

The County Agent

A PUBLICATION OF THE NATIONAL ASSOCIATION OF COUNTY AGRICULTURAL AGENTS

VOLUME LXVII, NUMBER 4

OCTOBER 2006

NEW SUSTAINABLE AGRICULTURE PROGRAMS ANNOUNCED

We are excited to announce the beginning of two new professional improvement opportunities within NACAA. The USDA Sustainable Agriculture Research and Education (SARE) Operations Committee has accepted a proposal from NACAA to support and fund the new "USDA SARE/NACAA Sustainable Agriculture Fellows Program" and a new Sustainable Agriculture Search for Excellence opportunity.

At this time these programs have been approved by SARE but their implementation is dependent on whether Congress fully funds the SARE 2007 budget. In the unlikely event that the SARE budget is reduced this year, the programs may have to be deferred until next year.

The purpose of the Sustainable Agriculture Fellows Program is to provide an educational training opportunity for members of NACAA that will enhance their understanding of sustainable agriculture and give them a broad-based, national exposure to successful and unique sustainable agriculture programs. With a greater understanding of real-life, applied applications, it is expected that the fellow will be better able to meet the needs of his or her local clientele and create new programs of benefit to those with whom they work. The new Search for Excellence opportunity will be similar to existing Search for Excellence programs but with a sustainable agriculture focus.

The Fellows Program will address several specific objectives.

1. To provide selected Fellows with a learning opportunity to enhance their capability to deliver sustainable agriculture programs in their respective areas of assignment.
2. To develop an increasing cadre of leaders committed to sustainable agriculture within the membership of the NACAA who can then share their knowledge with colleagues and clientele.
3. To increase the awareness of all agricultural Extension professionals of the basic concepts and intents of, and future program opportunities in, sustainable agriculture.
4. To recognize NACAA members who are leaders in the development and adoption of sustainable agriculture systems.

By accomplishing these specific objectives, NACAA assists SARE programs nationwide to achieve the mandates placed upon them by federal legislation and provides an invaluable service to the growing number of members who are involved in sustainable agriculture work assignments.

So, how will it work? The Sustainable Agriculture Fellows program will be a two-year program with four NACAA members being selected on a competitive basis as fellows each year. At capacity, a total of eight fellows will participate in any given year. During the selection process, one person will be chosen from each NACAA region each year. The USDA SARE regions are exactly the same as the NACAA regions.



Sustainable Agriculture Research & Education (SARE)
www.sare.org

A series of four workshops will expose the fellows to sustainable farming, ranching and natural resource systems nationwide. The emphasis will be on developing an understanding of how basic sustainable agriculture strategies are put to work in the field, including similarities and differences between the four regions. The fellows will visit selected

continued on page 15

Inside This Issue . . .

President's Message.....	2
Animal Science Pre-Tour.....	4-7
Voting Delegate Session.....	7-11
Futuring Committee.....	12-14
SARE Fellows Continued.....	15-16
NACAA Hall of Fame.....	17-19
Call of the Week.....	Back Cover



President's Corner – Chuck Otte

"...Roots and wings, important things." Those of you who were at Cincinnati will recognize that phrase from the song Roots and Wings that was performed by Eric Horner in Sunday evening opening session. Mr. Horner's song emphasized the importance of having "good roots" if you want to have "wings" that'll carry you to success some day. While Mr. Horner's song was aimed at parents and families, I think there's a lot of truth in his song for NACAA.

I've been "on the circuit" this fall, representing NACAA at the national meetings of the other Joint Council of Extension Professional organizations. It's been very enjoyable and educational, and it's really helped me to appreciate the "roots" that NACAA has. We truly have roots, being the oldest agent's association!

I doubt that there are very many members who weren't influenced by at least one county agent as they were growing up. We honored four of these influential county agents as our inaugural winners of the NACAA Hall of Fame Award at this year's AM/PIC. You need to read the information on these gentlemen in this issue of the County Agent. It has been County Agents like this that have made our profession and our organization what it is today!

Eric's song indicates that strong roots are required to give a person, or an organization, the solid base and support that allows them to spread their wings and soar. NACAA has been soaring with new programs and new activities in recent years. This past year, membership actually rose for the first time in several years. New programs and new opportunities for our members keep arriving each year.

We know that as an organization we can not stay static because our jobs are changing every year. The Futuring Committee's Report points out a lot of items that need to be looked at by the association. If you haven't read this report, you need to! Everything you want to know can be found at: <http://www.nacaa.com/committees/futuring/>

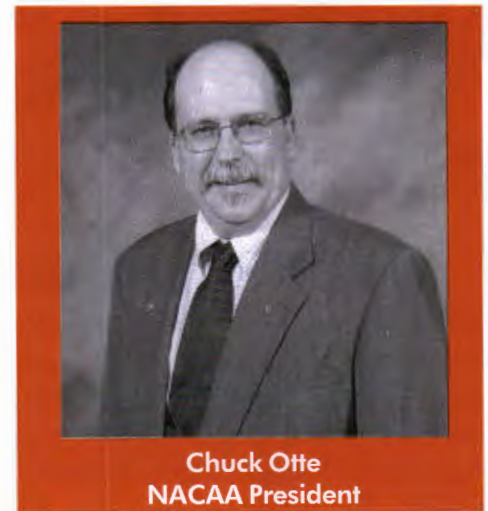
The committee made over 60 recommendations in their report. Those recommendations can be found in this issue of the County Agent. At the annual business meeting, it was moved "... that we acknowledge the futuring committee report, give thanks to those who prepared it, and refer the report to the board of directors for them to use as a non-

binding document..." Not everything that was recommended will be acted upon. Some of the recommendations have already happened or are being acted upon. Others will take some time. I have assigned the task of processing this document into workable segments

to our Development and Planning Committee, chaired by North Central Regional Director Stan Moore. This document and the recommendations it contains is another set of wings that will help us soar.

Finally, you will also find in this issue of the *County Agent* (front page) an exciting announcement of a new program and collaboration with USDA Sustainable Agriculture Research and Education (SARE). The USDA SARE/NACAA Sustainable Agriculture Fellows Program is an opportunity for our members to spend time over a two year period becoming much more proficient in the concepts of sustainable agriculture and then share that information with other NACAA members as well as with other agents in their state. Rick Gibson has been working on this program for months and is to be commended for bringing this opportunity forward! Stay tuned for the January edition of the *County Agent* - as a new Search for Excellence Award in coordination for SARE will be announced as well.

Roots and wings. There is no doubt that they play critical roles in our daily lives, as well as in the success of NACAA. We are all part of the roots and we are all part of the wings. If you would like to hear Eric Horner sing the song "Roots and Wings", you can do so at his website, <http://www.erichorner.com/index2.html> Click on "Music Soundclips" and scroll down the page looking for Roots and Wings!



UNITED STATES POSTAL SERVICE
Statement of Ownership, Management, and Circulation
(All Periodicals Publications Except Requester Publications)

1. Publication Title: **The County Agent**
 2. Publication Number: **0134900**
 3. Filing Date: **October 1, 2006**
 4. Issue Frequency: **January, April, August, October**
 5. Number of Issues Published Annually: **4**
 6. Annual Subscription Price: **\$10.00**
 7. Complete Mailing Address of Known Office of Publication (Street, city, county, state, and ZIP+4):
 National Association of County Agricultural Agents
 252 N. Park Street
 Decatur, GA 30223-1306
 Georgia
 Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer):
 Same As Above
 9. Full Name and Complete Mailing Address of Publisher, Editor, and Managing Editor (Do not leave blank):
 Publisher (Name and complete mailing address):
 General Publishing
 252 N. Park Street
 Decatur, GA 30223-1306
 Editor (Name and complete mailing address):
 Scott Havelbaker
 General Publishing
 252 N. Park Street
 Decatur, GA 30223-1306
 10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If the publication is published by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a proprietor, give the name and address.)
 Full Name: **Scott Havelbaker**
 Complete Mailing Address: **252 N. Park Street, Decatur, GA 30223-1306**
 11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box: None
 Full Name: _____
 Complete Mailing Address: _____
 12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one)
 The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes.
 Has Not Changed During Preceding 12 Months
 Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)
 PS Form 3526, September 2008 (page 1 of 2) (Instructions) Page 1 of 2 PSN 7500-01-000-0001 PERMIT NO. 6056 See our privacy policy on www.usps.com

13. Publication Title: **The County Agent**
 14. Issue Date for Circulation Data Below: **August 2006**
 15. Extent and Nature of Circulation

