

The County Agent

A PUBLICATION OF
THE NATIONAL ASSOCIATION
COUNTY AGRICULTURAL AGENTS



Volume LXXXII No.1 April, 2021

NACAA - 6584 W. Duroc Road - Maroa, IL 61756 - (217)794-3700

President's Corner

Welcome and hello from northern Pennsylvania, where we are starting to green-up in the lawns and crop fields and venturing into Spring, and that means we will soon be growing into the Northeast 2021 AM/PIC.

This has been a challenging year, both from a professional educational standpoint and from our personal lives. We have seen various experiences across members and states on personal gatherings, family events and lives that have changed, along with our professional work activities and lives. Just in my state and my experience, this past year has shown that each of us have had a different experience with the Covid scenario, in our own families or in our own planning of events.

In the past two months, the NACAA Board of Directors has made the decision to go virtual for our upcoming 2021 AM/PIC and our goal is to have as many connections and new experiences as we can.

I am so excited to share with you our updated plans for the coming 2021 AM/PIC.

The dates will be Tuesday, July 6th thru Friday, July 9th and we will have our normal activities along with trying to start brand new virtual tours and virtual exhibitor sessions. A tentative schedule is listed on page 3 of this edition of *The County Agent* identifying what our current plans are. We've even included a morning coffee connection time for each day.

The NACAA board has reviewed all of our financial obligations regarding AM/PIC expenses and have settled on a \$100 registration for this year's 2021 AM/PIC (\$25 for Life Members wanting to participate in the virtual AM/PIC). The NACAA Board will be utilizing some of the association's financial reserves to cover additional expenses. Registration will begin May 1st (it will be online registration only) and will run thru June 30th. More specific registration details will be available within the online registration – and will also be highlighted in the June edition of *The County Agent*.

The NACAA board, NACAA Committees and the Northeast Ag Agents AM/PIC planning team have been working for



J. Craig Williams
NACAA President

many months, to make this an outstanding event! There is a great selection of Agent Professional Improvement presentations and award winners submitted to highlight in 2021. We will have two full days of professional presentations and a full day of Search for Excellence presentations.

We will be using the Microsoft Teams experience again as last year. It is a great platform along with a great way to learn a new system. We would like to thank the University of Florida - IFAS for their support in this project. Certain Life Member activities (Life Member business meeting, and a couple of workshops) will be held within a Zoom platform free of charge to Life Members.

I was not going to use this phrase, "as we get back to normal", because that has been overused all year! So, as we get past this current 2021 year, we do hope to have a new normal for the rest of the year and into 2022. Rest assured that the NACAA board and committees are diligently working to make this a great AM/PIC.

Stay safe, stay well and I hope to see you all soon. ☺



NACAA 2021 AMPIC

2021 Tentative AM/PIC Schedule (Virtual)

Monday- June 28, 2021 (All times EST)

1:30 p.m. - 3:00 p.m. NACAA Educational
Foundation Meeting (followed by
Trustees Meeting)

Tuesday - July 6, 2021 (All times EST)

9:30 a.m. - 10:30 a.m. Coffee Connection (Chat time)

11:00 a.m. - 1:00 p.m. Regional Meetings
Southern Region
North Central Region
Northeast Region
Western Region

2:00 p.m. - 5:00 p.m. Voting Delegate Session

Wednesday - July 7, 2021 (All times EST)

9:30 a.m. - 10:30 a.m. Coffee Connection (Chat time)

11:00 a.m. - 12:30 p.m. Opening Sessions - Keynote
Speaker

1:00 p.m. - 2:00 p.m. 4-H Talent Revue Videos

2:00 p.m. - 5:00 p.m. Member Presentations
4-H & Youth Programming
Agricultural Issues
Agronomy & Pest Management
Early Career Development
Horticulture & Turfgrass
Natural Resources Aquaculture/Sea grant
Teaching & Educational Technologies

Thursday - July 8, 2021 (All times EST)

9:30 a.m. - 10:30 a.m. Coffee Connection (Chat time)

11:00 a.m. - 1:00 p.m. Member Presentations
Agricultural Economics &
Community Development
Agronomy & Pest Management
Animal Science
Horticulture & Turfgrass
Sustainable Agriculture
Teaching & Educational Technologies

1:00 p.m. - 1:30 p.m. Virtual Tours

1:30 p.m. - 2:00 p.m. Live Exhibitor Hall (Meet Exhibitors)

2:00 p.m. - 5:00 p.m. Member Presentations
4-H & Youth Programming
Agricultural Issues
Agricultural Economics &
Community Development
Agronomy & Pest Management
Animal Science
Horticulture & Turfgrass
Leadership & Administrative Skills
Teaching & Educational Technologies

Friday - July 9, 2021 (All times EST)

9:30 a.m. - 10:30 a.m. Coffee Connection (Chat time)

11:00 a.m. - 12:30 p.m. Search For Excellence Presentations
Search For Excellence Young,
Beginning, or Smaller Farmers/
Ranchers

Search For Excellence 4-H & Youth
Programming

Search For Excellence Sustainable
Agriculture

Search For Excellence Crop Production
**Agricultural Awareness and
Appreciation Award**

1:00 p.m. - 1:30 p.m. **Virtual Tours**

1:30 p.m. - 2:00 p.m. **Live Exhibitor Hall (Meet Exhibitors)**

2:00 p.m. - 3:30 p.m. **Search For Excellence Presentations**

Search For Excellence Consumer or
Commercial Horticulture

Search For Excellence Livestock
Production

Search For Excellence Farm & Ranch
Business Management

Search For Excellence Environmental
Quality, Forestry & Natural Resources

4:00 p.m. - 5:00 p.m. **Closing Session**

NACAA Life Members

More information will be forthcoming regarding registration options in the near future. (Registration fee will be **FREE** for the following activities to be held via Zoom)

Wednesday - July 7, 2021

2:00 p.m. EST Life Member Business Meeting and
Memorial Service

3:00 p.m. - 5:00 p.m. Life Member Workshops

CHECK OUT OUR WEB SITE www.nacaa.com

**For the latest news &
information regarding
NACAA meetings,
membership database updates,
award submissions/recognition,
Job Openings,
NACAA Supporters and more!**



The County Agent



The County Agent is a publication
of the National Association
County Agricultural Agents
President: J. Craig Williams

Volume LXXXII No. 1 April, 2021 The County Agent (ISSN 0164-3932) (USPS 0134-900) is published four times per year (Dec., April, June, Oct.) by the National Association County Agricultural Agents, 6584 W. Duroc Road, Maroa, IL 61756. Subscription price is \$10.00 annually and is included as part of an active member's dues. Periodical Class postage paid at Jefferson City, MO.

