

Annual Report 2012



Over 300 adults are registered 4-H volunteers who teach young people practical skills.

This report highlights *just a few* educational activities and outcomes as Cooperative Extension celebrated its centennial and now begins its second 100 years in Wisconsin. In 2012 programming was targeted in the areas of Managing Natural Resources, Developing Communities, and Supporting Healthy Families.

Last year a state Extension Civil Rights Review was conducted of Fond du Lac County UW-Extension. We discussed “all reasonable efforts” we make to ensure program accessibility and relevancy to residents protected by civil rights laws and other groups. Data from the 2010 U.S. Census appear in this Annual Report, reflecting changing needs in the community and how we pro-actively work to address those needs.

We are proud to continue our legacy of educational programming.

*Your county
extension office*



*We teach, learn, lead and serve,
connecting people with the
University of Wisconsin, and
engaging with them in transforming
lives and communities.*

UW
Extension
Cooperative Extension
Fond du Lac County

Managing Natural Resources

Enhancing agricultural industries and protecting our environment



health programs for their own operations.

As part of UW-Extension Regional meetings, Dairy & Livestock Agent Tina Kohlman presented "The Dairy Dozen" to over 75 large-herd dairy producers and agency individuals at the Fond du Lac County site. Developed by UW-Extension Brown County Agent and UW-Extension

Agriculture and Health Specialist, the presentation focused on 12 areas of a farm safety program.

Later in 2012, UW-Extension Fond du Lac County piloted a Dairy Farm Safety Short Course. It was funded through an OSHA grant and was developed by UW-River Falls and UW-Center for Agricultural Safety and Health. Nine Fond du Lac County producers representing 75 employees participated in the ten-hour training.

Because skid steers are common but dangerous machines, several of the county's larger producers asked UW-Extension to provide skid steer safety training directly to their employees.



Drought Response

Severe drought conditions in much of the county dominated Crops & Soils as well as Dairy & Livestock programs.

Tina Kohlman, Dairy & Livestock Agent, collaborated with neighboring counties to organize a seminar, "Feeding Strategies & Resources for Challenging Times." Sixteen dairy nutritionists and consultants, representing 459 dairy farms, attended the August 15th meeting.

Other responses included multiple newsletter and newspaper articles; two TV interviews; numerous farm calls and phone conversations; and three field days attended by over 300 producers and agribusiness professionals.

Dairy Farm Safety

Dairy farming continues to be a high hazard occupation. This past year the Wisconsin Office for Occupational Safety and Health Administration (OSHA) initiated a local enforcement program (LEP) to ensure the safety of dairy farm workers. Producers needed to develop on-farm safety and

In 2012, about 50 employees from three different farms participated in the on-farm training program with Crops & Soils Agent Mike Rankin. Since more than half of the trainees were Spanish speakers, the training and materials were presented in both English and Spanish, with an interpreter at each of the training sites. The program consisted of classroom training with a PowerPoint presentation or video, a skid steer pre-operation walk-around, and an operational skills test.

Master Gardeners

Seventeen individuals completed the UW-Extension Master Gardener Level 1 Training Program in Fond du Lac County. The program is an intense 12-week (36-hour) training.

Members commit to 24 hours of community volunteer time and 10 hours of continuing education. They maintain a number of the gardens on the UW-Fond du Lac campus along with various gardens in the community. They also work on garden projects at several elementary schools and answer many of the horticultural questions that come into the UW-Extension office. This commitment to the community resulted in more than 4000 hours of volunteer service, the

equivalent of \$74,000 of paid work, in 2012.

Community Gardens

The UWEX Community Garden links people of every age, ethnicity, and background. It consists of 208 plots on ten acres at the corner of Pioneer Road and Grove Street. Coordinator Patty Percy offers the gardeners a newsletter with advice on plants, diseases, and recipes.

There were 104 families involved in 2012, some keeping garden plots that are 20x80 feet. About 70% of the families were White, 22% Hmong, and 9% Hispanic. The garden also offers space to Salvation Army and ADVOCAP clients.



Gardens can help build more than healthy individuals and families—they can help build healthy communities, too.

