

Human Development & Relationships

As the newest staff member in the Douglas County UW-Extension office, I'd like to introduce myself to you. My name is Tracy Henegar, and as the new half-time Human Development and Relationships Educator for Douglas County Extension, I am excited to have the opportunity to continue to make a difference in the lives of children and families in our community.

I have lived and worked in Douglas County in a variety of capacities within the field of Family Life Education for almost 18 years. My career in Douglas County began in the Early Childhood and Family Enrichment (ECFE) program with the School District of Superior. It was there that my passion for supporting families took hold and led me to pursue a master's degree in Family Life Education. From there, I have spent time working in center and home-based early childhood family education, with women with serious and persistent mental illness in residential treatment, with families in crisis needing emergency child care support, and with at-risk youth and their families both in the schools and in their homes. Most recently, I've focused my career on facilitating professional development, community education and outreach through the UW-Superior Center for Continuing Education, and I will continue that work half time, as well.

Over the years, my work has forged in me a passion for at-risk children and families. I have spent the last 5 years working with the Douglas County Fostering Futures Initiative, broadening my expertise in trauma informed care, the Adverse Childhood Experiences (ACEs) research and the neuroscience of trauma, as well as in the hope of

the science of resiliency and protective factors. I plan to continue this work through Douglas County UW-Extension, not only as an ACE Interface Master Trainer for northwestern WI, but also by integrating this science into all my work with children and families, whether through community family education programming, through education with families confronted with the challenges of incarceration, or through my community work with Fostering Futures, the Mental Health Coordinated Community Response Team or other community collaborates.

In my first few months in this role, I will be engaging with the community to identify the greatest needs and gaps in services from a human development and relationships perspective. I seek to meet with area family serving professionals, the faith community, the criminal justice community and with parents themselves. Information gathered through this process will help guide the development of educational programming that will have the greatest impact on strengthening families, thereby strengthening our community. I greatly appreciate the opportunity to connect with the community in this way, and I look forward to seeing what direction this will take.



Tracy Henegar
Human Development & Relationships



Douglas County
Extension Education &
Recycling Committee:
Sue Hendrickson
Doug Finn
Mary Stone-McConnell
Mike Raunio
Charlie Glazman

UW Extension UW-EXTENSION NEWSLETTER ~ AUGUST 2018
Cooperative Extension



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

Upcoming Events

FoodWise

- National Night Out picnic Bartley Manor Woodland Way, 8/7 3:30-6:00PM
- Strong Bodies strength training and balance class begins Monday, 8/13th meeting noon-1/1:15 on Monday & Friday for eight weeks, Doug Finn Room 270, City-County Complex
- New FW Program Manager ,Jill Hicks, visits DC, 8/17
- Regional Meeting, Marathon County Extension Office Wausau 8/30

4-H & Youth Development

- Mighty Machines, September 9th
- Member Evaluations, September 10th

Community & Economic Development

- August 2, 7 Smart Strategies for 50+ Jobseekers, Superior Senior Center (9am-11am), more Superior dates coming soon
- August 16-17, Wisconsin Commercial Ports Annual Meeting and Conference, Superior
- August 30, Youth Leadership Economic Development Day, Superior
- September 11, Small Business Owners and Entrepreneurs Meet Up, Solon Spring Community Center, 9AM
- September 19, Small Communities Forum, Hurley – call for more information

Agriculture/Horticulture

- August 22, Wednesday, Agronomy/ Soils Field Day ,
- August 23-24, 2018 Grazing Teaching and Technology Biennial Meeting and Tour, Spooner Agriculture Research Center.
- September 17 – December 10. Level 1 Master Gardener Class.
- September 15, Saturday, 9:00- Noon, Nutrient Management Field Day: *How to Make Your Fertilizer Work for You or Show Me the Money.* Greg Syring Farm, Darrow and Twin Creek Rd
- September 21, 22, Wisconsin Master Gardener Association Conference, Eau Claire, WI. Sept. 22, Saturday, 10 AM-Noon, Horse Pasture Walk – Erin Osero family, Happy Hollow Stables, boarding and training facility
- Sept. 29, Saturday, 10:00 AM-Noon, Beef Silvo pasture Walk – Wayne & Bev Jansen and Colton Jansen, Turtle Lake, WI.
- Stay Tuned: Superior Community Garden Workday. September Fence and Compost Bin Building Class.

