



# NETWORK

*Bringing Knowledge to Life!*

JANUARY 2015

VOLUME 30 ISSUE 1

## MONROE COUNTY MSU EXTENSION STARTS OFF 2015 WITH NEWEST STAFF MEMBER, SARA LEWIS

Monroe County,  
Michigan State University  
and  
Monroe County  
Conservation District

This publication is provided to assist you in receiving the information necessary to enhance the quality of life for you and your family

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Sara Lewis, a Monroe County 4-H Program alumna, joins us as the newest addition to our MSU Extension as 4-H Program Coordinator. She carries a Bachelor of Science degree in Social Sciences focusing on community relations and healthcare. She grew up in the program as a local member of Whiteford Workers 4-H Club in Ottawa Lake.

Sara has been involved with the Monroe County 4-H Program for 17 years. Her involvement has been diverse in that she served on numerous boards including Teen Ambassadors and Youth Leadership Board,

serves as co-founder of the HEARTT program, and attended many state and national conferences.

In 2007, she represented the program as 4-H Queen. During that time, she was a mentor, promoted the program, and also learned many skills to carry her through life. Although she could no longer participate in the program as a youth, Sara did not disappear from the program. Instead, she found herself as a member of 4-H Council, a representative on the MSU State Awards Committee, Jewelry Superintendent at the Fair, continued her role on the 4-H Tech Committee, and was co-leader of her community 4-H club.

4-H has impacted Sara's life and has become a passion. She looks forward to the opportunity to develop her own and others' talents, share community responsibility, to educate our fellow peers and work while still having fun. She will maintain the legacy that was established before us, but, together with Darryl, strives to further develop and grow the program.

For more information, visit our website at [www.msue.msu.edu/monroe](http://www.msue.msu.edu/monroe)

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## MONROE CONSERVATION DISTRICT ANNUAL TREE SALE IS HERE

We are excited that it's time again for our Annual Tree Sale! The order forms will be available on our website on January 16<sup>th</sup> ([monroecd.org](http://monroecd.org)) and mailed to previous customers on January 23<sup>rd</sup>. Folks that have requested will also be mailed the order form.



Included this year are a large variety of conifers, deciduous hardwoods, flowering shrubs, berry bushes, and fruit trees. Besides the apple, peach, and pear trees we have one sweet and two tart cherry tree varieties. The berry bushes include black, red, and yellow raspberries and one variety of blackberry. This year we are also featuring strawberries and a large variety of locally grown hybrid daylilies and hostas. Also for sale are rain barrels, bat houses, our ever popular mosquito



barrier, animal repellent, tree guards, plant markers, and 80 different book titles. Included are some great children's books!

This year the order deadline is Friday March 20 and pickup dates are Friday April 17 and Saturday April 18. Please contact us (734-241-7755 extension 3 or 5) if you have any questions or need to have an order form mailed to you!

## NATHAN MCNETT NEW CONSERVATION DISTRICT TECHNICIAN

Nathan McNett has joined the Monroe Conservation District as a technician responsible for promoting and implementing USDA Farm Bill and other conservation programs and practices. He is here to serve Monroe County landowners and farmers by providing technical natural resource assistance to improve water quality and our environment.

Nathan is a lifelong Lenawee County resident and farmer. He earned a Bachelor's Degree in Fisheries and Wildlife Management from Lake Superior State University.

For the last 6 years he has worked for the Lenawee Conservation District and USDA in the Adrian field office. He was a soil conservation technician helping to implement conservation practices such as grassed waterways and agri-chemical storage facilities.

In the decade prior, Nathan travelled all over the country doing wildlife conservation work, including relocation of snowshoe hares and bobwhite quail and monitoring birds of prey.

He owns a small farm in Lenawee County where he raises fruits, vegetables, and chickens. His hobbies include hunting, fishing, and making music.

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## HAVE YOU CREATED YOUR 2015 GOALS?

UNFORTUNATELY, MANY OF US HAVE DIFFICULTY COMPLETING THIS TASK.

The New Year is right around the corner and many of us try to create New Year resolutions or goals for the next 12 months. Unfortunately, a lot of us have difficulty even knowing where to begin our goal setting. Here are some tips to get you started on creating your 2015 plan.

Goal setting requires knowing what dreams and values are most important to you and how to use them as the basis for your goals. Think about the things that are important to you. These may include health and fitness, career and work, relationships, social life, personal development, finances, quality of life, or spirituality. Create a list and prioritize your dreams or wishes.

