

*New York State
Association of
County
Agricultural
Agents
Member's Handbook*



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EXTENSION PROFESSION

As an Extension worker, you are a member of a group of professional individuals. The Extension program in each of the fifty-seven counties in New York is different - all because of the fact that it is guided by individuals like you.

The program that you develop and execute will be “people-oriented”. Therefore, it will be quite flexible. Everyday will be an educational opportunity - for you to learn and for you to teach others.

Everyday in Extension will be different - don't pass up the opportunity to meet this challenge. Because of this individuality, Extension workers have worked since 1914 without time clocks, mandated pay scales and many other rules and regulations. This allows the individual and administration to get the job done and Extension to be envied by other professional groups for its success, integrity and freedoms.

Over the years, a job well done in Cooperative Extension has been rewarded. The most important reward will be you knowing, as a professional Extension worker, you have helped the people that you serve.

WHAT NYSACAA AND NACAA CAN DO FOR YOU

GIVE you a professional home.

RAISE YOUR PROFESSIONAL STANDARDS by providing opportunities for the exchange of ideas and methods.

OFFER BENEFITS such as scholarships, awards, recognition, and other benefits that could not be obtained individually .

INITIATE AND DEVELOP understanding and support for new and expanded programs.

TO REPRESENT the interests of the membership with administration.

PROVIDE opportunities to meet, know and enjoy the fellowship of Cooperative Extension workers at the County, State, and National level. The Association has been, and still is, a wonderful tool in the hands of it's members. It should always be used for the good of it's members and Cooperative Extension.

WHAT YOU CAN DO FOR NYSACAA AND NACAA

SHARE your ideas, philosophies, objectives, concerns and problems with the officers, directors, committees and members of the Association.

PARTICIPATE in Association activities and meetings. Contribute so that others may learn from you.

STRIVE to be the best Extension Worker possible and make your Association the best professional Association possible.

HELP improve the professional image of ourselves and our Association by your actions, words, and deeds.

COOPERATE with your fellow workers.

PAY your dues and give the Association your financial support. Dues are payable anytime before December 31.

THE CODE OF ETHICS

National Association

County Agricultural Agents

My professional standards shall have in them a note of understanding for our common humanity. My work, ambitions and relations shall always cause me to take into consideration my highest duties as a member of society.

In every position of business life, in every responsibility that comes before me, my chief thought shall be to fill that position and discharge that responsibility to life the level of human ideals and achievements a little higher than I found it.

I shall:

FIRST: Consider my vocation worthy and as affording me distinct opportunity to serve society.

SECOND: Improve myself, increase my efficiency, and enlarge my service.

THIRD: Remember that I am a professional person and want to succeed, but that I am first an ethical person and wish no success that is not founded on the highest justice and morality.

FOURTH: Respect and hold in high esteem science in all its phases and to recognize that Experiment Station and U.S.D.A. findings constitute professional authority in agriculture and to respect the opinion of those who have established themselves as authorities in this branch of science.

FIFTH: Be loyal to our State Universities, the U.S.D.A., our local, state, and national government.

SIXTH: Hold in high esteem the callings of both rural and urban activities including farming, urban and youth development programs and homemaking.

SEVENTH: Recognize that the development of leadership and the building of communities is the highest service I can render as a County Extension Agent.

EIGHTH: Maintain an open mind, seeking always to understand the viewpoints of others.

NINTH: Not engage in any activity which will interfere with the proper fulfillment of my professional duties and bring discredit to my office.

TENTH: Support and contribute to strengthening my State or Regional and National Association of County Agricultural Agents in their efforts to improve and advance the Extension Service Program for the betterment of our nation.

NYSACAA Structure

All members of NYSACAA are members of the National Association of County Agricultural Agents (NACAA). The objectives of NYSACAA, and much of the committee structure, correspond to those of NACAA.

National

NACAA leadership promotes a nationwide effort to facilitate excellence in Extension programming through high standards of professional performance. In seeking this objective, NACAA encourages and promotes:

- high standards of professionalism
- scholarships for members to continue their education
- recognition for outstanding professional achievements
- workshops and seminars on current issues.

