



NEAFCS Tennessee Affiliate Business Meeting

Thursday, April 14, 2022

Johnson City, TN

Call to Order

Minutes

Financial Report

Elected Officer Reports

Region Directors

Western Region Director

Central Region Director

Eastern Region Director

Vice-President Reports

Awards and Recognition

Public Affairs

Member Resources

Professional Development

Committee Reports

Endowment and Expenditures Committee

Audit Committee

Bylaws Committee

Nomination Committee

Special Reports

JCEP Conference

PILD Conference

Old Business

New Business

Recognition of Special Guests

Anastasia Saunders

Past President Presentation

Projected 2023 Budget

2023 Conference Invitation

Para-Professional Association Committee

FCS Updates – Dr. Fox

UTIA Updates – Dr. Stokes

Announcement of new officers

Adjourn

TEAFCS Business Meeting
April 7, 2021

Members Present: TEAFCS members

The Business Meeting was called to order by Barbara Berry at 9:30 AM, CST.

Minutes from April 12, 2019 were emailed out on March 16, 2021. Membership accepted the minutes. Motion passed.

Financial Report: Patsy Watkins reviewed the Treasurer's Report.

Operating Fund – As of November 30, 2020, we have an ending balance of \$23,756.35

Endowment & Expenditure Account – As of November 30, 2020:

Book Value: \$25,458.00

Market Value: \$27,898.00

Spendable: \$9,860.96

Financial Report will be filed for audit.

Regional Director Reports

Katie Dees reported for the Western Region

Brenda Hannah reported for the Central Region

Elizabeth Renfro reported for the Eastern Region

Vice Presidents Reports

Awards and Recognition – Joy Powell reported that there were 57 award submissions with 3 being paraprofessional and 4 being continued excellence. See awards program.

Sr. VP Professional Development – Dr. Kane Reeves reported for the 2021 TEAFCS State Conference. We met the room goal, and we came out under budget.

Member Resources – Schancey Chapman reported that dues are the same as last year which are \$125.00. Schancey reminded everyone that you can use fee-based funds for dues. She went over the membership list. See report. She encouraged everyone to use the website for any needs.

Endowment and Expenditure Committee – Patsy Watkins reported that everything is in order.

Audit Committee – Sarah Ransom reported that the financial books were reviewed, and everything is in good order

By-laws Committee – Sarah Ransom reported that there are no changes to the by-laws.

Barbara Berry recognized Sarah Ransom for her past leadership as President of the organization with a gift.

Special Reports

Public Affairs - Rachel Erwin attended virtual JCEP in February. Rachel and Lauren Wells will attend PILD next week.

Aneta Eichler reported that she attended JCEP through a first timers' scholarship that is available every year. Aneta's takeaway from the conference was that if you aren't getting push back-you aren't moving forward.

Barbara thanked everyone for being at the conference and recognized retiree, Lynne Knight for attending.

Nominating Committee: Sarah Ransom thanked the state nominating committee for their hard work in securing qualified individuals to run for state offices. The committee consisted of Katie Dees, Brenda Hannah, and Elizabeth Renfro.

New Business

Projected 2021 Budget – Patsy Watkins presented the projected 2021 budget. Kane spoke of assistance for the NAE4-HYDP Conference that will be held in Memphis. Kane made motion to give \$1,000 to 4-H association for National Conference since we have saved money on travel. Seconded by Carla. Motion carried.

FCS Update – Dr. Janet Fox presented on “The Future is Bright.” Dr. Fox stated that feedback is the greatest gift you can give. From the survey results she stated the themes. The greatest responses were from partnerships and program resources/support. Next were professional development and diversity. Lastly were strategic planning and teamwork. Dr. Fox proceeded with leveraging for future growth. When looking at existing programs, look at position, potential, the program, and promote. This will lead to growth. When we are looking at building capacity-people are most important. Dr. Fox stated the importance of us being leaders.

Where will FCS be in 5-10 years?

- Innovative, Value-added Experiences
- Responsiveness
- Expert and Resource
- Public Value

Announcement of 2021 Elected Officers - 2021 elected officers were announced by Sarah:

VP of Public Affairs: Kane Reeves

Secretary: Michele Atkins

Western Region Director: Sondra Thorne

Central Region Director: Shelly Barnes

Eastern Region Director: Laura Clark

Adjourn – Barbara Berry adjourned the meeting at 10:18 AM, CST.

TEAFCS Treasurer's Report

as of March 31, 2022

Beginning Balance November 1, 2021	19755.15
Deposits (includes 5.00 for Central Region dues)	13557.50
Excess transaction fee returned	5.50
Total Income	33318.15
NEAFCS Membership	13400.00
(128 Members – 2 life time members)	
Expenses – for JCEP	1680.20
Postage	8.36
Central region dues	5.00
Excess transaction fee	5.50
Total Expenses	15099.06
Balance	18219.09
Bank Balance as of March 31, 2022	18,219.09

Western Region TEAFCS Report

Western region members attended our winter meeting on December 6 2021 in Henry County .A fun and informative day was had. We toured the Festival of trees and the beautiful square in Paris. We had a speaker and our business meeting and ended the day with lunch. 2 new officers were elected at our business meeting.



