

President's Message

Julie Garden-Robinson (ND), NEAFCS President



Please click the image above or visit <https://youtu.be/KSOuozFbiQQ> to watch this month's President's Message.

- [North Dakota Tourism information](#)
- [Prairie Fare - Stay Hydrated in the Heat of Summer](#)

What YOU Need to Know NOW in NEAFCS!

National Office Staff

This feature of the newsletter highlights current reminders of member benefits, programs, and approaching deadlines to keep you in the know.

- NEAFCS Awards Program - all applicants have been notified via email of the status of their application(s). If you did not receive your notice, please contact us at membership@neafcs.org
- [NEAFCS Ambassador Application Open](#) - Closes July 15
- [2023 NEAFCS Annual Session Early Bird Registration Open](#) - Closes August 1
- **August 31** – Deadline for Affiliates to designate delegates for 2023 Annual Business Meetings

Making a Difference

Mary L. Blackburn (CA), Endowment Committee Member

“Giving is not just about making a donation. It is about making a difference.”-- Kathy Calvin

Greetings NEAFCS members:

We started monthly promotional efforts in January of 2023 to encourage you to contribute to the NEAFCS Endowment Campaign culminating at the 2024 Annual Session. Funds from this campaign will keep the Endowment Fund in a financial position to help fuel the mission and goals of NEAFCS as it responds to the ongoing needs of its membership! The *Be NEAFCS Strong Campaign* strengthens the Endowment's foundation in its quest to help keep NEAFCS viable, resilient, and STRONG for the challenges ahead!

Your giving makes it possible for The Endowment Fund to provide competitive mini-grants to NEAFCS members to conduct innovative and exploratory activities to benefit the Association. Several recent examples of projects your contributions funded were:

- * The *Be Prepared When Disaster Strikes* series helped participants in needy communities develop a preparedness mindset in anticipation of the next unavoidable disaster.
- * A webinar on *Using Storybooks to Teach Children and Adults about Alzheimer's* provided NEAFCS members an overview of Alzheimer's dementia and related behavior. It also discussed the impact of a family member with Alzheimer's on children and the family. It offered methods, ideas, and resources for NEAFCS members to educate communities and families who may be impacted by Alzheimer's.
- * The *Leadership Experience* brought together NEAFCS's experienced members with new members/aspiring leaders for professional development and to build one-on-one mentoring relationships.



We are almost six months into the current endowment campaign drive that culminates at the 2024 Annual Meeting. We want to keep you abreast of the progress made since the start of this campaign in January 2023. We made a slow start out of the blocks and are faltering somewhat in getting up to speed. **The Endowment Fund has received \$1,821.00 in donations and \$2,000.00 in pledges – only 0.043% of the final goal of \$90K.** We ask that you consider contributing before the 2023 Annual session. We appreciate all contributions from wood, bricks, stones, marble, and granite donors to help reach the campaign's goal. All donors will be recognized at the 2023 Annual Session.

To offer you something to reflect on while you ponder giving decisions, we will leave you with several memorable quotes about the values of giving. Deepak Chopra says, "If you have much, give of your wealth; if you have little, give of your heart." Anne Frank said, "No one has ever become poor by giving." Kathy Calvin said, "Giving is not just about making a donation. It is about making a difference." Denzel Washington said, "At the end, it's not about what you have or even what you've accomplished. It's about whom you've lifted up and made better. It's about what you've given back."

As we prepare for the 90th Anniversary of NEAFCS in 2024, please join our "building" campaign and become an Endowment Donor. To contribute to the Endowment, please visit the [NEAFCS website](#).

The Early Birds Get the Benefits!

Lisa Fishman (ME), Hospitality Committee
Maria Pippidis (DE), Affiliate Liaison

Annual Session in Providence, RI, will be all about exploring *Oceans of Opportunity!* Registration information will arrive in your inbox soon, and you'll consider travel arrangements. **Many fun and educational programs are being planned, and the planning committee has prepared a [Lookbook](#) to help you navigate the offerings.** This booklet outlines the amazing educational activities happening during Monday's Pre-conference, Tuesday's In-Depth Sessions, and Friday's post-conference sessions.