Organization Highlights

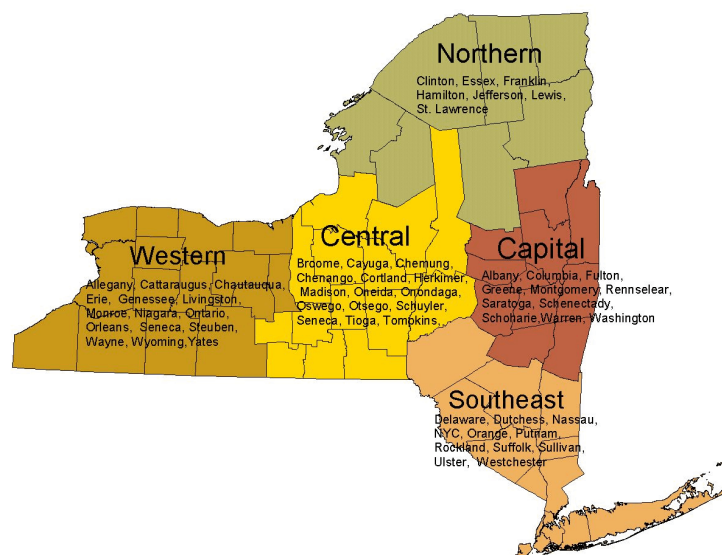
- The NACAA Educational Foundation administrates a vested endowment that provides scholarship funds for use by members. Individual and group awards have exceeded \$25,000.00 annually.
- The County Agent, a professional magazine, keeps members and retired members up to date on association activities, current issues, and enhances the exchange of ideas. Agents are the primary contributors of magazine articles.
- NACAA networks with the agriculture industry to improve the viability of a profitable and sustainable agriculture.

Districts

NYSACAA is organized into five districts. The leadership in each district consists of (but not limited to) a District Director, President, Vice President and Secretary.

Districts are one way that the state organization communicates with the membership. District Directors share reports at district meetings to inform membership of what takes place at NYSACAA Board Meetings and other statewide functions.

The number of district meetings each year and the responsibilities of District Officers is determined at the district level.



Officer Responsibilities

President Responsibilities

1. Set meeting dates
2. Run the meetings of the board and the annual meeting.
3. Correspond with CCE administration liaison regarding staff development needs and opportunities, and engage the board in discussing these needs.
4. Lead the board in setting goals
5. Correspond with NACAA leadership
6. Participate in the Regional Joint Council of Extension Professionals - JCEP Meeting
7. Participate in the Public Issues Leadership Development - PILD Conference
8. Edit the NYSACAA newsletter "Clippings"
9. Coordinate certificates and plaques for presentation to;
 - a. State, Regional, and National award winners
 - b. Retirees
10. Take Oath of Past President at Annual Meeting
11. Other duties as assigned.

Vice President

1. Attend all Board meetings
2. Assist President with agenda for the Board meetings
3. Run the Board meetings in the absence of the President
4. Oversees NYSACAA Committees
5. Send letter to the Membership with the contact information for the NACAA award applications in all categories when the County Agent magazine (Professional Improvement and Awards Programs issue) is sent out. Ensure that chairs are soliciting applications.
6. Prepare a summary of NYSACAA award winners to be printed in "Clippings" and presented at the Annual Meeting.
7. Attend the Joint Council of Extension Professionals Conference with the President. Usually, this is in the month of February.
8. Assist President in the planning of NYSACAA's Annual Meeting.
9. Attend NACAA AM/PIC.
10. Help coordinate the annual spaghetti dinner at the Ag. and Food Systems In-Service.
11. Organize the purchase of outgoing Presidents gift/plaque to be presented at the NYSACAA Annual Meeting. (Usually it has been a gavel plaque with an inscription).
12. Take the Oath of Office of President at the Annual Meeting.

Past President

1. Chair of Past Presidents and Nominating Committee
2. Advisor to Board for NYSACAA policy discussions (Similar to NACAA Policy Chair)
3. Install incoming officers and directors
4. Attend all Board Meetings
5. Advisor to current President and Board
6. NYSACAA representative on ACCEE Board
7. NYSACAA representative on Extension Conference Planning Committee

Secretary

1. Attend all Board meetings
2. Record minutes of Board meetings and Annual Meeting – Send to NYSACAA members after approval
3. Take the Oath of Office of Vice President at the Annual Meeting.

Treasurer

1. Attend all Board meetings
2. Prepare financial report for Board meetings
3. Properly account for receipts from membership, scholarship and special meetings.
4. Maintain and balance financial accounts for NYSACAA.
5. Prepare budgets for end of year receipts and expenses and maintain all bank accounts.
6. Prepare necessary statements for audit committee review.
7. Provide NACAA with a listing of paid membership for the year by March 1.