Clean Sweep

Pollution of groundwater and surface water can damage the health of significant ecosystems around us. Clean Sweep events are one mechanism for diverting chemicals from these water bodies.

Diana Hammer Tscheschlok, Natural Resource Educator, reached out to the communities that had not participated in earlier Clean Sweeps. In 2012 she translated the existing promotional flyer into Spanish and added pictures so that a person who had never attended would know what to expect.

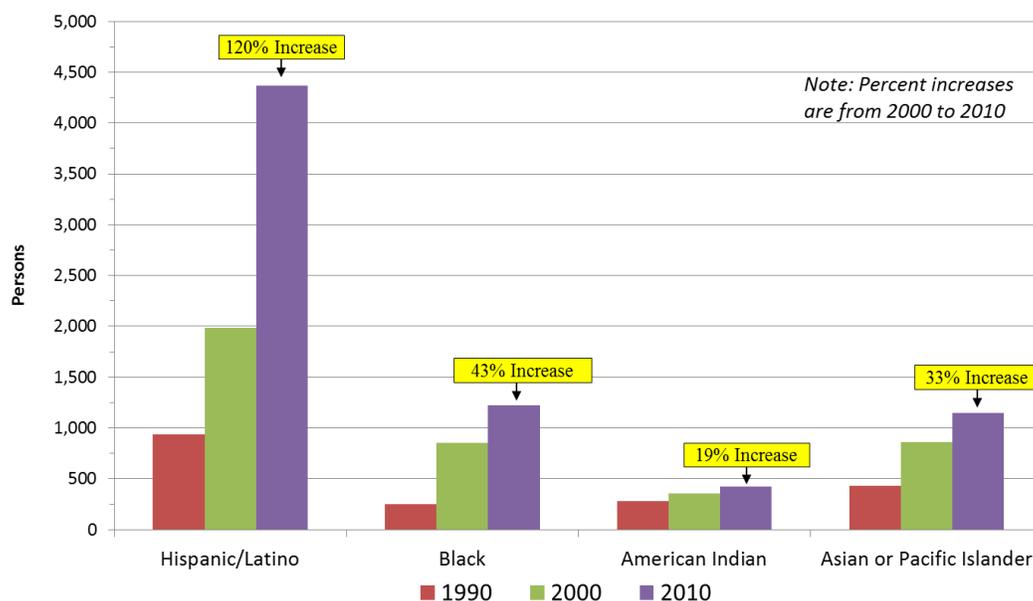
Noreen O'Brien, Communications Assistant, adapted the same flyer for Hmong, limited-English and low-literacy audiences. These went to key public places including the library, Mexican restaurants and grocery stores, a Spanish-speaking parish, and the WIC Office/Health Department. Staff also spread the word through Hmong community leaders, Ebony Vision, the Hispanic/Latino Advisory Board, a Spanish-speaking group for parents, and at most UW-Extension programs prior to the date.

This outreach effort demonstrated UW-Extension's commitment to work with, and for all, county residents and was commended by the state agency awarding the annual grant.

The event collected more than 2,400 pounds of pesticides and poisons, more than two tons of lead-based and oil paint, more than 600 pounds of aerosol cans, four pounds of mercury, and five pounds of dioxins.

Growth of Race/Ethnic Populations, 1990 to 2010
Fond du Lac County

Source: U.S. Census Bureau



From 2000 to 2010, the County's total population change was 4,337. The White population increased by 870 while the Latino population increased by 2,381.

Hmong residents made up just over 1% of the county in 2010. Their overall poverty rate declined from 40% in the previous census to 25%. Still, the Hmong remain one of the poorest ethnic groups in Wisconsin according to *Hmong Studies Journal*.

Developing Communities

Cultivating leaders and making connections

Youth Development

Community service is a cornerstone of the 4-H program. The 4-H Teen Leader Association created a fund for service projects that needed financial support, and clubs applied for grants. In April, Teen Leader Association members gathered information from 19 clubs about their struggles and successes with service, including helping those in financial need, projects with seniors and protecting the environment.

At Leaders Around the Lake, more than 60 attendees from five counties participated in the lunch activity coordinated by the VISTA Camryn Krause. They learned about the need for food pantries, then assembled birthday bags to distribute at their own local food pantries.

