$539,795 and remain in a restricted fund that is managed in alignment with the ESP Handbook and directed by the Resource Development and Management (RDM) Committee and National Board of Directors. ESP investment funds grew at a rate of 18.55% during the period.

In alignment with the donation fund spending practice, the Development Fund is budgeted to spend \$46,400 in 2023 on scholarships, stipends, and grants in support of ESP professional development opportunities. This is a growth of 16% from the 2021 budgeted amount of \$40,000 and a result of strong 2021 market performance of the Development Fund.

ESP is proud to have invested \$37,427.00 back in our members in the form of scholarships, grants, stipends and professional development opportunities. This benefit supported over 100 members.

In 2022, financial management of the investment funds successfully transferred to the new ESP Management Team. The transition included a review and confirmation of processes. ESP investment and oversight practices remain secure and transparent to uphold the highest standard of fund management standards.

Looking to 2022 and into 2023, National Epsilon Sigma Phi’s Financial Advisors are forecasting a bear market to continue with the Development account currently yielding a -15.19% return. Although it has been a dynamic year for the investment accounts, projections are forecasting the market to stabilize, then to improve as the impact of the pandemic continues to wane.

Due to overall investment growth of our Development Fund and the conservative spending policy of our organization, the value of the Development Fund as of September 1, 2022, is \$946,770.68.

- **\$13,152** donated this campaign year!
- **\$37,427** returned to members this year!
- **\$46,400** budgeted for scholarships, grants, and stipends in 2023
- **2021 consolidated return to ESP investments - 16.71%**
- **Total lifetime funds distributed to ESP members - \$663,837**
- **Lifetime Donations to ESP – \$539,795**



## Endowment Contributors By Level – 2022

### Diamond Key (\$25,000)

Richard R. Angus, MD  
Rita T. Wood, NJ

### Platinum Key (\$15,000-\$24,999)

David and Debbie Ross, MD

### ESP Gold Key (\$5,000-\$14,999)

Alberta Johnston, OR	Mark Stillwell, MO	Robert Ohlensehlen, ID	Alpha Kappa Chapter, KY
Jim and Sally Lindquist, KS	Patricia M. Tengel, MD	Joanne S. Cavis, GA	Gamma Chapter, OR
Bonnie McGee, TX	Kendra L. Wells, MD	Madeleine Greene, MD	

### ESP Silver Key (\$1,000-\$4,999)

Alpha Eta Chapter, OH	Alan Dexter, ND	Justen Smith, UT
Alpha Lambda Chapter, IN	Edgerley Family Foundation, MA	Janice Stimpson, ID
Alpha Nu Chapter, IL	Thelma (Betty) Gottler, AL	Fay Strickler, PA
Alpha Omicron Chapter, PA	Chester and Jan Fehlis, TX	Tau Chapter, MD
Alpha Tau Chapter, MO	Dorothy McCargo Freeman, MN	Theta Chapter, ID
Alpha Xi Chapter, NJ	Nadine Hackler, FL	Natalie Thomas, AK
Alpha Zeta Chapter, TX	Priscilla D. Hargrave, GA	Deborah Thomason, SC
Elaine Long Bailey, MD	Johnnie C. Hutchinson, TX	University of Tennessee
Berks County Family Living Advisory Council, PA	Iota Chapter, UT	Kathleen Tweeten, ND
Ann Berry, TN	Duane & Mary Johnson, OR	Margaret Viebrock, WA
Marie Blythe, KS	Mary Keith, FL	Billy Warrick, TX
William F. Braden, TX	Mike Knutz, OR	Bernadette G. Watts, NC
Diane Brown, PA	Laurel L. Kubin, CO	Travis West, OH
Patricia V. Buchanan, IL	Maryland Extension Specialists Association	Dena Wise, TN
Ellen Burton, IL	Denise Matejic, NJ	Gwen H. Wolford, OH
Judy and Carl Carlson, MN	Beatrice M. May, NJ	Janet Johnson, AL
Zerle & Lou Carpenter, TX	Karma Metzgar, MO	Douglas Jardine, KS
Elizabeth Claypoole, NY	Bill Million, IL	Alpha Sigma Chapter, WI
Jim and Linda Cook, FL	Susan Morris, MD	Daryl Buchholz, KS
Cassandra S. Corridon, MD	Jeffrey D. Myers, MD	Karol Dyson, MD
Nancy Crago, PA	Omega Chapter, TN	Della Baker, SC
Pennie Crinion, IL	Raygene Paige, MS	Nellie Oehler, OR
Clarence J. Cunningham, OH	Patricia Powley, PA	
Patricia Dawson, OR	Tammy Skubinna, OR	