New officers were elected during the business meeting for the 2022 year.

Director: Katie Dees

Director- Elect : Sondra Thorne

Immediate Past Director: Michele Atkins

Secretary: Autumn Dabbs

Treasurer: Joy Powell

VP Awards & Recognition: Pricilla Gillam

VP Member Resources: Lauren Wells

VP Public Policy: Denise Schaeffer

VP Professional Development: Tennille Short

A spring meeting will take place April 8 in Tipton County hosted by Katie Dees and Rachel Erwin. The day will include the Tipton County Chamber, the Chef from Baptist Tipton and the beautiful Covington square.

Respectfully submitted: Katie Dees

TEAFCS Central Region

"Raising Kids, Eating Right, Spending Smart, Living Well"



We enjoyed an educational tour and tasting and delicious lunch at Stonehaus Winery in Crossville for our December meeting. We also began planning for the TEAFCS conference in 2023.



Officers

Director – Shelly Barnes
Director-Elect- Paula May
VP Awards & Recognition
–Lauren Patterson
VP Member Resources –
Michaela Thompson Pedigo
VP Professional Development
– Jennifer McFarlane Banks
VP Public Affairs – Elizabeth
Sanders
Secretary – Kristen Jones
Treasurer – Kim Davis
2023 TEAFCS State Conference
Chair – Terri Orr
Immediate Past Director
– Brenda Hannah



Service

Our December service project was collecting items to help the unhoused in Cumberland County. We joined the Cumberland County 4-H members to help with their service project.



Regional Awards

New Professional Award:
Elizabeth Sanders
Mid-Career Award: Brenda
Hannah
Advanced Career Award:
Michelle Parrot
100% Adult FCS Agent of
the Year: Shelly Barnes
FCS/4-H Split Agent of the
Year: Amanda Woody
Mentoring: Mary Beth Henley
Innovative Programming:
Extension Explores Team
led by Aneta Eichler
Big Fish Award: Tracey Hackett
presented by the 2020 winner
Whitney Danhof

EASTERN REGION

Spring 2021- Roane County Park

HOSTED BY LISA MCMAHAN, ROANE COUNTY

The Spring meeting served as a time for much needed visiting and socializing. Agents came together face to face in an outdoor setting to be able to visit in a safe environment. During the spring meeting, members surprised Linda Bower with ornaments or other small gifts that reminded them of her with a short story to celebrate her retirement. Members participated in a craft to create a quilt block to commemorate Linda and her love of quilts.

December 2021- Sullivan County Office

HOSTED BY LYDIA HOSKINS, SULLIVAN COUNTY

The Winter Meeting was attended by 31 members. Members donated to the Smile Foster Closet, which is a nonprofit program that provides clothing, furniture and other necessities for children in foster care and their foster parents. The new TEAFCS logo was presented and Elizabeth Renfro conducted a brief workshop on applying for awards. Amber Minor was presented with the New Professional Award for her outstanding work in Scott County and the meeting concluded with Region Officer Elections. Officers elected for 2022 to 2024 are shown below and listed to the right.



2022 Officers:

Director

Laura Clark

Director Elect

Amber Minor

Treasurer

Alyshia Victoria

Secretary

Lydia Hoskins

VP of Awards

Lamanda Weston

VP of Member Resources

Marty Henry

VP of Professional Development

Mary Beth Lima

VP of Public Affairs

Lauren Woods

Advisor

Justin Thomas



2022 Initiatives

In the Eastern Region, we are working on streamlining our processes and making officer transitions smoother. We have created a Microsoft Teams website for Officers to share information and to facilitate collaboration. All prior meeting minutes, agendas, and meeting information from 2005 forward have been uploaded to the new site in addition to and by-laws. We also included a monthly roadmap of duties for the future Region Directors.

We are also working on a monthly social media initiative to highlight a TEAFCS member and their accomplishment or program area that they are proud of.



Crafted by Amber Minor, Director Elect

In our recent planning meeting, officers identified some proposed changes to our by-laws that will be voted on at our next meeting in regards to officer duties, like moving social media account management to VP of Public Affairs where it fits more naturally.

Lamanda Weston (VP of Awards) has scheduled award submission workshops throughout the year to help support agents and provide opportunities for members to be working on award submissions to recognize the amazing things that they are doing in the community.

All efforts of members have been going towards the planning and executing every detail of this fantastic conference. Thank you everyone for your hard work!

