ESP President’s Corner

I find it hard to believe that the year is going by so quickly! In February I had the opportunity to attend the North Central Regional Officers Training sponsored by JCEP. This year much of the focus was on working with elected officials. I was pleased to learn that many of the things which were suggested, we are already doing in Ohio.

This year is a year of transition for the Alpha Eta chapter of Epsilon Sigma Phi. As you may remember, last year the board focused on revising our handbook and re-aligning our committee structure to enable us to better match the national organization structure. This is the year of implementation. I want to say “Thank you” to all those board members who willingly accepted a committee chair position for this year. Each committee has a chair-elect already identified who will assume the chair duties in 2006. This structure will allow us to have more continuity from year to year.

As members, you will be receiving communication from the various committees. There will be an opportunity to apply for team teaching awards and tools for teaching awards again this year. The Member Services committee is currently in the process of finalizing the award guidelines for 2005. Also, don’t forget about the professional development scholarships available through ESP.

This year Epsilon Sigma Phi, Ohio Extension Agents Association and the Ohio Extension Professionals Associations will be working together to plan, organize and conduct the 2005 Annual Conference. If you would be interested in serving on a sub-committee, please contact Glenn Welling, who is the chair for this year’s conference.

I appreciate the involvement that ESP members have in our state organization. As I attended the regional meeting, I am proud to say that many times Ohio is viewed as one of the leaders within the national organization. We have a strong track record of submitting nominations of individuals for various awards and our chapter is consistently recognized for the activities of the membership. Keep up the great work!

Treva Williams, Chapter President

2005 Ohio Alpha Eta Chapter Officers

Treva Williams, President
williams.973@osu.edu

Glenn Welling, President-Elect
welling.14@osu.edu

Eileene Welker, Secretary
welker.2@osu.edu

Greg Davis, Treasurer
davis.1081@osu.edu

Karen Bruns, Annalist
bruns.1@osu.edu

Garee Earnest, Past President
earnest.1@osu.edu

http://ohioesp.osu.edu/
The Ohio Alpha Eta Chapter would like to encourage you to renew your Epsilon Sigma Phi membership for 2005 (if you have already paid your dues—many thanks!) by paying your dues NOW to Greg Davis, chapter treasurer. We hope that you would agree that membership in Epsilon Sigma Phi is a great interdisciplinary Extension opportunity!

As the umbrella Extension professional organization, Epsilon Sigma Phi provides the professional link for Extension personnel across all disciplines. Nationally, Epsilon Sigma Phi is committed to providing many opportunities for our members to seek professional development. Resources are utilized to provide travel stipends; scholarships for personal professional development and the Public Issues Leadership Development conference; and mini-grants to support innovative chapter projects.

Participation in ESP can benefit your Extension career through opportunities to present at the national conference, serve on state and national committees and be recognized for your Extension efforts by your peers in Ohio and national. The 2005 Conference is planned for the Broadmoor Hotel in Colorado Springs, CO, November 9-12, 2005. The national conference will offer a stellar professional development opportunity in a spectacular setting.

Ohio’s ESP website http://ohioesp.osu.edu and the National Website at http://espnational.org can provide additional information on the many benefits of ESP membership and involvement.

Dues are $60.00. A membership form is available on the Ohio ESP website but dues need to be sent to Greg Davis, Chapter Treasurer, AEDE, 103 Agr. Admin. Bldg. 2120 Fyffe Road, Columbus, OH, 43210-1066 Re-New Today!

Submitted by Susan Crusey, Membership Recruitment & Retention Chairman

ESP Scholarships Available

The ESP Professional Development Committee is announcing the availability of two scholarships available to members this year. Two scholarships will be awarded this year with application deadlines of June 15th and October 29th. The awards can be utilized for individual improvement including advanced degrees, graduate credits, tours, seminars or other specialized training. Application forms and details can be downloaded at the Ohio ESP website at: http://ohioesp.osu.edu/forms/forms.htm

Submitted by Greg Homan, Professional Development Committee Chair-Elect
Epsilon Sigma Phi and the ESP Zeta Chapter in Colorado invite you to participate in the 2005 Epsilon Sigma Phi National Conference being held at the world famous Broadmoor Hotel in Colorado Springs, CO, from November 9 through 12, 2005. It will be a "Colorado Gold" professional and personal development opportunity for ALL Extension professionals featuring:

- Three dynamic keynote speakers. Dr Evan Vlachos, David Remson, and Mary LoVerde.
- Scholarly concurrent sessions and poster presentations.
- Three program tracks - life members, emerging leadership, and program developers.
- Strategies for enhancing Extension's image and communicating the value of Extension.
- Opportunities to explore new tools and technologies to enhance outcomes of Extension programs.
- Methods for strengthening communities through Extension programs.
- Recognition of ESP members for excellence in programming addressing diversity and critical issues.
- Presentations of interest for retirees/life members.