Human Development & Relationships

- Aug 5-10, 2018 - *Youth Mental Health First Aid Training* of Trainers in Madison
- Aug. 29, 2018 - Adverse Childhood Experiences (ACEs)/ Trauma Informed Care (TIC) training for all Superior School District Staff
- September - Parenting Classes begin at the Family Resource Center
- October 1st - Poverty Simulation

An EEO/AA employer, University of Wisconsin Extension provides equal opportunities in employment and programming, including Title IX and ADA requirements. Any person requiring special accommodations for attending Douglas County UW-Extension programs should contact 715-395-1363 in advance of scheduled programs so that appropriate arrangements can be made.

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4-H & Youth Development
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James Anderson, III
Community & Economic Development

Douglas County Businesses are Mirroring Area Demographics

In July, UW-Extension researchers released *Slow Churn: Declining Dynamism in America's Dairyland* (Conroy, Chen, Christenson, Kures, & Deller). This special report on the Wisconsin economy examined business births and deaths in all 72 Wisconsin counties. Outside of Dane and Eau Claire Counties, the picture for net business growth in Wisconsin is bleak. Most Wisconsin counties lose more businesses than are birthed on an annual basis.

Douglas County is no exception to this negative growth trend. In Douglas County between 2010 and 2014, the county lost on average 75 employer businesses annually, and only gained 68 annually. This negative business growth is similar to demographic patterns in Northwest Wisconsin, where we are seeing an aging population, with a significant overall decline in births, and fewer children and young adults.

This special report does share an observation that these changing demographics present opportunities, as well as challenges. "Natural amenities such as miles of lakefront property make many northern Wisconsin counties popular destinations for retirees. The result is that these counties are home to an older population which has, on average, accumulated both human capital from years of work experience and financial capital from saving, investment, and accumulated home equity. This pool of skilled retirees has significant entrepreneurial potential. Many have resources, time, money to invest and, though they may have left traditional employment, a desire to be productive."

The challenge for the economic development community, is to foster an environment that encourages retired persons to consider entrepreneurial investments in Douglas County. A good place for persons interested in starting a small business to develop their idea is through the Small Business Development Center Entrepreneurial Training Program (ETP), which is offered with support from the Wisconsin Economic Development Corporation. Registration for the fall ETP is open, and more information may be obtained by contacting Andy Donahue at 715-394-8352.

7 Smart Strategies for 50+ Jobseekers

UW-Extension and the Northwest Wisconsin Workforce Investment Board are partnering to bring AARP Foundation educational programming to the area. UW-Extension in Douglas County is facilitating **7 Smart Strategies for 50+ Jobseekers** throughout the county. In July and August the first sessions were held in Solon Spring at the Community Center, and in Superior at the Superior Senior Center.



This workshop introduces seven strategies to engage the labor market, appropriate for people who are retired and want to return to work or people who are employed and want to seek new opportunities. Our initial sessions this summer found participants, many of whom had retired and are looking for ways to return to work, typically on a part-time basis. This workshop focuses on skills identification, the modern application and interview process, and how to effectively market skills.

This partnership came from UW-Extension and the Development Association co-facilitating the Douglas County Workforce Roundtable. A sub-committee from this group is focused on working to engage three talent areas that are not being fully utilized in the labor market, including: persons with disabilities, persons formerly involved with corrections system, and persons who retired and are interested in returning to work (likely part-time). The WIB and UW-Extension will be at the Senior Expo on October 18th representing this program, and connecting seniors to local job opportunities.

Next, we are looking to partner with The Chamber of Commerce and Development Association on outreach activities, helping employers learn how to accommodate the needs and desires of experienced talent, who have retired but are interested in returning to the workforce on a part-time or flex-time basis.

More information about this program and the Douglas County Workforce Roundtable can be found online at:

<https://douglas.uwex.edu/workforce/>.

Smarter Lunchroom Movement Training



FoodWise Coordinator, Julie Montgomery, enjoyed the pleasure of learning from the creators of the Smarter Lunchrooms Movement (SLM) at the 8th annual symposium held at

their national office at Cornell University, Ithaca, New York, this summer. Four WI representatives were invited to the training and to also be trained as Technical Assistance Providers (TAP's) for the Smarter Lunchroom Movement with expenses paid by our Madison office. Symposium creators and Cornell professors Dr. David Just and Dr. Brian Wansink, are the leading experts in the science of consumer behavior and food psychology and have been conducting research to examine how to influence student food choices in schools since 2009. Their research identified key elements of behavior economics that can effectively influence student food selection and consumption in cafeterias. Behavioral economics research into how the social and physical environment influences decisions is the driving force of the Smarter Lunchroom Movement. Guest researchers from Florida, Georgia, Hawaii, Minnesota and Montana shared best practices and success stories while introducing the principles of the Smarter Lunchroom Movement. Montgomery learned how to build a smarter lunchroom to make the healthy choice the easy choice for students. Strategies included building upon relationships with schools, completing a Smarter Lunchroom scorecard, and creating an action plan with food service, administration, parents and students to improve healthy food consumption and reduce tray waste.