2021 Award Winners:

Newsletter: 1st- Sarah Ransom

Educational Publication: 1st- Kristen Johnson
2nd- Sarah Ransom

Written Media: 2nd - Sarah Ransom

Radio & Podcast: 1st- Meagen Brown & Team

Community Partnership: 2nd- Sarah Ransom

Financial Management: 2nd- Justin Thomas & Team

Human Development: 1st- Sarah Kite & Team

Social Media Ed: 1st- Chris Sneed & Team
2nd- Crystal Blankenship & Team

SNAP Ed/EFNEP Ed Program: 2nd-Susan Connor



VP for Awards & Recognition TEAFCS Report 2022

TEAFCS Awards submitted for 2022

Communications: Newsletters Award
Communications: Educational Publications Award
Communications: Written Media
Communications: Television/Video Program Award
Communications: Radio/Podcast Program Award
Family Health and Wellness
Community Partnership Award
Social Media
Innovation in Programming
Human Development
School Wellness
Excellence in Teamwork
Financial Management -Dean Don Felker Award
Innovative Youth Development
Food Safety
Excellence in Multi State Collaboration
SNAP-Ed/EFNEP Ed Program
Marketing Package
Florence Hall
Extension Housing Outreach
Extension Disaster Education
Environmental Education
Mary W Wells
Master Family & Consumer Sciences Volunteer
Greenwood Frysinger
Past Presidents
Educator of the Year
Continued Excellence Award
Distinguished Service Award

Paraprofessional Award

Award categories with no submissions:

Communications: Internet Education Technology Award
Early Childhood
Educational Curriculum Package
Program Excellence Through Research

Submitted by: Joy Powell



Membership Resources Report

Spring Meeting- 2022

- **Active membership is up!**
 - Statewide 2021 -123 active members + 53 life
 - Statewide 2022 - 127 active members + 47 life – (as of February 2022)
 - Please note we have removed some deceased life members
 - Central Region leads the state on active membership
 - Western:36
 - Central:39
 - Eastern:33
 - State Staff: 19
 - Life members: 47
 - Complete membership list below
- **Membership Dues**
 - Dues will stay the same for 2023 - \$125
 - Remember that we are able to use fee based monies to cover cost.
- **NEAFCS Webinars**
 - Wednesday, April 19, 2022: Be Epic Escape the Vape: Navigating Rural Community Environments to Deliver a Multi-Component Vape Prevention Program@ 3:00 PM Eastern
 - All webinars are archived for later viewing
 - If you have a great idea for a webinar you can also send a proposal online.
- **TEAFCS Website**
 - Please refer to the website for all your association needs.



TN Extension Association of
Family & Consumer Sciences

Membership List

	Western Region	Central Region	Eastern Region	State Staff	Life Member
Totals	36	39	33	19	47
1	Amy Elizer	Amanda Woody	Alyshia Victoria	Ann Berry	Albert Gaines
2	Arienne Price	Aneta Eichler	Amber Minor	Anne Olson	Ann Jared
3	Autumn Vespie	April Martin	Anna Layman	Beatrice Harris	Ann Luther
4	Barbara Berry	Belinda Riddle	Carol Brandon	Beth Brown	Barbara Martin
5	Benneka Brooks	Bianca Johnson	Connie Greiner	Christopher Sneed	Bernice Bates
6	Beverly Shelby	Brenda Hannah	Crystal Blankenship	Heather Sedges	Betty Sewell
7	Cymone Merritt	Carla Bush	David Perrin	Janet Fox	Bettye Sloan
8	Danita "Lynn" Brookins	Christina Swallows	Donna Calhoun	Karen Franck	Bonnie Sheeley
9	Deanne Poole	Deborah Goddard	Elizabeth Renfro	Karen Sergent	Carol Spence
10	Denise Schaeffer	Ebone Colclough	Heather Kyle- Harmon	Katherine Tippitt	Carolyn Rider
11	Ebony Lott	Elizabeth Sanders	Janice Hartman	Kristen Johnson	Cathy Faust
12	Heather Smith	Haley Barnes	Jessica Gardner	Lisa Washburn	Christene Anderson
13	Holly Sandefer	Hilda Lytle	June Puett	Marci Hethmon	Cindy Duren
14	Jenny Smith	James Stewart	Justin Thomas	Matt Devereaux	Clare Breeden
15	Jerry Lamb	Jamie Harris	Kelli Roberson	Rita Jackson	Connie Hamilton
16	Joy Powell	Jenny Biggs	Kevin Treadway	Rob Holland	Crocia Roberson
17	Kane Reeves	Kimberly Davis	Kinsey Hixson	Robert Burns	Deborah Seward
18	Karen Jones	Kristen Jones	Lamanda Weston	Soghra Jarvandi	Denise Brandon
19	Kathleen Dees	Lauren Patterson	Laura Clark	Sydney Ladd	Emma Davis
20	Kathy Brown	Leslyne Watkins	Lauren Woods		Etta Mae Westbrook
21	Kimberley Minter-Verge	Martha Henry	Lisa McMahan		Eugenia Southall
22	Lacy Yeley	Mary Beth Antunes	Lucy Timbs		Glenda Booker

