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Extension Leadership Conference

February 7-9, 2023

Kansas City, MO

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Extension

Leadership Conference

2023

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Hotel Information

Kansas City Marriott Country Club Plaza

4445 Main Street

Kansas City, MO 64111

BOOK NOW - The rooms are selling fast.

Get special rates – starting at \$129 – for the 2023 Extension Leadership Conference block **now**. Space in the room block is available to registered attendees only.

Register for the conference and book your room early – the ELC special rate will only be available through **Sunday, January 15, 2023**. After that, prevailing rates and availability will apply.

[Book Your Group Rate for JCEP 2023 Leadership Conference](#)

Call the hotel toll free at 800-810-3708 ask for the **JCEP 2023 Leadership Conference**

Reservation details:

- Rates are exclusive of taxes and fees
- A valid conference registration is needed to reserve a room at the attendee rate in the conference block
- Group rate available three days pre and three days post event, based on hotel's availability.
- Rooms in the conference block will include complimentary Wi-Fi in guestrooms and public areas
- All reservations must be accompanied by a first night room deposit or guaranteed with a major credit card.
- Rooms may be cancelled up 48 hours prior to check-in with no penalty.
- Reservations cancelled within less than 48 hours to arrival will be charged a non-refundable fee of one night's room and tax fee

Please be vigilant if dealing with any companies or services other than JCEP, Capitol Hill Management Services or the Kansas City Marriott that imply or claim an affiliation with the JCEP Extension Leadership Conference. Reservations made through any other agency will be at your own risk. If you are contacted by a housing company attempting to sell hotel rooms, please notify Show Management at jcepooffice@jcep.org.

Airport Information

The closest airport to the Kansas City Marriott Country Club Plaza is the Kansas City International Airport (MCI).





Tuesday, February 7, 2023

4:00 – 6:00 pm **Registration Open**
 Grand Ballroom Foyer

Wednesday, February 8, 2023

7:00 am – 3:00 pm **Registration Open**
 Grand Ballroom Foyer

7:00 – 8:00 am **Breakfast**
 Grand Ballroom Foyer

8:00 – 8:10 am **Energizer**
4-H Regional Directors
 Grand Ballroom

8:10 – 8:20 am **Welcome and Introductions**
Suzanne Boarts, ELC Chair, Penn State University
 Grand Ballroom

8:20 – 8:30 am **Welcome from JCEP President**
Peggy Damann, University of Wisconsin
 Grand Ballroom

8:30 – 8:50 am **Missouri Welcome**
Shatomi Luster-Edward, EdD
Regional Director
University of Missouri Extension and Engagement
 Grand Ballroom

8:50 – 9:50 am **Keynote Presentation**
"Influence without Power"
Ben Elman, PhD
 Grand Ballroom

How do we get buy-in and proactive accountability from people who we don't have power over, and who are often emotionally difficult? This talk will look at the benefits of a servant-leader/adult-to-adult communication approach versus the frustrating parent-child dynamic. It will also provide the audience with two communication tools that help identify 1) your motives pre-conversation that influence the

conversation buy-in, and 2) the emotional intelligence (EQ) strategies available to better handle difficult people (as well as yourself) in the process.