15. Extent and Nature of Circulation		Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net press run)			
		5050	4300
b. Paid Circulation (By Mail and Outside the Mail)			
(1)	Mailed Outside-County Paid Subscriptions Based on PS Form 3841 (Include paid distribution above national rate, advertiser's proof copies, and exchange copies)	4468	3660
(2)	Mailed In-County Paid Subscriptions Based on PS Form 3841 (Exclude paid distribution above national rate, advertiser's proof copies, and exchange copies)	4	4
(3)	Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Channels USPS	0	0
(4)	Paid Distribution by Other Classes of Mail Through the USPS (e.g., First-Class Mail®)	0	0
c. Total Paid Circulation (Sum of 15b(1), (2), (3), and (4))		4472	3664
c. Free or Nominal Rate Distribution (Sum of 15c(1), (2), (3), (4), (5), and (6))			
(1)	Free or Nominal Rate Outside-County Copies Included on PS Form 3841	0	0
(2)	Free or Nominal Rate In-County Copies Included on PS Form 3841	0	0
(3)	Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g., First-Class Mail®)	80	80
(4)	Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)	0	0
c. Total Free or Nominal Rate Distribution (Sum of 15c(1), (2), (3), (4), (5), and (6))		80	80
d. Total Distribution (Sum of 15b and 15c)		4552	3944
e. Copies not Distributed (See Instructions to Publishers #4 page 83)		498	356
f. Total (Sum of 15d and 15e)		5050	4300
g. Percent Paid (15b divided by 15f times 100)		90.24 %	91.97 %

 16. Publication of Statement of Ownership
 If this publication is a general publication, publication of this statement is required. Will be printed in the **October 2006** issue of this publication. Publication not required.
 17. Signature and Title of Editor, Publisher, Business Manager, or Owner: *Scott D. Havelbaker* Date: **09/26/2006**
 I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).
 PS Form 3526, September 2008 (page 2 of 2)

The County Agent

Publication Deadlines

January, 2007

Awards/Committee Directory

Submission Deadline: November 14, 2006

Mail Date: December 10, 2006

April, 2007

Annual Meeting Registration

Submission Deadline: March 1, 2007

Mail Date: March 28, 2007

August, 2007

Annual Meeting Recap

Submission Deadline: August 10, 2007

Mail Date: August 24, 2007



TEXAS TECH UNIVERSITY

College of Agricultural Sciences & Natural Resources

GROW YOUR CAREER IN AGRICULTURE!



Texas Tech's distance learning degree programs offered through the College of Agricultural Sciences & Natural Resources (CASNR) allow you to pursue your educational goals without sacrificing your personal or professional commitments. Coursework can be completed online or via ITV and our student support services are designed to meet the needs of distance learning students.

Distance learning degrees offered through CASNR:
 Some degree programs may require on-campus or off-campus sessions.

- Bachelor of Science in Horticulture
- Master of Agriculture
- Master of Science in Agricultural Education
- Master of Science in Horticulture
- Master of Science in Crop Science
- Doctor of Education in Agricultural Education (joint degree with Texas A&M University)

www.casnr.ttu.edu | dldegrees.ode@ttu.edu | 806.742.2808



2006 NACAA Pre-Conference Animal Science Tour Highlights

2006 NACAA Pre-Conference Animal Science Tour
Written by Richard Brzozowski, Extension Educator, University
of Maine Cooperative Extension. rbrz@umext.maine.edu

Twenty Extension educators and specialists from across the country recently took part in a two-day tour that featured a range of livestock operations. The tour took place prior to the NACAA Annual Meeting and Professional Improvement Conference held in Cincinnati, OH. The coach bus tour included one day of Kentucky farms and one day of Ohio farms.

Paul Deaton, an agriculture program administrator with University of Kentucky Cooperative Extension planned the stops and accompanied the group for a day of touring on Friday.



Tour Participants front row (left to right): Mark Stewart-MO, Dick Brzozowski-ME, Cory Parsons-OR, Barry Foushee-NC, Bourbon Graves-Stonerside Farm. Standing back row (left to right): Larry Howard-NE, Bob Mickel-NJ, Gene Schurman-PA, Elena Toro-FL, Steffany Dragon-FL, Wendy Sorrell-VT, Lisa Kempisty-NY, Gerda Rhodes-NC, Susan Kerr-WA, Walter Earle-NC, Carol Schurman-PA, Wendy Burton-FL, Randy Mills-OR, Paul Deaton-KY, Russell Ramsey-MO, Ben Chase-NC

Jeff Fisher, a county agent with Ohio State University in Pike County planned and accompanied the group on Saturday. Each day involved visiting four farms and approximately 250 miles of traveling the countryside.

Kentucky Tour Highlights

- Kentucky is in the top ten in the country in beef cattle production. Our first stop was the Lowell Clifford Farm of Cynthiana in Harrison County. Mr. Clifford is retired and owns and manages a 80-head cow/calf operation on rolling and rough land. We learned about the Certified Preconditioned Health program (CPH) that helps cooperators gain more for their feeder calves at specific sales and witnessed his Border collie dogs working cattle. The dogs were trained by David Johnson of Trenton, Kentucky. Mr. Clifford spoke of his involvement with Extension from working with his county agent to using advice from the specialists and researchers in brood cow selection and culling.
- The group traveled next to Stonerside Stable in Paris, Kentucky and the county of Bourbon, just outside Lexington. This Thoroughbred race horse operation, owned by Janice and Robert McNair was founded in 1994. It is situated on 1500 acres of beautiful rolling hills. We were accompanied by Bourbon Graves as we weaved through the farm on tree-lined roads. We saw mares, yearlings and fillies and the expansive pastures needed for the development of champions. Glenn Mackie, the county agent in Bourbon County, also met with us and talked about the multi-million dollar horse



Glenn Mackie (fourth from left), County Agent in Bourbon County KY, discusses the multi-million dollar Horse Industry in Bourbon County and Kentucky with tour participants

industry. To learn more about Stonerside, see www.stonerside.com

- Our next stop was lunch at Blue Licks Battlefield State Resort Park in Mt. Olivet, KY. This historic site is where Daniel Boone and a party of Boonesborough men were captured by Shawnee Indians during a salt making expedition in 1778. It is also the site where 182 settlers fought for their lives in what is thought to be Kentucky's last battle of the Revolution in 1782.
- The group traveled next to Stone Gate Farms in Flemingsburg where we met members of the Cannon family. They had refreshments for us as we learned about their Black Angus herd and business. Since 1957, they developed a farm business that provides Black Angus seedstock to the local area. They have an auction facility right on the farm that is used for their annual bull sale. Last March they offered 66 registered Angus bulls, 30 open heifers and 18 cows at their annual production sale. Each year they sell approximately 150 bulls. The Cannon's also offer their customers a market for their calves by providing a feeder calf sale each year for anyone who has bought a bull from them. For more information about their farm and auctions visit www.stonegatefarms.com
- Our last stop of the day was a Boer goat operation owned by Bob and Lana Bare in Maysville. Mason County Agent, Bill Peterson met us at the farm. The Bares are full-time farmers who run a "closed herd" of 350 goats on 50 acres of pasture. They purchase bucks and quarantine them for 35 days. They feed hay to their goats year-round and use a grain ration mix developed by the University of Kentucky. The goats kid in two groups in the spring and early summer. The wethers are marketed at the local livestock auction or graded sales and does are sold as breeders to other farms. They use the FAMACHA technique to determine parasite load and natural parasite resistance of individual animals. They use this information as well as production records in making their selection of replacement does. For more information about this operation see www.elmspringboergoats.com

We crossed the Ohio River at Maysville and traveled along side the Ohio River to Portsmouth and then northward along side the Scioto River to Piketon, Ohio. We viewed some beautiful river bottom farmland. We enjoyed a delicious meal at Emmitt House Restaurant & Tavern in Waverly and got rested for the next day of touring.

Ohio Tour Highlights

The first farm on day two of the tour was that managed by the four Corcoran brothers. We met Dennis and Dan who, along with their brothers, farm 4,000 acres of cropland. They grow dent corn, soybean seed, tofu beans, popcorn and waxy corn. Waxy corn is grown for its starch quality. Besides cropland, Corcoran Farms has a cattle enterprise with 185 Angus brood cows, 35 replacement heifers and a feedlot. They are a Certified Angus Beef (CAB) feedlot and follow all the requirements for that certification. The calves are weaned early (approximately 120 days of age), vaccinated, weighed and implanted. The Corcoran use a feeding program developed by Dr. Frances Fluharty at Ohio State University. They sell custom freezer beef directly to customers (about 45 head per year), but market most of their finished beef directly to packers in the region. They are members of the Ohio Pro-Beef Alliance Inc. The Alliance is a large group of producers who are dedicated to improve profitability of their cattle operations by working cooperatively to produce and market consistently high quality beef. The Alliance has a strong educational component. The amazing thing about this operation was the Corcoran's own very little property and all of their crops and cattle, including the feedlot, are on leased property. Their father started this business practice many years ago and after he died, they continued this way of doing business. For more information about the Alliance see <http://www.ohioprobeef.com>

- The next stop on the tour was of real interest to agents who deal with show hogs. Real McCoy Genetics is an



Randy Mills, Animal Science Committee vice Chair from West Region, displays some of the tools needed for artificial insemination of swine while the tour was visiting Real McCoy Genetics A.I. Center in Bloomingburg, Ohio.

agriculture business that features show pig, breeding stock and semen sales. It was started by Jim McCoy when he was a high school junior with one Hampshire sow in the 70s and has grown to national recognition with a specific interest in breeding show pigs. We learned about boar care, semen collection, sperm count, and sales. We viewed some of the 50 boars and witnessed how semen is collected and evaluated. They handle several swine breeds including Hampshire, Yorkshire, Pietrain, Duroc, Spotted, White Composite and Black Composite. For more information about this operation see www.realmccoygenetics.com

- Stardust Dairy, a 900-cow dairy located near South Solon was our next stop. Dairy farmer Frank Van Genugten emigrated from the Netherlands to the states with his family a few years ago. He was a dairy farmer in the Netherlands where he milked 160 cows and sold milk under the European Union's quota system. He used his earnings from the sale of his farm, quota and cattle and settled on a site in Ohio where he had a brand new dairy facility built in 2002. Mr. Van Genugten manages the 80-acre farm with nine hired workers. The herd is milked in a double 24 parlor three times per day. Most of the herd was purchased in Canada before the border closed. Mr. Van Genugten plans to build an additional barn and expand his herd. A group of large dairy producers from the Netherlands have re-located to the area. They plan on working together to support each other and to cut costs where possible.



