



# North Carolina Federation of Cooperative Extension Associations

2011 Federation Forum Minutes  
McSwain Extension Education and Agriculture Center  
Sanford, NC  
Friday, December 9, 2011

Delightful refreshments, fellowship, and networking guided everyone to signal the beginning of the fall forum at the McSwain Center.

The welcome and call to order was conducted by Susan Condlin, Lee County CED. Becky Miller, president of the Federation gave the introduction of our guests who were Ron Joyner (and wife) and Sylvia Churchwell, Advisory Council members.

Ron Joyner: stated that he is the president of the State Advisory Council and is from Ashe County. He went on to explain what the advisory council was: 30 member/volunteer advocacies for Cooperative Extension who promote extension and lobby. Last year they went to DC to ask for support with legislation in Raleigh. He stated how the agents need help because they do the "dirty work" working within the community. The Advisory Council received \$10,000.00 from Farm Credit Service and will use it to promote World Leadership.

Sylvia Churchwell: vice president of the Advisory Council spoke to reaffirm that we are your advocates. An example was while in Raleigh, the council met with foundation members where 89-90% were mostly legislators and they appreciate the impact on the communities. A lady stopped her and asked about her Cooperative Extension name tag and stated she appreciated all the work the council was doing to keep her job.

Association Roll Call was taken: NCACAA-8, NCEAFCS-13, NCAE4HA-13, NCCESA-11, NCACES-4, NCAEPAAT-13.

Becky introduced Dr. Wanda Sykes (NCCE District Director Emeritus who retired two years ago) and she gave a power point presentation on "Leadership Secrets of Santa Claus". Travis Burke participated in the presentation as our very own Santa Claus.

## Administrative Updates, Concerns and Questions

Becky introduced NCSU and NCA&TSU administrators:

Dr. Tom Melton welcomed the Federation on behalf of Dr. Joe Zublena. He stated the leadership roles are present and there are 4 priorities for NCSU strategic plans:

1. Powerful Programs (focused programs)
2. Empowerment
3. Valued and visible brand- get the logo out there
4. Financial Diversity- new way to get money for programs

Dr. Ray McKinnie thanked the federation for the opportunity to come and went on to say that change is a necessity; the dinosaur was a creature who could not adapt to change. Budget wise NCA&T Cooperative Extension is okay. Received two large grants from Dr. Keith Baldwin and Dr. Jimo Ibrahim. There are several positions open on campus and in the various counties. The Grassroots 2012 Conference is coming up which will focus on Economic Empowerment. February 21 Duplin County, March 6 Lee County, and March 9 Swannanoa 4-H Center. Small Farms Week will be held March 21 through March 30, 2012.

All other administrators introduced were, Sheri Schwab, and Dr. Marshall Steward (NCSU) Dr. Claudette Smith, Dr. Keith Baldwin, Dr. Rosalind Dale (NCA&TSU) also Ray Cooper, Clinton McRae, Travis Burke, and the Lee County staff.

Question and Answer Segment:

- Is there a master extension calendar that has important dates on it for internal use? It seems that there are an increasing number of events being scheduled on top of other statewide events. If so, what is the proper process to have items added to this calendar? Dr. Melton responded, yes there is a statewide calendar and people don't

use it and keeping it updated is a challenge. IT is in the process of developing a new calendar that everyone can use

