

Dear Calumet Leader,

As children we are awestruck by most of life. Everyday events - from the chirp of a cricket to a telephone conversation with far-away relatives - seem nothing less than miraculous to the average three-year-old. Yet, somehow, as we grow into adulthood, that sense of wonderment gets drummed out of us. Too many of us sleepwalk through our lives, focusing on trivial matters ('that car took my parking place') and get locked into narrow ways of thinking ('my way is the right way').

Heraclitus' advice is to wake up to the wonders of our existence. What amazing things do you grasp? That the sun rose this morning and you're alive to enjoy it? That plants contain the pigment chlorophyll that allows them to store the sun's energy? That ingredients in the bark of the cinchona tree can combat the deadly effects of malaria? That your car brakes work virtually every time you use them? That compassion between human beings isn't all that rare? That wind chimes evoke childhood memories of spring rain? As scientist Lewis Thomas put it, 'Statistically, the probability of one of us being here is so small that the mere fact of our existence should keep us all in a state of content.'

Do you see the magic and wonder in your life?

Sincerely,



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

Reference: von Oech, R. (2002). *Expect the Unexpected (or you won't find it): a creativity tool based on the ancient wisdom of Heraclitus*. New York: The Free Press.

## Wisconsin No-Call List Remember to Re-Register!!



More than 1.5 million Wisconsin families have signed up on the No Call list. What people may not realize is that they will be dropped from the list after two years if they don't re-register.

*August 31<sup>st</sup>, 2004 is the end of original sign up period.*

You don't have to wait until two years are up. You can re-sign up any time you want. We suggest you re-sign up every year on your birthday so you will remember. You need to renew your registration three months before it expires to ensure uninterrupted service of the list. If you fail to renew your registration in time, you may have to wait up until the next quarter for your number to be added to the list.

People are very happy with the No Call Program even when reporting violation, because telemarketing calls have dramatically decreased. We have nearly 5000 written complaints of violations and have sent more than 1300 "cease and desist" letters. We have referred 34 companies for prosecution. Telemarketers are calling consumers who are on the No Call List and they are also using pre-recorded messages. This practice is illegal in Wisconsin.

**To re-register or get on the No Call List, Wisconsin consumers can call 1-866-966-2255 or visit their website at <https://nocall.wisconsin.gov>**

## UWEX Family Living Programs in Calumet County Fall 2004

### Get Checking

November 10 & 17

5:45 - 8:45 PM

Goodwill Community Center, Menasha



Want to save money cashing your paychecks? Need a safe place to keep your funds? Then Get Checking will help participants qualify for a checking or saving account. Registration and a fee of \$20 are needed by November 3.

### Home Alone

Mondays, September 27 and October 4

6:00 - 7:30 PM

Chilton Elementary School

Both adults who care for children, and children, will develop the confidence and peace of mind to know when children are ready to stay home alone. Home safety, including Internet safety, first aid structuring time and assessing for home alone readiness will be presented. Contact the UWEX office for registration information.

### Thriving With Your Spirited Child

Thursday, November 4

6:00 - 8:00 PM

Room 17, Calumet County Courthouse

Learn your child's temperament type and begin to better understand their spiritedness. Spirited children are those who are either "more" intense, sensitive, perceptive, active persistent or moody than their peers or siblings. Knowing the nine temperament traits will help you identify positive labels for their behavior and help you apply effective strategies for parenting spirited children.

### Quest for Knowledge

Friday, October 22

8:30 AM - 3:00 PM

Basement, Calumet County Courthouse

The keynote speaker is Sister Caroline from the Bridge-Between. There are four morning workshops and four afternoon workshops. Lunch is included. The cost for this exceptional learning opportunity is \$13.00. Registration is needed by October 15.

### See as a Child, Feel as a Child - Better Kid Care Satellite

October 21, 6:00 - 8:00 PM

Room 17, Calumet County Courthouse

Why do children act the way they do? Take a look at common practices through a child's eyes. The workshop will help adults to get a better understanding of where the child is coming from to help the ways they relate to each other. To register contact the UWEX office by October 14 with your name and phone number.