10:00 – 10:45 am

Concurrent Session One Training Workshops

CS 1-1	<p>Stress Management and Wellness for a Sustainable Career <i>Dianne Christensen MS</i> Rockhill A career in Extension is rewarding but often competing professional and personal demands can create stress. This workshop covers how stress impacts the body, practical tools to leverage stress for positive life outcomes, the importance of self-care, and strategies for balancing work and family life.</p>
CS 1-2	<p>Allyship Through Leadership: Practical Strategies to Build a More Inclusive Office Culture <i>Brandi Berven</i> Roanoke Extension leaders have an opportunity to positively impact office culture by being an ally to diverse staff and leveraging their influence to create a culture of inclusion and belonging among all staff. This session will share practical strategies for leaders and supervisors to create a more inclusive workplace that inspires and empowers staff to set and achieve DEI goals to reach diverse audiences in the communities they serve.</p>
CS 1-3	<p>Making Good Communication the Language of Leadership <i>Judy Villard Overocker, PhD</i> Union Hill Extension professionals spend time working on leadership skills, but an important part of leadership - communication skill development is often overlooked. It is assumed that Extension workers are effective communicators, but how many Extension professionals dedicate time to strengthening communication skills? This session gives participants an opportunity to re-align their focus on practicing good communication skills in various leadership roles through hands-on learning experiences.</p>
CS 1-4	<p>Implementing a Multi-State Social Media Program Collaboration <i>Surine Greenway</i> Seville I This multi-state Extension collaboration utilizing social media will show how to build positive interpersonal relationships and provide research-based information to increase participant's health and wellness outcomes on a short- and long-term basis.</p>
CS 1-5	<p>Upstream Thinking: Achieving Success by Getting to the Root of the Issue <i>Harriett Edwards</i> Seville II Common sense dictates that if we identify the root cause of an issue, we stand a better chance of managing its impact. The difficulty is that we are often so focused on managing the symptoms or outcomes that we run out of time and energy to delve deeply enough to find the cause. This concept of upstream thinking encourages us to make time to be engaged in a process to look intentionally at not only what is happening but also at how and why it is happening to better plan for future success.</p>
CS 1-6	<p>"Put me in, Coach!": How to Coach Strategically Based on Team Members' Abilities and Willingness <i>Jessica Trussell</i> Grand Ballroom Do you want a high-performing team? Are some team members motivated to succeed while others struggle? Have you ever reflected on your leadership approach and how it might be impacting employees? If so, join us! In this interactive session, participants will learn about the can do/will do grid which helps supervisors to</p>

	understand their team member's abilities and willingness to perform, examine ways to support team members, and consider how leadership style may be influencing performance.
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11:00 – 11:45 am

Concurrent Session Two Training Workshops

CS 2-1	<p>The Power of Saying YES to Reconnect and Recharge Extension Professionals <i>Cheryl Poppell</i> Rockhill</p> <p>Saying YES to new opportunities in your Extension program can lead to new engagements, new inspiration, and new achievements. The team will share their success in reaching new audiences through saying YES. Hear research-based information on how you too can say YES to new opportunities and expand your program's reach through successful teamwork and collaboration.</p>
CS 2-2	<p>Equity Diversity and Inclusion by Design: How Program EDI Self-Assessment Tools Can Help Ensure Equitable Extension Programming <i>Spirit Brooks</i> Roanoke</p> <p>This session will focus on how Extension programs can use our self-evaluation tools to move toward more equitable program outcomes. These tools will help programs critically evaluate curriculum, organizational structure accessibility practices. Learn ways to help develop a program's organizational why that more effectively centers around equity, diversity, and inclusion.</p>
CS 2-3	<p>Conflict Management Techniques <i>Steve McKinley</i> Union Hill</p> <p>Using an interactive discussion format including applicable scenarios, this session will help Extension professionals to take proactive steps to effectively manage conflicts in our personal and professional lives. We'll be reminded that conflict can be a positive way to move forward individually and collectively as we seek to better understand ourselves and each other.</p>
CS 2-4	<p>Engaging & Inspiring Youth to Achieve: Developing Teen Leaders for a Brighter Future <i>Rachel Pienta</i> Seville I</p> <p>The presentation will share how to use service-learning to engage and empower teens to work with community partners to create a Community Emergency Response Team, to write, apply for, and implement grant projects to address emergency preparedness and food insecurity. Presentation participants will learn how to engage teens in a successful youth-adult partnership that includes authentic decision making, natural mentorship, reciprocity, and community connectedness (Zeldin et al., 2013).</p>
CS 2-5	<p>Design, Market, Implement, Repeat! <i>Amy Robertson</i> Seville II</p> <p>A team of Extension educators from multiple disciplines collaborated with the intent to provide relevant and free virtual workshops for home food and garden consumers throughout the state. This team utilized a variety of strategies and technology platforms to plan, market, and implement these classes. This presentation will detail their journey through this process while highlighting the successful lessons learned at each step.</p>
CS 2-6	<p>Leading with Clarity: The Importance of Core Values in Extension <i>Mandie Reed</i> Grand Ballroom</p>

