

esp

**ANNUAL  
REPORT**

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2023

# DAPHNE RICHARDS

Well, my ESP friends, I know it is certainly a cliché, but time really does fly, whether you're having fun or not! As quickly as my presidency snuck up on me about this time last year, it is now winding down. Although I was a bit nervous when I first stepped into the role of president, I was also eager to take the helm, and to lead the team of exceptionally strong extension professionals who make up your national board. And now, as my time as president comes to a close, it is certainly bittersweet, and I'm a little sad, of course. But I'm also eager to pass the gavel to our President-Elect, Travis West, of the Ohio Alpha Eta Chapter (who is going to be an amazing leader!), and to move into a support role for him, the other national board members, and our national office.

I'm proud to share with you just a few of our team's accomplishments from the last year, with respect to the goals outlined in our most current national board Strategic Action Plan.

## **Study Committee and Board Structure and Responsibilities**

**Our team launched a pilot national treasurer position, and appointed Chad Proudfoot**, of the Virginia Alpha Gamma Chapter, to the role. Key responsibilities of the treasurer include reviewing and reconciling expenditures, which serves as an important check on the inflow and outflow of our organization's finances.

We also navigated the completion of the sunsetting of the Public Issues Committee, **to better align national committees with organizational operations**. Although we no longer have a Public Issues Committee, our organization is still very closely involved with the work of organizing and implementing the national JCEP Public Issues Leadership Development Conference, and with addressing public and emerging issues, across our entire organization.

Analyzing and working to improve the structure of an organization as large as ours is no small



task. The initial review of board structure and responsibilities started five years ago, under Past President Mark Blevins (or perhaps even earlier), leading to the two changes listed above. As should be obvious by this timeline, the leaders of your national board are respectful of the history and collective wisdom of this esteemed organization, and tread lightly when it comes to enacting any significant changes. But change is indeed paramount for organizations that wish to exist well into the future, and so this analysis of our committee structure and focus, as well as board leadership, will continue, as we work to build consensus for the issues that we see as critical for our future existence. As part of this work, **we have begun a review of our national handbook, bylaws, and constitution.**

## **Enhance Communication**

Under the leadership of Chair Travis West, the Chapter Relations Committee (made up of the President-Elect as Chair, the 2nd VP, and the four Regional VPs), launched **quarterly email blasts to chapter leaders**, by region. In these communications, Regional VPs included reminders about upcoming deadlines, along with timely tips for chapter success.

Under the leadership of Chair Katie Ahern, Western Region VP, of the Oregon Gamma

Chapter, the Membership Recruitment and Retention Committee developed and offered helpful and instructive membership webinars, along with templates, documents, and other tools to foster increased membership at the chapter level. The MRR Committee also continued their great work of organizing and implementing the **First Time Conference Attendee Event at our national conference**, to make first-timer's to our conference feel welcome.

### **Increase Professional Development and Leadership Opportunities**

Our Global Relations Committee, under the leadership of Chair **Tyrone Gentry**, Southern Region VP, of the Kentucky Alpha Kappa Chapter, continued the work of **exploring international professional development opportunities** for our members, and fostered leadership among this group of passionate and dedicated extension professionals.

Our Professional Development Committee, under the leadership of President-Elect and Chair **Travis West**, organized and offered a total of **ten member-led webinars** on topics of interest across the broad-spectrum of member experience, from new agent/educator to seasoned professional. The PD Committee also reviewed a whopping **175 national conference proposals** (we think this was a record!), necessitating the expansion to a seventh room for our concurrent sessions in Billings.

Past President **Karen Reddersen**, of the Maryland Tau Chapter, in her role as liaison to our Urban and Culturally Diverse Audiences Affinity Group, **fostered space for this group's quarterly "Discussion Groups"** on a variety of topics to assist and support extension professionals working with urban and culturally diverse audiences.

### **Increase Value of ESP National to Chapters**

Under the leadership of Chair **Mollie Toppe**, Northeast Region VP, of the West Virginia Phi Chapter, our Marketing Committee and national office team launched a **pop-up shop** for some brand-new ESP-branded merch! And there will be

even more items soon, as we begin to **modernize our ESP Shop**. Mollie was also instrumental in the plan for/design of the special items that will accompany our marketing campaign over the next four years, building to the celebration of our esteemed organization's **hundred-year anniversary in 2027**. And if you're on Facebook or Instagram, you've noticed a serious glow-up of our national **ESP social media posts**, which is also down to Mollie's leadership.

Under the leadership of Chair **Barbara Dunn Swanson**, North Central Region VP, of the Iowa Alpha Mu Chapter, our Scholarships, Grants and Recognition Committee **reviewed and organized all of the awards applications** for regional competition, and assisted our national office team with improving the system for this process. The SGR Committee also **reviewed scholarship and grant applications**, selecting 13 of them for national recognition and funding.

