

Northeast Extension Connection

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2010 RANCHER ROUNDTABLE SERIES

Winter months are a time to slow down and think about planning for next year's activities. Please join your University of Wyoming Cooperative Extension Educators for a Winter Rancher Roundtable series coming to a community near you.

Educators will be hosting discussion forums about a variety of topics. Each session will include a brief talk from UW professionals followed by a panel of your neighbors discussing their experiences related to the topic.

Session One – Hayfield Establishment and Maintenance

January 19th: Sundance and Newcastle, WY contact: Gene Gade (307) 283-1192
January 20th: Gillette, WY contact: Gene Gade (307) 281-1192
January 21st: Sheridan, WY contact: Scott Hininger (307) 674-2980



Many hayfields in the area have suffered the effects of years of drought and are in need of re-establishment. This session will address what to plant, field preparation, planting season, planting techniques, and weed management. There will also be information provided on how to keep your established hayfields as productive as possible.



Session Two – Supplemental Feeding

February 16th: Sundance and Newcastle, WY contact: Gene Gade (307) 283-1192
February 17th: Gillette, WY contact: Gene Gade (307) 281-1192
February 18th: Sheridan, WY contact: Scott Hininger (307) 674-2980

Using your base feed to create a supplement program can save money and improve animal health this winter. There are considerations in supplemental feeding such as fuel costs to deliver and convenience factors. This session will discuss how to determine the best combination of economics, range management, convenience and animal health in creating your winter feeding program. Producers who would like to have their winter feed plan evaluated will have the opportunity to work through their own feeding plan to evaluate for cost and animal nutritional benefit.

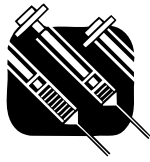
Session Three – Grasshopper Management

March 16th: Sundance and Newcastle, WY contact: Gene Gade (307) 283-1192
March 17th: Gillette, WY contact: Gene Gade (307) 281-1192
March 18th: Sheridan, WY contact: Scott Hininger (307) 674-2980



The grasshoppers we saw cover the northeast last year are likely to return this spring. Join us in this session to hear about ways to manage your grasshoppers before while they are small enough to be controlled. We will discuss how to measure economically damaging levels of grasshoppers, how to

create a control plan that works for you and talk about the importance of collaborating with your neighbors to get the best level of control.



Session Four – Animal Health Issues

April TBA: Sundance and Newcastle, WY
 April TBA: Gillette, WY
 April TBA: Sheridan, WY

contact: Gene Gade (307) 283-1192
 contact: Gene Gade (307) 281-1192
 contact: Scott Hininger (307) 674-2980

There are many issues concerning livestock health in Wyoming currently. This session will have speakers addressing trichomoniasis and brucellosis and how they affect eastern Wyoming. Vaccination protocols, age/source verification and chronic wasting disease will also be on the agenda.

Five Counties Now Comprise The Northeast Extension Area



The University of Wyoming Cooperative Extension Service recently completed a modification of its organizational structure. The Northeast Area now includes five counties—Campbell, Crook, Johnson, Sheridan and Weston. Previously, Johnson and Sheridan had been a two-county area and Campbell, Crook and Weston had been grouped together. The current strategic plan is that the entire organization will focus more on five educational “Initiatives” and that each Area will have at least one Educator with specialized training to address each of the Initiatives.

The “area concept” is that some Extension Educators are expected to specialize more and to program across county lines in the Initiative re-

to their academic training. This is a significant shift from the traditional generalist “agent” who tried to be “all things to all people” in a particular county. However, all counties have additional personnel, mostly in the 4-H/ Youth and Sentible Nutrition programs, who work primarily in one or two counties.

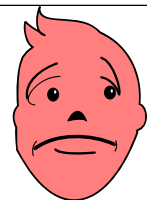
After a number of years, it became clear that two-county areas could not provide personnel in all five initiatives and that consolidation was necessary. For example, the Johnson-Sheridan Area had nobody to work in Community Development.

