

Ohio JCEP Board Meeting Minutes January 11, 2016

Attending the 1:15 PM meeting in Ag Admin Auditorium were: Pam Montgomery, Nate Arnett, Laryssa Hook, Rob Leeds, Jessica Rockey, Joy Sharp, Cassie Turner Anderson, Lisa Barlage, Shannon Carter, Chris Kendle, Jacqueline Kowlowski (for Stephen Brady), Amy Stone, Pat Holmes, Tony Nye, Curtis Young, Jerry Iles, Mary Griffith, Marilyn Rabe, Godwin Apaliyah, Laura Fuller, Jackie Kirby Wilkins, Doug Foxx

Call to Order – Pam Montgomery, President called the meeting to order.

Officer Reports

- President: Pam Montgomery – no updates to report.
- President Elect: Rob Leeds – no report.
- Past-President: David Marrison – unable to attend, no report.
- Secretary Report: Laryssa Hook – It was noted that report summaries from each committee chair should be sent to Laryssa at hook.26@osu.edu for inclusion in the minutes. The minutes of the October meeting were approved as distributed.
- Treasurer's Report: Nate Arnett – Nate reviewed the budget and actual expenses for 2015. The printed Treasurer's Budget Report showed 292 members, a projected income of \$41,000.00, and projected expenses of \$40,425.00. 2015 actual income was \$41,817.45 and actual expenses were \$28,347.72. Current checking account balance was \$88,086.16, with available checking account funds of \$102,942.06. Endowment account earnings and a conference endowment account bring the total available JCEP Funds to \$140,393.79. Cassie moved, Joy seconded to approve the Treasurer's report. Motion passed.
- Analyst Report: Marilyn Rabe – no report

Retiree/Life Member Report – Nicola Eyre & Becky Cropper – unable to attend today.

Pam read an email report from Becky. The retirees wish to thank the board for the approval of \$250 for the retirees picnic on September 12, 2016. The meeting site is Beck's Hybrid Facility just east of Farm Science Review. The Snowbird reunion is slated for February 4, 2016 in Sarasota, FL. Mike Haubner serves as the chair of this event. Joyce Smith continues to serve as the communication link for retirees. She would appreciate any death notices or information on retirees sent to her at flowerpot.12@att.net. Current chairs may also be notified at cropperbecky@hotmail.com or eyre.1@osu.edu

Committee Reports

- **Global Relations** – Jackie Kowlowski, chair-elect, reported in place of Stephen Brady. After a review of 2015 accomplishments, the discussion centered around creating awareness of the committee and setting goals for the 2016. Brad

mentioned that there was some dialogue in previous years regarding Michigan State University's JCEP Global Relations Committee. It seemed they had some interesting programs and study tours. Brad offered to try and find out more information. He also suggested that pursue a closer relationship with the CFAES office of international programs and will try to set up a meeting with the Office to brainstorm some ideas as well as a meeting with the new Fulbright program for young professionals. Carol mentioned that an acquaintance of hers had completed a service learning opportunity with the AgriCorps volunteer program and was going to find out more information about this program. Jacqueline suggested exploring opportunities that would help connect Extension to programs that would provide opportunities for person to do "international" work that wouldn't necessarily require travel. Are there any opportunities for curriculum development, virtual exchanges, or train-the-trainer webinars? Another important point that Brad made was that this committee could help CFAES determine where resources are for international visitors. For example, if visitors wanted to a tour of vegetable farms, this committee could help identify sites. By the end of 2016 the committee: 1) would like to be able to develop a proposal to present information about the committee at the annual conference and 2) possibly write an article for Journal of Extension regarding the value of international work to Extension professionals. The committee also hopes to have one solid international study tour available in 2017 for Extension professionals. Some action steps for the next meeting were: 1. Jacqueline and Kelly will work on an information brochure to market the committee. 2. Jacqueline will compile a list international opportunities for Agriculture and Natural Resources Educators (and will try to find some from other program areas as well). 3. Brad will try to find the contact information for the MSU. 4. Brad will schedule a meeting with the CFAES International Programs office and the Fulbright office. 5. Carol will try to find out more information about the AgriCorps program.

- **Marketing** – Mary Griffith – The marketing committee met to set goals for 2016. The committee identified two priorities for 2016: website reorganization and development of promotional material to communicate the value of JCEP to new and existing members. Mary Griffith and Eric Romich will have access to the JCEP website, and the committee will work together to reorganize the site to make it more user-friendly. The committee plans to produce video clips communicating the value of JCEP which can be shared with new and existing members.
- **Membership Recruitment & Retention** – Pat Holmes is co-chair with Carmen Irving.
- **Personnel** – Jerry Iles reported
- **Professional Development** – Curtis Young reported
- **Public Issues** – Jackie Kirby Wilkins – The JCEP Public Issues Committee was called to order and a welcome to and introductions of those in attendance and via phone conferencing occurred. A bit of time was spent reviewing the history and purpose of the subcommittee. Those who have been involved for many years were able to discuss the evolution of the committee.

A discussion of the proposed Plan of Work for 2016 was initiated and additional ideas were solicited. The subcommittee identified some initial priorities and determined interest in workgroup assignments. Key areas for initial deliverables included: 1) Training and development, 2) Tools and resources for Extension professionals, and 3) Identification of possible collaboration with the government relations office and ideas for their website. Workgroup interest will be solicited and the March meeting will focus on making plans relative to initial deliverables.

- **Resource Development & Management** – Doug Foxx – Reviewed and discussed overview of budget, dues income, expenses, and development funds. There will be two in state National Conferences in 2018. Discussed reasons for not renewing Fidelity Bond. Will look into cost of a basic Directors and Officers Liability insurance policy. Discussed plans for Campus Campaign email reminders encouraging people to donate to the JCEP funds. Tim will send Doug copies of what he sent last year. We will do 2-3 emails starting end of Feb and ending around end of March. We went through and spot checked the financial records against the checkbook register.
- **Scholarships, Grants and Recognition** – Cassie Turner Anderson – The committee is working on updates to the guidebook. We are also in the process of development a training for new and tenured professionals about the award process for each subcommittee. Fall award applications will post by August 1st and will be due October 1st. The first round of scholarship applications were due Feb. 1st and then extended to Feb. 15th.

State Presidents Reports

- **ANROP** – Amy Stone
- **ESP** – Lisa Barlage – Lisa shared the annual report is due the end of January. Lisa will be representing the chapter at the Leadership Conference in February in Los Vegas.
- **NACAA** – Tony Nye – The national meeting is in Arkansas. They will be nominating Gary Wilson for retiree award.
- **NACDEP** – Godwin Apaliyah – Outgoing President: 2015 president Myra Wilson handed over the “gavel” to incoming 2016 president Godwin Apaliyah. Vice President will be Laura Fuller. NACDEP Conference 2018: Ohio NACDEP will submit an application for the 2018 conference to be held in Cleveland. The application is due 1/31/16 and will be completed as soon as it is posted on the website. Cindy Torppa offered to help with the conference. NACDEP award nomination: NACDEP award nomination forms are not yet available; I will work on submitting nominees when details of nominations and forms are available. Future NACDEP Conferences: 2016 in Burlington, VT (NACDEP/ANREP). Eric Romich talked about the ANREP energy initiative. 2017 in Big Sky, MT (NACDEP/CDS) 2018 – Ohio is proposing for Cleveland (NACDEP only) Future Community Development Position: The acting director of CD, Brian Raison talked about the CD seed positions for a program coordinator or educator in Medina and Clermont counties. These positions will be funded by state CD funds for a period of one year. Then the counties will need to provide local funding to continue the positions. Community Leadership Curriculum: A group of extension professionals are working a comprehensive community leadership development curriculum for community

leadership – Godwin Apaliyah and Laura Fuller are leading this project. They gave an update of the project.