Conference events will include a Poster Showcase Session in conjunction with Wednesday evening's Welcoming Reception, the Retirees and First Timers Breakfast, concurrent sessions, the Awards Banquet, the ESP Auction on Friday evening, the Ruby Lecture and Luncheon, dinner at the Flying W Ranch, and pre-conference tours. Several tours for family members and friends will also be offered.

The conference location is an ideal place for personal relaxation. The Broadmoor Hotel, a five star resort, is offering the $117/day conference lodging rate for three nights prior to and after the conference dates. Participants can relax and enjoy the surrounding beauty of the Colorado Mountains, play golf on one of Broadmoor's three courses, or visit area attractions, including the Air Force Academy, many historic sites, a gold mine, and natural areas. More information about the area's attractions can be found on the web site http://www.pikes-peak.com.

The early bird registration fee for the conference is $375 with a deadline of August 15, 2005. Watch for the registration information in the next issue of ESP Connection and on the ESP web site http://espnational.org.

2005 PRE-CONFERENCE TOURS The following pre-conference tours are being planned for Wednesday, November 9, 2005: Historic Manitou Sites including Miramont Castle, Glen Eyrie Castle, Old Colorado City History Center and Manitou Springs. Air Force Academy, Garden of the Gods, and Pikes Peak by Cog Railroad

All tours will be from 9:00 a.m. - 4:00 p.m. and include lunch and transportation. The cost will be $65. Watch for registration information in the next issue of the ESP Connection.

Article written by Nancy Crago, ESP President-Elect, National Professional Development Committee Chair
Ohio Alpa Eta
State Awards

The ESP Friend of Extension Award was presented to Sue Helmreich, Director of Outreach with the Ohio Credit Union League. Ms. Helmreich has been with the Ohio Credit Union system for 17 years as manager of outreach programs. Ms. Helmreich has been a key partner working with OSU Extension – Franklin County to establish the “Columbus Saves” program – one of more than 30 campaigns nationwide that encourages individuals and families to build wealth – not debt. She has been instrumental in linking campus based and county Extension staff to credit unions across Ohio to expand financial education efforts for Ohio citizens. Ms. Helmreich serves on the OSU University District Advisory Committee and has been instrumental in securing funding in support of the OSU Latino Outreach program for Financial Literacy. Ms. Helmreich serves as an Ohio State University political advocate.

The ESP Mid-Career Award was presented to Chris Zoller, County Extension Educator, Agriculture and Natural Resources, Tuscarawas County.

The ESP State Early Career Award was presented to Jeff McCutcheon, County Extension Educator, Agriculture and Natural Resources, Knox County.

The ESP State Support Staff Award was presented to Betty Watkins, Extension Administration.

The ESP Visionary Leadership Award was presented to Dr. Keith Smith, Associate Vice President for Ag. Administration and Director, OSU Extension.

Epsilon Sigma Phi (ESP) is dedicated to fostering standards of excellence in the Extension System and developing the Extension profession and professional.
In 1977 Mildred Payne, then the national ESP Secretary-Treasurer was asked to collect material for a 50-year history of ESP, from which most of the following highlights are gleaned. The document is based upon interviews with early Extension workers. The document in full can be viewed on the Ohio ESP website at http://ohioesp.osu.edu/history.htm

Matt Thorfinnson, retired Minnesota agent met with W.A. Lloyd, Federal Extension Administrator and Agronomist in Montana in 1922 where they decided there should be an organization for professional Extension workers. They gave it the name of Ancient and Abnormal Order of Buffalo. That name lasted until 1927, when the first chapter of Epsilon Sigma Phi was born. From the beginning, it was recognized as an organization for veterans who had been in Extension work for 10 years or more. The emphasis on veterans was so great that it included a unique House of Pioneers, made up of the 232 members who had been in Extension work before the Smith-Lever Act of 1914. In the early years of Extension, Lloyd conducted a survey on tenure. He received responses from 350 Extension workers. He stated: “this group of people had found their place and were doing the things they would choose to do above anything else... A true fraternity already existed. It only remained to name it and formally organize it.”

