



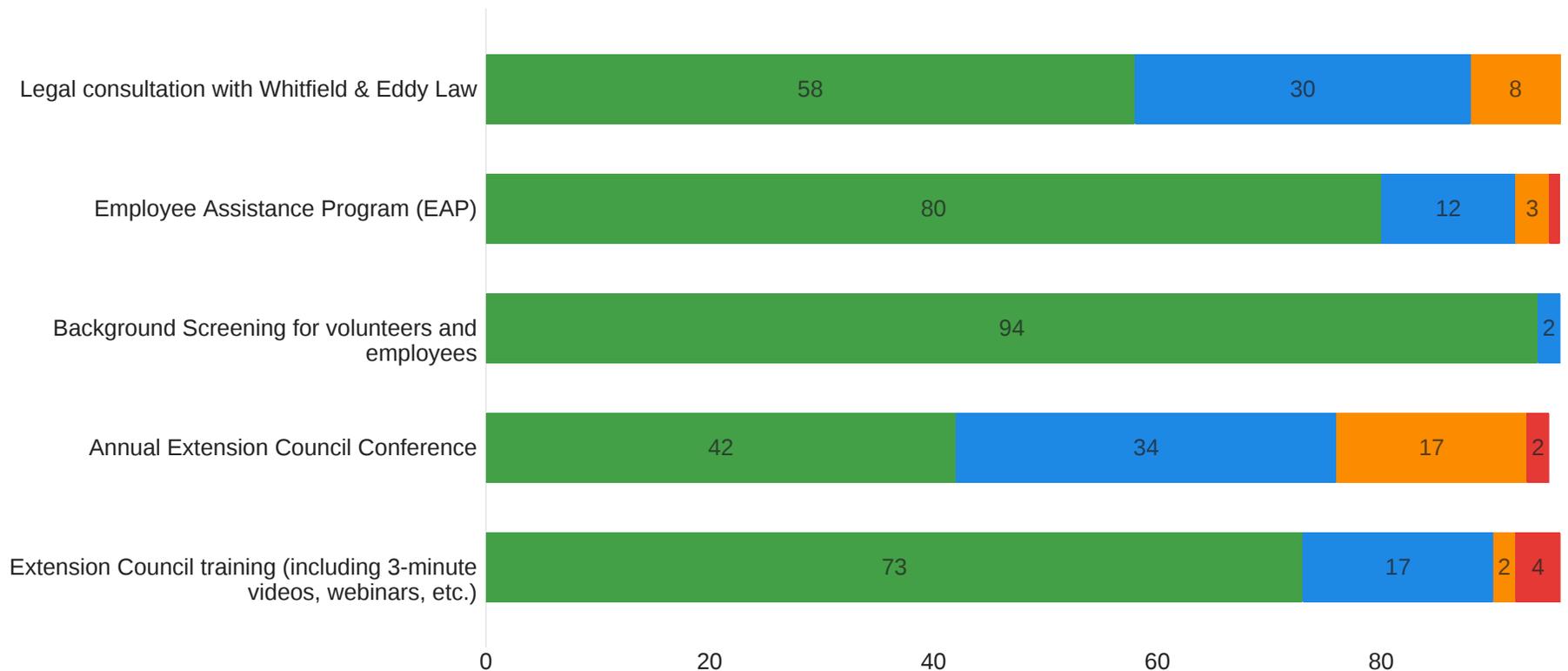
# IECA Membership Benefits Questionnaire Results

## November, 2022

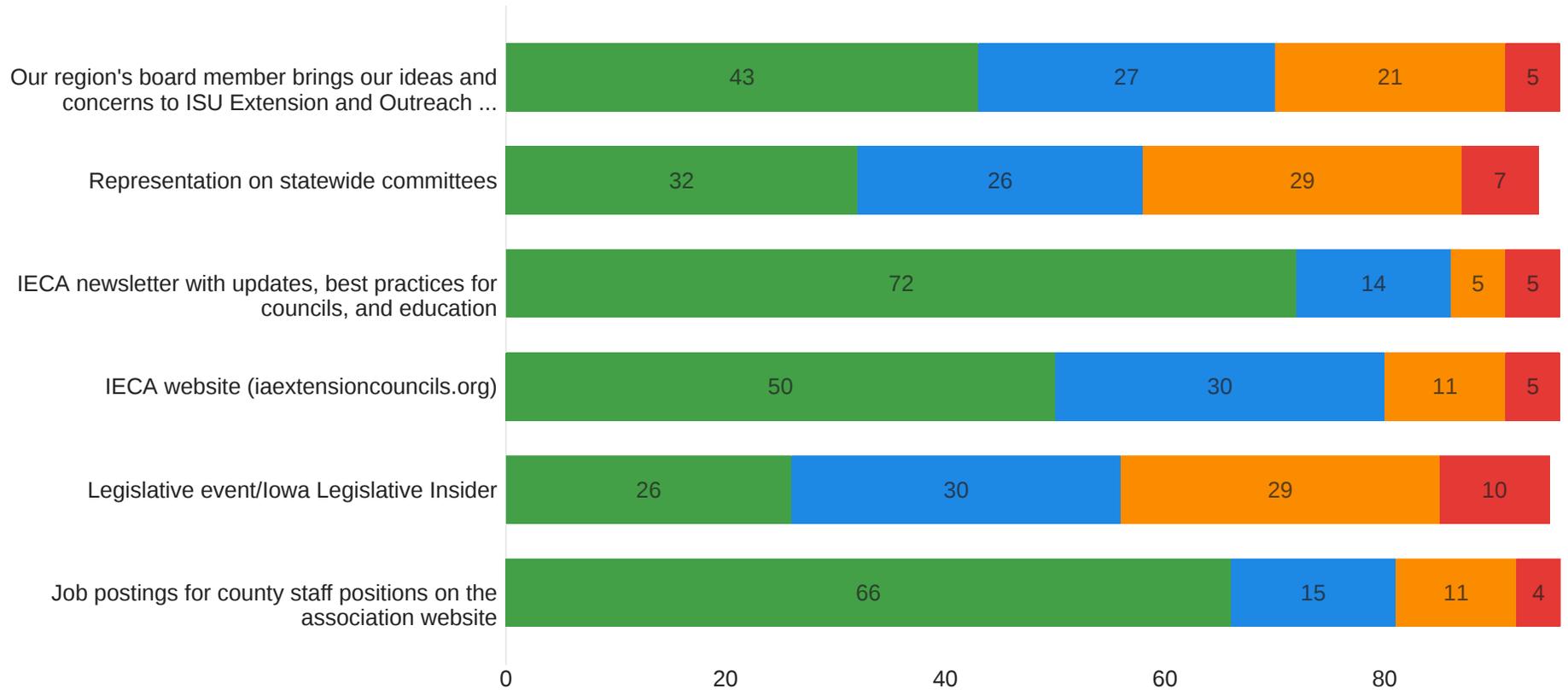
**Q1. The current benefits offered to members by IECA are listed below. For each benefit, select the response that best characterizes your council's usage of that benefit.**

96 Responses

- Our council uses this benefit.
- Our council may use this benefit within the next year.
- Our council would not use, but other councils may find value.
- This benefit is not valuable to councils.