	Drawing from the research of Kouzes and Posner, this presentation will introduce the importance of knowing and understanding your personal values. Participants will have the opportunity to identify and define their values and work in small groups to identify actions that will clearly express those values. We will explore the relationship between having a clear understanding of your personal values and your ability to express those values with the groups you work with.
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Noon – 1:15 pm

Lunch

Grand Ballroom Foyer

1:30 – 1:50 pm

Concurrent Session Three Skill Building Sessions

CS 3-1	<p>Using Boundary Spanning Leadership to Further Extension’s Work in Health Equity and Well-being <i>Elaine Johannes</i> Rockhill</p> <p>K-State Research and Extension has implemented a three phase Grand Challenge for Health (GCfH) initiative that follows the national Extension Framework for Health Equity and Well-being recommendations. During this session K-State’s GCfH initiative will be discussed, and participants will be engaged to identify how Boundary Spanning Leadership practices can inspire and benefit their community health programming.</p>
CS 3-2	<p>Extension Leadership Academy: Building Skills with Colleagues <i>Brenda Allen</i> Roanoke</p> <p>Leadership development is critical to the sustainability of Extension. By investing in our own staff, we assist with retention and prepare staff for future opportunities within our organization. Learn about ISU’s Extension Leadership Academy, implemented as a year-long cohort experience. Leave with an understanding of the strategies and experiences they prioritized that could be replicated within your own program. You’ll also discuss priorities you might include locally.</p>
CS 3-3	<p>Challenging the “That’s how we have always done it!” Rhetoric: Expanding Established Partnerships and Collaborations to Meet the Needs of a Changing Community <i>Kirsten Cowan</i> Union Hill</p> <p>This session will encourage Extension leaders to engage with long-standing partners to bring an inquisitive review of collaboration efforts. It will provide steps on using curious conversation to engage and build trust while developing a deeper understanding of the why behind this is how we’ve always done it. We will examine the complexities that can arise when working to inspire positive change and explore techniques to shift efforts to achieve the goal of meeting current community needs.</p>
CS 3-4	<p>Building Resilience: Reflect, Reconnect and Recharge <i>Barbara Brody</i> Seville I</p> <p>Resilience is adapting positively to life’s challenges. Resilience is for everyone and can serve as a positive way to deal with trauma and stress. We nurture resilience by reflecting, reconnecting, and caring for ourselves and each other. Resilience is nurtured through supportive relationships that help us recharge. Session participants will engage in building, strengthening, and nurturing resilience. Participants will leave with evidenced-based resources to share with families they serve.</p>
CS 3-5	<p>Parliamentary Procedure Made Easy! <i>Bernie Wiesen</i> Seville II</p>

	How many meetings have you attended and/or have coordinated and hosted? How many times have you wished you knew a little more about general parliamentary procedure? It can be overwhelming. This session will provide you with tools to determine if a meeting would benefit from parliamentary procedure as well as basic knowledge and some easy-to-follow resources you can rely on. You don't have to know it all to help assure smoother and more productive meetings.
CS 3-6	The Relationship between Servant Leadership Style and Job Satisfaction among Extension Employees <i>Amy Ressler</i> Grand Ballroom Highlights from a dissertation study looking at self-ratings of servant leadership and job satisfaction from 547 Extension employees from across the United States