Use your top priority dreams to develop your goals. Think about when you would like to accomplish your goals. Are they short term? Ones you hope to accomplish within the next year? Or are they going to take longer and need to be planned over several years? Understand that it is almost impossible to work successfully on more than two or three goals at a one time.

The most effective goals are SMART goals.

**Specific** - This is the who, what, where, when, which and why part of the goal.

**Measurable** - This describes the action of the goal. How much? How often? How many? How will know you when it is accomplished?

**Agreeable** - All parties that are actively part of each the goals need to agree on the action. Also think about what attitudes, abilities, and skills do you need? What overlooked opportunities exist?

**Relevant/Realistic** - Is it important to you? Are you willing and able to work toward it? Do you truly believe it can be accomplished?

**Timed** - Establish a completion date. What is the time frame?

SMART goals provide a framework for making decisions about what to do. Once accomplished, they can help you turn your dreams into reality.

So why do so many people have difficulty reaching their goals? There are several frequently cited reasons. One is that the goal is too general. The more specific the goal, chances improve of completing the goal. Another is many of us having too many goals that we are working on at once. Narrow them down to two or three and you will less likely become overwhelmed or give up. Many of us set unrealistic goals. This is particularly true with financial goals.

The last two reasons that goals are not achieved have to do with importance and values. Maybe the goal is no longer important or another goal takes priority. Make sure to evaluate or re-evaluate your goals to make sure they are still important to you.

By using these tips you will be ready for 2015 and beyond with goals to accomplish your plans and dreams.

Michigan State University Extension offers a multitude of classes and resources to help reach your goals. For programs near you go to: <http://msue.anr.msu.edu/events> .

**FREE TESTING**

**PRESSURE CANNING TESTING IS NOW AVAILABLE.**

**FINANCIAL, PARENTING, AND HOUSING**  
**734 240-3179**  
**WINTER 2015**

**Parenting**

**Parenting On Your Own**  
**Nurturing Parenting**  
 Every Tuesday  
 11:30 am to 12:20 pm  
 ALCC  
 120 Eastchester  
 Monroe, MI 48161  
**Pre-register**  
**Cost: Free**

**RELAX: Alternatives to Anger**

Tuesdays  
 Jan. 13, 20, 27 & Feb. 3, 2015  
 6:30 to 8:00 pm  
 MSU Extension office  
 963 S. Raisinville Road  
 Monroe, MI 48161

**Pre-register by January 12th**  
**Cost: \$20 per person or couple for series**

**Home Education**

**Home Ownership Education**

Thursday, March 12 & 19, 2015  
 6:00 to 9:00 pm  
 MSU Extension office  
 963 S. Raisinville Road  
 Monroe, MI 48161

**Pre-register by calling:**  
**734-240-3179**  
**Cost: Free**

**FREE HUD Certified Foreclosure Prevention Intervention Counseling**

Call for an appointment:  
 734-240-3179

**Building Strong Adolescents Parenting Program**

Mondays  
 March 9, 16, 23, 30 & April 6, 13 & 20, 2015

6:30 to 8:30 pm  
 MSU Extension office  
 963 S. Raisinville Road  
 Monroe, MI 48161

**Pre-register by March 6th**  
**Cost: \$30 per person or couple for series**

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Sara Lewis  
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## NATIONAL 4-H CONGRESS

National 4-H Congress dates back more than eight decades, originally established in Chicago, IL, moving to Memphis, TN a number of years later, and most recently to accommodate increased participation, Atlanta, GA.

As we all know, the 4-H program differs in each state. This conference is designed to give volunteers, educators, youth, and other partners the opportunity to make friends, explore the variety of ways in which states conduct their 4-H programs to take back to their home, and provide educational, recreational, and service activities.

This year's members that went to Atlanta were; Hannah Doederlein, Kayleigh Adams, Logan Grey and Samantha Beaudrie.