Our Resource Development and Management Committee, under the leadership of Chair **Jennifer Wilson**, 2nd Vice President, of the Kansas Alpha Rho Chapter, has the daunting task of **advising the national board on our organization's finances**, from the big picture of our investment accounts to the day-to-day analysis of our budget and expenditures. To create a better picture of the overall health of our organization, and to more clearly communicate how expenditures in all categories affect our bottom line, the national office and RDM Committee this year enacted a **complete separation of the budgets for our organizational operations and our development fund**—no small feat!

### **Engage in a Broader Network**

Our Chapter Relations Committee, as always, did an amazing job of organizing an **engaging and impactful ESP session at the JCEP Extension Leadership Conference**. So impactful, in fact, that they were invited to conduct their "Developing Habits for Success as an Extension Professional" workshop for the entire Colorado Zeta Chapter at their annual state conference!

Also, we continue to have **representation on the JCEP national board**, including the service of our Past President, **Karen Reddersen as Chair of the JCEP Strategic Partnerships Committee**; of myself as the **Co-Vice Chair of the JCEP Professional Development Committee** (the chief responsibility of which is to organize and implement the two JCEP national conferences, the Extension Leadership Conference (ELC) and the Public Issues Leadership Development Conference (PILD)); and President-Elect **Travis West**, as **member of the Professional Development Committee and of the Oversight and Accountability Committee**. All three of these board members also serve on other national JCEP committees and fulfill our organization's commitment to JCEP by attending JCEP board meetings monthly, via Zoom, and twice per year, in-person. The national board also assigns two members each (1 board member and 1 member at large), annually, **to serve on the JCEP planning committees for the ELC and PILD conferences**.

Our team has certainly accomplished a lot this year (all of the above, and so much more!), and each national board member has shown immense dedication to this organization, devoting countless hours to their assigned duties as leaders in their various roles. Our national office also continues to grow and improve in their service to our beloved institution. **Nicole Jacobs, Colleen Boeder, and Ryan Underwood**, among others in our national office, have done an amazing job in their transition over the last two years, and have truly elevated our organization to new heights, including a **modernized landing page for our national website**, facilitation of professional development for the national board, enhanced management and production **services for our national conference**, and assistance implementing processes, procedures and accounting practices to **foster greater collaboration** among national board members.

I'm immensely proud of the work that we've accomplished this year for you, our members. And I'm proud of the momentum that we're moving with into the future. As they say, "teamwork makes the dream work," and that is so very, very true this year, of this team. Please join me in thanking each of the national board members who were elected to serve as your representatives, and in expressing gratitude to the members of our national office team. It has been my honor to serve them, and you, this year, and I look forward to continuing to serve, albeit in a different way, for many years into the future.

## ESP NATIONAL OFFICE UPDATE

### ESP HEADQUARTERS TEAM NICOLE JACOBS



### RYAN UNDERWOOD



## **A Year to Treasure!**

This past year for Epsilon Sigma Phi was one to TREASURE!

### **ESP TREASURES OUR MEMBERS!**

In a membership-led and staff-supported organization, the key to the success of the organization is active and involved members. For nearly 100 years, what has consistently made Epsilon Sigma Phi the premier organization for Extension Professionals is the active engagement of our members. Our members bring a huge treasure of knowledge, support, service, ideas, encouragement, and network that advances the mission of the Cooperative Extension Service and positively impacts thousands of communities and millions of citizens across the globe.

### **ESP TREASURES OUR HOST STATES!**

We kicked off the year celebrating together at one of our largest ESP National Conferences ever in Branson, MO hosted by the dedicated leaders of the Missouri Alpha Tau chapter. The Montana Alpha chapter has seamlessly continued the ESP excellence journey as the Host State for the 2023 National Conference in Billings, including rallying more than \$25,000 in support to underwrite every attendee's experience. Conference attendance is up 17%, presentations and poster proposals are at an all-time high, and members are excited to experience the state where ESP was established nearly a century ago. And we're excited for the treasures that await us in 2024 as Virginia prepares to host "An Ocean of Opportunity" in Virginia Beach. And, we are thrilled to welcome y'all to Fort Worth in 2025 as Texas prepares an all-star experience.

### **ESP TREASURES OUR COMMITTEES!**

Our ESP Committees lead the way each month to advance our mission. Their tireless work enhances everything from marketing and finance to programs and global relations. The Strategic Action Plans designed to guide us through to our 100-year anniversary outline bold plans, goals, and exciting opportunities to power up ESP value and experiences for every member.

### **ESP TREASURES OUR GROWTH!**

From the chartering of a new ESP chapter in Connecticut to increases in webinar offerings and participation to awarding more scholarships, ESP is on the grow! Bringing additional tools and resources for our members including Chapter Officer Training, Equity Toolkit, ESP Store, enhanced website, registration, accounting and more, we are proud of the leadership contribution and commitment of

the ESP community. Your service, ideas, and passion keeps us growing.

