MESSAGE FROM THE DISTRICT COORDINATOR

Michigan State University Extension continues to serve the residents of Arenac County through educational processes that apply knowledge to critical issues, needs and opportunities. In 2016 and 2017, MSU Extension Educators, Program Coordinators, Program Instructors and support staff have all played a role in delivering information to help our farmers, school children, teachers, caregivers, consumers, homeowners, business owners, visitors, workers, parents, government officials, home gardeners, entrepreneurs, those battling chronic disease and those seeking better health, improve their lives and the lives of those they serve, lead and follow. Over 50 educational programs, workshops, presentations and other initiatives combined with the many 4-H clubs, camps and events have been utilized to make this impact.

Although each county office is different, and there may be more or less staff in one location over another, MSU Extension statewide staff are called upon to offer programming throughout the state to help meet the critical needs that are sometimes unique to each community. As you read through this annual report, you will see examples of many of the programs and participants from our communities. MSU Extension’s four institutes: Agricultural and Agricultural Business, Children and Youth, Health and Nutrition, and Greening Michigan all played a role in this year’s programming. Educators, Coordinators and Instructors from each Institute also contribute to the world wide web presence that offers non-bias information to anyone with access to a computer, tablet or smart phone and an internet connection. The articles, videos, worksheets and other materials are easily accessible and available at no charge. The content of these valuable resources are compiled by MSU Extension Educators that live, work and play in Arenac County. We are grateful for the opportunity to serve the residents of Arenac County, our stakeholders and our partners.

Mischelle Warner
District Coordinator, District 4

MEASURING IMPACT

SERVING ARENAC COUNTY RESIDENTS AND EQUIPPING ITS LEADERS

Agriculture and Agricultural Business Institute programming including: farm visits, TB evaluations and education, youth preparation, feed issues, product and risk management, dairy production, management and labor issues, cow-calf producers, field crops, horticulture and more

Children and Youth Institute programming including: science, technology, engineering, math, 4-H clubs, short-term special interest programs, animal science, forestry, horticulture, natural resources, leadership, career exploration, child-care and more

Greening Michigan Institute programming including: water quality, septic systems, forestry, natural resources, food systems, entrepreneurship, tourism, good governance and more

Health and Nutrition Institute programming including: disease prevention, diabetes, food safety, food service, general nutrition, physical activity, social and emotional health and more
When you support MSU Extension 4-H programs, youth participants learn life skills that prepare them for the workforce – especially for highly sought-after jobs in science, technology, engineering and mathematics (STEM). Extension programs help children develop early literacy skills that support school readiness. They learn leadership and decision-making skills in 4-H that increase their likelihood of becoming civically active.

**Extension 4-H Clubs Connect Caring Adult Volunteers to Youth**
- 15 active clubs ranging from livestock to sewing, archery, horses, robotics, dogs cooking, and camps.
- New special interest club, Cooking Matters where youth learn food safety, nutrition, budgeting, kitchen safety, and cook together.
- 59 adult volunteers make all clubs successful.

**4-H Camp Treasure Island**
A three day overnight camp where youth from Arenac, Crawford, Iosco, Ogemaw and Roscommon Counties explore hands-on science, technology, engineering and math (STEM) activities, learn to respect nature, make new friends and have fun.
- 13 youth from Arenac County attended 4-H Camp at Camp Nissokone in Oscoda.
- Three Arenac County teen leaders attended as counselors
- Youth chose to participate in three of the following science tracts: Veterinary Science, Shooting Sports, Horseback Riding, Engineering Challenge, Project FiSH and Kitchen Science.
- Fun activities included; water time, craft corral, zip lining, climbing wall, outdoor challenge and sports court.

**Japanese Exchange student stays with local 4-H family**
- Ema Maeda, Japanese ’s 4-H International Exchange student arrived in Michigan on July 23rd to spend a month with the 4-H family of Kim & Kurt Karpinski and their daughter, Kourtney. Kourtney has been a member of Arenac County 4-H for the past 9 years.

“The exchange program is priceless! We have grown to love Ema and we will be very sad when she leaves, however, I think Ema and Kourtney will be lifelong sisters. They are so close. Kourtney has grown in many ways. It has truly been a priceless experience.”

- Kim, 4H Parent
4-H Embryology School Enrichment

Students explored the inner workings of chicken eggs and learned about the stages of development, incubation and how to build a brooder.