- Is there a long term staffing plan for vacant positions (contingency plan for filling the needs in each county)? It seems that current employees are becoming burned out trying to fill in the gaps. Sherri responded that they are looking into staffing plans and is working with the regional coordinators and Dr. McKinnie to resolve this problem. NCSU lost over 60 positions. Looking at 18 positions 3 in each district will be filled is the next priority. There are also more needs than vacancies. Looking at cross county agents that will cover more than one county and will must have higher subject matter expertise. Dr. Smith also responded that A&T is looking into this as well.
- Are all agents expected to do youth work? Dr. Stewart responded yes, and Dr. Smith agreed that everyone should be able to work with young people and don't worry about who gets credit. All information needs to be shared. 4-H is not just for 4-H Agents.
- When young people are being taken to an event should medical forms be completed for the youth? Yes
- It seems secretaries are most often an afterthought when funds are available for salary increases. Are there any plans to correct salary inequities among secretaries? Dr. McKinnie responded, he values the efforts of the secretaries and that SPA positions are managed by the State Personnel Act and are bound by SPA and university guidelines. Sherri responded, she also values secretaries and that the state is not able to give raises right now. At NCSU all increased must go through the chancellor, Board of Governors (BOG) and wishes that funds were available. Dr. Baldwin responded women are running the whole of the organization and thanks.
- What could be done to streamline title promotion and make it seamless? Dr. Baldwin responded that submitting a thick package does not help. There is a title promotion committee/one stop shop. Outcomes and impacts is what matters. The committee is looking at what are you doing to make a difference in people's lives. Success in programs and creativity. Robust programs that show what happened to the people who attended the program by having contact numbers and real time difference. Sherri responded that agents should streamline reporting and highlight parts that made impact. It is not a volume game. Dr. Melton responded that he and Dr. Stewart have been working on the ERS program and has very good progress in eliminating and combining questions. Dr.'s Marshall and Melton have submitted ideas and suggestions and change was done based on feedback. So continue to let Dr's Stewart and Melton know of your concerns.
- Districts question? 4-H Associations and Master Gardeners and ECH- Sherri responded the release goes out on Friday and asks how you would like to see the districts managed. When does the change faze in (transition)? Distance and coordination of evens must be done for the best interest of the organization.
- We have such great brainstorming, fellowship and sharing when we are all together like this. Any chance that Annual Meetings or at least District meetings will be restored beyond just awards time? Dr. McKinnie responded that dialog is in process to determine when the meetings will be restored.
- What proactive steps can we take now knowing the economy isn't the greatest to avoid budget cuts next year?
- Why is 4-H and CED the priority for filling vacancies? Why not FCS and Ag. Techs as much a priority? Sherri responded, there is no program area that is prioritized over the other. We are filling many positions in program areas; however CED's is a priority that will be filled.
- What are your thoughts on the associations sticking with the current 6 districts rather than realigning to the new 5 districts? Sherri responded, will entertain the idea in the meantime take as much time as needed to transition to the 5 districts.
- Why don't agents get to provide feedback for DED evaluations? Response= Feedback is welcome for what is working and what is not. A 360° should be done for everyone.
- When will the next all secretaries training in Raleigh be held? Sherri responded professional development for administrative associates is being reviewed. An array of topic areas will be compiled in a survey. There will be 5 district conferences in 2012.
- When looking at cross county agents, are you looking at compensating those agents who take on additional counties? Sherri responded, they are looking to see if it is feasible and may have an answer by the District Conference.
- Regarding EPATS timeline, can we change the process of ERS reporting so that we don't have to wait until March to enter ERS data from January? Right now we have to wait until POW is approved. Sherri responded, because of changes from Program Leader Committee

A moment of thanks was given by Nancy Keith (NCACCA) and lunch was served.

The Business Meeting was called to order at 12:56 pm by President Becky Miller

Determination of Quorum: 62 voting members present- secretary, Donna Holland

Approval of Agenda, Louise Hinsley, 2<sup>nd</sup> by Becky Lewis

Received 2010 Forum Administration minutes however the business minutes are not available. Minutes were being read by Donna Holland but stopped and attendees asked if the 2010 minute could be approved. Motion was accepted by Cindy Lauderdale, seconded by Nancy Keith

Treasurer's Report 2012 Proposed Budget (for records only) by Jane McDaniel, Treasurer: see attachments

Association Reports: see attachments

NCCESA- Kay Morton

NCEAFCS- Jeannie Leonard

NCAE4-HA- Louise Hinsley

NCAEPAAT- Rebekah Thompson

NCACES-Samantha Rich

NCACAA- Nancy Keith

New Business:

Epsilon Sigma Phi, XI Chapter submitted a letter for membership to the Federation. Gregg Hoover presented discussion and answered questions for the reasons for consideration of acceptance into the Federation.