Mick Sharpe, Ohio Feedlots Manager, discusses the operation with (l to r) Gene Schurman, Lisa Kempisty, Larry Howard, and Elena Toro

- The last stop of our tour was the Ohio Feedlots owned by Smithfield and located in South Charleston. Feedlot manager Mick Sharpe gave us a tour of the facilities at which all cattle are under roof in a system of ¼ mile-long barns. Fourteen workers care for approximately 7,000 beef cattle at the site. The cattle receive a 12.5% protein ration of whole corn, alfalfa, corn silage and supplement pellets. The feedlot is reaching a daily rate of gain that ranges from 3.25 to 3.45 pounds. The steers are sold at a live weight of approximately 1400 pounds. The market steers are grouped in pens of 50. A pen of cattle can be moved as a group in and out of the pen and to handling facilities through a system of lanes and alleys. The pens are bedded with sawdust on a clay floor. All waste (70,000 tons/year) is composted by the Paygro composting company, which is situated right next to the feedlots. The manure is composted, bagged and marketed by this company.

The tour participants met as a group on Tuesday afternoon during committee meeting times of the AM/PIC and enjoyed a colorful photo presentation and review of the tour stops compiled by Cory Parsons of Oregon. The participants in this year's pre-conference tour came with varying degrees of Extension experience (from two to over 25 years) and from different backgrounds (horse, dairy, sheep, cattle, swine, poultry, youth and farm business). Participating in such a tour is a great way to get to know and learn from other Extension professionals and to see and learn about farming operations in a part of the country that is different from your own. I highly recommend the experience to anyone involved in Extension livestock programming. It is an educational experience that provides information for a "bigger picture" and could help direct programming in your own area. Watch for the application to participate in 2007 in the January issue of the "County Agent" magazine when the pre-conference livestock tour will feature livestock-related farming operations in Michigan. Consider inviting Extension colleagues from your state or neighboring states to apply. Barry Foushee of North Carolina was this year's national chair and tour coordinator. The participants thank Barry, Paul, Jeff, all host farms for a successful and most interesting tour.

Special recognition and thanks go to Paul Deaton from Kentucky and Jeff Fisher from Ohio, the tour coordinators, for doing an outstanding job of putting this years tour together.

For information on participating in the 2007 Animal Science Pre-Conference Tour in Grand Rapids, Michigan, look for application details in the January issue of *The County Agent*. Full scholarships are available thanks to our sponsor.

Members of Animal Science Committee are: Western Region vice Chair, Randy Mills of Oregon; North Central Region vice Chair and incoming National Chair, Mark Stewart of Missouri; out going North East Region Vice Chair Wendy Sorrell of Vermont; incoming North East vice Chair, Gene Schurman of Pennsylvania; and Southern Region Vice Chair and out going National Chair, Barry Foushee of North Carolina.

Minutes from the 2006 Voting Delegate Session

As a vital form of communication with all NACAA members, copies of the minutes from the 2006 Voting Delegate Session are being printed in this edition of *The County Agent*.

Actions Taken 2006 NACAA Voting Delegates Session

Allen Hogan, LA moved to add into the agenda the reading of a letter of appreciation to NACAA from Governor Barber of Mississippi. Virginia Knerr, MT seconded the motion and the motion passed.

Gene McAvoy, FL moved to adopt the agenda as amended. Don Holmes, IA seconded the motion and the motion passed.

Eddie Askew, LA moved to seat delegates by region rather than alphabetically. Mickey Fouracres, GA seconded the motion. A show of hands vote was taken, 37 ayes, 83 opposed, motion failed.

Kenneth White, TX, moved to suspend the rules and eliminate the nominating, supporting and acceptance speeches for Fred Miller, motion was seconded by Milton Green, WY motion passed.

Betsy Green, VT moved to elect Fred Miller as President Elect by acclamation. Ginny Rozenkranz, MD seconded the motion and motion passed.

Cynthia Gregg, VA moved to close the nominations for Vice President, J Michael Moore, GA seconded the motion and the motion passed.

Kenneth White, TX moved to suspend the rules and eliminated nominating, supporting and acceptance speeches and elect Leon Church Secretary by acclamation.

Motion was seconded by J. Michael Moore, GA, motion passed.

Ray Harris, NC nominated Barry Foushee, NC for Treasurer, Cory Parson, OR seconded the nomination.

J. Michael Moore nominated Paul Wigley, GA Seconded by Liz Felter, FL. Larry Hulle, NY nominated Steve Hadcock, NY seconded by Ginny Rosenkranz, MD

Walter Earle, NC moved to close nominations for Treasurer, seconded by Mike Phillips, KY motion passed.

Results of Vice President election – 88 Rick Gibson, 42 Janet Schmidt, Rick Gibson Elected NACAA Vice President.

Greg Highfill OK moved that the 2010 AM/PIC be held in Oklahoma. Betsy Green, VT seconded the motion and the motion passed.

Greg Highfill, OK moved to accept the Scholarship report, seconded by Betsy Green VT motion passed.

Cynthia Gregg, VA moved to accept the treasurer's report. The motion was seconded by Sam Fields, TX voice vote was unanimous.

David Trotter, IN moved to accept the proposed NACAA budget for 2007 as presented. The motion was seconded by Mickey Fouracres, GA motion passed by a unanimous voice vote.

Kenneth White, TX asked the delegates to offer a round of applause to the board for their outstanding job of fiscal responsibility.

Results of Treasurer Election — Paul Wigley – 78; Barry Foushee – 52. Paul Wigley elected NACAA Treasurer.

Confirmation of Committee Appointments, Chuck Otte, President Elect presented the list of Committee Chairs and Vice-chairs for 2006-1007. The following changes were made: Lee Miller PA, Administrative Skills Committee Chair rather than Dan Kluchinski NJ; Animal Science Committee, Wendy Sorrel VT replaced by Gene Schurman, PA; Teaching & Technology Committee, Karen Vines PA, Chair rather than Matt Hansen WI.

Betsy Green moved to accept the 2006-2007 committee appointment report as changed, Dave Phillips, MT seconded the motion, motion passed.

Greg Drake, KY moved that we acknowledge the futuring committee report, give thanks to those who prepared it, and refer the report to the board of directors for them to use as a non-binding document, and that they use it for information only, motion was seconded by Liz Felter, FL, motion passed.

Call to Order

The 91st Annual Meeting of NACAA voting delegates was called to order at 8:30 am by NACAA President Mickey Cummings in the Duke Energy Center in Cincinnati, OH. 91st Annual Meeting

Invocation - Sandy Macnab, Western Region Director

I ask all to respect each others beliefs and in return asked that we respect his. Father we read in scripture that you with a word created order out of chaos, with a word you created all beings of the earth from the birds in the air to the fish in the sea. With a word you created man as your tool. We understand the power words, I ask that we take into account our words and actions today and use the wisdom you gave us.

Don Drost, Past NACAA President was appointed Parliamentarian by President Mickey Cummings.

Adoption of Agenda

Allen Hogan, LA moved to add into the agenda the reading of a letter of appreciation to NACAA from Governor Barber of Mississippi. Virginia Knerr, MT seconded motion and the motion passed.

President Mickey read the Letter from, Governor Barber, Governor of Mississippi regarding the appreciation he felt to NACAA for the help this association gave to Mississippi, this letter is an official part of these minutes as item A.

Gene McAvoy, FL moved to adopt the agenda as amended. Don Holmes, IA seconded the motion and the motion passed.

Eddie Askew, LA moved to seat delegates by region rather than alphabetically. Mickey Fouracres, GA seconded the motion. A show of hands vote was taken, 37 ayes, 83 opposed, motion failed.

Roll Call

Leon Church, NACAA Secretary called roll. Forty eight states were present, absent were Massachusetts and Hawaii a total of 130 delegates were present and seated.