Director

State Responsibilities

1. Member of State Board of Directors -
 - a. Attends all board meetings. Meeting should have priority for attendance.
 - b. Keep NYSACAA Board apprised of district concerns and program efforts
 - c. Identify developing program needs and trends with the Dean and Extension Director
2. Adds continuity to District groups
 - a. Keep NYSACAA membership up to date on Board activities and trends
 - b. Work with District officers to have effective District meetings
 - c. Prepare and present a report at each District meeting
 - d. Work with District chair to set meeting agendas
3. Assist District secretary to become familiar with duties
 - a. Minutes (circulation)
 - b. Meeting notices
4. Notifies officers of staff changes in his/her area— timing is critical
5. Retirements —well in advance so certificates can be prepared
6. Deaths of members and retired members
7. Writes a personal letter to all new agents inviting them to become involved in the Association.
8. Assist in orientation of new members
9. Represent NYSACAA and NACAA to the District Educators on Membership (especially new Educators)
10. Be a resource contact about NACAA and NYSACAA for Educator Staff.
11. Follow up on nominations for state officers and directors.

National Responsibilities

1. Should attend National Annual Meeting
2. Should follow through on District committee assignments especially where they relate to national activities.
 - a. Serve on program development committees and National Recognition Awards committees as requested
 - b. Assist State President in recommending nominations for National Committees

Officer Rotation

The President, Vice-President, and Secretary positions rotate through the districts. The Secretary is expected to move up into the Vice-President and President offices. If a district forfeits its turn it doesn't have another chance until it comes up again in the rotation. The following is the current Officer rotation through 2006.

District	2008	2007	2006	2005	2004
Southeast	Past President	President	Vice President	Secretary	Past President
Western	President	Vice President	Secretary		
Central	Vice President	Secretary		Past President	President
Northern	Secretary		Past President	President	Vice President
Capital District		Past President	President	Vice President	Secretary

The Treasurer is an at-large position, with a three year term.

Director Rotation

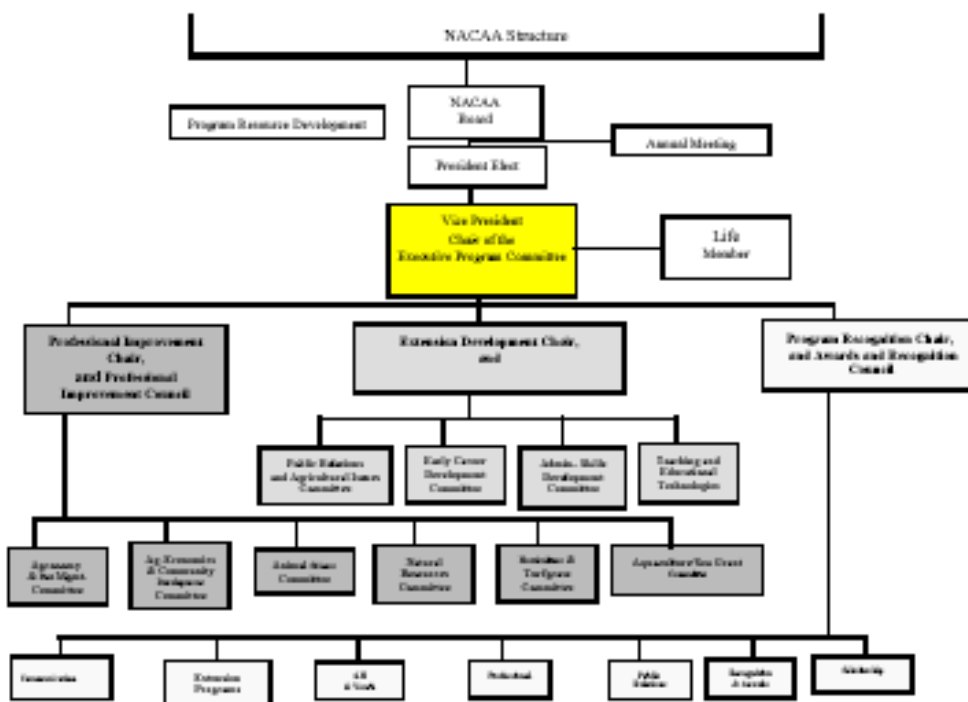
Director may serve two consecutive two year terms. To be eligible to be a Director, one must be a member for at least five years and presently a member of the Association.

