

Hi Calumet County Leaders,

I have talked many times about the power of encouragement and its positive effects on people. To demonstrate the power of encouragement, I want to share the story of Will and Fern.

Two frogs named Will and Fern weren't looking where they were going and they fell into a deep pit. At first they thought it would be easy to jump out, but after 10 failed attempts they were getting desperate and a crowd of animals gathered around the pit.

The consensus of the crowd was there was no way either could jump high enough, so they yelled out their verdict and urged Will and Fern to accept their fate and give up. The harder the trapped frogs jumped, the more the crowd yelled at them to surrender. Finally, Will fell back to the bottom and gave up. Fern refused to quit, and with one mighty last try she made it out of the pit. When her amazed crowd asked her how she had done it when they were telling her to give up...she very quizzically looked at them and reported she was a bit hard of hearing and she thought they were rooting her on!

Everyone has opportunities each day to make a difference in someone's life by rooting them on, telling them what you appreciate about them, or acknowledging their good works. Tomorrow, and every day, make a difference in someone's life!

Sincerely,



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

Calumet County UW-Extension Staff

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Program Assistant



UWEX FAMILY LIVING PROGRAMS IN CALUMET COUNTY FALL 2005

GET CHECKING

This 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 September 13 and 20 at North Shore Bank, 320 College Ave., Appleton and again October 25 and November 1 at M & I Bank, 643 S. Green Bay Rd., Neenah. Classes are at 5:45-8:45 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. If you have questions, please call the UWEX office 849-1450, #4, or 989-2700.

HOME ALONE



If you have been asking yourself, "How do I know if my child is ready to stay home alone?" Or, "Can my child handle a variety of emergency situations if left alone?" You and your children will want to attend this workshop series.

October 3:

Safety & Handling Emergencies (*Internet safety, stranger danger, and assessing readiness*)

October 10:

Developing a Home Alone Plan (*Structuring times and establishing rules*)

Time & Location: 6:00-7:30 PM, New Holstein Middle School

Registration is required. Please call (920) 849-1450, #4 or #6, or 989-2700, Ext. 287 with participant name(s), address, phone number and number and ages of children needing childcare. **Free** childcare will be provided by New Holstein Middle School Student Council.

QUEST FOR KNOWLEDGE – November 3

Watch for the flyer, Marty Spittel is the keynote speaker. There are 8 workshops for two offerings. The registration fee of \$13 (includes lunch and materials) is due by October 27, or register by October 20 and pay only \$12.

BETTER KID CARE

These satellite programs are intended for child care providers, but everyone interested in children is welcome to attend these programs. Both 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, or \$10 to register for all 5. Contact the UWEX office for details.



October 6, 2005

How to Work with Active Children

(*Part 1 of 2 sessions*) What's the current thinking on very active children? Are they hyperactive or is this normal behavior? Learn more about very active children and what you can do to help them fit into your program.

December 1, 2005

Avoid Behavior Problems - Teach Self Control (*Part 2 of 2 sessions*)

What is self-control? How does this help active and not so active children? Learn ways for teaching children self-control, which leads to better behavior. Help children develop this important skill to be ready for starting school.

2006 topics include: Hot Topics for Directors; Parents - Friend or Foe; and How to Get Parents on Your Team

UWEX FAMILY LIVING PROGRAM IN CALUMET COUNTY

FALL 2005 - *Continued*

MONEY TALK SERIES - MONEY CAN WORK FOR YOU *(a five-month series)*

October 20, 2005

Financial Basics

Understand your relationship to money, test your financial fitness and learn skills to help you build wealth.



November 17, 2005

Developing a Spending and Savings Plan

Track your spending so you can put your money where you want.

2006 topics will be:

January 26 - Debt Reduction

February 23 - Saving

March 23 - Retirement

Time & Location: All classes will be held at 9:30 AM and 7:30 PM in Room 15 (courthouse basement).

Registration: These programs can be taken as a whole series – or sign up for individual sessions. The cost is \$2 per session. Register your attendance at least one week before the class by sending the fee, your name, address and phone number to the UWEX office 206 Court Street, Chilton, WI 53014. Questions? Call 849-1450, # 4, or electronically at faden.fulleylove-krause@ces.uwex.edu

NEED A PROGRAM IDEA? TRY ONE OF THESE!

