

Dear Calumet County Leaders,

I heard Margaret (Meg) Wheatley speak this week in Milwaukee. She is the author of many books on the “new” leadership and leadership into the future. Her belief is we are heading toward a new culture of leadership. She attributed this move to many causes, among them are: the speedup needed to do jobs, command and control environments, and our independent nature. These are causing our organizations and businesses to fail. She believes a few people, who are not afraid of insecurity, will be creating this new culture.

What she says we need is “Life Affirming Leadership” styles. This new culture will feature the leaders as hosts (inviting, welcoming, and encouraging others out of hiding) rather than heroes who lead and others follow. Principles of life affirming leaders are:

- People only support what they create.
- People only act responsible when they care.
- Everybody is an expert about their life.
- Keep widening the circle of inclusion (ask who else should be here).
- Stop looking for scapegoats.

Organizations need to have interdependent relationships. A biological principle of this leadership is that to create health, we need to create more connections. Ubuntu is an African word with many meanings all revolving around the belief we can be human only together. As one statesman said, “I exist through you and you exist

through we.” Many advanced cultures are experiencing high levels of individual distress and hopelessness. The result has been increased suicides. One very poor, third world country on the west coast of Africa has no suicides. When asked why, they respond, “we have each other.”

Meg Wheatley attributes Walt Wittman with saying, “We were together. I forget the rest.” Connections with people are what is important. Her new leadership sounds so affirming. I know many of our organizations in Calumet County embrace these principles and are well equipped to sail into this new culture of leadership. Happy sailing.

Sincerely,

Faden Fulleylove-Krause

Faden Fulleylove-Krause
Family Living Educator
Calumet County UW-Extension



UWEX FAMILY LIVING PROGRAMS IN CALUMET COUNTY FALL / WINTER 2006-2007

BETTER KID CARE

Better Kid Care satellite programs are intended for child care providers, but everyone interested in children is welcome to attend. Sessions are from 6-8 p.m. and registry labels will be available for child care educators. There is a \$3 registration fee per program. Contact the UWEX office for details.



December 7, 2006

Obese Kids – They Are What They Eat

Childhood obesity is a national problem. What children eat is critically important. It doesn't matter if you care for children in a center or a home, every adult that works with young children needs to be aware of what children are eating. This workshop will have lots of ideas to get children to eat healthy snacks and lunches and tips to share with parents.

March 29, 2007

Your #1 Priority – Keeping Children Healthy and Safe

Keeping children healthy and safe should be the top priority for all child care providers. No one wants to see children get sick or hurt. How do you know that the germs are gone or that play equipment is safe? You'll learn the latest and best ways to keep the children in your care healthy and safe.

April 26, 2007

How to Turn Good Play into Great Play

Learn the secrets of how to help children expand their play: when to step in, when to step out, what questions to ask, how to get them to think. AND find out how great play reduces discipline problems.



November 28, 2006 & January 23, 2007

The Get Checking program is designed for people who currently do not have an account with a financial institution. Having an account is safer, more convenient and less expensive. Get Checking, \$20 to participate, offers an opportunity to open an account that works, even if you have had problems in the past.

Classes are offered in the Fox Valley on:

November 28, 2006

Outagamie County UW-Extension
3365 W. Brewster St., Appleton

January 23, 2007

North Shore Bank
320 E. College Ave, Appleton

Classes are from **6:00 to 9:15 p.m.** Pre-registration is required, call 920-886-1000. You must bring your chex system report to class, call 800-428-9623 to get your report.