Starting terms in even years (i.e., 2004) the following districts nominate (or re-nominate if eligible) directors for these districts: Western, Central and Southeast.

Starting terms in odd years (i.e., 2005) the following districts nominate (or re-nominate if eligible) directors for these districts: Capital District and Northern.

Committee Structure

The state association uses the same committee structure that the national organization has. The following is a flow chart of the NACAA Program Councils and the committees that serve under each council.



According to the NYSACAA bylaws, the Board of Directors will recruit and appoint a chair for each committee. Consult the NYSACAA website www.cce.cornell.edu/organizations/nysacaa/nysacaa.html for a listing of committees, committee responsibilities and committee chairs. For a copy of the NACAA committee handbook, consult the NACAA website www.nacaa.com.

In addition to the NACAA committees, NYSACAA has some state sponsored committees. One of the state sponsored committees is Initiation and Orientation. The responsibilities of this committee are:

3. Identify and plan opportunities for the orientation of new Educators by the Association Officers and Directors.
4. Update and distribute the orientation packet to new employees. Regional Directors should follow-up with welcome, recognition and encouragement to new Educators.
5. Review the orientation procedure and initiation ceremony – modify it as necessary.
6. Arrange for the initiation of new Educators. Develop plans to recognize and welcome new agents who miss the initiation ceremony.
 - a. Make sure to have an adequate supply of NACAA pins to give each new member
 - b. Prepare a certificate for each new member
7. Work with Extension Administration Staff on mechanics of implementing the new Educator training program and evaluate the effectiveness of this system.

Another committee that is state sponsored is the Publications Committee. The responsibilities of this committee are:

8. Continue to survey field staff to determine bulletin and fact sheet needs and priorities
9. Publicize in “Clippings” any new bulletins, newsletters from other states or regions that have been recommended by Educators.
10. Annually solicit publications to be judged and awarded to the NYSACAA Publication Award. Committee chair also chairs the Selection Committee.

Recognition and Awards

Professional improvement and recognition of outstanding professional accomplishments have a high priority with NYSACAA and NACAA. Many programs of professional improvements and awards are offered through various standing committees. Many of these programs are co-sponsored by industry sponsors and offer cash awards or expense paid trips. The biggest recognition award for the association is the Distinguished Service Award (DSA) presented by NACAA each year to two percent of the membership. Selection is based on professional accomplishment. The Achievement Award (AA) is presented by NACAA to member(s) from each state based upon state membership, with less than 10 years of employment, for excellent professional accomplishments.

Professional Improvement Opportunities

Competitive scholarship grants are awarded each year to members for group or individual professional improvement such as credit and non-credit courses, seminars, and tours.

There are training opportunities at the NACAA Annual Meeting and Professional Improvement Conference for attendees. Members may author posters and present seminars.

NACAA offers professional development tours and seminars throughout the year, such as the RISE Horticulture/Turfgrass Study Tour, Livestock Tour and Coastal Aquaculture/Seafood Industry Tour, Cotton Marketing Seminar, Forestry and Range Management Study Tour and NASA Remote Sensing and GIS Decision Support Seminar.

Recognition for outstanding programs in crop systems, livestock systems, horticulture, environmental quality, urban efforts, 4-H and youth, public relation efforts, remote sensing and precision agriculture, and communication efforts. This recognition enhances members' portfolios for reappointment and for grant applications.

Travel Reimbursement to Winners of Association Awards

NYSACAA provides support to individual who have been recognized by the association as DSA or AA winners. The monetary award in the amount of \$200 is to be used as a stipend to support travel to the NACAA Annual Meeting and Professional Improvement Conference at which the recipient will receive their recognition. DSA award recipients will also receive a stipend of \$50 to assist in having a professional picture taken.

Communication to the Membership

The official newsletter of the association is called "Clippings." The newsletter is the responsibility of the President and is prepared periodically.

The association has a website where current information about the association can be found. The web address of the NYSACAA website is: www.cce.cornell.edu/organizations/nysacaa/nysacaa.html.

If one would like to get a message to all of the members, a listserv has been established to do so. The Email address of the listserv is: cce-staff-nysacaa-l@cornell.edu.

Appendix A: Bylaws

**New York State Association of County Agricultural Agents
Constitution and By-Laws**

ARTICLE I - Name

The name of this association shall be: New York State Association of County Agricultural Agents

ARTICLE II - Purposes

Section 1 - The purpose of this Association shall be to promote the professional improvement of members; to elevate professional standing of members; promote the general welfare of members of the Association; and develop and promote a spirit of good fellowship and understanding among members.