Thriving with Your Spirited Child

Do you know of a child who just has “more” temperament than other children? Understanding a “Spirited Child’s” temperament can help you and them thrive.



Who Moved My Cheese?

This popular book and video is a simple story with a powerful message about how you can deal with change and win!



Positive Parenting

With 20 plus topics from discipline tools to raising socially responsible children, there must be a topic here of interest to your group. Call for specific topics. These programs have a video basis.

FISH Philosophy: Catch the Spirit, Release the Potential

A fish company has turned a terrible job in to fun. Learn how your organization can capture the spirit and release its potential.



ReFirement: Fire UP for the Best Years of Your Life

Take a look at how you view aging, how you can make the most of aging, and what you want to do with the rest of your life.

America Saves

Build wealth not debt, become an American saver. Play America Saves BINGO.

Financial Security in Later Life

Growing older in today's society means living well into the 80's or beyond. Now is the time to think beyond 60 and the next 20+ years.

Strategies to Increase Retirement Savings

If you haven't been saving for retirement like you wished you had, it's not too late to take action to secure your retirement!



Contact Faden at the UW-Extension office 920-849-1450 or, 989-2700 to discuss dates available. Her e-mail is faden.fulleylove-krause@ces.uwex.edu

LEADERSHIP

The Seed of Purpose: Awakening Principles

In the book *“Awakening the Leader within: a Story of Transformation,”* author Cashman, K. offers these tips on finding your seed of purpose:

- Remind yourself of what is important to you, based on the lessons your life experiences have taught you.
- Practice reminding others what is important; when your behaviors open up possibilities and relationships then you are on purpose.
- Bring meaning and purpose to situations and concepts by sharing real life and real career stories.
- Connect with your core purpose - how your gifts serve the needs of others; measure success by your congruence with core purpose in all parts of your life.
- Shifting from 'what to do' to 'how to make a life-enriching difference' is key to leading with purpose.
- Pay attention to your energy. Finding our way to purpose is guided by following that which renews our vitality.
- Purpose is about living our lives from a perspective that is bigger than our immediate life concerns, and it is focused on giving versus taking.
- Find the meaning in your current life and career situation: 'Bloom where you are planted,' Nancy Reader Champion wrote.
- Purpose is the path of service; find meaning in service and serve that which is meaningful (Cashman, 2003, p. 277)."

**Awakening the Leader within: a Story of Transformation* is published by John Wiley & Sons.

Benefits of Being an Effective Delegator

According to Genett, in his book *“If You Want it Done Right, You Don't Have to do it Yourself!”* Here are 7 benefits of being an effective delegator:

1. Allows my people to grow in capability and confidence!
2. Allows me to develop, coach, and mentor my people!
3. Creates opportunities to provide recognition!
4. Allows for clear documentation of poor performance!
5. Ensures successful results
6. Helps me focus on what's most important!
7. Gives me more time! (Genett, 2003, p. 90)!"

**“If you want it done right, you don't have to do it yourself!”* is a Quill Driver Book, Sanger, CA.

WANTED: **Community Partner Advisory Group Members**

The Agriculture and Extension Education committee of the Calumet County Board of Supervisors is seeking citizen applicants for its new Community Partner Advisory Group (CPAG). CPAG will work with the Agricultural and Extension Education Committee and the UW-Extension staff to implement and sustain high quality education programs that meet the needs and enrich the lives of local citizens. The result is a stronger foundation for community-based education that has a broader based assessment of needs provided by the CPAG. The 1 and 2-year appointments to CPAG will be made later this fall. If you would like to participate, or think this is something a friend would like, contact the UW-Extension office at 849-1450 or 989-2700.

Parliamentary Procedures at a Glance

PARLIAMENTARY PROCEDURE- ITS PURPOSE AND USE

Parliamentary law is a system of maintaining order in organizations. It provides an approved and uniform method of conducting meetings in a fair, orderly, and expeditious manner.



Respect for law is a basic characteristic of democratic government. This respect is clearly shown by a willingness to practice an orderly method of procedure in organizations so as to follow the will of the majority, to protect the rights of the minority, and to protect the interests of those absent.