Contact the UWEX office at 849-1450, 989-2700 for complete registration information or visit our website at <http://www.uwex.edu/ces/cty/calumet/flp/index.html>

# LEADERSHIP

## The Power of I's: No-Cost Recognition That Works

Does your organization have the power of I's? Encouragement and simple gestures of sincere thanks are important to volunteers. However, there are many other things that can be incorporated into the volunteer and leader relationship to acknowledge a volunteer, such as providing:

- ❖ *Interesting and important work.*  
At least part of every volunteer job must be of high interest.
- ❖ *Information/communication/feedback.*  
Make sure there are ample channels of communication to encourage volunteers to ask questions, and get and share information.
- ❖ *Involvement in decisions/ownership.*  
People closest to the problem or customers typically have the best insight into how a situation can be improved.
- ❖ *Independence/autonomy/flexibility.*  
Offer volunteers who like independence (some do not) the freedom and flexibility to complete the task. They will often bring additional initiative, ideas, and energy to the job as well.
- ❖ *Increased visibility/opportunity/responsibility.* Everyone appreciates a leader who gives credit where it is due.

*Reference: Nelson, B. & Spitzer, D. (2003) The 1001 rewards & recognition field book. New York: Workman Publishing.*

To learn more about this topic, the UWEX office has an excellent program "Encouraging the Heart," call them at 849-1450 or 989-2700 to request it for your leaders.

## Characteristics of Successful Groups

1. All members understand the group's purpose and believe/value the objectives and the ability of other members to contribute meaningfully to the group product.
2. The group is small enough for the members to have a general awareness of each other and large enough to contain a variety of knowledge, skills, and perceptions to develop a high-quality product.
3. There is a clear definition of group members' relationships with one another.
4. Everyone in the group abides by established norms.
5. Everyone receives personal satisfaction from participating in the group's activities and products.
6. There is sufficient time to meet the objectives.
7. A meeting place is regularly available that is conducive to group process.

Does your group exhibit these successful characteristics?

*Reference: Gottlieb, M.R. (2003). Managing group process. Westport, CT: Praeger Publishers.*



# LEADERSHIP

## Key Trust Builders

Leaders who are trusted and build trusting environments are:

- *Trusting and open.* They are candid and share their true feelings, not spin.
- *Honest.* They exhibit integrity and authenticity and act the same no matter who is around. They walk the talk.
- *Transparent.* They have no private agenda, no surprises. What you see is what you get.
- *Genuine.* They are concerned about the needs of others as evidenced by their actions, not just words.
- *Listeners.* They listen carefully, non-judgmentally, with empathy.
- *Seeker.* They value other opinions (before making decisions).
- *Supportive.* They reach out to help others.
- *Relationship Builders.* They socialize and engage in fun activities.

What do you do to build trust? Are there areas you can strengthen your trust building?

(Ellis, 2003, p. 183). Reference: Ellis L. (2003). *Leading talents, leading team: aligning people, passions, and positions for maximum performance.* Chicago: Northfield Publishing.

## Benefits of Recognition

*Improved morale.* When volunteers are recognized for doing good work, they feel special, and consequently happier and more satisfied with their organization.

*Enhanced productivity.* Volunteers who feel good about their roles tend to perform at a higher level; the performance itself becomes a further motivator for wanting to continue to do a good job.

*Increased viability.* When organizations recognize and reward performance that is aligned with their key objectives, the organization becomes more successful, desirable to new members, and efficient in reaching its goals.

*Higher revenue and profit.* Any organization that wants to make money and be profitable will find that recognizing progress in those areas will encourage employees to work harder to make money, and realize greater fund raising for the organization.

*Decreased stress.* Recognition helps to make volunteer work more fun and exciting, increasing the likelihood that members will 'rise to the challenge' when needed, rather than feel out of control and swamped by the responsibility.

*Decreased absenteeism.* When members are thanked and valued for the roles they play, they begin to look forward to the time they spend working for the organization.

*Increased membership.* More recognition equals better relationships, equals decreased dropping membership and increased membership.

Does your organization reap the benefits of recognition? To learn about how your organization can encourage recognition, contact the UWEX office for the program "Encouraging the Heart."

Reference: Nelson, B. & Spitzer, D. (2003) *The 1001 rewards & recognition field book.* New York: Workman Publishing.