Election of Officers

Glenn Rogers, Past NACAA President and Nomination Committee Chair, read NACAA policy for handling officer election. Glenn Rogers noted that since we did not have candidates qualified for Treasurer before the 30 day deadline, they would need to be nominated from the floor. Glenn further noted that all candidates had met with the nominating committee and are certified.

Fred Miller was offered as the only candidate for the Office of President Elect

Kenneth White, TX, moved to suspend the rules and eliminate the nominating,

supporting and acceptance speeches for Fred Miller, motion was seconded by Milton Green, WY motion passed.

Betsy Green, VT moved to elect Fred Miller by acclamation.

Ginny Rozenkranz, MD seconded the motion and motion passed unanimously.

Nominations brought forward by the nominating committee for Vice president were Janet Schmidt, WA and Rick Gibson, AZ.

Cynthia Gregg, VA moved to close the nominations for Vice President, J Michael Moore, GA seconded the motion and the motion passed. The nominating speech for Janet Schmidt was given by Dan Kluchinski, NJ; support speech was given by JJ Jones, OK. A speech was presented by Janet Schmidt of acceptance for the nomination of Vice President. Milton Green, WY gave the nominating speech for Rick Gibson. The supporting speech was given by Elmo Colium, MS. Rick Gibson gave his speech of acceptance for the nomination of Vice President.

One Hundred and Thirty ballots for Vice President were handed out to delegates for voting.

Past President Glenn Rogers and the nominating committee presented the name of Leon Church for Secretary of NACAA.

Kenneth White, TX moved to suspend the rules and eliminated nominating, supporting and acceptance speeches and elect Leon Church as NACAA Secretary by acclamation. Motion was seconded by J. Michael Moore, GA, motion passed by voice vote.

Glenn Rogers, Nomination Committee Chair, explained that candidates for the NACAA Treasurer position would have

to be nominated from the floor, due to policy dealing with the shortness of time candidates had in providing supporting materials to NACAA and the nominating committee.

Ray Harris, NC nominated Barry Foushee, NC for Treasurer, Cory Parson, OR seconded the nomination. J. Michael Moore nominated Paul Wigley, GA Seconded by Liz Felter, FL. Larry Hulle, NY nominated Steve Hadcock, NY seconded by Ginny Rosenkranz, MD

Walter Earle, NC moved to close nominations for Treasurer, seconded by Mike Phillips, KY motion passed by unanimous voice vote. Lenny Rogers, NC gave the nominating speech for Barry Foushee for office of Treasurer, Mark Stewart, MO presented the supporting speech. Barry Foushee presented the acceptance speech for his nomination for Treasurer of NACAA. Mickey Fouracres, GA gave the nominating speech for Paul Wigley for office of Treasurer. The supporting speech was given by Mike Hogan, OH. Paul Wigley presented the acceptance speech for his nomination.

Tom Gallagher, NY presented the nominating speech for Steve Hadcock for office of Treasurer. The supporting speech was given by Gene Schurman, PA. Steve Hadcock gave his acceptance speech for his nomination for Treasurer of NACAA.

One Hundred thirty ballots for Treasurer were handed out to the delegates by the Tellers, Region Directors and Regional Vice Directors.

Results of the Vice President election were presented – 88 votes for Rick Gibson, 42 votes for Janet Schmidt, Rick Gibson Elected NACAA Vice President.

Results of Regional Director and Vice Director Selections

Southern Region - Director – James Devillier, LA; Vice Director – Alan Galloway, TN , Western Region – Michele Hebert, AK – Director, Vice Director - Virginia Knerr, MT

Holdover Directors and Vice Directors Southern Region - Henry Dorough, AL – Director; Dirk Webb, OK – Vice Director North Central Region — Stan Moore, MI – Director; Chuck Schwartau, MN – Vice Director. North East Region – Dave Myers, MD – Director; Paul Craig, PA – Vice Director

Selection of 2010 AM/PIC Site

Bob Woods from Oklahoma presented the official bid for the 2010. He introduced representatives from Tulsa Convention and Visitors Bureau and our annual meeting planners with Helms Briscoe. It was noted that the Headquarter Hotel would be the Double Tree Hotel; a second hotel will be the Crowne Plaza six blocks from the convention center. A trolley system will be on line within the next few weeks which will be of assistance in moving people from the hotels to the convention center. The convention center is located directly across the street from the headquarter hotel. Tours will show the variety of Agriculture in Oklahoma. Room rates will be the same as the 2006 rates in 2010. The date for the 2010 meeting will be July 11 – 15. Some concern was expressed by North Central Region delegates regarding the date selected, these dates conflict with many county fairs in that region.

Greg Highfill OK moved that the 2010 AM/PIC be held in Oklahoma. Betsy Green, VT seconded the motion and the motion passed by unanimous voice vote.

Greeting from JCEP & Presentation of Awards

Sandra McLain –JCEP (Joint Council of Extension Professionals) Board Member and President of NAEFCS thanked NACAA for making her feel welcome at their Annual Meeting and Professional Improvement Conference. She explained the purpose of JCEP and noted that there are six national associations that make up JCEP, they are; NACAA, NAEFCS, Epsilon Sigma Phi, NAE4-HA, NREP, NACDEP. Other members include ECOP and CESREES. NACAA is represented by the past president, president and president elect. JCEP sponsors regional officer workshops, Professional Improvement and Leadership Development Conference and the Galaxy Conference in 2008. Nancy Crago, ESP President presented Glenn Rogers's recognition for his service to JCEP over the past few years most recently as Treasurer of JCEP. Ms. Crago then presented the JCEP Excellence in Teamwork Award; Charles Schuster, MD and his team of seven professionals presented the award for their program entitled "Close Encounters with Agriculture". The award included a plaque, certificates and \$500.

Results of the Treasurer election were given, 59 votes for Paul Wigley, 43 votes for Barry Foushee, 26 votes for Steve Hadcock and 2 invalid ballots. A runoff election was held between Paul Wigley and Barry Foushee as none received 50% plus 1 of the votes. According to policy when this situation occurs the top two are put into the runoff election. One Hundred and Thirty ballots were given to the voting delegates by Tellers, Directors and Vice Directors. The invalid ballots were due to poor hand writing that could not be read.

NACAA Foundation Report

Curtis Grissom, AL, President of NACAA Education Foundation presented the Foundation report. The report was

handed to the delegates and is attached to these minutes as item VII. Curtis Grissom thanked the candidates and the voting delegates for their commitment to the association. The foundation was established in 1983 to manage funds for the purpose of supplying scholarships to the membership. Each year funds are provided for scholarships. The foundation works closely with the scholarship committee. There is just less than \$600,000 in the foundation, our goal is to have \$1 million dollars to support the scholarships of NACAA membership. \$24,799 in scholarship dollars were presented at the 2006 AM/PIC to members to pursue professional improvement.

Scholarship Committee Report

J.J. Jones, OK Chair of the Scholarship Committee presented the report to the voting delegates. Mr. Jones invited everyone to purchase scholarship drawing tickets, which will be drawn Tuesday evening. JJ noted that the committee received 21 applications this year; the committee accepted 12 applications, for a total awarded of \$24,799. He further noted that six of those accepted were groups, four were professional development trips and two were individuals going back to school. There are 150 knives still available and can be purchased for \$45 at the registration table. Mickey noted that there are some states that give these knives as retirement gifts for their members retiring.

Greg Highfill, OK moved to accept the Scholarship report, seconded by Betsy Green VT motion passed.

Treasurers Report

Chuck Schwartau, MN, NACAA Treasurer, gave this report. He noted his pleasure in serving as Treasurer for past three years.

The Treasurers Report is an official part of these minutes as item X. Chuck explained the financial summary showing the income and expenses of the association. Additionally, Chuck explained the balance sheet compared to the previous year. This report indicated that the association has \$380,149.64 in total liabilities and equity.

Cynthia Gregg, VA moved to accept the treasurer's report. The motion was seconded by Sam Fields, TX voice vote was unanimous.

Budget Presentation and adoption

- Glenn Roger, Fiscal Committee Chair Presented to the delegates a report with two changes, this report is attached as a part of these minutes as item X. Changes were on line item expenses for: County Agent Magazine budget expense from \$47000 to \$40000 and on line item Public Relations from \$4000 to \$8000. This will change the budget amount to \$517,200 total expenses. Glenn noted that it was felt by the fiscal committee that some AM/PIC expenses will be less in Michigan and also noted the change in mileage allotment from .30 per mile to .40 per mile, due gas price increases. Glenn additionally noted that expenses for directors is up due to increase in travel for Western Region Director Michele Hebert in Alaska. Michael Rethwicz, CA asked about the County Agent Magazine difference this year from last year. Chuck Schwartau noted that this was due to the billing cycle. He noted that because of this change in cycle some times there are 5 magazine issues produced rather than the normal four issues. Chuck Schwartau also noted that fiscal responsibility of the board has been great; many on the board have decided not to ask for reimbursement for AM/PIC registration but rather to pay it themselves or have other local or state sources cover the expense.

