



## *National Extension Association of Family & Consumer Sciences*

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### **NCEAFCS Executive Board Meeting Minutes August 16, 2017**

Individuals in attendance: Stephanie Parker-Helmkamp, Jeannie Leonard, Toi Degree, Cathy Hohenstein, Jewel Winslow, Christy Strickland, Linda Minges, Michelle Estrada, Dr. Mike Yoder, Hayley Napier, Lori Ivey, and Jayne McBurney.

Stephanie welcomed everyone and called the meeting to order at 9:03am. Hayley then shared a thought for the day titled "I Have a Choice About Today".

Shirley was not there to share the minutes; they will be available on the web portal.

Jewel shared her treasurer's report; these can be found on the NCEAFCS web portal. She noted that it is important for all of us to encourage retirees to join our association as a life member; this membership fee helps at a national level. Current state and national life members are Verlene Stephenson, Deborah Taylor, Melinda Houser, and Sally McNeill.

Michelle shared the registration report. 79 registered, 3 guests will attend the awards banquet, 61 FCS agents registered, 17 specialists, 3 admin, and 3 district directors, only 47 registered through LMS.

Dr. Mike Yoder shared that there are no surprises to share but he will do an update later at the conference. Lori asked about the high turnover through retirements and individuals just resigning. Dr. Yoder said they have been looking at the rates of turnover for years; it is not any higher than private industry but this is still an issue. The two primary causes are salary and lack of career ladder. This year they have put together a career ladder that will allow for 7 different promotion opportunities (in comparison to 3 previously). Legislation was asked to support this opportunity; they provided .7 increase. Dr. Yoder encourages those who plan to leave to provide an exit interview; this gives information that they can work with to determine why individuals are leaving. Additionally, he shared that there are 84 FTE FCS agents; the west has the fewest one county FCS Agents. Renay Knapp is currently filling in the vacant counties in the West; Dr. Yoder

would like to see this type of position in each district. Stephanie shared that it is very hard to do justice to your program as an FCS or 4-H agent who is serving in the CED capacity and the only resource for that program area in their county.

She also added, in regards to the comments about turnover, that her DED shared a “Stay Interview” tool to provide with all staff individuals.

Hayley asked for committee reports.

Lori shared her awards and recognition report. 21 award applications submitted – 4 team awards and 17 individual awards. 20 acrylics/crystals will be given out at the awards banquet; second place winners will receive a certificate. We have two winners that were named Southern Region Second Place Winners and two DSA winners. Additional updates have been made to state awards this year. Jewel asked to get together with Lori sometime to plan for the corsages for Award winners.

For the professional development report Toi shared that 8 individuals will be honored for receiving a degree or title promotion this year. She also said that it has been difficult to get responses from people. She shared that she is willing to take anything to boost agents up and encourage their development.

Linda shared the member resources report. This is also difficult to receive responses. Linda has shared the report to be posted online.

Hayley shared the public affairs report. She enjoyed representing NCEAFCS at PILD, but it was difficult to compile a statewide impact report. Dr. Yoder is willing to create an impact report if they will be submitted straight to him. She also expressed the positive feedback received from those who participated in the Living Well Challenge. There will be 5 district winners awarded at the business meeting.

Jeannie shared her report for the NC District. Jayne shared the NE report for Olivia. Lori shared the SC District report for Sharon. Michelle shared the SE District report. Cathy shared the West District report for Tres.

Stephanie called for standing committee reports.

Jayne shared the By-Laws report. Via zoom meetings she talked to agents to create a new officer arrangement. The current hosting district made it a point to get everyone excited about the meeting and to set up a plan for training our new officers.

Jewel shared the Budget report. We project about 70 dues; we still need the support of each district; and income from endowment. We are still looking at a budget of \$13,990. This will need to be voted on at our business meeting. We need to make sure to send invitations to our specialists that choose to pay for membership and attend our conferences. This money helps to support our budget.

Historian report has not been shared; Carolyn Shepard retired.

Christy shared the nominating report. She has no report for now.

Cathy shared web master report. She needs for people to send her pictures and any information to update the web.

Michelle shared that everything is under control for the state meeting. This year they invited everyone from the beginning including specialists. She will share a document to the next district to assist with their planning for next year's annual meeting. She also shared to make sure to visit hospitality and use the drink tickets.

Stephanie did not see any old business but asked if there was any. Dr. Yoder said that he enjoys the quarterly round table FCS online meetings and would like for this to continue. Stephanie will share this during the President Officer training. The goal is to have each district represented on the meeting.

Stephanie asked for new business.

Christy shared the 2018 slate of officers and officer training update. Since Debbie Cox retired, this role was given to our Nominating chair, Christy Strickland. At the end of the business meeting each officer will give a short description of what their

office entails; this will take place before installation. Be prepared to provide this presentation if you are a current officer.

Jayne shared by-laws changes. Several roles have been combined to be achieved by one district member; awards & recognition and professional development, member resources and historian, and counselor and nominating chair will each be combined starting in 2020. Lori suggested that to be a state awards person, you should be a district awards person first. She also suggested doing away with group A & B. We will also add the Friend of the NCEAFCS Award to our By-Laws.

Stephanie shared announcements. She shared the individuals who will be attending our upcoming NEAFCS Conference in Omaha, Nebraska. Also, our national voting delegate rotation chart needs to be updated since this is the last year available on the current chart. Dr. Yoder has agreed to help with state's night out. Jayne said that if you win a national award, your registration gets paid. These benefits need to be communicated so that individuals are aware of this opportunity. We may need to consider finding the funding to support our DSA and Continued Excellence national award winners to go to the NEAFCS conference.

Stephanie thanked all officers this year for doing an excellent job. She encouraged everyone to take time for yourself and your families. She provided us all journals to start reflecting and writing down our thoughts.

The meeting was adjourned at 11:41am.