



Epsilon Sigma Phi

FALL 2004 NEWSLETTER XI CHAPTER

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Are you taking advantage of ESP opportunities?

*A message from
Xi Chapter President Carolyn Langley*

Each year Epsilon Sigma Phi offers a wide variety of recognitions and professional development scholarships that members may apply for.

Carol Norden, the state ESP awards chairperson, has emailed all members and Extension personnel with a call for nominations. Why not take a minute and nominate a deserving co-worker for **ESP recognition?** The deadline is Oct. 15.

Perhaps you have had your sights on participating in a special professional development workshop or class but the cost was prohibitive. Why not apply for an **ESP Professional Development Scholarship?** National and state scholarships are available.

Recently, Dee Shore and I attended the **National ESP Conference** in Moline, Ill. The Conference offered a variety of professional development workshops and keynote speakers that focused on

topics applicable to all Extension workers. Workshop topics ranged from Appreciative Leadership to Ethics in the Workplace to A Recipe for Diversity.

The keynote speakers this year were exceptional. Gary Weaver of the International Management Institute, which is part of American Universities in Washington, D.C., spoke about multicultural leadership in a global society. Sharon Anderson, former director of the North Dakota Cooperative Extension Service, spoke on Visioning for the 21st Century. Orion Samuelson, a syndicated radio host and owner, talked about communicating effectively with stakeholders.

The conference was a great professional development opportunity. It also was a great way to network with Extension colleagues from across the country.

Next year's conference

will be held Nov. 9-12 at the Broadmoor Hotel in Colorado Springs, Colo. I would encourage any Extension professional to attend regardless of their subject-matter area.

During the conference this year, North Carolina's Xi Chapter was honored to be selected to receive the **Gold Standard Chapter Recognition**. We were excited and honored to receive the award since the award recognizes that the Xi Chapter is viable and striving to increase its productivity and effectiveness.

Finally, I want to invite you to the **N.C. ESP Annual Meeting** on Dec. 2 at the McSwain Center in Lee County. The board is working hard to provide an interesting and informative program that will benefit all Extension employees. See the back page for details.

Hope to see you in December!

MEMBERSHIP NEWS & NOTES

*from Barbara Dunn Swanson,
State Membership Chair*

New members to be recognized at annual meeting

All new Epsilon Sigma Phi members will receive a warm welcome from Xi Chapter of Epsilon Sigma Phi during the Dec. 2 annual meeting.

During the business meeting, all new ESP members will be introduced to the membership along with their sponsor! We look forward to learning a bit more about our esteemed membership.

So put Dec. 2 on your calendar and plan to register and attend.

Re-up for 2005!

To continue to take advantage of the membership benefits of Epsilon Sigma Phi, remember to submit your dues before Jan. 21, 2005.

Your Xi Chapter is dedicated to fostering standards of excellence among all Extension professionals. Membership benefits include state and national awards programs, scholarships, mini-grants and professional conferences.

If you are a member, send your check for \$40 to Xi Chapter Treasurer Stan Dixon, 229 Kingold Blvd., Suite E, Snow Hill, NC 28580. Make the check payable to Xi Chapter, Epsilon Sigma Phi.

If you have three or more years of service with Extension and aren't a member, please consider joining and, thus, adding to ESP's collective wisdom. Membership is open to all ranks. Dues for first-time members are \$40, plus a \$10 initiation fee.

The new member application form is also available on the Web at www.ces.ncsu.edu/assn/esp/.

Please make plans to attend

“The Changing Faces of North Carolina”

**2004 Epsilon Sigma Phi
Annual Meeting**

Dec. 2, 2004, in Sanford

You are cordially invited to attend Xi Chapter's Annual Membership Meeting and Recognition Program. The event will be held at the Lee County Center of North Carolina Cooperative Extension in Sanford on Dec. 2.

Morning breakout sessions will focus on the **Changing Faces of North Carolina**. Ours is a fast-changing state, and Extension professionals are working hard to stay ahead of the changing demographics. What resources are available to help reach our fast-growing Hispanic clientele effectively? How can e-Extension, online communities and web logs help us reach those who rely on the Internet for information? And how can we gain a more global perspective in our jobs and through volunteer work? These are some of the questions that experts will address in panel sessions.