The use of parliamentary procedure in itself, however, does not insure that these ideals will be met. Everyone involved with an organization must also work to create an atmosphere of trust, mutual respect, and shared purpose.

Robert's Rules of Order was written by General Henry M. Robert, a U.S. Army engineer, and published in 1876. His work is still regarded as the basic authority on the subject of parliamentary law. The most recent edition of the work, Robert's Rules of Order Newly Revised (1970), is the accepted authority for almost all organizations today.

GENERAL PRINCIPLES OF PARLIAMENTARY PROCEDURE

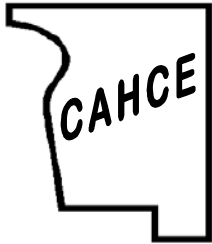
Every member of an organization should be familiar with the following simple rules and customs:

- A. All members have equal rights, privileges, and obligations; rules must be administered impartially.

- B. The minority has rights which must be protected.
- C. Full and free discussion of all motions, reports, and other items of business is a right of all members.
- D. In doing business the simplest and most direct procedure should be used.
- E. Logical precedence governs introduction and disposition of motions.
- F. Only one question can be considered at a time.
- G. Members may not make a motion or speak in debate until they have risen and been recognized by the chair and thus have obtained the floor.
- H. No one may speak more than twice day without permission of the assembly. No member may speak a second time on the same question if anyone who has not spoken on that question wishes to do so.
- I. Members must not attack or question the motives of other members. Customarily, all remarks are addressed to the presiding officer.
- J. In voting, members have the right to know at all times what motion is before the assembly and what affirmative and negative votes mean.

** Next issue of Calumet Leads will feature as Parliamentary Principles at a Glance - "terms" and "agendas."

To contact the UWEX office, call 849-1450, 989-2700 or visit the Calumet County UW-Extension office website at <http://www.uwex.edu/ces/cty/calumet/>



CALUMET ASSOCIATION FOR HOME & COMMUNITY EDUCATION

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

SEPTEMBER / OCTOBER 2005

Dear CAHCE Members,

Hope you all had a great summer. In early September we had the Calumet County Fair, school began and so has fall. I wish winter would go as fast as summer.



Our last program was Spring Fling and Cultural Arts Show coordinated by Pat Degeneffe and Diane Sattler on April 25 at Kloten Oasis. Great job organizing the evening, gals! I am also proud of all the clubs participating in making and donating quilts for the Quilts for Kids program.

The August 18, 2005 Executive Board Meeting was cancelled and rescheduled for September 22, at 12:30 PM in Room 17 at the Courthouse. We will start lunch with a dish to pass.

September 8 will be our first program, coordinated by Ceil Van Daalwyk, on safety. Jerry Koenig will talk on Skills and Options for Experienced Drivers. Don't be afraid to ask questions.

September 19-21, 2005 the state conference will be held at the Kalahari Resort, in Wisconsin Dells. We will give an update in the next newsletter on the programs given.

On October 12, 2005, the WAHCE East District Conference will take place at Northbrook Country Club in Luxemburg, WI. The cost for the day is only \$13.00, which includes registration, refreshments, lunch and a full day of programs to choose from. All members are welcome. See pages 8 & 9 for more information. To register, contact Kay Hertel, CAHCE Treasurer at 849-2020.