23	Lauren Wells	Mary Draper	Lydia Hoskins		Janet Cluck
24	Michele Atkins	Mary Henley	Mary Beth Lima		Jean Danley
25	Newsome Katelynn	Mary Wakefield	Meagen Brown		Jean Paschall
26	Pricilla Gilliam	Michaela Pedigo	Melissa Shelton		Jeanine England
27	Rachel Erwin	Michelle Parrott	Nancy Rucker		Joan Wherley
28	Rebecca Seratt	Miguel Mendieta	Patricia Paden		Joyce Hastings
29	Sarah Poole	Misty Layne-Watkins	Sarah Kite		Judy Cravens
30	Schancey Chapman	Myra Walker	Sarah Ransom		Linda Ballard
31	Sharon Tubbs	Natalie Owens	Sarah Vaden		Linda Bowers
32	Shelly Ray	Patsy Watkins	Susan Conner		Margaret Loose
33	Sondra Ganus Thorne	Paula May	Tracy Chandler		Margaret Morton
34	Stacy Clark	Raquel Victor			Margaret Pile
35	Susan Cole	Rebekah Melton			Marilyn Tritt
36	Z. Tennille Short	Shelly Barnes			Martha Thomas
37		Starla Hardin			Mary Maclin
38		Terri Orr			Mary Ridgeway
39		Whitney Danhof			Mildred Clarke
40					Paula Spears
41					Roslind Woodard
42					Ruth Beasley
43					Shirley Hastings
44					Shirley Miller
45					Sudie Alston
46					Sue Cox
47					Theresa Allen

Statewide total (2022):	127
Statewide Active +Life members	174
Statewide total: (2021) w/ Life	176
Membership dropped by:	0
Membership increased by	4

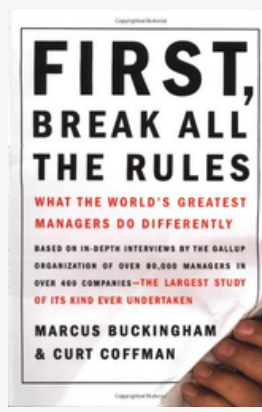
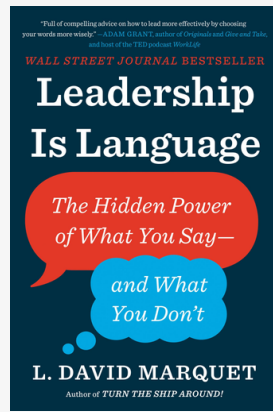
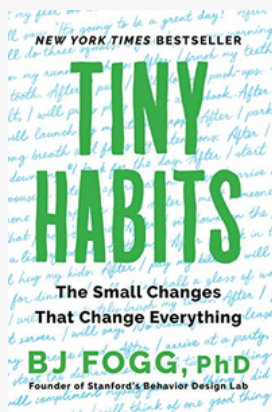
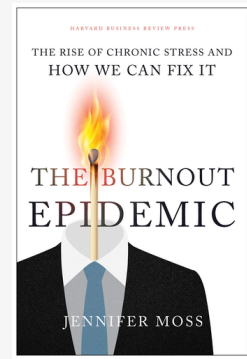
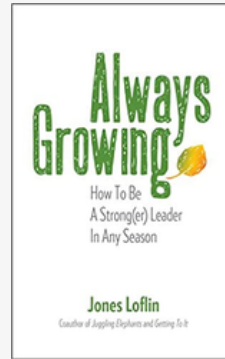
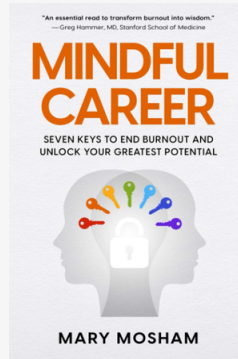
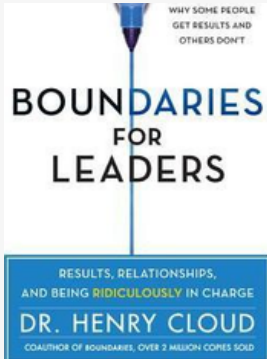
*Please note we have removed some deceased life members

Updated by: Chancey Chapman on 4/7/2022

PRESIDENT ELECT SPRING REPORT

Spring 2022

JCEP CONFERENCE INFO & BOOKS SHARED



RESOURCES

Forest Bathing

Add a little greenery to your office space to bring nature into it. Consider purchasing lights that give off light similar to natural sun light if you don't have a lot of natural light in your office.