2:00 – 2:20 pm

Concurrent Session Four Skill Building Sessions

CS 4-1	North Central Food Safety Extension Network (NCFSEN) Provides Resources to Develop and Sustain Regional Collaboration <i>Julie Garden-Robinson</i> Rockhill This presentation will describe the process the NCFSEN followed in creating a regional network among 12 states. An overview of the steps, including getting started, organizing, and communicating regularly, will be provided. The presentation will showcase the why's and how's of forming a regional group, which includes selecting a topic with implications and applications for Extension, growing membership, establishing ongoing leadership, and sustaining participation.
CS 4-2	Summer Fun for the Workplace: A Staff-Driven Team Building and Engagement Approach <i>Donna Rewalt</i> Roanoke With staff engagement and team connectivity at all-time lows in the workplace, many are seeking fun collaborative ideas to foster team engagement. One NC Extension office sought new ways to connect and engage beyond meetings and occasional retreats. Following survey and discussion, staff developed a Staff Summer Fun series inspired by the center's annual 4-H Summer Fun program. Activities from Watermelon Wednesday to Crafternoon yielded higher levels of connection and engagement within the team.
CS 4-3	My Cheese Has Moved! Overcoming the Challenges of Change <i>Michelle Teitsma</i> Union Hill Change is a constant companion in life! It can be beneficial but also very challenging. This skill building presentation challenges all people faced with changes in their lives to not only anticipate them but to accept them and use them to enhance their lives. A simple adjustment to how you perceive and respond to change can have an amazing affect in your work and personal life.
CS 4-4	Show Me Your Path: Gathering and Sharing Missouri 4-H Alumni Career Pathway Stories <i>Kellie Seals</i> Seville I Youth need to hear peers' and mentors' stories about their life paths in order to be inspired and to feel more confident to pursue similar dreams. Our team collected 4-H alumni college and career path stories and are sharing them with our youth via a variety of media to inspire hope and confidence that there are many paths available to them. We invite you to learn how we use this collection of stories and how you can do the same.
CS 4-5	Dynamic Large Group Facilitation <i>Thomas Bolles</i>

	<p>Seville II</p> <p>Recharge peer and stakeholder meetings with this effective and inclusive brainstorming tool. This skill building session expands a public education tools and expands it. This tool makes facilitation of large groups with few facilitators using a simple and efficient exercise. The tool allows time for personal reflection by participants, small and large group interaction, and a way to reinvigorate the way we get feedback in an interactive way that allows for everyone to have a voice at the table.</p>
CS 4-6	<p>Western Region Cultural Exchange Professional Development: Oregon and Alaska 2022</p> <p><i>Eugenia Hartsook</i></p> <p>Grand Ballroom</p> <p>This presentation will describe a culture immersion exchange held the summer of 2022. It will review the history of the location, describe the logical process involved of staff and content selection. Both the challenges and benefits of working in an isolated culturally diverse setting will be shared. The presenters will share the lessons they learned from working outside their comfort zone and discuss how the experience will shape their future work.</p>

2:30 – 2:45 pm **Networking Break**
Grand Ballroom Foyer

2:45 - 5:00 pm **Association Meetings**
ANREP – Grand Ballroom (shared with NAE4-HYDP)
ESP -Rockhill
NACAA - Roanoke
NACDEP – Union Hill
NAE4-HYDP – Grand Ballroom (shared with ANREP)
NAEPSDP – Seville I
NEAFCS – Seville II

6:00 pm **Association Evening Out**

Thursday, February 9, 2023

7:00 am – 3:00 pm **Registration Open**
Grand Ballroom Foyer

7:15 – 8:15 am **Breakfast**
Grand Ballroom Foyer

8:30 - 9:15 am **Concurrent Session Five Training Workshops**

CS 5-1	<p>4-H Agent Summit: Learning, Recharging and Reconnecting Post-Pandemic</p> <p><i>Geralyn Sachs</i></p> <p>Rockhill</p> <p>The presentation will begin as a power point and will cover the planning process focusing on partnerships, recharging post pandemic and lessons learned in planning such an event. The presentation will conclude with small group table-top discussions on the process of implementing such a program in the participants home state. Participants will leave with tip sheets and worksheets to follow for implementation locally.</p>
CS 5-2	<p>Program Options for Maximum Participant Participation</p> <p><i>Sandi Graham</i></p> <p>Roanoke</p>