The following is a list of current Northeast Area Extension Educators, the Initiatives they focus on and their contact information:

Area Educator	Initiative/Program Specialty Office	Location	Phone/email
Bill Taylor	Community Development Education	Newcastle	746-3531—weston@uwyo.edu
Blaine Horn	Range and Natural Resource Ed.	Buffalo	684-7522—bhorn@uwyo.edu
Gene Gade	Range and Natural Resource Ed.	Sundance	283-1192—agade@uwyo.edu
Kentz Willis	Nutrition and Food Safety Ed.	Sheridan	674-2988—kwillis3@uwyo.edu
Rachel Novakovich	4-H/Youth Development Ed.	Buffalo	684-7522-rnovakov@uwyo.edu
Scott Hininger	Profitable & Sustainable Ag. Systems	Sheridan	674-2980 shininger@sheridancounty.com
Vicki Hayman	Nutrition and Food Safety Ed.	Newcastle	746-3531-vhayman@uwyo.edu

Goodbye to Lindsay Taylor

Lindsay Taylor, who has served as an Area Educator in Profitable and Sustainable Agriculture in the Gillette office for several years, recently resigned to take another position. We’ll miss her. We also thank her for her good work and wish her well in her new endeavors!



How Age of Cows Affects Grazing Distribution

By Gene Gade

University Extension Educator—NE Area
Range and Natural Resource Management

Achieving favorable distribution of grazing is a central problem in range management. The age of animals is one of many factors are known to influence distribution.

Recent research on forested rangelands similar to those of the Black Hills and Big Horn Mountains studied how a cow's age is likely to affect its grazing pattern. The research, conducted on the USDA/FS Starkey Experimental Forest in northeast Oregon, divided cows into four age classes (2&3 yrs., 4&5 yr., 6&7 yr. and >8 year-olds) which were tracked telemetrically during the peak foraging periods over a ten-year period.

Not surprisingly, all age classes preferred areas with gentler slopes, westerly aspects and greater forage production. Younger cows were more willing to graze steeper slopes than older cows.

A Few Moderate Surprises

There were a few unexpected results. For example, the "common wisdom" is that cows, especially older ones, tend to spend a lot of time "loafing" close to water. Some writers have also speculated that younger cows would be more vigorous and adventurous in finding and exploring forage sources farther from water in more challenging terrain, thus utilizing back corners of pastures more effectively.

However, in this experiment, all age classes of the experimental cows tended to graze farther from water than did "control" animals. This study confirmed the findings of some other research indicating that cows do most of their grazing early or late in the day...specifically five hours in the morning, starting 1 hour before sunrise and five hours in late afternoon, extending 1 hour after sunset. They may, in fact, move closer to water and/or rest in midday (when and where humans often observe them). However, most of their active grazing was farther from water, and older cows actually traveled slightly farther from water to graze than did younger cows in this study. The general pattern

held whether the water source was a man-made development or a perennial stream.

Researchers also documented that older cows tended to graze at higher elevations than younger cows. The scientists explained this by noting that grass at higher elevations was less senescent (dried and cured) than lower elevation forages and thus probably higher in nutrition and palatability.

Experience May Trump Youth

In general, this research indicated that older cows were more efficient harvesters of diverse forested pastures than were younger cows because of the cumulative benefits of several fairly subtle behavioral traits. For example, older cows preferred more open (less timbered) areas than younger cows. There's more forage in open meadows than under a tree canopy. Older cows also used trails and roads more efficiently to access higher elevation forage across steep and broken terrain, while young cows spent more time in less productive exploring along fence lines.



Management Implications

The cows in this study were all familiar with the experimental pasture because some had grazed there with their mothers even as calves. Once tagged for the experiment, cows remained in the study as they passed through various age classes. Even so, cows apparently continued to learn and become more efficient grazers and seemingly less of a problem in riparian areas as they got older.

The authors concluded that, "*older cattle with greater experience may be better suited for use in*



pastures where riparian area stubble height is a trigger for pasture movement due to their tendencies to graze areas of higher elevation farther from water with lower levels of forage production. Younger cattle may graze critical pastures during cooler times of the year or in separate pastures. Herding or other management strategies can be used with younger cows to ensure riparian standards are met and to help them learn to move away from water.”

Source

Kenric Walburger *et al.* 2009. Influence of cow age on grazing distribution in a mixed-conifer forest. *Rangeland Ecology and Management* 63(3): ppgs. 290-296.

Grazing as Ecosystem Engineering

Livestock grazing and cultivated agriculture are often cited as contributors to the decline of certain wildlife species, including some types of bird. However, grazing can also be a tool to purposely modify habitat to benefit other rangeland species.

