

EPSILON SIGMA PHI

The Cooperative Extension Professionals Organization

National Honorary Extension Fraternity

Laurie Chandler, Editor

Notes from the President

Libby Curry, President, Alpha Rho Chapter

My term as Alpha Rho Chapter President is more than half over. The time has gone quickly and the support has been excellent. As we prepare for our Annual Business Meeting, there are a few things all members should know. We will be voting on:

Changes in chapter constitution and by-laws - Roger Terry has led the chapter in reviewing and making needed changes in our by-laws and constitution. Most of the changes are for clarity and alignment of language.

Dues increase - Effective January 1, 2001, national dues will increase. In order to stay even with our projects as a chapter, we need to address a dues change. (See related story.)

Officers - 2001 slate of officers. (See related story.)

Our business meeting will be a box lunch similar to last year and held at noon on Tuesday of Annual Conference.

As we look ahead, I encourage you to:

Nominate colleagues for Chapter Awards. Applications will be sent to Fran Richmond. Watch the Tuesday Letter for the due date.



November 30 to December 2, 2000.

Registration information was included in the August issue *ESP Connection*. Information is also available at <http://esp-nat.tamu.edu>.

Support the Endowment fund drive. Their efforts have the potential to benefit all Extension professional staff.

I look forward to seeing all of you at the Annual Business Meeting and Awards Banquet during Annual Conference. Until then, have a great fall season.

Paying Your Dues at Annual Conference Can Make You a Winner!

One lucky ESP member will have their 2001 dues paid by the Alpha Rho Chapter! At the July 6 meeting the board voted to award one free membership from among those paying their 2001 dues at or before the annual business meeting on Tuesday, October 24.

The free membership will be awarded by drawing one member's check from a hat. That check will be returned to the member and they will enjoy one year's free membership! This is being done as an incentive to the membership to pay their dues as soon as possible in order to meet the January 1, 2001 national deadline.

Plan to attend the National Conference for Professional Development in Salt Lake City,

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Alpha Rho Chapter Announces Major Endowment Fund Drive

Since 1992, when the Epsilon Sigma Phi Endowment Fund was created, 37 grants for a total of \$18,697 have been awarded for program innovation and professional development. The dollar amount awarded each year depends on the amount of interest earned on the Endowment Fund principal, held with the KSU Foundation. In 1999, seven projects were awarded grants for a total of \$3,475. Grant amounts ranged from \$250 to \$750.

We are ready to announce a major endowment fund drive to add another \$45,000 to our current principal of \$55,000 so that \$100,000 will be available to earn interest and the number of grants awarded double.

The following events will be held through annual conference of this year to help raise the \$45,000.

A payroll deduction contribution.

A trip to Williamsburg, VA April 22-29, 2001 or a week s stay in Branson, MO, May 26 - June 2, 2001.

Two football tickets for the College of Agriculture Skybox at the November 4 game.

Live auction during the Epsilon Sigma Phi dinner at annual conference. Items already pledged for the auction include: jelly basket, honey, stained glass piece, jewelry, polar fleece stadium blanket with Go Cats embroidering, K-State Research and Extension tote, and a wooden cheese board.

An important part of the endowment fund drive is the opportunity for Extension retirees, professionals, staff, and friends to make a cash contribution or pledge. Letters were sent in June and contributions are being received.

From September 1991 to June 1992, pledges of \$60,000 were received. The committee's goal is to raise the fund to \$100,000 which should generate approximately \$10,000 for grants annually. The campaign for payroll deductions and cash gifts will generate a major portion of those funds.

For current employees a pledge of \$500 could be completed with a bi-weekly payroll deduction of \$3.85 for five years and a pledge of \$1000 could be completed with a bi-weekly deduction of \$7.70 for five years.

Pledges and gifts from the 1991 - 1992 campaign will be added to new pledges and gifts for the following recognition levels:

Endowment Partner \$10,000 and above
Champion \$5000 - \$10,000
Patron \$2500 - \$5000
Sponsor \$1000 - \$2500
Benefactor \$500 - \$1000
Developer \$250 - \$500
Builder \$100 - \$250
Friend \$50 - \$100
Supporter \$25 - \$50

If you would like another copy of the letter and pledge information, contact Stacey Warner at 785-532-5790 or Jim Lindquist at 785-532-5833.