LEADERSHIP

Fourteen Principles of Motivation

1. People can motivate only themselves.
2. True motivation arises from a sense of pride, honor, self-esteem, and self-worth.
3. The sense of pride can be enhanced through love.
4. People are motivated when they are noticed and heard.
5. Acknowledgement must truly mean something.
6. Compensation, in the business culture, is a sign of realistic acknowledgement.
7. A powerful motivational tool is faith in one's subordinates.
8. You must develop your people, give them added value, make them better human beings, and make them more marketable.
9. You must model, in every way, the authentic leader and worker in yourself.
10. There is a hard side to motivation: limits and expectations are inflexible.
11. Greed is never an authentic source of motivation.
12. Security is not a legitimate motivator, for it diminishes life.
13. Growth is a legitimate source of motivation, for growth is the nature of life itself.
14. You must announce that you will always distinguish clearly and sharply between good work and bad, and you must not be afraid to make decisions accordingly.

(Koestenbaum, 2002, p. 161-163). *Leadership: the inner side of greatness: a philosophy for leaders.* San Francisco: Jossey-Bass.

Seven Principles of Value Leadership

- **Value human relationships:** treat people with respect so they achieve their full potential consistent with the company's interests.
- **Foster teamwork:** get people, particularly those with different functional skills and responsibilities, to work together to advance the interests of the corporation.
- **Experiment frugally:** harness accidental discoveries to create value for customers and partners.
- **Fulfill your commitments:** say what you intend to do; then do what you say.
- **Fight complacency:** weed out arrogance.
- **Win through multiple means:** use strategy to sustain market leadership.
- **Give to your community:** transfer corporate resources to society (Cohan, 2003, p. 17).

Reference: Cohan, P.S. (2003). *Value leadership: the 7 principles that drive corporate value in any economy.* San Francisco: Jossey-Bass.



UPDATE ON THE CALUMET COUNTY FAMILY LIVING EDUCATION POSITION

Faden Fulleylove-Krause will be retiring after 31 years of service to Calumet County. Because of county budget shortfalls, there is threat that the position be eliminated.

Family Living programs save the county thousands of dollars through **prevention programs**. Research on community safety indicates that every dollar spent on the development of children, youth and families nets returns ranging from \$1.06 to \$7.16.

The Family Living educator:

- Coordinated local training programs for **preventing child abuse** and neglect.
- Facilitated **parent newsletters** distributed to more than 2,500 households.
- Trains about 50 **jail inmates**/year with life skills for “life on the outside.”
- Granted 500 continuing education credits local **childcare providers** over the years.
- Provides leadership to **Senior Fest** steering committee, to which more than 2,500 seniors have attended over its ten-year existence.

Educational programs offered through this position help boost economic development and support the business community.

- Teaches “Get Checking,” a program co-sponsored with Fox Valley financial institutions.
- Provided budget programs with 45 families involved in the “Homebuyer Program.”

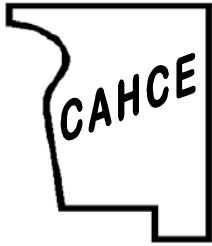
The Family Living Nutrition Program helps people learn the skills they need to be self-sufficient.

- Educates low-income families and children about healthier eating and stretching the food dollar, 500 contacts per year.
- Received more than \$7,000 for nutrition education.

What can you do? Contact your Calumet County Supervisor and ask them to keep the Family Living Program Educator position in the 2007 budget.

- The position leverages state and federal dollars and resources. The position is funded 60 percent by the state and 40 percent by Calumet County. The state contribution is solid at this time.
- The **position costs** the average county tax county payer **less than a cup of coffee** per year – 98 cents per year for a \$100,000 home.





CALUMET ASSOCIATION FOR HOME & COMMUNITY EDUCATION

Courthouse, Chilton, WI 53014
(920) 849-1450, 989-2700

NOVEMBER / DECEMBER / JANUARY 2006-2007

Dear CAHCE Members,

I do believe writing this letter is even harder than that first letter in fall of 1975! Change has always been difficult for me, so not working at the UWEX office will take time to get used to. What will I be doing in March, July, or November? I've always prepared a plan of work each fall so I had lots to do each year! I'm trusting that this transition into a pseudo-retirement will be good for all.