This he did, with the help of a group of Montana Extension veterans, at a meeting in Bozeman, January 10, 1927. As ESP Grand Director in 1929 he said: “Epsilon Sigma Phi represents no selfish purposes. It is not a vehicle for achievement of any personal ambition, for the promotion of any particular propaganda. It is not an agency to put over any plan or scheme of any person or group. Our fraternity must never permit itself to be prostituted as a tool to advance matters concerning which there is wide and settled differences of opinion among Extension workers. Such a path leads to dissension, discord, disaster, and death. We stand to work not for self but for the good of the whole Extension organization. Our Creed expresses our articles of faith, our obligation, a personal pledge of fine toleration, helpfulness, sympathy, and a never dying, always enduring, optimism.”

The first ESP Creed was written by Lloyd in 1922 as A New Year greeting to agricultural agents. It was adopted in 1927 by the fraternity with a change of only one paragraph. The second Creed was written in 1960 by Luke Schruben, then ESP secretary-treasurer, and Les Schlup, veteran Federal Extension editor. During 1927, chapters were started in nine states. The first national ESP convention was in Reno, Nevada, July 21, 1927, attended by delegates from 10 states, and there a grand council was organized.

The Ohio Alpha Eta Chapter of ESP was organized October 17, 1928 at Columbus, Ohio and had 26 members. The officers were: Chief, G.C. Musgrove; Secretary-Treasurer, Minnie Price and Annalist, O.C. Croy. Historical documents indicate that ESP and Extension have always grappled with serious issues, including funding, potential unionization of Extension, the inclusion or exclusion of minorities in the organization, and of course professional development, including increased training in behavioral sciences and educational methodology as well as agriculture and home economics.

“What we are today cannot be separated from who we were in the past. What we will be in the future depends on what we do today.”
ESP President’s Corner

I want to extend to each of you a personal invitation to attend the 2005 Extension Annual Conference being held December 13-14 at Holiday Inn, Worthington (I-270/US23). Our theme is “Living Healthy in Unhealthy Times” and we are offering a wide variety of professional development opportunities. Glenn Well- ing, ESP President-Elect, is serving as the chair for the 2005 Extension Annual Conference and has done a terrific job leading the planning and organization of this event.

The Member Recruitment and Retention Committee has been working very hard this year to update our State ESP bylaws regarding membership. Each member will be receiving an e-mail prior to electronic voting detailing the new and revised sections of our bylaws. All ESP members who have paid their dues for 2006 will be eligible to vote. Electronic voting on the 2006 officers and the bylaw changes will take place prior to Annual Conference. As in the past, we will be utilizing Zoomerang to conduct our voting process.

I want to recognize and thank the 2005 ESP Committee Chairs for all their hard work. This year we implemented our committee restructuring, matching up with the national ESP committees. For some committees this has meant new duties and responsibilities, for others it has been a whole new committee. Thanks to the following committee chairs and their members for all your hard work during 2005: Beth Gaydos, Global Relations; Susan Crusey, Membership Recruitment and Retention; Ann Fremion, Member Services; Vicki Schwartz, Professional Development; Chris Olinsky, Public Issues; and Kathy Cox, Resource Development and Management.

I have enjoyed my year serving as your President and hope each of you take advantage of the many professional development opportunities provided through Epsilon Sigma Phi.

Sincerely,

Treva Williams, Alpha Eta Chapter President

2005 National ESP Award Winners from Ohio

Friends of Extension
Susan B. Helmreich
(one of three recipients)

Regional Mid Career
Chris T. Zoller
(one of four recipients)

Regional International Service
David Hansen
(one of four recipients)

Regional Diversity Team
Ohio
(one of four recipients)

Regional Visionary Leadership
Keith L. Smith
(one of four recipients)
The ESP National Conference was held on November 8-13, 2005 in Colorado Springs, Colorado. The Ohio Alpa Eta Chapter was honored to have five national recognition recipients, three poster presentations and four concurrent session presentations. Thank you to each Ohio Alpa Eta Chapter who represented our organization at the National Conference.