POSTMASTER: SEND ADDRESS CHANGES TO:

The County Agent -

National Association County Agricultural Agents

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A Look Back at NACAA History

NACAA's history is long and full of interesting facts and highlights. Two history books have been created (and a third is in the process of being developed). We thought you might find it interesting to take a look back at some of the numerous association events and happenings that have shaped NACAA into the association it is today. The features below are just a snapshot of what can be viewed from our 1915-1976 History book (which can be found online at: <https://www.nacaa.com/countyagent/NACAAHistory1915-1976.pdf>). In future editions of The County Agent - we'll highlight activities and events from our 1977-1988 book which can be found at: <https://www.nacaa.com/countyagent/NACAAHistory1977-1988.pdf>

1913

The first association of county extension workers on record in the U.S. was organized in Illinois in 1913. It was originally called the "Illinois Association of County Agriculturists" (later changed to "Advisers"). Dean and Director Eugene Davenport cooperated with the agents in their organization, and presented a significant address at a meeting on January 20, 1914, in which he stated, "I am glad that the county advisers of Illinois have formed an association for their advice and benefit. It should operate in many ways to the advantage of your work in the field . . ." He then outlined some of the problems facing Land Grant Colleges, including the widely separated philosophies regarding the carrying on of county extension work, with many in the USDA favoring federal agents working directly with farmers, while on the other extreme there was the system as started in several states, where farmers employed their own adviser, asking only that the University supervise the work, and provide specialists in certain lines.

At the spring meeting of the Illinois Association in 1914, William G. Eckhardt, adviser in DeKalb County, suggested that an attempt be made to get a group of agents together from several midwest states during the International Livestock Exposition to be held in Chicago the following December, for the purpose of discussing some of the problems peculiar to the



Ed B. Heaton (III.)

development of Extension programs, including the need for holding high the standards for men employed in the work, and also to discuss the possibility of forming a national association. At this meeting Ed Heaton, first county agent in DuPage County (near

Chicago), who was secretary-treasurer of the Illinois Association, was instructed to contact as many agents as possible regarding the proposed meeting.

1915

During the summer and fall of 1915, Mr. Heaton sent letters to all the agents in the various states whose names and addresses he could obtain, announcing that a meeting would be held at the Stockyards during the International Exposition in early December. According to Mr. Heaton, a group of probably forty or fifty men gathered on November 28, the majority of agents being from the corn belt states, for this organization meeting of the National Association of County Agricultural Agents.

On December 1, 1916, a group of 60 or 70 men gathered for what is now recognized as the first official annual meeting of the National Association of County Agricultural Agents. The meeting was held in the old Livestock Record Building at the Stockyards in Chicago during the International Livestock Exposition. Most of those attending were from Illinois, Indiana, Iowa, and Wisconsin. There were one or two from each of the states of Michigan, Minnesota, Nebraska, North Dakota, South Dakota, and Pennsylvania.

It has been reported that among those present, in addition to Ed Heaton, were A. J. Dexter and A. W. Palm of South Dakota, W. C. Eckhardt and M. L. Mosher of Illinois, J. W. Merrill of Iowa, and Calvin Perdue of Indiana. Several of these men became prominent in NACAA affairs. The revised Constitution and Bylaws were officially adopted. The main purposes of the organization were set forth to include providing means for the exchange of constructive ideas in County Agent work; and to try to establish high standards in the states regarding the qualifications and ability of men to be employed for Extension work.

1920

It is of particular interest to note that the first committee report on record in NACAA was one on Professional Improvement. This committee was composed of M. L. Mosher of Illinois, J. H. H. Mote of Missouri, and H. G. Niesley of Pennsylvania. It is also interesting to note that the committee recommended that



“a professional degree of Master of Agriculture be granted as a recognition of professional standing and attainment,” and that this degree be granted only upon the initiative of a Land Grant College, to persons having no less than five years of “eminently successful experience in some phase of practical or professional agriculture.” There were some other conditions recommended regarding this degree, but it was suggested that “those in Extension work be included as eligible for such advanced degree.”

The 1921 annual meeting was held in the Livestock Record Building, Union Stockyards, Chicago, on November 20 and December 1. This was the first time that a two-day annual meeting was held. County Agents from 18 states were present at the meeting: Illinois having 39 people, Michigan 9, Indiana 7, Pennsylvania 7, Iowa 6, Kentucky 3, and the other twelve states one or two agents.

1931

There were several important developments during 1931, and probably the one of greatest significance was the activity of a new committee working for a Federal Retirement Act, of which E. V. Ryall of Kenosha, Wisconsin, was chairman. (It should be noted here that one of the outstanding contributions to County Agent work and to the program of NACAA was made over a period of 25 years by Mr. Ryall. To him more than any other should go much credit for the retirement coverage now enjoyed by Extension workers.)

1934 marked the first time that the NACAA Executive Committee held a conference in Washington. The three officers spent four days in Washington during the last week in May. They reported they had wonderful cooperation from Dr. C. W. Warburton, Director of Extension, USDA, and also from the following Extension department heads: H. W. Hochbaum, Dr. C. B. Smith,

M. C. Wilson, C. O. Chambers, R. C. Turner, and Miss Gertrude Warren. The group had a conference with Assistant Secretary of Agriculture, Dr. Rexford Tugwell, who assured the group that Secretary Wallace (who was on a trip through the drought-stricken regions of the middle west) was appreciative of the excellent work which had been done by County Agents and other Extension workers, in assisting with adjustment programs.

1938

A new feature of the annual meeting was added, at the suggestion of Vice President Dewey McCormick, in the form of a Smoker on the evening prior to the opening of the annual meeting. This informal gathering was held in the Morrison Hotel for the purpose of providing an opportunity for new and old delegates and other County Agent's to get better acquainted. Sixty-five attended this first Smoker, which became an annual feature for a number of years.

A very important item of business on the program was the report of the Committee on Constitution and Bylaws which had been working for about two years, and which recommended some major changes in the basic structure of the Association, particularly a provision for having a director elected annually to represent each of the four National Extension Regions of the country-Northeastern, North Central, Western, and Southern. The proposed amendment provided that a director and an alternate would be selected by the delegates from the states of each region, and that the Directors so elected should serve with the three officers and the past president as a Board of Directors to guide the affairs of the Association. It was felt that this arrangement would give much better representation of County Agents from all parts of the country in directing the Association's affairs.

Probably the most significant event of the 1938 meeting was the presentation, for the first time, of Distinguished Service awards to twenty-two outstanding men, all of them Agricultural Agents except two: M. L. Wilson, Under Secretary of Agriculture, and Harry L. Brown, Assistant Secretary of Agriculture. County Agents so honored were: J. W. Merrill, Iowa; Judd Brooks, Tennessee; K. A. Kirkpatrick and George Larson, Minnesota; J. C. Hedge, Elmore O. Williams, J. E. Whonsetler, Ohio; R. L. Olds, Michigan; Ellwood Douglass, New Jersey; Bright McConnell, Sid

D. Truitt, Georgia; Myron E. Cromer, H. S. Benson, H. E. Abbott, Indiana; E. V. Ryall, Wisconsin; J. Ed. Parker, Kentucky; George W. Boyd, Wyoming; George F. E. Story, Massachusetts; W. J. Tiller, South Carolina.

1941

The first official newsletter or magazine of the Association, "*The County Agent*," was published in four issues, carrying up-to-date news and reports of interest to all County Agents in states affiliated with the NACAA. Editing was under the direction of Warren O'Hara and the Publicity committee, with C. C. Keller doing much of the final writing and publishing of the new publication.