When the goal is maximum livestock production, grazing management usually strives for uniform use of vegetation. However, if the goal is to create or sustain diverse habitat for a variety of wildlife species, uniformity may not be desirable.

There are almost always species that benefit and others that suffer with any change in an ecosystem. For example, a recently published study documented how different grazing intensities influence grassland birds on the Great Plains.

Large grazers (bison or cattle) interacted with other factors such as fire, drought and prairie dogs to create a variety of plant communities and different vegetation structures on the Plains. This mosaic also provided habitat for over 30 grassland bird species. Some birds, such as Mountain Plovers and Long-billed Curlews thrive on flat, heavily grazed sites, cultivated fields and prairie dog towns. (See chart)

Lesser Prairie chickens and upland sandpipers, by contrast, rely on concealment in taller grass and shrubs. Lark Buntings prefer mixed grass of moderate height, and so on.

Managers can use livestock grazing to create a variety of habitats by use of some of the same techniques they’ve often used to accomplish more uniform grazing distribution, but in a different way for different goals...ex. modifying grazing intensity, placement of water, salt and supplements, patch burning, etc.

Source

Justin Derner, *et al.* 2009. Livestock as ecosystem engineers for grassland bird habitat in the western great plains of north america. *Rangeland Ecology and Management*. 62: 111-118.

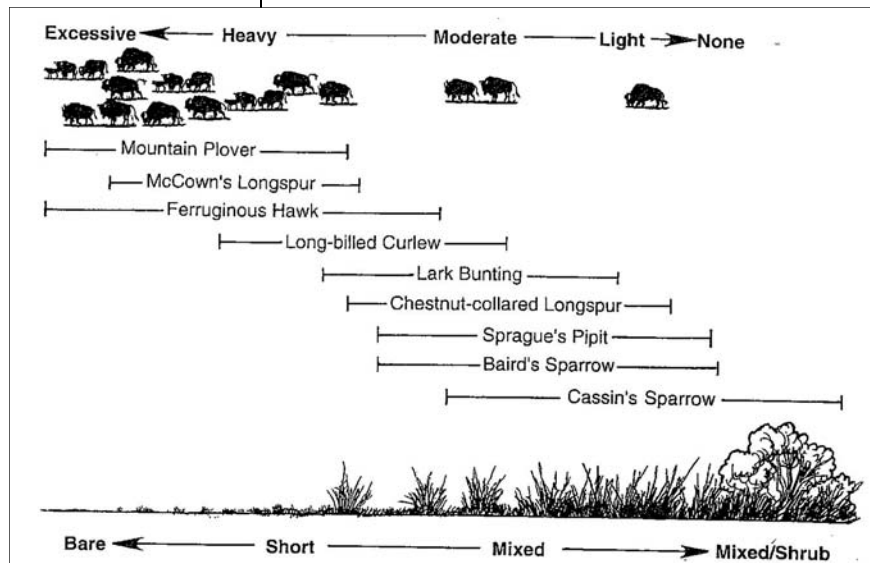


Figure 1. Responses of grassland birds in shortgrass steppe to a vegetation structure gradient (modified from Knopf 1996).

STAY HEALTHY THIS WINTER

Vicki Hayman, UW Nutrition and Food Safety Educator, Weston County

Winter, in addition to being the holiday season, is also the season of colds and flu. There are some key strategies you can use to minimize your chances of getting sick.

Drink Fluids



It is just as important to continue to drink fluids in cold weather, as it is in hot. Fluids are important to flush out your system. Drink at least 6 to 8 cups of liquid a day. This could include water, fruit and vegetable juices,

milk, coffee and tea..

Make Healthy Food Choices

We tend to eat more during the winter which can lead to unwanted weight gain. Be sure to include 2 cups of fruit and 2 ½ cups of vegetables every day. Fruits and vegetables are very good sources of vitamins and minerals that will help maintain good health. Also, be sure to include whole grains for the fiber, vitamins and minerals. Three cups of low-fat milk, yogurt or cheese can ensure good bone health.



Stay Active

When it is cold and snowy outside, we are not likely to spend much time outdoors. There are plenty of activities to stay active even when it is cold. Check out a community recreation center for exercise

classes, swimming or water aerobics. Go to a school or building for indoor walking opportunities.