- **NAE4HA** – Joy Sharp – Joy reported we have 114 members. Membership dues are due to national by January 31. I have been asked to contact national 4- H to determine if there is a better way to submit national membership. NAE4-HA proposals are due January 15. Information to apply for national awards has been posted. This excludes service awards.
- **NEAFCS** – Chris Kendle – Chris reported that records reflect 55 NEAFCS memberships with new hires interested in joining as well. NEAFCS Annual Session will be held in Big Sky, Montana September 12-19, 2016. The online system is currently open for conference session proposals, posters (Showcase of Excellence), and awards applications. Proposals are due February 1. Ohio's deadline for awards is February 15 with selected awards going on to the national competition. Ohio's Family and Consumer Sciences program impacts are due in early March.

Old Business

- There were no items of old business.

New Business

- Board disposition/care of association records. As annalist, Marilyn asked for feedback on the types of files and data to keep for organizational history. There are many boxes and much of it is not necessary to keep. Cassie moved to create a group to look at creating a record retention schedule. Tony seconded. Motion passed. Marilyn will chair and the task group with Rob Leeds and Godwin Apaliyah as members.

Other Items

- Mary Griffith and Eric Romich are now the board members with access to maintaining the JCEP web site. Send items for posting to Mary at griffith.483@osu.edu or Eric at romich.2@osu.edu

Adjournment - Jerry moved to adjourn and Shannon seconded the motion. The meeting adjourned shortly after 11:00 am.

Upcoming Meeting Dates:

- March 21, 2016 (Committees 10 AM -12 Noon, Dialogue 12 Noon to 1:30 PM, Board meeting 2-4 PM)
- May 16, 2016 Carmen Connect (10 AM- 12 Noon)
- June 20, 2016 (Committees 10 AM -12 Noon, Dialogue 12 Noon to 1:30 PM, Board meeting 2-4 PM)
- September 19, 2016 Carmen Connect (10 AM- 12 Noon)
- October 17, 2016 (Committees 10 AM -12 Noon, Dialogue 12 Noon to 1:30 PM, Board meeting 2-4 PM)
- December 2016 Annual Conference Ohio Union

Respectfully submitted:
Laryssa Hook
Ohio JCEP Secretary

Ohio JCEP Board Meeting Minutes March 21, 2016

Attending the 2:00 PM meeting in Ag Admin Auditorium were: Pam Montgomery, Nate Arnett, Laryssa Hook, Rob Leeds, Travis West, Mary Griffith, Joy Sharp, Cassie Anderson, Amanda Douridas (for Tony Nye), Jessica Rockey, Christine Kendle, Shannon Carter, Jerry Iles, Marilyn Rabe, Laura Fuller (for Godwin Apaliyah), Jackie Kirby Wilkins, Steve Brady, Doug Foxx, David Marrison

Call to Order – Pam Montgomery, President called the meeting to order.

Officer Reports

- **President:** Pam Montgomery – Pam attended two functions since last meeting: OARDC & State Extension Advisory Committee Annual meeting on January 21 and the County Presidents' Farm Bureau Washington DC trip in March. Both were opportunities to meet supporters and advocates for OSU Extension. The Farm Bureau trip provided opportunity to meet with members of Congress and Department staff member, including Senator Brown and Senator Portman.
- **President Elect:** Rob Leeds – Rob attended Columbus Ag Day with OSU Extension and Ohio Farm Bureau, meeting with elected officials and supporting the two organizations.
- **Past-President:** David Marrison – David reminded us it is never too early to think about our successors. He will be putting together a nominating committee.
- **Secretary Report:** Laryssa Hook – It was noted that brief summaries from each committee chair should be sent to Laryssa at hook.26@osu.edu for inclusion in the minutes. It was moved by Doug and 2nd by Joy to approve the minutes of the January meeting as distributed. Motion passed.
- **Treasurer's Report:** Nate Arnett – Nate reported having 300 (262 returning and 38 new) members paying dues. Current checking account balance was \$104,600.28, with available checking account funds of \$119,634.00. Endowment account earnings and a conference endowment account bring the total available JCEP Funds to \$157,085.73. David moved, Doug seconded to approve the Treasurer's report. Motion passed.
- **Analyst Report:** Marilyn Rabe – The sub-committee to create a record retention schedule will work to get a meeting scheduled.

Retiree/Life Member Report – Nicola Eyre & Becky Cropper – unable to attend. Laryssa read an email report from Becky. Mike Haubner chaired the Snowbird Reunion largest turnout there has been in a few years. The Ohio date is September 12th at Beck's Hybrid Seeds east of the Farm Science Review. They recently completed a survey to see who was interested in serving as judges for 4-H projects that will be sent to educators later the week of March 21st. Thank you to those who keep them informed of deaths, major illnesses etc. Send to Joyce Smith at flowerpot.12@att.net or to chairs at cropperbecky@hotmail.com or eyre.1@osu.edu

Committee Reports

- **Global Relations** –Steve Brady – Committee talked about a main focus this year of increasing awareness of education about international opportunities with Extension by publicizing and supporting educators to attend the 2016 and 2017 International Extension Conferences. Committee members are gathering information about other faculty members in the college who are taking international learning tours.
- **Public Issues** – Jackie Kirby Wilkins – The Public Issues committee finalized plans around deliverables for the year and had additional commitments to join various teams. Gwen Wolford joined the committee meeting to talk about ways to support the Legislative Luncheon. A small group signed up to assist with the Legislative Luncheon registration table and connecting legislators with constituents. Another small group volunteered to host a team called “Critical Conversations” at the upcoming Innovate Extension workshop. This group will work on developing a variety of resources and training materials for understanding policy and working with government officials. Topics include:
 - What’s the legislative process and interface
 - Budget updates
 - Advocacy versus lobbying
 - Why does policy matter?
 - Training and development about the issues around county budgets
 - Training around the hot topics in the county
 - Keeping aware of what’s hitting the news for legislators
 - Sharing of legislative updates
 - Research briefs for each other and for legislatures

Additional individuals volunteered to assist with the Congressional Aids Tour August 18th and 19th.