David Trotter, IN moved to accept the proposed NACAA budget for 2007 as

presented. The motion was seconded by Mickey Fouracres, GA motion passed by a unanimous voice vote.

Again Chuck Schwartau thanked the delegates and NACAA for the opportunity to serve this association.

Kenneth White, TX asked the voting delegates to offer a round of applause recognizing the board for their outstanding job of fiscal responsibility over the past several years.

Results of NACAA Treasurer Election were presented by Glenn Rogers — Paul Wigley received 78 votes; Barry Foushee received 52 votes. Paul Wigley was elected NACAA Treasurer.

Glenn Rogers thanked all the candidates for their efforts and willingness to answer questions from the nominating committee. Mickey congratulated the candidates also, he especially congratulated the Treasurer candidates as they had just a week to prepare their candidacy.

Confirmation of Committee Appointments

Chuck Otte, President Elect presented the list in the absence of Vice President Fred Miller due to illness. Chuck presented the list of Committee Chairs and Vice Chairs for the 2006 – 2007 year. Changes made to the list included: Lee Miller PA, Administrative Skill Committee Chair rather than Dan Kluchinski NJ; Animal Science Committee, Wendy Sorrel VT, replaced by Gene Schurman, PA; Teaching & Technology Committee, Karen Vines PA, Chair rather than Matt Hanson WI. Chuck Otte challenged the delegates to go back to the states and encourage their membership to apply for committee opening in 2007.

Betsy Green VT, moved to accept the committee appointment report for the 2006-2007 year as amended, Dave Phillips MT, seconded the motion, the

motion passed by unanimous voice vote.

Report on Campaign Issues from State Relations Committee

Sandy Macnab, Western Region Director recognized the Oregon State University Beavers as being NCAA Baseball National Champions. Sandy presented a PowerPoint presentation on results of the committee findings. Sandy noted that this report was in response to a motion from the voting delegates at the 2005 annual meeting in Buffalo. A survey was conducted of the fifty state presidents on their feelings regarding candidate campaigning and gifting. Sandy related the results of the survey to the delegates. A variety of responses were given on hospitality rooms. Some felt the hospitality rooms were nonprofessional while others felt it is a highlight to the evening activities. It was strongly felt, according to the survey that the hospitality functions should be for all members not just voting delegates. The report indicated members tend to want more information on the candidates qualifications and vision for the association. Several suggestions were given on how candidates can meet with each state, such as during state pictures, a Question & Answer session at the voting delegates' breakfast, etc.

Futuring Committee Report

Mickey again noted to the delegates how this issue should be handled. It was explained that a motion to accept the entire report would mean that the Board would be required to implement all recommendation from the report. He also noted that a more preferable action would be to have a motion of acceptance as a non binding report for the board to consider each recommendation on their individual merit.

Dan Kluchinski, Committee Chair covered the report in a more detailed PowerPoint discussion with the voting delegates. The executive summary of the Futuring Committee report is attached to these minutes. Dan expressed thanks

to the Futuring Committee members and recognized them before presenting the report with applause. He additionally noted the charge, goals and objectives of the committee. The committee was formed in January 2005. The process used by the committee was explained. The committee utilized electronic survey tools to gather information, from NACAA membership. Dan covered the large categories that were studied and recommendations provided by the committee. The large categories discussed in the report were: 1) Increasing (Younger) Membership and Involvement/AM/PIC Attendance; 2) Building Relationships with JCEP and other Professional Associations; 3) Different Staffing Patterns & Effects on Clientele; 4) Helping Members Understand Issues Better; 5) Is Mission of NACAA Changing; 6) Increased Relationships with USDA-CSREES and What role Does NACAA Play as a Leader in the Changing Extension System? 7) Increasing Your Support for Promotion and Tenure Back Home. Dan noted that the committee was very wise, it was decided early that the committee was not here to solve problems but to bring results of survey forward to the membership.

Glenn Rogers, Past President presented a response to the Futuring Committee from the NACAA Board. The response is attached to these minutes. Glenn encouraged the delegates to take this report home and discuss the report and response with their membership back home and help put many of the recommendation into action. It is up to every member to take seriously this report and consider its results.

Greg Drake, KY moved that we acknowledge the futuring committee report, give thanks to those who prepared it, and refer the report to the board of directors for them to use as a non-binding document, and that they use it for information only. Motion was seconded by Liz Felter, FL. Motion passed unanimously by voice vote.

Publishing Committee Report

Mickey Cummings gave the report stating that the futuring committee had recommended we do something for our membership regarding their ability to publish in a referred journal.

Mickey noted that he and Chuck Otte had appointed a committee to look into the publication of a referred journal to publish results of member's research or extension education programs. Paul Wigley GA Chair, Kathy Lee MI, Larry Sagers UT & Ken Stanford, AL, and Dan Kluchinski NJ appointed to this Publishing Committee. This committee is to come back to the NACAA board at the spring board meeting with a recommendation.

Chuck Otte, President Elect gave very brief remarks about his upcoming year as president and expressed thanks to the membership of NACAA and is looking forward to his presidency. Noted the importance of teamwork and expressed that the need for teamwork on the local level. Chuck noted he had asked Mickey Cummings to chair a committee to look at communication within the NACAA association. He expressed that my year is your year.

Mickey Cummings, President thanked all the voting delegates, and noted that this is your association not the Boards or Officers, don't let them forget that.

Mickey adjourned the 2006 Voting Delegates Session at 11:49 am.

Respectfully Submitted,

Leon J. Church, NACAA Secretary



NACAA Futuring Committee Report Executive Summary

Presented to
NACAA President, Officers, and Board of Directors
From
NACAA Futuring Committee



John Begeman Arizona Cooperative Extension
Brad Brummond North Dakota State University Extension Service
Michael R. Bush, Ph.D. Washington State Extension
Cynthia L. Gregg Virginia Cooperative Extension
Daniel Kluchinski, Committee Chair Rutgers Cooperative Research and Extension
Virginia Knerr Montana State University Extension

Keith Mickler University of Georgia Cooperative Extension Service
Pedro Perdomo Rutgers Cooperative Research and Extension
Mary Sobba University of Missouri Extension
Wendy Sorrell University of Vermont Extension
Ron Vick Oklahoma Cooperative Extension Service

Presented at
Annual Meeting and Professional Improvement Conference
Cincinnati, Ohio
July 2006

The NACAA Futuring Committee was formed by President Glenn Rogers in January 2005 and charged to evaluate the organization's future. Specifically the committee's charge was to focus and address nine issues and concerns that are listed below.

The Futuring Committee met over a 16-month period conducting in-depth discussions and data discovery. These efforts included review of the NACAA organizational mission and goal statements, past Futuring Committee report, past AM/PIC Review Committee report, Board of Director meeting minutes and other materials. Our goal was to develop recommendations that did not solely focus on contemporary issues but also the core mission and goals of the organization. In addition, we perceived our role as including debate and discussion of our organization's form and function to determine if they best suit the emerging needs of the membership and the profession. Five surveys were developed and administered to gather data, input and opinions from the following functional groups: State Committee Chairs, National Committee Chairs and Regional Vice Chairs, State Association Officers (via the state president), NACAA mem-

bers, and Life Members (retirees). All of the input and data were compiled to generate the body of the report, which includes statements on issues and concerns, and 62 recommendations. Following is a summary of the recommendations by thematic area; note that each recommendation is followed by a number that corresponds to the numbered recommendations in the full report.

Increasing (younger) membership and involvement: NACAA must attract and maintain potential, new and current members by demonstrating the relevance and benefits associated with membership. These include efforts to further determine the needs of Cooperative Extension employees (1), and demonstrate that NACAA offers affordable (5) and valuable benefits of professional improvement and recognition (2, 3). State associations must play a vital role in assisting with this effort and should work with NACAA State Relations Committee to develop and conduct a membership campaign (6) that includes up-to-date, multi-media informational materials (2, 3). The membership drive should also focus on expanding and increasing the participation of Extension workers from the 1890 and 1994 Insti-

tutions (16). Communication with Life Members must be maintained and increased by both the NACAA national office and state associations (15). In addition, state Extension Administrators must be continually educated that NACAA is a premier professional improvement organization (4).

NACAA must evaluate the current list of benefits, products and services offered and focus on those that are cost-effective, and relevant and useful to the membership. In addition, new methods, products and services should be developed (12). Specifically, NACAA should reconsider the publication of the Annual Report, or scale back the contents and associated effort to reduce workload (7). In addition, NACAA should develop and utilize a database for recording and reporting annual information (award recipients, presenters, etc.) which can be used for historical documentation and data analyses for planning and promotional purposes (7). NACAA must increase the visibility or members' knowledge of the goods and services we offer to members (8, 11), and utilize technologies (web site, e-mail, member database, list serves) to share information and resources (9, 10, 14) and enhance com-

munication among members (12, 13).