Question: if voted in what is the benefit to the federation? Involved with the Horn of Plenty,  
Response from floor to review the federation by-laws in conjunction to Epsilon Sigma Phi.- Proposed members of ESP are already members of the federation, however there will be additional members who are retirees and administrators.  
Concern of members of ESP voting twice since they will belong to multiple associations.

Question: is ESP a fraternity or association?- They are a Professional Development Association, it was brought to the floors attention that this information is not in their statement or on the website. Since ESP has applied multiple times to be voted into membership with the Federation (2003 and 2004) and each time they were voted down. Concern raised as to why they kept getting voted down. There will not be duplication of votes only want the retirees voice to be heard on the national level.

Question: Can a member of ESP not be a member of the Federation? Yes

Motion, move to accept ESP joining the Federation effective January 1, 2012 by Jayne McFurgen, seconded by Tonya Winn

It was reiterated that only one vote will be accepted per individual

Concern about motion being taken back to each association however representatives are present so no need. Each representative should be speaking on behalf of their membership.

Voting was cast by secret ballots. Must have 10 delegates to vote? No, executive board and 10 delegates can vote as long as there are officers of each association who are on the current board (2011 Federation Board)

Results of voting ESP into the federation was approved. The count was 49 yes and 8 no. A motion was made to destroy the ballots by Angela and seconded by Peggy Lewis. The motion was carried. Thanks was given by Mr. Hoover.

Based on ESP being a new member of the Federation Forum the budget will be admended by Jane McDaniel, treasurer

Now there will be 7 Diamonds in the Federation Logo instead of 6.

Other New Business- None

Old Business:

**Recognition of 2011 officers and Association Representatives:**

President- Becky Miller, NCAEPAAT  
President Elect- Eleanor Summers, NCEAFCS  
Secretary- Liz Driscoll, NCACES  
Treasurer- Jane McDaniel - NCCESA  
Webmaster- Kyleen Burgess - NCAE4-HA  
NCCESA Kay Morton - Teresa Story  
NCEAFCS Jeannie Leonard - Yvonne Mullins  
NCAE4-HA- Louise Hinsley - Cathy Brown  
NCAEPAAT- Rebekah Thompson- Jo Simpson  
NCACES- Mark Megalos - Samantha Rich  
NCACAA- Mitch Smith - Nancy Keith

Thanks was given by Becky Miller to 2011 outgoing officers and new 2012 officers were installed.

Eleanor Summers, president (NCEAFCS)  
Donna Holland, secretary (NCCESA)  
Linda Gore, treasurer (NCAE4-HA)- (Angela stood in for Linda)  
Will Strader, webmaster (NCACAA)  
Becky Miller, past president (NCAEPAAT)

Becky stated her biggest challenge was that the members did not respond to her requests. She took on the responsibility of Federation President early because the 2011 president resigned. She stated she will be 61 years old in February.

Becky created a new award to thank and recognize members who tirelessly helped her in her role as the 2011 Federation President. The award is called "Angel Award". This award was presented to:

- Debbie King
- Christine Barrier
- Pam Brylow

The 2011 Federation Leadership & Service Recognition Award was presented to Yvonne Mullin by Becky Miller. Yvonne was nominated and described as a go getter. she received a \$50.00 cash and an award. She will also be the state president of her association in 2012.

Eleanor Summers presented a "Certificate of Recognition, Dedication and Achievement" to Becky Miller and the gavel was handed to Eleanor.

An announcement was made for members to stay around and help put up the tables and chairs. The meeting was adjourned at 2:15 pm.

Respectfully submitted by Donna Holland