- **Marketing** – Mary Griffith – The Marketing Committee filmed brief clips of OJCEP members sharing the value they see in being a JCEP member. The next step is to edit video clips and get them online so they can be used for promotion and recruitment. The committee is also working on reorganizing content on the OJCEP website. Mary requested as an action step that each committee look at their sub pages on the web to see what needs changed. David stated he will get the JCEP listserv mailing lists updated.
- **Membership Recruitment & Retention** – Carmen Irving – The JCEP brochure is being updated to send to new employees and post on the JCEP website. Nate Arnett suggested that mid-year membership ESP/JCEP in May/June for new staff only be pro-rated \$50 in June and \$125 in October for renewals and new staff. The Committee discussed ways to get the word out to potential members such as Welcome Fest. Maybe a Resource Station display at Annual Conference would help to talk with new staff and other non-members about Ohio JCEP. Members volunteered to contact Association Presidents or Membership Chairs by or before August 1st to Get National Association Fees for the On-Line Survey needed by August 1, so Kim and Debby can include in On-line membership survey.

Meeting adjourned by Chair, Carmen Irving. After this meeting, Carmen resigned and Pat Holmes, Co-Chair agreed to assume the 2016 Chair responsibilities for the Membership Recruitment and Retention Committee.

- **Personnel** – Jerry Iles - Chelsea Snider from HR attended their committee meeting as a guest for a Q & A session and to discuss medical leave act. They recommended getting handouts to CED's on this topic. The last salary study was done in 2007. The committee wants to address where we are in relation to other Land Grants, rather than comparing salaries within our system. Mike Hogan will follow up with Cheryl Buck on this. David Marrison stated that Faculty Senate does this regularly.
- **Professional Development** – Pam verbally reported on behalf of the committee, and Robbie Sigler provided a written report. Twelve members attended in person and 5 members called in. There was extensive discussion of the mentoring process and a mentoring model. Two distinct situations were identified: the mentoring process for P&T and the mentoring process for new educators and CEDs. Some work has been done on the construction of Handbooks for Mentors. It was generally agreed that regular regional or EERA meetings by program area are a very good thing and ought to be encouraged. In-service/content subject matter should be a component of these meetings. Pam stated the "Who does That" survey is on hold at this time.
- **Resource Development & Management** – Doug Foxx – Reviewed January and February income and expenses. They have sent out reminders about the Campus Campaign and supporting JCEP's account. The committee looked at their liability insurance bond for dishonesty. Cindy Buxton does not believe we need this anymore and is unnecessary. Cost is \$1000 if we want to renew.
- **Scholarships, Grants and Recognition** – Cassie Turner Anderson – Scholarship Subcommittee awarded all \$2000 from this round of applications for professional development. Award guidelines are being finalized for 2016. Award applications will be available by May 31st on the website. A training and awareness program is being developed. We had 19 of our members participate this morning in committee meetings.

State Presidents Reports

- **ANROP** – Amy Stone – unable to attend, no report.
- **ESP** – Lisa Barlage – Travis reported the following:
 - 2016 National Meeting (Cape May, NJ – Oct 24-27)
 - Deadline for RFPs was March 20; should know in June who will be presenting
 - National Committee Appointments are due April 1; Lisa will need to submit a support letter so don't wait until the last day
 - Chapter Recognition reports are due May 1 so Lisa is working on the report
 - Travis will be attending PILD representing Ohio ESP
 - Ohio submitted award nominees in every category for the second year in a row (and was the only state to do so)

- **NACAA** – Amanda Douridas – NACAA will meet June 15-17 for our summer retreat.

The NACAA Communications Awards regional and national winners are listed below. The national winners will receive their awards at the 2016 NACAA AM/PIC in Little Rock, AR.

Regional Award Winners

Jeff Fisher, Newsletter, Individual
Beth Scheckelhoff, Publication
Curtis Young, Published Photo and Caption

National Award Finalists

Jeff Fisher, Newsletter, Individual
Curtis Young, Published Photo and Caption

NACAA Applied Research and Extension Education Poster Competition winners are listed below. The first place winners in each category will move onto the national competition at the NACAA AM/PIC in Little Rock, AR.

Applied Research

1st – Clif Little: EVALUATION OF A NATURAL GROWTH PROMOTER
AMAFERM FOR LAMB FINISHING

2nd – Mark Landefeld and Chris Penrose: EVALUATING UREA NITROGEN
LOSSES IN STOCKPILED FORAGES

3rd – Jacqueline Kowalski: USE AND BUYING PATTERNS OF ETHNIC
VEGETABLE CROPS BY THE REFUGEE POPULATION IN CLEVELAND,
OH

Extension Education

1st – Amanda Douridas, Mary Griffith, and John Schoenhals: USING FIELD
DAYS TO MEET PESTICIDE AND FERTILIZER CERTIFICATION
REQUIREMENTS

2nd – Clifton Martin, Mark Mechling, and Chris Penrose: UNDERSTANDING
WATERSHED IMPACT BY MEASURING SOIL ORGANIC MATTER

3rd – Brad Bergefurd and James Jasinski: GREAT LAKES VEGETABLE
WORKING GROUP ADDRESSING INDUSTRY PRIORITIES

- **NACDEP** – Laura Fuller – Ohio has turned in application to host the national conference in 2018.
- **NAE4HA** – Joy Sharp – Joy Sharp attended JCEP in February. Kathy Bruynis will attend PILD in April. Three applications were received for the NAE4-HA first timers scholarship. One was selected and submitted to our Regional chair. Each region selects one scholarship recipient. We are hoping to hear about poster and presentation acceptances soon.

NEAFCS – Chris Kendle – Chris Kendle attended JCEP Leadership Conference and Shannon Carter will be attending the upcoming PILD Conference. Fourteen Ohio affiliate award nominees have moved on to the National awards selection process.

Proposals and Showcase of Excellence (poster session) submissions are currently being selected. Registration information will be made available in May. Each state is asked to purchase a Red Flyer wagon for the Opening Ceremony. The wagons will be decorated for a state tailgate party and then the wagons and contents will be donated to a children's charity.

Old Business

- There were no items of old business.

New Business

- The Board discussed the liability for dishonest bond that was brought up by Doug in his report. The policy holder has discontinued that policy. It would cover us if the treasurer would take funds. Cindy Buxton advised that legal action would happen to handle this situation. There was no action by the board, so the bond will not be renewed. It was suggested to consider liability for board members at a cost of about \$1000, as we are not protected as an OSU employee. Discussion was that based on the type of things the board does and we do not do much that would cause reason for being sued. The topic ended for lack of a motion.
- Annual Conference dates have been announced. They are December 6-7 at the Ohio Union. Annual Conference Planning Committee members will be Rob Leeds (Chair-elect) and Cassie Anderson (Awards & Recognition). Pam will email the Professional Development Committee for a representative.
- 2016 TERSSA Conference, the support staff national conference, will be in Ohio. CES is in the process of securing funds. Cassie moved and Laura seconded to donate \$1000 to sponsor the key note speaker. During discussion it was noted that we are proud to be in a position to offer this support to those that daily support us in the office. Motion passed.
- The purchase of a wagon for the NEAFCS conference was presented. Doug moved and Jerry seconded to donate \$50 toward the purchase. Motion carried.
- Nate requested the mid-year membership fee for new hires be approved at \$50. Steve moved and Shannon seconded. Motion passed.

