



*National Extension Association of Family and Consumer Sciences*

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*Wisconsin Affiliate*

*Communiqué*

**March 16, 2007**

**President's Letter**  
**Kathy Metzenbauer**

Dear WEAFCFS Members:

**JCEP North Central Regional Meeting:**

Jenny Wehmeier and I recently attend this meeting in St. Louis at the end of February. This year's theme was Internationalizing Extension Service. Various speakers told of their experiences as well as the benefits these experiences can have back in the United States. Sharing scholarly work along with concerns of each state, made this event very valuable.

It is just as important for Wisconsin to share our scholarly work with one another. Central District took the time to have a Family Living Symposium where we shared resources, planned events and took the time to learn about each other. I would encourage other districts to do this.

**Committees and JCEP:**

Thank you to all committees who have worked very hard this year. I look forward to hearing all the reports at our upcoming JCEP meeting in April. We will be honoring many with awards this year so thank you for taking the time to apply. The JCEP planning committee has worked very hard to organize this year's conference. I hope it will be a time for you to learn something new, meet someone new and have a good time relaxing and enjoying old friends and acquaintances.

NEAFCS is coming upon us quickly. I hope you have made your hotel reservations. We will be discussing any final details at our annual WEAFCFS meeting.

**Communiqué:**

Thanks to Jennifer Caravella for putting together the Zommerang survey and to those that responded. We will discuss these results at our annual meeting so we can make adjustments to make this tool more valuable for our members.

**Conclusion:**

Think Spring!  
Sincerely,

Kathy Metzenbauer

**Welcome WEAFCS Honorary Members  
by Marma McIntee & Donna Peterson  
Member Resources Committee**

The Member Resources Committee welcomes the following members as honorary members. All honorary members have been invited to attend the JCEP conference in April. There will be a reception before the WEAFCS banquet to welcome any honorary members attending. Hope you will attend and make them feel welcome.

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# Awards & Recognition Committee

Annette Larie, Chair

This is my final article as the WEAFCFS Awards and Recognition Chair. It has been my pleasure (and a great learning experience) to serve as your chair. I plan to continue as an active member of this committee. Co-chairs Cyndy Jacoby & Luanne Meyer will begin their term at the 2007 JCEP conference.

THE WEAFCFS Executive Board approved the following changes to WEAFCFS awards and recognition.

1. Monetary amounts have increased by \$50 for some awards effective 2007: First Timers, DSA and Continued Excellence awards are now \$250 versus \$200. The Scholarship award is now \$350 versus \$300. These website has been updated with these changes.
2. The following changes have been made regarding recognition for the Friend, Paraprofessional and Volunteer award also effective 2007:
  - Friend Award Recognition (Includes both internal and external recipients) Awardees will have the option of being recognized locally or at the JCEP annual all association luncheon. If the lunch option is selected, ticket information is as follows:
    - Single recipients may receive two luncheon tickets for themselves and a guest paid by WEAFCFS.
    - Multiple recipients may each receive one luncheon ticket for themselves paid by WEAFCFS.

Recognition with a plaque will continue as is and an announcement of winners will be made at the WEAFCFS association award banquet

- Volunteer and Paraprofessional Awards (Individual award only) Awardees will have the option of being recognized locally or at the JCEP annual conference WEAFCFS award banquet. If the award banquet option is selected ticket information is as follows:
  - Recipient (individual award only) may receive two banquet tickets for themselves and their guest.

The \$50.00 monetary award will remain as is.

Congratulations and good luck to all WEAFCFS members who applied (or submitted nominations) for awards and recognition. Some very good work is represented in the 32 applications (compared to 11 in 2006) received. I also want to personally thank everyone for their patience through the submission process. The judging subcommittees are very busy reviewing these 17 WEAFCFS and 15 NEAFCS applications. I could not do this task without them and appreciate their commitment to selecting state winners and national nominees. Winners will be recognized at JCEP and be published in the next issue of Communiqué.

Annette Larie  
WEAFCFS Awards & Recognition Chair

# WEAFCS Professional Development Committee Report

**Pam Peterson, Chair of WEAFCs Professional Development Committee**

We've all gone to trainings where we learned a lot, got excited about great new ideas, and vowed to implement them back home. When we got home however, we forgot about them or maybe we tried them and got discouraged when they didn't work well as we had hoped.

Professional development really has two goals: (1) to change the practice of individuals and (2) to incorporate changes into the culture and practices of our organization. When we attend to the individual change without equal attention to the organizational change, our great new ideas are likely to get lost. When we attend to both goals of professional development, change is more likely to last and families are more apt to benefit fully.

Six key strategies help ideas move from innovations to sustained changes in an organization (Knapp-Philo, Hindman, Stice & Turbiville, 2006). They enable new ideas and methods to last and grow rather than being the "flavor of the month." All of the strategies work together to ensure sustainability of the innovation.

## **1) Shared Ownership and Active Involvement from All Levels of the Organization**

Individuals and staff who are affected by an innovation are part of the process of change. Everyone understands the new practice and builds their commitment to it.