1947

One of the high points of the year came in July, 1947, when NACAA officers, directors and committee chairmen visited Washington and made an official call at the White House on the invitation of President Harry S. Truman. During this conference, Mr. Truman commended the Extension Service and County Agents for the splendid work they had done over the years, and particularly during World War II. He also stated that there were many challenges ahead in the Post-War period, and predicted that many adjustments would be necessary in agriculture, as well as in many other phases of American life.

The last order of business on the December 3 program was the annual meeting and initiation of the ancient order of Squanto. A. F. McDougall of Massachusetts had worked out a new ritual and had also prepared an excellent booklet which contained the interesting story of Squanto. The new ritual was used for the first time at the 1947 meeting when 93 initiates were taken into the organization. The new booklet, "The Story of Squanto," was presented to each new member and also to all other Agents present. (Note: In the front of this volume will be found the poem, "The First County Agent," as well as a short paragraph entitled "The First Demonstration," which were carried on the cover page of the Squanto booklet referred to above.)



NACAA Group Meets with President Truman

(Shown Left to Right) First row, N. E. Dodd, Under Secretary of Agriculture; Mrs. Luella Condon, Iowa, president of the NAHDA; President Harry S. Truman; H. M. Nichols, Iowa; president of the NACAA; second row, S. D. Bateman, Ark.; Stuart Stirling, N. Mex.; C. C. Keller, Mo.; Miss Marghetta Jehsen, home demonstration agent, N.J.; third row, Paul Barger, Iowa; Mrs. W. H. Sill, W. H. Sill, W.Va.; A. F. MacDougall, Mass.; fourth row, Mrs. V. A. Helfenstein; Mrs. George Rosenfeld; Edwin Bay, Ill.; John M. Cavender, Ark.; Mrs. E. D. Beck; fifth row, C. T. Hall, Kans.; George Rosenfeld, Iowa; A. P. Bralley, Tex.; Mrs. A. P. Bralley; John Stephens, Ark.; sixth row, Lew Mar Price, Utah; Dwight M. Babbit, N. J.; V. A. Helfenstein, Nebr.; M. L. Wilson, Director of Extension; and E. D. Beck, Tex.

1949

During the Washington conference final plans were made for the annual meeting to be held in Denver. The Board completed arrangements to copyright the name “*The County Agent*” for the official NACAA publication. This was done to safeguard the use of this name.

The 34th annual meeting, held in Denver the first week in October, set a new attendance record, when more than 750 people registered. Of this number, approximately 500 were County Agents and the others were wives and children of County Agents, and interested guests. (This marked the beginning of family attendance at NACAA meetings, although some wives had been attending for several years.)

1951

The business meeting was featured by an address, “Keeping the Extension Service Free,” by Aubrey Gates, Arkansas Director of Extension, and chairman of ECOP during the previous year. This was acclaimed by leading County Agents as one of the most

important papers ever delivered at an NACAA meeting. He pointed out that in considering keeping the Extension Service free, we should be extremely careful . . . and keep in mind that “a free Extension Service imposes on us full understanding of the history, work and the philosophy under which it was developed.” He traced the development of Extension work through the years, showing that each Land Grant College was free to organize its Extension programs to suit the situation, the ideas and ideals of the people of their respective states. He emphasized the original Smith-Lever principle that the Land Grant Colleges have autonomy to “plan and develop programs that would be mutually helpful to the people.”

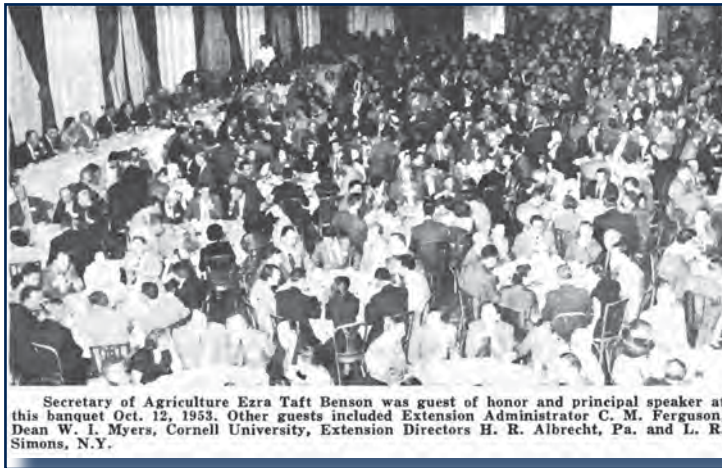
He said it was regrettable that many ‘Extension workers recently had to spend part of their time on “relationship problems with

USDA agencies, which Extension in many instances had helped get on their feet.” He stated that “we must safeguard our right to work with all kinds of people and groups, regardless of race, creed, color, economic standing, or organizational affiliation.” He said that if the day ever came when through Federal legislation or regulation, the methods or type of Extension work in states and counties were “dictated and limitation placed upon the people or the organizations with which Extension could work, Extension would cease to be free.”

He concluded by stating that “*Extension has risen to and now stands at its high place of esteem because of the unselfish and effective service it has rendered. It can stay there if those of you who work in the counties and elsewhere continue to insist on the cooperativeness of the enterprise, stay close to farm people and to their organizations, be the best informed people in the agricultural field, and the best organizers of our time, and be the greatest inspiration to farm and urban leaders. We must have more vision, courage, understanding and faith than we have ever had before. The whole world looks to the United States now for help in establishing a system of education like the Extension Service. They are not asking for a PMA or an SCS. We must be militantly insistent that we remain free at home while we give assistance elsewhere in the world.*”

1953

Early in January, President Dwight H. Eisenhower announced the appointment of former County Agricultural Agent Ezra Taft Benson of Utah as Secretary of Agriculture. Shortly thereafter, announcement was made of the appointment of C. M. Ferguson, Director of Extension in Ohio, to serve as Director of the Federal Extension Service, succeeding M. L. Wilson.



Secretary of Agriculture Ezra Taft Benson was guest of honor and principal speaker at this banquet Oct. 12, 1953. Other guests included Extension Administrator C. M. Ferguson, Dean W. I. Myers, Cornell University, Extension Directors H. R. Albrecht, Pa. and L. R. Simons, N.Y.

The 38th Annual Meeting of NACAA was held in the historic city of Philadelphia, October 11-15, with headquarters at the Benjamin Franklin Hotel. The meeting was marked by several Firsts: It was the first time the annual meeting had been held in the Northeastern Region; the first time that registration had passed the 1,100 mark; the first time the meeting had been extended to a period of four weekdays.

1955

In 1954-55, nearly 1,000 new Extension personnel were added as the result of the expanded national program of Research and Education, and because of higher appropriations for Extension work. Over 500 new assistant County Agents were employed, many to work on Farm and Home Development assignments, and others on Youth and other programs. Agents in all states were urged to make more farm and home contacts.

This was the first time the NACAA annual meeting had been held on the campus of a Land Grant College. This meeting marked the one hundredth anniversary of the founding of the first agricultural college in America.