Section 2 - This Association shall be affiliated with the National Association of County Agricultural Agents.

ARTICLE III - Membership

Section 1 - The following shall be eligible for membership:

1. Active members:
 1. University staff with extension responsibilities or who prepare and conduct educational programs in agriculture or related fields.
 2. Any exempt or non-exempt extension employee who prepares and conducts educational programs in agriculture or related fields.
2. Life members:
 3. Former members of this Association may become Life members without voting power.
 4. Active members with ten or more years of continuous active membership will automatically become life members of the state and national association upon retirement.
3. Associate members:
 1. Regular members of the New York State Association of Family and Consumer Science, the New York State Association of 4-H Agents, the New York State Association of Coastal Extension Professionals or NYS Natural Resources Extension Professionals may become associate members. Associate members have all privileges of state membership, but cannot hold state office.
4. Affiliate members:
 5. Any non-exempt extension employee who assists with conducting educational programs or performs diagnostic services in agriculture or a related field. This includes program aids, assistants, technicians, diagnosticians, or any other so called "para professionals".

Affiliate members have all privileges of membership except for NACAA awards and professional improvement opportunities.

Section 2 - Dues

- a. Annual dues shall be established at the discretion of the Board of Directors.
- b. For new or first time members, the state's share of dues will be paid by NYSACAA.

ARTICLE IV - Officers

- Section 1 - The officers of this Association shall consist of president, vice-president, secretary and treasurer who shall be elected annually with the exception of the treasurer who is elected for a three-year term. Officers may not succeed themselves.
- Section 2 - Officers shall perform the duties prescribed by Robert's Rules of Order. Additional duties shall be defined by the Board of Directors.
- Section 3 - Officers shall be elected and take office at the annual meeting of the Association.
- Section 4 - Officer vacancies shall be filled by appointment by the Board of Directors (President). The appointment shall run until the next annual meeting of the Association.

ARTICLE V - Meetings

- Section 1 - The annual meeting shall be held on a date designated by the executive committee of the Board of Directors. Special meetings may be held at the call of the President.
- Section 2 - District groups shall be organized and shall meet regularly. The Board of Directors shall designate the names of the Districts after consultation with the individual groups. Additional groups may be formed by action of the Board of Directors. Officers of each group shall be elected by its members at a regular meeting during the last quarter of each year. The chair of each group shall be one who has been a member of this Association for at least two years.
- Section 3 - A quorum shall consist of a majority of active members present at any regular or special meeting.

ARTICLE VI - Board of Directors

- Section 1 - The Board of Directors shall consist of the executive committee and one director from each of the districts. Directors shall be elected at the annual meeting. Each district director shall be elected for a term of two years. No director shall serve more than two consecutive elected terms. To be eligible for the office of director, one should have been a member for at least five years and be a current member of this Association.

The Association President shall appoint a Historian to be responsible for the maintenance of the historical records of this Association. The historian shall have no vote in Association business.

- Section 2 - The Board of Directors shall manage the business and affairs of the Association. It shall meet at least twice a year at a location determined by the Board. A two-thirds majority of the Board members must be present to conduct business.
- Section 3 - If a Director moves to another district, or if the office of the Director becomes vacant for any other cause, the district represented by that Director shall elect a new Director to fill the unexpired term. In the case of a temporary vacancy, the district chair appoints an acting Director.
- Section 4 - Members or Directors shall receive no compensation. Reimbursement for expenses

incurred in conducting business of the association shall be determined by the Board of Directors and provided for in the annual budget submitted to the membership. Distinguished Service Award (DSA) and Achievement Award (AA) winners will receive a stipend to partially defray the registration cost to attend the national meeting.

ARTICLE VII - Committees

Section 1 - The executive committee shall consist of the four elected officers (president, vice-president, secretary and treasurer) and the immediate past president.

Section 2 - The nominating committee shall consist of one member selected by each district, plus a chair, appointed by the president. The Chair shall be a former president.

Section 3 - the Board of Directors establishes some standing committees. They are: Initiation and Orientation, Publication and Past Presidents. For other standing committees, the state association will adopt similar committee structure to the National Association of County Agricultural Agents.

Section 4 - Committee Rotation
The Board of Directors will recruit and appoint a chair for each standing committee.