**Concurrent Session Presentations at the National ESP Conference**

**AN ANALYSIS OF SPLIT-DIRECTOR ADMINISTRATIVE POSITIONS WITHIN OHIO STATE UNIVERSITY EXTENSION**
Greg Homan, Andy Kleinschmidt, Carol Trice, & Nancy Bowen

**EXTENSION AND A UNIVERSITY’S ENGAGEMENT MISSION - THE LESSONS LEARNED**
Karen Bruns

**DETERMINING IMPACT AND CONDUCTING APPLIED RESEARCH: AN INITIATIVE TO STRENGTHEN INVESTIGATIVE SKILLS OF PROGRAMMING PERSONNEL**
Gregory A. Davis, Tom Archer, Jerold Thomas, and Cindy Torppa

**A COMPREHENSIVE APPROACH: OHIO’S SUCCESS WITH ELECTED OFFICIALS**
Gwen H. Wolford

**Poster Presentations at the National ESP Conference**

**DEVELOPMENT OF A TASK FORCE TO PROVIDE EDUCATION AND LEADERSHIP TO AN EMERGING INDUSTRY**
Jeff Fisher, L. Tony Nye and David Mangione

**THE LEADERSHIP ORIENTATION OF FCS PROFESSIONALS AND THE EFFECTS OF FUNCTIONING OF ISSUE TEAMS**
Doris I. Herringshaw

**4-H AFTERSCHOOL - GATEWAY TO OPPORTUNITY**
Marilyn Rabe, and Beverly Kelbaugh

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**2006 ESP National Conference**
Annapolis, Maryland
November 14-17, 2006
The major purpose of this trip was to participate in the XX International Grasslands Congress. A featured speaker was C.L. Delgado of the International Food Policy Research Institute and International Livestock Research Institute who addressed the demand for animal products from grassland. They believe a continued increase in real grain prices will bring high return to production of meat and milk without grain. Price declines in livestock, especially pork, will be matched against tariff rate quotas, environmental issues, and sanitary barriers. Increased concern regarding spread of disease and zoonotics will be offset by new genomic technology to produce vaccine-free and healthy carrier animals. This will eliminate current trade policy clashes that work against poverty.

Irish farmers are the fourth largest meat exporter in the world. There is rising concern regarding decisions to compete in a free world economy. Whole farm subsidies and price supports for livestock products have brought new wealth to farm families to make improvements in housing and farmsteads. Agricultural publications and mass media include financial management as regular features in Extension articles. The net effect has been an increase in farmland value equivalent to US $7-10,000.

I found that livestock producers are more concerned with production issues than value-added marketing due to the current farm program. Animal units are assigned based on land holdings. Continental breeds dominated mixed breed herds in an attempt to produce as many pounds per animal as possible. It was interesting to note that there is more profit potential in commercial beef than seedstock. Sheep producers are converting from wool to meat production due to the decline in world wool prices. A producer meeting focused on increasing growth rate debated in-herd selection versus importing U.S. genetics.

One of the presentations that I made at the Grasslands Congress was “Forages for Horses.” This curriculum was well received by attendees from numerous countries seeking materials to develop similar programs. My presentation on the “Ohio Meat Goat Task Force” was enlightening for some, as many countries do not apply much, if any, management to this enterprise or do not have niche markets. I surmised that we are in a unique position to develop this industry for ethnic markets.

I would like to thank ESP for this scholarship and allowing me to experience agricultural and societal issues on a global perspective.

-Submitted by Jeff Fisher

Have you paid your 2006 Ohio Alpha Eta Chapter Dues yet? If not please send $60.00 (a membership form is available on the Ohio ESP website) to Greg Davis, Chapter Treasurer, AEDE, 103 Agr. Admin. Bldg. 2120 Fyffe Road, Columbus, OH, 43210-1066 Re-New Today!
Please encourage colleagues who joined Extension before December 2000 to consider joining ESP. Individuals who joined Extension between December 1999 and December 2000 will be inducted as new members at this year’s Annual Meeting on December 14th. Once an OSU Extension employee has reached his/her five year employment anniversary with Extension they are eligible to join the Ohio Chapter of Epsilon Sigma Phi. Colleagues who have Extension employment history in other states, or belonged to another chapter of ESP are also eligible to join.

We are very pleased that this year more than 10 Extension professionals will be inducted into the organization. These inductees include individuals who carry out the Extension mission on the county, regional and state levels and represent the diverse area of Extension programming. If you have any questions about eligibility for ESP as you encourage your colleagues to join, please contact Karen Bruns, ESP Annalist at bruns.1@osu.edu

Join us at the Annual Meeting to welcome these new ESP colleagues.