Be sure to visit the Calumet County  
UW-Extension website at  
<http://www.uwex.edu/ces/cty/calumet/>

## LEADERSHIP

### Bullying Behavior Among Children is on the Rise

A new Kids Health poll explores the issue of bullying with a national poll of more than 1,200 children from 9 to 13 years of age. They found:

- 42% of the kids surveyed admitted to bullying at least once in a while,
- 64% said bullying was “uncool,” even the 15% who admitted to bullying everyday,
- older children were more likely to say that bullying “was cool,”
- 33% of the kids said they were bullied once in a while,
- 7% said they were bullied daily.

To help educate parents about bullying, the U.S. Center for Mental Health Services (CMHS) has released “15+ *Make Time to Listen, Take Time to Talk...About Bullying*”. These materials encourage parents to be role models for their children and help keep our children be “violence free.” The key parts are: nurturing our children, help them understand their strong emotions, keep communicating and listening to our children, and for kids to stay violence-free they need to give respect and be respected.

To prevent your child from becoming a victim, they recommend:

- instill self-confidence in your child,
- help your child to establish good social skills,
- teach your child to seek, if harassed, help from you and other caring adults.

To prevent your child from becoming a bully, they recommend:

- present yourself as a model of nonviolent behavior,
- clearly state that violence is not acceptable,
- assist your child in finding nonviolent strategies for anger management and conflict resolution.

- Seek help from mental health/school counselors to help stop bullying and other aggressive behavior.

The “15+ *Make Time to Listen, Take Time to Talk...About Bullying*” materials can be found at

<http://www.mentalhealth.org/publications/allpubs/SVP-0051/> click on order publications, there is no charge, but you can only order 1 set.

### Welcoming Cultural Diversity at Work

- "Tolerance toward people who don't look like you or have opinions like yours, regardless of your ethnicity, is the most important workplace value.



- The workplace is not a place for bias or prejudice. It's up to each person to practice patience, tolerance, and self-control to show respect to all people.

- Work is not the place to talk about politics or religion. Do your best to allow people to have their thoughts and opinions without trying to convince them of yours.

- Work (or anyplace) is not the place for divisive behavior or insensitive language, regardless of what nation you are from.

- Ask nicely about a person's nation of origin. Have them explain their foods, family system, and early education. Good communication fosters a happier and safer workplace with higher morale and helps diminish discrimination and harassment.

- If you are from another country and have become an American citizen, use the language that includes other Americans. By continually using the word we or our or my as language meaning your home country, you can expect a separation between you and other Americans (Davis, 2003, p. 210)."

*Reference: Davis, P. (2003). E2 using the power of ethics and etiquette in American business. Canada: Entrepreneur Press.*

## UW-EXTENSION PARENTING PROGRAM

### Reaching Wisconsin's New Parents

"One in every twelve Wisconsin citizens was raised by a parent who received UW-Extension's parenting program, the 'Parenting the First Year' newsletter series," says Dave Riley, University of Wisconsin-Extension child development specialist. "This is an extraordinary claim, I realize," Riley says, "but an experimental field trial has shown that our intervention caused those parents to do a better job of raising their children. We believe UW-Extension is making a significant difference in the state's future."

The Parenting Newsletter Project has been delivered to nearly half of all new Wisconsin parents for over a decade. Two series of instructional newsletters - "Parenting the First Year" and "Parenting the Second and Third Years" - are delivered free to new parents throughout the state. In Calumet County, this project has been offered to new parents for ten years, thanks to the parenting newsletter partnership of Kiwanis Clubs (New Holstein, Chilton and Kiel) and the local UWEX office, Health Department, and Human Services. Statewide, approximately 435,000 families have received "Parenting the First Year" in the last 15 years (nearly 35,000 families last year). An additional 22,000 Wisconsin families received "Parenting the Second and Third Years" in 2003.

This inexpensive, effective parenting education program has had some important outcomes for Wisconsin families. Research has shown that these parents have changed both their beliefs and actions in raising their children. Parents also rated the "Parenting the First Year" newsletter series "very useful" as a source of child rearing advice more often than any other source.