Section 5 - the president with the approval of the Board of Directors may appoint special committees.

ARTICLE VIII - Procedures

The rules contained in the current edition of Robert's Rules of Order (Newly Revised) shall govern the Association in all cases to which they are not consistent with the By-Laws and any special rules of order the Association may adopt.

ARTICLE IX - Delegates to National Meeting

Official delegates and alternate delegates to the annual meeting of NACAA shall be appointed by the Board of Directors with priority consideration given to the officers, directors, national committee members and state committee chairs. The National Association shall designate the number of official delegates. A stipend will be offered to delegates to defray part of the registration cost to attend the meeting.

ARTICLE X - Amendments

These by-laws may be amended by a two-thirds vote of the active members present at any meeting of the Association. A notice of proposed changes shall be mailed distributed to each active member at least 15 days prior to the meeting.

ARTICLE XI – Dissolution

If upon dissolution of this association, the assets exceed the liabilities to creditors, such excess of balance shall be distributed to another not-for-profit corporation with a similar purpose designated by the Board of Directors.

10/98 Rev. 10/00 Rev 10/02 Rev. 11/03

Appendix B: Charges to New Officers and Directors of NYSACAA

You have been elected by your fellow agents to carry out the mission of the New York State Association of County Agricultural Agents. I now charge you to fulfill your prescribed duties:

_____ as President you are the leader of this Association. You will conduct all meetings of the Board of Directors and the membership. You will be our representative to the National Association, Extension Administration and to other organizations.

_____ as Vice-President you will assist the president and serve in his/her absence. You are responsible for the work of all committees and are an ex-officio member of all statewide committees.

_____ as Secretary you are to record and distribute the minutes of all Board meetings, including the State Association's annual meeting. You are to assist, as needed, with the annual membership campaign and to update the National Association regarding changes in state Association membership.

_____ as Treasurer you are responsible for overseeing all the financial aspects of the Association including: quarterly and year-end statements; preparation of the annual budget; maintenance of interest bearing accounts and collection of membership dues.

_____ as Past-President you serve in an advisory capacity to the President and the Board of Directors. You will also serve as Chairman of the Past President's Committee and Nominating Committee.

_____ as members of the Board of Directors you are responsible for the business and affairs of the Association. You represent your district and are responsible to provide the communications link between the board and your district. You will also work closely with your district chairperson to carry out Association activities in your districts.

Motion to Elect Officers and New Directors, Second and Vote.

At this time the continuing directors are invited to join our officers and new directors.

Please raise your right hand and repeat the following:

"I will faithfully uphold the Constitution of the New York State Association of County Agricultural Agents and will exercise the duties of my office to the best of my abilities for the betterment of the Association and its members."

I now declare you as installed as the Officers and Directors of the New York State Association of County Agricultural Agents. Welcome to the New York State Association of County Agricultural Agents. The professional organization of Agriculture and Natural Resources staff of Cornell Cooperative Extension. The Association exists for the professional improvement of its' members. There are few professions that offer the opportunities for self improvement that you can obtain through Cornell Cooperative Extension and NYSACAA. Take advantage of these programs.

You will find Extension Education to be a most satisfying and rewarding career. The challenges you will accept as an Extension Educator will challenge you to reach for the highest level of achievement in your career.

We give you this booklet as a welcome and we invite you to take time to read, and learn about our organization. Get involved!

Cornell Cooperative Extension has divided the state into seven districts in which NYSACAA members meet several times a year. Each District is given a Committee Assignment for the Association. You automatically become a member of the committee assigned to your District.

You are encouraged to take an active part in your agent's association. It starts in the district by attending the meetings, participating in district activities and enjoying the camaraderie of your co-workers.

Good luck in your Cornell Cooperative Extension career.

Appendix C:

The Story of Squanto By W. Stanley Hale

In 1614, six years before the Pilgrims sailed, an English adventurer name Hunt was cruising the shores of America in the vicinity of Cape Cod. Hunt enticed some Indians about this ship with presents and guile. As soon as he had them aboard, he and his men captured them, bound them up and set sail for Europe. The Indians were taken to Spain and sold as slaves for twenty pounds each.

One of these captive Indians was Tisquantum who we know as Squanto, and who came from the area we know as Plymouth, Massachusetts. Squanto was sold in Spain with the rest of the Indians. Somehow he escaped into England where he came under the protection of John Stanley, a London merchant and treasurer of the Newfoundland Company where Stanley sent him. He came back to England in 1618 and then returned to America with Captain Thomas Dermer in 1619-20

During Squanto's absence, the Indians of his homeland had become so angered by Hunt's treachery that they made the coast of New England a terror for white men. All the tribes of o the area killed white men whenever they could.

