

# KANSAS EXTENSION ASSOCIATION OF FAMILY AND CONSUMER SCIENCES



National Extension Association  
of Family & Consumer Sciences

Kansas Affiliate

Fall 2019

## 2019 KEAFCS Officers

### President:

Susan Johnson, Douglas County

### President Elect:

Rhonda Gordon, Lyon County

### Secretary:

Robin Eubank– Callis, Barber County

### Treasurer:

Chelsea Richmond, Frontier District

### Parliamentarian/Past President:

Ethel Schneweis, Ford County

### VP for Awards & Recognition:

Kylie Ludwig, Wildcat District

### VP for Member Resources:

Jodi Drake, Pratt County

### VP for Public Affairs:

Erin Tynon, Pottawatomie County

### VP for Professional Development:

Anne Pitts, Harvey County

### Northeast Area Counselor:

Susan Fangman, Shawnee County

### Northwest Area Counselor:

Nora Rhoades, Post Rock District

### Southeast Area Counselor:

Becky Reid, Cowley County

### Southwest Area Counselor:

Aimee Baker, Wichita County

From your President

I hope you are all having a great summer – most of the summer activities and fairs are beginning to wind down in preparation for a busy fall schedule. I have several items I would like to share:

### KSRE Auction Items Needed!

NEW THIS YEAR: The 2019 Live Auction benefitting each KSRE Association is scheduled for Tuesday, October 22<sup>nd</sup> starting at 5:30 p.m., during the Evening Event being held at the Liquid Art Winery during Annual Conference. Money raised for each item donated by the Association is funded back to the Association!

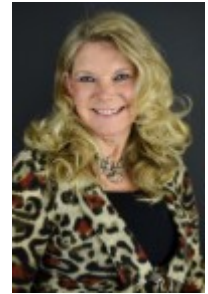
KEAFCS will need to donate three items. These items are suggested to be of higher value (around \$50) and may include: vacation getaway rentals, handcrafted items, wine tours, sporting event tickets, unique state products, celebrity autographed items and more.

Do you have a special and unique artistic talent that you would be interested in sharing as a donation or know of a local business owner that would be interested in donating an item for the Auction? If so, would you please contact me at [susanjohnson@ksu.edu](mailto:susanjohnson@ksu.edu) or call 785-843-7058 by Friday, September 20th so we can plan accordingly? Let's be creative and have the MOST AWESOME auction items of all!!

### State's Night Out at NEAFCS

If you are going to NEAFCS this year, I hope you are planning to attend the State's Night Out. Before our current KEAFCS President-Elect, Rhonda Gordon, transitions into retirement, she has been working hard on finalizing the venue for the evening, the Chocolate Avenue Grill at 7:00 pm. Following her departure, Erin Tynon (currently Vice-President for Public Affairs) will resume the President-Elect responsibilities until the end of this term (which is directly following the Annual Conference Business Meeting). As a result, if you have not contacted Rhonda, [rgordon@ksu.edu](mailto:rgordon@ksu.edu), and Erin, [etynon@ksu.edu](mailto:etynon@ksu.edu), that you are planning to attend State's Night Out, please do so as soon as possible.

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## Welcome from your President

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### NEAFCS 2019 Annual Session:



**NEAFCS Annual Session 2019**

**September 30 - October 3**

**HERSHEY LODGE • HERSHEY, PA**

Even though the Early Bird registration deadline has passed, there is still time to register to join us in Hershey, the sweetest place on earth, to Nurture the Richness of Lifelong Learning. The Annual Session will increase the ability of members to access and utilize relevant, research and evidence-based resources to address current and emerging issues and promote lifelong learning; showcase excellence in innovative programs to meet the needs of individuals, families and communities; provide networking opportunities that nourish new partnerships on multi-state and national issues.

For information about the Annual Session including educational opportunities, tours, events, and to book your hotel room, visit <https://www.neafcs.org/2019-annual-session>.