I've been reflecting on what we've done...for thirty-one years I have been advisor/educator to your organization. It has been one constant among many career and family changes. In 1975 when I came to Calumet County, I remember a very sweet Ann Van Grinsven coming to my office to show me the ropes and explain how Extension Homemakers was organized and what they expected of me.

Working with every county president has always brought me an opportunity to spend time with, but also become friends with, some of the best people in Calumet County! Your organization has been blessed with wonderful leaders. I know there are more to come!

We've had many wonderful (ok maybe a few ok) leaders trainings, officer trainings, Quest Committee meetings, newsletters, and Spring Flings. We've survived name changes, discussions on dues, scholarships, state association matters, booths at the

county fair, and helping with state and district conferences. I have fond memories of feeling overwhelmed with your kindness and gift of baby quilts when Kiersten and Jorgen were born! Some of them are still in the crib that now is set up for grandkids! Others have been worn out through toddler use.

I do believe in the values and principles that the HCE organization promotes! You are among a few organizations that focus on the family and community. The Creed and Prayer Creed are wonderful commitments to a full and whole life.

I'm looking forward to a few less hours of work. I am still going to be living in Calumet County and joining the Merry Maid HCE Club! So, it's not good bye...it's gosh, I think I'm RE Firing!

Thanks for making my 31-year career with UWEX an enjoyable one!

Yours for families,

Faden Fulleylove-Krause
Family Living Educator
Calumet County UW-Extension

HCE HAPPENINGS

- Friday, December 1, 2006** CAHCE Directory changes due to UW-Extension office.
- Friday, December 1, 2006** Deadline for club & individual membership dues. Send to Anne Lefeber, N6502 Hwy 57, Hilbert, WI 54129.
- Monday, January 8** February/March newsletter articles due to UW-Extension office.
- Thursday, January 18** **East District Meeting Planning Meeting** – Calumet Co. hosts the East District Meeting on April 18. Plans will be made for that day.
10:00 a.m., Rm 17, Courthouse
- Thursday, February 1** Affirmative Action forms are due to the UW-Extension office.
- Tuesday, February 6** Registration deadline for Creativity Day.
- Thursday, February 15** **Creativity Day** will be held at the Calumet County Courthouse.
1:30 & 6:30 p.m., Courthouse
Coordinator: Diane Sattler
- Thursday, March 1** April/May newsletter articles due to UW-Extension office.
- Monday, March 5** **Argentina and Chile Program** - Lynn Kroll, a member of the Rural Leadership Program, went to Argentina and Chile as part of this program. She will share her observations and experiences.
1:30 pm, Rm 17, Courthouse
Coordinators: Pat Degeneffe and JoAnn Mueller

Note: *Please be sure to register your club at least one week prior to each and every program. This way we can insure adequate materials for all participating clubs.*

REASONS PEOPLE BELONG TO A CLUB AND HCE

- ❖ An opportunity to gain personal satisfaction
- ❖ A feeling of being wanted.
- ❖ An opportunity to be with and work with others.
- ❖ A chance to give of one's self.
- ❖ A chance to use or develop skills and talents.
- ❖ An opportunity to stay active and involved.
- ❖ A sense of contribution to the community and neighbors.
- ❖ A sense of being a part of something worthwhile, with good goals.

YEAR END & NEW YEAR REMINDERS

2007 CAHCE Directory

Attention club presidents (or secretary): the UW-Extension office needs to receive your officer and membership lists. The UWEX office uses these to assemble the CAHCE Directory. Include member names, addresses, phone numbers, the year they joined HCE, officers, and clubs' usual meeting day. Email addresses are optional. Please send this information to the UWEX office by **December 1**. If there are no changes, either send your listing or call Linda at 849-1450, opt. 6.



Club Dues

Please send dues of \$10 to County Treasurer, Anne Lefeber, N6502 Hwy 57, Hilbert, WI 54129 by **December 1**. Five dollars goes to the state, \$1 goes to the district, and \$4 stays in our treasury. Also include any changes of phone numbers or address, and new member's names, phone numbers and addresses.