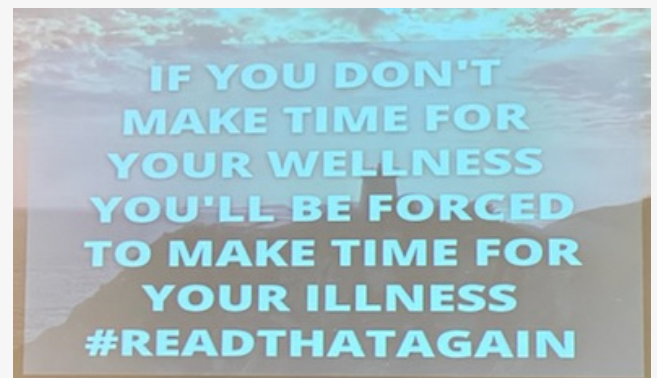
The Space You Create

Rearrange your office and declutter to create a clear space for what you want to accomplish



Self-Care: What is that?

Take time for self-care for yourself to prevent burnout. See the Self-Care Inventory below along with the session notes.



Submitted By: Elizabeth Renfro
UT Extension Washington County
FCS Extension Agent
TEAFCS President Elect



eelizond@utk.edu



Nine Ways Extension Professionals Can Thrive Now!

Jones Loflin

In my 27 years of speaking and training, there is no group I have enjoyed working with more than those in extension. You love life, serving others well, and are always looking for practical ways to improve.

Having spent a considerable amount of time working with people like you, I wanted to share what I see working for extension professionals trying to shift from surviving to thriving in this season of disruption and uncertainty.

Narrow Your Focus

There are currently so many opportunities for you to serve others in your role. The ongoing disruptions in our society are creating tons of topics on which people need training and guidance. Unfortunately, your time and energy resources have limits. Spreading yourself too thin only leads to mediocre results in all of your initiatives.

I really like the solution Charlie Gilkey offers in his book, *Start Finishing*. He suggests we should never have more than five projects going at one time. A project is anything into which we are investing significant energy (physical, mental, emotional, financial). He even challenges you to make a list and then reduce it using some powerful questions like, *“Which of the items on the list are you most likely to wake up for two hours earlier, stay up for two hours later, or steal time elsewhere to work on it?”*

What are your top five for this month? This week? Even today?

Turn Down The Noise In Your Head

Is there anything that isn't changing right now? It seems like every day there is a new issue or challenge surfacing either in our world, our country, or even our local communities. With so much coming at you, it can be easy to get overwhelmed.

Be more intentional about setting healthy boundaries with how much news and information you consume each day. I even encourage you to “grow away” from some of toxic relationships you have related to work or even your personal life. When you feel the sense of overwhelm or helplessness creeping in, stop and make a list of what is within your control and what isn't. Your goal is to create more space and positive energy to work on what *is* within your ability to change.

Let Go Of Your Limiting Beliefs

Take a deep breath because this one may make you uncomfortable. While extension as an organization has always been seen as a source of new and innovative ideas, I am continuing to see some extension professionals limit their success because they won't embrace change.

Take some time to ask yourself what beliefs you are holding on to that are keeping you from thriving in your role. It might be how a training should be delivered, how you communicate with your volunteers, or even the groups you partner with in your community.

A prompt to get you started is, "If I let go of the belief that _____, it would allow me to _____."

Challenge The Complexity Of Implementing New Ideas

With your schedule already packed and so many potential ideas rolling around in your head, it can be easy to discount a new idea because of all the time and energy it will take for you, your staff, or even your volunteers to implement.

A great approach to jumpstarting action on a new idea comes from the book, *Effortless* by Greg McKeown. He suggests asking the question, "What if this could be easy?" It forces you to come at execution not from dread, but from a state of calm and clarity. You'll be amazed at how people will offer lots of next step ideas when they are invited to see it as easy rather than hard.

Create (And Protect) Your Strategic/Creative Time

I have always regarded extension professionals as some of the most creative and innovative people. As you know, however, exploring creative solutions, being innovative, or even creating strategy for the future takes LOTS of time. With so much disruption swirling around you, you might be falsely rationalizing that you need to take care of the "squeaky wheel." In this season, you will run out of "oil" before you fix *all* those wheels.

I challenge you to identify a 15 minute daily time block and a minimum 30 minute weekly block of time where you focus solely on creativity, strategy, or innovation. Don't limit its effectiveness by letting phone notifications, interruptions from others, or an unsupportive external environment distract you. Put it on your calendar. Call it a meeting. Leave your normal workspace to help your brain shift in thinking. Take a walk. Do whatever it takes to rekindle that creative energy that has helped you be so successful in the past.

Identify A Peer Coach

When speaking at extension conferences, I love asking the question, “What is most beneficial for you about being here?” Their response is usually, “I like the chance to learn ideas with other extension leaders.” Imagine if you could create that type of environment more often. One in which you could openly share your struggles, wins, and questions with others who “get” what you are trying to accomplish.

Identify an extension professional from outside your local area who you would like to talk with once a month. Schedule the calls like you would any other commitment. When you meet, have 3-4 questions you want to answer together. They could include:

- What’s working well for you?
- What’s a “push” or a struggle for you to get done right now?
- What’s a solution you’re seeking?
- Tell me what you’re doing to improve your personal well-being.