Adjournment - Travis moved to adjourn and David seconded the motion. The meeting adjourned shortly after 3:30 PM.

Upcoming Meeting Dates:

- May 16, 2016 Carmen Connect (10 AM- 12 Noon)
- June 20, 2016 (Committees 10 AM -12 Noon, Dialogue 12 Noon to 1:30 PM, Board meeting 2-4 PM)
- September 19, 2016 Carmen Connect (10 AM- 12 Noon)
- October 17, 2016 (Committees 10 AM -12 Noon, Dialogue 12 Noon to 1:30 PM, Board meeting 2-4 PM)
- December 2016 Annual Conference Ohio Union

Respectfully submitted:
Laryssa Hook
Ohio JCEP Secretary

Ohio JCEP Board Meeting Minutes May 16, 2016

Attending the 10:00 AM web meeting was: Pam Montgomery, Rob Leeds, Laryssa Hook, Nate Arnett, David Marrison, Jessica Rockey, Joy Sharp, Amanda Douridas, Laura Fuller, Jackie Kirby Wilkins, Tony Nye, Shannon Carter, Becky Cropper, Pat Holmes, Amy Stone, Marilyn Rabe, Jerry Iles, Steve Brady, Godwin Apaliyah

Call to Order – Pam Montgomery, President called the meeting to order at 10:10 AM. Due to internet connectivity issues at Pam’s office, Rob Leeds took over leading the meeting after his report.

Officer Reports

- **President:** Pam Montgomery – Pam will attend State Extension Advisory Committee in June.
- **President Elect:** Rob Leeds – Rob recently met with Farm Bureau state trustees.
- **Past-President:** David Marrison – Past-President: David Marrison – David reminded us it is never too early to think about our successors. He will be putting together a nominating committee by the next meeting.
- **Secretary Report:** Laryssa Hook – It was moved by Jackie and 2nd by Pat to approve the minutes of the March meeting as distributed. Motion passed.
- **Treasurer’s Report:** Nate Arnett – Nate reported we actually have 299 members instead of 300. Someone filled the membership form out twice. There are no new life members yet for this year. In regards to revenue, endowment funds are not yet in. Expenses are related to scholarships and conferences. Current checking account balance was \$100,381.13 with available checking account funds of \$115,414.85. Endowment account earnings and a conference endowment account bring the total available JCEP Funds to \$153,599.10. David moved, Joy seconded to approve the Treasurer’s report. Motion passed.
- **Analyst Report:** Marilyn Rabe – No report.

Retiree/Life Member Report – Becky Cropper – There was not a lot of response to the survey for those retirees willing to judge 4-H projects, but they hope we find it helpful.

Committee Reports

- **Global Relations** – Steve Brady – No report.
- **Marketing** – No report.
- **Membership Recruitment & Retention** – Pat Holmes – Since the last meeting the Membership Recruitment and Retention Committee members:
 - Reviewed last year’s brochure making minor changes per suggestions.
 - Tested the mid-year recruitment e-mail which will be sent out May – June with the help of Kim Showalter.

- **Personnel** – Jerry Iles – No report. Minutes from the March 21 meeting were submitted.

The JCEP Personnel Committee met on March 21, 2016

Those in attendance were: Kathy Bruynis, Mike Hogan, Jerry Iles, David Marrison, Lisa McCutcheon, Joy Sharp, and Rhonda Williams

Jerry Iles, Committee Chair, called the meeting to order at 10:05 a.m.

Lisa McCutcheon moved to accept the minutes with the following correction: the date of the next meeting should be March 21 not March 28. Seconded by Rhonda Williams

FMLA – Discussion with Chelsea Schneider, FMLA Administrator

- Chelsea passed out a handout regarding FMLA. She proceeded to explain the FMLA process. (See Attached) She stated that paperwork would be sent out when three or more consecutive days are missed.
- If a person is enrolled in short term disability, they will receive up to 60% of their salary and can supplement with vacation time to bring salary up to 100%. This can be used for maternity leave. However, the employee must be enrolled in order to use this benefit.

Salary discussion

- Joy Sharp found a salary study that was completed in 2007. It contained the breakdown per category, average and mean. The previous studies were done on a regular schedule.
- Jerry Isles sent the study to Amy Burns.
- Is it beneficial to complete another study? Items discussed that might be beneficial as part of the study:
- Comparing if the change in the beginning salary is working?
- Look at starting salaries (Educator I, II, III or faculty/program area).

Questions continued regarding is there a purpose for the study:

- How will this data be used?
- Where is it going? Where do we go from here?
- Who do we formally request one from?

Discussion perused with David Marrison regarding bench mark institutions.

- Who are we comparing? Big plus University of Chicago (CIC?)
- Land grants in North Central Region?

Promotion and CED discussion on the following:

- There is room for improvement in the A&P process
 - There are incentives for switching to Faculty
 - County Director pay needing revisited – Roger Rennekamp is looking into it currently
 - Should stipend for County Directors go up with the annual pay raise?
- Next meeting will June 20th.

Joy Sharp moved to adjourn the meeting and seconded by Rhonda Williams.

Respectfully submitted, Kathy Bruynis

- **Public Issues** – Jackie Kirby Wilkins

- Legislative Luncheon

- We had a small group of members attend and assist with the Legislative Luncheon on April 26th. Thank you to David Crawford, Debbie Brown, Laura Norris, Laura Fuller, and Mimi Rose for their assistance.

- Innovate Extension

- A contingency of members participated in the Innovate Extension session to work on the team entitled, “**Critical Conversations**” with a goal of developing a proposal for future innovative work. Members of our JCEP Public Issues Team (David Crawford, Debbie Brown, Lisa Siciliano-Miller) and a few of our regional directors (Jeff McCutcheon and Cynthia Torppa) joined me and our innovation coach from Texas A&M (Daphne Richards) to develop our “pitch” to the judges. I’m thrilled to report that we not only had a wonderfully productive meeting but also **won 1st Place!** This recognition comes with dollars to fund our efforts. The goal is to have a variety of these ideas initiated at our next meeting with our small workgroups taking the lead on various aspects. Our role will be to address those “conversations” that focus on working with elected officials and funders on public issues, which match our previously identified deliverables goals for this year.

- **Professional Development** – No report.

- **Resource Development & Management** – No report.

- **Scholarships, Grants and Recognition** – Rob Leed – Scholarships sub-committee recently awarded eight professional development scholarships. The number of applicants was up. Efforts have been in place to increase knowledge of scholarship and award opportunities.

State Presidents Reports

- **ANROP** – Amy Stone – They are currently preparing for the dual conference in Vermont.