Efforts must continue to further enhance the professional improvement opportunities offered at the Annual Meeting and Professional Improvement Conference (AM/PIC), and increase member participation and satisfaction. NACAA should expand advertising for the AM/PIC through cost-effective methods such as e-mail, and include specific details on speakers, training sessions, etc. at the upcoming meeting (28). NACAA should insist that bidding states select dates that are not during the same week or month each year (17) and should further explore whether or not the AM/PIC should be held beyond the summer months (18). The AM/PIC length should not be shortened (18). NACAA should work to reduce costs of lodging (19), and continue to provide a reasonable registration fee (20). To encourage "first timer" attendance, NACAA should continue the registration fee waiver for this group, but it should be available regardless of the number of years the first-time attendee has been employed by Cooperative Extension (21). A buddy program should be developed, assisting first timers get oriented at the AM/PIC by partnering with an experience member (22). Life Member programming should follow historical program content and opportunities for social interaction and professional improvement (23). Family emphasis at the AM/PIC should continue as long as the costs do not place the organization at a financial disadvantage nor place an increasing financial responsibility or burden on the host state (24). An alternative 'ala carte' fee schedule should be considered for spouses and the Sons and Daughters Program (25), and spouses programs that are of interest to female and male spouses must be developed (26). NACAA should investigate the liability issues of providing market-value childcare or informing members of local childcare services that would be paid fully by the member (27).

Building Relationships with JCEP and other Professional Associations:

NACAA must work together with Joint Council of Extension Professionals (JCEP) to advocate for Cooperative Extension and the needs of our members. In addition, educational materials and opportunities that address common needs and issues should be jointly developed with our sister associations (29). New and relevant collaborations with non-Extension associations or professional societies should be pursued (30) particularly with groups that have desirable goods and services that would benefit NACAA and its members (31). In addition, NACAA should pursue jointly held meetings, co-sponsored workshops, etc. held in concert with or separate from the AM/PIC on a multi-state, regional or national level (32).

Different staffing patterns and effects on clientele:

NACAA has little impact on the conditions that have lead to difference staffing patterns across the United States. However, NACAA should play a role in developing educational workshops or programs that deal with issues and topics that come from such staffing patterns and are being faced by members (33). Mechanisms using technology should be developed to allow members to dialogue about issues or situations throughout the calendar year, not just at the AM/PIC (34).

Helping members understand issues better:

Broadly defined, helping members understand issues better includes helping them learn and utilize skills to do their job back at home. This is currently and primarily accomplished through the training and workshop opportunities provided at the AM/PIC. NACAA must adopt, develop and offer new and expanded programs, products and services beyond the AM/PIC to reach the over 80% of members that do not attend the AM/PIC. A NACAA refereed journal should be considered, allowing

members to publish their work and bring them recognition among their peers (35). However, NACAA should continue its historic investment in and representation on the Journal of Extension board, and encourage members to publish in this journal (36). NACAA must expand educational opportunities for members by developing in-depth synchronous and asynchronous training opportunities beyond the AM/PIC (37). These should be developed alone or in cooperation with other professional organizations, be held on a multi-state, regional or national level, and include topics beyond those that primarily focus on traditional production agriculture (38).

The roles of our national committees should be expanded or fine-tuned, and should not solely focus on AM/PIC workshops or review of award applications. Their year-round duties should be expanded to develop and offer instructional materials that can be shared with members through the state committee chairs using convenient and cost effective methodologies (39). NACAA corporate sponsors should also provide training materials on their products or services that can be shared through this mechanism (40). The membership database could be used by the national committees to develop list serves, blogs or other mechanisms to foster discussion on issues and topics amongst Extension peers and other professionals (41).

Is the NACAA mission changing?:

The mission of NACAA is not changing; rather the methods used to carry out this mission must be evaluated and adapted over time to ensure that NACAA remains effective and relevant. Relevance should focus not only on where we fit in the Extension system and with sister Extension organizations, but also to the members of the organization. NACAA should be the best at delivering what is needed to fulfill our mission to those who have joined the organization. In addition, the

diversity of our workforce – in assignments, responsibilities and work function, as well as demographics including race, religion, etc. – is changing. NACAA must meet the needs of this workforce and do so in a way that is fair, inclusive and welcoming (42).

NACAA should maintain the current name of the organization. Rather than focus on what we are called, energies should be focused on what we do to meet the educational and professional improvement needs of our members (43). To that end, NACAA must do a better job to educate the members and state association leadership of the committee structure and the roles and responsibilities that each council and committee has in the organization. Member familiarity and comfort with the structure must increase (44). All of these efforts require greater interaction and involvement of state officers and state committee chairs in the decision making and activities of these committees (45). NACAA must revisit the current committee structure and determine if a large and complex system of national, regional and state chairs are needed. Committee missions and objectives must be clearly defined and current activities and programming effectiveness in meeting these goals must be evaluated. This would increase understanding of the roles of these leadership positions and establish a performance standard that is expected to be met (46). The financial cost of the committee structure should be audited to determine its financial sustainability, and how to make it more effective and more cost-efficient (47). In order to bring new expertise to the committees, NACAA should adopt a policy that prohibits a retiring national chair or vice chair from serving on any other committee (not including upward movement to a council chair position or chairmanship of the current committee a vice chair is serving on) for a period of two or more years. These experienced vice chairs and chairs should assist in

filling vacancies from the state chairs they have worked with (48).

NACAA must develop mechanisms or institutional changes that reduce the real or perceived concerns about block voting or other region-centered actions. Increased communication at the AM/PIC through joint regional meetings, time for discussion at the AM/PIC prior to the voting delegate session, etc. should be instituted. A realignment of states into regional groups that provide a more equal distribution of member numbers should be explored (50). NACAA should develop a mechanism by which states can seek approval to merge state associations within the same region if they have low membership numbers or an inability to remain viable (51).

Increased Relationships with USDA – CSREES, and What role does NACAA play as a leader in the changing Extension System?:

NACAA must clearly define their relationship with USDA-CSREES as a separate organization and in concert with our sister organizations via JCEP. NACAA should be proactive in making the concerns, issues and needs of agricultural and natural resources Extension workers and their programs known. This outreach should be directed to USDA-CSREES administration and Program Leaders (52, 53), federal and state level decision makers (54), and University administrators and NASULGC (55). NACAA should develop materials, which compliment those of NASULGC and their lobbying group, that deliver budget information and other pertinent messages of need, accomplishment, activity and impact of the agricultural Extension workers across the United States (56).

Increasing Your Support for Promotion and Tenure Back Home:

NACAA can best support members in the promotion and tenure process at home by being a premier professional

improvement organization. Our awards programs and related recognition, leadership and service opportunities, and publication and presentation opportunities are of particular value to members. The NACAA Councils should review the existing award announcements and application procedures to enhance understanding and participation (57), and consider allowing peer nomination of award applicants to circumvent humility or lack of confidence of the agent that might prevent their self-nomination (58). For future planning efforts and to offer information to support members, NACAA should track participation numbers for all awards, pre-post conference seminars, etc. to assist members (who in your state won what?), alerting state administrators, and to analyze data trends of participation to assist in determining what we do with various award programs in the future (59). The development of a mentoring program or informational resources on mentoring for use by state associations should be explored by the Early Career Development Committee (62).

NACAA must continue to improve the professional improvement opportunities offered to members by the NACAA committees. This requires improved communication on all levels – from council chairs, to national committee chairs and regional vice chairs, and state committee chairs. NACAA must also conduct an in-depth survey to gather data from members of what topics, issues, and themes or needs they have and develop relevant programming (60). NACAA must look to develop new outreach methods and venues such as meetings and workshops beyond the AM/PIC, and technology and media based outlets for interaction and learning (61).

NEW SUSTAINABLE AGRICULTURE PROGRAMS ANNOUNCED

continued from page 1

farms and ranches to view firsthand the application of sustainable agriculture principles studied in the classroom.

Each fellow will have the opportunity to attend a workshop in each USDA/NACAA region; two in the first fiscal year, and two in the second fiscal year. Workshop sites will be determined by a fixed rotation cycle. The program will operate on a fiscal year beginning on July 1 and ending on June 30. No workshop will be held during the month of the NACAA Annual Meeting/Professional Improvement Conference (AM/PIC), but otherwise the selection of actual times will be left to those responsible for hosting the workshop in consultation with the fellows who will be attending.

The rotation among regions will proceed in this order: Western Region, North Central Region, Northeast Region and Southern Region. The Western Region and the North Central Region would each host a workshop during the first fiscal year and the Northeast and Southern Regions would host a workshop in the second fiscal year. Subsequent workshops would be held in the same regional rotation. States within the assigned region would host a given workshop.

Each regional workshop will require a commitment of at least three days: two half-days and one full day of activities, plus travel. The half-day sessions would involve classroom discussions and activities and the full day would be reserved for a tour of local programs.

In addition to the educational opportunity, successful participants of the Fellows Program will receive a USDA

SARE library courtesy of the Sustainable Agriculture Network (SAN) in Washington, DC, and a \$1,500 stipend to be used for program support, materials or hardware. In order for stipend monies to be released each fellow must submit a budget showing how the funds will be spent. The awarding of a full stipend will be dependent upon the fellow's participation in the training workshops. Those attending all four workshops will receive the full stipend. Those attending fewer will receive a stipend prorated according to his or her attendance.