I started doing this about four years ago. It’s become an invaluable part of my professional and personal growth plan.

Cultivate Your “Non-Extension” Side

I know. I know. I hear you yelling at the screen right now saying, “I love what I do. Extension is my life, my passion.” My response... “Then you are cheating both extension and yourself.” When your job (and it is a job, right?) consumes so much of your time and energy, you can lose objectivity. You start looking for your job to provide a level of fulfillment it was never designed to do. You put too much dependence on the relationships associated with your job to nurture you. And when the job can’t deliver... how do you feel about going to work then?

Make it a higher priority to engage in activities that have nothing to do with work. Invest more time in a hobby where you don’t have to be great at something. Spend time with people outside your extension circle. Read books or articles that have nothing to do with work (I’m currently reading all about cryptocurrency!). In short, take some pressure off work to give you the fulfillment you want from life, and then watch as you begin to have a healthier approach to work.

Ask More And Tell Less In Conversations

To me, extension professionals have always been problem-solvers. You go to them with a problem... and they fix it. In our world today, however, so many of the challenges people are facing aren’t easily remedied. The real issues lie two or three levels below the surface. And honestly, I don’t think some people want answers as much as they simply want to be seen, heard, and understood.

As you talk with others in your community, resist the urge to have a quick answer. Be curious and ask another question or two. Focus on the person, not the problem. How, in this moment, can you support, encourage, or guide them to take a next step forward? You'll earn their trust and they will seek out your expertise (professional or personal) in the future.

Create A “Be-Do-Be” Cadence To Your Day

People who work in extension have servant’s hearts-of that I am convinced. All that giving to others, the “doing,” can deplete your energy reserves quickly. With a lack of energy you aren’t as prepared to show up well in the next moment for that person who needs you. It is essential to have more moments in your day where you stop and just “be.”

Some practical ways you can do this include:

- How you begin your day. Instead of reaching for your phone, spend a minute taking a few deep breaths. List three things you are grateful for.
- Scheduling your day. Leave some space between meetings. Take 2 minutes to look out a window. Take a short walk. Look at some of the pictures on your phone that make you smile.
- When you finish a task. Don’t rush into the next one. Stretch. Take a few deep breaths. If it was a difficult task, reward yourself.

I know this list isn’t complete and I’m always thrilled when people like you who I have met on my journey share ideas with me. If you’ve found a way to thrive you want me to share with other extension professionals, [send me an email](#).

Most importantly, thanks for the work you do. My family and I (along with countless others) are grateful.



Jones Loflin is a speaker and coach helping people make the best choices with their time so they can thrive. He is the author of several books, including *Always Growing* and the award-winning, *Juggling Elephants*. He is also the founder of Jones U, offering online courses and coaching.



Self-Care Inventory

Rate the following areas in frequency:

5 = frequently

4 = occasionally

3 = rarely

2 = never

1 = it never occurred to me

Physical Self-Care	5	4	3	2	1
Eat regularly (e.g. breakfast, lunch and dinner)					
Eat healthy foods					
Exercise consistently					
Get regular medical care for prevention					
Get medical care when necessary					
Take time off when sick					
Dance, swim, walk, run, play sports, sing or do some other physical activity that is enjoyable to self					
Take time to be sexual					
Get enough sleep					
Take vacations					
Wear clothes you like					
Take day trips or mini-vacations					
Make time away from telephones					
Other:					

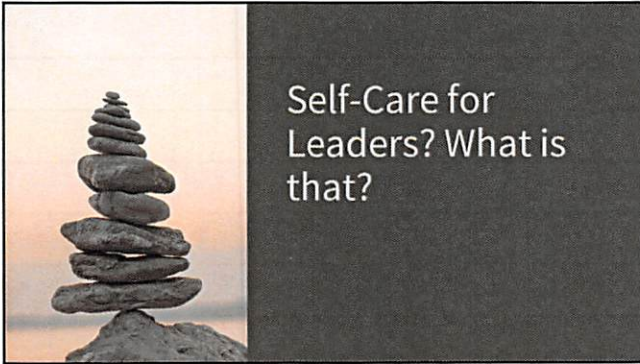
Psychological Self-Care	5	4	3	2	1
Make time for self-reflection					
Engage in personal psychotherapy					
Write in a journal					
Read literature that is unrelated to work					
Do something in which you are not an expert or in charge					
Cope with stress in personal and/or work life					
Notice inner experience (e.g. listen to and recognize thoughts, judgments, beliefs, attitudes and feelings)					
Provide others with different aspects of self (e.g. communicate needs and wants)					
Try new things					
Practice receiving from others					
Improve ability to say "no" to extra responsibilities					
Other:					

Emotional Self-Care	5	4	3	2	1
Allow for quality time with others whose company you enjoy					
Maintain contact with valued others					
Give self affirmations and praise					
Love self					
Reread favorite book or review favorite movies					
Identify and engage in comforting activities, objects, people, relationships and places					
Allow for feeling expression (laugh, cry, etc....)					
Other:					

