A MESSAGE FROM THE PRESIDENT
Meridith Berry

This spring has been particularly busy for me professionally, and exceptionally joyful on a personal level. As many of you know, I was a first time grandmother three times over last year, and it has been absolutely amazing watching these new people grow. I know a lot of you are experiencing a similar joy.

ESP is focused on providing professional growth for our member. This is more than strengthening your core discipline knowledge, it also includes expanding your networks, and making connections with other disciplines to grow stronger more meaningful programs.

Program integration is still an important piece in our strategic planning, and it is a great way to get to know your colleagues. It is also a good time to encourage these colleagues to join the ESP organization. We have many opportunities for professional development, as well as personal enrichment. Scholarships, grants, and leadership positions are all available for all members. So do your colleagues a favor and ask them to join.

In a week, I will be heading for Washington, D.C. for the PILD conference. As a first timer, ESP has awarded me a scholarship to offset some of the expenses. In these times of uncertain funding, it is crucial to let our government officials know that Extension is relevant and uniquely positioned to reach all audiences and especially the underserved.

I have listed some of the national deadlines that are on the horizon. I hope some of you are considering the opportunities. Messages from our committee chairs will bring you up to date on the happenings in Missouri. Again, wonderful opportunities for professional and personal growth. I hope many of you take advantage of them.

APRIL
• April 1, Deadline for Electronic Submissions of Nominations for National Committees
• April 1, Deadline for applications for Regional Vice Presidents (North Central Region and Southern Region) and 2nd National Vice President—from Southern Region.
• April 10-13, 2016, PILD Conference, Hyatt Regency, Crystal City, VA
• April 25, Deadline for ESP Connection articles to the National Office
• April / May Issue of ESP Connection distributed

MAY
• May 1, Deadline for Electronic Submissions of Chapter of Merit and Achievement in Chapter Membership
• May 1, Deadline for Electronic Submission of Redinger Administrator / Leader Scholarship Applications and Angus Professional Development and Professional Development Grant Applications
• May 15, Deadline for Chapters to submit ballots for National Recognition and Officer Candidates
• Early Bird Registration Available for ESP National Conference in Cape May, NJ, October 24-27, 2016

JUNE
• June 1, Announcement of National Recognition and Scholarship Recipients
• June 1, Early Bird Registration Available for ESP National Conference in Cape May, NJ, October 24-27, 2016
• June 25, Deadline for ESP Connection articles to the National ESP Office

A MESSAGE FROM THE PRESIDENT ELECT
Andrew Zumwalt

Joint Council of Extension Professionals (JCEP) Leadership Conference

Attending the JCEP Leadership Conference was eye opening for me as an Extension professional. I’ve been aware of our different professional organizations at the state level, but I hadn’t fully comprehended how those organizations rolled up to the regional and national level. And the leaders at the national level form JCEP. And JCEP works with Extension Committee on Organization and Policy (ECOP) to further Extension goals at the national level. Until you meet and converse with the leaders of these organizations, it is hard to comprehend the breadth of all these acronyms.

The main theme of the JCEP Leadership Conference was working with different generations. Particular focus was on the Millennial generation (born 1980ish to 2000). The main session focused mainly on Millennials and integrating them into the workforce. Many of the breakouts covered the same material. The theme common to all: Millennials are different, but other generations have as much to learn from them as to teach them...and if we want Extension to survive, we must adjust our work habits to meet their requirements. The PowerPoints and handouts for many of the sessions are available at: http://goo.gl/oLtriN . I particularly recommend Mark Platten’s Millennial mandate - How Extension’s Understanding of this Generation will Determine Our Success over the Next 30 years: http://goo.gl/5mgfs7

I also would recommend you take five minutes and watch Kevin Gamble’s Ignite video: Extension Workplace
In the ESP only section of the conference, the discussion focused on the challenges ESP faces, especially how to make ESP relevant for younger Extension professionals. Professional development, funding, and recognition were continually discussed as the most important benefits ESP could offer both at the state and national level.

Finally, I am grateful for the opportunity to attend the JCEP Leadership Conference. We are not alone in facing the shifting challenges of our workforce and clients. I am reassured by the opportunities we have to share and learn of best practices. I am hopeful that we share as much as we learn in the years ahead.

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ESP Loan and Fellowship Committee
Beverly Maltsberger, chair

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Could You Use an Extra $1,000 for Professional Development?