In the year 1617-18, a great plague swept through all the Indian tribes in the Wamponoag Federation. The tribe that lived at Plymouth. the Pawtuxets, were completely wiped out. However, some of the other Wamponoag tribes survived. It is said that more than 3,000 Indians in the Massachusetts area died, leaving only about 300. When Squanto came back, he found that all his clan and relations had died.

In early fall of 1620, the Mayflower was on its way toward America. The Pilgrims had probably planned to settle in the Hudson River area. They probably learned about this area from the Dutch during their stay in Holland. However, the winds drove them North and they made landfall on the tip of Cape Cod. Bad weather forced them into Provincetown Harbor. Having arrived in a safe harbor, they fell on their knees and blessed the God of Heaven who had brought them over the vast ocean and delivered them from its peril.

When the Pilgrims made landfall at Provincetown and were exploring on Cape Cod, they came upon a piece of clear ground where the Indians had formerly set corn and after searching around, they founds heaps of soil, recently formed by hand. Upon digging into these mounds, they found Indian baskets filled with corn, which they had never seen before. They took some of this back to their ship and planned to pay the Indians back, which they did later.

It must be remembered that there were no friends to welcome them, nor inns to entertain them or refresh their weary bodies. If they had landed almost anywhere else, they would have met unfriendly Indians. As we have already seen, this area had been swept clean of warriors by the plague, the only such place along the whole coast. What could sustain them but the Spirit of God and His Grace.

The masterpiece of God's Providence in this matter was manifested in March 1621, three months after they had landed on Plymouth Rock. They had a terrible winter. Half of their company had died and everything was going wrong, and then the other thing God had been preparing for their good happened. Samoset, an Indian from Maine who had learned a little English from fishermen, came into the settlement. The next day he brought Squanto with him because Squanto could speak better English than he could. Squanto and Smaoset arranged to bring Massasoit to see the Pilgrims, a meeting which resulted in the famous treaty with the Indians.

Squanto became a great friend of the Pilgrim Colony. He instructed them in agriculture and fishing. He served as an interpreter to the few Indian tribes living near the colony. Actually, the Pilgrim Colony was starving in the midst of plenty. They did not recognize the edible plants, animals and shellfish around them. Squanto helped them to conquer starvation by showing them how to make use of these foods. He showed them how to make fish weirs and catch alewives which came up the nearby streams to spawn.

Squanto taught the Pilgrims the art of preparing and cooking maize. Through his services, starvation and want were prevented. When spring came, the remaining colonists prepared to plant their own corn. Again they were at a loss to know how to proceed, and again Squanto showed them how to prepare the soil and something of the habits and growth of this strange plant.

When planting time came, the colonists gathered at one of the fields to receive instructions. Squanto showed them how to place three fish with their heads pointing in and their tails out like the spokes of a wheel and the seed planted in the center. This was the first method demonstration in American history. His words of instruction are as follows:

“My good friends, the time for the planting of the maize has come. The geese have left the river and the bay for their summer home in the Northland. The robin and his mate have returned from the Southland and are nesting in the trees. The earth is warm and the moon but a shadow of the heavens. The first early flowers of the spring have faded and the violets, bluebells and sweet williams scent the air. The giant oak has begun to unfurl its leaves. By these signs and many others, my father and my father’s father have learned to know the proper time for planting of maize has arrived.”

When Squanto finished his demonstration, and his teaching, the listeners raised their voices in joy and appreciation and shouted “Hail Squanto friend and teacher.” These words have been adopted as the Grand Hailing Sign of the Order of Squanto.

With Autumn came the pilgrims first harvest. It provided each member of the colony with about a peck of meal per week. There was also plenty of fish and fowl, especially wild turkey, which the Pilgrims had a great feast and shared it with the Indians. The great Indian King Massasoit joined in the celebration. They gave thanks to God for his Divine Providence. Songs and prayers of Thanksgiving were offered to God,

Thus has Squanto, our good friend, taught; and thus was the first method demonstration ever recorded in history. Let us not forget this lesson nor him who instructed us.