## **2) Understand that a Culture of Continuous Improvement Leads to Excellence**

Organizations that are open to new learning and new possibilities are well-positioned to sustain innovations. Lifelong learning is not just an individual experience but a collective and culturally valued one. (Sounds like Cooperative Extension, doesn't it?)

## **3) Significant, Reciprocal Community Collaborations and Productive Partnerships**

Community collaboration encourages community-wide commitment to an organization's purposes. Collaborative relationships are based on mutual respect and influence and provide a "win-win" relationship for all parties.

## **4) Time to Plan, Implement, Develop New Skills, Practice and Evaluate**

A major time commitment (usually 3 to 5 years) is required to institute and sustain change. Individuals need time to understand the need, comprehend what they are implementing, practice and master new skills.

## **5) Administrative Support**

Individuals can do a great deal to sustain new practices but administrative support is a powerful aid in sustaining new practices. Administrators must be holders of the vision. They cheer for the new practice and help solve problems that arise.

## **6) A Clear Purpose and Direction**

All members know where they are going, are committed, organized and ready to implement new ideas. Build a common sense of commitment at every stage of the change process.

*(Continued on page 5)*

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*(Continued from page 4)*

As we think about professional development, gaining new ideas, attitudes and skills must become part of the vision, systems, policies and daily life of our organization. According to Mother Teresa, “To keep a lamp burning, we have to keep putting oil in it.” For more information, check out the following resource:

Knapp-Phiol, J., Hindman, J., Stice, K. and Turbiville, V. (2006). Professional development that changes practice and programs: six successful strategies. *Zero to Three*, 43-49.

**Upcoming Professional Development Opportunities:**

**2007 JCEP Conference**, April 17 – 19, 2007, Bridgewood Resort Hotel and Conference Center, Neenah. For more information or to register, please visit the JCEP website: <http://www.uwex.edu/ces/jcepwi/conference/>

**Together for Children**, April 18 & 19, 2007, Holiday Inn Convention Center, Stevens Point. For more information or to register, please visit [www.preventchildabusewi.org](http://www.preventchildabusewi.org)

**First International Society for Child Indicators Conference: Diverse Approaches to a Shared Goal**, June 26 – 28, 2007, Allerton Hotel, Chicago, IL. For more information, please visit [www.chapinhall.org](http://www.chapinhall.org)

**Children, Youth and Families at Risk (CYFAR) Conference**, May 2 – 4, 2007, Hyatt Regency McCormick Place, Chicago, IL. For more information, please visit [www.csrees.usda.gov/nea/family/cyfar/announcement.html](http://www.csrees.usda.gov/nea/family/cyfar/announcement.html)

Looking for information on the newest child welfare publications or current news and resources? Subscribe to Child Welfare Information Gateway free monthly email services at [www.childwelfare.gov](http://www.childwelfare.gov) and click on “free subscriptions.”

## **Vice President / Editor** **Jenny Wehmeier**

As Kathy told you in her letter on page one, we recently returned from the JCEP Regional Leadership meeting in St. Louis. If you have never attended this meeting, I would encourage you to step into a leadership position with WEAFCS and attend! As someone who is fairly new to Extension, I found the wealth of knowledge of our colleagues throughout the region to be invigorating. The presentations about the international opportunities that various Extension’s are able to offer opened my eyes beyond my county and state borders.

The opportunities that are available to us through Extension and NEAFCS are unlike any others I have experienced in my professional career. The encouragement to seek out resources for your personal and professional development are abundant throughout our system. I encourage you to find the right opportunity for you.

If you are interested in learning more about the international opportunities that other Extension systems are offering, please do not hesitate to contact Kathy or I for more information.

# WEAFCS Public Policy Education Committee

**Marilyn Kooiker, Co-Chair**

The Public Policy Education Committee met by Wisline on March 7<sup>th</sup>. Our guest speaker was Dan Hill, Local Government Center, who gave an overview of the CNRED Public Policy team organized about three years ago. Team members included colleagues from all program areas and some UW-Extension specialists.

Faculty and staff today are involved in more controversial issues in their counties, such as land use, school funding, large cattle operations, tobacco use, services for the elderly, health care, etc. The question is; how do we as educators address these issues without actually lobbying for or against an issue?

We are not facilitators working with only conflict, organizational development, leadership development and understanding issues. We help people identify problems. We provide objective education and get people to work together. We use words like “implications and consequences,” not “pros and cons.” We understand people’s values and how they conflict with one another. We use advocacy to address problems.

Public Policy should be everyone’s concern. It is important to know when to get involved and how and when to end one’s involvement. Each county is unique and someone from UW-Extension in each county should be consciously involved in some type of public policy education work.

Please consider attending Cara Carper’s session at the JCEP conference on “Building Relationships with Elected Officials: Developing a Message that is Relevant and Conveys Value.” The WEAFCS Public Policy Education Committee is sponsoring this workshop.



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