Look for a friend to exercise with, it is more fun and you are more likely to stick with it.

Hand Washing

Wash your hands often! It is one of the most important things you can do to prevent the flu. It helps you prevent catching or spreading germs. If

you drink plenty of fluids, eat healthfully, stay active and wash your hands often you will have a better chance of staying healthy this winter.



PROPER WAY TO SNEEZE

With all the publicity about the flu and the H1N1 Virus, also known as "swine flu," did you know there is a certain way you are supposed to sneeze and cough? Your kids might know more about it than you do! The H1N1, once airborne, can latch on and infect people as far as three feet away. In addition, the seasonal flu can be propelled by a sneeze double that length, sickening those as far as six feet away. The common cold virus outpaces them both, surviving a whopping 12 feet between a sneeze's starting and finishing points.

This is how to properly cough and/or sneeze help prevent the spread of airborne diseases.

1. Coughing or sneezing into your hands, is NOT the right thing to do, contrary to what we have been socialized to believe. Slightly turn away from people you are around and crook your elbow over your nose and mouth whenever you feel the urge to cough or sneeze. Cough or sneeze into fabric such as your sleeve as recommended by Centers for Disease Control and Prevention (CDC). Many of the microorganisms do not fare well on fabric and die.



2. Better yet, cover your nose and mouth with a tissue when you cough or sneeze, and immediately throw away the tissue afterward. By completely covering the mouth with a tissue, those germs aren't escaping, and droplets and mucus haven't found a temporary home on your sleeve. Nevertheless, even the best sneezers will sometimes have a few germs find their way onto the hands. That is why the next step is getting those hands clean quickly.

3. Politely excuse yourself and take the opportunity to go wash your hands in the nearest restroom or apply sanitizing hand gel. Just a basic FYI: the evidenced-based research says that nothing beats soap and water for washing your hands-- however, sanitizing gels have their place when access to a restroom is limited.

TIME MATTERS TO KEEP FOOD SAFE

When it comes to food safety, time matters. The reason has a lot to do with how the microorganisms that cause food-borne illness move and grow. Look at the 5-second rule and the 2-hour rule.



Have you seen this? Someone drops a piece of food on the floor. They pick it up, and say, "5-second rule!" as they brush it off and eat it.

Now consider a similar situation to see how long it takes to make food dirty. Say I have a piece of banana and I drop it on a saw-dust-covered floor ... One-Mississippi, two-Mississippi ... Or I drop a cracker in a mud puddle ... Three-Mississippi, four-Mississippi ... I'm still within the "5-second rule" but is my food already contaminated? Sure it is. Just as quickly, germs we cannot see transfer from a dirty surface to food.

How about the 2-hour rule that says not to leave perishable food out at temperatures between 40 and 135°F for more than two hours? What makes two hours so special? It is because microorganisms that can make us sick grow and multiply quickly.



Look at this example. We have a Thanksgiving turkey, a Christmas roast and a Super Bowl pizza. Pretend that the food has just two small, disease-causing microorganisms on it. Chances are pretty good that most people's immune systems can handle that and not get sick.

Now we have the food is left out at room temperature, say 68°F, for a half hour. Those two will have multiplied into eight microorganisms. In an hour, there will be 32. After an hour and a half, they have grown to 128 strong. In just two hours, the two, barely noticeable microorganisms we started with would have exploded into a whopping 512 microorganisms living on that left-out food.



Could these make a person sick? It would be much more difficult for a person's immune system to fight these and avoid disease. Moreover, this is assuming just two to begin with.

So ditch the 5-second rule and follow the 2-hour rule to avoid food-borne illness this holiday season and throughout the year!

(Source: Janet Hackert, Regional Nutrition and Health Education Specialist, Northwest Region, University of Missouri Extension)



FIGHT BACK!