	This session will explore a variety of ways to present 4-H projects in your program. We have plans for you if you are looking for a short-term club, virtual projects, day camp ideas, and expressive arts activities that can be incorporated into community clubs. Think of our presentation as the 4-H Pinterest Board of programming ideas. The projects will be budget-friendly, time-effective, and provide confidence boosters for your members.
CS 5-3	<p>Building Authentic Connections that Inspire Trust, Engage Teams, and Achieve Goals <i>Carrie Elsen</i> Union Hill</p> <p>Establishing trust by promoting connections among team members, which facilitates engagement, improves employee retention, and increases overall team productivity and goal achievement. Early relationship building fosters trust, enables cohesion, commitment, and psychological safety in a team (Lazcarena et al., 2018). Join us as we demonstrate research-based and practical methods for building highly productive teams based on trust and member engagement in both real world and virtual settings.</p>
CS 5-4	<p>Cultivating Constructive Conversations <i>Jeffrey Burke</i> Seville I</p> <p>The ability to successfully facilitate discussion and keep an audience engaged is a necessary and valuable skillset needed for Extension professionals. The strategies provided by the instructors will prepare professionals to facilitate meaningful and productive meetings with youth and adults. This workshop would continue to build staff competencies in facilitation and provide grab and go tools that can be implemented in any setting.</p>
CS 5-5	<p>Have You Thought of Podcasting as an Extension Offering? <i>Sarah Schieck Boelke</i> Seville II</p> <p>Have you thought of adding podcasting to your Extension offerings but not sure where to start? This session will teach you all you need to know about podcasting. Participants will learn about the equipment, software, and everything else needed to get their podcast on iTunes for all to hear.</p>
CS 5-6	<p>Starting with Evaluation Leads to a Happy Ending <i>Melinda Grismer</i> Grand Ballroom</p> <p>This presentation will focus on how to replicate the evaluation methods used in a multi-million-dollar community and regional development project. The presenter will explain how to seamlessly integrate these qualitative and quantitative methods to yield a complete understanding of any project's intended and unintended outcomes.</p>

10:00 - 10:45 am

Concurrent Session Six Training Workshops

CS 6-1	<p>Creating a Unified Extension Program <i>Geralyn Sachs</i> Rockhill</p> <p>This interactive presentation will introduce organizational strategies and tools that will alleviate conflict among county Extension professionals who work with other professionals to deliver a like program. We will share situation examples and provide practical solutions that can be replicated at the county level.</p>
CS 6-2	<p>A Journey Through Parkinson's Disease: A Model of Original Extension Outreach <i>Cindy Thompson</i> Roanoke</p>

	The greatest risk factor for developing Parkinson's Disease is getting older, yet many people don't know the signs and symptoms, ways to mitigate and slow progress, or how to support someone with a diagnosis. This session will highlight how A Journey Through Parkinson's Disease continues the tradition of research-based education delivered to those who can best use the information and demonstrate the use of hands-on activities to illustrate complex concepts.
CS 6-3	Exploring and Enhancing the Relevance of Your Teen Leadership Program <i>Kathleen Bohde</i> Union Hill Indiana 4-H identified a need to review its long-established teen leadership (Junior Leaders) program to enhance its relevance for today's youth in grades 7-12. 4-H Junior Leaders serve in their communities and act as mentors and role models to younger 4-H members. This session will discuss the steps taken to complete this assessment, share the resources that were developed, and identify ways that the resources can be replicated in teen leadership programs across the country.
CS 6-4	Inspire and Retain Employees Through the Art of Delegation: Research Reveals Truths That May Hold the Secret <i>Roxie Price</i> Seville I What is the one skill that eludes leaders better than Bigfoot? It's coveted by many but mastered by few. There must be a secret society of delegators holding the key to successful implementation. Come learn tips and techniques, worth replicating, to bring out the delegating rock star in you.
CS 6-5	Leadership Skill Building and Data-Informed Decision-Making <i>Jamie Kleinsorge</i> Seville II This presentation will focus on building awareness and skills related data-informed decision-making. Participants will learn when to use data-informed decision-making, how to identify reliable data, and how to make a multi-layer map. The presentation will also demonstrate how Extension leaders are leveraging data and maps to inform programming, support funding applications, and reinforce Extension as a trusted source of information.
CS 6-6	The Art of Giving and Receiving Meaningful Feedback <i>Brenda Allen</i> Grand Ballroom Giving and receiving meaningful feedback are essential skills to individual and organizational success. Yet, people consistently share that both are difficult. Participants will have an opportunity to explore and practice how to give meaningful feedback and what to consider about the receiver to ensure it is well-received. We will also examine how to accept feedback in healthy ways. Participants will learn strategies that make some difficult conversations a little easier.

