

**Conservation/UW-EX Education Committee**  
**August 7, 2017 Minutes**

**Committee members present:** Chairman Bob Mott, Alan Van Raalte, Robb Jensen, Jim Winkler, and Mitch Ives. Kim Simac excused.

**Others present:** Lynn Feldman, Sara Richie, Myles Alexander, Will Andresen, Steve Nelson, Karl Jennrich, Michele Sadauskas, Patrick Goggin, Beckie Gaskill, and Merry Lehner.

**Call to order:** Chairman Mott called the meeting to order at 1:00 p.m. noting the meeting was properly posted and the facility handicap accessible.

**Approve Agenda:** Motion by Van Raalte/Winkler to approve today's agenda with the order of the items at the Chair's discretion. All ayes; motion carried.

**Approve Minutes:**

Van Raalte/Winkler made motion to approve the 7/10/17 minutes, and the Special Meeting minutes from 7/17/17 and 7/21/17. All Ayes; motion carried.

**Date(s) of future meetings:**

September 11, 2017	1:00 p.m.	UWEX Conference Room
October 2, 2017	1:00 p.m.	UWEX Conference Room

**Discussion by Patrick Goggin, Lake Specialist:**

a. DNR Watershed Grants Updates/Proposals:

The Wisconsin DNR system offers surface water grant programs that cover different areas. The first, Lake Management Planning covers small scale grants for education and planning. It includes Clean Boats, Clean Waters program and AIS Prevention and Control grants. The Lake Protection & Classification grants cover land easement acquisition and wetland and shoreline habitat restoration, and plan implementation. A new topic is Healthy Lakes where five best practices are prescribed, which include fish sticks, native plantings, diversion, rock infiltration, and rain gardens. There are River Protection grants that provide assistance in the formation of river management organizations and can provide support and guidance to local organizations to help manage and protect rivers. Application guidelines, deadlines, and local cost sharing was discussed.

b. Lake Organization Overview

The Wisconsin Lakes Partnership is between Extension, the DNR, and Wisconsin Lakes. It is a national model of partnerships that brings the state's resources to communities. There are five types of ways to organize lake groups. Voluntary Unincorporated Lake Associations, Incorporated Voluntary Lake Associations, Qualified Lake Associations, Lake Districts, and Sanitary Districts. Qualified lake associations and lake districts both are able to make contracts and accept gifts. Most important, they can accept grants and state aid. They can take out loans and may purchase, lease and acquire property. Powers that are unique to a lake district are that they have the authority to adopt boating ordinances, levy tax on all property within a lake district, and can impose special charges and special assessments.

**Cost Share Update:**

Future projects: The amount of cost share money for 2018 is presently unknown due to pending budgeting. Forthcoming projects include nine interested people and groups. There is more public interest and people who are aware of this program in our county than in the past. Sadauskus may look at a point system for this coming year due to increased interest and limited funding. The cost share amount for this year was \$27,500 for distribution, and should be about the same for next year.

### **Summer Tour –Michele Sadauskas:**

The Wednesday, August 16 Summer Tour agenda was in the information packets. Deadline reminder: Registration is due by August 9 so they can contact Black Forest Pub and Grill with a count. Mott and Winkler will be attending.

### **LWCD & P&Z Merger & Resolution Approval – Karl Jennrich:**

Karl Jennrich emailed to the Committee the memo that Lisa Charbarneau sent out regarding the resolution on the merging of Planning & Zoning and Land & Water Conservation departments. Her recommendation is that the merger continue and become permanent. The departments have been together for two years to go through this process as a trial period. The merger is working from Michele's standpoint. There is a staffing shortage that still exists. Administrative functions have remained with Michele versus the support staff and seasonal LTE person may be helpful. She stated she needed more help with the cost share aspect and grant tracking areas. Sadauskas is intimately involved with these projects and it may be difficult to have administrative assistance. She has been instrumental in obtaining grants for the department. The Committee recognized that there is more help needed. Jensen/Winkler made a motion to approve the resolution for the merging of Planning and Zoning and Land and Water Conservation Departments and will pass on to the County Board for consideration. The oversight committee at this time will remain the same. All ayes; motion carried.