One person said she learned that when food is delivered to the food pantry the adults should not just do it themselves, but take the members along, because it is a powerful experience to hear recipients express their thanks.

Hundreds of 4-H members participated in community service. Some made blankets for Project Linus during their summer camp. One club donated to the New Jersey state 4-H program after Hurricane Sandy, then wrote an article for the county 4-H newsletter urging other clubs to do the same. Another club wrote, "We improved the lives of thousands of people by keeping the community clean, lifting spirits, and

helping defray cost of those less fortunate." These young people gained skills in planning, teamwork, empathy, communication and decision-making. 4-H prepares young people to make a positive impact in their community.

Walk One Hour in My Shoes

Do you know why many Mexican children do not look their teachers in the eye? Do you know there was a 120% increase in the Latino population in Fond du Lac County over the last 10 years? Wanting to know more, professionals, teachers, law enforcement officers, fire fighters, government officials, and educators asked for more education on Latino values and culture.

In response, UW-Extension hosted seven *Walk One Hour in My Shoes* seminars in Fond du Lac & Ripon. During these free professional development workshops, 172 participants reflected on their own cultural backgrounds and the perspectives they bring to their work. Presenters from Waukesha and Rock Counties UWEX shared their own

stories which demonstrated the similarities and differences that exist within Latino cultures and nationalities. Participants learned to navigate cultural differences.

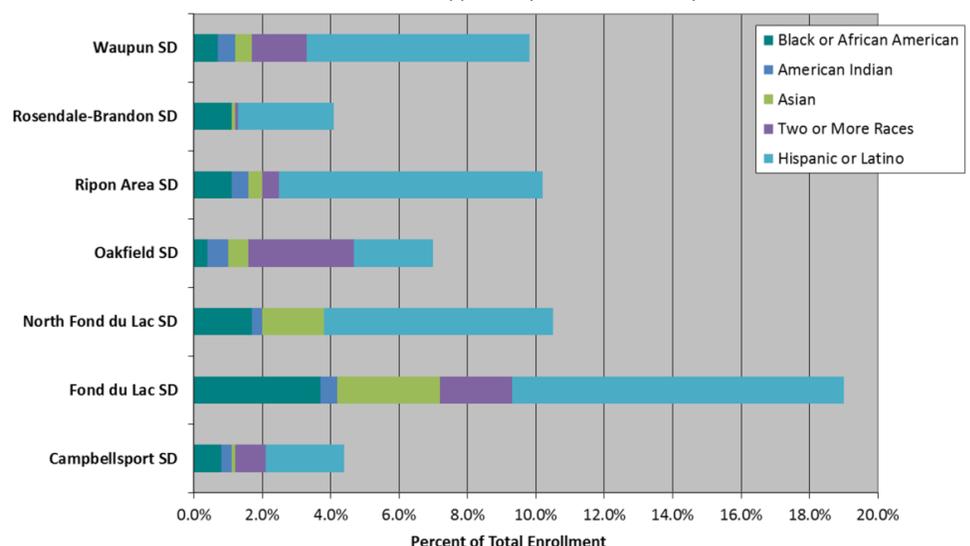


In anecdotal and written evaluation comments, participants noted that their "knowledge of concepts such as *familismo*, *machismo*, and *dignidad*," "knowledge of Wisconsin Hispanic and Latino demographics," and "ability to recognize and combat stereotyping" was increased.

A few days after one session, a local business supervisor stated, "It completely changed how we interact with our Hispanic employees. We have much better communication now, much more open." Another participant said, "Everyone should be a part of this program because of the profound impact it makes."

School Enrollment by Selected Race/Ethnic Groups, 2010-2011
Fond du Lac County School Districts

Source: UW-Madison Applied Population Laboratory



While the Census showed people of color comprising about 8% of the county, recent school data show even more change in race and ethnicity. UWEX programs are adapting accordingly.