Plan now to contribute so program innovation and professional development can be increased.

Epsilon Sigma Phi Endowment Grant Applications Due

All Extension Agents, Specialists and Administrators are eligible to make grant requests to the Alpha Rho Chapter Endowment Fund. Grant requests can be made to support professional development or innovative educational programs.

A letter of announcement with attached application was sent to all Extension staff. If you have not seen it, additional applications may be requested from Chair, Steve Fisher by calling 785 532-5800 or email at sfisher@oznet.ksu.edu. Grant proposals are due October 2, 2000 to Steve Fisher. Recipients will be announced at the annual Awards Banquet during 2000 Research and Extension conference.

Since 1992, nearly \$19,000 has been awarded to our colleagues from interest earned on the endowment principle.

Notice of Annual Business Meeting

The 2000 Epsilon Sigma Phi Alpha Rho Chapter will conduct it's Annual Business Meeting Tuesday, October 24, 2000, in Manhattan, Kansas. The meeting begins at noon in the K-State Union - see conference agenda for a specific place.

Self-Dimension Key Points

1. Winners look beyond themselves for meaning and purpose in life.
2. Winners say: What can I do for you?
3. The best companies and individuals always give more in the quality and amount of service they render than they expect to receive in dollars.
4. Quality employees pass their quality on to the customer.
5. Employees want more responsibility, authority and autonomy.
6. To inspire innovation and creativity, you need to encourage experimentation and tolerate mistakes.
7. Quality service is the most perishable

8. commodity in the world.
8. A true incentive program ties rewards to excellence and quality of effort.
9. A crisis is an opportunity riding on a dangerous wind.
10. Problems are normal precursors to change.
11. The good old days are here and now.
12. Winning is planting shade trees for others to sit under.

(Provided as education tool for Future Proof Leader Downlink presented 12/2/99 by Denis Waitley in Indianapolis, IN for Epsilon Sigma Phi, Inc.)

Officer Nominations for 2001

The Nominations Committee will present the

following slate of officers at the Annual Business meeting on Tuesday, October 24, 2000.

President	Roger Terry
Vice-President	Beth Hinshaw
Secretary	Trudy Rice
Historian	Sandra Wick
Treasurer	Stacey Warner
Editor	Laurie Chandler
Northeast	Mike Christian
Southeast	Connie Hoch
Southwest	Gary Gold
Retiree	Larry Corah

Nominations from the floor will be accepted at the business meeting.

Abridged Version
2000 National Plan of Work
Laurel L. Kubin, National President-Elect
Colorado

(The unabridged version of this plan, with the specific details, will be published in the 2000 version of the ESP CHAPTER HANDBOOK, posted on the ESP National Homepage and distributed at the Regional Workshops. Advance working copies are available immediately at the National Office.)

Encourage all state ESP Chapters to have at least two or more members participate in the National Public Issues Leadership Development Conference

Provide four regional PILD scholarships.

Provide leadership with JCEP in formulating structure and preparations for the Galaxy II Conference.

Encourage chapters to establish a mentor system for new ESP members.

Initiate enhanced membership marketing to 1890 Institutions and 1994 Institutions (Tribal Colleges).

Implement plans in the 1999 Update to the Epsilon Sigma Phi Strategic Plan.

Encourage state chapters to appoint the immediate Past President as the Membership Recruitment Chair or Co-Chair.

Recruit, interview and select an Executive Director and staff to assume responsibilities for the National Office in December 2000.

Utilize the ESP Web Site list serve(s) to

communicate and promote opportunities available to members.

Promote the engaged institution concept to Extension professionals and others in the university systems.

Promote enhanced collaborative efforts with JCEP partners to benefit the partnering organizations and their members.

Initiate planning for Epsilon Sigma Phi's 75th anniversary celebration at Galaxy II.