Thank you to every member, officer, chapter, committee and the National Board of Directors. You are the true treasure of Epsilon Sigma Phi!

## **ESP NATIONAL PAST PRESIDENT KAREN REDDERSEN**



"Without community service, we would not have a strong quality of life. It's important to the person who serves as well as the recipient. It's the way in which we ourselves grow and develop." -Dorothy Height

It is through this lens I look back and reflect on my board service over the past six years. It has been a time of unprecedented challenge and opportunity for extension, and through this time, Epsilon Sigma Phi has been a great resource for membership. We have shared best practices for digital outreach, leadership, inclusivity, as well as research and content that is relevant to our community outreach efforts. I have had the honor to serve as the ESP Board liaison for the Urban and Culturally Diverse Audiences (UCDA) Affinity group for the past two years, and celebrated their work in identifying and meeting the needs of an ever-changing urban and culturally diverse landscape. The equity tool kit is one of many resources provided to the Extension Professional to support their work in the field.

ESP has celebrated fiscal milestones that directly

support the professional development of our membership. The stability and longevity of our organization is a result of our good work and your generosity! I appreciate those who have been called to national service throughout the years, and as we near our 100 year anniversary, I urge all of you to continue to make impacts, large or small, that support extension and improve the lives of those we serve. The members I have worked with on this ESP journey have made significant and meaningful impacts in their respective fields, and on me. I have learned the true meaning of our Extension Creed through the knowledge and efforts of my ESP colleagues. I thank you for all that you have given and continue to give.

### *PRESIDENT'S OUTLOOK*

## **ESP NATIONAL PRESIDENT ELECT TRAVIS WEST**



As I reflect on where my ESP journey began, the National ESP Meeting in Jackson Hole is the starting point! Early in my extension career, I found a conference occurring in a place I had always wanted to visit. I submitted a proposal to see if I could combine a “work” trip with checking something off my personal “bucket list” and I was accepted to present. Little did I know that this 3-day conference experience would shape me as an extension professional. I left Jackson Hole

knowing that I had to attend this conference every year because of the relationships I developed sharing my extension programming efforts with others from across the country. Did I see myself serving as ESP President someday? No, but just a few conferences under my belt and I knew that ESP was a place where my service-minded heart could contribute and grow.

I am excited to serve as your ESP President for the next 12 months and have an excellent team to assist me in moving the organization forward. We cannot forget about the past board members who have set us on the track to continue serving our membership and your 23-24 Board will build upon that momentum in the coming year. As I reflect on how I ended up as ESP President, a common theme emerges, “relationships.” As extension professionals, we are always building relationships with our clientele and within our communities, but we sometimes forget about allowing time for those relationships that can recharge us as professionals. A sincere interest from a family and consumer sciences agent, a conversation with a natural resource administrator, or a follow-up email from a retiree – RELATIONSHIPS that all made that first ESP meeting a success and had me wanting to make more connections.

Relationships are important to us as humans and in this fast-paced extension career we find ourselves moving from one activity into the next until a year has passed and we are on to another “roller coaster” ride! I am encouraging you to think about how you can start a new relationship – taking a professional in your state out to coffee, making a personal call to a colleague in another state or starting a conversation at the next meeting you attend. All of these make a difference and relationships will allow you to grow your ESP chapter, grow your program, grow your professional passions, grow your network of colleagues, and grow as an extension professional. If you think about a “success” in your career, I am guessing that a relationship is somewhere in the equation. I look forward to an ESP year full of opportunities to develop relationships both internally and externally for the success of the organization.

# BOARD MEMBERS



Daphne Richards, President

Travis West, President-Elect

Jennifer Wilson, 2nd Vice President

Karen Reddersen, Past President

Mollie Toppe, Northeast Region Vice President

Barbara Dunn-Swanson, North Central Region Vice President

Tyrone Gentry, Southern Region Vice President

Katie Ahern, Western Region Vice President

## LIST OF COMMITTEE MEMBERS

### GLOBAL RELATIONS

- Chair: Tyrone Gentry
- Godwin Apaliya, OH
- Elizabeth Metheny, WV
- Jehangir Bhadha, FL
- Luisa Santamaria, OR
- Jonathan Aguilar, KS
- Elaine Long Bailey, MD
- Kristen Johnson, TN
- Melissa Hamilton, ID

### PROFESSIONAL DEVELOPMENT

- Chair: Travis West
- Johanna Reed Adams, MO
- Dorothy Nuckols, MD
- Michelle Atkins, TN
- Roubie Younkin, MT
- Melinda Hill, OH
- Lacie Ashby, MD
- Whitney Elmore, FL
- Julie Buck, ID