Sincerely,

Ruth Schmitz

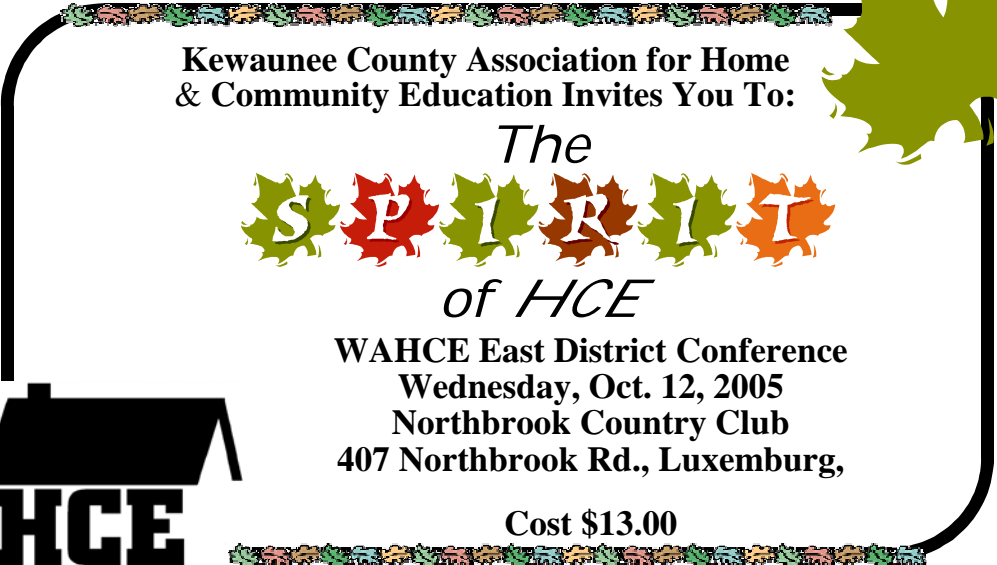
Ruth Schmitz
CAHCE President

HCE HAPPENINGS

- Thursday, September 8**
7:30 PM, Rm. 17, Courthouse
- Skills & Options for Experienced Drivers** – This Safety Program will feature Jerry Koenig and his condensed version of his safe driving for seniors program.
- September 19-21**
- WAHCE will meet in the Wisconsin Dells at the Kalahari for the state conference, “An HCE Safari.”
- Thursday, September 22**
12:30 PM, Rm. 17, Courthouse
- Executive Board will meet. Meeting will start with lunch – bring a dish to pass.
- Monday, September 26**
- Deadline to register for the East District Fall Conference. Contact Kay Hertel. Registration is \$13.00.
- Tuesday, October 11**
7:30 PM, Rm. 17, Courthouse
- Citizenship Challenge** is the topic. Learn what citizenship means and how real citizenship is ACTIVE! JoAnn Mueller, Barb Krueger and Faden Fulleylove-Krause will present the WAHCE leadership program.
- Wednesday, October 12**
- Information needed to the UWEX office for the 2006 Program Book.
- Wednesday, October 12**
- The Spirit of HCE – WAHCE East District Conference held at the Northbrook County Club in Luxemburg.
- Thursday, October 20**
- Early Bird Registration for Quest for Knowledge due.
- Thursday, October 27**
- Quest for Knowledge registrations are due.
- Thursday, October 27**
7:30 PM, Rms. 17 & 20, Courthouse
- CAHCE Fall Association Meeting** – Items to be covered: 2006 budget, election and other association business. Hostesses are K-P’s – 2 pans of bars; Rantoul Sunshine – cheese and crackers; and Hi-Hopes – beverage.
- Thursday, November 3**
8:15 AM – 2:15 PM
- Quest for Knowledge** – Sessions will be held in the basement of the Calumet County Courthouse. Marty Spittel will be the keynote speaker.

***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.*






**Kewaunee County Association for Home
& Community Education Invites You To:**

The
S P I R I T
of HCE

**WAHCE East District Conference
 Wednesday, Oct. 12, 2005
 Northbrook Country Club
 407 Northbrook Rd., Luxemburg,**

Cost \$13.00



Conference Schedule

- 9:00 Registration and Refreshments

- 9:30 Welcome
 Call to Order
 Roll Call and Introductions
 Welcome Address

- 10:00 Workshops (descriptions attached)
 #1 Presidents Meeting
 #2 Membership/Marketing
 #3 Young Families
 #4 Cultural Arts
 #5 International

- 12:00 Break for Lunch

- 12:45 Mission Trip to Belize, Central America – Tom Zenner, M.D.

- 1:40 Workshop Reports
 Business Meeting

- 2:05 Invitation to East District 2006 Spring Meeting

- 2:10 Closing Prayer

To register, contact Kay Hertel, CAHCE Treasurer at 849-2020.
 Registration deadline is Sept. 26, 2005. The cost for each person is \$13.00
 Registration fees are transferable but not refundable.

THE SPIRIT OF HCE



East District WAHCE Fall Conference Meeting



Workshop Descriptions

#1 **Presidents Meeting**

Facilitated by Anita Schuller, East District Director – Leading in the Spirit of HCE
County Presidents are encouraged to attend.