"I attended Toronto and Washington D.C. so I decided that the Atlanta trip would be a great way to wrap up my 4-H career. I had high hopes for this trip and it still managed to exceed my expectations. The Michigan delegation bonded really well and I made some amazing friends. There were so many opportunities there to meet new people such as the pin exchange and various classes. I loved listening to some of the guest speakers, my favorite being a Holocaust survivor. I learned new leadership skills and activities and was able to learn about the city of Atlanta. I honestly did not want to come home!" Hannah Doederlein

"When I went to the 4-H National Congress, I didn't know what to expect. It was one of the best 4-H experiences that I have ever had. I was able to take classes and meet new friends from all over the United States. My favorite event was the International Dinner. I enjoyed the displays from the different countries and talking with all of the other delegates. Every 4-H member should try to go!" Kayleigh Adams



*From left to right, Logan Grey, Kayleigh Adams, Hannah Doederlein and Samantha Beaudrie*

In early December, 15 Michigan youth descended on Atlanta, Georgia to attend the National 4-H Congress, an event that brings together high-school aged 4-H members from across the country to meet, hone leadership skills, and practice community service. Michigan 4-H was well-represented by the 12 girls and 3 boys from Marquette, Monroe, Gratiot, Hillsdale, Montcalm, and Lapeer counties.

100% of youth participants responding to the evaluation indicated that as a result of their participation in National 4-H Congress, they increased their confidence to try new things, are more open to new ideas and new ways of doing things, and are better able to identify their personal interests and strengths.

During the event, youth heard from well-known guest speakers ranging from an NFL star to an author to a holocaust survivor. Youth were also able to customize their experience by choosing from a variety of session options ranging from health and fitness to cooking to science, leadership and community service.

Outside of formal sessions and activities, youth grew as young adults as they explored a new city, navigated public transportation, navigated walking maps, and explored local landmarks and cultural attractions. A previous article describes how to capitalize on learning opportunities in these non-formal learning settings.

Youth also had ample time to practice networking skills as they introduced themselves to hundreds of their peers over the course of the 5-day event. Youth participants said the most valuable skills they learned on the trip included, “meeting new people by introducing myself and starting a conversation with them,” and “communicating with others and understanding different views.” One youth reflected, “I gained a lot of confidence in the sense that we were all in a new situation but were able to make friends.”

National 4-H Congress annually brings together top 4-H youth leaders from across the country. The 2015 National 4-H Congress will be held November 27- December 1. Contact your local Michigan State University Extension office for more information on how to reserve a spot.



2014 National 4-H Congress Delegates from Michigan dressed up for the Congress Gala. Left-Right: Kayleigh Adams (Monroe), Samantha Beaudrie (Monroe), Adriana Adle (Gratiot), Matthew Newman (Chaperone), Haley Lemle (Hillsdale), Felicia Marsh (Montcalm), Logan Grey (Monroe), Sarah Conery (Marquette), Emily Schmitt (Hillsdale), Mason Bruce (Marquette), Kayla Aboukarroum (Lapeer), Courtney Beauchamp (Marquette), Samantha Beauchamp (Marquette), Hannah Doederline (Monroe), Kennedy Cogswell (Montcalm), Dylan Macha (Gratiot), Jackie Martin (Chaperone)

## GET READY TO CELEBRATE ANR WEEK'S CENTENNIAL YEAR MARCH 7-14

*CONTACT: Mariah Montenegro, [montene1@anr.msu.edu](mailto:montene1@anr.msu.edu) or 517-884-7080*

EAST LANSING, Mich. – For 100 years, Michigan State University (MSU) and the MSU College of Agriculture and Natural Resources (CANR) have welcomed visitors to Agriculture and Natural Resources (ANR) Week. This year's event is March 7-14. With more than 50 programs and annual association meetings on and near the East Lansing campus, ANR Week is the largest event of its kind in the nation.

The ANR Week centennial is not the only milestone this year -- the Quiet Water Symposium celebrates its 20th anniversary, and the 2015 Beekeepers Annual Conference marks the 150th occurrence.

This year's event offers educational programs in areas such as animal science, agriculture and the natural environment. Additional educational programming topics range from small flock poultry management to forage technology acidified food programs.

The annual ANR Week Luncheon will take place March 10 at the Kellogg Hotel and Conference Center. There the CANR will honor alumni, industry leaders, and faculty and staff members for their excellence and support of the college. Presentations will be given by MSU Provost June Pierce Youatt, MSU President Lou Anna K. Simon and CANR Dean Fred Poston. Awards given will be the Distinguished Faculty Award, the Honorary Alumni Award, the Outstanding Alumni Award and the Distinguished Service Award. Registration for the luncheon begins in January.