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Nominations for Officers

**President Elect:** (1)
Rose Fisher Merkowitz
Graham Cochran

**Secretary:** (1)
Eileen Welker

**Annalist:** (1)
Karen Bruns

**North District:** (1)
Maurus Brown
David Crawford

**South District:** (1)
Gary Gao
Jeff Fisher

**East District:** (1)
Cindy Shuster
Bruce Zimmer

**West District:** (1)
Kathy Booher
Jim Hoorman

**State:** (1)
Bill Grunkemeyer
Nathan Watermeier

**At-Large:** (1)
Vicki Schwartz
Lisa Bradley

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Silent Auction Slated for December Annual Conference

The Leadership Fund will be doing a silent auction at the annual meeting and are in need of donations. Anyone wishing to donate should contact Kathy Cox at: cox.5@osu.edu. The committee will have a drop off point at annual conference and will notify the donors.

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Voting is now being conducted through December 2nd. Vote today at:
The ESP Membership and Retention Committee was charged in 2005 by the ESP board to review the Alpha Eta Chapter’s Constitution and Bylaws. The committee’s task was to clarify the membership year, to establish a dues deadline, and to provide consistent terminology contained in the Constitution and Bylaws and other support materials. The proposed amendments to the Constitution and Bylaws were presented by the ESP Membership and Retention Committee to the ESP Board on October 19, 2005.

The ESP Board voted that the following amendments be presented to the ESP membership for vote. The proposed amendments are included in this newsletter or can be found at: http://ohioesp.osu.edu/handbook/handbook.htm.

If the amendments are accepted by 2/3 vote of the members, the amendments will be accepted and the Constitution and Bylaws will be revised. You will be voting on the amendments as an entirety. Not as single items. Proposed amendments are highlighted in red.

Changes in date of when membership payment due would be effective for the 2007 dues (those paid in October 2006). Current membership dues or those paid in 2005 for membership year 2006 are not affected by this proposal.

Please review the proposed amendments. Members can now vote on the amendments through December 2. To receive the link, members should email Garee Ernest at: earnest.1@osu.edu

The committee wanted to give the membership time to read over the amendments so this is your advanced copy.

Committee members include Susan Crusey, committee chair; David Marrison, chair-elect; Judy Villard, Nancy Hudson, Marcia Jess, Bruce Zimmer, Kara Colvin, Nicole Eyre, Ann Golden, Lisa Barlage.

Susan Crusey
Committee Chair

Thanksgiving by Aileen Fisher

T is for time to be together, turkey, talk, and tangy weather.

H is for harvest stored away, home and hearth, and holiday.

A is for autumn’s frosty art, and abundance in the heart.

N is for neighbors, November, nice things, and new things to remember.

K is for kitchen, kettles croon, kith and kin expected soon.

S is for sizzles. sights. and sounds. and something special that abounds.
Proposed Constitution and By-Laws Changes

Article I - NAME
The name of this Extension Fraternity shall be the Alpha Eta Chapter of Epsilon Sigma Phi - The National Honorary Extension Fraternity, Inc.

Article II - PURPOSE
The purpose of this fraternity shall be to maintain the standards and ideals, uphold the morale, prestige and respect of Ohio State University Extension; to develop an effective working relationship and a spirit of fraternal fellowship among the present and former employees of Ohio State University Extension, and to encourage professionalism within Extension.

Article III - MEMBERSHIP

Section 1. Qualifications:
Membership is voluntary and includes county, district, center, regional and state professional staff (Educators, Agents, Program Assistants, Extension Associates, Specialists and Administrators) who have served in Extension five or more years and hold a current Extension appointment. Membership dues are renewed on an annual basis, generally in January or at the Annual Meeting. (moved to Section 4, Membership Dues.) Active membership eligibility (five years of service) is determined as of the date of the Annual Meeting October 15 of the current year.

Section 2. Classes of Membership:

a. Active Member - Those members employed in Current eligible employees of Ohio State University Extension and who have paid current dues. These could include educators, program assistants, extension associates, program leaders, program coordinators, program managers, specialists and administrators, etc

   1. Continuing – a member last year
   2. Reinstated - a member in the past but not the previous membership year
   3. New Initiate – first time member with at least 5 years Extension experience

b. Life Member - Those members who have retired and have paid lifetime dues.

c. Associate - Those former members who no longer qualify under Article III, Section 2(a) and have paid current dues. (Membership committee recommends to delete this category because once you leave Extension you are no longer eligible for membership. The category is not a national category so would not be in conflict with national ESP membership guidelines or categories.)

d. Honorary Member - May be accorded to Bestowed upon those who have performed some meritorious service in the interest of Extension education in Ohio.