Review the ESP Chapter Handbook for potential revisions for clarity and usefulness.

Why Do We Need A Dues Increase?

At the July 6, 2000 Epsilon Sigma Phi board meeting, the board approved the following: *In order to offset the national dues increase of \$10.00 and to address inflationary concerns, the Epsilon Sigma Phi Council recommends that active member dues be increased from the current \$35.00 to \$50.00 if paid by November 1 and to \$55.00 if paid after November 1.*

This newsletter is the official notice of the proposed dues change which will be voted on and discussed by the membership at the ESP business meeting during Annual Conference.

The Resource Management Committee composed of Fred DeLano, past treasurer; Stacey Warner, current treasurer; and current members Margaret Phillips, Angela DeVore and Libby Curry met twice by phone to develop a recommendation based on membership trends, account balances over the past few years and cash flow. That recommendation was presented to the ESP Council who after extensive consideration of the dues issue made the above recommendations.

Following is information that may be helpful to the membership as you consider a dues increase:

What are our current dues and what is being proposed?

Current Dues Structure:

*Active members - \$35.00
(\$20.00 goes to national)

*Associate members - \$15.00 (no national affiliation for those with less than 5 years of Extension employment)

*Life members - \$175.00 one-time payment (\$100 goes to national. The Alpha Rho Chapter constitution specifies that the life dues will be five times the active member dues.)

Proposed Dues:

*Active member - \$50.00 before Nov 1

*Active member - \$55.00 after Nov 1
(National dues will increase to \$30.00 January 1, 2001 so this proposed increase includes the \$10.00 national increase plus an additional \$5.00 to the Alpha Rho chapter budget).

*Associate members - \$20.00

* Life members - \$250.00 one time (National life member dues will increase to \$150.)

Why is there a proposed differential between dues paid before November 1 and after November 1?

This past year, dues had to be mailed to the national office by March 1, 2000. For 2001, dues will be delinquent if not received in the national office by January 1, 2001. Offering an incentive to have dues paid before the end of December will help us meet the January 1 deadline. The number of voting delegates on the national level is based on dues paid by the deadline so it is in the best interest of the Alpha Rho chapter to be on time.

How long has it been since the last dues increase?

Dues were last increased in 1993 to reflect a national dues increase.

Why did the national organization raise dues?

Information received from the national organization states: The dues structure has not changed since 1993. At the same time, a number of increases in costs have been realized by the national office - increases in travel costs, technology equipment and maintenance in order to better serve the state chapters, increases in financial aid for professional development, and an expanded role for ESP in building support for the Cooperative Extension system. Thus, your national board felt it important to review the dues structure in order to continue to meet the goals of the organization.

What benefits do I receive by belonging to Epsilon Sigma Phi?

Since 1994, \$15,500 in scholarship loans have been granted to members of the Alpha Rho chapter.

\$300 is available each year for a travel scholarship for a member.

Numerous peer recognition awards are presented to members each year at the annual meeting including the Friend of Extension, Distinguished Service, Horizon, Early Career, Mid Career, Team and Meritorious Service.

Professional Development Workshops are periodically held for the benefit of all Extension faculty.

The affiliated Epsilon Sigma Phi Endowment Fund has awarded \$18,697 in grants since 1992 to Extension faculty.

Alpha Rho Chapter Constitution and By-Law Proposed Changes

(Bold faced text indicates proposed change)

Constitution

Article III, paragraph 2

Satisfactory service shall be determined by the **Recruitment and Retention** ~~standing membership~~ committee.

Article V, paragraph 1

The officers of this association shall consist of a president, vice-president, secretary, **historian**, ~~annalist~~ treasurer, and editor, who shall be elected at large and shall also serve as members of the executive board. The officers shall be elected annually at the annual meeting of the Alpha Rho Chapter and shall serve until their successors are elected and qualify.