Most of us enjoy traveling to professional association conferences. We meet new colleagues from across the country, learn about new programming ideas and share our own successes. Sometimes getting to the location as well as registration for these conferences can be pretty costly. That’s where the Extension Loan and Fellowship funds can help support your professional development experiences!

Active, full-time Extension employees with at least two years of consecutive employment with the University can apply to the loan and fellowship fund for up to $1,000 to help cover professional development expenses. Applications are accepted four times per year. Those application deadlines are: January 1, April 1, July 1, and October 1.

To learn more about the fellowship go to the fellowship website at:
http://extension.missouri.edu/staff/AwardDetails.aspx?awardID=20

To download the Fellowship application go to:

Only email applications will be accepted. After completing the application, individuals must send it to their supervisor, who will forward it to the committee. Supervisors: send applications via email to MUExtawards@missouri.edu
Individuals selected to receive fellowships will be notified within 45 days. Be sure to submit your application this year!

Global Relations

Jenny Flatt and Tish Johnson, co-chairs

The Global Relations Committee has been involved in promoting the Global Connections Webinars held on the second Wednesday of the month from 12-12:45 p.m. Since October, 2015 we have had 51 participants actively engaged in our webinars.

Please consider joining us as we embark on further webinars. Scheduled experiences include:

- **April 13, Kathy Macomber and Kara Lubischer**, Southwest and Urban Regional Community Development Specialists, will share what they learned through their international experiences in Costa Rica as part of the the North Central National Extension Leadership Development (NELD) program in 2015. The mission of NELD is to build leaders in Cooperative Extension at all levels and provide them with vision, courage and tools to lead in a changing world. NELD 2015 included a cultural immersion experience to Costa Rica to support deeper and more challenging learning and to internationalize Extension. Kara and Kathy will describe their discussions and tour of a local food hub, small family run organic coffee, chocolate, and sugar cane plantation, and the overall transformation they experienced together with the multi-state cohort of Extension colleagues.

- **May 11, Noel Project Team Members** This presentation will review the challenges and successes of the work to date, and what we have learned about identifying community needs and providing reliable, relevant, research-based education in this unusual community. Noel, Missouri is a very diverse small town near the Arkansas border with a population of 1,832. This multi-cultural company town is home to many recent immigrants from Somalia, Sudan, Burma, the Pacific Islands, and from Latin America. For the past two years, MU Extension faculty and staff have worked to provide education and resources to improve the lives of the residents of Noel.

These webinars are held on the second Wednesday of the month from 12-12:45 p.m. You may register via the ISE Webapps system. However, if you would like to experience previous presentations please visit the ESP webpage: [http://extension.missouri.edu/esp/global-connections.aspx](http://extension.missouri.edu/esp/global-connections.aspx).

The Global Relations Committee has been actively developing goals for 2016:

a. Improve marketing and process for webinars
b. Determine whether to broaden audience to council member for webinars
c. Website completed
d. Pursue Spanish language classes for Extension faculty and staff
e. Continue expanded focus of how we welcome and engage/embrace the knowledge and experiences of our international faculty and professionals

If you are interested in joining the Global Relations Committee dynamic team, we are always looking for new
members to help further our goals. Please contact Jenny Flatt or Tish Johnson for more information about how to become involved.

**Coming UP:**

**The 2016 Public Issues Leadership Development Conference (PILD)**

*Information from www.jcep.org - submitted by Nellie Lamers, Public Issues committee chair*

Register at www.jcep.org - this is a great opportunity, please consider attending! These conferences are open to everyone not just ESP or assoc. leaders; scholarships are available to help with conference funding.

**When:** April 10-13, 2016  
**Where:** Hyatt Regency Crystal City, Crystal City, Virginia  
**Why:** Professional Development and Public Issues Education  
**Sponsored by:** The Joint Council of Extension Professionals

Theme of PILD 2016… “Innovation: The Story of Extension”

Conducted by and for Extension professionals and volunteers, the annual conference prepares participants to engage in U.S. public policy and the legislative process. They are presented with the opportunity to connect with their congressional representatives to discuss Extension impacts and issues.