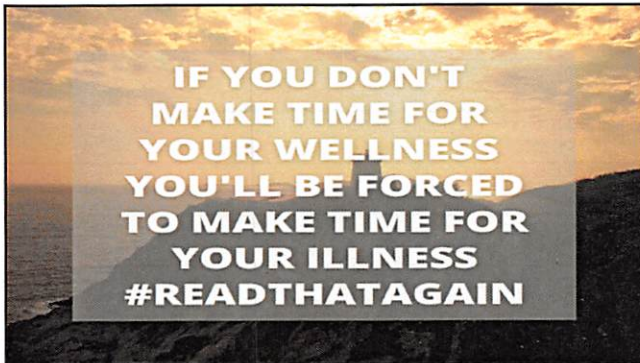
Spiritual Self-Care	5	4	3	2	1
Allow time for reflection					
Spend time with nature					
Participate in a spiritual community					
Open to inspiration					
Cherish own optimism and hope					
Be aware of nonmaterial aspects of life					
Cultivate ability to identify what is meaningful and its place in personal life					
Meditate/pray					
Contribute to causes in which you believe					
Read inspirational literatures (lectures, music, etc.)					
Other:					

Workplace or Professional Self-Care	5	4	3	2	1
Allow for breaks during the workday					
Engage with co-workers					
Provide self quiet time/space to complete tasks					
Participate in projects or tasks that are exciting and rewarding					
Set limits/boundaries with clients and colleagues					
Balance workload/cases					
Arrange work space for comfort					
Maintain regular supervision or consultation					
Negotiate needs (benefits, bonuses, raise, etc.)					
Participate in peer support group					
Other:					

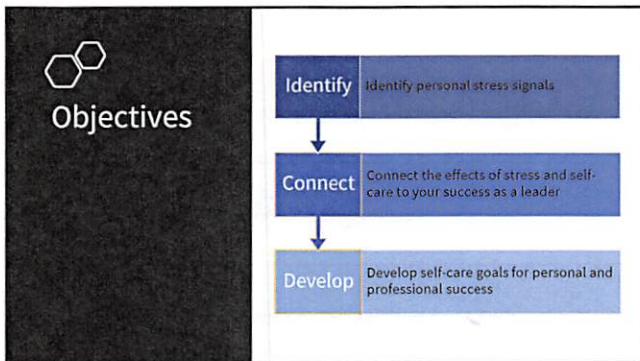
Adapted from Child Welfare Training Toolkit, March 2008. Original source unknown




1



2



3



Things We Know...

Self-care gets such little attention yet is one of the most important factors leaders must deal with. OUR own feelings.


Managing our own emotions and generally how we feel about something is easier said than done, especially when we are leading during a crisis or difficult time.

Many leaders have experienced delayed stress responses to the pandemic.


As we have taken care of our staff members, volunteers, and families, we are now experiencing the effects of the long-term uncertainty and stress caused by COVID-19.

4

COVID FATIGUE IS REAL




5




Identify

6


 **BURNOUT**

What do you envision when you read this word?



7

exhausted, depressed,
tuned out, lack of creativity,
disconnect




If you feel "burnout" setting in, if you feel demoralized and exhausted, it is best, for the sake of everyone, to withdraw and restore yourself.

Dalai Lama

www.dalailama.com

8

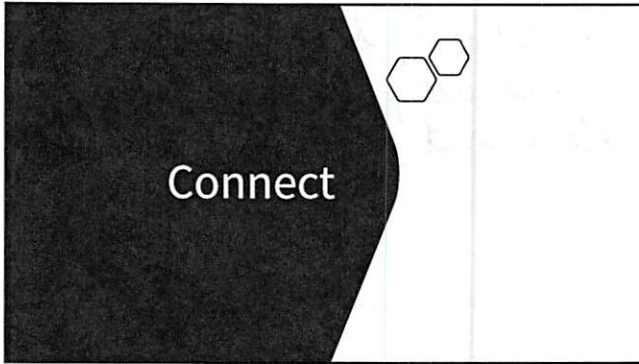
Book of Joy by Dalai Lama

 **Warning Signs**

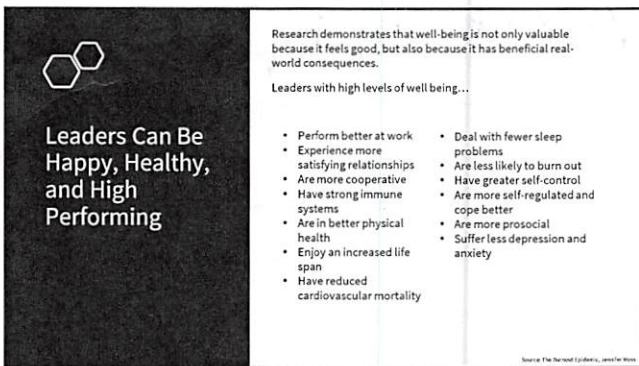
- Headaches
- Anxiety
- Overeating/under eating
- Angry outbursts
- Muscle tension/pain
- Chest pain
- Fatigue
- Feeling overwhelmed
- Irritability
- Anger
- Sadness
- Depression
- Sleep problems
- Social Withdrawal
- Drug/Alcohol misuse
- Restlessness
- Lack of motivation or focus
- Stomach upset
- Exercising less often

Source: MapInfo

9



10




11

Burnout Epidemic [Book]

Utah State program for remote workers + supervisors of remote worker.