### **Annual Land & Water Conservation Department Staffing Requests:**

There were four staffing requests distributed where there are six positions total. Two 600 hour LTE's were requested for the AIS Program at \$12.00 per hour. A request was made for two (not one, as listed) 1200 hour LTE's for the Land and Water Department at \$14.00 each. One LTE Project Coordinator, with an administrative focus, was requested at \$10.79 and one 1,000 hour Lead AIS Project Assistant at \$14.00. Van Raalte/Ives moved to approve the LTE staffing requests as presented. All ayes; motion carried.

### **Grants – Michele Sadauskas**

- a. Bayer "Feed a Bee" Grant Award Update: LWCD received the grant on their second submission and were awarded \$5,000. Coordinator time will not be funded. To compensate, the coordinator time has been budgeted accordingly and they will receive a donation from the Three Lakes community. Volunteer time will be increased as well. The four new pollinator sites will be at the Courthouse, the Three Lakes Center for the Arts, Three Lakes Historical Society, and the Healing Nature Center in Three Lakes.
- b. Monarch Butterfly Conservation Fund Grant – Sadauskas is asking the Committee for approval to apply for the grant in spring of 2018. This is a proposed regional corridor grant shared among other counties. It is a two year grant for \$50,000. The grant match is 1:1 and each county will have different objectives to integrate in the proposal. Van Raalte/Winkler moved to approve continuing to apply for this grant as presented. All ayes; motion carried.
- c. Department of Agriculture Trade & Consumer Protection (DATCP) Funding Grant – LWCD does not have the figures on the dollar amounts for cost share grants or staffing grants.
- d. Sustainable Agriculture Research Education (SARE) Workshop - August 29, 2017. This workshop is part of the SARE grant. John Stauner from James Lake Cranberry Farm will present on pollinator friendly farming. NRCS will speak on federal funding options and Paula Larson will speak on the Monarch March butterfly tagging project. Education credit is available.
- e. The AIS recognition banquet is on August 17, 2017.

### **Consent Agenda Items- Land and Water:**

Jensen/Van Raalte made a motion to approve items b through d as presented. All ayes; motion carried.

Jennrich and Goggin excused.

### **Consent Agenda Items - UW Extension:**

No line item transfers. Van Raalte/Winkler made motion to approve items a through c. All ayes; motion carried.

### **UW-Extension Office Air Environment Update:**

There was one report of fumes since last meeting. Vehicles with their motors running parked near the building sometimes contribute to the fume issues.

### **Oneida County Fair:**

- a. Fair Update and Liaison Report - Jim Winkler. Both Gehrig and Peterson reported that they thought fair was successful despite the Thursday night rain. Approximately \$250.00 was received from the trolley donation boxes. An additional \$2,000 was received from the Fair Office and South gate donation boxes. An Appeal for donations at the entertainment stage was successful in bringing in additional funds. Abba Salute brought in the most attendance ever for the Fair. The Milwaukee Bucks Bango's Road Trip Performers was a big highlight on Saturday. Whitehouse Players on Friday night was well attended. The Fair Committee will meet later this month and will report after that. They appreciate in-kind services the media offered.
- b. Sign Fair Contracts – None to sign.
- c. LTE 2018 Fair Staffing Requests – The hours are the same as last year. The Treasurer hours were reduced where most duties are during the Fair and reports produced afterwards. The Secretary uses all the hours listed. The pay increase is according to the pay structure used by the County. Van Raalte/Winkler made a motion to approve the LTE Fair staffing requests as presented. All ayes; motion approved

### **Oneida County Broadband Update (Economic Development Project) :**

Roger Luce. We did receive a \$45,000 grant for two towers per Myles.

### **UW Extension Re-organization.**

- a. Breakdown of Educator Positions – Steve Nelson, Area Extension Director (AED):  
How does the Committee ask the County Board for an additional \$30,000 for the same thing that \$85,000 paid for this year, without any change in personnel or work expected? Or will they pay the same thing with 30% less services. Currently the County pays 40% of the educator's salary. The new model is a flat rate model based on a set rate for each educator. The flat rate is designed to help the County budget more confidently. Salaries for our educators are low now because they have less time and experience in their jobs. As educators receive promotions their salaries will increase. Only county educators with tenure at the end of 2017 will be faculty in the new structure. In the new structure as tenured faculty leave county positions, they will be replaced by academic staff, who are paid lower salaries. In the past, there have been educators who were promoted but the County was not able to budget that increase. Cooperative Extension is offering counties a \$10,000 discount for 2018. It will just come off the contract dollar amount. The discount was designed with smaller population and less affluent counties in mind. Under the new model, mileage amongst the counties is charged \$1,500.00, where not every trip will be charged. In the old systems the County was a major part of the decision making process. The State will now make personnel decisions with county input.