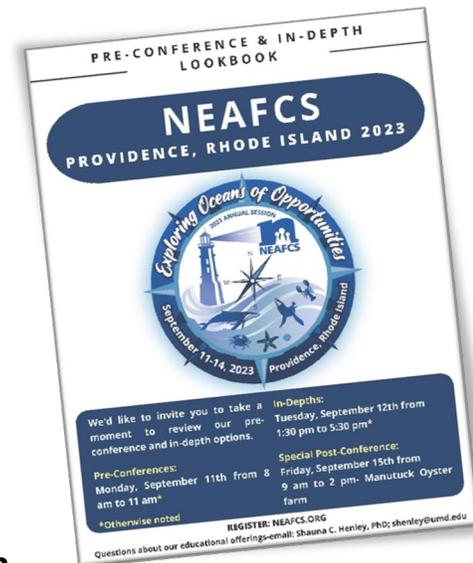
Early Birds can take advantage of the excellent Pre-Conference opportunities awaiting you on Monday. Here is a quick glimpse of the pre-conference offerings:

From Zero to Hero: Starting a Home Food Preservation Program and the Role of a Process Authority in Developing and Validating Preservation Processes (presented by Dr. Carla Schwan and Dr. Kaitlyn Casulli from the University of Georgia).

From Vision to Action: Implementing Cooperative Extension's National Framework for Health Equity and Well-Being (Presented by Dr. Roger Rennekamp, Association of Public Land Grand Universities).

Appreciative Inquiry 101: Tools for Positive Change with Your Clientele and Community (Presented by Jen Hertzil Silbert, MSOD, and Tony Silbert, MSOD, from Spartina Consulting).

Matunuck Oyster Farm: Tour and Lunch: Buses will depart from the Convention Center for an approximate 45-minute drive to the Oyster Farm where guests will learn about aquaculture and fisheries on both a global and local scale before visiting the shellfish farm to see different species of shellfish in many different stages of growth-*this tour will be offered post-conference on September 15th.*



Upcoming Membership Vote Regarding Dues Increases

Glenn Sturm (VA), Treasurer

At our mid-year board meeting, the NEAFCS Board Members voted unanimously to bring forward a vote at the 2023 Annual Session business meeting to increase dues by 10%, starting in 2024. This would mean an increase in annual dues as follows if passed:

Active: from \$100 up to \$110

Life: from \$300 up to \$330

Partner: from \$100 up to \$110

Student: from \$50 up to \$55

Associate: from \$50 up to \$55



While the prospect of a dues increase is not often popular, there are several factors to consider:

- ✓ **The last time NEAFCS increased dues was in 2012, which would mean a 12-year gap between dues increases, if approved.** That's less than a 1% yearly increase, or less than \$1 a year as an active member. In comparison, inflation, as measured by CPI, increased by nearly 35% in that same period.

Over the last couple of years, the NEAFCS board has made a concerted effort to decrease expense items to combat this increase in inflation, including reducing exhibit hall costs, reducing board meal reimbursements, and strategically choosing which board members attend which meetings/conferences in order to reduce board member travel. However, a 35% increase in inflation is hard to combat exclusively on the expense side.

- ✓ Without dues increase, the next items likely on the chopping block include a reduction or removal of monetary awards for 2nd and 3rd place winners, a reduction or removal of 1st timer scholarships, a reduction or removal of annual session presenter reimbursements, and a reduction or removal of support for affiliate president to attend the annual session.

You may wonder, 'If annual session registration was increased this year, why would we need a dues increase next year?' Annual session is meant to operate as a stand-alone entity, with annual session registration (plus sponsorships and exhibit hall revenue) covering the expenses related to annual session (excluding awards, which are primarily funded by a percentage of dues, speaker reimbursements, and scholarships). This year's annual session registration increase helped address annual session expenses. In contrast, the proposed increase in annual dues would address all other association expenses outside of annual session. If you have any other questions, please feel free to contact us!