- Ten youth with cognitive impairments participated in the school enrichment Embryology program for six weeks learning about the development of a chicken embryo. These youth set up the incubator, candled eggs throughout the 21 day incubation period to see the various stages of development, prepared a brooder house, and watched the eggs hatch. They also learned about the variety of chicken breeds and their purpose.

Livestock Showmanship at the 2017 County Fair

“I am so very proud of each and every one of these kids! 39 kids aged 6-19 entered the show ring today, some for the first time and some for maybe the last time. They proudly represented 4-H and FFA and definitely put on a show with their pigs! Over the last few days I have seen amazing things happen, new friendships made and mentors found. Lots of smiles today and it made my heart happy.”

-Melissa LeFever, 4-H Swine Club

4-H Youth Programs:

- 300 youth members in 4-H clubs
- 126 youth participated in short term programs
- 16 youth attended camp
- 16 youth attended Exploration Days
- 321 youth participated in school enrichment programs

Total of 779 reached through Arenac 4-H Youth Programs
4-H STEM Robotics

Standish and Sterling Elementary students and summer recreation participants get opportunity to do Robotics that provide hands-on STEM experiences and other valuable life skills such as problem solving, communication and cooperation.

- 111 students in Standish Elementary School participated in classroom time learning how to build and program the robots.
- 28 4th grade students in Sterling Elementary utilized the 4-H STEM robotics kits for 30 hours or more using curriculum based on the Next Generation Science Standards. 4-H Science Program Evaluations would indicate that as a result of youths experience in this 4-H program or project, there was a 56% increase in youth that like to see how things are made or invented; Ninety-three percent of youth can now identify the SCIENCE learned in 4-H and 85% can identify the life skills learned in the 4-H program.
- 49 youth aged 5-12 were able to utilize the robotics kits through the months of June and July during the SSC Summer Recreation 4-H Robotics Program.

“I learned how machines work and how to build my own.”

-Student
Developing Youth and Communities, continued

Educational Programs

Career Exploration & Work Force Prep
Almost any project a youth pursues provides an opportunity to see what a career is like up close and personal. Youth get the chance to try it on, put their hands in it and see how they might like to be a butcher, baker or candlestick maker. Or an artist, an engineer or the farmer of the year in a decade or so.

- 363 Educational Events
- 9,646 Participants in 80 Michigan Counties
- 117 Participants from Arenac County
- Arenac had #1 participation across 35 counties

School Events in Arenac County
Michigan State University Extension provides educational programs to support local school initiatives. For example:
- Nature-Fest at Standish-Sterling High School—students constructed a native plant garden on their campus
- Living on Your Own presented at Standish –Sterling Middle School— a program modified from the University of Florida reviews aspects of living in the world
- Bay/Arenac ISD Interviewing Sessions for Youth –mock interviews to enhance skills & confidence
- Community Appreciation Day at Standish Middle School—promoting public safety and community resources
Ensuring Safe and Secure Food

When you support MSU Extension’s efforts to enhance residents’ access to an adequate supply of safe, affordable food, program participants will focus on food safety measures in the field and at harvest, learn proper food preparation and food preservation techniques, and bring community partners together to strengthen access to healthy food supplies. This leads to a healthy population, which in turn helps keep health care costs in check and our communities viable.

Teaching Arenac Food Safety

The National Institutes of Health estimates that every year, 48 million people in the United States become ill and 3,000 die from pathogens in food. Causes range from outdated home food preservation practices to unsafe sanitizing practices at public events and small businesses. Since 2013, MSU Extension food safety and preservation programs have taught almost 10,500 Michigan residents safe food handling, food preservation and methods to reduce foodborne illness. Participants include youth, nonprofit organizations that prepare food for the public and food preservers who want to create safe products for their small businesses. Through face-to-face and online learning, Michigan communities receive high-quality, research-based education using U.S. Department of Agriculture guidelines for safe food preservation.

Basics of food preservation

- Participants learn how to successfully and safely use a pressure canner for low acid foods, a water bath canner and a steam canner for acid foods.
- MSUE provided this course four times last year in AuGres.
- Twice in Standish at Saganing Eagles Tribal Center.
- Twenty-three people attended between all food preservation programs.

Michigan State University Extension Offers ServSafe, a national certification program for those working in food service, specifically manages and other leaders.