The 2015 ANR Week program guide -- with dates, times, location, costs and event descriptions -- will be available online in early 2015. For more information on the centennial year's events, visit [anrweek.canr.msu.edu](http://anrweek.canr.msu.edu) or contact program coordinator Jennifer Labun at 517-884-7351 or [events@anr.msu.edu](mailto:events@anr.msu.edu)

## PROGRAM OFFERED ON EFFECTIVE MANAGEMENT OF FARM EMPLOYEES

Employees on the farm either drive the operation forward or they hold it back. The difference is often in the way that farm owners and managers work with their employees. Michigan State University Extension Dairy Team has put together a meeting on *Effective Management of Farm Employees* to help farm owners and managers develop their skills and perspective for better management of employees.

That meeting will be offered January 27 & 28, 2015 at the Doubletree Hotel, Bay City, MI and January 29 & 30 at the Hilton Hotel, Grand Rapids Airport. This interactive meeting with specialists from industry and MSU is designed to provide farm owners and managers a solid basis for building their business with employees.

The meetings begin at 5:30 pm with dinner on day 1 in order to provide an early opportunity for developing a peer network of like-minded people and to begin to share the issues you face and better understand how others handle them. Session 1, **"Attracting Good Applicants in Today's Job Environment"** is after dinner.

On day 2, there are three sessions starting with **"Building Teamwork on the Farm"** and then **"Capitalizing on Your Employee's Desire to Learn"**. After lunch the program finishes with a session on **"Achieving High Quality Performance"**.

Complete information and on-line registration is available at <http://events.anr.msu.edu/ManagingEmployees/>

The cost to attend is \$160 for the first participant from a farm and \$140 for each additional participant from the same farm. Space is limited and early registration is encouraged.

Speakers for this dynamic program include:

- **Lori Culler**, CEO of AgHires, an online job board and recruiting firm. She has over 13 years of talent management experience providing management consulting services in the ag industry.
- **Phil Durst and Stan Moore**, MSU Extension Sr. Educators who have led a project that involved 174 farm employee interviews from which recommendations have been developed to improve employee management.
- **Felix Soriano**, CEO of APN Consulting, a dairy consulting business where they believe that the large herd manager's success depends on getting things done through others, and therefore, works to help producers become excellent communicators and leaders of well-trained, talented, and skilled employees.
- **Corey Risch**, MSU Assistant Professor whose experience includes working as a Farm Business Consultant for Clemson University, where she provided financial and management consulting services to farmers and agribusinesses in South Carolina.
- **Matt Wood**, Regional Sales Manager with Vita Plus Corporation. Wood has worked as a full time Dairy Specialist for Vita Plus in the thumb area for 10 years, consulting with dairy clients on their farm management and nutrition for that time period.

For more information or questions, contact Phil Durst at 989-387-5346 or [durstp@msu.edu](mailto:durstp@msu.edu) or Stan Moore at 231-533-8818 or [moorest@msu.edu](mailto:moorest@msu.edu).

Developing your skills in employee management is the key to taking your farm business to the next level of performance.

## RAY HAMMERSCHMIDT APPOINTED INTERIM DIRECTOR OF MSU EXTENSION

CONTACT: Mariah Montenegro, 517-884-7080, [montene1@anr.msu.edu](mailto:montene1@anr.msu.edu)

EAST LANSING, Mich. – Ray Hammerschmidt has been named interim director of Michigan State University Extension as of Jan. 1. Hammerschmidt had been interim associate director of MSU Extension since July 2014. Previously, he was the associate chair of the MSU Department of Plant, Soils and Microbial Sciences, where his research and teaching focused on the physiology and biochemistry of plant disease and disease resistance. He replaces Margaret (Maggie) Bethel, who came out of retirement to fill the role after the departure of Tom Coon in July 2014.

Fred Poston, dean of the College of Agriculture and Natural Resources at MSU, says he looks forward to working with Hammerschmidt in his new role.

"Dr. Hammerschmidt has a lot of experience in many areas of the university," Poston said. "His background in research gives him a unique opportunity to move MSU Extension forward."

Through partnerships with local, state and federal governments, MSU Extension has faculty and staff members on campus and throughout the state. For more than 100 years, MSU Extension has helped grow Michigan's economy by equipping Michigan residents with the information they need to do their jobs better, raise healthy and safe families, build their communities and empower their children to dream of a successful future.

Hammerschmidt says he looks forward to continuing the work of the organization's mission.

"I've worked in the research realm for a long time," he explained. "I understand the importance of using research to guide us and make decisions, and the results of research are most valuable when shared with the people who can use them to make a difference. We have experts and outreach professionals who are outstanding and experienced in delivering this important information. I look forward to working with them to improve the lives of Michigan's residents."