UW-Extension offices in 62 counties coordinate distribution of the newsletters in partnership with more than 140 Kiwanis Clubs, 85 hospitals and health departments, and dozens of other businesses and service clubs. UW-Extension's community partners raise approximately \$215,000 a year for printing and postage. Last year, approximately 770 volunteers from these partner organizations donated more than 5,200 hours to coordinate the mailings.

The Parenting Newsletter Project has added "Parenting Future Readers," a set of literacy inserts that can also be used as teaching tools. Two new aspects of the project are planned: "Parenting Your Unique Child," a set of inserts on temperament to be available summer of 2004; and "Preparing to Parent," a new series for expectant mothers and fathers, to be available fall of 2004.

The Parenting Newsletters are found online at <http://www.uwex.edu/ces/flp/parenting>. The newsletters and other parenting education materials may also be found on the UW-Extension Family Living Programs web site at <http://www.uwex.edu/ces/flp/families/parented.cfm>.

If you are or know of a new parent who is not currently receiving the newsletters, contact the UW-Extension office and ask to be placed on the mailing list. Provide your name, address and the date of the baby's birth. To contact UWEX during business hours, call 849-1450 or 989-2700, after hours call 849-2361 and leave the information at Ext. 287 or send the information electronically to [faden.fulleylove-krause@ces.uwex.edu](mailto:faden.fulleylove-krause@ces.uwex.edu)



# CALUMET ASSOCIATION FOR HOME & COMMUNITY EDUCATION

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

**SEPTEMBER / OCTOBER 2004**

Dear HCE Members,

It seems like Spring Fling was just over with. Sue Guenther and her committee did plan a great meal and program, thank you. Here it is fall and new programs are starting.



The Executive Board met August 10, 2004. Would you please discuss at your first club meeting any programs you would like presented? Sharing the information to your new Vice-President of Program Joanne Mueller, would be appreciated.

This year's scholarship was given to Lana Kasper, granddaughter of Margaret Kasper. She will receive \$150 from our cookbook sales, towards her spring semester in 2005. Lana will start her nursing studies at UW-Green Bay. The next scholarship will be due April 15, 2005 for a CAHCE child or grandchild in Calumet County.

This summer the *First Book* was started, reading to preschool low-income families. Faden had a training session for all the volunteers. A few volunteers are reading at the WIC (Women, Infants, & Children) office, in the Courthouse, on the first and third Thursday of the month. Other volunteers are reading at the Brillion and New Holstein Libraries. We are also looking at a few more sites. We do need more volunteers. Karen Loose is the *First Book* coordinator and she also is making all the props. To let you know how the *First Book* program started and was affordable - Karen Loose applied for a mini grant last fall for books to start the program. The grant was given to CAHCE and sets of three different books were sent to us and that was our start. To continue we needed to earn \$500 and the WAHCE would match the amount, which they did. We were fortunate to raise \$655 and the Wisconsin Public Television would give us one set free to every two sets we purchased. Each set has nine different books. We purchased 34 sets and WPT gave us 16 sets. This is an annual project. After the volunteers read the story the child or family get to keep the book. We all need to thank our friends that believed in HCE and our program and donated money for the project, they are Chilton Kiwanis, State Bank of Chilton, Suttner Accounting, Zarnoth Brush Works, Community Bank & Trust, M&I Bank, Great Midwest Bank, Attorneys Twohig & Rietbrock, and Go Get'em 4-H Club. Faden will have another meeting for mentors for the *First Book* and another training class for new volunteers.

My hats off to a few CAHCE members, once every two months they go to Oshkosh to work with their HCE members in making hats for cancer patients for all the area hospitals. They and a few more CAHCE members also work at home and make additional hats. If anyone is interested in helping or has questions to ask about the project, you can call Madonna Ecker, Diane Sattler, or Mary Eickert.

Have a good learning year and volunteer, it's good therapy.

Sincerely,

*Ruth Schmitz*

Ruth Schmitz  
CAHCE President

## HCE HAPPENINGS

September 14-16

**WAHCE State Conference**, Green Bay

**Wed., September 29**  
7:30 PM

**WI *First Book* Training** – for new and continuing First Book readers. The meeting will be held in Room 17, Courthouse.

**October 1**

Deadline to get program and dates for 2005 Program Book to the UWEX office.