- **ESP** – Nate reported at the meeting that conference registration is coming out. Travis emailed the following report after the meeting:

- **Ohio ESP Report**

- 2016 National Meeting (Cape May, NJ – Oct 24-27)
 - Acceptances have been sent out for National Conference sessions, but still

- waiting on poster acceptance e-mails
 - Travis West attended PILD representing Ohio ESP; sessions were valuable and provide resources for advocating within your county or region for Extension programming.
 - Lisa submitted the ESP National Chapter of Merit application and Membership Award
 - Nate Arnett submitted his application to run for National ESP North Central Region Vice President
 - Several Ohio members submitted applications for reappointment to National committees
 - Ohio officers are currently submitting votes for Regional and National awards selections.
- **NACAA** – Tony Nye – Ohio NACAA will meet June 15-17 for our summer retreat and they are working on final schedule. Registration information is coming out soon.
 - **NACDEP** – Laura Fuller – No report.
 - **NAE4HA** – Joy Sharp – 2016 NAE4-HA Conference: Hotel is open for reservations. There have been some issues with the hotel already filling up or rooms not available on the last night. The hotel is working on these and has asked us to give them time to sort out the issues. Conference registration opens June 1.

Joy is collecting information for accepted posters, seminars, etc. She has received information on 35 acceptances so far. If you have an acceptance and have not sent me the information, please do so.

Jessica Rockey is working on State's Night Out. We will send out an email to everyone around June 1 with information on State's Night Out, the acceptance list to check and any updates on conference and hotel registration.

- **NEAFCS** – Chris Kendle – National conference housing is filling up quickly. Registration will start soon.

Old Business

- There were no items of old business.

New Business

- There were no items of new business.

Adjournment - Laura moved to adjourn and Amanda seconded the motion. The meeting adjourned shortly after 11 AM.

Upcoming Meeting Dates:

- June 20, 2016 (Committees 10 AM -12 Noon, Dialogue 12 Noon to 1:30 PM, Board meeting 2-4 PM)
- September 19, 2016 Carmen Connect (10 AM- 12 Noon)
- October 17, 2016 (Committees 10 AM -12 Noon, Dialogue 12 Noon to 1:30 PM, Board meeting 2-4 PM)

- December 2016 Annual Conference Ohio Union

Respectfully submitted:

Laryssa Hook

Ohio JCEP Secretary

Ohio JCEP Board Meeting Minutes June 20, 2016

Attending the meeting was: Pam Montgomery, Shannon Carter, David Marrison, Nate Arnett, Lisa Barlage, Jerry Iles, Godwin Apaliyah, Amy Stone, Jackie Kirby Wilkins, Rob Leeds, Mary Griffith, Jenna Hoyt, Pat Holmes, Becky Cropper, Amanda Douridas, Jacqueline Kowalski

Call to Order – Pam Montgomery, President called the meeting to order at 2:08 PM.

Officer Reports

- **President:** Pam Montgomery stated that she attended the state extension advisory committee earlier in June and saw the document that Roger Rennekamp distributed regarding the draft document of new impact areas.
- **President Elect:** Rob Leeds mentioned that we should utilize Roger Rennekamp's 'open door' policy to share concerns, ideas and suggestions.
- **Past-President:** David Marrison share that he will soon pull together 1st VPs via conference call for nominations for next year's officers for Pres Elect and 2nd VP for program areas. If you have suggestions for nominations, let David know in order to prepare for election of officers this fall.
- **Secretary Report:** Shannon Carter is taking notes for Laryssa Hook. Pam Montgomery asked for corrections or additions to the last minutes. Jerry Iles reported that Personnel committee amended /corrected minutes from their last committee meeting that morning; "there are incentives for switching to Faculty" instead of 'Facility'. David Marrison moved to approve the minutes as corrected. Mary Griffith seconded the motion. Motion carried.
- **Treasurer's Report:** Nate Arnett reported there were 299 members and after the mid-year cycle, we gained 7 new members, for a total membership 306. Current checking account balance was \$98,936.05 with available checking account funds of \$113,769.77. Endowment earnings and a conference endowment account bring the total available JCEP funds to \$151,954.02. Rob Leeds moved to accept the report; Amanda Douridas seconded; motion carried.
- **Analyst Report:** Marilyn Rabe – No report.

Retiree/Life Member Report – Becky Cropper reported that the Retirees Picnic will be held September 12 at Beck's Hybrid facility, east of FSR. They are hoping to increase attendance with incentives this year.

Committee Reports

- **Global Relations** – Jacqueline Kowalski reported for Steve Brady. Their committee is exploring available opportunities for Extension professionals to engage in international study. They are working with International Programs Department to determine Extension interest and specialties so connections can be made. Committee will be sending survey to each program area regarding interest in International Study; also working on fact sheet for Extension staff working in

international studies.

- **Marketing** – Mary Griffith reported they are creating on promotional video on the benefits of joining JCEP.
- **Membership Recruitment & Retention** – Pat Holmes shared that their brochure has been posted on website and is ready for events such as alumni picnic. Tammie Jones will be co-chair, becoming chair in 2017. Mid-year membership survey sent to new staff, 7 joining. The committee will review the membership survey to get ready for fall 2016. August 8 – Carmen Connect meeting to finalize survey. New Educator workshop October 13 & 14 – to encourage membership. Discussion: Jackie Wilkins asked about ongoing online membership. Nate explained main membership drive October to catch most; another round early January because most national organizations is Feb. 1 so folks get benefit of national membership; focus is so they can get 1st year discount for national membership. Pat thought they could just make slight revisions as opposed to completely reviewing survey couple times per year.
- **Personnel** – Jerry Iles – The committee discussed overtime vs comp time and found last salary study was in 2007. They plan to invite Amy Burns and Roger to next meeting. County Director is pay not enough for amount of work – it is being discussed in Admin Cabinet. They also discussed program track for some positions (program assistant, program manager, etc.) and discussed the amount of time takes to hire summer assistants or interns – due to slow background checks at the BCI level.
- **Professional Development** – Jenna Hoyt reported for chair. The committee looked at their purpose – focusing on not re-recreating other efforts. They are sending chair and chair elect to serve on ad hoc committee of Admin Cabinet that will be looking at Professional development in Extension. The committee discussed the October New Educator retreat.
- **Public Issues** – Jackie Wilkins reported that the committee contributed to Legislative Luncheon process; talked with Gwen about training new CEDs and working with elected officials.
- **Scholarships, Grants and Recognition** – Pam read submitted report and Rob Leeds added they had 2 applicants for 1st time scholarship. Award applications should to be ready by June 1.
- **Resource Development & Management** – No report.

State Presidents Reports

- **ANROP** – Amy Stone – The fall study tour open to members and non-members
- **ESP** – Lisa Barlage – ESP conference is October 24-27 in NJ and registration is open. She is sending email tomorrow to encourage attendance; numerous award recipients from Ohio.
- **NACAA** – Amanda Douridas reports they just finished ANR retreat last week, including tours and sessions. The annual national meeting begins July 24.