Belonging & Inclusion

One of the essential elements of youth development is a sense of belonging or fitting in. It is the feeling of being valued as part of a group. UWEX noticed a trend of new members to 4-H not re-enrolling as much as in the past. When the 4-H staff assistant was holding new family orientation, she found that families were often discouraged because they did not feel supported. Two cases of bullying at 4-H functions were reported. We developed a survey that went to 1st and 2nd year families who stayed in 4-H, first-year families who dropped out, and to general leaders. Its purpose was to determine what was, or was not, happening that created a sense of belonging.

Additionally, a club with Latino youth formed but it ended after just 2 years, despite the county's increase in Hispanic youth.

In response to these issues, sessions at annual 4-H learning events included topics on both inclusive clubs and awareness of other cultures. VISTA Camryn Krause developed a resource packet for clubs, and led a session for camp counselors on preventing and identifying bullying. Afterwards, clubs indicated they had learned new ideas to get people to speak up, get them connected and to have fun. One member commented, "We noticed kids seemed to feel more a part of the group." No reports of bullying were received this year at 4-H events.

At a multicultural night sponsored by Boys & Girls Club we had a station on cultural awareness. To create awareness of the broader community, each month the 4-H newsletter has articles on "my community, my country and my world."



4-H youth work together in a team to help others.

We promote international opportunities for 4-H families, and as a result were one of only three counties in the state to host eight youth and two advisors from Nigeria last fall.

The sense of being valued in a group is also essential in a larger community. Our VISTAs have focused on building relationships with the Latino community and creating an inclusive and accepting environment.

Our current VISTA has continued Latino outreach by developing relationships with Latinos in the area and developing focus groups. We are learning what brought Latino immigrants to this community and what challenges they face. We have established a partnership with a

church many Latinos attend. 4-H provides secular educational activities for youth while parents attend a religious lesson. The number of youth each month has increased and parents are learning the benefits to participation in 4-H.

To increase the bilingual, bicultural capacity of our office, the 4-H staff assistant position was restructured after a resignation. The new bilingual assistant, who began in January, 2013, continues to build and grow relationships within the Latino community and Spanish-speaking learners.

The 4-H resource packet of inclusion and belonging ideas for clubs is at <http://fonddulac.uwex.edu/4h/inclusion-activities>. This QR code takes you directly to the 4-H page.



A delegation of youth from Nigeria visited a Fond du Lac farm to learn about youth gardening programs. In turn, they taught local youngsters unforgettable lessons about culture, geography and human nature.

Supporting Healthy Families and Financial Stability

agreements, home maintenance, and legal resources.

Tenant Education

In Fond du Lac County, 28% of housing is rented. There are 11,000 units with a median rent of \$640/month (Census.Gov). Data from the National Low Income Housing Coalition found it takes a full-time job, at \$14.31/hour, to afford a moderately priced two-bedroom apartment. Clearly, the largest monthly expense for families is housing.

The goal of Rent Smart, a tenant education course designed by UWEX, is to increase housing stability of individuals with poor rental histories. This last year, 142 individuals participated, with 49% of them self-reporting incomes under \$13,900.

Rent Smart is taught every other month. It consists of two three-hour sessions by Michelle Tidemann, UW Extension Family Living Educator, and features speakers from Fond du Lac Housing Authority and Legal Action. Lessons address personal financial management, credit reports, rental

In their own words, participants learn:

- “How to find a place to live, knowing mine and the landlord’s rights and how to budget properly,”
- “All the details in a lease and get it in writing,”
- “To have proof and take pictures to be on the safe side,”
- “Better understanding how to read a credit report and ways to obtain my credit report,”
- “[Considering] more of both my and my family’s needs in finding a place to live.”

For 10 years, this collaboration with the local landlord association, ADVOCAP, Fond du Lac Housing Authority, and City of Fond du Lac Fair Housing has been addressing tenant-landlord education. Since 2005, more than 900 individuals have received Rent Smart Certificates of Completion. It is an example of coordinating county resources to

improve outcomes for individuals, families and communities.

Additionally, Tidemann is one of four on the State UWEX Rent Smart team. The team trains organizations, businesses and state agencies -- nationwide -- to teach the program. Approximately 170 individuals have been trained to teach the curriculum. In 2012, the State Rent Smart team received the NEAFCS National Housing Education Award for educational outreach.