FW-DC is looking forward to getting started on the SLM in a few schools this fall to increase our positive impact on the health and wellness of our school environments and our community.



FOOD WISE
Healthy choices, healthy lives.

Julie Montgomery
FoodWise Coordinator

During the month of June and July I visited Northern Lights classrooms for Summer School. We had a profitable time learning about the importance of eating breakfast, eating from all five food groups when possible, how to be healthier by eating and cooking at home versus eating out and remembering to get enough exercise. Students learned how to make homemade popsicles using yogurt and fruit and how to make a one pan stir fry. Both were a hit!



Some of the comments I recorded about the popsicles were, "These are so good", "I would add raspberries to mine", "I am making these tonight when I visit at grandma's house for a sleep over". On another visit we made stir fry. Every single student liked the sample and said they would eat again. Recipes were handed out for each item tasted.

During July I also visited a couple of Summer Food Program sites where some of the same topics were shared with the parents and children (most of whom I have taught during the school year.) I always started out with a game to get the kids engaged. Here they are playing relay tic-tac-toe.



Tarah Nichols
FoodWise Educator



Agriculture-
To have a sustainable livestock production in Douglas County, farmers will need to include the use of managed grazing. Turning cattle out to graze quality grasses and legumes increases profitability by cutting feed, veterinarian, and machinery costs. Said another way, it is more expensive for animals to wander an unmanaged field, eating what they feel like and leaving the rest to become weeds. A pasture looking like a golf green with patches of thistle and buttercups is not economically or ecologically sustainable. Managed grazing requires excellent management skills, trial and error, and is not simple. However, those that have converted to the practice increase their bottom line and choose not to return to past practices. Managed grazers agree they can produce more milk and meat on less land, allowing investment in other business needs and enhanced quality of life. In June, regional farmers joined in a managed grazing walk at the John and Tracy Tepoel Farm in the Town of Maple. Organic Valley Cooperative has set the stage with expectations that their dairy farmers place cows on pasture for a minimum number of the days during the season. The management change needed by our livestock farmers is to move the animals from “paddock to paddock”, sizing each paddock to meet the needs of the animals ...not too much space so they can be picky; not too little space so they eat the grass down to nothing. Just right. This requires a slow and steady management change by our farmers. Using movable fences to adjust the size of the paddock every couple of days or so requires commitment. Experienced managed grazers find that the more they can move their animals to excellent pasture grass, the less they have to manage as hay. UW-Extension Douglas County is interested in working to increase managed grazing in our region. Contact Jane to become part of our local workgroup. Speaking of healthy pastures, what about that smelly white flowering plant that has taken over our farmland in Douglas County? Douglas County has the dubious title of “Valerian Epicenter” for Wisconsin. First noted in 2005, garden valerian has progressed as a “pretty bouquet flower” in the roadside to a hay and pasture land scourge. Introduced from Asia, it may to have entered through the medicinal herb and horticultural market via the ports. Douglas County Extension has been working with farmers to learn its agronomic impact, as well as means of control. In addition to herbicide treatment plots located in the Poplar area, we are looking at antidotal reports of livestock avoidance, impact on forage quality, and use by pollinators. Contact Jane Anklam to share your observations or to inquire about forage testing of bales with valerian. We have a role to play in understanding and controlling this economically and environmentally impactful plant.

Horticulture-
Understanding the character of our home and garden soil underwent a huge learning curve this year as the community was forced to consider soil contamination from the Husky Fire fallout. It was not what we knew about contamination, but what we did not know that has grabbed my attention as a soil scientist and UW Extension Educator. Our soils in Wisconsin have levels of industrial contaminants that have been deposited for over 100 years. This is not only true in communities like Superior and Duluth, but any small town that has had emissions, automobiles, and light manufacturing since the late 1800’s. The soil receives the fallout. UW- Extension Douglas County will be participating in an initiative with the Lake Superior Reserve to explore and shed light on our industrial legacy in Douglas County, especially the Superior watershed. Included will be how to consider our home and community garden soils: where we grow our food. What should we know and how should we manage? What simple and inexpensive soil testing can and should be done to learn our risks? What constitutes a healthy soil in Douglas County? The home and community gardener will increase their knowledge about their local soil allowing them to make choices with confidence about growing local food. Stay tuned for the series of discussions starting this fall.