“d” becomes “c” if “c” is deleted.
Section 3. Voting:
Voting privileges shall be extended to all Annual, Life and Associate members.

Voting privileges shall be extended to:
  a. Active members who have paid dues by due date.
  b. Life Members.

Section 4. Membership Dues:
All active annual and Associate members shall be required to pay the designated annual dues (state and national) to continue membership. Emeriti Retirees (not all retirees are emeriti or have granted emeriti status) may become Life Members by payment of designated Life Member dues.

Payment of annual membership dues must be postmarked by October 15 for the following calendar year.

Section 5: Member Benefit: (rationale - committee recommends adding this section for clarification purposes for membership benefits)

Membership dues must be postmarked by October 15 to be a candidate for an officer or a board member, apply for awards where a membership requirement exists and to be eligible to vote on chapter business matters.

Eligible Extension employees are still able to join after the October 15 deadline but will not be eligible for voting or awards.

Life members are eligible to vote throughout their lifetime after retirement.

Article IV - OFFICERS

The officers of the fraternity shall consist of President, President Elect, Secretary, Treasurer, Treasurer Elect, Annalist and Past President.

The President and President Elect shall be elected for one-year terms of office with the term beginning after each annual meeting. The Secretary, and Annalist shall be elected annually for one-year terms and shall serve in that office no more than two consecutive years. Treasurer shall be elected for a two-year term and shall serve in that office no more than two consecutive terms. The general duties of the officers are as follows (Specific duties of officers are in the Operating Procedures Handbook):

President - Preside over all meetings of Alpha Eta Chapter of Epsilon Sigma Phi, of the Executive Committee, and of the Board of Directors. Co-sign with Secretary all certificates and documents of Alpha Eta Chapter.

President Elect - Perform the duties of the President in the absence or disability of the President.

Secretary - Keep complete records of Alpha Eta Chapter meetings and assist Annalist in maintaining up-to-date membership records.

Treasurer - Receive and disburse all funds of Alpha Eta Chapter and assist Annalist in maintaining up-to-date membership records.
Treasurer Elect – Shall be elected the last year of the current Treasurer’s term and serve no more than one year. In the event that the current Treasurer does not fulfill their term, the Treasurer Elect will assume the position of Treasurer. Treasurer Elect will be a non-voting board member. This officer will serve as an apprentice to the current Treasurer for one year, but will not have check signing authority.

Annalist - Maintain the historical records of the Alpha Eta Chapter of Epsilon Sigma Phi. Assist the Secretary and Treasurer in maintaining up-to-date membership records and lists of eligible Extension professionals.

Past-President - Chair Nominating Committee, review Handbook and assist President.

The officers of the fraternity shall make up the Executive Committee.

Article V - BOARD OF DIRECTORS
A Board of Directors, with each member serving a two-year term, shall be elected as follows:

- Two members from each designated membership district in Ohio (see attachment) with one being elected annually;
- Two campus-based members with one being elected annually;
- One Life member elected every other year;
- Two At-Large members with one being elected annually.

Board of Directors meetings shall be held at the discretion of the Executive Committee.

Responsibilities of the Directors will include assisting the officers in carrying out the purpose of the organization, including serving as chair or chair elect of the various committees. Specific duties of Board of Director members are in the Operating Procedures Handbook.

Article VI - COMMITTEES
Section 1. Appointment of Committees:
The Executive Committee and Board of Directors of Alpha Eta Chapter will arrange for the necessary committees to carry out Chapter activities and shall appoint the membership of such committees.

Article VII - AMENDMENTS
The Constitution and By-laws may be amended at any annual meeting upon the recommendation of an appointed Constitution Committee, and shall require a two-thirds vote of the members attending.

Notice of proposed amendments shall be sent to members at least 15 days prior to the Annual meeting.

Revised:
December 1996
December 1997
December 1998
December 2002
August 2004

Epsilon Sigma Phi (ESP) is dedicated to fostering standards of excellence in the Extension System and developing the Extension profession and professional.