“Michigan Agricultural College” having been started in 1855. It was conceived in 1853 as a result of the demand of farm people for a school which would give instruction in some of the fundamentals of importance to them. It was born in a swamp just east of the settlement of Lansing, in a state just turned 18 years old. It predated the passage of the Morrill (Land Grant College) Act of 1862, yet its support was partly based on a Grant of land from the State of Michigan, so it set an example to be followed on a national scale. It is now generally thought of as the first “Land Grant” college or university.

1957

Secretary-Treasurer Carl E. Rose reported that membership had reached a new high of 5,402 paid members. He presented the following financial statement as of October 1, 1957: Balance on hand January 1, 1957, \$7,506.97; Receipts during year, \$16,832.89; Total cash available, \$24,339.86; Disbursements, \$9,240.59; Cash balance October 1, 1957, \$15,099.27. (Estimated disbursements for convention and balance of fiscal year, approximately \$7,000.00) United States Government Bonds, \$3,225.00.

The principal speaker of the day was Senator John F. Kennedy of Massachusetts, who spoke on the subject, “The Farmer and the Politician.” He said, “I am not here to sell you any theory, to promote any party or to contribute any new and startling doctrine. My concern rather is with what I would ask of you, with what contribution you might make- for I am convinced that in the



John F. Kennedy

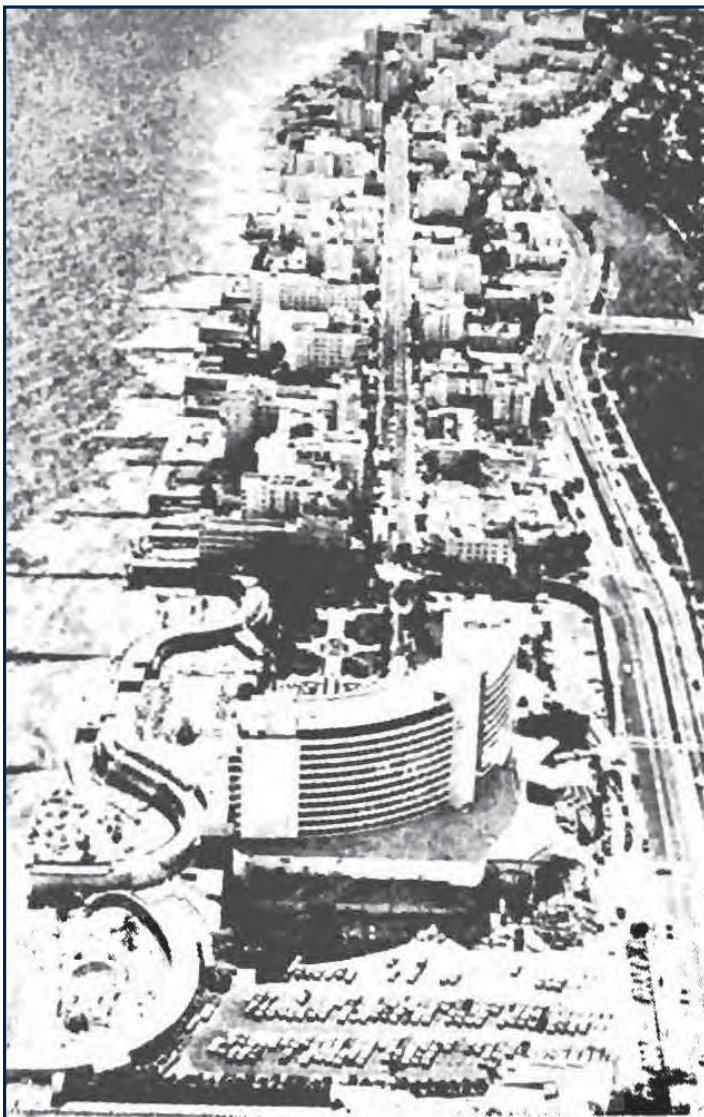
long run the work of our County Agents in every part of the nation will have a more far-reaching influence on the course of our farm economy than any decision I might make as United States Senator.

... The role of the County Agent, as I understand it, serves as a unique and invaluable bridge between the world of agriculture, on the one hand, and the world of politics and government on the other.

You have an extraordinary responsibility and opportunity to serve as an interpreter between those two groups. . . Farmers who look to the government and the politician to provide them with some swift, magic solution, can only be cruelly disillusioned. The answer to the difficult problems of our farm society lie in an attitude on both sides of cooperation, foresight, and determination.”

1960

The 45th annual NACAA meeting was another record breaker. Attendance totaled 1,858, an all time high, with County Agents and their families attending from forty-nine states (a new record). For most, it was a first visit to the Miami area.



Miami Beach Scene of 1960 Annual Meeting

1964

This was the first time in the history of the Association that committee chairmen had complete plans for the year's work assigned to their respective committees. This work had been done by moving the appointment of committee members from the time of the Annual Meeting back to the previous April so that all committee members could attend the Annual Meeting and help make definite plans for the ensuing year. The attendance of 1964 committee members at the Minnesota Annual Meeting in 1963 was excellent.

1966

Fifteen hundred persons registered for the annual meeting in Honolulu, Hawaii. Travel arrangements were by Travel Consultants for most of the participants.



Part of 1,500 persons attending 1966 Annual Meeting - Honolulu, Hawaii.

1968

In 1959 the NACAA erected a 75 foot aluminum flag pole at the Agricultural Hall of Fame in Kansas City, Missouri. In May, 1968 a marker was dedicated by the President identifying the NACAA as the contributor of this flag.



Pictured at flagpole site. Left to right - Joseph S. Thurston, Greensburg, Pa., Past President NACAA (1965); Ansel Estess, Tylertown, Miss., President NACAA (1968); Glenn H. Beck, Vice President for Agriculture, Kansas State University and Chairman of the Board of the Agricultural Hall of Fame; Harry Duckers, County Ext. Agent, Wyandott County, Kansas; and Carl E. Rose, Fayetteville, Arkansas, Past President NACAA (1960). NACAA donated a flag pole to the Agricultural Hall of Fame in Kansas City, Missouri in 1959.

1969

Since many questions arose in regard to agent eligibility steps were taken to make changes in the Constitution & By-laws to provide for a clearer interpretation for membership, as well as delete the word "male". This was passed at our Annual Meeting in Atlantic City. This paved the way for the first female agent, Mrs. Alice Page of Florida who joined our Association on September 23 at the Annual Meeting in Atlantic City.

1971

A "First" at the 1971 Annual Meeting was a special workshop for Regional Directors and Vice Directors. The idea for this workshop was discussed at one of the board meetings and regional directors felt that it would be very worthwhile for both incoming regional directors and vice directors to help them become familiar with their duties in the future. This workshop was conducted by Directors Pete Bieri and Jim Evans. Committee workshops for the new committees were held as usual along with special workshops for state secretaries.

Another innovation at the 1971 Annual Meeting was the involvement of State Extension Directors at the Regional Meetings. This was quite well accepted and apparently helped us to increase the number of State Extension Directors attending an Annual Meeting with an estimated eighteen State Directors in attendance.

1972

The Annual Meeting chairman reported that fourteen committees were well organized and reported progress. The proposed Annual Meeting budget was based on an attendance of 1600 and was set at \$58,100.00 with the host state Georgia, providing \$20,900, NACAA \$27,000 and sponsors \$10,000. Registration fees were set at \$20.00 for members, \$15.00 for wives, \$5:00 for children and \$5.00 for associate members.