2009 Range Beef Cow Symposium



Range Beef Cow Symposium Organizers:

Held every other year, the Range Beef Cow Symposium is organized and sponsored by the following Universities:

University of Wyoming

Dr. Steve Paisley
Dept. of An. Sc. - SAREC
7755 State Hwy 125
Lingle, WY 82223

Dr. Scott Lake
Dept. of An. Sc. - Laramie
6000 E. University Ave.
Laramie, WY 82021



University of Nebraska

Dr. Karla Jenkins
Dept. of An. Sc. - IANR
4500 Avenue L
Scottsbluff, NE 69304
Office (308) 633-4145
kjjenkins@unl.edu

Tom Holman
Scottsbluff Meat Co.
4501 Avenue L
Scottsbluff, NE 69304
Office (308) 633-4140
tholman@scottsbmeat.com



South Dakota State University

Dr. Ken Olson
Dept. of An. Sc.
West River Ag Center
1905 Plaza Blvd
Rapid City, SD 57701
Office (605) 338-5136
ken@wrc.ag.sdsu.edu

Dr. Julie Walker
Dept. of An. Sc.
West River Ag Center
1905 Plaza Blvd
Rapid City, SD 57701
Office (605) 338-5140
julie.walker@sdsu.edu



Colorado State University

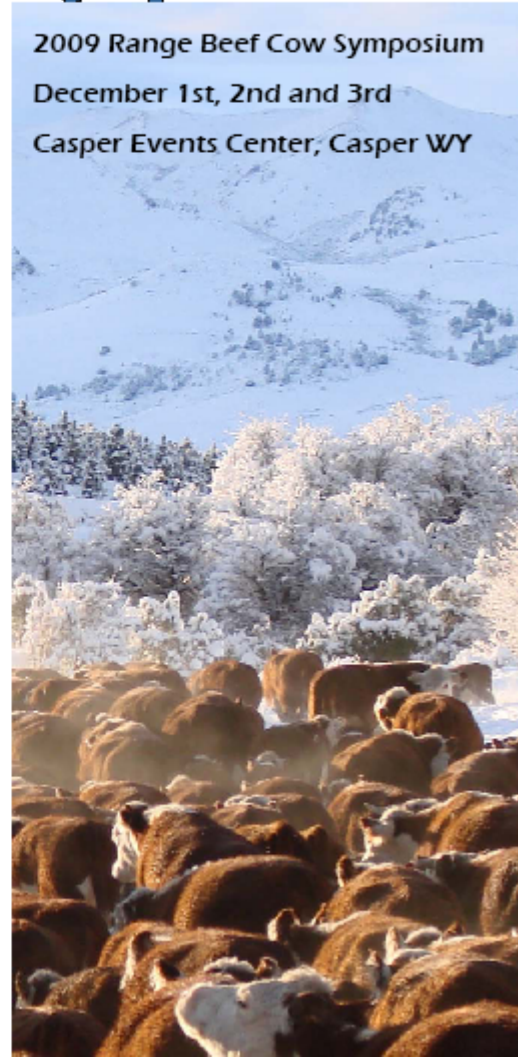
Dr. Jack Whittier
Department of Animal Science
Fort Collins, CO 80513
Office (970) 491-6333
Jack.Whittier@colostate.edu



James C. Hageman SAREC
2753 State Hwy 157
Lingle, WY 82223

Range Beef Cow Symposium XXI

2009 Range Beef Cow Symposium
December 1st, 2nd and 3rd
Casper Events Center, Casper WY



2009 Range Beef Cow Symposium

7:15	8:45	Registration - Tuesday, December 1st	
Session One: Industry Issues			
8:45	9:00	Welcome and Intro	Doug Hixon UW AnSci Dept.
9:00	9:30	Federal Policy Impacts on Beef Producers	Congresswoman Cynthia Lummis
9:30	10:00	WY Issues Update, CWD and Brucellosis	Dr. Frank Galey Dean, Ag College
10:00	10:30	Trade considerations for the industry	Jim Robb, LMIC
10:30	11:00	BREAK - Visit Trade Show Booths	

Session One: Industry Issues Continued...			
11:00	11:30	Advocacy for Agriculture	Troy and Stacy Hadrick, SD
11:30	12:00	Animal welfare and public perception	Bernie Rollin, CSU
12:00	1:30	LUNCH, Casper Events Center, Visit Trade Show Booths	

Session Two: Developing and Managing Beef Females			
1:30	2:00	Range-Based Heifer Development	Rick Funston, UNL
2:00	2:30	Custom heifer development strategies	Patsy Houghton, Heartland Cattle
2:30	3:00	Post A.I. Nutrition	George Perry, SDSU
3:00	3:30	Profitable Cow and Heifer Preg. Rates	Jack Whittier, CSU
3:30	4:00	BREAK - Visit Trade Show Booths	