### MEMBERSHIP RECRUITMENT & RETENTION

- Chair: Katie Ahern
- Paul Roback, WI
- Dhruvi Patel, MD
- Crystal Wiltz, TX
- Emily Henry, OR
- David Lott, NE
- Katrina Mitchell, AL
- Susan Pickle, AR
- Margaret Viebrock, WA
- Janet Johnson, AL

### RESOURCE DEVELOPMENT & MANAGEMENT

- Chair: Jennifer Wilson
- Kyle White, OH
- Sandy Corridon, MD
- Jenna Daniel, GA
- Deb Warnock, OR
- Mary Ann Schilling, WI
- Beth Claypoole, NY
- Natasha Lucas, KY
- Joey Peutz, ID

### MARKETING

- Chair: Mollie Toppe
- Mark Nelson, UT
- Jesse Ketterman, MD
- Patricia Dawson, OR
- Aerica Bjurstrom, WI
- Mandel Smith, PA
- Deborah Thomason, SC
- Kirstin Jensen, ID

### SCHOLARSHIP, GRANTS & RECOGNITION

- Chair: Barbara Dunn-Swanson
- Skyler Siegel, MN
- Lisa McCoy, MD
- Cheryl Poppell, GA
- Barbara Brody, OR
- Donna Peterson, WI
- Sandi Graham, PA
- Lisa Hickey, FL
- Dennis Kaan, CO

## CHAPTER OF MERIT RECOGNITION

### Platinum Chapters

- Alabama – Alpha Pi (Southern)
- Oregon – Gamma (West)
- Kansas – Alpha Rho (North Central)
- Texas – Alpha Zeta (Southern)
- Tennessee – Omega (Southern)
- Wisconsin – Alpha Sigma (North Central)
- Kentucky – Alpha Kappa (Southern)
- Iowa – Alpha Mu (North Central)
- Indiana – Alpha Lambda (North Central)
- Colorado – Zeta (West)
- Georgia – Alpha Beta (Southern)
- Ohio – Alpha Eta (North Central)

### Gold Chapters

- Montana – Alpha (West)
- Mississippi – Rho (Southern)
- West Virginia – Phi (Northeast)
- Arkansas – Alpha Iota (Southern)
- Minnesota – Pi (North Central)
- Illinois – Alpha Nu (North Central)
- Idaho – Theta (West)
- Missouri – Alpha Tau (North Central)
- North Dakota – Upsilon (North Central)
- Pennsylvania – Alpha Omicron (Northeast)

### Silver Chapters

- Maryland – Tau (Northeast)
- Nebraska – Alpha Upsilon (North Central)
- Florida – Alpha Delta

### (Southern)

- Utah – Iota (West)
- New York – Lambda (Northeast)
- Oklahoma – Omicron (Southern)

### Bronze Chapters

- South Carolina – Alpha Phi (Southern)
- Texas – Alpha Zeta (Southern)
- Hawaii – Alpha Omega (West)
- Alaska – Alpha Alpha Gamma (West)
- New Mexico – Epsilon (West)
- New Jersey – Alpha Xi (Northeast)
- Wyoming – Eta (West)



## NEWLY - ELECTED BOARD MEMBERS



INCOMING NATIONAL 2ND VICE PRESIDENT  
**LISA INGRAM**



INCOMING NORTHEAST REGION VICE PRESIDENT  
**SANDI GRAHAM**



INCOMING WESTERN REGION VICE PRESIDENT  
**ROUBIE YOUNKIN**

### LIST OF SCHOLARSHIP RECIPIENTS

#### Rita T. Wood Grant

- Colleen Pallas, Nebraska

#### Professional Development Grant

- Tina Cowger, West Virginia

#### PILD Scholarships

- Tammy Jones, Ohio
- Rachel Clews, Kansas
- Donna Beliech, Mississippi

#### Angus Scholarship

- Steven Brady, Ohio
- Roseanne Scammahorn, Ohio
- Izette McNealy, Alabama
- Michelle Beran, Kansas

#### First Timer Scholarships

- North Central - Laura Stanton, Ohio
- West - Jennifer Werlin, Idaho
- South - Jheri-Lynn McSwain, Texas
- Northeast - Stacy Stearns, Connecticut

#### Redinger Scholarship

- Cindy Sarkady, Wisconsin
- Janine Sutter, South Carolina

#### Justin Morrill Scholarship

- Crystal Wiltz, Texas

*COMMITTEE SUMMARY REPORTS:*  
MEMBERSHIP RECRUITMENT AND RETENTION  
(MRR) COMMITTEE

## **KATIE AHERN**



It was an honor to serve as the National Chair of the Membership Recruitment and Retention (MRR) Committee as well as the Western Region VP these past two years. The MRR Committee wants to support chapters in their recruitment process and to retain membership. The committee set out to develop a strategic action plan for 2023-2025. The new strategic plan includes three main goals:

1. Motivating and communicating with chapter membership chairs
2. Recognizing chapters for membership recruitment and retention excellence
3. Increasing ESP membership

The committee held three webinars to support chapter membership chairs during the annual membership drive. Chapter chairs could ask questions and receive support to help manage membership during this time. In addition, the committee held three 'life member recruitment and updating membership list' workshops this past summer.