- Our council uses this benefit.   ● Our council may use this benefit within the next year.
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96 Responses

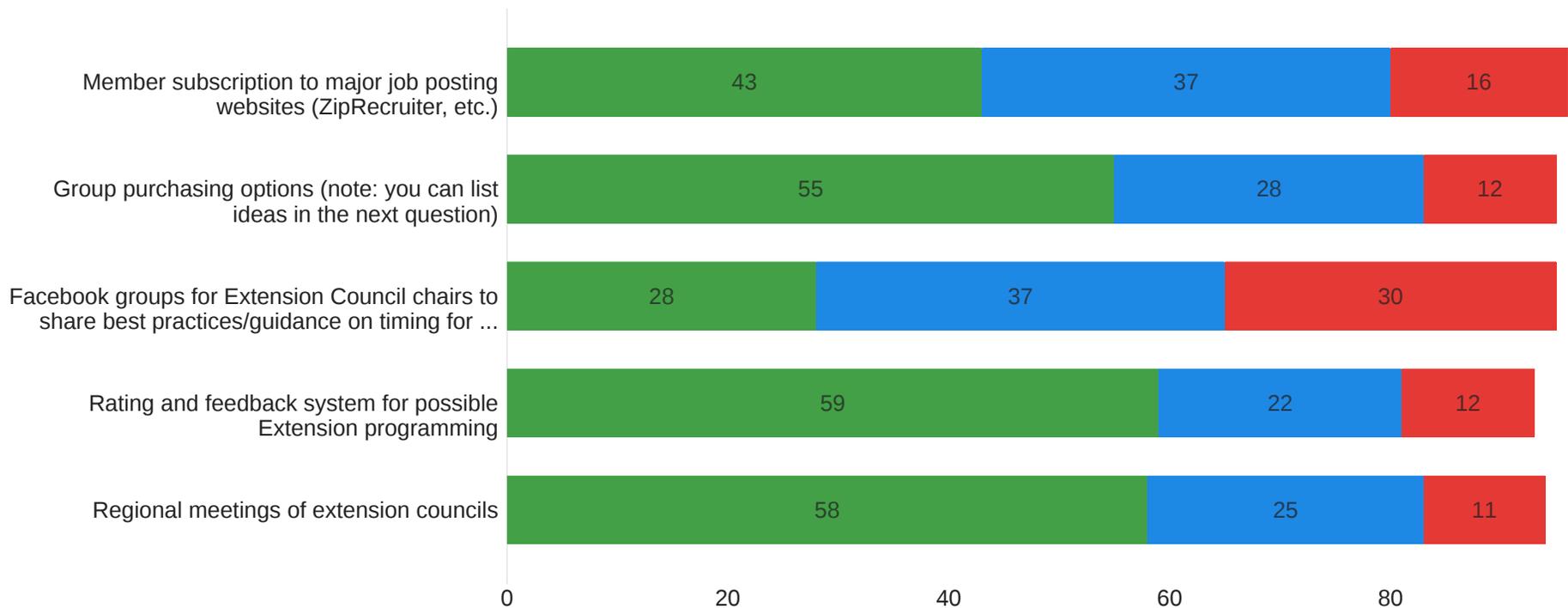
Field	Our council uses this benefit.	Our council may use this benefit within the next year.	Our council would not use, but other councils may find value.	This benefit is not valuable to councils.	Total
Legal consultation with Whitfield & Eddy Law	60.42% 58	31.25% 30	8.33% 8	0.00% 0	96
Employee Assistance Program (EAP)	83.33% 80	12.50% 12	3.13% 3	1.04% 1	96
Background Screening for volunteers and employees	97.92% 94	2.08% 2	0.00% 0	0.00% 0	96
Annual Extension Council Conference	44.21% 42	35.79% 34	17.89% 17	2.11% 2	95
Extension Council training (including 3-minute videos, webinars, new council training, materials on the IECA website, etc.)	76.04% 73	17.71% 17	2.08% 2	4.17% 4	96
Our region's board member brings our ideas and concerns to ISU Extension and Outreach administration.	44.79% 43	28.13% 27	21.88% 21	5.21% 5	96
Representation on statewide committees	34.04% 32	27.66% 26	30.85% 29	7.45% 7	94
IECA newsletter with updates, best practices for councils, and education	75.00% 72	14.58% 14	5.21% 5	5.21% 5	96
IECA website (iaextensioncouncils.org)	52.08% 50	31.25% 30	11.46% 11	5.21% 5	96
Legislative event/Iowa Legislative Insider	27.37% 26	31.58% 30	30.53% 29	10.53% 10	95



**Q2. Please review the list of potential benefits IECA could offer to its members. Check the closest appropriate box, thinking how your council could use this potential benefit.**

96 Responses

- My council would use this benefit within the next year.
- My council would not use, but other councils may find value.
- This benefit is not valuable to councils.



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	My council would use this benefit within the next year.		My council would not use, but other councils may find value.		This benefit is not valuable to councils.		Total	
Member subscription to major job posting websites (ZipRecruiter, etc.)	44.79%	43	38.54%	37	16.67%	16	96	
Group purchasing options (note: you can list ideas in the next question)	57.89%	55	29.47%	28	12.63%	12	95	
Facebook groups for Extension Council chairs to share best practices/guidance on timing for Extension business	29.47%	28	38.95%	37	31.58%	30	95	
Rating and feedback system for possible Extension programming	63.44%	59	23.66%	22	12.90%	12	93	
Regional meetings of extension councils	61.70%	58	26.60%	25	11.70%	11	94	

### Q3. What group purchasing options might your council be interested in exploring to save money and more easily source supplies?

What group purchasing options might your council be interested in exploring to save money and more easily source supplies?

Providing the option, but not required to purchase.

Additional benefits for employees

Paper, promotional items.

not sure

phone system upgrade recommendations

HR consultation--services

Regional Telephony Solution -- if our Region could purchase a phone/internet solution that would hook the 4 offices together we could eliminate OA time or free up staff to do more programming. Solutions that push calls to computers/cell phones would also work. There are LOTS of options for this kind of system -- with ONE office (could be rotating even) that gets all the calls and routes them to people's cells or office phones.

Office supplies, advertising materials, and educational (kits) and camp materials.

copier contracts, interpretation services support

county fair theme package to display items for decoration or events

Technology and software licenses

Software and Technology when discounts apply for multiple devices and/or licenses.

Paper products, 4-H recruitment materials, office supplies, snacks and other meeting supplies.

internet pricing. bulk postal rates.

IT equipment, Paper, cleaning supplies & products, AV Equipt, office supplies

office supplies, insurance

technology, internet boosters,

NA

Not sure--perhaps office furniture. We have used Iowa Prison Industries--but they have discontinued. Perhaps--MERCH---that would be lower cost than what is available to use through the ISU store

What group purchasing options might your council be interested in exploring to save money and more easily source supplies?

office supplies, trophies and awards,

Extension store items.