Senator Herman E. Talmadge
Georgia's Senior Senator, Herman E. Talmadge, spoke at the NACAA annual meeting at 11 a.m. Monday, November 6.
In addition to his present service as United States Senator and previously as Governor of Georgia, Talmadge has had a long and successful career as attorney, farmer, insurance executive, Naval officer, and businessman.



Governor Jimmy Carter
Georgia's Chief Executive, Jimmy Carter, was on hand Monday morning, November 6, to welcome the nation's county agents to Atlanta and Georgia.
Jimmy Carter became Georgia's seventy-sixth governor on January 12, 1971. He was born and grew up in the small farming town of Plains in the southwest corner of Georgia. His father was a farmer and his mother a nurse.

NACAA Scholarship Experiences 2020

Within this edition of *The County Agent*, are reprints of Educational Experience Reports which each previous award winner has submitted to the NACAA Scholarship Committee. These reports are from within the last 12 months and are quite impressive in regards to the educational value each individual/group experienced. On average, approximately \$18,000-\$20,000 per year is awarded to NACAA members for scholarship purposes.

If you would like to make a donation to the NACAA Educational Foundation, you can do so via credit card on the NACAA website (www.nacaa.com - bottom left hand corner - Donate button), or you can send a check made payable to the NACAA Educational Foundation, and mail to NACAA, 6584 W. Duroc Road, Maroa, IL 61756.

Enjoy reading about the exciting opportunities many of our NACAA members had from receiving funding from the NACAA Educational Foundation.

North Carolina Tobacco Trust Fund Commission Agricultural Leadership Development Program

By: *Tyrone Fisher, North Carolina State University*

Thank you for your support for my participation in the North Carolina Tobacco Trust Fund Commission Agricultural Leadership Development Program. As of today, we were able to participate in six days of face-to-face leadership training, with CDC guidelines, and several half-days Zoom workshops. This leadership program is very diverse with over 30 participants from across North Carolina. We have a total of four participating for the North Carolina Association of County Agricultural Agents: Beth Burchell, Mac Molley, Daniel Shires, and me.

During the first three-day session, we were introduced to all the leadership coaches and discussed the plans for the next two years. We were also assigned coaches and I was blessed to be assigned someone I knew and had worked with on some previous leadership projects, Dr. Rhonda Sutton.

Tuesday, October 6th, 2020

- 7:45 am Welcome | Joy Morgan, Blake Brown, Bill Collins
- 8:00 – 9:00 am Greetings from Extension | Dr. Rich Bonanno, Director of NC State Extension
- 9:00 – 10:00 am Building “Community” | Joy Morgan
- 10:15 – 11:15 am It’s All About You? | Rhonda Sutton
- 12:15-1:15 pm Small Groups
- 1:15 – 2:15 pm It All Starts with Paradigms | Lanny Hass
- 3:00 pm Room 5280 Escape Room: 123 Glenwood Ave, Raleigh, NC 27603

Wednesday, October 7, 2020

- 7:30 – 8:00 am Graphic Recording, Article Review, Facilitator Article: What Got You Here Won’t Get You There by Marshal Goldsmith
- 8:00 – 9:30 am Human Patterns | Lanny Hass & Joy Morgan
- 9:45 – 12:00 pm Reflective Rotations and Peer Mentoring
- 12:30 pm Greetings from NCTTFC | William Upchurch, Executive Director
- 1:00-2:00 pm History of the College of Textiles | Dr. Blanton Godfrey, Dean Emeritus
- 2:00-3:00 pm The Impacts of Coaching | John Hammond & Dr. Richard Liles
- 3:30-4:30 pm Mental Health in Agriculture | Robin Tutor
- 4:30-5:30 pm Pivoting: Getting Out of Your Stuck Place | Rhonda Sutton



Coming To A Consensus!

Thursday, October 8th, 2020

- 7:30 – 8:00 am Role Assignments (Facilitator, Graphic Recorder, Article Review)
Article: The Neuroscience of Trust
by Paul J. Zak
- 8:00 – 8:30 am Greetings from CALS |
Dean Richard Linton, College of Ag and Life Sciences
- 8:30– 10:30 am What is Your North? Lanny, Joy, and Rhonda
- 10:45 – 11:30 am Working with Differing Opinions
- 11:30 – 12:15 pm Federal Update | Linda Andrews, National Legislative Director, NC Farm Bureau
- 12:15 – 12:45 pm Impacts of COVID in Agriculture |
Blake Brown
- 12:45 – 1:15 pm Reflection to Action | Rhonda Sutton

The College of Textiles History presentation on Day Two stood out the most to me because involved leadership from outside the room. The college had selected a new dean from outside the textile industry. They brought in someone with a business background. The leadership with not received very well, but over time, as this new leadership looked at things from a different angle, and with successful projects in finances and growth, everyone started to understand the reasoning behind his hiring. It took strong leadership to think outside the box and take a chance! On Day Three, my skills were tested, I was responsible for the article review, “The Neuroscience of Trust”. After prepping the night before ready to present a PowerPoint with videos, one of the coaches stated “verbal only” presentation. In the end, I still had a successful review due to all my prepping!

During the second three-day session, we started to brainstorm on issues in Agriculture and focus on our class practicums. Leadership Alumni also came in and discussed their class practicums and how some were able to change legislature in Raleigh as well as increase economic development along the coast, specifically in the port city of Wilmington.

Tuesday, November 10th, 2020

- 8:30- 9:00 am Graphic Recording, Article Review, &
Facilitator
Article: Liz Mason – The Leadership Challenge – Kouzes & Posner
- 9:00 – 11:45 am Models of Leadership | Lanny Hass, Joy Morgan, & Rhonda Sutton
- Who is Steven Covey?
 - Situational Leadership
 - Kouzes and Posner
 - Transactional vs. Transformational
 - Servant
- 12:00 – 1:15 pm Lunch, Guest Speaker: Ann Camden,

2012-2014 ALDP Participant
Servant Leadership | Joy Morgan
Trends & Issues for NC | Leslie Boney,
Director, Institute for Emerging Issues

Wednesday, November 11th, 2020

- 8:00-8:30 am Graphic Recording, Article Review, Facilitator
Article: Emily Morris – The Neuroscience of Trust - HBR
- 8:30 – 9:15 am Critical Thinking Lanny Hass: Cognitive Bias, Fact Checking, Synthesize a Problem
- 9:30 – 10:15 am NC Economy | Dr. Mike Walden, NCSU Ag and Resource Economics
- 10:15 – 11:00 am NC Ag Legislative Issues | Paul Sherman, State Legislative Director, NCFB
- 11:00 – 11:45 am NC Ag Economy | Dr. Blake Brown, NCSU Ag and Resource Economics
- 12:00 pm Lunch with Leadership in the Military, Sergeant David Eaton
- 1:00-2:00 pm Panel Discussion: Use of Social Media
- Marlowe Ivey Vaughn, Feed the Dialogue
 - Brandon Batten, Farmer, NCALDP Alumni
 - Ben Chapman, Food Safety Talk & barfblog
- 2:00-3:30 pm Introduction to the Affinity Facilitation Tool | Lanny Hass
- 4:00-5:00 pm Museum of Art Leadership Building Activity

Thursday, November 12th, 2020

- 8:00 – 8:30 am Facilitator, Graphic Recorder, Article Review
Article: Worth Williams – The Speed of Trust – Steven Covey
- 8:30 – 9:00 am Coming to a Consensus on the Issues
- 9:00 – 9:45 am Advocating for Ag | Rob Fleming and David Parrish, NC Cotton Producers
- 10:00-10:30 am Issues and Practicums: The Big Picture |
Blake Brown
- 10:30-12:00 Breakout Groups with Issues

As of today, it looks like my class practicum will involve the “Public Perception of Agriculture”. My team currently consist of a farmer, a public relations communicator, a government legislature affairs director, and myself. We plan to hit a HOME RUN tackling this issue!