**PILD Conference Objectives**

- Broaden understanding of public policy issues that impact Extension and Extension clientele  
- Enhance public policy education skills  
- Learn how the changing political environment affects support for Extension  
- Strengthen existing partnerships and explore new linkages with local, state, and federal agencies  
- Visit with federal legislators and observe the political process in action  
- Provide opportunities to showcase local programs

**2016 Conference Highlights**

**Sunday, April 10**

- Washington Walking Tour
Monday, April 11
- USDA-NIFA Update
- ECOP Update: Michelle Rogers, Chair
- Presentations on Evaluation & Impacts, Crafting Your Message
- Association Meetings
- Association Night Out and Volunteer Night Out (Including Families)

Tuesday, April 12
- National Program Leader group discussions
  - Group(1) Extension Natural Resource and Community Development
  - Group(2) Extension Agriculture
  - Group(3) Extension 4-H Youth Development Group
  - Group(4) Extension Family Consumer Sciences
  - Group(5) Accountability, HR, Civil Rights, Plan of Work
  - Group(6) Understanding the Structure of the Extension System
- JCEP Selected Presentations Submitted by your Extension Colleagues
- Breakout Sessions with Programs of Interest
- Capnote Speaker, Chris Geith, CEO eXtension Foundation

Wednesday, April 13
Congressional and Agency Visits

Some quotes from members who have attended PILD:

“One of the best integrated extension professional development opportunities I have attended.” Mark Stewart, University of Missouri Extension East Central Regional Director

“PILD provides you with an opportunity to see how networking really works at the national level.” Beverly Maltsberger, Extension Professional and Community Development Specialist, Northwest Region

Final Thoughts

Andrew Zumwalt

Thank you for reading this far. You didn’t have to, but you did. To thank you, I would like to share one of my favorite sources of professional development on the internet: Talks at Google. Google is a company that can spend great sums of money for employee salaries, but they also must meet their employees’ non-monetary needs. Along with the excellent free food, daycare, and other onsite services, they also host ‘Talks at Google’. For about nine years they have hosted talks with Nobel Prize winners, presidential candidates, comedians, authors, philosophers, chefs, etc... The talks often involve presentations and then a Q&A with the audience of Google employees who provide serious, well thought out questions.

To find interesting videos, click the magnifying glass next to ‘About’:
https://www.youtube.com/user/AtGoogleTalks/videos
To use examples from my own field, let me share with you some of my favorite talks with a personal finance bent:

**Ron Lieber: "The Opposite of Spoiled" | Authors at Google**

In his book "The Opposite of Spoiled," Ron Lieber delivers a manifesto against silence around money in families. While well-meaning parents avoid talking about money out of concern that it is impolite, impolitic or age inappropriate, he makes the inverse case -- that building family conversations around money is one of the best ways we can teach kids great values.

In his talk, he will bring this argument to life, distilling his best, most counter-intuitive ideas from his half-decade of reporting on the topic: Why your family should be more like a farm family. Why peer-pressure doesn't exist, but parent pressure is overwhelming. How Land's End can help teach kids about wants and needs. The merits of forced (if symbolic) deprivation. Why your teenager should know how much money you make. The important of making every child pay for their first semester of college tuition.

**William Green: "Lessons From the Great Minds of Investing" | Talks at Google**

William Green, author of the highly rated book "The Great Minds of Investing", will speak about the most important lessons he has learned in two decades of studying, interviewing, and writing about many of the world's best investors. He will discuss how you can become more successful — both as an investor and in other areas of life — by reverse-engineering the greatest investors and figuring out how they stack the odds of success in their favor. The goal: to become richer, wiser, and happier.

William has written for many publications, including Time, The New Yorker, Fortune, Forbes, Barron's, Money, Worth, Bloomberg Markets, and The Economist. He was the Editor of the European, Middle Eastern, African, and Asian editions of Time. As a co-author, he worked closely with Guy Spier, helping him to write his memoir, The Education of a Value Investor. William has interviewed many remarkable investors, such as Sir John Templeton, Joel Greenblatt, Howard Marks, Bill Ackman, Seth Klarman, Bill Miller, Tom Russo, Marty Whitman, Bill Nygren, Donald Yacktman, Mohnish Pabrai, Jean-Marie Eveillard, Peter Lynch, Bill Ruane, and Michael Price.

**Charley Ellis and Burton Malkiel: "The Elements of Investing" | Talks at Google**

Burton Malkiel and Charley Ellis speak at a fireside chat on the topic of what's changed in the last 10 years—a retrospective on personal finance and investing. Burton is returning to Google 10 years after his first talk here, when he was invited by Jonathan Rosenberg and Sergey Brin to discuss personal finance and investing in advance of the Google IPO at the time.