Trophies or ribbons.

Translation/Interpretation

Office equipment, internet, printer contracts

Lobbyist

Wholesale website to purchase items, like a Sam's club membership

Computers, general supplies for programming/county fair and office supplies.

Discount benefits on electronics, office furniture, supplies, etc.

Supplies in general and specifically for summer youth programming

Office equipment and supplies, 4-H Online and Fair Entry, Phone system, Credit Card system, Newsletter apps such as Constant Contact, Mi-Fi/Hot Spots

Office Furniture

Outside of ISU purchasing, could Fair Entry be more reasonable and perhaps could County specific apps that the Apple Store will accept.

May be of benefits IF we can source locally, otherwise, NO.

Office Supplies, 4-H Food Stand supplies, bulk program supplies (youth camp materials)

Office supplies, STEM supplies, office equipment, office furniture .

Electronics, furniture, big items

N/A

Insurance (health and property), copier lease agreements, paper supplies

office supplies, tables & chairs, technology equipment, etc.

paper, ink, possibly copiers and printers

Equipment, supplies, subscriptions (Canva, zoom)

Office equipment, phone systems, office supplies, constant contact

office equipment, supplies

What group purchasing options might your council be interested in exploring to save money and more easily source supplies?

Office supplies (paper, folders, etc.), youth STEM backpack kits, Clover Kids supplies, technology products, retinal imagers, signage

trophies?

Office supplies?

Office Supplies

Apparel, office supplies,

Office supplies and technology

Trophies and awards

Insurance (health, life, etc.)

Office Supplies (paper, etc.)

Food and supplies for foodstands

Copiers

Quill

computers & technology

office supplies (paper, etc.)

Insurance options (health, life insurance, disability, etc.)

Programming materials; higher priced materials

field trips and career exploration trips

Adventure Too wellness program

copiers and office supplies

office supplies, copiers, equipment, awards and trophies for county fair, (with options to purchase locally)

Open to suggestions.

Paper, copier leasing bids, supplies, marketing, chairs, and desks.

photo copier contract, group buying through Quill for discount savings, Staples, Office Depot, etc.

group health insurance options other than ISU benefits

technology

benefits (life insurance, disability & insurance)

What group purchasing options might your council be interested in exploring to save money and more easily source supplies?

office supplies, office machines (printer, etc) cell/hotspots.

Access to State buying  
Insurance, printing, supplies

NA

Office equipment, supplies, signage. Various media advertising. Health insurance (through ISU). Maybe other types insurance.

Copier systems

Office supplies

Office supplies (paper and office supplies), fair supplies (ribbon, trophies), curriculum (ie, mindful teen), marketing materials.

Office supplies, paper, etc. Timing of ordering and shipping cost considered. Annual subscriptions to online services such as survey monkey, etc. Advertising package deals/discounts.

Helping counties to get a price break on subscriptions for county apps for phones.

?

Digital Advertising. Advancement does a good job with billboard for counties across the state. Kits for programs for a specific new program. Banners and or signs for fairgrounds some type of pull up banners.

Copier contracts, bulk supplies and program supplies

N/A

Having a shared copier lease agreement is possible and based on this council's experience it can provide financial savings to the council.  
Health insurance plan discounted rates.

#### **Q4. What additional ideas do you have for membership benefits that would be helpful to your county extension council?**

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Training list of options.

What additional ideas do you have for membership benefits that would be helpful to your county extension council?

council officer training. example annual council chair, treasurer

na

Drug Screening Policy (pre-hire) and access to such services. (We have this, but a statewide policy might be valuable.)

Policy or at least conversation and advice on Remote Work...working from home...flex positions. Who is allowed to work without supervision and who is not and how does Workman's Comp work for people hurt remotely during work (like at their homes) and all the issues that surround remote work.

Have the Regional Representative visit.

seat at the table with VP of extension is valuable, maintaining opportunities for VOICE for extension councils

stack-able use of the hours for legal services

Council would like to bank legal hours if they are not used during a year.

still thinking about it

Help lower income 4H families by providing projects that are lower cost or ways to leverage funds enabling more costly projects to be participated in by those families.

Regional council conversations and interactions to share ideas, training, new council member training, incorporate a reference resource education,

University insurance available to county staff at affordable prices.

Clothing and swag

communication of what is available and how to access it.

Increasingly hard to hire. Not sure options--cyhire?, recruiting at college career fairs--all on behalf of county services??

marketing and promo materials, additional legal hours, expanding the EAP to volunteers and Council members

Minimal term death benefit.

Understand feedback other counties are providing - counties may be suggesting programs or training we may not think of.

None

Ideas for sharing programs

Parliamentary Procedure video

legal services

What additional ideas do you have for membership benefits that would be helpful to your county extension council?

NA

Wellness Programs

Financial guidance for Counties to evaluate whether they are in a position to Build/Buy or just rent.  
The ins and outs of establishing a Capital Campaign to raise building funds.

ISU insurance that is affordable and discounts for professional learning for staff.

none

Extension Council Shirts

Fair Buttons....or other perks to the county or incentives

Intra-network, sharepoint for councils, etc.

Did not understand what was meant by rating/feedback system; vague

NA

clothing with extension brand to all members,

Council training, financial training

Consider platform, possibly listserv for different roles on the council, other than Facebook for Extension Council leader group, email address from organization for council members

None

A list of programs that work in different communities. We want to see background on programs we might consider offering.

W&E extremely helpful, legal webinars

Council Member Code of Conduct Training

Regional representative reports to our council through the offices.

Insurance (health, dental, eye, life, disability)

IRA

Extension Apparel for members.

Learning opportunities - online, webinars, etc.

more hours for legal fees

What additional ideas do you have for membership benefits that would be helpful to your county extension council?

Short term disability.

legal and legislative

Insurance at a great rate.

onboarding materials for new extension council members

Insurance options

Increase in legal time available for council consultation

Council Trainings and orientation

HSA - health spending/cafeteria, dependent care.

Apparel for us to represent ISU Extension and Outreach.

Discounted state fair tickets or volunteer opportunities.

NA

Student loan forgiveness, matching.

None

Online chat for feedback.

Additional training options - best practices in HR, employee confidentiality, effective performance appraisal/measuring employee performance, marketing best practices/training, navigating county/state messaging

Standard audit rates for counties.

mini regional council meetings around the state

We would like to see more affordable health insurance.

Centralized recruiting and HR with turnover of staff.

The council could see value in helping with affordable health insurance advice.

Continued short trainings to be shown during meetings

None

maybe next year

Options for legal consultation

**Q5. Please share one or two of your county extension program's most significant impacts of the past year.**

Please share one or two of your county extension program's most significant impacts of the past year?

Livestock Workshop (multi-specie)

Youth Farm Safety Day

Educational Partners Agriculture and Kids (EPAK)

Women in Ag. Programming and Childcare training.

Master Gardener growing project and donation gardens.