NEAFCS Mid-Year Board Meeting Highlights

Lisa Peterson (IL), Secretary

The 2023 NEAFCS Executive Board met in-person on May 9-10 in Tampa, Florida. Over the course of the two-day meeting, the board worked as a team to discuss an array of topics. Some highlights include:



- ★ Plans for 2023 Annual Session in Providence, RI and brainstorming ideas for additional educational sessions that would benefit the membership.
- ★ Review of Policy and Procedure Manual
- ★ Discussion about communication tools and how to best reach the membership.
- ★ 2023 slate of officers for election at Annual Session
- ★ NEAFCS Hall of Fame Selection
- ★ Brainstormed ideas to communicate the benefits of NEAFCS membership.
- ★ Budgetary Decisions for 2024

The board engaged in professional development through a local culinary experience and learned from other board members about the importance of sleep and eight habits everyone should implement. Working together in person strengthened the NEAFCS Executive Board and showed that we all share a passion for making a difference. See you, Rhode Island!

Professional Development to Make Dreams Attainable

Marcia Parcell (IN), VP Professional Development

Do you have dreams of the perfect professional development? The Professional Development subcommittees of Program Development and Webinar met on May 17th to plan new activities. At the in-person NEAFCS board meeting, the board discussed asking committees to develop their action plans at their spring meetings and to create a timeline of activities at the Annual Session meeting of the committee. The subcommittees gave favorable feedback regarding this idea.



The subcommittees also formed a group that is tasked with developing the guidelines and review process for skill-building sessions at Annual Session. The group will also be working on a session at the 2023 annual session to discuss multi-state collaborations and/or conversations to continue from annual session. The group is entitled “The New Stuff on the Block.” **If you would like to be involved in this Professional Development work, contact Marcia Parcell, at mparcell@purdue.edu immediately.** The group will also be sure to capture feedback about the kinds of skills that are wanted by NEAFCS professionals at the 2024 Annual Session.

The Professional Development Committee will work with the Public Affairs Committee to present a skill session on Canva at Annual Session Exploring Oceans of Possibilities. The committee will also be working with other committees to plan meaningful networking opportunities at annual session and throughout the year due to connections discovered at annual session. You are encouraged to join one of the subcommittees if you are interested in this committee’s work.



Reach out to Marcia Parcell if you have questions.

PILD: The Reflections are In!

Jennifer Bridge (KY), VP Public Affairs

Each year NEAFCS provides a limited number of scholarships to members who are attending PILD for the first time. Members receiving the scholarships are required to submit reflections on the conference. I have included a couple for your reading pleasure! More can be found on the NEAFCS website.

Tricia Mathis, Utah

This was my first time attending the PILD Conference, so it was a new experience for me. It was great to assemble with other Extension Professionals from around the country and glean from their wisdom. In one of the general sessions, someone said that he always hears that Extension is one of the best-kept secrets around - and it shouldn't be. I think this is a fair statement. People should know about us. They should know how much we contribute to individuals, families, and communities and that we can help them. I learned many new things about working with the local, state, and national government. The conference gave me much to reflect on as to how I can better let our stakeholders be aware of what we are doing. The conference gave me a better glimpse of how we all do and can work together for the greater good. It also made me think more about how I can better promote Extension and what I do in my community and state to increase its reach. Overall, it was a great conference and gave me a lot to consider about how I can improve my role in Extension. Thank you for the registration scholarship!



Jasmine Greer, Virginia

As a newly appointed VP of Public Affairs and agent of less than 1 year, the PILD conference was a great introduction to advocating for extension at all levels. I found the speakers engaging and the breakout sessions relevant and rich in information and engagement. I look forward to attending additional PILD conferences in the future.



Plans are underway for the 2024 Public Issues Leadership Development Conference, so start planning to attend!

Telling Our Story with Common Metrics

*Roger Rennekamp, Extension Health Director,
Cooperative Extension/Association of Public and Land Grant Universities*

Every year, the National Extension Association Family and Consumer Sciences compiles a set of national [impact statements](#) on human health and well-being that highlight the work of FCS professionals from across the nation. As Health Director for the Cooperative Extension System, I've often used these documents to tell the story of Cooperative Extension's growing portfolio of health-related work to various stakeholders. I greatly appreciate the work of NEAFCS to collect and publish this collection of documents.