- **NACDEP** – Godwin Apaliyah – Joint conference with ANROP; organizing a joint night out.
- **NAE4HA** – Pam read Joy Sharp’s report – It is time for registering for NAE4HA; there were some hotel issues and now a 2nd hotel option is open. Early bird conference registration is due July 15. State’s night out information has been sent out, with payment due Sept. 1 to Jessica Rockey.
- **NEAFCS** – Shannon Carter shared The Ohio Affiliate of NEAFCS is gearing up for Montana (September 12 -16). Twenty-six Ohio educators will receive awards from 5 regional and 6 national categories. Additionally, Ohio will be represented through 4 concurrent sessions and 7 Showcase of Excellence presentations. Registration is open with early bird registration running through July 15.

Old Business

- An update on Annual Conference was raised. Pam sent in Rob Leeds name for the committee but to date he hasn’t been contacted. Pam will follow up with Jared Morrison.

New Business

- Nate Arnett requested \$47 to get a new roll of stamps; Pat Holmes moved to accept request; 2nd Lisa Barlage; motion passed.

Announcements - Pam shared that to order pizza, she figures 4-6 people per pizza; increased price to \$6. Came out about right today.

Adjournment - David Marrison moved to adjourn the meeting. Pam adjourned the meeting at 3 p.m.

Upcoming Meeting Dates:

- September 19, 2016 Carmen Connect (10 AM- 12 Noon)
- October 17, 2016 (Committees 10 AM -12 Noon, Dialogue 12 Noon to 1:30 PM, Board meeting 2-4 PM)
- December 2016 Annual Conference Ohio Union

Respectfully submitted:
Laryssa Hook
Ohio JCEP Secretary

Thanks to Shannon Carter for capturing notes.

Ohio JCEP Board Meeting Minutes September 19, 2016

Attending the web meeting was: Pam Montgomery, David Marrison, Laryssa Hook, Nate Arnett, Shannon Carter, Lisa Barlage, Jerry Iles, Godwin Apaliyah, Marilyn Rabe, Amy Stone, Doug Foxx, Joy Sharp, Pat Holmes, Stephen Brady, Tony Nye, Travis West

Guest: Karen Bruns joined the call for a report at the end of the meeting

Call to Order – Pam Montgomery, President called the meeting to order at 10:01 AM.

Officer Reports

- **Past-President:** David Marrison reported that the nominating committee met and will start presenting the opportunity to serve to potential candidates. They are specifically looking for to 4-H or CD as priority for the President-Elect position to keep the rotation in that position across program areas. They are also looking at needing to replace the analyst position. Secretary position is in the first of a two-year term and will not be on the ballot. Nate has agreed to be on the ballot for treasurer. They are also working on the program area positions.
- **President:** Pam Montgomery stated that she recently enjoyed a great day attending the retirees' picnic in London.
- **President Elect:** no report
- **Secretary Report:** Amy Stone moved to approve the minutes sent out. Pat Holmes seconded the motion. Motion carried.
- **Treasurer's Report:** Nate Arnett reported that he did an update on the overall funds of the organization, especially those held in University funds accounts. He particularly looked at the conference funds held in the endowment. He has added a line in the budget for better tracking of these funds. Current checking account balance was \$112,348.51 with total available funds of \$134,830.73. They will be doing a final audit with the financial committee for the annual meeting. Doug Foxx moved to accept the report; Joy Sharp seconded; motion carried.
- **Analyst Report:** Marilyn Rabe – No report.

Retiree/Life Member Report – No report

Committee Reports

- **Global Relations** – Steve Brady reported that the committee continues to work on a survey for Extension professionals (Educators and program staff) that attempts to capture interest level and feasibility of international opportunities and engagement options. They are working with the CFAES Internationals Programs in Agriculture office to also meet one of their needs of identifying Extension faculty and staff specialization/interest areas for the potential connection with international opportunities through the college. They are also jointly submitting a proposal to

present a workshop at Annual Conference around this topic.

- **Marketing** – No report
- **Membership Recruitment & Retention** – Pat Holmes shared she is working with Tammy Jones to begin transitioning Chair responsibilities to her in 2017. Tammy is putting together a display to be used at Extension Annual Conference and other events throughout the upcoming year. The national professional organization dues have been gathered, membership enrollment email reviewed. Kim Showalter will send the email invitation out Fall 2016.
- **Personnel** – No report
- **Professional Development** – No report
- **Public Issues** – Pam reported that the committee applied for \$20,000 grant to create Critical Conversation tool kits.
- **Resource Development & Management** – Doug Foxx reported that the committee will meet in October to review finances. They plan to encourage support of their fund in the campus campaign.
- **Scholarships, Grants and Recognition** – Laryssa provided an email update from Cassie Anderson. Award applications and nominations are due Oct 1st to the sub-committee chair for the given award. The training that was presented on Carmen is posted to the website. Scholarship applications have increased. Please encourage folks to apply for awards.

State Presidents Reports

- **ANROP** – Amy Stone reported that Tour plans continue for a fall tour/in-service. A tour of Darby Creek Preserve is currently being planned, including a presentation from someone from Honda to talk about their partnership with TNC and measures they are taking to make their site more environmentally sustainable. Honda owns and farms 6000 acres along a tributary that drains into Darby Creek, so we can even talk about their initiatives to address agricultural issues. This tour will be open to all, especially AgNR and CD. Myra Moss is working to confirm that tour date and that will be communicated to all.
- **ESP** – Lisa Barlage – The National Conference is in Cape May, New Jersey Oct 24 - 27. We have a small group going with a few presentations/posters and a number of award winners. She will report later on those who attend.
- **NACAA** – Tony Nye reported that Amanda Douridas would share info regarding their National Meeting participation and awards. Amanda email the following summary for the minutes:
 - Presentations: Eric Barrett, Jacqueline Kowalski, Brad Bergefurd, Mark Landefeld, Eric Richer, Ed Lentz, Peggy Hall, Curtis Young, Pam Bennett
 - Search for Excellence finalist: Peggy Hall and Barry Ward

- Communications North Central Region Finalists: Jeff Fisher- newsletter, Beth Scheklehoff- publication, Curtis Young- photo
 - Poster state finalists who attended in person: Clif Little, Mark Landefeld, Chris Penrose, Jacqueline Kowalski, Amanda Douridas, Mary Griffith, Clifton Martin, Brad Bergefurd
 - Distinguished Service Award: Clif Little
 - Achievement Award: Emily Adams
 - National SARE chair: Suzanne Mills Wasniak
 - Regional Vice Chair of the Agronomy and Pest Management Committee: Ted Wiseman
 - Emily Adams is National Vice Chair for Early Career Development
- **NACDEP** – Godwin Apaliyah sent a summary of the awards from their annual meeting in Burlington, VT.

The following is the breakdown of participants from Community Development and OSU Extension staff and others. There were: 12 OSUE CD, 1 CD emeriti, 2 administrators, 3 non-OSUE CD (4-H, ANR, SENR), 4 non-OSU collaborators, 1 ACEL grad student. In all there were 5 posters and 9 concurrent session presentations made by OSU Extension Community Development team.