Youth programming and family cooking/nutrition with the Bridges Out of Poverty program

County impact on food insecurity-through hiring of a county employee reaching more youth through after school, summer, an in school programming round healthy food choices. Food preservation, Pick a Better Snack and Pre School Harvest Box programs. In addition--programming efforts around natural resources have had impact--including Pollinator Walks, Monarch Butterfly programming, Forestry Field Day, Women and Timber management, as well as seed giveaways to encourage pollinator and food production.

-Completing the Rural Housing Readiness Assessment with two Communities

-Completing Strengthening Families in Burmese and planning another session in Burmese for the coming year

Region 7 Master Gardener Tour

FNP work in the county (delivering the program and building partnerships), multigenerational garden programming

Family Fall Festival

Mindful Teen, Ag Safety Day

Growing Together Grant

4-H Youth Development Programming

Strengthen emphasis on youth activities and broaden the client base for those (STEM, nutrition, ect. Adult and family nutrition programming

VITA, Conservation Program, Pesticide and Crop Programs, Dairy Story,

Participation in the vita program. Hosting a successful Leadership Academy.

Pick a Better Snack and Master Gardener program and new volunteers.

All Programming is booming!

Please share one or two of your county extension program's most significant impacts of the past year?

Breakfast Club 4-H Club

Pesticide Trainings

Babysitting Training

Covid recovery- community and economic development

Childcare work--certification and training work with pre-k teachers and outdoor play space makeover.

School based SWItCH and Pick a Better Snack -programming.

Growth in early childhood programming new Early Childhood Positive Behavior Supports program.

Ongoing success with Master Conservationist.

Women in Ag programming, continuing ed for pesticide applicators, youth programming (day camps) and 4-H

Journey of Parkinson's Program at Sunrise Retirement

Your Money Your Goals; Money Smart Series

RSVP and 4-H.

VITA, Adult Workshops

Youth outreach has been very successful

Opportunity with local community college for shared programming

support for local food drives and pantries

Clover Kids

Library outreach programs

Increased efforts to build/maintain partnerships

Outreach through day camps provided by CYC.

STEM outreach in public schools, over 700 kids.

STEM Fest was very well attended when held in Stuart in March.

Rising Stars program, creative summer programs with educators

Please share one or two of your county extension program's most significant impacts of the past year?

Summer Youth Programming (camps)

Private Pesticide Applicator Programs (+Commercial)

Speak Up Be Safe

Master Gardener

Youth programming (Salir Ad., Partnerships with schools, Day Camps, and 4-H in general)

Page County Fair Partnership Agreement/MOU - Built a better, stronger and more successful relationship with Page County Fair

Board which benefitted 4-H and Community

Brought Debbie Pope back as GSF Parent Educator in Page County

Brought Master Gardener program back to Page County

Mental Health Outreach

Master Gardener

Babysitting courses

none.

Old School Produce Partners ( 12,000 lbs donated to local pantries using the Growing Together Grant.

Pesticide Applicator Training - largest participants.

1. Crop Clinic offered locally

2. Washington DC Trip for the local 4-H'ers

3. Master Gardening programs and the youth garden plot

Raising \$2.6M for a new Extension Outreach Center. Maintaining 4-H membership and expanding youth educational offerings across the county.

Plymouth County Clover Kids, Community Donation Garden.

Flood recovery work

Many youth are served through camping opportunities, afterschool programming, in-home parenting class, 4-H and Clover Kids

Pesticide applicator and manure applicator training options

Hiring new county program person, Rural Housing Readiness Assessment helped communities

Nest, 4-H, suggestions of a phone service to answer phones when staff are away.

I-29 conference, Moo U, QPR, Our programming with Hope Haven has made connections and impacts, Rising Stars, summer camps, Master Gardener, BQA

Please share one or two of your county extension program's most significant impacts of the past year?

Seed program to help community gardens and individual gardeners learn how to grow produce from seed.

Harvest of the Month - connecting local producers to local preschools with monthly food boxes

Farm Succession Workshop

Women, Land and Legacy Listening Sessions

STEM programming

Community Wide Mental Health /Wellness Conversation

Women in Ag programming

Our Bookshelf, Story Walks (exposure to new audiences), Urban Youth Leadership Academy

Ag Programming

Dolly Parton Imagination library, Pesticide Recertification, Community Visioning, Clover Kids

acquired new office space

summer youth programs and daycamps

Salir Adalente helped families explore educational goals in an underserved, diverse audience. Over 50 participants. (Held twice this year.) County 4-H Youth Development program has seen growth in Clover Kids and has offered a variety workshops and day camps, etc. Community Garden, supported by County Master Gardeners, has donated over 700 lbs. of produce to local food banks.

Building repairs, moving back in

4-H and youth Ed

Master Gardener

Youth partnerships with schools/libraries pgms

STEM Fest

SWITCH Pgm

Hiring a new county director

Donation Garden, Dr. Suess Clover Kid Camp, Master Conservation, Regional Citizenship Trip

4-H

Ag programming - recertification

Please share one or two of your county extension program's most significant impacts of the past year?

Building Community Garden

Master Conservationist

VITA

Effort to revitalize programming post covid.

VITA

Ag programs

Poweshiek Leadership

1. Mental Health and Financial classes-the reviews have been helpful. Real Money Real world and mindful teen.
2. Food Access partnerships with the Research Farm and local schools and food pantries.

Summer exploration programs - 45 workshops

All youth workshops - 85 (summer explorations is part of this number); total youth is 1366

Robotics and STEM programs

Regional Horticulture partnership amongst counties

Waverly Community Gardens

School STEM programs

Moving Office

Ag in the Classroom

Iowa Retail Initiative partnership

Pocahontas Ag Day event

county fair, community gardens, small business workshops, pesticide applicator training, ag marketing meetings

Leading Communities Program

Customer Service Program

Extension Week care packages supported our volunteers across the county. Mental health general resources (Iowa Concern magnets) were included.

Cow/calf producer meeting facilitated by ISUEO Beef Specialist had impact on producer's practices.

Women Managing Farmland, Grant Writing, and Clover Kids.

Please share one or two of your county extension program's most significant impacts of the past year?

partnering suicide prevention training (QPR) with private pesticide training  
 servsafe training success  
 partnering with other counties in the region to hold a bunny basics workshop  
 entrepreneurial education at the school

Out of school time  
 VITA  
 Read Across Iowa

Impact of food security efforts including Master Gardeners donating over 10,000 lbs of food (food security) and the partnerships connected with this, 4-H broiler chick project and partners/visibility w this, Pick a Better Snack programming in the schools.

Summer 4-H outreach program continues to serve underserved youth in the community. Over 450 youth had over 6 hours of learning over the summer!

Getting a fully staffed office to be able to offer programming again has been significant.  
 Clover kids retention to 4-H has been good.

1. Farm and Ranch Wellness Grant
2. Youth programming for K-3.

Clover Kids  
 Rain Barrel  
 Farmland Lease

Iowa Dairy Story  
 3-County Citizenship program, which includes a Des Moines and Washington, D.C. - a regional 4-H program.

Staff retention.

Master Gardener Tour, Growing Together Grants, QuickBooks training. Customer Service Workshop.