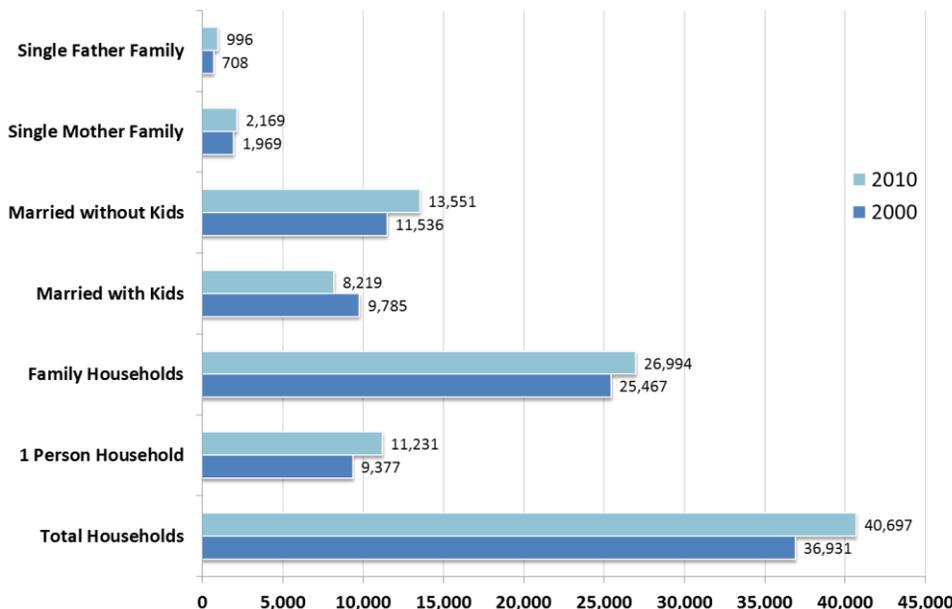
Poverty and Hunger

Amanda Miller coordinates the Wisconsin Nutrition Education Program (WNEP). She meets with the UW-Extension Food Providers Group, a networking group of local food pantries and hot meal providers, to discuss emerging food security trends in the community. She also distributes a bilingual Food Resources Guide to county agencies and organizations.

In her first year in the county, Miller found surveys on food pantries and their users but no local statistics on hunger itself. She and a UWEX poverty specialist are developing a statewide tool to assess hunger locally.

In addition, Miller researched hunger task forces in Milwaukee and La Crosse. She is working with food providers to implement the use of FoodShare EBT cards at local farmers’ markets, increasing accessibility to fresh fruits and vegetables.

**Selected Household and Family Types, 2000 & 2010
Fond du Lac County**



Between 2000 and 2010, the numbers of single-parent households increased as the number of people married with children decreased. During that same time, the percent of residents living in poverty increased 8.7 %.

Wisconsin Nutrition Education Program (WNEP)

WNEP, affiliated with the Food Stamp Nutrition Education Program, continues to reach and teach to FoodShare and FoodShare-eligible individuals of all ages in Fond du Lac County.

For the past 22 years, WNEP and ADVOCAP Head Start have partnered in reaching preschool and pre-Kindergarten children, Family Resource Center play group

participants and parents of those children. After participating at the Head Start site, 97% of parents said they were going to eat more fruits/vegetables each day; 61% of parents learned a food safety tip and 95% of parents reported having learned about proper hand washing practices.

In 2012, WNEP educators Pamela Nelson, Kristine Schaeffer and Sharon Woolhether added more in-school programming at Riverside Elementary and Parkside Elementary.

After-school programming for 1st, 2nd and 3rd grade classes occurred at two Boys & Girls Club sites. In addition, WNEP and the Junior Master Gardener Program were offered to 4th and 5th grade Boys & Girls Club participants



A young gardener grew beets and shredded them for a meal in the UWEX kitchen.

