

February 3, 2023 KSJCEP Board of Directors and Officers Meeting VIA Zoom

11:02 a.m. start KSJCEP Representatives in attendance included: Jill Martinson, David Key, Tara Markley, Karla Hightower, Patsy Maddy, Stacy Campbell, Anastasia Meyer, Susie Latta, Becky Reid, Jaime Menon, Cassie Thiessen, Brian Rees, Gregg Hadley

Treasurer's Report Susie moved Becky seconded motion to approve noting increases in expenses for new agent orientation etc. motion passed

Update from Dr. Gregg Hadley Retention plan progress update (and various other topics to be determined) Gregg gave a report that he will be forwarding a retention plan to the SEAC very soon and will be seeking input from them for further discussion and will include parts from previous plans including supervisory skill set improvement and 4-H program management and some new items including a 5 step career ladder plan for agents including an example of step 4 allowing for experience and MS degree plan with financial incentives and qualifiers, or career achievement bonuses. Need support locally and at the state level to make this happen. There will be a review of the professional scheduling policy and perhaps redefine that policy with a goal for approval by April 2023. Question/Answer session followed including how the planning/input was conducted, concerns about local funding support and how that will be handled.

Professional scheduling interpretation was discussed and Gregg indicated that the local office should be similar to on campus in that you are responsible for your own productivity in general and blending that with local unit expectations and the public expectation. Office hours to the public were also discussed and the need to keep the office open to the public. Gregg is concerned about possible issues from SEAC is getting them to understand that each local unit may interpret professional scheduling differently.

Review and where do we go from here?? Brian started the discussion of the presentation from annual conference and responses from the survey that was sent out following annual conference. Tara shared that the process was 3 stage process from JCEP members, then discussion at the EAT team meeting in September and then at annual conference with a presentation during the KSJCEP meeting. We are now at point where Tara was hoping that each local agent association was to discuss and then report back. It was discussed that spring meetings would be a good time to discuss the survey results.

Topics from any of the association representatives:

-Declining membership/stress membership benefits/admin reminder to boards of ability to use non-appropriated funds to pay membership dues/mentors may not be members (reminder by Brian to encourage local boards to make this available to all agents)

-Declining value from Admin for FCS Professional Development opportunities – improving content as well as contacts are essential for an impactful organization Susie shared concerns about the lack of the August update for FCS agents and that is has been dropped-Gregg offered his thoughts on logistics and planning of these types of events and planning programs for the updates. The current status is Rick P and Eliz K are in discussion for the next event and to invite KEAFCS to offer their help in planning and Gregg is encouraging more local help to plan.

-**Other** Professional association mentoring opportunities were discussed by Jill M and the need to help new agents

Brian adjourned Susie Latta adjourned. Stacy seconded. Adjourned 12:01 p.m.

Respectfully submitted, David Key KSJCEP Secretary/Treasurer