### Upcoming NEAFCS Member FREE Webinar (for ALL KEAFCS members):

Tuesday, December 3, 2019

#### ***Creating Recipes with Food Safety in Mind***

(2:00 PM Eastern, 1:00 PM Central, Noon Mountain, 11:00 AM Pacific, 10:00 AM Alaska, 8:00 AM Hawaii)

#### **Description:**

After attending the training participants will: Increase their knowledge of importance of includ-

ing food safety steps in recipes. Increase their ability to identify and correct subjective cooking food indicators in recipes. Identify how to insert the 4 keys to safe food handling into recipes. Describe one or more ways to add food safety steps to recipes.

#### **Presenters:**

Lynn James, MS, RDN, LDN and Nicole McGeehan

#### **Register:**

Visit: <https://attendee.gotowebinar.com/register/2200570668793249804>

### **Salary Equity: Fair Is Fair**

If you recall from Dr. Gregg Hadley's Tuesday Letter on July 24, 2018, this is what he quoted in regards to salary and equity:

"Salary determination is complex. There are many legitimate factors to consider. Experience, seniority, education level, performance, competing salaries, and an area's cost-of-living are just a few examples of legitimate factors that affect differences in salary.

There are also factors that should never be considered in salary determination. We are an equal opportunity employer. We cannot from both moral and legal perspectives use a person's race, color, religion, sex, pregnancy status, gender identity, sexual orientation, national origin, age, disability or genetic information as a basis for differential pay.

**Another factor that should never be considered in our system when it comes to local unit agent salary is program area. If all of the legitimate factors affecting salary are similar, it is our system's policy that the pay of agriculture and natural resource, community development, family and consumer science, and 4-H youth development agents should be the same.**

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## Welcome from your President

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Based on our agent salary data, agents with five years' experience and a bachelor's degree can expect to earn an average of \$47,077 per year. Male agents with the same education and experience level typically earn \$2,344 more. Female agents with the same level of experience earn \$588 less. 4-H agents with the same education level and experience earn \$412 less than the average. **Family and consumer science agents with 5 years' experience and a bachelor's degree typically earn \$1,257 less than the average.**

Where differences in pay cannot be tied to legitimate reasons, we need to work to increase the salary of those adversely affected. It is the right

thing to do. Fair is fair."

As you also read in the Tuesday Letter on June 18, 2019, he addressed, "This year the governor's office desired a 2.5 percent cost of living adjustment for state workers. The state legislature supported that proposal. We hope that our local unit Extension Council partners will be able to honor the 2.5 percent cost of living adjustment by raising their agent salaries by at least 2.5 percent when new employment agreements for agents are worked out this fall."

This is the time to begin having conversations with your regional directors and local unit directors to **advocate for yourself** as well as the Family and Consumer Science program area!! If you want to have a confidential discussion with me about this issue, please don't hesitate to contact me.

Hope to see you all at August Update!

Susan Farley, 2019 KEAFCS President

## Treasurer's Report

As of August 13th, the balance in the KEAFCS checking account is \$14,058.52. The association received \$1275.00 for the 17 members who attended the 2019 United Associations Conference. Expenses have included travel expenses for Rhonda Gordon to attend the JCEP conference in February and Susan Johnson to attend the PILD conference in April. Currently, there are 63 association members.

The months of October and November are important months to join or renew your KEAFCS membership in order to take advantage of member benefits before the NEAFCS January 1st deadline. Be on the look out for an email in the upcoming weeks with information on how to join or renew your KEAFCS membership.

Submitted by Chelsea Richmond

## President Elect

Thank you for being my Extension Family. I have enjoyed my time in Extension and getting to work with all of you professionally and some on a very personal level. The work that we as Extension professionals do is grueling. Most of us in Extension come to this job with the heart of servant. We want to make your community a better place one small step at a time. The work that we do is important, never forget that, we do make a difference in the lives of the people of our counties and districts.

We tell people all the time to put family first and take care of yourself. It is time that I follow the information we have been giving out. This decision didn't come easy, but it is time to step away. I encourage all of you to practice mindfulness, exercise, and take care of yourself spiritually and emotionally. Those with a servant heart usually put themselves last, remember to put yourself first sometimes.