Bylaws

Article VI

Section 2. VICE-PRESIDENT. In the absence or disability of the president, the vice-president shall preside and perform the duties of the president. In the case of death or resignation of the president, the vice-president shall succeed the president and serve until the next annual meeting. **The vice-president is the president-elect and shall succeed the president at the annual meeting.**

Article VI

Section 3. SECRETARY. The secretary shall:
(a) Keep the complete record of the meetings of the Alpha Rho Chapter and the executive board.
(b) Serve all notices required by the constitution and bylaws.
(c) Submit to the annual meeting of the Alpha Rho Chapter of Epsilon Sigma Phi a complete report of the year's activities of the chapter, except Such special reports as are presented by the treasurer and committees.
~~(d) Notify candidates for membership of their election.~~
(d) Furnish each newly elected and initiated member a copy of the obligation creed and constitution of Epsilon Sigma Phi and a membership card.
(e) Perform such other duties as may be required by the board of directors and/or the members of the Alpha Rho Chapter.

Section 4. **HISTORIAN** ~~ANNALIST~~. The **historian** ~~annalist~~ shall maintain a member profile database. *The historian shall also archive the annual report, the banquet program, minutes from council and board meetings and membership records each year.*

Section 7. COUNCIL DIRECTORS. The directors shall attend Council meetings. **They help plan, organize and encourage the membership to participate**, ~~on call, to help plan, organize, and encourage participation by the membership~~ in the work of Alpha Rho Chapter. They will serve the chapter membership in their respective segments, and assist the officers in such tasks as contacting prospective members, collecting dues, such suggesting nominations for awards, and supporting committee activities.

Article VII

Section 2. STANDING COMMITTEES

(a)(a) Each Standing Committee will consist of three members with terms being two years in length. Associate members are eligible for committee membership.

(b) A Standing Committee may organize sub-committees to help carry out its responsibilities.

(c) Representation from county, area, and state staff is encouraged on each committee, geographically dispersed throughout the state. Retiree involvement is encouraged on all of the committees.

(d) New members are appointed each year by the President within one (1) month following the annual meeting.

(e) The committee Vice-Chair will become the Chair the following year with a new Vice-Chair appointed by the President.

(f) Each committee will have a board member that serves as liaison. Committee chairs are encouraged to attend the State Council meetings.

(g) The committee chair is responsible to provide a budget proposal to the Chapter Treasurer.

~~(g) The professional improvement committee shall seek ways to promote and recognize professionalism within Extension through loans, grants, and scholarships.~~

~~(h) The chapter projects committee shall through on projects that will enhance image and recognition of Alpha Rho Chapter.~~

Article VIII

Section 3. DELINQUENT ANNUAL MEMBERSHIP DUES. Any member shall be considered delinquent in payment of dues if the dues are not paid **prior to the National ESP deadline** ~~fiscal year (September 30)~~.

(a)(a) On the first day of the succeeding year (On the first day of the year ~~of October 1~~) he/she shall be dropped from both National Epsilon Sigma Phi and local Alpha Rho Chapter membership rolls, as provided in Article VIII of the Constitution of Alpha Rho Chapter.

