



**Imelda Delchambre**  
**FoodWise Nutrition Education**



The FoodWise Nutrition Education program, is federally funded by the Supplemental Nutrition Assistance Program-Education (SNAP-Ed) and the Expanded Food and Nutrition Education Program (EFNEP) and serves Wisconsin residents with limited incomes. Education is offered in the following areas: nutrition, physical activity, family meals, preparing foods, safe food handling, preparation and storage practices, managing food resources, and thrifty shopping practices. Programming places include Boys and Girls Club, HeadStart, Senior Centers and Food Pantries.

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## Upcoming Programs

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### DECEMBER 2018

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### JANUARY 2019

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### FEBRUARY 2019

- 8-10 - 4-H Winter Leadership Camp, Camp TaPaWingo, Mishicot
- 13 - Door County Pesticide Applicator Training, 9 am, Peninsula Rm, Gov't Center

# DECEMBER 2018 COUNTY BOARD NEWSLETTER

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*Exploring Milk Fireworks at the Messy Homemade Science program in late-October at Crossroads at Big Creek.*



*Bringing University research to the people of Door County*

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**Door County University of Wisconsin-Extension**  
 421 Nebraska Street, Sturgeon Bay, WI 54235  
 Phone: (920) 746-2260 w Fax: (920) 746-2531  
 8:00 am - 4:30 pm, M-F  
<http://door.uwex.edu>

# Door County UW-Extension Educational Programming



**Rob Burke**  
*UW-Extension Area Extension Director & Dept. Head*

## Remote Supervision... An Evolving Skill-Set

With 50% of the workforce working in some sort of telecommuting role and 80 to 90% of all employees saying they would like to work remotely at least part of the time, offering remote opportunities is an attractive way to gain productive workers. While this is the ultimate work scenario for many employees, it can be difficult for many managers to come to grips with. To give managers some guidance, Forbes' Business Coaches recommend fifteen tips, due to space considerations, here are the first 3:

- 1. Set Clear Expectations.** Everyone has a different idea of what doing something "quickly" or "well" means. Whether showing examples of what you expect to be done, calendar sharing, etc., make sure you have clear expectations from those you work with online. The more prepared they are, the better they can serve.
- 2. Treat Remote As Local.** Treat your remote people like they are local and treat your local people like they are remote. Give remote people as much access to you as possible. Remember, your local people see you in the halls, eat with you at lunch, stop by your office, etc. The remote people don't have that access and can feel distant. Respond to them as quickly as possible. Make your local people set appointments.
- 3. Engage Regularly.** Engage your remote workers on a daily basis through some kind of communication. Use multiple channels to communicate. Then, plan a regularly scheduled face-to-face meeting. This can be weekly, monthly, or annually, and could be combined with a training or coaching program. This constant interaction and engagement will help remote workers feel included in an important aspect of the organization.



**Dawn VandeVoort**  
*4-H Youth Development*

The holidays are a great time for giving, and in the 4-H Youth Development program, community service is a common practice. Members learn about the needs in their community, and plan service projects to make an impact. Our 4-H members are doing food drives, adopt-a-family/adopt-a-senior projects, collecting winter apparel for school clothing closets, and many more great and impactful activities. In the process, our young people are learning compassion, organization skills, communication skills and community engagement.

During the 2017-18 4-H year, our 4-H youth and adults provided over 2200 hours of community service! Using the rate for volunteer service for Wisconsin (\$22.48/hour) from the Independent Sector, our 4-H families provided \$49,456 of service to our Door County community! 4-H Grows Here — and the strong tradition of community service continues to grow and flourish in Door County!



**Annie Deutsch**  
*Agriculture Agent*

A simplified definition of soil is that it is crushed rocks of various sizes, mixed with dead plant material (organic matter) and water, which is teeming with living creatures including everything from rodents, worms, insects, fungi, algae, protozoa, bacteria and so much more. Just like living creatures, soil can be healthy or unhealthy. A healthy soil is composed of approximately 50% pore space, 45% minerals, and 5% organic matter. Even though soil feels solid, counterintuitively, it is about half open pores that fluctuate between being filled with air or water, depending on rain or irrigation. Soil minerals are rocks that over time have been ground down into different sized particles: sand, silt, and clay. The last component of soil is organic matter. While it is only a small percentage of the soil make-up, the effect is HUGE. Organic matter is dead and decaying plant, animal, and microbe remains. Organic matter helps to hold water and nutrients in the soil as well as providing plant nutrients as it breaks down. One of the most important practices for maintaining healthy soil is to avoid compaction. Because an ideal soil is about 50% open pore space, if it gets squished, the soil can't hold as much water, plant roots are limited access to oxygen, and nutrients become less available to plants. If it is wet, it is almost always better to wait for drier weather than to force your way through a soggy garden to keep that soil healthy and productive.



**Tenley Koehler**  
*Human Development and Relationships*

Feeling hurried or hassled this holiday season? Doesn't it seem like everyone has unrealistic expectations for the holidays? The media is frosted with images of perfect gatherings, happy families, and even some fictional flare. But for some people the holidays bring more stress than magic. One way to reclaim this busy season is to simply (or not so simply) slow down. When we rush through moments, they can become lost. When we ruminate on expectations, we miss opportunities for gratitude. Relationship researcher Brene Brown reminds us that "healthy striving is self-focused: 'How can I improve?' Perfectionism is other-focused: 'What will they think?'" In other words, by chasing perfection we lose our authenticity. So, what are some ways to slow down and embrace our imperfectly perfect holiday season? Start with some deep breathing. Just five deep breaths is enough to recharge your mental system. You might also want to actively practice gratitude. Try writing down 5 things you are thankful for each day. It may sound silly, but research tells us that gratitude can actually make us happier and healthier. You might also want to look to nature for some much deserved stress relief. Time outside can actually reduce blood pressure and muscle tension. And remember, if you need space and time to recharge, grieve, or reconnect, give yourself permission to care for YOU. If you need emotional support: text HOPELINE to 741741