- The course teaches how to prevent foodborne illness and how to train employees about the latest food safety issues.
- Five Arenac residents participated in this 8 hour class.
- They covered topic including: providing safe food, forms of contamination, the safe food handler, food safety management systems, safe facilities, pest management, and cleaning & sanitizing.
Leadership and Community Engagement
Through its public policy education and community leadership workshops, MSU Extension informs residents about public policy issues and processes, offers leadership skill development classes and strengthens community capacity to solve complex problems.

Civic Engagement
Engaged citizens do more than vote, they act within and outside political systems to improve communities.
Through its Public Policy and Civic Engagement trainings, MSU Extension informs residents about public policy issues and processes as well as advancing citizen engagement to strengthen community capacity to solve complex problems. Examples of workshops and programs that have been available to Arenac County residents include:

- Citizen Planner
- Real Colors and Meyers Briggs Personality Assessments
- Leadership through Effective Meeting
- Parliamentary Procedures
- Facilitated Strategic Planning

For more information: [http://msue.anr.msu.edu/topic/info/civic engagement](http://msue.anr.msu.edu/topic/info/civic engagement)

Facilitation
A facilitator is someone who helps a group of people understand their common objectives and assists the group in planning and achieving their objectives without taking a particular position in the discussion.
MSU Extension offers two highly acclaimed facilitation workshops that are designed to train leaders from communities and organizations and are available to Arenac County citizens:

- Facilitative Leadership
- Advanced Facilitative Leadership

MSU Extension also offers facilitation and strategic planning.
Conflict Resolution and Leadership Development
To engage productively in community and economic development opportunities it is essential to openly address and resolve disagreement in a constructive manner. MSU Extension offers experiential and research-based educational opportunities that help people build the skills they need to manage a range of conflict situations—from one-on-one interactions to large public meetings.

Communicating through conflict is a program open to all county residents. Participants will:
- Achieve a deeper understanding of the continuum of conflict management options and approaches.
- Gain conflict resolution skills designed to preserve relationships, create a safe environment for continued dialogue and develop a shared decision.
- Learn approaches to active listening and how to choose strategies aimed at finding a mutual purpose.
- Discern how to recognize interests behind strongly held positions.
- Become aware of when to apologize and when to use a contrasting statement.
- Receive a document with easy-to-follow steps for Communicating through Conflict.

The 2008 CPP study stated that 85% of employees must deal with conflict 2.8 hours per week, 22% of whom indicate that conflict has caused illness or work absences and that 2005 Management Service Study reported that conflict costs the average employer nearly 450 days of management time per year—the equivalent of 2 full-time employees! And, the most surprising deduction made by the CCP report is that the majority of employees have never received any kind of conflict management training.
Tourism

MSU Extension helps communities grow and prosper by providing educational programs aimed at expanding awareness and identifying appropriate tourism niches and development recommendations.

Understanding Tourism in Michigan Communities (UTMC)

- This 3 hour workshop is directed at communities and individuals seeking to better understand tourism opportunities and how niche markets can help transform, grow and sustain assets in their communities.
- Attendees explore their own assets and identify possibilities to leverage tourism opportunities.
- Through a partnership with the Michigan Tourism Strategic Plan Fund, ten Understanding Tourism in Michigan Communities workshops will be presented across the state in 2017 & 2018.

First Impressions

- The purpose of the First Impressions Program is to help a destination learn about their existing strengths and weaknesses as seen through the eyes of the first time visitor.
- Participating communities receive a written summary, public presentation and tourism-related recommendations.
- The MSUE Tourism Team is currently accepting applications for 2018 at http://msue.anr.msu.edu/program/info/tourism_first_impressions.
- Articles and information about a variety of tourism-related subjects can be found on the Michigan State University Extension Tourism website at: http://msue.anr.msu.edu/topic/programs/tourism.
When you support MSU Extension, you help participants learn safe food handling practices, increase their physical activity and improve the quality of their diets. Extension programming also helps decrease incidents of violence and bullying. Encouraging these healthy behaviors helps reduce food and health care costs by helping prevent chronic health conditions and providing safe environments throughout a person’s life span.

**Show Me Nutrition**

A comprehensive nutrition curriculum that teaches youth to have a healthy lifestyle using age appropriate content, activities and handouts.