Before the completion of the fellowship, each participant will be expected to conduct an educational or research program in their home state discussing or exploring some element of sustainable agriculture. This exercise will help the fellows crystallize in their minds, and in their Extension programs, the concepts and ideas learned from their experiences in the program.

A final report will be required of each fellow at the conclusion of their second year. The report will include a discussion summarizing their learning experiences and a detailed list of specific impacts gained from their fellow opportunity. It should also include a statement of how the stipend funds were used to enhance the individual's program. Receipts showing stipend expenditures will be submitted with the report.

Each year, the graduating class of fellows will have the opportunity to compete for the right to present a sustainable agriculture program to AM/PIC participants at a brown bag luncheon sponsored by USDA SARE. Selection of the winning fellow will be made by a committee appointed by the NACAA voting delegates to oversee the program. Selection will be based upon the quality of the implemented program as

described in the final report. USDA SARE will reimburse the winner up to \$600 in travel costs to and from the AM/PIC and \$1,000 in hotel/meals costs while at the AM/PIC.

Another opportunity to present before an audience of peers will come from the new and companion "Sustainable Agriculture Search for Excellence" program. The application process for this program will be separate from the application process for the Fellows Program and will follow the guidelines already set for Search for Excellence programs.

Members of NACAA in good standing with their state associations and with responsibility in agricultural production systems will be eligible to apply for both programs. State committee chairs and national committee chairs and vice chairs of the responsible committee will be ineligible to participate in this program.

The sponsor, USDA SARE, and the host, NACAA, both expect each successful fellow to use the training provided in a positive and meaningful way to teach sustainable agriculture elements and principles to targeted audiences. For example, fellows could volunteer to work with their state SARE leaders to inform local Cooperative Extension colleagues, NRCS field personnel and other agricultural professionals about sustainable agriculture. Fellows could also organize educational programs for farmer and rancher clientele to teach sustainable agriculture techniques. By disseminating sustainable agriculture information to targeted audiences, fellows can help further the mission of the sponsor and enhance the reputation of NACAA as a professional improvement organization.

Those applying for the program will complete a general NACAA application

New Sustainable Programs Announced

form that is presented in the January awards program booklet each year and prepare a written plan, not to exceed two typewritten pages on:

1. Why you wish to attend.
2. Details of your experience and past activities that would demonstrate the understanding of and interest in sustainable agriculture Extension programs.
3. A plan on how you intend to use the Fellows program information in your local Extension programs and the evaluation methods you will implement.
4. The potential impacts and expected results that your participation in this Fellows program could have on your Extension sustainable agriculture program.
5. The potential benefits to other professionals and clientele in their geographic area. Preference will be given to applicants who plan to train others (both Extension agents, other professionals and clientele) upon completion of the program.

It is expected that all applicants will have worked through the Sustainable Agriculture: Basic Principles and Concept Overview on-line course designed by USDA SARE. A thorough understanding of the basic principles and philosophies of sustainable agriculture are prerequisite to entry into the Fellows Program.

Successful applicants will be selected on the basis of:

1. The potential benefits to other professionals and clientele in their geographic area. Preference will be given to applicants who plan to train others (both agents and clientele) upon completion of the program.
2. Geographic and other diversity considerations. The preference and

expectation of the sponsor would be to select one individual each year from each of the four USDA/NACAA regions.

3. Experience and past activities of the applicant that would demonstrate an understanding of, and interest in, sustainable agriculture and alternative farming strategies.

There will be a weighted scale used to evaluate applications. All applications will be considered on the basis of:

1. The plan of Extension work following training (60 pts)
2. Experience and past Extension activities in sustainable agriculture (10 pts)
3. Local Extension program expected impacts, expected results and program evaluation methods (30 pts).

During the selection process, both NACAA members and SARE personnel will have an opportunity to screen the applications. The process will proceed in the following order:

1. The assigned NACAA committee will assemble the applications and do a preliminary ranking based upon their evaluation of the applications.
2. The committee will send copies of the applications and their rankings to a review team designated by USDA SARE for input and suggestions.
3. The SARE review team then returns their comments and suggestions to the NACAA committee for final review and notification of those selected.

The entry materials must be in the possession of the appropriate state committee chair by March 15, of each year. The state chair will check each application for completeness and forward the application(s) to the

committee regional vice chair by April 1. If no state chair exists then the application will be forwarded to the appropriate regional vice chair from the correct committee. The national committee will make their selection by April 15 and send the names of the proposed winners to the SARE review team for their input. Notification of status will be mailed by NACAA to each applicant by May 1. The successful applicants will begin their Fellowship on July 1 of each year.

Well, there you have it. We hope that this exciting new opportunity will pique your interest and inspire you to start thinking about your application. Look for the announcement of the new programs in the awards edition of "The County Agent" that will come in January of 2007.

Does your Land Grant University have Extension job listings or program announcements they would like to advertise? The County Agent Magazine is now accepting display and classified advertising. Contact NACAA at (217) 424-5144 for more information.

NACAA Hall of Fame Award

The NACAA Recognition and Awards Committee presented the first four recipients with the NACAA Hall of Fame Award at the 2006 AM/PIC. The Hall of Fame Award recognizes one member or life member from each NACAA region. Each state can nominate one individual. Based on a 500 word summary and three letters of support, the state nominees were evaluated on their Extension programming, state and national association activities and humanitarian efforts beyond the normal call of duty.

Our thanks to John Deere for sponsorship of the NACAA Hall of Fame Awards.



JOHN DEERE

2006 North Central Region

Hall of Fame Award

Robert M. Voboril

Nebraska 33 Years - retired 1991

His Extension programs covered the full scope of diversified crop and livestock production typical of agriculture in East-Central Nebraska. Robert helped start the Nebraska Pork Expo which he managed for 33 years. He also started the Beef Cattle Classic, the Beef Cattleman's Expo, Area Sheep Days, Area Dairy Days, State Poultry groups, including youth judging and



projects. He started one of the first Farmer's Markets in Nebraska outside of Omaha and Lincoln.

Youth activities and programs have been an interest for Robert. Several special projects he created were adopted statewide. He is past board of director of the Nebraska Association of 4-H Development. He was instrumental in starting the Big Pal - Little Pal program in Columbus.

An active association member, Robert served as President of the Nebraska Association of NACAA and chair of numerous state committees; North Central Regional Director of NACAA for four years; Regional Chair for Life Members for six years, and has attended 32 NACAA AMPICs.

Community activities include: member and past chair of the Columbus Area Chamber of Commerce Ag Committee; founder of the Rural Recognition Program and Banquet; charter member and past chair of Platte College agri-business advisory committee; and charter member (chair 4 years) of Columbus Clean Community Systems Inc. Robert has been very involved in his church and the Knights of Columbus.

Comments about Robert included, "Robert exemplified the true Nebraska Extension agent" and "Robert's desire to continually educate himself has truly benefited the producers of Platte County and the surrounding area".

2006 Southern Region

Hall of Fame Award

J. Lowell Loadholtz

Florida 33 years - Retired 1994

His years of Extension work included 10 years in Escambia County and more than 22 years in Brevard County. His major program emphasis was in the areas of environmental awareness, agricultural production and policy and leadership development.

Lowell's programs were always among the first to introduce new forage and field crop varieties and innovative production techniques. His leadership in the area of environmental issues facing agriculture was well ahead of its time. He was instrumental in bringing to the table interested parties to find solutions to surface water related challenges in the St. Johns River Basin. Lowell initiated an annual Water Issues Conference to educate all involved.

His emphasis on communicating to his clientele led Lowell to write more than 1500 publications and conduct a daily radio program which ran for thirteen years.



NACAA Hall of Fame Award

He served as FAAAA president in 1980-81 and chaired numerous committees. He served NACAA as chair of two committees and as Southern Region Vice-Director and Director from 1984 -1988.

Lowell's involved style includes many community activities. Within his church he has served many duties including coordinating the Deacon's homebound ministry. He is a 34-year member of the Rotary Club of Cocoa and was named Rotarian of the Year in 1993.

Comments about Lowell include: "Lowell Loadholtz is a man of integrity who has spent his lifetime living his beliefs and giving back to his fellow man" and "Lowell has worked above and beyond the call of duty, both in his private and public life, because he intended to make a difference - and he has!"

2006 Western Region Hall of Fame Award

Dave Phillips

Montana 31 years

He served as County Agriculture Agent eight years in Yellowstone County, twenty-two years in Fergus County and currently as Central Region Department Head. While in Fergus County Dave's work focused on total integrated farm and resource management. Components included beef cattle, sheep and wool production, range resource management, integrated pest management, small grain and forage production, farm/ranch financial management and agricultural marketing including value added enterprises.