As many of you know I am retiring the end of August and will not be fulfilling the duties of President. I thank whoever fills the office in my absence. I will be up to see all of you and deliver the gifts for our National Award winners in October.

Submitted by Rhonda Gordon

## Parliamentarian/Past President

A huge thank you to Kylie Ludwig for completing the unexpired term for the VP of Awards and Recognition this past year. It was great to have someone fill in who had some experience with awards. I would also like to thank Anne Pitts for her time as VP for Professional Development. We appreciate your time and efforts the past two years. With Rhonda Gordon's retirement, she has also resigned from her position of President Elect for KEAFCS. To complete her tenure and serve as President for 2020 we will have Donna Krug on the ballot for this position. Since she has recently been President we know we will be in good hands since she know the responsibilities.

The following people have also agreed to have their names on the slate for our 2020 officer election: President-elect - Teresa Hatfield; Vice-President for Awards and Recognition—Robin Eubank-Callis; Vice-President for Professional Development—Nora Rhoades; Secretary—Andrea Wood; NW Area Counselor—Ashley Svaty; We still need someone to fill the NE Area Counselor position.

I appreciate Susan Fangman for her help with the nominations. Thank you to everyone who agreed to serve as an officer in 2020. We look forward to an exciting year ahead for KEAFCS. Watch for a ballot/survey by email, between now and annual conference, for you to cast your vote for these officer positions.

Submitted by Ethel Schneweis

## **SE Area Counselor Update**

Welcome to Jill Barnhardt, Coffey County Family and Consumer Science Agent who began on June 2 and Tyler Johnson, Wildcat District EFNEP Agent, who began employment on July 14.

Changes: Clarissa Sents, Coffey County Family and Consumer Sciences Agent, resigned her position April 20. Stephanie DeLong, Sedgwick County EFNEP Agent, changed her name to Stephanie Lopez, effective May 18.

The Southeast Area is coordinating the 2019 State Fair 4-H Fashion Revue. The decoration theme will be pianos and backdrops provided by Kate and Megan Evans. See you at the Kansas State Fair!

Submitted by—Becky Reid

## **NE Area Counselor Update**

**Wanted Northeast Area Counselor for the upcoming term!**

I will be stepping down at the end of my term in October and am looking for someone to fill this position (without much luck so far). Please let me know if you or a fellow agent would be interested in this leadership opportunity. You can contact me at [sfangman@ksu.edu](mailto:sfangman@ksu.edu) or 785-232-0062 ext. 103.

Submitted by— Susan Fangman

# Get to KNOW Your Leadership Nominees....

## President

Donna is starting her 31st year as the FCS agent in Barton County and her third year as the Director for the Cottonwood District. Earning a degree in Vocational Home Economics Education from KSU in 1977 was the first step in her career path. Extension experience in Fort Bend County, Texas and working with her husband, John's Chiropractic practice, were good experiences. As a member of KEAFCS since 1989 Donna served as Area Counselor, Vice-President for Member Resources, and President in 2017. Donna has been recognized with the Distinguished Service Award in 2007, the Continued Excellence Award in 2018 and the KSRE Diversity Award in 2014.

Donna says, "When the nominating committee contacted me, asking if I would consider serving again as President, I didn't have to think too long. As any of you will find out when you say "yes" and serve as President of KEAFCS, there is a great team of officers supporting your efforts. I will do my best to lead our professional organization in the coming year. Thank you for the opportunity to serve."

## President Elect

Teresa Hatfield has been the Adult Development and Aging Agent in Sedgwick County since 2013. Prior to her work at Extension she was employed with the Sedgwick County Department on Aging as the Retired Senior Volunteer Program (RSVP) manager. I grew up around the Topeka area and have lived in Wichita since 1995. My husband and I have been married 32 years, and we have a dog named Daphne who is our "fur" baby. I am very excited about the opportunity to be your President-Elect. I believe this is a great chance to become more involved with our association and work closely with an exceptional group of professionals.