Session Three: Selecting the "right" genetics with the future in mind			
4:00	4:30	Opportunities for Selection: Level 2	Ronnie Green, Pfizer
4:30	5:00	Genetic Abnormalities	Jon Beever, University of Illinois
5:00	5:15	Integrating Information into selection	Connee Quinn, Chadron NE
5:15	5:30	Integrating Information into selection	Loren Berger, Stapleton, NE
5:30	7:00	End of Presentations, Day 1	
7:00	9:00	Attend bullpen sessions At Best Western Ramkota Hotel	

7:15	8:00	Registration - Wednesday, December 2nd	
Session Four: Outlook for Beef Demand			
8:00	8:30	Factors affecting consumer demand	James Mintert, Purdue
8:30	9:00	"Meating" Global Beef Demand	Clint Peck, Montana BQA
9:00	9:30	New Beef Products Research	Chris Calkins, UNL
9:30	10:00	BREAK - Visit Trade Show Booths	
Session Five: Enhancing Selection Decisions			
10:00	10:30	Using Info to make informed decisions	Matt Spangler, UNL
10:30	11:00	Selecting for Efficiency	Nick Hammett - Circle A Angus, MO
11:00	11:30	Limitations and Challenges with RFI	Dorian Garrick, Iowa State
11:30	12:00	Genetics of Disease Resistance	Mark Enns, CSU
12:00	1:30	LUNCH, Casper Events Center, Visit Trade Show Booths	

University of Wyoming Contact Information:

Kelley Greenwald, UW - SAREC
Office: (307) 837-2000
Email: kgreenwa@uwyo.edu

Dr. Steve Paisley, Ext. Beef Spec.
Mobile: (307) 760-1561
Email: spaisley@uwyo.edu

Session Six: Range Management and Monitoring			
1:30	2:00	Managing Downey Brome	Lance Vermiere, Ft. Keogh USDA-ARS
2:00	2:30	Stocking rates and grazing systems	Justin Derner, Cheyenne USDA-ARS
2:30	3:00	Implementing range monitoring	Roger Gates, SDSU
3:00	3:30	BREAK - Visit Trade Show Booths	

Session Seven: Adding Value to the Calf Crop			
3:30	4:00	Impacts of calf management on quality grade	Scott Lake, UW
4:00	4:30	Managing respiratory diseases in the herd	Don Montgomery, UW
4:30	5:00	"Making Tough Decisions" for the ranch	Jim Lerwick, WY Producer
5:00	5:30	Establishing priorities and sticking to them	Douglas Olsen, NE Producer
5:30	7:00	End of Presentations, Day 2	
7:00	9:00	Attend bullpen sessions At Best Western Ramkota Hotel	

7:15	8:00	Registration - Thursday, December 3rd	
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Session Eight: Management and Nutrition			
8:00	8:30	Digestive physiology for the rancher	Ivan Rush, UNL
8:30	9:00	Bull Management and Nutrition	Julie Walker, SDSU
9:00	9:15	2 Best and 2 Worst Decisions	Dave True, WY Producer
9:15	9:30		CO Producer, TBA
9:30	9:45		Kory Bierle, SD Producer
9:45	10:00		John Maddox, NE Producer
10:00	10:30	BREAK - Visit Trade Show Booths	

Session Nine: Economic Outlook			
10:30	11:00	Managing high input costs	Gary Teague, CO
11:00	11:30	Econ. Analysis of production Systems	Dillon Feuz, Utah State
11:30	12:00	Cattle Outlook	Brett Stuart, Cattle-FAX
12:00	End of Presentations, Day 3		

2009 RBCS Lodging

- *Best Western Ramkota: Symposium Headquarters & Bullpen Sessions
800 N. Poplar, (307) 266-6000 Guaranteed RBCS Rate: \$74/night
- *Ramada Plaza Riverside: 300 West F. Street, (307) 235-2531
Guaranteed RBCS Rate: \$76/night
- *Parkway Plaza Hotel and Convention Centre: 123 West E St., (307) 235-1777
Guaranteed RBCS Rate: \$70/night
- *La Quinta Inn: 400 West F Street, (307) 265-1200
Guaranteed RBCS Rate: \$89/night
- *Days Inn Hotel: 301 East E Street, (307) 234-1159
Guaranteed RBCS Rate: \$59/night
- Super 8 Hotel, East: 269 Miracle Drive, (307) 266-0497
Guaranteed RBCS Rate: \$79/night
- Shilo Inn Hotel: 739 Luker Ln., (307) 237-1335
Guaranteed RBCS Rate: \$64.95/night