- 36 students from Sterling and Omer Headstart completed the program.
- 10 youth with cognitive impairments completed the series at the Standish-Sterling Middle School ISD classroom
- 20 youth with cognitive and/or physical impairments from the BAISD Living & Learning Center completed a youth series
- Youth learned how to eat healthy and be active.
- Youth taste tested a variety of fruits, vegetables, dairy, grains and protein foods that some had never had before.
- Nutrition fact sheets and newsletters went home with each student after each lesson to share with their family.

**Project Fresh Nutrition Education**

A nutrition presentation that teaches WIC families the importance of fresh fruits and vegetables in their diets and how to utilize their Project Fresh coupon benefit.

- 82 WIC families participated in the program
- Two thirds of these families expressed an interest in receiving additional nutrition education classes
- Nutrition fact sheets and recipes went home with each family after the presentation
Keeping People Healthy, continued

Cooking Matters for Teens
A nutrition education series that teaches teens how to make healthy food choices, kitchen safety budgeting & how to compare unit prices and prepare healthy meals and snacks.

- Four youth participated in this nutrition education program
- All of these youth made a recipe using foods they had never tried before
- All youth expressed an interest in receiving additional nutrition education classes
- Cooking Matters for Teens education workbook with recipes went home with each youth upon completion of the six week series.

Healthier Child Care Environment Series
A MSU Extension program that provides free coaching for eligible child care providers with the goal of improving nutrition and physical activity supports through policy, system, and environmental initiatives.

- One child care provider completed this six month education series
- Three nutrition best practices were implemented
- Two physical activity best practices were improved upon
- Two policies were created that had not previously been in place
- 10 educational hours were earned at no fee
- A healthier environment for the provider and the children in her care

After completing a Cooking Matters for Teens series, a 4-H club and one of the youth's mom posted on FB that her daughter made the Chocolate Strawberry French Toast recipe from the CMT cookbook for their anniversary. Mom stated, "She did a great job! She’s going to wear that book out. Tonight she said she is cooking dinner from her book once a week. Sounds like a plan to me!"

-Participant’s Parent
Making the Most of Our Natural Assets

Connecting with our Lake Huron fisheries—past and present—for ecological, economic, and community values

Michigan Sea Grant Extension promotes research, education, and outreach to enhance responsible and sustainable use of our diverse Great Lakes resources. Through MSU Extension, Michigan Sea Grant works with Michigan citizens, industries, and coastal communities to encourage their use, benefits, and enjoyment of Great Lakes resources that positively influences our state’s economy, environment and quality of life. Here we highlight our investments with Great Lakes fisheries stakeholders and engaging youth in Great Lakes stewardship opportunities.

Community values in our Lake Huron fishery—Past & Present

Arenac County fisheries stakeholders benefited from the Lake Huron Regional Fisheries Workshops in 2016 that brought together more than 350 anglers, charter captains, and others with fisheries researchers and managers from across Michigan. Participants gained better understanding of Lake Huron fisheries ecosystem changes, how people are interacting with and affect these resources (e.g. fishing trends, management issues) and connected with research and management activities relating to Lake Huron and their respective communities.

Brandon Schroeder
District Sea Grant Extension Educator
**Northeast Michigan Great Lakes Stewardship Initiatives: Engaging Youth in their Environment, their Community through Place-based Education**

The Northeast Michigan Great Lakes Stewardship Initiative (NEMIGLSI) network and partnership engages youth in Great Lakes and natural resource stewardship projects, provides support for schools and educators, and facilitates school-community partnerships. In 2016, Arenac County youth were engaged in hands-on learning through variety of Great Lakes and natural resource stewardship projects supported through this NEMIGLSI partnership.

Regionally the NEMIGLSI is facilitated by Michigan State University Extension, Michigan Sea Grant, 4-H Youth Programs, Community Foundation for Northeast Michigan, and several other area partners with funding for this partnership through the Great Lakes Fishery Trust and Sea Grant Center for Great Lakes Literacy. In the most recent 2016-2017 school year, the NEMIGLSI regionally involved 5,155 youth (more than 20% of the region’s total student population) in stewardship projects.

The NEMIGLSI network was recognized this year by the Michigan Science Teachers Association (MSTA) through the accomplishments of MSU Extension’s Brandon Schroeder who was named the 2017 Informal Science Educator of the year. MSTA is a state chapter of the National Science Teachers Association, one of the largest science organizations of its kind in the United States.