12




First Steps

- Cultivate humility
 - Regardless of our leadership role, we need to remember we are human, and our minds and bodies have limits.
 - We cannot circumvent these natural requirements
 - By being humble about our own self-care we model that for others
 - Be aware you are not alone- leadership is NOT lonely.
 - Give others a window into our lives.

13

Must be Humble & let people get a screenshot of what goes on.




First Steps...continued

- Connect Self-confidence to Self-Care
 - Leaders with high self-esteem and self-confidence value themselves as much as others.
 - Recognize that unless you take care of yourself, you will diminish the contribution you make to others.
 - When you do start to look after yourself, then you can start to look after others more effectively.


14

*Can not fill up everyone's cup w/o refilling yours up.
Self-care helps you refill your cup.*




"Rest and self-care are so important. When you take time to replenish your spirit, it allows you to serve from the overflow. You cannot serve from an empty vessel."

ELEANOR BROWN
2017



the Healthy

15



First Steps...continued


- Overcoming fear is the path to self-care
 - The fear of weakness
 - The fear of being too busy
 - The fear of being selfish
 - The fear of isolation

16




Develop

17




BURNOUT

What do you envision when you read this word?




18



Burnout

- A state of emotional, physical, and mental EXHAUSTION caused by prolonged and excessive stress.


19



But before you get to BURNOUT...

- Signs of stress likely appeared
 - 78% of people say the pandemic is a significant source of stress in their lives (2020)


20



It's all about priorities...

- Many things compete for our time and attention
 - Families
 - Friends
 - Work and professional commitments
 - Time for yourself
- There is always MORE to do
- Some things are NEVER done

21




It's all about priorities...

- Work Life Balance is a critical skill
 - Personal philosophy
 - Corporate culture


22

It has to work for you!



The Challenge Of Work-Life Balance Is Without Question One Of The Most Significant Struggles Faced By Modern Man
—
STEPHEN COVEY

23



What Can We Do?

Signs of burnout	Tips for sustaining your well-being and preventing burnout
Feelings of depression, sadness, helplessness, or apathy	Meet your basic need—eat, drink, sleep
Becoming easily frustrated	Take breaks and rest (do something fun)
Blaming others or feeling generally irritable	Stay connected through regular check-ins
Feeling disassociated, indifferent, apathetic	Support through mentoring, peer consultation, collegial support
Isolating or disconnecting from others (even virtually)	Communicate—try to be clear and optimistic
Practicing poor self-care	Recognize differences—what works for one, won't work for another.
Feeling tired, exhausted, or overwhelmed	Stay updated—rely on a few sources of information. Limit media exposure
Using negative coping strategies	Limit intake of caffeine, sugar, alcohol, or drugs. Ask for help.


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It's all about priorities...

- Strategies for Work Life Balance
 - What works for you?


25



It's all about priorities...

- Strategies for Work Life Balance
 - Mindfulness
 - Journals
 - Breathing exercises
 - Art
 - Exercise
 - Humor
 - Creative Scheduling

26



Develop Your Plan

- Write it Down
- Make the Commitment to yourself


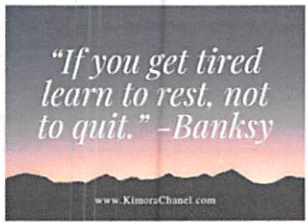
27



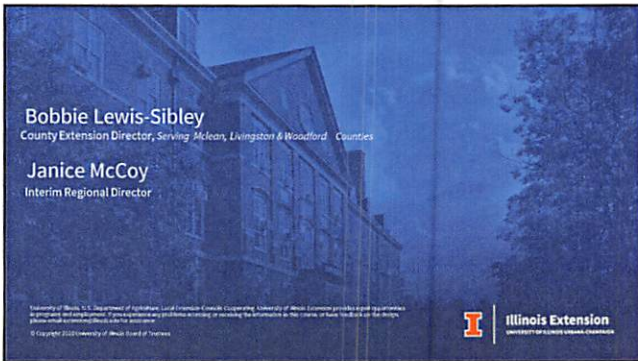
A Word About Boundaries...

- Boundaries create a safety net for our own self-care
 - If you are frustrated by others, it might be because you have not set clear or consistent boundaries

28


29



Bobbie Lewis-Sibley
County Extension Director, Serving McLean, Livingston & Woodford Counties

Janice McCoy
Interim Regional Director

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