### ESP Bronze Key (\$500-\$999)

Alpha Beta Chapter, GA	Graham Cochran, OH	David Miller, OH	Ann E. Thompson, AL
Alpha Delta Chapter, FL	Peggy Compton, WI	Marjorie Moore, FL	Marilyn D. Tileston, FL
Alpha Pi Chapter, AL	Dan Culbert, FL	Olive L. Morrill, FL	Barbara Dunn Swanson, IA
V. Allan Bandel, MD	Donna L. Downen, TN	Connie Page, GA	Nancy Wallace, PA
Cynthia Barnett, IN	Lloyd Downen, TN	Jacki Paone, CO	Mary Ellen Waltemire, MD
Doug and Linda Beech, KS	Patsy A. Ezell, MD	Margaret Phillips, KS	Ruth Willson, CO
Mary Ellen Blackburn, GA	Gretchen Ferenz-Fox, NY	Mark Platten, CO	Mary Ann Schilling, WI
T. Carlton Blalock, NC	Kevin Gamble, NC	Tammy C. Powell, AL	Karen Reddersen, MD
Mark Blevins, NC	Jane Gault, TN	Jeannie M. Priester, VA	John Toman, TN
Judith Breland, MS	Ken Hart, ID	Beth Raney, PA	Suzanne Driessen, MN
Jennifer Bridge, KY	Jim Hovland, WI	Philip Rosenlund, WY	Sandra Womack, MD
Audrey Burkhart, NJ	Lyla Houglum, OR	Janice M. Smiley, OR	Donald Webster, MD
Susan Busler, OR	Doug Jardine, KS	Edward G. Smith, TX	
Laurie Chandler, KS	Lillian Larwood, OR	Williams Gaines Smith, AL	

### ESP Key (\$250-\$499)

Michelle Abington-Cooper, LA	Rusty Collins, CO	Dale Johnson, MD	Jeff Olsen, OR	Gale Vandeberg, WI
Mary Beth Albright, OH	Marilyn Corbin, PA	Russell Karow, OR	Vicki J. Parker-Clark, WA	Karen and Neal Vines, VA
Mary Neal Alexander, TN	Fredrick W. Davis, PA	Nancy Kershaw, OR	Mary Ann Patten, MO	Dorothy P. Van Zandt, MD
Katherine Allen, FL	Laverne Farmer, TN	Jeannette Rea Keywood, NJ	Barbara Petty, ID	Stacey Warner, KS
Alpha Phi Chapter, SC	Edie Felts-Podoll, WI	Chris Kneip, WI	Pi Chapter, MN	Shirley Whitten, AL
Nate Arnett, OH	Donna Fryman, KY	John Lea-Cox, MD	Susan Plassmeier, IN	Elizabeth Wingerter, OH
Wayne Bath, WA	Mark Gateley, TN	MaryAnn Leinhart-Cross, IN	Peggy A. Prucnal, AL	Peter Wulfhorst, PA
Meridith Berry, MO	Donna Gillespie, ID	Lisa Leslie, FL	Scott Reed, OR	Xi Chapter, NC
Lynette Black, OR	Marsha Goetting, MT	Charles Lifer, OH	Trudy Rice, KS	Virginia Zirkle, OH
Kirk Bloir, OH	Lee P. Grant, MD	Chengchu (Cathy) Liu, MD	Daphne Richards, TX	Jacqueline Wilkins, OH
Edgar T. Boone, NC	David P. Green, NC	Natasha Lucas, KY	Paul Roback, WI	Cynthia Gregg, VA
Bonnie Braun, MD	Jennifer Grogan, GA	Deborah Maddy, OR	Pamela Rose, OR	Gayle Price, KS
Barbara Brody, OR	Meatra D. Harrison, TX	Jo Ann Mathis Ross, UT	Jackson Ross, OR	Lynda Latta, OK
Vernon Brose, PA	J. Cordell Hatch, PA	Jane W. McGonigal, NY	Mark Russell, IN	Richard Beckort, IN
Judith Burridge, OR	Vicki Hayman, WY	Renee McKee, IN	Mary Beth Salisbury, FL	Mary Ann Kizer, AR
Susan C. Camp, AL	Patricia Hildebrand, IL	Julie Middleton, MO	Jean W. Scheel, OR	Donna Peterson, WI
Wanda Carpenter, AL	Celia B. Hill, FL	Betty D. Moore, AL	Marguerite Stetson, AK	Sandra, Mckinnon, IA
Jan Carroll, CO	Marcia Jess, OH	John C. Morris, IA	Karen Thomas, PA	Kenneth Jones, KY
Bonnie Collins, NY		Mu Chapter, USDA	Upsilon Chapter, ND	Nyla, Musser, WI

# Epsilon Sigma Phi Development Fund Contributors – 2022 Annual Campaign

June 1, 2021 thru May 31, 2022

**Alabama**

Janet Johnson  
Katrina Mitchell

**Arkansas**

Susan Pickle

**Colorado**

Luann Boyer  
Susan Carter  
Christy Fitzpatrick  
Dennis Kaan  
Anthony Koski  
Alison O'Connor  
Mark Platten