Awards and Recognitions:

National award:

- Brian Raison for Educational technologies

Regional awards:

- Cindy Bond, Nancy Bowen, Joe Bonnell, Joe Campbell, Myra Moss, Eric Romich for educational materials
- Joe Lucente for excellence in CD work
- Brian Raison for educational technology and distinguished career (honorable mention)

National Officers and Committee Chairs/Members:

- Julie Fox – 2015-2016 Board Secretary
 - Nancy Bowen – 2016-2017 Board Treasurer, 2013-2016 Finance Committee Chair
 - Brian Raison – Communications Committee Chair
- **NAE4HA** –Joy Sharp reported NAE4-HA will take place in New Orleans the week of October 9. We have 58 people from Ohio registered. Jessica Rockey is finalizing details for State’s Night Out. She currently has 57 people registered. She just received the meeting registration list and will be comparing it with our State’s Night Out list and making sure everyone is set for national.

Ohio will be assisting with the North Central Regional Breakfast with the Silent Auction. An email was sent last week asking for gift cards for a gift card basket and volunteers to assist. Ohio will also have a host display booth to promote NAE4-HA in Ohio in 2018. Along with that, Sally McClaskey and Lisa McCutcheon have scheduled an NAE4-HA Ohio committee chairs conference call for October 3.

- **NEAFCS** – Shannon Carter reported the NEAFCS meeting was in Big Sky, Montana. There were 32 members attended (including 2 retired); 6 family members. Ohio had
 - 4 concurrent sessions; 7 posters
 - 9 awards, including 2 DSA, 2 CE
 - 5 competitive awards, (all teams) including 2 National 1st place: SMART START with Money, Teaching Preschoolers about Money – Melinda Hill & Carol Chandler and Successful Co-Parenting – Jamie Seger, Terri Worthington, Jim Bates, Carmen Irving, Lisa Miller

Old Business

- An update on Annual Conference was raised by Nate. Pam shared that the time for professional organizations is shortened and will be an hour, but last year there was time after the meeting and may be ok.

New Business

- Nate Arnett reminded everyone that annual reports will be due soon after the October meeting so now is a good time to look at what needs to be part of that report.

Guest Report

Karen Bruns joined the meeting to inform us of some changes to funding, part of which used to be OSU CARES funds. She reported that the funds are now under Collect and Collaborate Grants. Close to a \$1 million in funding is being made available through the University's Connect and Collaborate grants. OSU Extension is a partner in these grants along with University Outreach and Engagement, several other campus offices and community partners. The OSU CARES and Innovation grants will not be offered any longer, but instead we will fund projects through the Connect and Collaborate grants. JCEP members are asked to help promote among their Extension colleagues, applying for the grants; encouraging people to contact Ken Martin or Karen Bruns if they have questions; and to make Karen Bruns aware if you are hearing questions from your colleagues.

Adjournment - Pam adjourned the meeting at 10:49 a.m.

Upcoming Meeting Dates:

- October 17, 2016 (Committees 10 AM -12 Noon; noon- 1 PM, Lunch & dialogue with ADs; Board meeting 1-3 PM)
- December 6-7, 2016 Annual Conference Ohio Union

Respectfully submitted:
Laryssa Hook
Ohio JCEP Secretary

Ohio JCEP Board Meeting Minutes October 17, 2016

Attending the meeting was: Pam Montgomery, David Marrison, Laryssa Hook, Nate Arnett, Rob Leeds, Lisa Barlage, Jerry Iles, Godwin Apaliyah, Marilyn Rabe, Doug Foux, Joy Sharp, Pat Holmes, Stephen Brady, Tony Nye, Travis West, Curtis Young, Amanda Douridas, Heather Gottke, Jessica Rockey, Cassie Anderson, Jackie Kirby Wilkins

Call to Order – Pam Montgomery, President called the meeting to order at 1:11 PM.

Officer Reports

- **President:** Pam Montgomery stated that she attended the retirees' picnic in London. Roger is working on ways to get communication out to our retirees. The State Extension Advisory Committee for Extension & OARDC is starting work on the biennium budget. They are also addressing impact areas and program needs.
- **President Elect:** Rob requested committee chairs get materials for the JCEP annual report to him by Monday, November 7th.
- **Past-President:** David Marrison reported the nominating committee met on September 19, 2016 and discussed candidates for 2017 leadership. The committee consists of David Marrison, Pam Montgomery, Rob Leeds, Amy Stone, Lisa Barlage, Tony Nye, Godwin Apaliyah, Joy Sharp, Chris Kendle and Becky Cropper. We have the following candidates as of today:

2017 Ohio JCEP Nomination Slate

Immediate Past President- Pam Montgomery

President- Rob Leeds

President-Elect- Kate Shumaker (FCS)-Holmes County

Annalist- Michelle Treber, Beth Boomershine

Secretary- Laryssa Hook (2 year with 2 term limit; will be serving 2nd Year of First Term in 2017)

Treasurer- Nate Arnett will be candidate on ballot (2 year with 2 term limit; after election will be on the first year of his second term)

2017 State Association Presidents

ANROP- Myra Moss

ESP- Travis West

NACAA- Amanda Douridas

NACDEP- Laura Fuller

NAE4-HA- Jessica Rockey

NEAFCS- Shannon Carter

Retirees- Nikki Conklin & Karen Bruns

2017 State Association President-Elect Ballot

ANROP

ESP- Cindy Bond, CD Extension Educator, Guernsey County (or)
NACAA - Dan Lima, ANR Educator, Belmont County (confirmed)
NACDEP
NAE4-HA - Cassie Anderson, 4-H Educator, Hancock County
Kathy Bruynis, 4-H Educator, Highland County
NEAFCS - Kathy Green, FCS Educator, Clark County
Melanie Hart, FCS Educator, Greene County

He reminded committees to be sure their chair-elect positions have been filled.

- **Secretary Report:** Cassie Anderson moved to approve the minutes as sent out. Godwin Apaliyah seconded the motion. Motion carried.
- **Treasurer's Report:** Nate Arnett reported that the fiscal year ended September 30. The actual income for 2016 was \$44,146.46, which was higher than was budgeted. Current checking account balance was \$113,043.76 with total available funds of \$135,525.98. Pat Holmes moved to accept the report; David Marrison seconded; motion carried.
- **Analyst Report:** Marilyn Rabe is looking at what is in the box she inherited and will move some items to archives. The box she has does not have items from the last 10 years. There was brief discussion on what should be posted to the website. Nate suggested that the 2016 board create/revise job descriptions with roles and time frames for incoming board members.
- **Retiree/Life Member Report** – Laryssa read a report from Becky Cropper. The annual picnic was held September 12th with a record attendance at the Beck's Hybrid facility near London and located just east of the Farm Science Review. Record crowds attended both the Winter and Fall picnics. Mike Haubner chaired the Snowbird reunion and Becky Cropper and Nikki Eyre Chaired the fall event.

Representatives from Extension Administration (Roger Rennekamp) presented as well as Jera Oliver from the Development office in the College of Agriculture Food and Environmental Sciences. JCEP was represented by Pam Montgomery, the current chair. Dr. Rennekamp indicated he would look at a method to keep the retirees updated. The Ohio State University Retirees Association presented and a display featured the Extension Memories Book. Next year's fall event is slated for September 11, 2017 at Beck's to be chaired by Nikki Conklin and Karen Bruns.