Earlier this year, our national Health Leadership Committee, composed of Extension administrators, practitioners, and partners, endorsed the creation of metrics working group charged with identifying a set of national metrics that will augment powerful impact statements collected by NEAFCS each year. **As a result, the Cooperative Extension System will have both common indicators of program reach that can be aggregated across all 111 land-grant institutions and narrative examples of how these institutions are designing and implementing programs that meet the needs of individuals, families, and communities in each state.**

But the charge to the working group goes far beyond counting how many people we reach with our direct education programs. It is my hope that the working group will also stretch our thinking about how we also document the impact of our work to catalyze policy, systems, and environment (PSE) change, how we recognize and reward PSE change in annual performance reviews or promotion and tenure, and how we can better track the changes happening that at the institutional level that is supporting our expanded work in the area of health equity and well-being.

Over the past year, our national evaluation partner, the [Center for Community Health and Evaluation](#) (CCHE) of Seattle, WA, has helped us assess readiness to implement the recommendations contained in [Cooperative Extension's National Framework for Health Equity and Well-Being](#). Among the findings was a concern expressed by many county-based practitioners that they don't feel that they are adequately recognized or rewarded for the systems-level work they do through partnerships and coalitions. Accordingly, the national metrics working group will collect individual performance criteria nationwide that acknowledge this systems-level work.

On a positive note, our work with CCHE and conversations with Extension administrators revealed many examples of how Cooperative Extension is changing to support health-focused work. Among these examples are hiring additional county and state Extension professionals focused explicitly on health, an influx of new appropriations to support health-related work, a growing number of cross-campus partnerships with health science colleges, new external partnerships, and additional health-focused professional development opportunities for Extension personnel. Over the coming year, CCHE will be working with Cooperative Extension and the metrics working group to surface additional examples of how Extension is transforming to support better those working in the health area.



Individuals interested in this work are welcome to [contact me](#) anytime with questions or examples of metrics enabling or helping document our work to ensure lifelong health and well-being for all people.

Represent NEAFCS at Annual Session!

Sara Sprouse (IA), Chair-Elect of the Ambassador Committee

WE WANT YOU! The Ambassador Committee is looking for dependable, positive, professional, and passionate NEAFCS members to apply for the opportunity to represent your state, association, and chosen profession as a 2023 NEAFCS Ambassador at this year's Annual Session in Providence, RI



WHAT AMBASSADORS DO:

Ambassadors are committed to providing quality brand representation to all speakers, exhibitors, and attendees during annual session. They are willing



to commit to working one or two events/activities per day in addition to other activities as needed, including potentially hosting concurrent sessions, serving as ignite hosts, assisting with special guests, providing support in the exhibit hall, providing assistance to attendees, and serve and support the conference where needed.

HOW TO APPLY:

To apply, go to the [application portal](#) or access the link on the [NEAFCS website](#) under Professional Development > [Ambassador Program](#)).

Ambassador appointment is only for the current Annual Session.

The registration deadline is July 15, 2023.

Tips for Work-Life Balance

Elizabeth Martin (LA), Mentoring and Leadership Committee Member

Happy Summer! June is here, and with it comes high temperatures, extra sunscreen, and lots of water (or at least for us with 90–100-degree temperatures). **If you are a member of the Leadership Experience, this also means that you have begun engaging with your Mentor or Mentee and hopefully are eager to begin the Professional Development sessions.**

The session on June 9th covers “Taking Care of Yourself First.” Topics include self-care, self-compassion, and mindfulness. When I think about these topics, I also think about work-life balance. We are all guilty of overscheduling and stretching ourselves a little too thin. As extension professionals, we have multiple responsibilities with multiple deadlines...all simultaneously. And that does not include our busy personal lives.

Business News Daily states, “Work-life balance is the state of equilibrium where a person equally prioritizes the demands of one’s career and the demands of one’s personal life.” This article also quotes the CEO of Amplio Recruiting, Chris Chancey, stating that **a good work-life balance “has numerous positive effects, including less stress, a lower risk of burnout, and a greater sense of well-being.”**



Business News Daily promotes eight ways to create a better work-life balance. They are as follows:

1. **Accept that there is no “perfect” work-life balance.** Everyone’s work-life balance looks different. You may have to adapt as you go, and your work-life balance may change depending on the season of life you are currently in.
2. **Find a job that you love.** Extension professionals tend to love working with their community, which is why we work with extension in the first place. Make sure that you have programs or projects that you enjoy. If you have a job that you dislike, that dislike may be reflected in your work.
3. **Prioritize your health.** Please do not forget to prioritize your physical, emotional, and mental health. Your community (and the world) is a better place because you are doing great work!
4. **Don’t be afraid to unplug.** For me, the easiest way to make this happen was to remove my work email from my phone. While it may be hard for some of you to imagine doing this, I am going on three years of not having that Outlook icon on my phone. Of course, I can still go to the internet browser and log into my email if needed. This has allowed me to be more present at home.
5. **Take a vacation.** Are you a beach or a mountain person? Not sure? What a great time to find out! I recently heard a coworker brag about how much leave they have banked....think years of annual leave. All I have to say is, take the vacation and enjoy it!
6. **Make time for yourself and your loved ones.** If you love your job, it is one of the most important things in your life. Do not forget about your loved ones. Social interaction plays a key role in your overall health.
7. **Set boundaries and work hours.** Is it hard for you to say no? For me too. Oftentimes, we overcommit ourselves by not sticking to those boundaries and work hours. I tend to overcommit myself. My mentor recently told me it’s okay to say no without any added explanation. I am a work in progress, but learning to say no occasionally has helped.
8. **Set goals and priorities (and stick to them).** At the beginning of every year, I set personal and professional goals for myself. I list them on a sticky note on my computer, so I can easily review them occasionally. This helps me set priorities for the year.

Is your work-life balance a work in progress? I encourage our members to consider what work-life balance means to you and what you can do to improve yours.

Source: [How to Improve Your Work-Life Balance - businessnewsdaily.com](https://www.businessnewsdaily.com/211-how-to-improve-your-work-life-balance)

Spread the Word! It's Time to Start Gathering Donations for the Silent Auction!!

Roseanne Scammahorn (MS), NEAFCS Awards and Recognition Committee

The silent auction at the Annual Session is so much more than excellent retail therapy! It is a chance to pay it forward, share your state culture and enjoy fun new items from around the nation. The silent auction is a key fundraiser for the Awards and Recognition Committee that distributes awards and benefits to those that achieve our organization's highest honors. If you've won an award, you have received the blessings of the silent auction!

In 2023, we will continue an online bidding process so ALL can participate. We welcome each person, affiliate, region, and leader to consider donating an item to the auction.

There are four basic steps to accomplishing this goal:

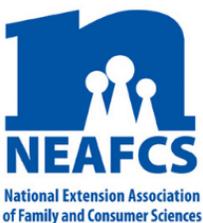
1. Think of a creative fun item to donate that you yourself would be excited to bid on.
2. Download the [donation form](#) complete it and return to awards@neafcs.org.
3. Take pictures of your item(s), consider clear pictures from multiple angles. Send 3-5 pictures if possible.
4. Mark the best option for delivery (items will be marked on the online auction so buyers are aware of their purchase commitment):
 - a. Item will be mailed
 - i. You may wish to send a picture for the in-person shopping or bring the item to the conference.
 - ii. If this option is chosen, the donor must commit to mailing the item to the buyer. The shipping cost should be factored into the "value" of the item.
 - iii. If you are donating an item to be shipped direct from the source, this is the best option.
 - b. Item is for in-person pick up only
 - i. With this option, the item must be brought to the meeting, and the buyer is responsible for getting it home.

Need donation ideas? Consider those items that make your area special; food, heritage arts, unique attractions, or geographic treasures. If you have the talent to share, consider creating something special for donation; a quilt, painting, jewelry, stationary, etc. Work together as a state to create a state basket, or perhaps highlight a favorite store by buying a gift card.

Whatever you do, know that your donation makes a difference and keeps our organization thriving. If you have any questions or suggestions, please send them my way! You can email Roseanne Scammahorn at scammahorn.5@osu.edu or Melissa Rupp at rupp.26@osu.edu.

Visit the Silent Auction and Star Donor Information Page at

<https://neafcs.memberclicks.net/2023-silent-auction>



Family Structure as a DEI Component

Kyleigh Brown (MO), Diversity Committee Member

As many of you know I recently had a baby, this made the Browns a family of four. Did you know (or assume) that my family is a blended, multi-racial, multi-ethnic family as well? Our family of four is unique just like every child and family we work with. To provide inclusive programming Extension Educators must consider many aspects of a person or family's identity including its structure. Here are some common family structures you may encounter in your work.