#2 **Membership/Marketing Workshop**

Karen Spittlemeister
The Spirit of Membership – The Past, Present, and Future
(Bring county brochures that promote HCE)

#3 **Young Families Workshop**

Mary Novak, Family Living Educator – Bullying and Bully Prevention

Bullying is a serious problem for school-age children. Bullying is a complex, distressing problem for children that requires intervention on multiple levels. This program teaches adults how to respond to bullies, victims and bystanders in helpful ways by offering strategies to decrease bullying at the individual child, peer group, and school-wide levels.

#4 **One-Stroke Painting**

Barb Thompson, Owner of Country Cupboard, Kewaunee, WI

Join Barb Thompson to learn how to do a “Donna Dewberry One-Stroke Painting” project. Learn to blend, shade, and highlight in one stroke. You will have an opportunity to paint on a tile or a plate. Fee for supplies is \$5 payable at the door.

#5 **International Workshop**

Lea B. Pellett, Professor of Anthropology and Sociology, Christopher Newport University, Newport News, Virginia

Lea is a Director of the International Field Programs responsible for development projects in Guatemala, Central America, and Kenya, Africa. She will be speaking about her involvement in the Maasai African Tribe. She has helped to build schools and clinics, established drip irrigation systems for gardening, brought water to the community along with water purification, and upgraded the traditional skills of midwives, and taught children.

Main Speaker: Mission Trip to Belize Central America

Dr. Zenner and his wife Jan recently traveled to Belize, Central America on a medical mission. He worked in a free clinic, and visited outlying villages to deliver medical services to people who could not afford medical help. He will highlight medical conditions that are uncommon in our area. You will enjoy a PowerPoint presentation that also includes the flora and fauna of the country.

At Home...

Install good dead bolt locks.
Lock all doors to the house.
Secure windows and window locks.
Lock the house even when going outside for just a minute.
Install a 180-degree eye hole in the front door to view visitors.
Never open the door until you are sure of who the person is and what they want.
Use motion lighting around the house for security at night.
Close drapes, curtains and blinds while changing clothes.
Don't hide a key outside the house.
Always keep the garage door closed.
Join your neighborhood Crime Watch or Security Patrol.

While Walking...

Wear comfortable shoes and loose fitting clothes.
Walk in public areas and always on the sidewalk.
Walk with a purpose, against the flow of traffic.
Carry a whistle or other type of noisemaker to attract attention.
If a problem arises, turn and walk in the opposite direction.
If the problem continues, cut between houses or go into a public building. Don't let them know where you live.
Stay out of reach of any motorist who asks for directions or information.
Never accept a ride from anyone you don't know.
Carry a handbag close to your body or use a clutch bag.
Be aware of your surroundings at all times.

While Driving...

Keep your vehicle in good working order.
Check around, under and inside before entering your vehicle. Get help if you observe anything odd.
Tell someone where you are going.
At night, take a friend along whenever possible.
If you break down on the road, stay with your vehicle unless you can see a safe place to call for help.
Write down the number of a tow service and keep it available.
Do not roll the window down more than a half-inch to talk to anyone who stops to provide assistance.
If you have a flat in a bad area, drive on it until you get to a safer spot.

Safety Tips



Going Away...

Stop mail and newspaper delivery or have someone pick it up every day.
Secure residence with a window locks and dead bolts on exterior doors.
Unplug the garage door opener and place a screwdriver or lock on the garage door track.
Set timers in more than one area of the house.
Turn the phone ringer switch to the lowest noise setting.
Avoid talking in public about your plans to be away.
Arrange for someone to mow the lawn regularly.
Have a neighbor or friend pick up flyers left in the yard or at the door.
Initiate "Operation I.D." on all valuable property.
Sign up with your local law enforcement agency's Vacation House Registry.

At the Bank...

Don't use an ATM machine that is located at the rear of a building.
Check the area for possible problems before leaving your vehicle.
Park as close to the ATM as possible.
Lock your vehicle at the ATM.
Cover number area on the ATM with hand while entering PIN numbers.
If you suspect a problem cancel the transaction and return to your car.
After a transaction is completed, get back inside your vehicle quickly.
Put your card away when back inside your vehicle and it is locked.

For Handguns...