**Florida**

Jehangir Bhadha  
Daniel Culbert  
Liz Felter  
Sarah Hensley

**Georgia**

Rhea Bentley  
Melanie Biersmith  
Joanne Cavis  
Sue Chapman  
Becky Collins  
Doug Collins  
Adrienne Cox  
Jason Estep  
Rebekah Greene  
Kasey Hall  
Keri Hobbs  
Susan Howington  
Laura Johnson  
Joan Koonce  
Jule-Lynne Macie  
Wanda Mclocklin  
Melinda Miller  
Al Parker  
Allisen Penn  
Nick Place  
Lisa Pollock  
Abbie Salmon  
Mary Carol Sheffield  
Arch Smith  
Rachel Stewart  
Shirley Williamson

**Iowa**

Judith Carlson  
Barbara Dunn Swanson  
Sandra Mckinnon  
Cayla Taylor

**Idaho**

Lorie Dye  
Surine Greenway  
Lyle Hansen  
Kenneth Hart

**Illinois**

Kirstin Jensen  
Cindy Kinder  
Mike Knutz  
Joey Peutz  
Gail Silkwood  
Nicasio Usabel

**Indiana**

Ellen Burton  
Alpha Lambda Chapter  
Cindy Barnett  
Richard Beckort

Richard Beckort  
Lori Bouslog  
Lynn Korniak

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Laurie Chandler  
Gary Fike  
Douglas Jardine  
James Lindquist  
Gayle Price  
Trudy Rice  
Jennifer Wilson

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Janey Cline  
Raymond Cox  
Lisa Hagman  
Amanda Hardy  
Rhonda Jewell  
Kenneth Jones  
Nancy Kelley  
Natasha Lucas  
Sally Mineer  
Tony Rose  
Janeen Tramble  
Leslie Workman

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Madeleine Greene  
Lisa Mc Coy  
Susan Morris  
Jeffrey Myers  
Dorothy Nuckols  
Dhruvi Patel  
Karen Reddersen  
David Ross  
Sandra Womack

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Suzanne Driessen  
Annalisa Hultberg  
Robin Trott

**Missouri**

Todd Lorenz  
Karma Metzgar  
Johanna Reed Adams

**Mississippi**

Eddie Smith

**North Carolina**

Mark Blevins

**North Dakota**

Marcia Hellandsaas  
Mohamad Kahn

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Jeannette Rea Keywood  
Rita Wood

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Elizabeth Claypoole  
Bonnie Collins  
Sara Jablonski  
Shawn Tiede  
Maryellen Wiley  
Arlene Wilson

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Lisa Miller  
Kayla Oberstadt  
Kristy Watters  
Travis West  
Jacqueline Wilkins  
Jo Williams

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Lynda Latta  
**Oregon**  
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Sam Angima  
Susan Busler  
Melinda Garcia  
Jose Garcia

Emily Henry  
Duane Johnson

Becky Munn  
Carole Smith

Deb Warnock

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Patricia Powley  
Peter Wulfhorst

**South Carolina**

Deborah Thomason

**Tennessee**

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Ann Berry  
Danita Brookins  
Janet Fox  
Marci Hethmon  
Nicole Marrero  
Natalie Owens  
Kane Reeves  
Nancy Rucker

Christopher Sneed

Jim Todd

John Toman  
Anthony Tuggle  
Lisa Washburn  
Noah Washburn

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Daphne Richards  
Billy Warrick  
Julie York  
Marvin Young

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Tara Brent  
Cynthia Gregg  
Benjamin Grove  
Edwin Jones  
Chad Proudfoot  
Ruth Wallace

**Wisconsin**

Alpha Sigma  
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Aerica Bjurstrom  
Pattie Carroll  
Chad Cook  
Peggy Damann  
Karen Dickrell

Matthew Hanson

Rick Klemme

Randy Knapp

Christine Kniep

Karl Martin

Nyla Musser

Kandi O'Neil

Donna Peterson

Paul Roback

Paul Roback

Patrick Robinson

Cindy Sarkady

Mary Ann Schilling

**West Virginia**

Christianna Alt  
Alexandra Coffman  
Lisa Ingram  
Elizabeth Metheny  
Craig Presar  
Brenda Pruett



# EPSILON SIGMA PHI

## THE EXTENSION PROFESSIONALS' ORGANIZATION

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The name Epsilon Sigma Phi and the logotype represent ESP as the organization for all Extension professionals. The logo, drawn without boundaries, is emblematic of an organization that welcomes members from all disciplines within the Extension System, as well as ESP's commitment to diversity in membership and ideas. The clean, bold appearance of the letters symbolizes the empowerment members gain from their membership—the knowledge and skills we use to develop to our fullest potential. The letter “P”'s unique key shape represents ESP as the key to members' professional excellence, professional development, leadership development, scholarship and opportunities for recognition. Green symbolizes our collective commitment to the disciplines in which we work: youth development; family and consumer sciences; community development; and agriculture and natural resources. Gold represents the value of our membership and the “gold standard” we set for ourselves whenever we recite the Extension Professionals' Creed.