11:00 am – Noon

NIFA Introduction & Mock Grant Panel Session

Suzanne Stluka, Deputy Director, Food Safety and Nutrition

Cassandra Huey, PhD, Program Specialist

Grand Ballroom

12:00 – 1:00 pm

Lunch

Grand Ballroom Foyer

1:00 – 2:00 pm

Poster Presentation Session

Pre-Function Foyer

P1	<p>Seeing Yourself in the Future: Career Readiness Program <i>Lisa Ingram</i></p> <p>The poster details the career readiness curriculum pilot for middle school students developed by West Virginia University Extension faculty. This pilot program is hands-on, classroom enrichment covering a variety of career exploration and workforce readiness topics including soft skills, goal setting, dressing for success, resume writing and interviewing skills. The program strives to prepare youth for post-secondary success and begins at a younger age than most existing programming.</p>
P2	<p>Partnering with Career Academies to Deliver 4-H Robotics and Workforce Education <i>Cheryl Poppell</i></p> <p>The Southeastern Early College and Career Academy (SECCA) offered a first of its kind Make It, Move It (M2) class for high school seniors from four area high schools. Exploration of robotics and workforce skills would allow youth to better understand the manufacturing industry. Four 4-H Agents and one 4-H Specialist worked together to develop an 8-day program that supported the semester-long Make It, Move It class using Georgia 4-H STEM curriculum and resources.</p>
P3	<p>Communication Preferences of Millennial Extension Supporters <i>Jenna Daniel</i></p> <p>As a group, millennials are generous with their time, their money, and their voices (Sartovsky & Feldmann, 2013). A study was conducted with Georgia 4-H millennial donors and volunteers. Understanding these characteristics is critical to our successful engagement of this group and calls for a tailored approach. This study works to examine how this population engages with Georgia 4-H in these roles, and how we make deeper connections with them to encourage their involvement with us.</p>
P4	<p>Revealing Recruitment and Retention Results: What Engages Millennial 4-H Volunteers <i>Keri Hobbs</i></p> <p>Looking to the future of Extension volunteer programs, Extension Specialists teamed to conduct a study of Millennial 4-H volunteer motivations and engagement preferences to better steward this group. Presenters will reveal what led these young volunteers to serve with Extension, their preferred service activity, and preferred commitment. Understanding these results can be beneficial to the leader who is planning a recruitment campaign and/or planning for volunteer retention.</p>
P5	<p>Blaze: Wildfire Preparedness Virtual Reality Simulation <i>Joey Peutz</i></p> <p>BLAZE simulation is a virtual reality experiential simulator designed to engage property owners living in the Wildland Urban Interface. Property owners engage in assessing and understanding best practices in hardening their structures and property against wildfires while increasing participants' knowledge of time critical evacuation procedures when threatened by a wildfire. The common content delivered through BLAZE can be accessed on-line or downloaded to a user's VR headset or computer.</p>
P6	<p>Developing and Piloting an Adventure-oriented Confidence-Building Curriculum for Youth <i>Cindy Jenkins</i></p> <p>Youth today are bombarded by stressors that impact their confidence. They are experiencing social isolation and exacerbated stresses due to a pandemic, possibly living in a single-parent household, and spending increased time inside (Cherlin, 2005; Larsen et al., 2018). These difficulties have the potential to erode their confidence and resilience. This poster will describe the development of an innovative camp designed to build confidence in youth through lessons and adventure-based activities.</p>
P7	<p>Engage Youth and their Families in the Farmers' Market Experience</p>