The support staff will report to the Area Ext Director, who will oversee each the county personnel. Nelson will administer the performance reviews and submit them to our county LRES department. Most counties are focusing on the budget number. This year they recommend discussion of what staffing needs are and come up with that 70% figure so they can provide a budget. The determination of single and multiple county educators and the specialists will need to be made. The county will have the option of looking at larger programing needs. Nelson will determine how to keep the educator positions whole or full time. Vilas County has locked in their budget. They have same percentages as we will but they cut CNRED position to 50%. Florence will be cutting the CNRED position to 50%. An educator will work half in one county and half in another county. The Committee will need to decide what services they want to keep in Oneida County. A meeting date was set for

Thursday, August 17<sup>th</sup> at 10:00 a.m. Mott requested a decision be made on this date. The educators will provide the percentage of time spent for each program to aid in this decision on what the county chooses to keep.

- b. Request for Sara Richie to teach co-parenting classes in Vilas County: The Family Living Coordinator who currently works in Vilas, Florence, and Forest County, resigned. Richie is asking permission to teach this class in Vilas County, which would be a 4 hour commitment per month. Jenson/Van Raalte made a motion to approve the co-parenting class in Vilas County as presented. All ayes; motion approved.
- c. Set dates for budget meetings: A special meeting scheduled for Thursday, August 17 at 10:00 a.m. will be held for creating budgets for UW-Extension and the Oneida County Fair.
- d. UW-Extension Role in Oneida County Fair: Nelson said that, from an Extension perspective, educators should not be functioning in any role with the Fair except for the educational aspects of the Fair. Mott requested that a letter be drafted by Feldman to the Fair Committee that UW Extension will only cover aspects of the Fair of an educational nature. The draft of the letter will be presented to this Committee for approval. A list of non-Fair related duties will be presented to this Committee. The only 4-H Educator related duties will be the 4-H Tent and Animal Alley. The rest of the duties in the Exhibit Court area, including Open and Junior class exhibits would be under the Fair Committee’s duties.

Sadauskas excused.

**Agent Report: “Community Coaching” - Myles Alexander:**

Community coaching is a way of working with organizations and groups to achieve change. Community coaching involves watching and listening to a group to get a sense of what is happening in group, not to solve a problem for the group. Effective and reflective deep listening is important because our listening skills have diminished. A community coach guides a group by asking powerful questions. To strengthen group effectiveness a community coach looks beyond what group does to how the work is done or the process. The words to keep in mind are observe, reflect, and guide with questions.

A community coach functions as a guide on the side, not as a group member, to help them accomplish their goals. Good coaching involves reflection to understand what a group is doing and to see what was accomplished. Community coaching helps a group to grow and become more stable and more effective. Community coaching borrows from community development. There is a proven base of practice using this approach. A “Field Guide to Community Coaching” was handed around the group.

Community coaching will come into play as we look at what the Extension structure as it has been and how it will be in the future. Extension educators will work less with technical problems and more with “wicket problems,” vague, ill-defined problems with no simple solution. Alexander presented a chart with a simplified description of county educator work before and after reorganization.

Past	Future
Teach stuff, Advise, Lead, Fix technical problems	Teach to Learn, Guide, Manage Complex issues
County	County, Area, Region
Group member	Coach

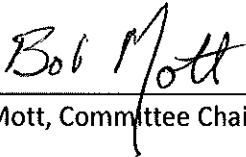
Group functions a coach should not fill are: facilitator, mentor, counselor consultant, advisor or manager or supervisor. Because community coaching focuses on the process rather than on the content, Alexander, as a CNRED educator, could coach the teen court team or the cancer disparity coalition. Alexander has coached the Oneida County ATV Association since February 2016. The group has made progress and elected a president. They are a more effective group.

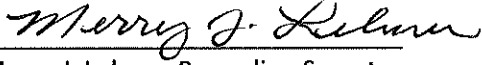
**Public Comment:** None

**Items for next Agenda:** Merger update, Cost Share updates, UW Re-organization, Fair update and contracts, Broadband, Office air environment.

**Adjournment:** A motion to adjourn was made by Jensen/Ives at 4:00 p.m. All ayes; motion carried.

Respectfully Submitted,

  
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Bob Mott, Committee Chair

  
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Merry J. Lehner, Recording Secretary