The committee revised the membership and life member recruitment flyers along with developing

a new recruitment email template. Five 'how to' handouts and two videos were created to support members and membership chairs with how to easily access commonly needed information on the ESP national website.

The committee is also responsible for the Chapter of Merit recognition program that serves as a roadmap to a successful chapter. This year, the committee reviewed and established a consistent scoring system for the chapter annual reports, and improved due date communications. These efforts increased the number of chapters submitting their reports. The MRR Committee is also responsible for the first-time conference attendee event at the national conference.

*MARKETING COMMITTEE*  
NORTHEAST REGION VP AND MARKETING  
COMMITTEE CHAIR

## **MOLLIE TOPPE**



The Marketing Committee worked with the national office and all other national committees to coordinate the marketing of Epsilon Sigma Phi as a great benefit to current and potential members. The group met throughout the year to brainstorm and carry out many new ideas.

The group worked first to determine the inventory of the ESP store and plan for the remaining items. The

committee went through an extensive process to determine what purpose the store serves to chapters and members and how best to provide a service to members while benefiting the national organization. The first part of this broad plan came to fruition with newly-designed products available at the 2023 National Conference “Pop-Up Store.” A marketing toolkit was created for easy membership access. The brand kit includes logos, letterhead, and Zoom backgrounds, which can all be downloaded for member and chapter use.

The Marketing Committee worked with the national board to begin the “Road to 100” campaign. Donations of \$19.27 will receive a collectible sticker representing the location of the national conferences leading up to ESP’s 100th Anniversary.

The Committee aligned branding on our social media accounts. Collaborating with all other committees, we promoted events, scholarships, awards, professional development opportunities, board activities, members, and more. Looking forward, the committee plans to use social media as part of the branding process to recruit new members.



PROFESSIONAL DEVELOPMENT (PD)  
COMMITTEE

PRESIDENT-ELECT AND PD COMMITTEE CHAIR

## TRAVIS WEST



The Professional Development Committee developed the Request for Proposals (RFP) for the 2023 ESP National Conference and received 175 proposals. They were peer reviewed by the committee and 25 concurrent sessions, 5 ignite sessions, 8 research reports and 35 posters were selected to present at the 2023 ESP National Conference.

The committee also released two RFPs for webinars (December and May) to solicit applications for webinars to be presented to members. Five webinars were selected and hosted during winter/spring 2023 with an average live attendance of 52 and average member registration of 85 per webinar. We had an overwhelming response to the webinars and have scheduled five additional webinars to start in October 2023. Webinars have attracted both life members and annual members this year, which was a goal of the committee during 2023.

Looking forward to 2024, the Professional Development Committee will be working to ensure webinars are a valued professional development benefit for members. Development and publication of the request for proposals for the 2024 ESP National Conference in Virginia Beach will be forthcoming from the 2023-24 committee.

## BARBARA DUNN SWANSON



My sincere thanks and appreciation are extended to the Recognition committee for all the work they put forth to attend meetings, review, and score applications, and create a strategic plan that enhances professional development through awards and recognition!

ESP Scholarships enabled the following ESP members to attend professional development programs:

Redinger Administrator Leader Scholarship: Two \$1000 scholarships were awarded to Cindy Sarkady, Alpha Sigma/WI and to Janine Sutter, Alpha Phi Chapter/SC.

The Richard Angus Professional Development scholarship was awarded to four ESP members, each receiving \$1000. Michelle Beran Alpha Rho Chapter/KS; Steven Brady, Alpha Eta Chapter/OH; Roseanne Scammahorn, Alpha Eta Chapter/OH; Izette McNealy, Alpha Pi Chapter/AL.

The Justin Morrill Scholarship, in the amount of \$1000, was awarded to Crystal Wiltz, Alpha Zeta Chapter/TX.

The Rita T. Wood Grant is intended to support leadership development and chapter growth. The committee reviewed three Rita T. Wood scholarship applications and awarded Colleen Pallas, Alpha Upsilon Chapter/NE the \$1250.00 scholarship.

The Public Issues Leadership Development (PILD) Scholarships were reviewed and the following members each received a \$600 scholarship: Tammy Jones, Alpha Eta Chapter/OH; Rachel Clews, Alpha Rho Chapter/KS and Donna Beliech, Rho Chapter/MS.