**Friday, October 8**

**Early Bird Registration** for Quest for Knowledge due.

**Friday, October 15**

Quest for Knowledge registrations are due.

**Friday, October 22**  
8:30 AM – 2:30 PM

**Quest for Knowledge** – Sister Caroline from the Bridge-Between is the keynote speaker. Experience a wonderful day of learning for \$13.00. Sessions will be held in the basement of the Calumet County Courthouse.

**Thursday, October 28**  
7:30 PM



**CAHCE Fall Association Meeting** – Items to be covered: 2005 budget, election and other association business. Hostesses are Winnebago – 2 pans of bars; Go-Getters – cheese and crackers; and Kitchen Kut Ups – beverage. This meeting will be held in Rooms 17 & 20, Courthouse.

**Thursday, November 4**  
6:00 PM

**Thriving With Your Spirited Child** - This Young Family program will explore 9 temperament traits and how to understand children who have more intensity, activity, persistence or mood. Note time change to 6:00 pm and children's portion has been added to this program. The program will be held in Room 17, Courthouse.

**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.*

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### Eight Good Reasons to Network

1. Create and maintain contacts.
2. Make friends and have fun.
3. Learn about other people's lives, interests, and businesses.
4. Generate visibility for yourself and your organization.
5. Educate people about your product or service.
6. Meet your competition.
7. Find opportunities to serve on a committee and become a part of the group.
8. Help people make connections with contacts you have made.



(Davis, 2003, p. 146). Reference: Davis, P. (2003). *E2 using the power of ethics and etiquette in American business*. Canada: Entrepreneur Press

## NOTES FROM PAT

No need for me to tell anyone that the summer went by too quickly. The excitement of the fair is almost here.

We on the south end of the county should congratulate Sue Guenther and her committee for a great Spring Fling. Also, Diane with her usual display of cultural arts exhibits. Perhaps we should bear in mind how accommodating the people of Deer Run were. Sue stated they were most kind.

Leona Pahl is not a boastful person. I wish to congratulate her and compliment her on the great job she did with the Arien's Museum. She was honored and given a plaque for all her efforts and being so efficient in making the grand opening a success. But the Ariens Co. realized what a great asset Leona is to their place of business. She was further awarded, with her husband, a three-day vacation in Door County. Good-bye Leona.

One positive thing about autumn is that it's once again the start of another year to be amongst our homemaker's and HCE friends. I read the other day, fall is so beautiful it is as if the leaves are playing hide and seek.

Hope to see many of you folks at the fair. With the state convention being in Green Bay, I'm hopeful many can attend.

Sincerely,  
*Patranella Degeneffe*  
South Center Chairman

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### Stitches of Love



Upcoming dates to remember – next Stitches of Love committee meeting is **September 14**, and our next workshop is **October 5**, the last one for 2004 (no workshop is planned for December).

Following is a Thank You note for sharing:

*"I received a couple of your hats and scarves. I want you to know how much I like them. They are so comfortable, soft, and it is neat to fashion them up. Thank you very much for making a difference in my life. May God bless you!!"*

## Wisconsin *First Book* Leader Training for New and Continuing *First Book* Readers



Wednesday, September 29, 2004  
7:30 PM  
Room 17, Courthouse

This training includes:

- ✓ Sharing of First Book experiences
- ✓ Five steps in story sharing
- ✓ Activity sheets
- ✓ Plan dates
- ✓ Reviewing of 9 books for 2004-2005:

*And the Cow Said Moo* by Mildred Phillips

*Chester's Way* by Kevin Henkes

*Do Your Ears Hang Low?* by Do Your Ears Hang Low

*Froggy Plays in the Band* by Jonathon London

*If You Take a Mouse to the Movies* by Laura Numeroff

*The Surprise Garden* by Zoe Hall

*Taking a Walk/Caminando* by Rebecca Emberly

*These Hands* by Hope Lynne Price

*When You Grow Up* by Lennie Goodings

**To register**, call the UWEX office at 849-1450, Option 4, or e-mail Faden at [faden.fulleylove-krause@ces.uwex.edu](mailto:faden.fulleylove-krause@ces.uwex.edu) by September 22.

Return Service Requested



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