Life Members - 2000

6/26/2000

Albert Adams, 1816 Alabama, Manhattan 66502
Elinor A Anderson,% Gerry Zuercher 732 Elling Dr. Manhattan 66502
Mariellen J Appleby, 1607 Kansas Rd., Sedan 67361-8582
Daisy E Atkinson, 2015 Meadowlark RD Apt 4, Manhattan 66502-4567
E Kirk Baker, 2412 Lookout DR., Manhattan 66502-2919
John H Barnes, 417 W 6th, Newton 67114-2134
Dennis D. Bejot, 1152 N 1st St., Seward, NE 68434
Frank C Bieberly, 1021 Houston, Manhattan 66502-5453
Flo Biehl, 12819 W. 78th Terrace, Lenexa, KS 66216-3313
Robert A Bohannon, 210 York Road, Greenville NC 27858
William H Borst, 705 Washington Drive, Emporia 66801-5577
Robert W Bozworth, 16443 166th St., Bonner Springs 66012-7264
Elsie P Branden, HCR 3 Box 884, Meade 67864-0884
Herbert W Bulck, 1342 SW Wayne Ave, Topeka KS 66604-2606
Glenn M Busset, 316 Summit, Manhattan, KS 66502-3837
Edward P Call, 2401 Timberlane Drive, Manhattan 66502-2924
Virgil P Carlson, 1009 N Kansas, Ellsworth, KS 67439-2227
Bill D Collins, 803 Bannock Burn Road, Hutchinson, KS 67502-2033
Larry R. Corah, 2472 Bent Tree Dr., Manhattan, KS 66502
Lawrence J Cox, 1701 Madison St #117, Fredonia, KS 66736-1745
Jeanie A Cress, 652 400 St., Humbolt, KS 66748-1253
Donald D Dauber, 3325 Nutmeg Lane, Hutchinson 67502-2953
William M Dickson, 610 Pondway, Council Grove 66846-1560
John O Dunbar, 2000 Rehfeld Drive, Manhattan 66502-3950
Dale H Edelblute, 500 Lance Dr., Newton, KS 67114-4664
Naomi England, 10603 W Foxchase, Wichita, KS 67212
Cecil L Eystone, 2055 Jay Court, Manhattan 66502-3640
Philip B Finley, 685 S Court, Colby 67701-3411
G Keith Fish, 61600 E. 93 Rd., Miami OK 74354-3760
Eugene N Francis, 3200 Bristol SW #115, Topeka, KS 66614-6012
Leslie P Frazier, 1908 Grandview Drive, Manhattan 66502-3722
Alice L Frey, PO Box 217, Ulysses, KS 67880-0217
Kenneth W Fromm, 1408 N Chestnut, Beloit 67420-1214
Dell E Gates, 2018 Scheu Drive, Manhattan 66502-3960
Ralph Germann, 1404 Kingsbury RD, Garden City 67846
Mary Lou Gibbs, Box 142, Olsburg, KS 66520
Harvey E Goertz, PO Box 6695, Mesa AZ 85216-6695
Evon Goettel, 723 W. Walnut, Columbus, KS 66725-1559
Clarene Goodheart, Box 504, Stockton, KS 67669-0504
A Harold Gottsch, 4105 N Monroe, Hutchinson 67502-8632
Ralf O Graham, 407 Wetmore Dr, Wichita 67209-1318
Lester E Griffith, 126 N Freeborn, Marion 66861-1247
Charles A Hageman, 700 Monterey Place #224, Hutchinson 67501-2248
C T Hall, 709 W Wabash, Olathe 66061-4234
Freda Kayann Heinly, 5304 Terra Heights Dr, Manhattan 66503-8438
Jon G. Herod, 2009 Center Street, Garden City KS 67846
R Jean Hodges, 9810 W 53rd Street N, Wichita 67205-9188
Arliss E Honstead, 1509 Hartford Road, Manhattan 66502-3429
William C Hundley, 3031 W 30th Street Ct, Lawrence 66047-3939
Richard L Jepsen, 2409 Lookout Drive, Manhattan 66502-2918
Robert L Johnson, 2619 Marque Hill Road, Manhattan 66502-1822
Beverly Kindler, Box 372, Norton, KS 67654-0372
Richard S Kubik, 1030 Villa Vista Drive, Colby 67701-3533
Glinda B Leach, 2512 SE Faxon Drive, Topeka 66605-2066
Alvin E Maley, 1313 Frontier Way, Emporia 66801-6111
Ray H Mann, 1718 Janice Lane, Garden City 67846-4644
Clifford E Manry, 824 Toles, Larned 67550-2635
Kenneth L McReynolds, 505 W 36th, Hutchinson 67502-2201
Donald D McWilliams, 817 Long St., Quinter 67752-9455
Clifford L Meireis, 511 Lance Dr., Newton, KS 67114-4664
Dixie I Molz, 304 W 1st, St John 67576-2111
Max B Morris, 19 Rolling Hills, Wichita 67212
Marjory M. Mortvedt, 401 Shelle Road, Manhattan, KS 66502-3832
W Gale Mullen, 521 N Lincoln, Erie 66733-1013
Ross M Nelson, 102 Karen Dr. Holton, KS 66436
Dorothy H Neufeld, 1340 S Hwy 69/75, Caddo OK 74729-5410