This story was rewritten by W. Stanley Hale, Norwich, Connecticut, in 1961. It was prepared with the cooperation of Robert B. Bowler of Plymouth Plantation, Box 1620, Plymouth, Massachusetts. Information was obtained from Bradford’s History by Win. Bradford, and Early Explorers fo Plymouth Harbor by Henry F Howe. The quotations of Squanto’s remarks to the Plgrims are historical basis of these remarks.

Appendix D: Initiation Ceremony

(CHIEF) We are assembled here for the purpose of instructing initiates in the principles upon which the New York State Association of County Agricultural Agents is founded and to inform them in regard to our secret work, manners and customs which they shall henceforth observe.

The Buster movement began on a bleak New England shore, when as a Native American named Squanto taught the Pilgrims how to plant and cultivate a strange new crop, called maize.

Note well Squanto's instructions: "My good friends, the time for planting maize has come. The geese have left the river and bay, the robin and his mate are nesting. The earth is warm and the giant oak has begun to unfurl its leaves."

Assistant Chief, can you vouch for these initiates?

(ASSISTANT CHIEF) They are found to be all registered, vaccinated and their papers in order,

(CHIEF) Gatekeeper would you please instruct the initiates in the password.

(GATEKEEPER) It is my duty to preside at the gate and to guard it faithfully. Upon entering a Busters session all those who arrive on time are exempt from giving the password but late comers are required to pronounce it. Certain Native Americans chanted it while Theodore Roosevelt was addressing them. It takes us back to the fundamentals and reminds us always of our function in society. The word is WAPUCHEE which in the Native American language signifies that well known word - bullshit.

You will soon learn that in your chosen vocation you must recognize -Wapuchee as a fundamental principle. Wapuchee is a source of fertility whether it is of the field or of the mind. Wapuchee is, however, more than a password. It is the symbol of your unending duty to spread it upon the field but never upon your clientele. It is your obligation to spread it evenly but very cautiously upon your fellow Busters or they may recognize it and react accordingly.

When such an act is perpetrated it becomes the Buster's solemn duty to follow the example of those Native Americans who gave vent to their disapproval by chanting our password in one long protracted chorus. (Have the Busters rise). The Busters will now join with rue in giving the password. All now chant "WAPUCHEE."

Now initiates, I want you to observe that we do not whisper our password, we are proud of it. Now you may give the word yourselves.

(When the initiates have finished practicing- and have somewhat approached the correct manner of giving the password the Chief shall continue).

(CHIEF): Ever since the founding of our association by our first chief, Charles Taylor we have been known among ourselves as "busters" or "sod busters", a reference back to the tillers of the soil who created a society out of the wilderness. You who now seek admission to our association must be instructed in our first principle. Besides acquiring a vocation, you must become endowed with an enthusiastic group spirit Whatever the future may hold for you - Once a Buster, Always a Buster.

Do you accept this principle? Please answer, I do”.

Our association was founded for the purposes of professional improvement, mutual support, friendship and for the advancement of our profession. I urge you, therefore, to cultivate all the good qualities which will enhance your position.

(ASSISTANT CHIEF): Extension work in agriculture covers the whole range of life. The successful Extension worker knows that honesty, loyalty, and wholesomeness are not only the keys to a happy life, but also open the door to that confidence of farm people which makes their efforts fruitful. The chief will now administer the oath. Please raise your right hand.

(CHIEF): The Busters will rise and repeat with me:

I do solemnly swear
to work earnestly
to get my reports in on time
and to read my Email, especially CCE Notes

For the greatest good of agriculture
I will consume only NYS farm products

For the greatest good of Cooperative Extension.,
I will conduct my work in a professional manner
and always hold other Busters in the highest esteem.

The Busters will now be seated. You initiates are now entitled to all rights and privileges of busters. Our Assistant Chief will now conclude with the reading of our Buster Creed:

SOD BUSTERS CREED

As a Buster...

...I BELIEVE

\$ That education is the best known means of developing the full potential of an individual: and that an educated individual makes an effective citizen.

\$ That Extension today is an action oriented educational force that interprets knowledge, molds it into a form for effective dissemination, and assists people to apply this knowledge for the benefit of the individual, the family and society.

\$ That Cooperative Extension welds a visible bond between the American public and the Land Grant educational systems.

\$ That the facts alone are not enough, and that I as an Extension worker may furnish the stimulus to move the public to action.

\$ Further, that the citizens are capable of arriving to sound conclusions when given the evidence, and that our mutual goals will best be served if we maintain a truly cooperative spirit.