



KACAA

Kansas Association of Agricultural Agents



**Fall Business Meeting
October 20, 2008
Little Theater**

President Andrea Burns called the meeting to order at 2:00 p.m. on October 20, 2008 in the Little Theater on the campus of Kansas State University. About 55-60 people were in attendance.

Sandra Wick moved to approve the minutes and it was seconded. Motion passed.

Communications-

Larry Biles, State Forester, introduced himself and discussed the KSF and gave us an update on their program.

Secretary Michael Vogt read two thank you cards, Extension Step Ahead, and Certificate for Increasing our membership by 7.

Fred and Daryl Update

Fred—discussed the Kansas, K-State, College of Agriculture, and KSRE budgets—we were asked to reduce budgets by 2% and for next year to reduce by 5%. Administration was asked to give the Provost a plan and KSRE will reduce its budget by 5 million dollars. 2% we can handle. But if it is 5%, KSRE will have to make changes to the base budget and try to balance our budget. The State of Kansas received 51 million dollars less than budgeted and now another 19 million dollars less. October is a crucial month for budgets. KSRE has a hiring freeze, but now it is a frost. Positions can be opened, but must be justified. There are 20 teaching and 19 extension, that are open. For approved agent hirings, it was decided to have an internal search process. The Internal Search Process has been modified to allow any extension agent or program assistant to interview for the job. Administration won't know anything until January 2009 about the budget. If there is a 5% State budget shortfall, then KSRE budget reductions must occur. Fred said, "If it is a priority, you will figure out a way to do it." A request from Fred—He wants agents to make sure that we have great communications with our Boards and Councils. This will benefit us down the road.

Daryl—Thank you for being here as part of a professional organization. Going to National Meetings is a great benefit. Daryl said we do not present enough at these National Meetings. 2nd priority will be strong programs. We will begin to refocus our priorities for the next five years. Daryl "Leadership Lessons" by Bill Snyder. The first chapter is about Vision and Goal Attainment and the next 15 months this is what we will be about and encouraged us to read the book. The third priority that we need to focus on is to be more aware of cultural differences. These are our three internal priorities.

Questions and Answers from Fred and Daryl—

Are we going to be involved in EDEN—John Stannard. Daryl explained the program and that we are

involved. It is being moved into E-Extension. Joni James asked about mistrust from the Board about Area Director screening applicants. Joni suggested having a board member be involved in the screening process. Daryl would take it under advisement. This has been done to speed the hiring process. Carl Garten asked about Ag Econ vacancies. Rodney Jones is leaving for Oklahoma and they will be trying to replace him given budget constraints. Encouraged membership to talk to Allen Featherstone about the need for a strong Agricultural Economics Program. We will need to be creative to fill positions. Dave Kehler asked about when we will receive our postage allocation?- The money will be distributed very soon. Professional Development money-2nd year will be distributed and 3rd we will have to see how budgets are. Many states are facing the same problems. Carl Garten asked what is being done about communicating by distance for meetings. We can use Adobe Connect or cheaper yet Leaderphone.

Pat McNally, Pat Murphy , and Paula Peters Update -

Pat McNally discussed professional development with program focus teams and opportunities program focus teams have offered. Surveying and review will be conducted during annual conference.

Paula Peters said 2009 five year plan ends, so we will be in the year of planning. We will be reviewing programs to see if we need to make changes. 2009 KSRE is to have State-wide action plans developed for 2009 Spring Action Conference, which will focus on developing the next five year plans. On-line surveys will be developed for our boards and councils. Spring Action Conference will be held on April 6, 7, and 8, 2009 in Salina.

Pat Murphy said professional development and planning will be things we will hear about. Program Planning-think about ways to fill holes in your program, if someone can't come out then you should fill the void, and you may say we cannot do it because we may not have the people to fill the need.

Officer Reports-

Andrea Burns, President and Southwest Area Director, reported for the Southwest Area. No new agents from the Southwest and three vacancies for internal searches. Thanked the officer team for their work.

Michael Vogt, Secretary/Treasurer/President-elect and Northeast Area Director, reported on the three new agents from the Northeast Area:

Mike also presented the proposed budget for KACAA for 2008-2009 in new business.

Carla Nemecek, Southeast Area Director, introduced the new agents in her area: Abbie Grossnicklaus in Linn County and a few internal searches, Gary Kramer mentioned the internal agent search in Sedgwick County. Carla sent around a sign-up sheet for committee assignments. She discussed KEAA Extreme Makeover and business meeting and encouraged the membership to attend.