Since Thanksgiving, with the increase concerns with the COVID-19 Pandemic, the leadership have changed to monthly half-day workshops. They are currently reassessing our schedule for the remainder of 2021 and into 2022 so that we may be able to travel internationally after the pandemic.

Thank you for your support! ☺

American Forage and Grasslands Council Annual Conference

By: Cynthia L. Gregg, Virginia Tech

First, I would like to say “Thank You” to NACAA Scholarship Committee and the NACAA Educational Foundation for the Scholarship to attend the 2021 American Forage and Grasslands Council (AFGC) Annual Conference.

My plans were to attend the 2021 AFGC Annual Conference in Savannah, Georgia January 3-6. I wanted to take the time to learn about various forage related topics such as varieties of grasses and legumes, soil fertility, grazing management, equipment for planting and harvesting, hay and baleage production, and more. The meeting would be an opportunity to network with colleagues from across the country and possibly make new contacts and networks. I hoped both would strengthen my Extension educational efforts for County and area forage producers.

COVID-19 made significant changes to the 2021 American Forage and Grasslands Council Annual Conference, as it was held as a Hybrid program. The Hybrid Conference was held as two parts. One as face to face in Savannah, Georgia and the other was held online.

Part one in Savannah was a shortened version of the original conference. The Conference topics included learning about the ProClova Herbicide coming out in the future, which was interesting, this was presented during the face to face and the virtual programs. There were workshops on Utilizing High Quality Forages, Baleage Production, and Making Hay. The workshops were well done and lots of good educational information I can incorporate into my forage programs. The Panel Sessions included producers who shared their “stories” of their respective operations, needs, and challenges. The producers were inspirational and I know I have had somewhat similar conversations with producers in my county and area. The Volunteer Oral Presentation were presented by forage specialist from across the Southeast as well as a producer.

To learn about the use of the under appreciated *Sericea Lespedeza*, pasture management curriculum Extension Agents can use to educate producers through a train the trainer program, helpful demonstration hints and more were thought provoking and sparked some ways of working with specialists, other agents, and producers on educational programming. The emerging scientist competition was impressive. The future Extension Specialists are well versed, smart, and will be assets to forage programs across the country.

A highlight this year was the announcement of the Southeast Hay Contest Winners during the 2021 AGFC Annual Conference. This contest wrap up and award winner announcements are generally a part of the Sunbelt Ag Expo in Moultrie, Georgia, annually in October. This program became a casualty of COVID-19. I am happy to say Virginia entered the contest and had three winners including the overall. I am part of the team in Virginia promoting the contest and its educational aspects.

The face-to-face program was excellent. The crowd was smaller of course due to COVID-19. It was still well done, educational,

2020 SE Hay Contest Winners				
Categories and Farm	City	State	Crude Protein, %	TDN, % NFG
Warm Season Perennial Grass Hay: 103 entries				
Eddy Turner Farm	Tennille	GA	13	65.5 164
Jeff Bacon	Dudley	GA	15.1	63 153
J & R Farms	Edge Hill	GA	14.38	61.3 144
Category Average: 116				
Alfalfa Hay: 12 entries				
Brian Johnson	McKenney	VA	25.5	72 268
Stegall Farms, LLC	Peachland	NC	22.3	66.2 185
Bucky Malcolm	Madison	GA	21.5	64.8 178
Category Average: 169				
Perennial Peanut Hay: 11 entries				
Bill Conrad	Malone	FL	14.4	71.6 232
McGahee Farms	High Springs	FL	15.3	65.5 175
Williams Farm	Graceville	FL	15.6	62.2 149
Category Average: 180				
Cool Season Perennial Grass Hay: 53 entries				
B & B Farm Services	Thomaston	GA	13.4	66.1 166
Oak Ridge Ranch, LLC	Dahonega	GA	15.9	65.8 168
Seldom Rest Farm	Pulaski	TN	20.1	64.5 160
Category Average: 123				
Mixed, Annual Grass, or Other Hay: 87 entries				
Pitman Farms (Jerry Pitman)	Nicholson	GA	15.2	66.8 173
R+A Farm	Brodner	VA	11.4	64.2 153
Thousand Hills Farm LLC	Princeton	VA	20.9	62.9 152
Category Average: 122				
Grass Baleage: 97 entries				
Walters Farm	Barnesville	GA	14.2	71.6 204
SSS Farms	Thomasboro	GA	10.7	69.2 187
Kenneth D. McMichael	Monticello	GA	12.8	68.7 182
Category Average: 144				
Logume Baleage: 7 entries				
Williams Farm	Barnesville	GA	17.1	74.7 203
Sewell Farms	Casplay	FL	17.7	65.7 187
Rob Woods	Vero	FL	16.8	64.4 181
Category Average: 180				
Grand Prize				
Brian Johnson (Alfalfa Hay)	McKenney	VA	25.5	72 268

and the option to have Presentation live, taped, and zoomed in were great.

The Second Phase was the Virtual portion of Conference. There were some repeats from the face to face session such as the ProClova Herbicide information and Making Hay Workshop.

The other workshops and programs include Pasture Condition Scoring: Winter Use and resource concerns. This was an informative program. The Forage Just Another Crop workshop was presented by producers and industry, it was useful. The Soil Health Workshop was well worth listening to, I wish more producers had heard some of these talks. The Calculated Parameter used in Forage Nutritive Analysis Reporting was enlightening.

I am glad I attended both the face-to-face and virtual sessions of the 2021 AFGC Annual Conference. It gave me some ideas of programs to help put a different spin on forage educational programs. I am looking forward to sharing this and more with the agriculture producers and my co-workers.

I would once again like to say “Thank you” to the NACAA Scholarship Committee and the NACAA Educational Foundation Board for this Opportunity for Professional Development. To fellow NACAA Members, take time to get vested in the Scholarship Program. Think about what conference, study tour: national or international, or even graduate school the apply for a scholarship. You will be glad you took advantage of this amazing program. 🍷

Homeland Security, MS Degree from Penn State

By: *Samantha Robison-Gebrett*

Agriculture is essential to mankind’s daily survival. Farming is the initial image that floods most people’s minds when they hear agriculture. When in truth I believe it is probably one of the most complex systems that the world has and is dependent on. What other industry is subject to so many natural and human interruptions? In a world where countries and individuals are under constant attacks, it’s important to understand how to protect a vital industry for United States citizens. Thousands of people would be consuming this product, trusting that I completed all necessary food safety inspections.