**Bringing Great Lakes Fisheries History and Heritage to life in northeast Michigan**

Michigan Sea Grant partnered with Besser Museum and NOAA National Marine Sanctuary to host 40 people from across Michigan for the annual, statewide 2016 Great Lakes Fisheries Heritage Trail networking conference. Locally, Sea Grant supported the Besser Museum in securing a $10,000 planning grant from the Great Lakes Fishery Trust to help expand their Lake Huron fisheries heritage exhibits, including the Katherine V (commercial fish tug) and the R/V Chinook (retired DNR Fisheries Research vessel) fisheries science exhibits planned for Museum.
Your support of MSU Extension means that farm families are helped in their efforts to make their passion of providing high quality food products a successful business as well. Together we work to improve cattle health and well-being. Access to research-based information is critical when business decisions depend on it, and Michigan State University is a leader in discovering knowledge and applying it on farms for the benefit of the farm families and their communities.

Coping with farm stress
This has been a difficult year for many dairy farmers because of low prices for milk. In addition, beef cow-calf producers have also been facing low prices for their product. Though there is very little anyone can do about the prices received, there are things that can be done in the business and at home.

- Wrote a letter to dairy families encouraging them to contact Extension for help.
- Met with farmers to help them consider management changes and alternatives.
- Met with two groups of ag professionals to discuss the impact of stress on farmers.
- Invited dairy farmers to come together to discuss stress and ways to cope with it and had them share experiences of reducing costs.
- Spoke to beef producers in several meetings to talk about ways to improve the returns from their business.
- Worked individually with farmers to identify opportunities for improving finances.

Checking milking protocols
With milking being done two or three times every day, protocols can sometimes drift from what was intended or instructed. The impact of that on cows can build up quickly. Checking, retraining where needed, and having equipment checked can all be important to improve cow udder health as well as parlor efficiency.

- Working with an Extension Intern, we observed milkings and measured vacuum during milking at the teat end on three farms.
- Prepared reports and reported back to the farm owners with recommendations. Each made changes. Later, we returned to measure the impact of their changes.
- This was part of a statewide project from which the data is being combined and will be presented back to farmers in a number of ways.
- Co-authored a book, “People and Parlors” on milking that can be used as a training guide for employees.
- Co-wrote articles based on parlor observations that have appeared in dairy press.
Labor supply and management

Finding employees who will be an asset and keeping them continues to be a major challenge for some dairy and beef producers. Employee turnover rates are high on some farms and many find managing people to be much more difficult than managing cows.

- Have been writing and speaking on employee management for several years.
- This year, a new edition of the book “Large Herd Dairy Management” was published as an e-book. It contains a section on “Effective Management of Farm Employees” co-edited by Durst and Moore with a chapter on “Building a culture of learning and contribution by employees” by Durst and Moore.
- Wrote articles on employee management for Michigan Cattlemen’s magazine and Nebraska Cattle’s magazine. The National Association of County Agricultural Agents recognized the articles with an award as the National Finalist for excellence in communication for personal column.
- Working with Moore, we developed a program to recruit, train and place Puerto Ricans on farms as legal employees. Together with University of Puerto Rico Extension faculty and staff, we are conducting an initial training in Puerto Rico. We are also working with U.S. farm owners who are part of the project to help them improve their employee management skills and reduce employee turnover rates.

Individual work with farmers

Farmers have individual needs and situations. While meetings are good for teaching topics, all topics can’t be covered and they cannot be specific to each farm. Making changes in the business depends on trust between the Educator and the farmer. This Extension Educator has met with farmers at their farm or in their home 220 times throughout the year to discuss a variety of topics, including:

- Current problems and challenges
- Evaluation of the operation
- Alternatives and opportunities
- Plans for greater success
# Extension Educators Serving Arenac County

**Staff Located in Arenac County Office:**

![989.846.4111](image)

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Melissa Prohaska</td>
<td>4-H Program Coordinator</td>
<td><a href="mailto:prohask1@msu.edu">prohask1@msu.edu</a></td>
</tr>
<tr>
<td></td>
<td>Extension Program Instructor SNAP-Ed</td>
<td></td>
</tr>
<tr>
<td>Connie Manszewski</td>
<td>County Support Staff</td>
<td><a href="mailto:manszews@msu.edu">manszews@msu.edu</a></td>
</tr>
</tbody>
</table>