Hammerschmidt received a bachelor's degree in biochemistry from the School of Agriculture at Purdue University in 1974 and a master's degree in plant pathology from Purdue in 1976. In 1980, he received a Ph.D. in plant disease resistance from the University of Kentucky. Hammerschmidt joined MSU in 1980 with a research and teaching appointment and conducted fundamental and applied research on potato diseases.

## JANUARY / FEBRUARY

## 4-H

## January

1/3/15	Steer Tagging Monroe County Fairgrounds	10:00am - 2:00 pm
1/5/15	4-H Council 4-H Activity Center	7:00 pm
1/12/15	Horse & Pony Extension Learning Center	7:00 pm
1/13/15	Custer District Meeting Extension Learning Center	7:00 pm
1/14/15	Junior Livestock Association Extension Learning Center	7:00 pm
1/21/15	Shooting Sports Association Extension Learning Center	7:00 pm
1/26/15	Small Animal Association Extension Learning Center	7:00 pm
1/27/15	CSI Extension Learning Center	7:00 pm
1/28/15	Teen Ambassadors Extension Learning Center	7:00 pm

## February

2/2/15	Youth Leadership Extension Learning Center	6:00 pm
2/2/15	4-H Council Extension Learning Center	7:00 pm
2/4/15	New Horizons Extension Learning Center	6:00 pm
2/5/15	Dundee District Ida High School - Room 118	7:00 pm
2/9/15	Horse & Pony Extension Learning Center	7:00 pm
2/18/15	Junior Livestock Association Extension Learning Center	7:00 pm
2/24/15	CSI Extension Learning Center	7:00 pm
2/25/15	4-H Town Hall Meeting Fairgrounds Expo Center	
2/25/15	Teen Ambassadors Extension Learning Center	7:00 pm

## AGRICULTURE

## January

1/15/15	Soybean SMaRT Meeting Cabela's - Dundee	
1/22/15	OSU Agronomy Day Sauder Village, Archbold, OH	
1/22/15	Monroe Conservation District Pancake Supper Meeting	6:00 pm

## AGRICULTURE

1/28-29/15 2nd MI Crops Summit  
Mt. Pleasant

## February

2/18/15 MSU Field Crop IPM Meeting  
Cabela's - Dundee

## FAMILY &amp; CONSUMER SCIENCE

## January

1/6/15	Nurturing Parenting Class Arthur Lesow Community Center	11:30 am
1/13/15	Nurturing Parenting Class Arthur Lesow Community Center	11:30 am
1/13/15	RELAX: Alternatives to Anger Extension Learning Center	6:30 pm
1/20/15	Nurturing Parenting Class Arthur Lesow Community Center	11:30 am
1/20/15	RELAX: Alternatives to Anger Extension Learning Center	6:30 pm
1/27/15	Nurturing Parenting Class Arthur Lesow Community Center	11:30 am
1/27/15	RELAX: Alternatives to Anger Extension Learning Center	6:30 pm

## February

2/3/15	Nurturing Parenting Class Arthur Lesow Community Center	11:30 am
2/3/15	RELAX: Alternatives to Anger Extension Learning Center	6:30 pm
2/10/15	Nurturing Parenting Class Arthur Lesow Community Center	11:30 am
2/17/15	Nurturing Parenting Class Arthur Lesow Community Center	11:30 am
2/24/15	Nurturing Parenting Class Arthur Lesow Community Center	11:30 am

## HORTICULTURE

## January

1/17/15 MCMGA  
Extension Learning Center
 10:00 am |

## February

2/21/15 MCMGA  
Extension Learning Center
 10:00 am |

## STAFF AND MSUE RESOURCES

The Monroe County MSU Extension office is open to the public on Monday thru Friday from 9:00 am to Noon, and 1:00pm to 5:pm. The office staff may be accessed via the main phone line at 734-240-3170.

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Though Extension has recently reorganized our structure, Extension professionals are still located in communities across the state and are still working to address Michigan's most pressing needs through four broad-themed areas; greening Michigan, agriculture and agribusiness, children and youth, health and nutrition. If you would like to learn more about these program areas, you can read about them in a document called "Carrying Out the Land-Grant Mission" that can be found at [www.msue.msu.edu](http://www.msue.msu.edu). To locate MSU Extension Staff across the state by name or area of expertise go to: <http://people.msue.msu.edu>