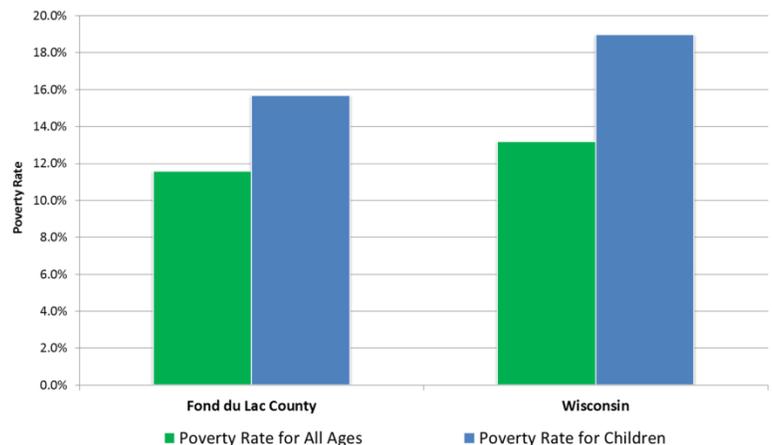
during the summer. WNEP also participated in Boys & Girls Club special events, such as Lights On After-school and Multicultural Night.

Besides working with young families, Nutrition Educators provide an adult education program at the Job Center, at substance and domestic abuse recovery programs, and centers for adults with disabilities and/or chronic mental illness. In 2012 they had 4,631 educational contacts in Fond du Lac County.



The county had a nearly 10% increase in residents over 65 years old. The Census also found 9.7% of County residents have disabilities. The Applied Population Laboratory (UW-Madison) found more than 15% of children in this county are living in poverty. WNEP educators work with all these audiences and others to improve diet and food safety.

Selected Poverty Rates, 2010 Estimates
Fond du Lac County & Wisconsin





A partnership with the Windhover Center for the Arts led to a photo exhibit celebrating the centennial of Cooperative Extension in the state.

Last year, Cooperative Extension celebrated its centennial in Wisconsin. Locally, UWEX held an Open House, had informational displays throughout the community, and had media coverage to educate citizens on the impact of UWEX over the past century. But UWEX is known for looking forward. We invite you to keep current using [Facebook.com/uwexfdl](https://www.facebook.com/uwexfdl) or our Web site. Our offices are in Room 227, Administration/Extension Building at UW-Fond du Lac, 400 University Drive, Fond du Lac 54935. Phone us at **(920) 929-3170** (dial 711 for Wisconsin Relay). The QR code at right connects to our Web site, <http://fonddulac.uwex.edu>.



Staff Updates

In May, Tina Kohlman started as our new Dairy and Livestock Agent at 80% FTE, continuing to work one day a week in Sheboygan County. In August, VISTA volunteer Camryn Krause finished her year with us and Miguel Gonzales joined our team to work in Latino youth outreach for one year.

We said good bye to Marie Stafford, 4-H /Youth Development Assistant, after five years. As 2012 came to a close, we hired Carmelo Dávila, Bilingual 4-H/Youth Development Assistant, who joined our office on January 1.

We continue to hone our office marketing plan so more of our participants are aware of a broader range of our programs. We hope this report reflects our commitment to teaching the people of Fond du Lac County how to improve their lives and our community.



Current Staff

Carmelo Dávila, Bilingual 4-H Youth Development Assistant
Tina Engelhardt, Program Assistant (beginning April 2013)
Miguel Gonzales, Volunteer in Service to America (VISTA)
Ann Kaiser, Program Assistant
Gloria Kelroy, Program Assistant
Tina Kohlman, Dairy and Livestock Agent
Amanda Miller, WNEP Coordinator/Family Living Educator
Pamela Nelson, WNEP Educator
Noreen O'Brien, Communications Assistant
Patty Percy, Community Garden Coordinator
Mike Rankin, Crops and Soils Agent

Denise Retzleff, 4-H Youth Development Educator and /Co-Department Head
Kristine Schaeffer, WNEP Educator
Megan Schlafer, Intern (January – April, 2013)
Kathy Schneider, Program Assistant (retired March 2013)
Sue Siegesmund, Program Assistant
Michelle Tidemann, Family Living Educator and /Co-Department Head
Diana Hammer Tscheschlok, Community, Natural Resource, and Economic Development Educator
Sharon Woolhether, WNEP Educator