Four First-Time ESP Conference Scholarships in the amount of early bird registration fees were awarded, representing one scholarship per region. Receiving the recognition included: Laura Stanton, Alpha Eta Chapter/ OH, North Central; Jennifer Werlin, Theta Chapter/ID, West; Jheri-Lynn McSwain, Alpha Zeta/TX, South; Stacy Stearns, Member at Large, North East.

The Professional Development Grant award is given to stimulate development of Extension professionals. Tina Cowger, Phi Chapter/WV, is the recipient of this \$1000 scholarship.

Seven, outstanding Friends of Extension award nominations were received and reviewed by the committee. Receiving recognition during the 2023 National ESP meeting in Billings, Montana includes: in the Volunteer/Lay Leader category, Patricia Brundige, Ohio; in the Elected Official category, Rick Pate, Alabama; in the Business/Organization category, Bastian Family Foundation, Utah; and in the Business Leader category, Alex Liumiquinga, Oregon.

The 2023 Ruby Award Recipient is Marcia Goetting, Alpha Chapter/MT

The SGR committee looks forward to continuing our work supporting the following goals:

- Providing awards, including grants and scholarships, to enhance professional leadership and development for chapters and members
- Providing chapter and member recognition support as valued by members and institutional administrators

- Continually refining and reviewing ESP's vision and how it is carried out in relation to Scholarship, Grants and Recognition
- Providing efficient and effective communication for chapters and members

RESOURCE DEVELOPMENT AND MANAGEMENT  
(RDM) COMMITTEE  
RESOURCE DEVELOPMENT AND MANAGEMENT  
(RDM) COMMITTEE

## JENNIFER WILSON



The role of the 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 ensure good stewardship of 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 have begun to rebound after a downturn in the markets. These funds provide important revenue for the funding of professional development activities through

scholarships, grants, and stipends. Through sound financial management and investing, the market value of the Development Fund was \$945,670 as of July 13, 2023, and has had a year-to-date return of 10.96%. Income derived from these investments allows ESP to return more than \$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 13, 2023, the market value of the investments in the Organizational Fund totaled \$312,480, and had a year-to-date return of 8.65%. While significantly less value than the Development Fund, the investments from the Organizational Fund produce an annual income which helps to keep Epsilon Sigma Phi from raising dues on a regular basis to maintain its operational budget.

A major accomplishment for the committee this year was to separate the development fund and organizational accounts which create more transparent accounting practices for the organization. Additionally, the account procedures were transitioned from a cash basis to accrual method, resulting in additional transparency and the ability to show our financial position more clearly.

At the beginning of the 2022-2023 program year, the national board began piloting a national treasurer position, with Chad Proudfoot (VA) serving in that role. The committee, in collaboration with the treasurer and management team diligently track the organization's finances. The treasurer worked with the executive office team to review business transactions each month and provide a report to the board. All funds are accounted for and the IRS 990 has been filed.

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

## TYRONE GENTRY



The Global Relations Committee has had an exciting year planning new opportunities for our membership. 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.

Committee Goal 1: Support ESP members, chapters and chapter's Global Relations Committees as it relates to their international work.

### **Accomplishments:**

A formal survey was conducted early in the year to gauge interest with international experiences and to begin a database of members who have existing or previous connections around the world.

Committee Goal 2: Connect with ECOP to determine overlapping interest, share ideas.

### **Accomplishments:**

The committee shared a presentation to its members from the current ECOP chair, Beverly Durgan titled

“Opportunities for Internationalizing Extension.” The presentation had two panels that talked about the North American Agricultural Advisory Network (NAAN) and the Globalizing Extension Innovation Network (GEIN) programs. Two resources that may be beneficial in ESP members’ search for international extension engagement and learning opportunities.

Committee Goal 3: Continue to explore international educational Extension opportunity for members.

### **Accomplishments:**

With the assistance of Committee member Melissa Hamilton, the committee held their first virtual international extension networking event. Participants shared their international Extension experiences from over ten different countries and discussed ways professionals could discover their own connections and potential programs for partnerships. A second, in-person event is planned on the opening day of the 2023 National Conference. Contacts generated from these experiences are used to prepare newsletter articles and future webinars about skills necessary for global engagement.

Committee Goal 4: Review and update the Global Relations Committee’s online presence.

### **Accomplishments:**

A general review of the committee webpage was conducted. Updates were made to reflect current work of the committee, current members, and allow full access for the national office. The committee used several of the online tools as the main form of communication between monthly meetings.

Committee Goal 5: Submit articles for the ESP Connection newsletter.

### **Accomplishments:**

The committee members prepared three newsletter articles promoting international opportunities, the networking events, and international skills for the 104 interest group ESP members and general membership.

Committee Goal 6: Have a presence at the ESP National Conference and/or ESP webinar series if relevant information needs to be shared.