Programs in area schools

Clover Kid numbers, Master Gardener tour, Leading Communities...

Please share one or two of your county extension program's most significant impacts of the past year?

Beginning our strategic plan, normal fair

Vita program and youth programs in the school.

youth programs & Clover Kids

Day camps

Chick hatching at school, master gardeners & 4-H

QPR was attended by many and hopefully was helpful.

Manure Management is highly important. Pesticide training is always popular.

Clover Kids continues to explode and that is entry into families in our county.

Canning classes have been popular, especially when offered at low or no cost to people.

Grain bin rescue class was offered and had attendees from outside our region.

food security efforts with food pantries and mobilizing volunteers to grow donations, VITA income tax program, youth outreach with schools and libraries (STICH, Mindful Teen, etc), 4-H!!

Master Conservationist, Clover Crates

Trunk or treat - Pick a better snack

FNP programs helped families in need. Youth outreach partners with schools, libraries and organizations to educate youth.

Extension Week grab and go breakfast

4-H Road Trip

Family Fixin's

4-H youth development program serving youth in the county. Shelby County Fair improvements paid for by fee program dollars. Partnerships with various community groups and other organizations to upgrade fairground facilities. More gardening interest by sponsoring the Harlan Community Garden. Afterschool programs and summer day camps serving youth.

**Q6. What are the greatest challenges facing your council?**

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Overall involvement of youth, adult programming and volunteers  
Opportunities for youth

Childcare and reaching out to a more diverse audience.

Hiring staff that are proficient and have ability to lead programming.

Hiring, Recruiting, and retaining staff.

4-H livestock fair conflicts.

Teaching--informing the public on ISU Extension and 4-H mission and focus.

Hiring and competitive pay and benefits.

Concern over Clover Kids/programming.

Change with Extension staff.

Identifying future council members, increase diverse representation in leadership (cultural diversity specifically)

Staff consistency and turnover/retention - attracting talent

Council member recruitment

Challenge of getting participation of volunteers and program attendance

Leveraging multiple community involvement

Not enough funding to adequately support staff salary and benefit and other supplies given inflation.

Not enough people willing to serve as council members and other volunteers.

Working with the County Fair Board - mainly the staff

Use of the REED in positive manner, purchase of the property- resolving conflicts with partner, following protocol, meeting increased needs for programming and services and maintaining our fiscal responsibility, keeping our strong staff that are willing to provide more programming, settling our building purchase contract and tenant change

retaining CYC

Budget, Building, Employee Turnover, Recruiting new council members, volunteer management, council engagement

Limited budget, staff turnover.

What are the greatest challenges facing your council?

Building and location of office.

Replacing a long-term employee in the upcoming year

None

Working to keep the entire county represented.

Membership

Activities/participation

Hiring quality staff and keeping quality staff.

length of term shortened (2 years?), staffing including outside bookkeepers

Staffing and competition for 4-H with youth programming in an urban area. (Boys Club, Girls Inc, YMCA, etc.)

Money, finding people to be on the council.

Busy schedules

Continuing to find volunteers to serve the youth we want to reach.

Hiring a CYC

SWI seems to be isolated from the rest of the state in all things

Funding to keep up with wages based on current economy and cost of living

community partnerships

Budget limitations, staffing

Staffing - finding quality employees when we have vacant positions

Zoom has really helped us to achieve quorum every month

Declining population- recruiting council members

Retaining and recruiting staff- paying enough money to keep staff and provide good benefits

Keeping up on reaching different ethnic and economic groups

Costs of keeping employees in wages and benefits

Facility costs in an urban area when our most active participation comes from rural addresses

What are the greatest challenges facing your council?

Aging infrastructure - fighting our facility's deferred maintenance and age.  
Building up the number of volunteers - harder to get people involved.

There are so many programs that could be offered and there isn't enough time to offer all of the programs. Perhaps specialists could help present more programs. ISUEO has great programs to offer and it is difficult to reach the neediest audiences.

- onboarding/engaging extension council members
- not knowing all the available programs
- programming committee is not engaged currently,
- council may not be aware of larger community needs to connect programming to.

Budget limitations

County Youth Coordinator staff retention  
Competitiveness in the job market

Staffing and turnover.  
Relationships with Fair Board.

Funds, especially for quality staff members

Volunteers are spread too thin in our small community, and that affects their level of commitment.

Limited number of qualified candidates for available positions.

- Communication with the public of extension programming options
- County financial security and growth

Enrollment in county 4-H program, generating interest in county livestock projects

Market Share and audience balance for 4-H, diversity on extension council,

Hiring new staff, change in fairgrounds location/being supportive to keep it strong

Finding people to run for election  
Exposure of Extension programs

What are the greatest challenges facing your council?

Getting quorum at each meeting.

Finding 9 engaged members.

Terms might be too long.

Members are very busy and spread thin.

Seeing the big picture of Extension.

Small and low resource counties feel like they aren't considered.

Long council meetings; how do we make them more productive in a shorter time.

Participation in programming and at meeting.

Getting the word out what Extension has to offer.

Recruiting new council members

Financial cap which will limit growth (topped out for tax levy) for staffing and outreach - almost limitless opportunity for impact

Too busy

Council Participation. People are very busy and rarely have time for extra obligations beyond the meetings.

time commitment

finding staff for temp positions and people to serve on the council.

Enough funding to hire full time staff and keep the office open the full week.

Reaching the large, underserved and diverse audience across the county.

Staffing Find/maintain

Keeping current with local needs

Help communities/businesses find staff

Participation of elected members - meeting attendance

Recruitment of new council members

Loss of a Wonderful Regional Director

-Getting new people involved in programming

-Identifying the needs and interests of our community

-

What are the greatest challenges facing your council?

Staffing, hiring, retention of staff

Budget constraints going forward (revenue not keeping up with inflation); significant changes due to building purchases

Program guidance and direction; assistance

Fair board relationships

Hiring Staff.

Recruiting people to attend programs.

Schedules -

Sustainability

Building relationship with Fair Board

Staffing is the major concern.

Programming and combining with staff. Finding the right mix for programming and staff and what they can accomplish. Maintaining the numbers and the programs. Needing a full year of a full working staff.

Staffing the office; quality candidates and the limiting factors (wages, benefits, etc.)

Quality field specialists & timely responses and support

current and relevant delivery of programs; campus developed youth programs vs. meeting the needs of county youth; developing pipeline using 4-H project areas for trades

Poor job of recruiting 4-H youth into all the colleges

Youth programming having to be a 6 hour program

Employment/turnover

Consistent Staff - turn over of staff. Without consistent staff, it is hard to have consistent programming. More involvement from community to participate in programming. Volunteers.

Budget and funding

Building maintenance and repair

4-H enrollment

Meeting minimum attendance requirements to hold programs

Being fiscally responsible, identifying new council members, ID'ing new audiences for programs, retention, generally getting the word out about extension to our broader communities

Time commitment.

What are the greatest challenges facing your council?

Recruitment and time to commit to Extension meetings.