Accomplishments included, formation of three marketing clubs, establishing a Range and Pasture Management Group, utilizing SARE grants to evaluate grazing forage species and brush control meth-

ods and helping over seventy families through an intensive Western Integrated Ranch Education program. Dave's 4-H and youth programs emphasized developing teens and volunteers to become community leaders.

Association activities include: 1982 NACAA AM/PIC Chair in Billings, Montana, Western Region Vice-Chair for Extension Programs, Western Region Vice-Director and Director, and NACAA President in 1990. He continues to serve on the NACAA Policy Committee. Dave has attended twenty-three NACAA AM/PICs.

Dave serves on the Central Montana Fair Board, the governing board for the Central Montana Medical Center, board of directors for Educational opportunities and as a volunteer for Hospice of Central Montana. He and his wife are on the marriage preparation team for their church. Dave is a past chair of the school board and past President of the Lewistown Chamber of Commerce.

Comments about Dave include: "He is a tireless worker and his involvement in various activities helped make our community a better place" and "When Dave Phillips speaks, people listen".



2006 Northeast Region Hall of Fame Award

Duane G. Duncan

Pennsylvania 45 years - retired 2003

He served as Penn State Agriculture Extension Agent coordinating and providing educational programs for farm families in Adams and Cumberland Counties. Duane served 36 years of his 45 years as Extension Director in Cumberland County.

Duane initiated taking "Cow to School" programs to the nine County School Districts' Elementary Schools (1974-2002). Over 80,000 students have participated. He developed "Ag Leaders" • a group of Farm Leaders who meet every six weeks to discuss educational opportunities and local farm concerns, established a Future of Cumberland County Agriculture Organization (FOCCA) to help preserve agriculture in the county.

He was one of three organizers of the Pennsylvania Young Cooperative Couple's Conference developed in the early 70's. Duane served as Program Chair for the conferences held annually from 1973-2002.

Extension teamed up with Farm Organizations, Trauma Society, and Red Cross to develop a Farm Safety Day. Over 1200 youth have participated in this day-long event in the last ten years. He served as Secretary of the Pennsylvania Junior Dairy Show from 1972-1991.



Duane received the NACAA Distinguished Service Award in 1980 and including this year has attended 44 NACAA AM/PICs. He served as



Master of Ceremonies of the NACAA 4-H Talent Shows 1972-1973; served as NACAA Regional Director 1988-1989 and as Secretary of NACAA 1995-1998.

Comments about Duane include: "Duane has always been available and knowledgeable" and "Perhaps his strongest attribute is the concern he has for the betterment of the community as a whole".

The County Agent

The County Agent is a publication of the National Association of County Agricultural Agents
President: Chuck Otte

Editor: Scott Hawbaker -
Greendell Publishing
252 N. Park Street, Decatur, IL 62523
(217) 424-5110 • Fax (217) 424-5115
e-mail: nacaemail@aol.com
<http://www.nacaa.com>

Volume LXVII No. 4 October, 2006 The County Agent (ISSN 0164-3932) (USPS 0134-900) is published four times per year (Jan., Apr., Aug. Oct.) by the National Association of County Agricultural Agents, 252 N. Park Street, Decatur, IL 62523. Subscription price is \$10.00 annually and is included as part of an active member's dues. Periodical Class postage paid at Decatur, IL.

Submit articles and photos to Greendell Publishing at the address listed above.

POSTMASTER: SEND ADDRESS CHANGES TO:
The County Agent - National Association of County Agricultural Agents
Editor: Scott Hawbaker
252 N. Park Street, Decatur, IL 62523

NACAA President Chuck Otte PO Box 28 Junction City, KS 66441 Ph: (785) 238-4161 Fax: (785) 238-7166 cotte@ksu.edu	NACAA President Elect N. Fred Miller 1175 S. Brady Avenue PO Box 389 Newton, NC 28658 Ph: (828) 465-8240 Fax: (828) 465-8428 Fred_Miller@ncsu.edu	NACAA Vice President Richard Gibson 820 E. Cottonwood Ln., Bldg. C Casa Grande, AZ 85222 Ph: (520) 836-5221 Fax: (520) 836-1750 gibsonrd@ag.arizona.edu
NACAA Secretary Leon Church 3301 East 10 th Amarillo, TX 79104 Ph: 806.373.0713 Fax: 806.373.7946 l-church@tamu.edu	NACAA Treasurer (until 12/31/06) Chuck Schwartau 863 30th Ave SE Rochester, MN 55904-4915 Ph: (507) 536-6301 Fax: (507) 280-2872 cschwart@umn.edu	NACAA Treasurer (beginning 1/1/07) Paul Wigley PO Box 309 Southwest Morgan, GA 31766 Ph: (912)849-2685 Fax: (912)849-2026 E-Mail: pwigley@uga.edu

UF IFAS UNIVERSITY of FLORIDA

For complete descriptions, minimum qualifications, application deadlines and information on how to apply, please go to <http://personnel.ifas.ufl.edu/pjobs.html>

District Extension Director, Central District, Gainesville, FL Position# 0001-3941

The District Extension Director reports to the Associate Dean of Extension, Institute of Food and Agricultural Sciences (IFAS) and provides leadership and support for the administration and supervision of the total Extension program within the counties of the Central District. Candidates must possess an earned Ph.D. in agriculture, natural resources, family and consumer sciences, educational administration, extension and adult education, other behavioral science areas, a combination of these disciplines, or a closely related field. Applicants must be qualified for a tenured appointment at the rank of Associate Professor or Professor in one of the departments in the College of Agriculture and Life Sciences. Cooperative Extension experience is required, with county Extension experience preferred. Applicants should submit the following: (1) a letter of application stating their interest in the position, qualifications relative to the duties and responsibilities stated above, previous professional responsibilities and achievements and how these relate to the District Director position; (2) transcripts relative to degrees obtained and (3) a curriculum vita that includes a biographical sketch, administrative leadership and managerial skills, academic training and professional experience relative to the qualifications specified. Also, provide the names, addresses, e-mail addresses and telephone and fax numbers of four individuals from whom letters of recommendation may be solicited. Review of applications will begin on December 15, 2006 and will continue until the position is filled. Women and minorities are encouraged to apply. Nominations and Applications should be forwarded to: District Director Search, Institute of Food and Agricultural Sciences, IFAS Office of Human Resources, University of Florida, 2038 McCarty Hall, P.O. Box 110281 Gainesville, FL 32611-0281; Telephone: +1.352.392.4777; FAX: +1.352.392.3226; E-mail: ransom@ufl.edu

The University of Florida is an equal employment opportunity employer

Call of the Week



We encourage County Agents to submit some of their humorous, strange or unusual calls you've had over the years. These are the ones that make you shake your head in amazement or just tickle your funny bone. We know you've had some. Take a minute and E-mail them to us at nacaaemail@aol.com or send them by snail mail to NACAA, Attn: Call of the Week, 252 N. Park St. Decatur, IL 62523.

One afternoon several years ago while trying to figure out how I was going to keep up I received a call from an employee of one of the chemical industries here. He said "A bunch of us guys at work have a question you might could answer. Which way does a pigs tail curl? You see we have this little betting pool and we need to know who is right." A multitude of thoughts went through my mind. Foremost was that here was a group of guys who were making twice what I was and they had time to think up a question to bet on that would in no way improve their lot or productivity in life while I was up to my eyeballs in alligators trying to get some things done that might affect some

young persons life in a positive way! I replied" Well I guess it curls whichever way the pig wants it to but if you have to know for sure I can give you the names of some folks that have pigs and ya'll can find out first hand."

A second most unusual call came one morning precisely at 8:00. A lady asked " Do ya'll have or keep a list of everyone who died in Calcasieu Parish?" I was taken back a little with the question but it was rather easy to answer. I replied" No Ma'am we don't keep a list like that but if you don't mind me asking why did you call us?" She replied " Ya'll were the first ones listed in the book under Calcasieu Parish." I then asked her why she needed that information. Her reply made sense. " I work at an adult care facility and my job is to notify clients when we have space available for them to move in. I try to keep up with the obituaries but sometimes I miss one and call to let them know they can move in and am told they died last week." I learned then that it is important to find out what the real question is or what is the motive behind the question before dismissing it. I did suggest that she contact the Coroner's office as they have to issue death certificates and she was delighted. The only problem I had then was to figure out how to code that on my LEMIS!

*Jerry G. Whatley
County Agent
Calcasieu Parish*

www.nacaa.com

ANNUAL MEETING AND PROFESSIONAL IMPROVEMENT CONFERENCE DATES

2007

Grand Rapids, MI . . . July 15-19

2009

Portland, Oregon.....September 20-24

2008

Greensboro, North Carolina...July 13 - 17

2010

Tulsa, Oklahoma.....July 11-15

The County Agent

POSTMASTER: SEND ADDRESS CHANGES TO:
The County Agent - NACAA, 252 N. Park Street
Decatur, IL 62523 - Attn: Scott Hawbaker



*****ALL FOR ADC 64240

Charles Otte
119 E 9th Street
PO Box 28
Junction City KS 66441-0028

S63 P6