That is why I chose to continue my education in Homeland Security with a Focus on Agricultural Biosecurity and Food Safety Defense through Penn State. Throughout my time in the program, I have gotten to see and experience things through the Homeland Security lens. This semester was no different. As I was approaching my last and final semester it was time to take my capstone writing course. In conjunction, I was also taking my last Homeland Security course I need to graduate with. I am including

the Abstract from that paper with this Educational Experience Report.

Diverse invasive species that threaten agriculture have been entering the United States since the first boats arrived on US soil, and their movement has accelerated due to globalization. Combating these invasive organisms has always been a big challenge to those on the front line. Enter man’s best friend, the dog, an animal scientifically known as *Canis lupus familiaris*. Dogs have been man’s best friend for centuries. Besides companionship, this special relationship has provided many different types of services. Dogs were present in Xerxes’ invasion of Greece in 479 BC, during Spartan sieges in the 4th century BC, and as early as 600 BC in a battle in the Iron Age kingdom Lydia in Greece (Willingham, 2019). In the United States, the military has been using canines for a wide range of crucial activities, starting with using them as tunnel and sentry dogs during the Korean and Vietnam wars. More recently, they have been used widely for discovering improvised explosive devices (IEDs), tracking people, and detective work. Different breeds have been employed depending on the nature of task. Working dogs are trained to view the task at hand as a game. They want to satisfy their trainer and obtain a prize for accomplishing the job. Dogs are now being used to detect invasive pests by the United States government and agricultural industry. Canines are currently

being used to detect the dreaded bed bug, an insect species that is difficult to eradicate from home once infested. Scientists and engineers have tried to replicate canine olfactory glands for many years. These glands are 10,000 times more sensitive than any machine that has been developed (Willingham, 2019). Their superb ability to detect specific items via chemical sensing now presents new opportunities to defend the United States in diverse and creative ways. Most recently, dogs are being used to detect the Spotted Lanternfly, a relatively new pest that invaded US soil. The United States government is now utilizing dogs in ways that 50 years ago would have been looked upon as a far-fetched idea that would never happen. Working with canines is at the forefront of advances that are in place to protect the agricultural industry. Canis lupus familiaris could provide increased opportunities for preventing other devastating pests from entering the United States and disrupting our agriculture industry, especially our food supply.

In Closing, Homeland Security, Agricultural biosecurity and Food Defense in the United States of America is an extremely important concept to know and understand. Every individual consumes food and water. If any part of the agricultural industry is attacked; either natural or mankind, it could be a serious catastrophe for the United States. Since graduating with my undergraduate degree, my professional roles have required me to be proactive instead of reactive. By knowing and understanding our country's Homeland Security it will help me better to prepare others for potential attacks and offer my assistance. I grateful that the NACAA Scholarship was available to me, so that it took off the financial burden of the final semester of courses to complete my degree.

Brief Biography: Samantha is a dairy educator based in Cumberland County. She joined Extension after working at Pennsylvania Farm Bureau as the Director of Training in the Member Services Division, Samantha developed and implemented trainings for new staff and current staff members. She serviced clients throughout the Agricultural Sector, for whom she was responsible for providing professional services to meet their financial and business needs. Additionally, she worked for a large Dairy manufacturer in Wisconsin after graduating with her bachelor's degree in Agricultural Sciences from Penn State. She also just received her master's degree in Homeland Security with a focus on Agricultural Biosecurity and Food Safety Defense from Penn State.

Samantha is an active Extension volunteer in Adams County PA where she has worked closely with 4-H program. She also raises puppies with hopes that they become assistance dogs for 'PAWS with a Cause' based in Wayland, Michigan. 🐾



Samantha & Duke

Developments at FDA's Center for Veterinary Medicine *Biotechnology in agriculture*

Biotechnology has become a fixture in U.S. agriculture. It's used widely in crops, and it can be used to improve the productivity of animals. From FDA's perspective, we expect it will increase in importance.

Congress funded an educational campaign with passage of the 2017 Consolidated Appropriations Act to ease the public's anxiety over biotechnology. Congress asked three agencies – the Food and Drug Administration, the U.S. Department of Agriculture, and the Environmental Protection Agency – to provide consumer outreach and education about agricultural biotechnology and about biotechnology-derived food products and animal feed. The agencies have distributed science-based educational information about the environmental, nutritional, food safety, economic, and humanitarian aspects of biotechnology, and what effects it will have on human food products and animal feed. The informational campaign was launched in May 2020.

The information the agencies have already released is included on a Website titled "Feed Your Mind" (at <https://www.fda.gov/food/consumers/agricultural-biotechnology>), and on fact sheets, in infographics, and in videos that are presented on that Website.

Medically important dosage-form antimicrobials to become prescription

FDA has asked animal drug sponsors to voluntarily change the marketing status of medically important, dosage-form antimicrobial drugs from over-the-counter to prescription use. Dosage-form drugs include injectable drugs, tablets and capsules, and other types of drugs administered to individual animals one dose at a time. Medically important antimicrobials are also used in human medicine. FDA wants to preserve their efficacy.

In 2013, FDA asked drug sponsors to change to veterinary feed directive (VFD) status all medically important antimicrobials used in feed for animals. The goal for both dosage-form and for feed and water use antimicrobials is the same – to involve veterinarians in decision-making, resulting in prudent use of antimicrobials. For animal feed, this transition in status for medically important antimicrobial drugs occurred on January 1, 2017, so those medicated feeds are now only available with a VFD order. In addition, antimicrobials used in drinking water for animals are prescription drugs, which means that a veterinarian – and not the animal producer – must make the decisions to use VFD or water-use antimicrobials.

The change is important to both human and animal health by reducing the possibility of antimicrobial resistance. That loss of effectiveness of a drug can happen because the bacteria that caused the disease are now resistant to the antimicrobial, resulting in the antimicrobials having a diminished effect on the disease. And, in some cases, the disease can no longer be treated with that antimicrobial.

To be authorized to order a VFD or water-use antimicrobial, the veterinarian and client must be part of a veterinarian-client-patient



relationship (VCPR), a requirement of both FDA and the state. Under a VCPR, a veterinarian must know the health status of the animals, take responsibility for making medical judgments about the health of the animals and the need for medical treatment, and be ready to provide any follow-up care necessary. A VCPR is not complete unless the animals' owner or caretaker agrees to follow the veterinarian's instructions in the order, including the amount of the VFD drug to give the animals, the length of time the animals will receive the VFD drug, and when the producer must stop using it. Veterinarians have both the scientific training and background to make the best use of the drugs without unduly increasing the risk of antimicrobial resistance. A veterinarian's judgment will help keep the development of resistance as low as possible, while still providing the animal the health care it needs.

The next step in antimicrobial stewardship will be to have all medically important dosage-form antimicrobial drugs become prescription-only status. This change is described in a statement released in September 2019.