Facilities.

hiring and retaining employees

finding candidates willing to serve on extension council

Retention & Hiring Staff

Onboarding county staff

Regional Sharing and partnerships, knowing expertise of counties

Monthly updates and conversations & communication

Budgets - limitations on the tax levy to meet the needs in the community.

Awareness of Extension programming and impact. How do we promote the county and the overall ISU Extension and Outreach.

Implementing, measuring, and reporting extension programming success/impact.

Staffing

Effective marketing

Program attendance

Decreasing enrollments in 4-H. Participation in council meetings (not quite 100%). HR with staff expectations. Staff communication.

Expecting a lot from the council members (interactions, video watching, excessive meeting agenda items from the state).

Community Growth

Time

Funding - that keeps up with current costs.

Getting qualified applicants.

New council members.

Hiring good employees. Council knowledge of duties. Volunteer recruitment and development.

Keep the costs in line with funding

Building maintenance. Recruiting council members.

What are the greatest challenges facing your council?

council retention/quorum  
adult programming participation

Employment retention

Time Management is a problem. Expectations of the council which are difficult to manage. Onboarding for new council members is not adequate. Succession planning for elected or even staff.

Finding candidates to run for council; Getting council member participation;

expanding program participation, finding audiences for excellent programming

They are hungry

Volunteer Management

Reach people where they want to be reached, and share our programs and what we have to offer. Share that Extension provides more programming than 4-H. Staff turnover.

Money  
Red Tape  
Programming participation

Community engagement. Finding effective ways to attract and engage participants through messaging.

**Q7. What is your motivation for serving as an Extension Council member? You may list multiple motivations to represent the perspectives of all council members.**

What is your motivation for serving as an Extension Council member? You may list multiple motivations to represent the perspectives of all council members.

Community Service  
Assist in youth programming

What is your motivation for serving as an Extension Council member? You may list multiple motivations to represent the perspectives of all council members.

We are a valuable resource for good information.

The programming is valued.

Life-long learners.

seeing youth excel at fair.

Programming to put kids first.

Communication education

Making an impact in our county

-Love 4-H and wish the council could be more involved in 4-H

-Care about the county

-Went to ISU and know how much a difference the info from ISU can make in the county

-Always a willing board and policy setter for issues that matter like Extension

4-H/Youth programming area. Affecting the future generation.

Seeing the big picture Extension. Broader view.

Helping youth stay involved with 4-H, supporting the work of extension & outreach

Get youth involved in activities, further development of youth in activities we promote

helping the community;

Giving back to the community

Making the community aware what Extension has to offer

Promoting what Extension has beyond 4-H and Master Gardeners

Politically Motivated - to serve

Being a good steward of tax dollar

Strong ties with extension staff, help with programming topics, encourager, Knowing what extension can & must provide to the citizen of our county

helping the youth and citizens of our county have access to education available by Iowa State University that can assist them with life experiences them with life experiences (ex. agriculture, home . . .)

Serve Community

Give back to the program (most were 4-H members)

Support staff

Represent tax payers

What is your motivation for serving as an Extension Council member? You may list multiple motivations to represent the perspectives of all council members.

Improving outreach opportunities for youth and adults in our county.

- \* Former Employee wants to keep a foot in what is going on yet.
- \* Looking at the future of the county and availability of resources to the people in the county, from an educational standpoint.
- \* Making sure services and programs are continuing, especially from a 4-H perspective
- \* Continuing Ed for people that are out in the field such as CIC/PPAT.

Community Service

Involved and engaged with community.

Work to address the needs of the community.

Have a problem saying no. :)

Way to give back and to promote the value of extension.

Advertise more resources beside 4-H.

Being part of a successful program

Bringing ideas that make a difference

good working relationship with county staff, way to give back to 4-H as an adult, retired and gives a purpose/something to do,

Working with diverse perspectives to improve livelihood of county.

Programming that is unique, local, and hands-on.

Extending the mission of our land-grant university to local residents efficiently and effectively.

Continuing to build collaborations to meet the needs of the community.

Continue to make the best better; continue the legacy of 4-H.

Share our programs to improve the lifestyle of others; urban or rural.

Helping address needs in the community, developing youth, making awareness of all the great benefits that the extension provides.

Give back to the program

Strengthen our community

Combine our urban and rural communities so they understand each other better

Fellowship based on interest in improving our communities, 4-H program, and agriculture in general.

Bring ISU resources to people of the county

Make sure 4-H stays strong

Accessibility for all (digital)

What is your motivation for serving as an Extension Council member? You may list multiple motivations to represent the perspectives of all council members.

Promote youth and adult programming.

civic duty, improving opportunities for the youth and adults in the county,

Giving back to the community

Continuing to foster the STEM activities we have been providing

Encourage program participation for all ages

Enjoy being involved, planning ahead of time

We can provide good programming for our youth

Amazed by the number and quality of the programs we offer

Like being involved- didn't realize before everything extension does

Gives me a chance to contribute, understanding everything that goes on

Strong connections within 4-H families

Direct future of 4-H

Belief in mission, giving back to the community, kids programming

Supporting 4-H and the Ag Industry

Supporting programs to benefit all Page County residents

Serving our Community

Our outreach is to connect the programming with the people that need it and our service to our citizens in order to improve our communities.

- none

- learning about anything,

- about how to be a council member, the programs, the scope of work with extension etc;

1. Great staff we get to work with.

2. Assure the future programming continues.

3. History of those who have been thru the program then run as an elected official.

4. Just being a part of the community

5. Bonding with fellow members

To maintain the excellent programs Jackson County Extension offers.

To continue to make our county attractive to others, but especially for my family.

To supply the education, socialization opportunities for the youth of our communities.

What is your motivation for serving as an Extension Council member? You may list multiple motivations to represent the perspectives of all council members.

Support 4-H program.

Passion and belief in Extension and programs for all ages.

Commitment to our county and its communities.

Network with people across the county.

Provide youth opportunities that promote positive life skills.

Strong belief to be a steward of our county.

Wanting to be a part of our community and to understand Extension work.

--ISU field specialists provide valuable presentations and knowledge

--found value in 4-H as a youth and wanted to give back to ensure others had the same opportunities

--value in 4-H programming (multiple answers)

--interactions with education professionals in the community and county supervisor activities; positive influences in the community

As a way to give back to the community. Being part of an organization that shows results.

Support youth, get more involved in the community,

Give back to programs that gave so much when I was younger

Like being on the cutting edge with trainings, etc. Working with the employees and see their programming come to fruition

Learning all the things Extension touches

Reaching out to the whole county

Expanding programs offered in our county

Facilitate education of the community of the programs we offer

Better understand and help promote programs and help people connect

Move us forward with professional staff

Being involved in council gives me the ability to know what is going on in Extension.

Be able to oversee tax payers money.

Learning more about the programming.

Being able to learn and share information/programs that our county's citizens can utilize.

What is your motivation for serving as an Extension Council member? You may list multiple motivations to represent the perspectives of all council members.

Believe in the programs and Extension mission.

Sense of service and making a difference - servant leadership.

A way to be involved with 4-H again.