Ocie A Neuschwander, PO Box 538, Tribune 67879-0538
Bob Newsome, 3817 Kates Ct, Manhattan 66503-7575
Oscar Norby, 2820 Nevada, Manhattan 66502-2330
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Leonard C Parker, 3013 Arbor Drive, Manhattan 66503-3128
EJ Peterson, 409 Timberwick Place, Manhattan 66503-3054
Warren L Prawl, 3006 Tomahawk Cr, Manhattan 66502-1974
Ralph B Rector, 2407 Kingman, Leavenworth 66048-4229
A Lois Redman, 1829 Vaughn Drive, Manhattan 66502-2625
Wilber E Ringler, 755 College Heights Cir, Manhattan 66502-3529
John R Schlender, 1409 Overlook Drive, Manhattan 66503-2427
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Mary D Schroeder, 2212 Meadowlark Road, Manhattan 66502
Zoe E Slinkman, 247 Archer's Mead, Williamsburg VA 23185-6526
Ensley J. Sisk, 3213 Windbreak Circle, Manhattan, KS 66503-2436
Charles W Smith, 105 Linden Drive, Ft Scott 66701-2924
John F Smith, 457 Eisenhower, Apt. 304 Lansing 66043-2211
Fred D Sobering, 11727 70th St., Oskaloosa 66066-9031
Beverly D Stagg, 125 N Olivette, McPherson 67460-3728
Winona M Starkey, 2025 Meadowlark Road, Manhattan 66502-4558
Kenneth E Thomas, 1604 Woodcrest Dr, Manhattan 66502-2754
Wilton B Thomas, 2121 Meadowlark Rd., #310, Manhattan 66502
Ruby C Truax, 9240 S. 215th West Clearwater 67026-9352
Mary E Tucker, 7310 N. 127th East Ave #33 Owasso OK 74055
Ralph Utermoehlen, 2221 Stone Post RD, Manhattan KS 66502
Earl L VanMeter, 621 Country Club Terrace, Lawrence, KS 66049-2450
William V VanSkike, 2404 17th Street, Great Bend 67530-2401
Marshall F Walker, 709 N Main, Ulysses 67880-1705
Mildred L Walker, 365 Parkview Dr, Sabetha, KS 66534-2207
Eldon R Weaver, 2403 Kipling Place, Hutchinson 67502-2543
Ruth I Wells, 5404 Turkeyfoot Lane, Manhattan 66503-8420
Leo T Wendling, 1440 Sunnyslope Lane, Manhattan 66502-4627
Herman W Westmeyer, 1105 S Allen, Chanute 66720-2640
Loren E Whipps, 2401 Belmont, Garden City 67846-3305
Don K Wiles, 409 Lland Circle, Dodge City 67801-2448
William G Willis, 682 Wildcat Creek Road, Manhattan 66503-9765
Keith Zoellner, 3104 Payne Drive, Manhattan KS 66503

National Only Life Members

D Leo Figurski, 3912 Moss Creek Drive, Ft Collins CO 80526-3168
Claude L King, 2820 Tarrax Dr., Manhattan 66502-1971
Mae K Weaver, 1412 Truman, Great Bend 67530-3328
Jack H Wilson, 32 Meadowlark, Hutchinson 67501-5636

Kansas Only Life Members

Charles T Bates, 3319 Lakewood Drive, Ada OK 74820-9401
Harry G Duckers, 2001 Tauroomee, Kansas City 66102-4125
Donald L Faidley, 720 N Country Club Drive, Colby 67701-2634
Otis R Griggs, 2513 E 44th Street, Hutchinson 67501-1613
Kenneth E McGinness, 408 S Grant, Olathe 66061-4313
Dorothea A Schroeder, 1023 E First, Newton 67114-3903
Kathryn Sughrue, 1809 La Mesa Drive, Dodge City 67801-6418
Francis M Wolfe, 246 N 20th Street, Kansas City 66102-4848