Attention Individual Members!

Now is the time to send Anne your dues to insure you continue to receive the CAHCE Newsletter/Calumet Leads to learn of upcoming activities. Sending in your dues by December 1 also allows the UWEX office to include your name in the 2007 Directory.

Affirmative Action Forms

Club Affirmative Action forms (in the front of the Secretary's Book) is needed by the UWEX office by February 1.

Pennies for Friendship

Clubs wishing to contribute to Pennies for Friendship should send this money to Anne Lefeber, CAHCE Treasurer, N6502 Hwy 57, Hilbert, WI 54129 by November 1.

CAHCE Scholarship



Applications for the Calumet County Home & Community Educator's scholarship (\$150) can be obtained at the UWEX Office. This scholarship for high school seniors, continuing college or technical school students, is available to any child or grandchild of a Calumet County HCE member. Grandchildren who apply must live in Calumet County. CAHCE members are asked to tell eligible children and grandchildren about this scholarship. It is due to the UWEX office by March 15.

Jones-Lee Scholarship

The Jones-Lee Scholarship is awarded to any WAHCE member, their children, stepchildren, and grandchildren. It is to be used toward a 2-year associate degree in vocational school or at a university as a full or part-time student with a minimum of 4 credits. It is a \$1,000.00 scholarship, which will be paid upon proof of enrollment. The application will be in the Communicator. The due date is April 1. Contact Faden at the UWEX office for forms. Check out the Jones Lee scholarship webpage <http://www.wahceinc.org/joneslee.doc>

Ruth Buxton Sayre Scholarship

This Country Women's Council \$500 scholarship is for a North or South American woman who shows financial need, and has the ability to complete her education. Application is made through ACWW affiliate organizations (which HCE is). Barb Krueger has the application form and they are due by February 20.

Ardith McDowell International Scholarship

This \$100 scholarship is available to WAHCE members for travel to a WAHCE supported international project. It is to be used for travel expenses. The application can be found at <http://www.wahceinc.org/mcdowellsscholarship.doc> Application must be postmarked by April 1, 2007 and mailed to Scholarship Chair. Caroline Peetz, E7889A Swan Ct, Reedsburg, WI 53959.

CHRISTMAS 2006

by Patranella Degeneffe

Dear Santa Claus,

Winter is not officially here, but the cold brisk air seems to be rushing us into that magical season of the year.

According to most of our memories, October's warm weather is being lost in the shuffle.



I can easily forget about Halloween decorations, I get more anxious to elaborate on Thanksgiving and Christmas. They are the true holiday principles that gave us the United States of America. Their blessings and traditions can be summed up in one sentence, "Christmas is Thanksgiving."

As time keeps moving on, the magical times of the year will come into play. There will be the sparkling lights on trees and street lights, the carolers at the door, musical concerts so advanced from our one room school houses of years ago. But we always found contentment, the happy gathering of friends and relatives the holidays bring.

There is the joy of both sending out cards and letters and also receiving them. We all should give more thought to those who sort and deliver the mail. God Bless them Santa, they make our life pleasant. It is in their tasks that give us an opportunity to reach out for a renewal of faith in the beautiful story of the "Christ child born in a manger."

Praise the Lord to all the organizations who unite in their efforts to collect food and clothing for the needy. A little sacrifice on the part of many can create so much happiness. Santa, please remember the many people who became unemployed, that the Christmas season will give them answers. It is in giving we can find each find some measure of enjoyment in ourselves.

There is one thing that does make me irate. It is those busy bodies who campaign "take

Christ out of Christmas." It was Christ who gave our ancestors the courage to settle a new land. Why did our nation thrive so rapidly, because they applied his principles with the elements of society and thus a democracy? President George Washington, himself said, "Without a humble imitation of the Divine Author of our blessed religion, we can never hope to be a happy nation. So, I emphasize Santa, make our country wholesome so all of us can exist in peace.