The retirees would like to thank JCEP for the past and continued support.
Becky Cropper
Nikki Eyre

Committee Reports

- **Global Relations** – Steve Brady reported the committee met and discussed Annual Conference proposal in partnership with CFAES International programs office and Chris Igoden with Extension Administration. This proposal is to collect feedback about internationalizing Extension as well as information about potential opportunities for International “learning tours.” Also continuing to compile information to develop an international travel fact sheet. Chair for 2017 is Jacqueline Kowolski and chair-elect is Candice Heer.

- **Marketing** – Rob reported for Mary Griffith. They are putting together a video to market JCEP and will roll it out at Annual Conference.
- **Membership Recruitment & Retention** – Pat Holmes shared they met briefly with the marketing committee. They took photos and will update the brochure.

Tammy Jones is 2017 chair and Kathy Green is chair-elect for this committee.

Discussed a request received from a newly hired Central State University Extension (1890) educator to join Ohio JCEP and her professional association. The Committee suggests to the Board that Central State University Extension staff join directly through their national organization, since at this time there is not a mechanism in place to handle their membership through Ohio JCEP. The item will be discussed further in new business.

Membership emails have gone out and are starting to come in. There were some challenges in getting invitations out due to Extension HR merging to College HR so emails were a little later than planned.

The committee asked for \$50 to be the mid-year JCEP dues to be done only in May for 2017. It was clarified this is for new employees to have the opportunity to join. Travis West moved to approve this and Tony Nye seconded. Motion carried.

- **Personnel** – Jerry Iles reported that the committee met and discussed several items.
 - A guide for the hiring process, which has been in the works, and they wondered about the status.
 - County CED pay is not enough.
 - How to deal with new federal pay changes affecting some employees
 - The model for field specialist is now a few years old. How is it working vs. the old district specialist model.
 - When 4-H has an opening, the county chair has to fill that position until a new one is hired
 - Want an update from Roger on Michigan State study on starting salaries
- **Professional Development** – Curtis Young reported the committee met. With the changes in state positions, the committee has been waiting to review an outline Cabinet is creating.

The committee is also working on two projects for new employees: 1) a checklist of what to do when you start and 2) looking at the mentoring system. Jackie Wilkins offered that part of the struggle is how to move forward. In the transition to college HR there is a struggle on who covers new employee orientation. They are trying to fill in the missing parts but it comes down to what does HR own and what does Extension own.

- **Resource Development & Management** – Doug Foxx reported that the committee met to review finances. Nate has a great system and all the paperwork came together nicely. We are doing well financially. Doug suggested increasing scholarship

amounts to put excess funds into our organizational system. Cassie moved to create a task committee with representatives from SGR, finances and professional development to look at what changes could be made to scholarships. Steve Brady seconded. Doug stated that they are looking at \$6000 to \$10,000 in the budget to use, so the task committee could work out the details. Motion carried.

- **Public Issues** – Jackie Wilkins reported they received \$20,000 grant for Critical Conversations, Listen, Learn, Succeed. There will be 2 phases. Phase 1-- Planning Phase (ID existing and needed resources). There will be a 2-day retreat with 20 participants. Jackie would like to have people from this committee help with pieces as they relate to Public Issues. Phase 2-- Organization Phase/Identifying Gaps – over the next 9 months. Recruiting for Toolkit topic areas: Working with elected officials, Conflict Management, Advancement, Performance Development, and Work/Life Balance.

There is some interest in putting together a proposal for PILD. Jackie is putting together a proposal, will send out to group to see if anyone else is interested in helping. They are due November 1.

National Association of Counties will be meeting here in 2017, 2,500-3,000 will attend. Franklin County commissioners are hosting. Gwen said they will need volunteers to give a day or part of the day, to help with tours, etc. She will have a list of what types of volunteer jobs will be available by annual conference.

Laura Fuller was nominated as Chair for Public Issues Committee

- **Scholarships, Grants and Recognition** –Cassie Anderson reported the committee had 22 members represented at the meeting. Annual Conference award banquets were discussed. Two will be held at the luncheons on both days. Award submissions overall had increased, and decisions are in process. Scholarships had 12 submissions and granted 9 partial scholarships for the Sept. round. Overall the promotion and education conducted by the committee has been well received.

State Presidents Reports

- **ANROP** – Laryssa reported that Amy Stone sent an email to share Ohio ANROP Study Tour. It is October 21st and a tour of Darby Creek Preserve, including a presentation from Honda to talk about their partnership with TNC and measures they are taking to make their site more environmentally sustainable. Registration is \$7.
- **ESP** – Lisa Barlage reported the ESP Annual Conference is in Cape May, New Jersey October 24 to 27, 2016. Ohio is fortunate to have 6 Regional Awards, 2 Posters, 4 Concurrent Sessions, and 1 Ignite Session. Voting delegates from Ohio are Travis West, Kirk Bloir, and Lisa Barlage.
- **NACAA** – Tony Nye reported that they are transitioning to Amanda Douridas as the next president. Emily Adams will be secretary. They are gearing up for the next national meeting to be held at Salt Lake City.

- **NACDEP** – Godwin Apaliyah reported they will be doing an in-service training soon. The National Association President-elect is David Civittolo.
- **NAE4HA** –Joy Sharp reported they are just back from their NAE4-HA conference with 62 professionals and guests attending. Ohio had 44 seminars/posters, 14 regional award winners and 10 national winners. 4-H has a state in-service coming up on November 1st.
- **NEAFCS** – Chris Kendle reported Melanie Hart and Kathy Green have been nominated to be placed on the ballot for the Ohio JCEP Family and Consumer Sciences 2nd VP position. The 2017 NEAFCS Annual Session will be held in Omaha, Nebraska, October 16-19. Calls for abstracts and awards applications will be released soon.

Old Business

- None

New Business

- Central State and Membership in National Organizations
Pat Holmes, Membership Chair, requested the board address how to handle professional association membership from 1890 institutions. She mentioned that Missouri has both and Michelle Stumbo came from a state with both. Pat offered to check with other states to see how they are handled. It was mentioned that national associations often want them to join as one state and not separately. Pam suggested the state presidents contact their national associations to see if there is a preference and then the board can revisit the topic.

Board discussion included the topic of membership in general, particularly how to get new members brought into the organization. The topic of free membership came up. Nate pointed out that for all members that join, \$45 goes to National ESP membership, so the \$50 spring membership for new members that was approved covers this cost.

Announcements

- At annual conference the general meeting has one hour in the schedule. We will have a new location than we had in 2015 since that room was too small. Nate reminded everyone to give concise reports, but to give enough detail so that members know the work that was done by each committee.

Adjournment - Pam adjourned the meeting at 2:40 PM.

Upcoming Meeting Dates:

- December 6-7, 2016 Annual Conference Ohio Union

Respectfully submitted:
Laryssa Hook
Ohio JCEP Secretary