A list of the dosage-form antimicrobial drugs with a proposed change in status is posted on FDA's website here: <https://www.fda.gov/animal-veterinary/judicious-use-antimicrobials/list-approved-new-animal-drug-applications-affected-draft-gfi-263>. The change will apply to both pioneer and generic drugs.

The proposed change in dosage-form antimicrobials is currently available as a draft. FDA has proposed a 2-year implementation period, beginning soon after the draft becomes final. The delay in implementation will give animal producers and owners as well as veterinarians and drug distributors time to change their management practices.

All these steps are part of FDA's 5-year "action plan for supporting antimicrobial stewardship in veterinary settings," which was announced since 2018. The plan uses risk-based approaches in

evaluating new or already approved antimicrobial drugs, and FDA will work with stakeholders – including livestock producers – to implement change.

FDA's 5-year action plan includes three goals. One is to "align antimicrobial drug products with principles of antimicrobial stewardship," on which FDA has made significant progress by placing antimicrobial drugs under a veterinarian's stewardship. Two is to "foster stewardship of antimicrobials in veterinary settings." That step includes educating animal producers and others about proper antimicrobial drug use. Three is to improve our ability to monitor scientifically sound data on antimicrobial use and resistance.

COVID-19

A good source for general information about COVID-19 is on FDA's website. You can simply type in "COVID-19 and FDA," and it will take you to a link for our "Food Safety and the Coronavirus Disease 2019 (COVID-19)" site (<https://www.fda.gov/emergency-preparedness-and-response/counterterrorism-and-emerging-threats/coronavirus-disease-2019-covid-19>). The site provides general, consumer-based information about COVID-19.

But you might be more interested in our COVID-19 Frequently Asked Questions. (<https://www.fda.gov/emergency-preparedness-and-response/coronavirus-disease-2019-covid-19/covid-19-frequently-asked-questions#animals>).

The last entry on that page is "Animals, Pets and Drug Products." In that section, FDA states that the risk of animals spreading COVID-19 to people is considered low. But pets should be protected from possible infection as much as possible. Treat them as you would other human family members to protect them from a potential infection. 🐾

Life Member Corner

What Can A Comment Lead To?

“You have to give it at least one year” these were the words my mother said to me in a conversation about going to college. Her words were advice to me, a soon to be high school graduate that had indicated he was leaning towards going to a technical school program and had given very little thought to going to a 4 year college. Right off I want to make it clear this article is not to compare the merits of a college degree compared to a technical degree, as they are both great career paths to follow, but more on what helped direct my decision. You see the major reason I was leaning in the direction of a technical school, which came out in the discussion with my mom, was that I felt I just did not have what it would take to be successful college material. Thus my mother’s words, as she knew which most mothers do, that I had the capability. The one year turned into four years resulting in a college degree, which led to a great 31 year career with the South Dakota Extension Service, serving in my home county in the same position as the County Agent I heard on the radio every morning as a young child. At that time my mother’s words specifically dealt with college but I later realized what she was telling me was not to underestimate my abilities and use it as an excuse to not take on a challenge but to rather move ahead and take the challenge on. When I look back I have gained a true appreciation for the true meaning of those nine words and where they have taken me since that discussion.

Early on in my extension career I was one of the new hires, as we were called, that was invited to a State County Agent Association Meeting where a seasoned County Agent came up and said to me “you need to join the State and National County Agent Associations”. He was one of those Agents that his insight, opinions and suggestions were respected so I took his comment to heart and joined.

On the state level I became active and was elected Secretary/Treasurers and later Vice President then President. I also started to attend the NACAA Annual Meetings and it did not take long to realize just how beneficial the professional improvement

opportunities were for me on a professional and even personal level. I participated in the NACAA recognition programs, study tours and AM/PIC workshops. The AM/PICs allowed me and my family to see and learn about what is special and unique about many of the lower 48 states in our nation. The AM/PICs also provided the chance to meet, visit with, learn from and form connections with colleagues from across the nation.

The national leadership aspect started when the South Dakota Association submitted my name as the South Dakota nominee for the position of Vice-Director then Director which as Director led to serving on the National Board. As a Director I was one of the committee members that developed the proposal to reorganize/expand the NACAA Committee Structure to what it currently is. Following my Regional Director term I served as the first Professional Improvement Council Chair and had the privilege to assist with the implementation of the new committee structure.

At the 1992 AM/PIC I happened to be on the same elevator that President Hal Tatum got on and we had a short conversation that ended with President Tatum saying, as he left the elevator he looked at me and said, “that is why we can use leadership like you”, words that provided me encouragement to approve of my home state of South Dakota in submitting my name as a nominee for NACAA Vice-President. A successful election eventually led to the honor of serving as the NACAA President in 2003. Serving in these various positions provided exceptional leadership development opportunities that I still use today after retirement with the various entities I work with.

My point to this article is to convey you never can tell for sure



*Steven E. Munk
NACAA Life Member*

when the words in our comments will lead to encouragement and inspire an individual and to what height of achievement can or will result from that inspiration. In my case it was 29 words in three comments that gave me inspiration and led me to a career that was blessed with a huge amount of life experiences. Experiences that provided the knowledge, skills, and expertise that enhanced the effectiveness of my professional and public service efforts.

Since I retired and became a Life Member I struggled a bit with what I could actively do for the association and I decided that I should at least carry forward what influenced me and that is to verbally encourage and acknowledge the achievements of active members.

This by no means is anything new, it is simple, but potentially a very impactful concept that I plan to enhance my effort on. As Life Members I ask you to join me and take the opportunity to congratulate any AA, DSA, and/or award winner/s you meet and encourage continuation of their efforts. Share with First Timers how we truly appreciate and like to see their attendance at the AM/PIC and their attendance is a positive decision for their career. We can encourage consideration of future leadership positions.

I know the virtual version of the AM/PIC makes this a bit more challenging but we have text, email and the ole fashion postcard and letters. At a traditional meeting it could be in the hallways, in the elevator, on the buses, in the hotels and so on. This action is not limited to the AM/



PICs but is year round whenever opportunity arises such as when you may happen to see the local staff in your county.

Compliment, congratulate and encourage.

One can never under estimate the impact that the words in our comments can make and to what and where they can lead in achievements, but the words need to be spoken for it to happen. ☺

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The County Agent

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2021
 Virtual - July 6-9

2022
 West Palm Beach, Florida.....July 17-22

2023
 Des Moines, Iowa.....August 12-17

2024
 Dallas, Texas.....July 14-18

Upcoming Issues of The County Agent Magazine

June, 2021

AM/PIC Information

Deadline for articles: May 15, 2021

Mail Date: June 10, 2021

October, 2021

Post AM/PIC Recap

Deadline for articles: September 10, 2021

Mail Date: October 10, 2021

December, 2021

Committee/Awards Edition

Deadline for articles: November 15, 2021

Mail Date: December 28, 2021



Spring Safety Tips

- Call 811 or submit an online ticket 2-3 days before work begins*
- Wait the required time*
- Verify all utilities are marked
- Note the location of private utilities
- Private utilities are NOT marked by calling 811 or submitting an online ticket

*State laws vary. Check your state's One Call laws for details.

Learn about topics like this!

Request a speaker or resources for your next virtual or live event.

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