Carla encouraged members to participate in the KACAA Insurance program and passed around committee sign up sheet.

John Stannard, Northwest Area Director, reported for the Northwest Area. New agents in the area

are: Cody Miller, Darci McGee, Brittany Nichepor, and Melissa Thomas.

Bob Neier, At-Large Director reported on the new agents in his area: Jamie Hancock and Rebecca Bandli.

Bob Neier modeled the visors and hats that are available for purchase.

Keith VanSlike, Past-President, No report

Chuck Otte, NACAA/KACAA Professional Improvement Chairman

Chuck gave the financial report for the Professional Improvement Account. There was \$44,000 carryover from when Kansas hosted the National Meeting in 1983. This money is not to be touched, the Association is to only work off of the interest. These are the funds that provide the first timers scholarships, continuing education scholarships and funds for sponsoring breakfasts at AM/PIC. Financial report is attached.

Richard Fechter, Chair of 2011 AM/PIC Committee, was not present due to a baby to be born soon.

Standing Committees-

Member Resources-

National Meeting - Bill Wood and Mike Christian met briefly. The 2009 NACAA AMPIC will be in Portland, Oregon, September 20-24, 2009. The Oklahoma Association sent Keith VanSlike an email asking for financial support for their 2010 AM/PIC. The Kansas policy has been to help states in the North Central Region, and since Oklahoma is not in our region, we should not help them.

Policy Committee -Fifteen past presidents were in attendance at the Policy Committee Meeting. The committee discussed and adopted the checklist for Spring Workshop Planning. A reminder that the KACAA Executive Committee will be planning the Spring Workshop prior to the hosting of NACAA AM/PIC in 2011. The Policy Committee was encouraged with the financial budget proposed by the Treasurer and the balance of the KACAA budget, i.e. mentioning the income and expenses with Smixer, Spring Workshop, and Association dues as positive moves. The committee wanted to promote DSA and AA applications and also first timer applications for NACAA AM/PIC. The Policy Committee decided to NOT donate to Oklahoma's need for funds for their AM/PIC since Oklahoma is in the Southern Region and we typically donate towards North Central Region member AM/PIC.

Respectfully submitted,
Keith VanSlike

Extension Programs – Rick Snell. No Award Applicants and he encouraged the membership to apply.

4-H and Youth – Carla Nemecek reported 15 members attended. The 4-H and Youth Committee discussed the livestock advisory agenda which was postponed. The 4-H and Youth Committee discussed electronic ID tags and possibility they will be used in 2009 for State Shows. The 4-H and

Youth Committee discussed possibility of regional taggings for State Shows and family nominations for State Shows. The 4-H and Youth Committee discussed policy of showing at KJLS after going through a premium sale. Carla Nemecek asked for volunteers for help at KJLS. Some discussion about showing after going through a premium sale—Extension Policy would need to be changed.

Professional Excellence—Keith VanSlike announced Distinguished Service Award and Achievement Award winners. The DSA award winner was Richard Fechter and AA award winner was Christa Harding. Keith VanSlike has applications in the back. Applications are due December 1 and send to Keith VanSlike. Hall of Fame Award must be for a previous DSA. One per region. We will look for people to nominate.

Communications- Frannie Miller recognized the Regional and National Communication award winners, which are listed in the agenda.

Scholarships - For donating \$100 or more Dana Belshe and KeithVanSlike received certificates.

There will be a scholarship auction at Smixer.

Ask the Administrator, PRIDE and Public Relations – Cherie Nelssen– need more members—honoring Dave Regehr and Eldon Thiesen

Smixer - Five members were present for the committee meeting. The committee discussed plans for Smixer.

Sponsors will have tickets at the door, but names are needed. Kurt will be turning in sponsors checks later during the business meeting. The cost to us for the meal is \$13.10 per person. Social hour begins at 5:30 P.M. and we will eat at 6:30 P.M. The new Smixer chair will be Clint Milliman and Vice-Chair will be Elly Blasi. Thanks to Jim Mengarelli for cooking the steaks.

Respectfully submitted,
Elly Blasi

Kurt Werth announced during the Fall Business Meeting that rookie/new agents need to be at the Blue Hills Room by 5:15 P.M. to take tickets and set up. Essentially, Smixer will be the same as last year. Sponsors for this year's Smixer include:

- Agri-Pro- Greg McCormack
- Martin Tractor- Dave Schneider
- Olson Scanning- Willard Olson
- Frontier Farm Credit- Brian Creager
- Farm Talk-Doug Tourbin
- Jim Mengarelli brought his grill

Administrative Skills - did not meet

Early Career Development - The meeting was called to order by committee chairman Cade Rensink. Those committee members present were Scott Chapman, Jeanne Falk, Jonie James, Brian Rees, Jana Beckman, and Rachel Boyle.