	<p><i>Katie Ahern</i></p> <p>In response to farmers market organization's desire to expose more low-income youth and their families to locally grown produce, OSU Extension Educators provided education throughout the state at summer markets. Educators engaged youth in the process of picking fresh fruits/vegetables, exposed youth to new varieties and increased families shopping at the markets through incentive programs. Accompanying adults received information to website resources directly linked to market produce available.</p>
P8	<p>Exploring the Impact of Temperament Awareness on the Mentor/Mentee Relationship in Cooperative Extension</p> <p><i>Lori L Korthals, EdD</i></p> <p>Mentors who understand personality and behavioral reactions have higher emotional intelligence. Mentors who understand the foundational behavioral reactions due to temperament traits may improve their emotional intelligence and impact their perceived mentoring quality. This study's primary purpose is to examine the impact on Cooperative Extension mentor's perceived mentoring effectiveness after receiving temperament awareness intervention using temperament profiles.</p>
P9	<p>Intentional Community Relationship Building to Support Successful Extension Programming</p> <p><i>Margine Bawden</i></p> <p>Developing strong collaborative relationships with the communities we serve is important to the success of all Extension programming. This poster will share the strategies used by our team to develop an early literacy program for two Native communities in Arizona. We will focus on building collaborative relationships with community partners, developing, and effectively working with community advisory boards, and engaging community stakeholders and program champions.</p>
P10	<p>"Don't Take It Personally!" Using Personality Assessments to Achieve Professional Success</p> <p><i>Jamie Mullins</i></p> <p>Myers-Briggs, Real Colors, Strength Finders, Enneagram, The Five Love Languages - There are so many personality assessments out there. Some people scoff at them, while others have been inspired by them. When properly utilized individually or institutionally, these various assessments have the ability to build stronger leaders, teams, and impacts. Join us for this 20-minute overview of these many tools and how YOU can utilize them to find success in YOUR professional life.</p>
P11	<p>Expanding 4-H in Schools: An Assessment of the Florida 4-H School Enrichment Program</p> <p><i>Andrew Toelle</i></p> <p>This poster will present the findings from the 2022 4-H in School survey conducted in Florida. In addition to the findings, next steps will be outlined as will the potential for other states to conduct a similar needs assessment in their state.</p>
P12	<p>Application of Before and After Evaluation Approach in Assessing the Impact of Extension Programs</p> <p><i>Lila Karki</i></p> <p>The presentation will underscore the use of the before and after evaluation approach to assess the impacts of Extension programs. Simultaneously, it will strengthen participant's knowledge about scope, application, embedded qualitative and quantitative tools, methodological procedure in collecting baseline and endline data, analyzing selected indicators, and measuring the impact of Extension intervention(s) on the socio-economic and environmental conditions of project participants.</p>
P13	<p>The Workforce and the Rural Community</p> <p><i>Laura Jones</i></p> <p>This training opportunity provides information on how to create cutting-edge training and career options for rural communities. Learn how to engage industry and workforce boards to access WIOA</p>

	Funds (Workforce Innovation and Opportunity Act), provide training through partnerships, and create an apprenticeship program (with our partner who was an intermediary for funding).
P14	<p>Differently Abled Youth Engage in 4-H <i>Sonya R. Jones</i></p> <p>Using various teaching methods, beyond the classroom, County Extension agents reached differently abled youth, grades K-8, through agriculture and STEM exploration projects. Multi-county innovative, diverse, and inclusive Georgia 4-H projects (R.O.C.K.E.T.S & H.E.R.O.E.S) objectives aligned with National Agricultural Literacy outcomes as youth learned the basics with the essential need of agriculture for survival, growth, and health.</p>
P15	<p>Recharge and Reset: Making Space in Your Life for Renewed Focus and Restorative Connections <i>Alayne Torretta</i></p> <p>The trends of downsizing, minimizing, decluttering, and tidying are sweeping the nation. The results of research studies are in having too much is overwhelming, stressful, and distracting, yet strangely enough, comforting. This workshop will discuss physical, emotional, and time clutter and its effects on our mental health. Additionally, we'll address strategies for reducing the things that no longer serve us. Whether it's our work calendar, desk, or home, clutter can keep you from your goals.</p>
P16	<p>Measuring the Impact of Local Food Systems in Sawyer County and Lac Courte Oreilles Tribe <i>Ariga Grigoryan</i></p> <p>This session will share navigation through the study on <i>Measuring the Impact of Local Foods in Sawyer County and Lac Courte Oreilles Tribe</i>. The study resulted in learning not only culturally relevant values, but also two different directions and goals of both tribal and non-tribal communities. The presentation will cover utilization of tribal culturally relevant elements and future directions.</p>