Community service

Help bridge connections.

Give back to my community, connecting land grant resources for outreach is high value in connecting with communities, preparing next generation of leaders

Keep Extension alive

Community responsibility, want Extension to continue, give back

fellowship and fun

keep our programs and fair local

sense of service to community

Bringing things to people that need help through ISU Extension and Outreach programs.

Recruiting and hiring the right staff in the county office.

Support youth development programs.

Learning about ISU Extension and Outreach resources.

being involved in community

giving back

improve quality of life

Promote 4-H

Giving back to the community

Networking with local ag professionals and resources

Being involved in the community

Staying informed

4-H Alumni keeping 4-H moving in our county

All of the above

Being able to serve our community and being proactive in our community to benefit folks that live here

Making sure that 4-H continues

Extension is more than just ag

What is your motivation for serving as an Extension Council member? You may list multiple motivations to represent the perspectives of all council members.

- The opportunity to help Extension's livestock program grow and flourish
- To help identify the educational and program needs of our community
- To support our communities youth and help youth programs grow
- 

To keep a family legacy of giving back to 4-H and Extension  
 Desire to support land grant university mission  
 Increase engagement and awareness of Extension throughout the community with programs.

meeting councils from across the state and networking. Very diverse system

Giving back to the community.  
 Overseeing the financial aspect of the organization.

All the programs that Extension offers

1. Once learned about it, she saw the need for youth programming. Ag programs especially and the values and traditions.
2. Seeing the tax payers get what they are paying for in programming and from this office.
3. See what their tax dollars are being used for and have input in it.

Giving back to a program I received so much from (4-H)  
 Provide a voice on the council for opportunities being offered in the county.  
 Make a difference in kids lives  
 Refocusing the purpose of Extension; turning a county program around to deliver on the potential of program development  
 Sustainability and success of the overall program

Community Service

I'm a fan of Extension and always have been. The opportunity to serve. Being involved in the county. Community involvement and saw things that we needed to address. Had ideas to bring to the table. Structured for success.

to support ag programing and information in our county

Serving the people and meeting the needs in the county.

Do-gooders, the importance of extension as a research based expert to inform public (important to make sure this still exists), serving your community, comradery, support youth throughout the county, support communities

What is your motivation for serving as an Extension Council member? You may list multiple motivations to represent the perspectives of all council members.

Gaining knowledge of Extension.

Networking with other counties and individuals.

Public Service.

To be connected to county youth programming.

Want strong programs and to back up 4-H leaders and members.

"because I enjoy it"; involvement in the community; public service; value extension provides to the community

Giving back to extension/community. Duty to do good things. Make a good impression for the youth.

Wanted a broader way to serve the community; improve / strengthen the community; reach out to serve all youth in the county; leverage my network to strengthen equity in our community; to bring the full resources of ISU to Linn County;

To help the community thrive

Educating the public on what the council and extension office does

\*learning more about the Extension process

\* helping 4-H

\* involvement with kids, serving communities, insight to programming,

\*promote ag and valuable living

\*

Better Warren County

Passionate about 4-H

Education

Being involved in a worthwhile county program. Support agriculture. Support a vibrant 4-H program.

Giving back to the community. Want to see a successful Master Gardener. See programs thrive. To see tax dollars spent appropriately.

Kids are in 4-H, great council members and staff to work with, further the programs and enhance youth activities.

Serving all citizens of my community

Passion for helping youth. Helps develop networks.

What is your motivation for serving as an Extension Council member? You may list multiple motivations to represent the perspectives of all council members.

Impact on the overall county quality of life.

Impact on youth.

Opportunity to improve local food systems.

Balancing the tradition of extension with opportunities in the future.

Learn more about extension and how the system works.

Good way to stay involved in the community.

positive image of Extension

giving back to community

efficient use of tax dollars

Improve programs for youth and adults

To give back for our experiences as 4H members.

Investing in our community.

Encourage & support 4-H youth development. Opportunity to be involved in the community.

supporting and contributing to 4-H, helping communities, community involvement, making connections with community organizations and needs

Want to help youth, programming outreach in our communities

supporting Staff and 4H and other clients

Serve the community. Spread the word of what Extension offers. Support the 4-H program and participants. Give back in appreciation of what we have received from the programs. All progress is locally based.

To make our county better and serve lowans.

Making a difference in the community. Networking and making new friends. Giving back to the community.

**Q8. What is your favorite part about being an Extension Council member? You may list multiple answers to represent the perspectives of all council members.**

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Watching the development of programs and seeing the end result  
 Ability to offer and sponsor more programs impacting the county  
 Watching the growth of youth involved in the county

You get to know so many different people and perspectives.

Being in the know and making decisions to guide 4-h and programs in the county

stories from staff on impact that are being made, staff sharing email messages, facebook positives, seeing the growth in staff.

-Meeting other people (council members) that care about the county  
 -Learning all that Extension does  
 -Being a part of what drives 4-H

Being part of making a positive difference.  
 Learning how things work.  
 Seeing the big picture.  
 The no. of programs.  
 Research based.  
 Seeing beyond typical things in Extension.

Getting acquainted with other council members, seeing the impact of efforts

Being involved in activities  
 Seeing the development of youth  
 Seeing families come together at events and programs

the staff - good working relationship with council and staff - people genuinely care about what is happening. Feel welcomed from the beginning.

Hearing from program coordinator - the impact we are making in our communities

Being a friend, encourager to staff, helping set goals of the office & staff, seeing successful programming carried out improving the lives of our counties residents

Helping give direction that will assist our county's youth to grow into future role of leadership. Learning more about the county where I reside from a grassroots perspective.

What is your favorite part about being an Extension Council member? You may list multiple answers to represent the perspectives of all council members.

Work with great people

Collaborating

Watching a program be developed, implemented and have successful impact

County Fair Success - community togetherness and support

Success stories from programming.

\* Networking with people that are different from their regular networking group.

\* Being more aware of the programs that are available, even if they do not apply to them individually.

\* A reason to come and visit the office staff.

Give back

Involvement; getting to know people in other parts of the county.

Seeing the development in the youth and adults.

Being a part of a high quality program and providing input that staff listen to.

feeling like you are making a positive impact - both adult and youth,

serving others

To see people with the same interests on a regular basis, knowing that what we're doing makes a difference.

Staff Relations

Seeing the success and growth of our activities

Provides a good network for us in the community, and our opportunity to grow the community.

Working with great partners and great staff

Fellowship based on interest in improving our communities, 4-H program, and agriculture in general.

Working with council members to impact citizens

meeting new people

Working with the best staff

Working with youth, ensuring success of youth programming.

making a difference for the kids, empowering adults to make positive changes in their community, enriching the county fair

What is your favorite part about being an Extension Council member? You may list multiple answers to represent the perspectives of all council members.

Seeing the various programs and opportunities that are offered by Extension

Playing a part in the county fair and its successes

Seeing the inclusivity of youth with different interests

Meeting new people, especially other council member, love the regional meeting

Positive 4-H experiences across the state

impacting youth programming

choosing new ANR and HS programs

working with specialists

Knowing what is being provided by our staff, county fair, master gardener, impact, steward of public resources to deliver impact

Getting the text that says we have a quorum :)

Seeing the impact of the year's decisions at County Fair

We enjoy the impact that our staff has in their work.