**Accomplishments:**

The committee is creating opportunities for our membership to gain connections and ideas for expanding their global footprint. One committee member and virtual networking event participant, Kristin Johnson, is presenting at the 2023 National Conference on her experiences with the Farmer-to-Farmer program and how Extension is making a difference in her home state of Tennessee and in Cambodia. These lessons can serve as the building blocks for other professionals to become involved around the globe.

Committee Goal 8: Collect items for an International Basket to be auction/sold at the ESP National Conference.

**Accomplishments:**

The committee collected items representing their international experiences and prepared an auction basket to raise funds for the organization and scholarships.

Summary - Global Relations Committee

The Global Relations Committee has had an exciting year planning new opportunities for our membership. 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.

The committee spent our year increasing connections to build skills and opportunities for our membership to expand their international competencies with Extension programs. Our primary vehicle to connect membership was the newly formed virtual and in-person networking events. The mid-year virtual event was an opportunity for all members to learn about existing opportunities through an informal sharing

experience hosted by the Global Relations Committee. The in-person event was held in conjunction with the National ESP Conference where a more in-depth opportunity is shared with those in attendance. The committee's goal is to seek out an academic partner who may serve as the designated organizer for a future in-destination training opportunity with these networking events creating interest and possibly opening doors to the future travel abroad opportunity.

CHAPTER RELATIONS COMMITTEE  
PRESIDENT-ELECT AND CHAPTER RELATIONS  
CHAIR

## TRAVIS WEST



The Chapter Relations Committee included the four Regional Vice Presidents and the Second Vice President, with a goal of supporting chapters and their leaders. National Board members worked with extension professionals in Connecticut who had interest in relaunching an ESP chapter in their state. As a result, the Alpha Chi chapter now includes 10 members from the 2023 membership campaign. Regional Vice Presidents developed and disseminated four quarterly newsletters that were targeted to chapter leaders.

The Extension Leadership Conference is a great time to meet and network with chapter leaders.

This year the Chapter Relations team presented two professional development sessions for ESP members: “Balancing Personal and Professional Roles” and “Let’s Start Atomic Habits Today.” We had a group of engaged professionals with 51 ESP members in attendance, representing 20 chapters.

The Chapter Relations team also “took their show on the virtual road” after receiving a request from the Zeta Chapter in Colorado for virtual professional development for their members. The team presented a virtual training in June on “Developing Habits for success as an Extension Professional” engaging members of the Zeta Chapter and other Colorado State University extension employees.

*URBAN AND CULTURALLY DIVERSE AUDIENCES  
(UCDA) AFFINITY GROUP*  
PAST PRESIDENT AND UCDA AFFINITY GROUP  
LIAISON

## **KAREN REDDERSEN**



This past year has been a busy and successful year for the Urban and Culturally Diverse Audiences (UCDA) Affinity Group. This group provides a collaborative space that connects and supports extension professionals who serve urban communities and/or culturally diverse audiences. They have created a network for extension professionals in ESP who seek to extend the resources of our collective land-grant universities to address the needs of urban communities and/or culturally diverse or underserved audiences. It is through this mission and vision that the UCDA provides opportunities for collaboration and sharing of knowledge across our membership.

It has been an honor to serve as the ESP Board Liaison to the UCDA, and to share in the outreach efforts over this past year. Two hundred and twenty ESP members are affiliated with this group, which is a 16% increase over 2022. The UCDA presented an equity poster at the 2022 National Conference in Branson, MO which was very well received. They also completed the Equity Toolkit and a Rita T. Wood scholarship project that is available to all ESP members, and beyond.

The UCDA provided quarterly live discussions on the topics of Shifting Cultures, Urban Extension Models and Inclusivity in the Workplace. They held monthly leadership and member gatherings with meaningful and relevant discussions of both opportunities and challenges facing the Extension Professional in urban communities and as we seek to meet the needs of culturally diverse audiences.

The UCDA leadership team includes Marvin Young, Co-Chair (Texas/Alpha Zeta), Melinda Garcia, Co-Chair (Oregon/Gamma), Morgan Foster, Engagement Coordinator (Texas/Alpha Zeta), Amber Twitty, Secretary (Ohio/Alpha Eta), and Marlin Bates, Advisor (Kansas/Alpha Rho). They welcome any and all members who have an interest in this topic area, and meetings are held the second Tuesday of every month at 12:30 ET. I appreciate the hard work and efforts of this team and all the members of the UCDA!



# 2023 DEVELOPMENT FUND ANNUAL REPORT

In the campaign year spanning from June 1, 2022, to May 31, 2023, National Epsilon Sigma Phi realized notable financial achievements. The organization received a total of \$17,475 in contributions from 160 generous donors, marking an impressive growth of 32.87% compared to the previous year, 2022.