2:15 – 2:30 pm	<p>JCEP Announcements & Award Announcement <i>Melinda Grismer, Purdue University; Steve Siegelin, Montana State University</i> Grand Ballroom</p>
2:30 – 3:30 pm	<p>Capnote Presentation <i>Lessons Learned, Inspirations Sparked & Lives Changed</i> <i>Hannah Carter, PhD</i> <i>University of Maine</i> Grand Ballroom</p>
3:30 – 3:45 pm	<p>Break Grand Ballroom Foyer</p>
3:45 – 4:45 pm	<p>Association Meetings ANREP – Grand Ballroom (shared with NAE4-HYDP) ESP -Rockhill NACAA - Roanoke NACDEP – Union Hill NAE4-HYDP – Grand Ballroom (shared with ANREP) NAEPSDP – Seville I NEAFCS – Seville II</p>

SPEAKER BIOGRAPHIES

Keynote Presentation

Ben Elman, PhD

Ben has over 20 years of corporate experience between the UK and the US and is also a B2C SAAS founder.

After five years of teaching theories of leadership (Org. Psychology Program Chair, Touro University), Ben was ready for a new challenge after his son Teddy was born, so he entered the world of consulting at Bartell & Bartell (where he still contracts today). Client work completed at Bartell & Bartell has included companies such as National Grid; Tinder; Capital BlueCross; Kehe Distributors; Brayman Construction; Chester County Intermediate Unit; Blick Art Materials; Pennsylvania Sheriff Association; Cranberry Township Police Department; Avail Technologies; Penn State University; Mersen; Global Disciples; and many other successful local Pennsylvanian organizations.

Consulting clients' issues ranged from psychologically profiling candidates to coaching, workshops, training, and trust and culture issue interventions. Ben is a blend of academic theory and over 100 years of consultant-mentor experience. Ben has published in peer-reviewed business and psychology journals. All publications are available to read on his LinkedIn page. He has also presented research with teams of grad students, across multiple Society of Industrial-Organizational Psychology national conferences.

Ben began his career in sales after graduating with a Business Degree. He elevated from a national top seller at Cadbury chocolate in London, UK, to a senior account manager role at Experian's marketing software division in NYC, during a six-year sales career. Ben then created an online B2C Saas subscription business, that is still operating today called datebritishguys.com (Aka. Dating Across The Pond).

Ben pivoted in his career to study to become an executive coach while pursuing a Psychology Ph.D. Post-graduation, Ben became an Assistant Professor at Touro University where for five years Ben developed the only I-O internship program in the city, and the program was recognized by a national I-O student survey.

Capnote Presentation

Hannah Carter, PhD

University of Maine

Dr. Hannah Carter grew up surrounded by the potato fields of Aroostook County, Maine. A former 4-H'er and Maine FFA officer, her love of agriculture was developed early and has served as a guide in her career.

She graduated 1995 with a B.S. degree in Environmental Science from the University of Maine at Presque Isle. Upon graduation, she began her career with UMaine Extension working within the potato industry. In 1999, she graduated with her M.S. in agricultural education and communication, with a concentration in extension education, from the University of Florida and returned to UMaine Extension.

She returned to the University of Florida for her doctorate and in 2004 she earned her Ph.D. in agricultural leadership. She stayed with UF and directed the Wedgworth Leadership Institute for Agriculture and Natural Resources, a leadership development program for individuals involved in Florida's agriculture and natural resource industries for 15 years. In 2019, she assumed the role of Dean of Cooperative Extension for the University of Maine.

In 2022, in addition to her dean role, she assumed additional responsibilities as an Associate Provost for Online and Continuing Education.

Every effort is made to provide a complete program in advance of the conference. Please understand that session, speaker, and room changes are often unavoidable. We appreciate your understanding.