Local Food Systems

By the way, we have some lovely local food gardens throughout the county. The relatively drier weather has decreased the amount of plant diseases coming into the office to be diagnosed. I am looking for photos and stories of our local gardening food success and challenges. Please share on our Douglas County UW Extension Local Food Facebook page! Finally, I recently was invited to the UW- Madison Center for Integrated



Agricultural Systems Citizen Advisory Meeting held in Herbster! The CIAS was founded in 1989 as a way to give farmers direct access to UW Madison researchers to shine the light on innovative agricultural sustainable community food systems. Not part of UW- Extension, but certainly influential to our work, it provides support and a conduit to solving our own agricultural challenges. The intense work and sharing around indigenous food networks and local market growing is impressive. I challenge Douglas County farmers and community to nominate one of our own to their citizen advisory committee. They need us!

Jane Anklam
Ag/Horticulture Educator



Youth in Governance Upgrade



One of 4-H’s Youth Development programs seats high school students on the County Board of Supervisors and the Superior City Council. These students report on what’s happening in their schools and communities to give elected officials valuable feedback from a youth perspective. They are also free to ask questions and discuss agenda items. However, this is difficult to do because both the Board and Council do the bulk of their work in committee meetings. To help fill this gap, students have been assigned the task of attending a committee or interviewing a department head and reporting on what they learned.

Lora Randa serves on the county board. She chose to attend a Health & Human Services committee meeting because she plans on pursuing a career in medical law and wants to see how healthcare issues are dealt with on a local level. One question she had is how much it costs the county to treat someone with mental health issues at the Winnebago Mental Health Institute. The answer: \$1,000/day/person. She also learned our child welfare social workers are overloaded with an average of 18 cases each, which is 18 families, not 18 children. Lora found that this committee has a wide range of issues to deal with, including veteran affairs, diseases and water quality. In her report she wrote, “*It gave me a new appreciation for the scale of the work that these committee members do, alongside those in the Department of Health and Human Services.*” The committee enjoyed having her and extended an invitation to keep attending on a regular basis.

Attending a committee meeting can be eye-opening. But is there more we can be doing to improve the Youth in Governance program? On May 29th Lora, Nadia Henegar, Jeffrey Newman, and Adam Lavine met to discuss more ways we can broaden the Youth in Governance program. Joining us online were students from around the state who are in similar programs. One common theme: students’ knowledge of local government is greatly expanded when they sit on committees, which can be difficult because most meet during school hours. So we tried to find more ideas, such as students working on projects throughout the year and reporting their progress. For example, the group in Iron County is running a photography contest for youth. The theme is local natural wonders, and winners’ photos will be hung in the government center to help promote tourism. Other ideas we discussed include allowing students to vote

on an advisory level and assigning mentors to work one on one.

The students volunteered to meet again in August to make plans for implementing some of these ideas. They are willing to take the lead on improving their experience, as well as volunteer more time and effort to accomplish their goals. The City of Superior and Douglas County are very fortunate to have such engaged teens, and we’re looking forward to seeing what they accomplish!

Thank you!!

As I write this, I am transitioning from this Extension Office to the one in Vilas County, whose seat is in Eagle River. I love living in the Twin Ports and plan to move back some day, but for now I have been called to my hometown to be with family. This was a very difficult decision and it happened quite suddenly. Until my replacement is found I will do my best to continue to be a resource. I thoroughly enjoyed working with the people of the area during my three years here. The Douglas County Board of Supervisors provides great support for Extension and 4-H, something that my co-workers and I do not take for granted! I especially want to thank the Extension Committee members: MaryLou Bergman, Mary Stone-McConnell, Scott Luostari, Charlie Glazman and Sue Hendrickson were wonderful to work with and always available to answer questions and give advice. I am incredibly thankful to my colleagues in the Extension Office. We didn’t work in “silos” as much as other counties because of our open communication. The feedback we shared, from computer advice to bouncing ideas off one another, was immensely helpful. To do it with people I am now able to call friends made it a privilege.

Very little of our 4-H programming, from community clubs to the county fair, would get done without the dedication and hard work of our volunteers. I will always be grateful for their support and helping me learn the ropes of Douglas County 4-H. Their passion for “*Making the Best Better*” is impressive and inspiring. Because of them, we can rest assured that Douglas County 4-H will continue to offer wonderful educational experiences to our youth. Thanks again, everyone!

Sharon



Sharon Krause
4-H & Youth Development