Cade read the minutes from the previous meeting at Spring Workshop.

Cade handed out and went over the results from the “Recommended Resources” survey. He explained that the committee had received over 20 responses ranging from new to experienced agents, and from all areas of the state. The group felt that this was a very good response. It was recommended that the list be included in the new agent training notebook and that it be sent to the ag agent listserv for all agents to utilize. Cade pointed out that he had enough copies to hand out at the business meeting during committee reports.

Mentor awards were also discussed. Several members indicated that mentoring is a career long endeavor and that there needed to be an award to recognize those mentors who go above and beyond the 2-year time frame.

As a final note of business, the committee went over the issue of agent retention. Brian indicated that it needs to be stressed in the mentoring phase about how important it is for new agents to become integrated into their new community, outside of the office. This is an important part of starting a long successful career in a county or district.

Cade brought up that reasons for leaving the system needed to be identified. Scott explained that it was possibly more beneficial to ask “why have you stayed in Extension” rather than why someone left. The various job satisfaction surveys that have been done over the years (i.e. Georgia, Kansas, etc.) were discussed and the group felt maybe it was time for another to be developed. Jana explained that a couple of KSRE faculty are on sabbatical to do a project on “Sustainable Work Life” and that the outcomes should prove to be valuable.

Finally, the group felt that there needed to be more encouragement to administration that the protocol for hiring a new agent be left more in the hands of the individual Extension unit rather than the campus screening committees. Jonie expressed that counties should not just “settle” on a candidate due to the lack of numbers of applications or interviews. She also said that she felt counties or units should have representation at the initial screening that is done on campus. Possibly either a board member, agent, or county director.

No other items were discussed.

Scott moved to adjourn. Rachel seconded. Meeting was adjourned.

Teaching and Education Technology – Three members were present for the committee meeting. The committee discussed new technologies which could extend the University to the people. Those technologies are:

- Podcasting (audio only)
- YouTube (Video and Audio)
- Photo Story - a presentation program
- RSS-news feed search
- Instant Messaging

Other technology that may help:

- Avitar (second life) - Extension (Moral Island)
- Blogs
- Freepage
- Facebook especially 4-H

- Google documents - web based sharing, paper editing, and data storage

Information needed on:

- Zune vs IPOD
- Testing information and language

On all information and technology used, it needs to be:

1. Good information, research-based
2. Good quality and professionally done
3. Easy to read
4. Effectively reaching the audience intended

Professional Improvement Committee Reports-

Agricultural Economics and Community Development- Dana Belshe reported on the Agricultural Economics and Community Development Committee Meeting. There were seven members present.

Agricultural Economics - The committee voiced concerns about the number of openings in the Agricultural Economics department and would like the department to share its future plans to cover the openings. It was understood that Rodney Jones, Mike Woolverton, and Terry Kastens would all be leaving in the next year and that Sara's position will not be filled at this time. Kevin Dhuyvetter is picking up the slack in the animal science area, and Dan O'Brien is starting to cover the grains area. The concern is that we are spreading them too thin.

Community Development - The committee thought they had some good trainings this past year. With several other groups doing community development work, the agents would appreciate having that information made available. The concern is that most of these meetings are not on our schedules and the notice is very short not giving agents time to schedule them in.

Agronomy and Pest Management - Eight members were present for the committee meeting. They were: Scott Chapman, John Beckman, Jennie Falk, Sandra Wick, Gary Cramer, Tom Maxwell, Chuck Otte, Brian Rees.

Chuck brought up the need for more agents to apply for awards. Gary pointed out it makes for greater recognition and awareness by the public and Administration of what agents do. March 15 deadline. One problem with getting more award applications is how to get started. If anyone has questions on applications for these awards, Chuck, Gary, and Sandra would each be glad to try to provide answers.

Committee Chairman (Scott) should send out a reminder to agents with who to call for help.

Other:

*We have no real way of sharing what we are doing so as agents we really don't know what other agents are doing as far as programming, etc.

*Attendance at annual meeting is encouraged as a source of ideas for local programming.

*Concern about lack of interaction between this committee and the Agronomy Program Focus Team.