Single parent

- divorced
- widowed
- never married

Foster parent(s)

Adoptive parent(s)

Blended

Unmarried biological parents

Polyamorous parents-multiple romantic partners in household

LGBTQ parent(s)

Non-parent relative(s) as guardian(s)/Kinship or Grandfamilies (grandparent, aunt, etc.)

Here are some straight forward strategies to utilize to ensure inclusivity in your programming.

- Say "the grown-ups/adults you live with" when referring to children's families
- Use the term guardian(s) on forms instead of mom and dad; the term partner(s) instead of husband and wife
- Consider inclusive programming names like "Donuts with Grownups" or VIP dance instead of "Muffins with Mom"
- Create representative marketing materials
- Ensure safety and inclusion among participants in workshops and classes

As is the case with most issues of inclusivity, if you aren't sure how best support a child or family just ask polite and genuine questions!

Granata, K. (2014). Welcoming Family Diversity in the Classroom. *Education World*.

https://www.educationworld.com/a_curr/welcoming-diverse-family-structures.shtml

Mulvahill, E. (2019, May 31). TOPIC: Inspiration, Parents, School Culture & Colleagues, Social Emotional Learning School Leaders Enough With Donuts With Dads and Muffins With Moms—Let's Make All School Events Inclusive. *We Are Teachers*.

<https://www.weareteachers.com/inclusive-school-events/>

Schauber, A. C., & Castania, K. (2001). Facing Issues of Diversity: Rebirthing the Extension Service. *Journal of Extension*, 39(6). Retrieved 2023.

What Have You Been Up To? Central Region State Affiliate Spring Activities

Cindy Thompson (IA), Central Region Director

Central Region Affiliates were recently asked: **Did your affiliate gather this spring? If so, what did you do (business meeting, social, both?) Give a few brief details.**

Here is what the Central Region has been up to this spring.

Michigan: The Michigan Affiliate did not meet as a group this spring. We are planning a summer Zoom meeting/training on Michigan Tribes. The board has been working diligently to update our bylaws.

Minnesota: We did a book read in January on "The Secret History of Home Economics," and for the first three weeks, a discussion was led about the assigned chapters, and in week four, the author, Danielle Dreilinger, joined us for discussion. All Family Development Extension Educators and staff were invited to attend, as well as life members. We meet as a board quarterly and have an annual meeting in October.

Nebraska: We had a professional development day on Zoom. Topics included:

- * Excellence in Extension. The morning is around learning from each other. Come to the morning session with an example of something that has been successful for you in Extension. Examples could include: a powerpoint, classroom management techniques, a recipe that a class loved, a partner that has been successful, best practices within your county office, how you successfully manage work/life balance, etc.! Just come prepared to share an example of something that other could benefit from learning.
- * Yoga
- * Enneagram Personality Test

North Dakota: North Dakota's chapter did meet this spring. We meet in conjunction with our annual state spring FCS professional development training on campus at NDSU. We also had an optional social option after the meeting, with 1/3 of the members attending. The great part about holding our NDEAFCS spring meeting in conjunction with the FCS training is that our members get a longer opportunity to catch up and become inspired by each other as we go through three days of PD. It truly does rejuvenate us and sends us into summer with our "cups" filled.

Ohio: We did not gather in person. We had a Zoom update on April 11 to review upcoming opportunities and reminders. Our icebreaker question was, "How well would you get along with your clone?" That made for some fun discussion as we waited for people to arrive. 😊

South Dakota: South Dakota Ext. FCS affiliate met on April 21st. We focused on learning about professional development opportunities. Audrey Rider spoke about her experience participating in NELD this year. Aimee Ladonski shared her experience attending PILD. And I shared my experience attending JCEP Leadership Conference.

Wisconsin: Our WEAFCFS membership had a business meeting and the awards banquet at the JCEP Annual Conference on May 23. We had a great time together at the awards banquet. Our entertainment was trying to guess the answer to a Murder Mystery set in the 1920s. Members were dressed in 1920's costumes; there was a murder and lots of screaming. Some of us even guessed who committed the murder.

Have you read "The Secret History of Home Economics"? How would you respond to the Ohio icebreaker question? Could you have solved the Wisconsin Murder?