103 - Life Members
4 - Natl Only
8 - Ks Only
115 - Total

June 26, 2000

Alpha Rho Chapter Epsilon Sigma Phi

The Cooperative Extension Professional's Organization
2000 Membership

8/17/00

Active and Associate Members

Northeast Area

Craig Althaus**
Laurie R Chandler
Michael Christian
Elizabeth R Farmer**
Carol J Fink
Jerry D Freeze
Nancy M Gafford
Patricia A Gerhardt
Elizabeth Hecht
Sharolyn K Jackson
Glenda L Keller
Milton J Krainbill
Alan J Ladd
Susan A. Latta
James L Lindquist
Diane D Mack
Emily R Mark
Donna Martinson
Gregory W McClure
Doug Musick
Nancy C Nelson
Kathryn L
Lupfer-Nielsen
Emily E Nolting**
Sy Nyhart
Charles E Otte
Trudy Rice
Tandy Rundus
David R Smith
Scott Staggenborg**
Denise E. Sullivan
Deanna L Sweat
Nada Thoden
Deanna Turner
Michael L Vogt
Jennifer Wilson**

Northwest Area

Walter Barker
Libby Curry
Angela DeVore**
John J Forshee
David E. Lott**
Terrence L Mannell
Carla M
Morrical-Frederking
Vicky N Overley
Peggy Roe**
Nadine Sigle
James H Strine
Keith P VanSlike
Tranda Watts

Reba White
Sandra L. Wick

South Central Area

Eric B Allen
Jodi L Besthorn
Jean K Clarkson-Frisbie
Denise G Dias**
Elizabeth V. Drescher**
Stewart R Duncan
Beverly K Dunning
Everett K Everson Jr
Carl H Garten
Marilyn S Glenn
Jody Hall**
Kevin Herbel
Beth Ann Hinshaw
Phyllis Y Howerton
Teresa Lang
Larry E. Kater
Sherrie M Mahoney
Bryan Manny
JD McNutt
Linda J Mirt
Robert Neier
Mary L Odle
Eric Otte
Margaret E Phillips
Mark A Schwarzentraub
Ron Seyfert
Jenell M Smith
Marilyn Toellner
Steven R Tonn
Pamela I Van Horn
Marsha K Weaver
Steven A Westfahl

Southeast Area

Jo Ellen Arnold
Frank K Brazle
Diane L Burnett
Lois O Carlson
Linda L Carr
Crystal R Coffman
L Ann Domsch
Richard H Fechter
Martha Flanagan**
Connie Hoch
Gary L Kilgore
Phyllis M Kriesel
Glenn A Newcomer
Shelby Perkins
M Gayle Price

Fran Richmond
Benny S Robbins
Jean L Rowland
Joseph M Smith
Ann J Sparke
Janet F Stephens

Southwest Area

Conall Addison
Eugene Algrim
Connis M Bretz
Wilda L. Easterday
Garrett L Gold
Paul Hartman
Nancy L Honig
Elizabeth J La Touse
Belinda Oldham
Mark Ploger
Phillip E Sloderbeck
G Catherine Thorsell
Linda K Walter
Dean A Whitehill
Carol H Young

Manhattan

James P Adams
Marie Blythe**
Daryl Buchholz
Mary P Clarke Barkley
Donald C Cress
Fredrick DeLano
Steven D Fisher
Pat A. Fultz
Robert R. Furbee
Gary W. Gerhard
Joseph P Harner III
Duane Hund
Larry W. Jackson
Douglas L Jardine
Elaine Johannes
Marc A Johnson
Joyce E Jones
Ray E Lamond
Jack W Lindquist
Lindy R Lindquist
Marcia McFarland
James P Murphy
Charlotte Shoup Olsen
Karen Penner
Danny H Rogers
David E Schafer
Steve Scheneman
John F. Smith

Roger V Terry
Doris Katy Walker
Stacey M Warner
David A Whitney
Richard Wootton
Kathy Wright

KEY TO MEMBERSHIP STATUS

**Associate Members

New Members in 2000

Jody Hall

Dues Summary:

Active Members - 139

Assoc Members - 13