*Gary encouraged agents to apply for vice-chairmanships of National Committees as there are numerous vacancies.

Animal Science and Industry – Ten members were present for the committee meeting. The committee discussed mandatory COOL and affidavits available for producers and other business

managers. Also, talked about Emergency Preparedness plans in the counties. The committee discussed the use of EIDs at County Fairs and use in slaughter plants. The committee would like to have another Livestock Fair Management Workshop. Some agents were not able to make to the one last year.

The committee discussed how goat producers are looking for a market. Phillipsburg will host a Meat Goat Conference in Spring 2009.

Another meeting coming up is the High Plains Horseman's Day held in Oakley. This is a Regional Conference for all horsemen.

The committee is concerned about the use of Adobe Connect for updates. The committee feels it is better to have face-to-face meetings.

Respectfully submitted,
Clint Milliman, Chair

Horticulture - NR

Natural Resources – The KACAA Natural Resources Committee met on May 1, 2008 at the K-State Research and Extension 2008 Annual Conference in Manhattan. Those present were: Will Boyer, Mike Christian, Ron Graber, Keith VanSlike, and Jeff Davidson.

The meeting came to order at about 11:05 A.M. A variety of programs and conferences were discussed. Boyer reported that the call for papers and posters for the January 29-30, 2009 Kansas Natural Resources Conference is open until December 1, 2008. This conference will be at the Airport Hilton in Wichita and is an available option in the K-State Research and Extension Professional Development System. Also discussed was the 2009 CSREES National Water Conference being held February 8-12, 2009 in St. Louis. Christian and Graber described a funding shortage problem which could greatly reduce K-State Research and Extension water quality protection and restoration efforts. Davidson provided a brief update of activities of the Tallgrass Legacy Alliance and the Kansas Grazinglands Coalition.

The meeting adjourned at about 11:45.

Respectfully submitted,
Will Boyer, Chair

Old Business

Rick Miller and Chuck Otte gave a report on the 2011 AM/PIC Host. The meeting will be in Overland Park, Kansas, August 7-11, 2011.

Committee chair list is in the entryway to the Little Theater—we need committees filled—Chuck Otte

Rick Miller discussed Fundraising. We will try to raise \$350,000, which will put on an AM/PIC and raise money for Professional Improvement Fund. Rick recognized area fundraising committee. Fundraising brochure and materials that was sent was discussed. Rick concluded by challenging the membership to donate today and he would match up to \$500. KSU Foundation said we can ask anyone we want.

Chuck discussed about donating to the Annual Meeting through payroll deductions and how that works.

No other old business was presented to the membership.

New Business

Bob Neier moved and it was seconded to accept proposed budget and treasurer's report. Motion carried.

John Beckman will be the new Director for the Southwest Area and Amy Jordan at large. Mark Ploeger nominated John Beckman for Vice President. The motion was second and a unanimous ballot was cast. Motion carried.

Everyone was encouraged to attend the Department Head meeting.

2009 Spring Workshop to be held in Overland Park April 15 - 17, 2009. Information will be forthcoming.

We raised \$801 with Rick's Challenge for National Meeting. Thanks, Rick

With no other business to come before the members, Michael Vogt called for a motion to adjourn. It was moved for adjournment and the motion was seconded. Meeting was adjourned at 4:20 P.M.

Respectively submitted,

Michael Vogt
Secretary/Treasurer

Kansas Association of County agricultural Agents
October 2008

- KACAA Area Director of Workshop Host area should be chairperson of planning committee.
- Potential host site could be announced at Annual meeting in fall.
- Host agent of Host site be a current KACAA member.
- Host Area KACAA Director and committee should set up planning session.
- Committee to set up workshop schedule. KACAA President makes contact with Director of Extension and Dean of Agriculture on dates to attend Association Meetings or other event.
- KACAA President suggests invitations to Administration and NACAA North Central Director.
- Spring workshop charge members \$100 (keep cost of workshop at \$50, KACAA April 07).
- Retirees, Life members charged actual cost of workshop (KACAA April 07).
- Suggested schedules include: Early arrival on Wednesday afternoon and evening; option for possible professional improvement sessions; conduct association committee work and spring business meeting on Friday.
- Current KACAA President should keep permanent file of recent workshops for reference material.
- Past Sponsors to help with events - KS Ag Statistics, KS Crop Improvement, Certified Angus Beef, KLA, KS Ag Alumni.

Adopted at KACAA Annual Meeting, October 2008.