## Additional MSU Extension Staff Serving Arenac County:

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mischelle Warner</td>
<td>District Coordinator</td>
<td><a href="mailto:warne103@msu.edu">warne103@msu.edu</a></td>
</tr>
<tr>
<td>Karen Fifield</td>
<td>Health &amp; Nutrition Institute</td>
<td><a href="mailto:fifield@msu.edu">fifield@msu.edu</a></td>
</tr>
<tr>
<td>Sarah Rautio</td>
<td>Educator in Consumer Horticulture</td>
<td><a href="mailto:rautio@msu.edu">rautio@msu.edu</a></td>
</tr>
<tr>
<td>Bonnie Wichtner-Zoia</td>
<td>Leadership, Facilitation, Conflict Management and</td>
<td><a href="mailto:zoiay@msu.edu">zoiay@msu.edu</a></td>
</tr>
<tr>
<td></td>
<td>Tourism Educator—Greening Michigan Institute Educator</td>
<td></td>
</tr>
<tr>
<td>Phil Durst</td>
<td>Extension Agriculture And Agribusiness</td>
<td><a href="mailto:durstp@msu.edu">durstp@msu.edu</a></td>
</tr>
<tr>
<td>Brandon Schroeder</td>
<td>District Sea Grant Extension Educator</td>
<td><a href="mailto:schroe45@msu.edu">schroe45@msu.edu</a></td>
</tr>
<tr>
<td>Dennis Stein</td>
<td>Business Management Educator</td>
<td><a href="mailto:steind@msu.edu">steind@msu.edu</a></td>
</tr>
</tbody>
</table>

**MISSION:**

Michigan State University Extension helps people improve their lives through an educational process that applies knowledge to critical issues, needs and opportunities.

MSU is an affirmative-action, equal-opportunity employer, committed to achieving excellence through a diverse workforce and inclusive culture that encourages all people to reach their full potential. Michigan State University Extension programs and materials are open to all without regard to race, color, national origin, gender, gender identity, religion, age, height, weight, disability, political beliefs, sexual orientation, marital status, family status or veteran status. Issued in furtherance of MSU Extension work, acts of May 8 and June 30, 1914, in cooperation with the U.S. Department of Agriculture. Jeffrey W. Dwyer, Director, MSU Extension, East Lansing, MI 48824. This information is for educational purposes only. Reference to commercial products or trade names does not imply endorsement by MSU Extension or bias against those not mentioned. The 4-H Name and Emblem have special protections from Congress, protected by code 18 USC 707.
District 4 Extension Council

Each district of MSU Extension has an advisory council to assist the District Coordinator in a variety of ways. The Council’s composition is a balance among various sectors that Extension educational programming serves.

Members are nominated and selected due to their experiences with Extension and proved leadership. They network with others who share similar interests and concerns, help shape Extension programming efforts important to citizens in the district, gather support for establishing or extending educational effectors around issues of concern in the district, and participate in leadership and issue focused educational events.

Members of the District 4 Council in 2017 include:

- Bobbe Burke (Arenac)
- Sharon Czaika (Iosco)
- Roy Elie (Ogemaw)
- Elizabeth Grabow (Ogemaw)
- Paul Grabstanowicz (Alcona)
- Ken Melvin (Roscommon)
- Marc Milburn (Roscommon)
- Bruce Reetz (Ogemaw)
- Erik Rodriguez (Arenac)
- Therese Kaiser (Crawford)
- Judy Umlor (Crawford)
- Ericka Earl (Iosco)
- Julie Lavender (Roscommon)

MISSION:
Michigan State University Extension helps people improve their lives through an educational process that applies knowledge to critical issues, needs and opportunities.

MSU is an affirmative-action, equal-opportunity employer, committed to achieving excellence through a diverse workforce and inclusive culture that encourages all people to reach their full potential. Michigan State University Extension programs and materials are open to all without regard to race, color, national origin, gender, gender identity, religion, age, height, weight, disability, political beliefs, sexual orientation, marital status, family status or veteran status. Issued in furtherance of MSU Extension work, acts of May 8 and June 30, 1914, in cooperation with the U.S. Department of Agriculture. Jeffrey W. Dwyer, Director, MSU Extension, East Lansing, MI 48824. This information is for educational purposes only. Reference to commercial products or trade names does not imply endorsement by MSU Extension or bias against those not mentioned. The 4-H Name and Emblem have special protections from Congress, protected by code 18 USC 707.

18