Store firearms in a locked container that is out of the reach of children.
Use approved trigger guard protectors. Lock ammunition in container away from where firearms are stored.
Get proper training in the use and handling of weapons.
Make children aware that firearms are not toys and are not to be touched.
Teach children that firearms are always loaded and must never be pointed at anyone.

At the Pool...

There is no substitute for adequate supervision.
Secure the pool area from access by children at all times.
Do not place objects near a fence that could be used to defeat security.
Maintain a clear view between the pool and house by removing vegetation or other obstacles.
Never allow anyone to swim alone.
Prohibit horseplay in the water.
Keep a flotation device poolside at all times.
Take a water safety and CPR course.

For Children...

Never take rides from strangers.
Never accept gifts from strangers.
Always go straight home from school.
Always let your parents or sitter know where you are going.
Always get help if there is trouble.
Never open the door to a stranger.
Never tell a stranger where you live, either on the phone or when playing.
Tell your parents, teacher or sitter if any of the above happens, and have them report the incident to the local law enforcement agency.

At the Bus Stop...

Stay back from the side of the road until the school bus stops for pickup.
Tell the bus driver about any problems at the bus stop.
Stay with other children at the bus stop and do not speak to strangers.
If a problem arises at the bus stop, run to a place of safety for help.
Go straight home from your bus stop and report to your parents or sitter.
Cross the street from the front of the bus, and only after the bus driver signals that it is safe to do so.

MEMBERSHIP FOCUS

The Crucial Job of Recruiting

- Know what kinds of members you are looking for.
- Realize that recruiting can never be a mass enterprise. Each person is an individual and must be treated as someone having important differences from every other person.
- Recognize that recruiting should be as local as possible. It is much easier to recruit in your neighborhood social circle or at work, there you have prestige and your enthusiastic endorsement of the organization carries weight.
- Personal contact is the best approach. No method has ever been more effective than a face-to-face one. Your personal conviction about the organization is evident in the tone of your voice, your facial expressions and your choice of words.

Recruitment Tips

- Know and communicate your mission.
- Choose your recruiters/marketers carefully.
- Your recruiter must believe in your cause and be excited about it.
- Recruiters should have personal experience with the organization.
- Use different recruiters to recruit different types of people.
- Understand who you're trying to recruit and the roadblocks.
- Plan recruitment for the whole year.
- Use a variety of approaches to reach target members.
- Anticipate specific skills required.
- Direct recruitment toward those skills.

Keys to Membership Retention

- That members have a clear idea of what is expected of them.
- Opportunities for growth and change.
- Compatible organization climate.
- Receptive climate, meaningful relationships and recognition.

Types of Recruitment

- Delegated – know recruiter.
- Indirect – newspaper, television, radio or newsletters.
- Non-direct – recruiter (speaker) speaks to groups.
- Direct – one on one.
- Self-directed – person seeks out membership.

TLC for New Members

I'm a New Member

I see you at the meetings; but you never say "Hello." -- *You're busy all the time; you're there with those you already know.*

I sit amongst you strangers, and yet I'm a lonesome gal. -- *The new "fish" are all as strange as I, you old ones pass us by.*

But, darn it, you all asked us in and talked of fellowship. -- *You could step across the room, but you've never made the trip.*

Why can't you nod and say "Hello" and stop and shake my hand? -- *Then go and sit amongst your friends, and I'd understand.*

I'll be at the next meeting, perhaps a nice luncheon to spend. -- *Do you think you could introduce yourself? I want to be your friend.*

Some Ways to Welcome New Members

- Initiate them into the group. Have a welcome ceremony.
- Provide them an orientation to your organization.
- Do not abandon! Help them get acquainted and involved.
- Wear nametags for the first few meetings.
- Give the new member something to do, but don't overwork them. A committee assignment, or helping with a program, etc, are good ways to get new members involved.
- Don't pile everything on new members – you can overwhelm them.
- Encourage them to attend meetings, if they miss, check to see the reason. Fill them in on what happened in their absence. Let them know you missed them!
- Retain an interest in each new member and check occasionally to make sure they're satisfied with membership.
- Share materials. Get them a handbook, and add their name to newsletter mailing lists.
- A new member is everyone's responsibility.



From: Karen Spittlemeister, former State Membership Chair

Return Service Requested



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