We now have more than three million people in our country. With those numbers, there may be times in our world where disaster, scandals, and crime may seem out of control.

With loving families we have each other. If you do not wish to have Christ in Christmas, what better example to follow than the Amish. As Charlie Gibson stated on the national news, "Tonight the most tragic tragedy begins in the most unlikely U.S. area, a ruthless murderer in an Amish school house." I'm sure everyone's eyes filled with tears. The Amish might be small in population, but when it comes to humility and forgiveness and setting an example, they can surpass most of us. As one of their leaders said "We don't deny death. We address it and accept it."

For those who didn't happen to read it, they set up a financial fund for the man's wife and children. How remarkable faith can be! I would be the last to suggest eliminating Christ in Christmas.

As we embark on another New Year, we have to be hopeful the news is more positive in 2007.

For a Christmas gift, good health to everyone and that includes "May the silent voices of the unborn child be heard"!

Merry Christmas!



WAHCE CONFERENCE IN WISCONSIN RAPIDS

I had read Michael Perry's book, *Population: 485: Meeting Your Neighbors One Siren at a Time*, so I was excited to learn he was the keynote speaker at the conference. His humorous stories are drawn from his experiences as a registered nurse, an EMT, and a volunteer firefighter in a small, rural Wisconsin town. I also attended his session on "Telling Your Story" which was so inspiring that I might just challenge myself to enter a piece of my writing in next year's cultural arts show.

I went to the conference with Barb Krueger, who focused on the sessions for the president's group while I attended sessions on programming. I learned the Walk About Wisconsin Challenge was a great success. The total miles walked were over 84,000 miles. Calumet County was well represented with 1,474 miles walked. The following walked over 100 miles: Mary Eickert, Alice Hoyer, Sue Jerrett, Karen Loose, Mary Mader, and Ruth Schmitz.

We had time for fun on Monday afternoon when Barb enjoyed a side trip to a cranberry marsh and I traveled to Marshfield to the Foxfire Gardens, where we wandered through uniquely landscaped gardens with hundreds of varieties of hosta plants. At our second stop at JuRustic Park, we viewed about 250 handmade, iron characters made of recycled machinery parts.

This is the first time I stayed for the entire conference and I would encourage everyone to try it sometime. The conference also offered the cultural arts display, an opportunity to learn a craft, a silent auction to benefit Pennies for Friendship (over \$1,300 was raised), good food, and interesting conversations with fellow HCE members. The overall theme was about sharing and communicating. We were encouraged to partner with other organizations to create awareness about HCE in our community. By doing this we all can help make HCE a stronger organization in Calumet County.

- JoAnn Mueller, Vice President, Program

YOUR ATTITUDE – YOUR GROUP

Each member's attitude is one of the most important ingredients in successfully recruiting new members. Your attitude is either positive or negative; there is no neutral!

Make HCE a giving organization, not only a taking organization. In other words, does HCE give more to its members than it asks of them? What are the positive consequences of membership in HCE?

Is HCE an organization of persons having similar interest and concern, who work to improve themselves, their families, communities, and the world? HCE should be informative, enjoyable and stimulating for those who attend meetings. Each member needs to be interested and willing to take on responsibility and take part in the organization and be involved. As a member, your enthusiasm or lack of it will show! Very few members will want to continue with or join an organization in which the current members lack enthusiasm or have negative attitudes.

One bad attitude will infect the entire group. Enthusiasm is contagious - new members like to come to organizations that are positive, productive, enjoyable and able to provide something of value.

As a club, anytime you stop getting better, you begin to get worse. If you are not growing, you are dying. FINDING NEW MEMBERS IS POSSIBLE!! Members must take time to plan, be willing to ask, ask, and ask again! If "old" members obviously enjoy and appreciate the workings of their club and its current members, new members will want to be part of the positive atmosphere that is shared.



Return Service Requested

^{UW}**Extension**

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