Our lifetime donations now stand at an impressive \$557,270, securely held within our development fund. This fund is meticulously managed, in strict accordance with the guidelines outlined in the ESP Handbook, under the capable oversight of the Resource Development and Management (RDM) Committee and the National Board of Directors. We are pleased to report that ESP investment funds exhibited substantial growth during a bear market for the fiscal period, with an increase of 7.55%.

In alignment with the ESP's fiscal policy, the Development Fund is budgeted to spend \$46,925 for the Development Fund in 2024. These funds will be utilized to provide scholarships, stipends, and grants aimed at supporting our valued members and enhancing ESP professional development opportunities. This is a growth of 2.05% from the 2023 budgeted amount of \$46,400 driven by the performance of the Development Fund in the preceding years.

Our commitment to serving our members remains unwavering. In 2023, we proudly awarded \$42,449 back into our organization through scholarships, grants, stipends, and professional development opportunities.

Looking ahead to 2024 and beyond, National Epsilon Sigma Phi's financial advisors anticipate we are entering a bull market, with the Development account currently reflecting a year over year value increase of \$6,398.38. The Development Fund account is currently yielding a 9.19% return. Although it has been a dynamic year for the investment accounts, projections are forecasting the market to stabilize and improve. Due to overall investment growth of our Development Fund and the conservative spending policy governing our organization, the value of the Development Fund, as of August 1, 2023, is \$957,812.92. For a comprehensive understanding of this account and our investment policies, we invite you to refer to the ESP Handbook, which provides detailed insights into our financial practices.

We extend our gratitude to our donors, members, and partners for their unwavering support, which allows us to continue fulfilling our mission and fostering excellence within the ESP community.

**\$17,475 donated this campaign year!**

**\$42,449 awarded to members this year!**

**\$46,925 budgeted for scholarships, grants, and stipends in 2024**

**2023 consolidated return to ESP investments: 9.19%**

**Total lifetime funds distributed to ESP members: \$693,256**

**Lifetime Donations to ESP: \$557,270**





# Endowment Contributors By Level - 2023

## 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)

Alpha Kappa Chapter, KY  
Alpha Nu Chapter, IL  
Joanne S. Cavis, GA  
Gamma Chapter, OR

Madeleine Greene, MD  
Alberta Johnston, OR  
Jim and Sally Lindquist, KS  
Bonnie McGee, TX

Robert Ohlensehlen, ID  
Mark Stillwell, MO  
Patricia M. Tengel, MD  
Kendra L. Wells, MD

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

Alpha Eta Chapter, OH  
Alpha Lambda Chapter, IN  
Alpha Omicron Chapter, PA  
Alpha Sigma Chapter, WI  
Alpha Tau Chapter, MO  
Alpha Xi Chapter, NJ  
Alpha Zeta Chapter, TX  
Elaine Long Bailey, MD  
Berks County Family Living Advisory Council, PA  
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Ann Berry, TN  
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Karma Metzgar, MO  
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Jeffrey D. Myers, MD  
Nellie Oehler, OR  
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Raygene Paige, MS  
Patricia Powley, PA  
Tammy Skubinna, OR  
Justen Smith, UT  
Janice Stimpson, ID  
Fay Strickler, PA  
Tau Chapter, MD  
Theta Chapter, ID  
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Deborah Thomason, SC  
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Travis West, OH  
Dena Wise, TN  
Gwen H. Wolford, OH

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Alpha Delta Chapter, FL  
Alpha Pi Chapter, AL  
Alpha Sigma Chapter, WI  
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Donald Webster, MD  
Mary Ellen Waltemire, MD  
Ruth Willson, CO  
Sandra Womack, MD

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

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Mary Beth Albright, OH  
Mary Neal Alexander, TN  
Katherine Allen, FL  
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Richard Beckort, IN  
Meridith Berry, MO  
Lynette Black, OR  
Kirk Bloir, OH  
Edgar T. Boone, NC  
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Jennifer Wilson, KS  
Elizabeth Wingerter, OH  
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Xi Chapter, NC  
Virginia Zirkle, OH  
Zeta Chapter, Colorado

# Epsilon Sigma Phi Development Fund Contributors

## 2023 Annual Campaign

June 1, 2022 thru May 31, 2023

### Alabama

Izette McNealy  
Katrina Mitchell  
Janet Johnson

### Arkansas

Candace Carrie  
Mary Ann Kizer  
Susan Pickle

### Colorado

Laurel Kubin  
Luann Boyer  
Dennis Kaan  
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Jenna Daniel  
Melinda Miller  
Elizabeth Conway  
Becky Price  
Greg Price

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Barbara Dunn Swanson

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Joey Peutz

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Alpha Nu Chapter  
Patricia McLaughlin

### Indiana

Alpha Lambda Chapter  
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Richard Beckort  
Peggy Ehlers

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Marsha Goetting

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Donna Peterson