Then, during an **awards luncheon**, Epsilon Sigma Phi will recognize outstanding Extension professionals for program and service accomplishments. The Dr. Bernadette G. Watts professional improvement scholarship also will be awarded, and new members will be introduced.

Door prize drawings will be held.

Retirees are encouraged to attend.

To register, complete the form on the back page of this newsletter.

Extension educators reflect on tour of European youth programs

*Adapted from a report by
Spring Williams, Robbie Furr and Peggie Lewis
Winners of the Epsilon Sigma Phi's
Bernadette Watts Professional Development Scholarship*

Youth development organizations may vary throughout the world; however, youth development issues still remain the same. In our journey throughout Europe earlier this year, we found that youth development professionals in each country are faced with many of the same challenges and opportunities we face as 4-H youth development professionals in the United States.

Our study tour consisted of visiting the following youth development organizations.

- CIDJ (Information Center for the Development of Young People) in Paris, France;
- U.S. Army Child and Youth Services in Heidelberg, Germany;
- Scouting in Epe, Holland; UK Youth in London;
- and OneLondon in London.

There are overriding similarities between these organizations in the fact that volunteers are essential to delivering their specific youth development programs.

The target audiences for these organizations encompassed the same age audience as 4-H. Their programming is also offered to both male and female youth. The common objective of these organizations is to develop the total youth through life skills, not just content-specific programming.

After reflecting on each visit, it is clear the major difference between these European youth organizations and 4-H is the reporting process. No formal evaluation or reporting process is in place for any of the organizations we visited.

More important, there were no efforts to document impact. The US Army evaluated the numbers in each program and whether or not they used the four required curriculum. OneLondon used an informal evaluation process to redefine and package their curriculum. They have not evaluated whether youth

participants actually gained knowledge or skills as a result of the programs. UK Youth and Scouts used no evaluation or reporting at all.

Aside from reporting, the other major difference included family involvement. 4-H is a family-friendly organization. The youth organizations we visited did not make that necessary link to involve families in the youth development process. The youth's total experience in the programs revolves around what happens during the program time. Individual study and parent-guided projects are not included as program strategies.

A common thread that can be woven through each of these youth organizations, and 4-H, is the use of volunteers. Each uses volunteers for program delivery. Some organizations, such as Scouting, involved many community volunteers on a long-term basis. While other organizations, such as OneLondon, involved episodic volunteers on a more short-term, or project specific time frame.

In all cases, these organizations used some sort of application and screening process for volunteers. Most included criminal background checks for volunteers working directly with youth. The Scouting program has been in the process of updating their volunteer screening and training to address increasing liability issues.

Through our experiences in these European countries, the three of us have gained a better understanding of how each organization is unique in the way it delivers its programming, yet we are all very similar when it comes to youth issues and concerns and volunteer involvement.

It is refreshing to know we are not alone in our struggles to recruit volunteers and provide programming to identify and address youth issues that remain constant over time.

Knowing this, it is important to continue communicating with these organizations to learn from their diverse programming strategies and focus. We are all working with the same child, whether in Morganton, Charlotte, Reidsville, London, Heidelberg, Paris or Amsterdam.



Register now for the 2004 Epsilon Sigma Phi State Meeting

This year's state ESP meeting will give members a chance to network with colleagues, learn about resources for reaching new audiences and recognize innovation and excellence. See inside for details.

Name _____

Address _____

Phone _____ **County:** _____

Total Enclosed \$ _____

- \$15.00 for meeting registration**
- \$40.00 for 2005 ESP Membership Dues***
- \$10.00 2005 New Member Initiation Fee***

Registration deadline is Nov. 14, 2004. Please send this form with payment to: Stan Dixon, Treasurer, Xi Chapter, Epsilon Sigma Phi, 229 Kingold Blvd., Suite E, Snow Hill, NC 28580

**NOTE: 2005 Epsilon Sigma Phi membership dues are due by January 21, 2005. While you have your checkbook out, consider paying your dues. You'll also have an opportunity to pay your dues at the annual meeting.*

Epsilon Sigma Phi, Xi Chapter

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