- connections

- comradery and the feeling of being a part of a larger being

-

1. Keeping up with all the events for programs and general knowledge.

2. Remaining aware once kids are out of 4-H.

3. Staying involved with the community.

Benefiting youth

Staying "in the know" and helping address the needs of the communities

Life-long association with Extension programs

Sharing passion of Extension with the public.

Helping children realize their potential and grow into leaders.

Fiscally responsible for taxpayer dollars.

What is your favorite part about being an Extension Council member? You may list multiple answers to represent the perspectives of all council members.

Learning about the community and having broader insight to the various issues.

Collaborating with people from across the county.

Having a front row seat to the impact Extension work has on its community.

Developing civic leadership skills.

Understanding different perspectives and growing from that.

Developing relationships.

--involvement with county fair and making a difference

--being able to make improvements and progress in county extension financial status

--county fair, specific activities to make them flow more smoothly

Good fellowship at monthly meetings.

Providing guidance to grow our community,

Learning everything Extension does- huge impact with our programming

Takes me into new sectors I wouldn't have a chance to otherwise

Watching the kids participate in PoP Club

Success staff is having with programs they are carrying out

Being able to expand programs

Serving on the personnel committee and work with the staff

Enjoying the new marketing committee work toward a marketing plan

Networking with new people throughout the county, region and state.

Working with the staff.

Learning and getting more involved in the community.

networking and social opportunities.

camaraderie of council - range of skill sets all aligned to help serve the county

What is your favorite part about being an Extension Council member? You may list multiple answers to represent the perspectives of all council members.

#### Leadership opportunity

fellowship and communication, friendly banter  
 connecting with others across the county  
 having a part in programming, learning about the resources available from ISU Extension and Outreach to help the people in Decatur County

Relationships that have developed while serving on the council with peers across the county.

People we work with

feeling like you are making a difference  
 learning more about our communities

A simple thing to give back and do my part.  
 Work with different people we don't normally see.

Same as last question

- Teamwork and collaboration with others
- Making a positive impact in our community
- Learning that Extension is so much more than 4-H

"Short meetings"

Engaging with other people in support of the youth in the county and who have a strong interest in agriculture  
 support and watch the growth of youth in the county

Tell the story of agriculture

Put other peoples ideas to work; meet needs of others

networking across the state, meeting new people, working for the community

The impact Extension has on the community.

Decision Making

1. Christmas party with educational component.
2. Socialization of meetings.
3. Seeing the diversity of the programming we offer. Extension of programs.

What is your favorite part about being an Extension Council member? You may list multiple answers to represent the perspectives of all council members.

Working with a group of individuals from the county that share the same vision and are success opinion.

Enjoyed developing staff and working with them

Ability to have a difference of opinion, but all have a common purpose in the end when making a decision.

Comradery

Learning the behind the scenes of how Extension works

The positive impact on the community

Giving back to the county.

Helping events and talking with public, i.e. CyDay Friday, Fair Pork Dinner.

gives you opportunities to share with farmers that there are programs to go to as an unbiased third party, learning about exciting events and outcomes that the county staff create, seeing the results of hard work, being able to support county staff and make sure they have what they need to do their job

The kids.

The relationship with the Fair board is fantastic.

Office staff keeps the boat afloat.

Meeting together as a group to help do good things across the county.

Serving with good council member colleagues.

seeing the successes through the work of Extension; the growth in the Extension programs in the community is gratifying.

Working together as a team.

Getting the word out about extension and its resources

Trying to make things better for other opportunities

Giving back to the organization and service

constantly learning - wealth of learning about extension about the opportunities to make a bigger impact; learning about the HR and budget; learn how to approach things differently; this is a safe place for differing perspectives (nonpartisan); being able to network

Helping with fair. Watching the 4-H youth grow into young adults.

Reaching the underserved population in the community.

What is your favorite part about being an Extension Council member? You may list multiple answers to represent the perspectives of all council members.

working with county staff

conversations

being made aware of things and the needs in the area

learning with council does

watching the finances of the office-fiscal responsibilities

Comradery

The opportunity to create bonds with organizations to get things done in Warren County.

Professional Staff, and watching staff grow and develop

Working with the staff.

Being a part of something bigger than just a county Extension Council. Building relationship. Working with other people within the county.

Youth programming success

Diverse group that works well together

Working together. Giving youth a foundation to build upon. Youth opportunities.

Working together toward common goals.

All bring different backgrounds and perspectives but all want to provide what is best for our county.

Learning how the system works. Meeting the other members. Understanding how things get done in the community. Get to play a small role in serving the community. Leading meetings. Can serve but is not a huge commitment.

working with new people of community

staff

active/involved

youth/4-H

Keeping updated and giving back to community

Professionalism of our colleagues.

See kids grow out of their comfort zone. See some long-term plans come to fruition.

being with like-minded community members, supporting 4-H program locally

good meals at the regional meeting, like to make our county a better place to live and work, see success from programming efforts carried out with tax dollars, seeing kids appreciate what we do for them

What is your favorite part about being an Extension Council member? You may list multiple answers to represent the perspectives of all council members.

Interaction with people

Seeing program successes, seeing them expand. Understanding the Extension levy on the tax statement.

Awareness of diversity in our county

Appointing the nominating committee. Yearly at Pizza Ranch.

### Q9. What other feedback do you have for the Iowa Extension Council Association?

What other feedback do you have for the Iowa Extension Council Association?

Appreciate the updates and emails on what is happening in Extension (especially VPEO search)

na

In awe over the vastness of program offerings--almosts overwhelming opportunities to bring education to our county

Keep up the good work! 4 meetings per year is manageable for board members but watch the Cyclone football schedule

Thank you for asking for our feedback!!

Would like further explanation of "Rating and feedback system for possible Extension programming." We read the question several different ways.

There is a tendency the IECA e-mails go into spam/junk folder

Getting overwhelmed with communications from Jennifer, Andrea and John. Monday's their seems to be lot of extension e-mails

Have the IECA conference face to face every other year

Remember to balance the wants of the citizens and the University's wants.

Don't overload council members with political (intra ISU Extension) information. Remain supportive at the grassroot level to help educate youth and active farmers and homeowners.

NA

People don't know what we are about and offerings we have to offer the community.

What other feedback do you have for the Iowa Extension Council Association?

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Keep it up! Consider regional council meeting rather than Ames.

Council meetings need to be efficient (less time consuming) and less frequent if able. Better over more.

Good idea to do survey to find out what councils can use, thanks for being proactive

None

Survey is too long

None

Council members appreciate communication from the association- what they are seeing around the state

We very much appreciate the support we have received from Whitfield and Eddy

IECA does a good job

Suggest IECA videos stay 3-5 minutes - longer ones harder to get Council to watch and stay engaged with.

Q9. Please select your region from the dropdown menu below. *(optional)*