*Closest to Events Center

2009 Range Beef Cow Symposium, Casper Events Center, Casper WY. December 1st, 2nd and 3rd

Item	Before Nov. 20 th	After Nov. 20 th	No.	Total	Name(s)	City, State
Full Registration (includes proceedings and lunch Tues and Wed.)	\$85.00	\$120.00	X	\$		
Spouse or addl. Employee registration (includes lunches)	\$60.00	\$90.00	X	\$		
Single Day Registration, Tuesday (lunch and proceedings)	\$45.00	\$75.00	X	\$		
Single Day Registration, Wednesday (lunch and proceedings)	\$45.00	\$75.00	X	\$		
Single Day Registration, Thursday (proceedings)	\$35.00	\$65.00	X	\$		
Student registration (proceedings and Tues/Wed lunches)	\$50.00	\$50.00	X	\$		
Additional copies of proceedings	\$25.00	\$25.00	X	\$		
			Total:	\$		

To receive a refund, cancellations must be received by November 20th.
If event is cancelled due to weather, \$50 of paid fee will be refunded along with a copy of proceedings.

For additional information, contact:
Steve Paisley
Kelly Greenwald
Office: (307) 837-2000
kgreenwa@uwyo.edu

To be added to the mailing list, please provide:
Address: _____
Mobile: (307) 760-1561
spaisley@uwyo.edu

Please make checks payable to:
Range Beef Cow Symposium
2753 State Hwy 157,
Lingle, WY 82223

Cent\$ible Nutrition - Spending Your Dollars Wisely
Trish Peña - UW Cent\$ible Nutrition Program, Weston and Crook Counties



In today's economy, everyone is looking for ways to save money. It's hard to save, especially when you have children. Your money seems to have wings! Here are some saving money tips for you:

✓ Make a budget, and stick to it. You will be amazed at where your money goes! You will know what you have to spend, and you will be able to stop thoughtless spending, and start putting money ahead for emergencies.

✓ Make a list when you shop for groceries, holiday shopping or household needs, and stick to it! It is so easy to overspend while you are shopping. Stores advertising techniques entice you to buy things you don't need. When you buy only what's on your list, you will save money on your shopping trip.

✓ Use coupons. Did you know an average of 85% of consumers use coupons? It takes just a few minutes of your time to cut coupons from your magazines and newspapers or find them online and print them out, and clip them to your list, so as not to forget them when you shop.

✓ Stay at home to eat. The average family spends \$30 at a fast food restaurant for one meal. Depending on how often or where you go out to eat, you can literally save hundreds of dollars a year, and at the same time you could become a healthier person. Home cooked meals are often less fattening you can add one or two vegetables which you will not get at the fast food place.

✓ Take only cash for what you are planning to buy. It's easy to swipe a card and forget about how much money you've spent. When you take cash, your subconscious makes it harder for you to let go of your hard-earned money. Try it. It works! This is one of the best saving money tips there are.

✓ The *Cent\$ible Nutrition Program*, offered through UW, has several classes on stretching the dollar. The classes offer such topics as: **Supermarket Persuasion** – Why do you buy what you buy? Learn some of the advertising tricks used to persuade you to buy and how to avoid them. **30 Minute Meal Planning** – Learn ways to save money, and to make menu planning fun, easy and quick. **Being a Super Shopper** - Learn how to decode labels and compare them to get the best nutrition for the least amount of money, and many more individualized classes. Classes are offered to suit your schedule.



Cent\$ible Nutrition collaborates with the local food banks. We offer recipes for using the commodities that are given and spending food money wisely. Please refer friends and neighbors in need to call.

To find out more about this free program offered to those with limited income who are willing to invest time for a better future, please call Trish at 746-3531 in Weston county and

REVIEWING AN ACTION PLAN

by Bill Taylor, Northeast Area Community Development Educator

When an organization has a strategic plan, a necessary step is reviewing that plan periodically to keep it updated and current. Here are some thoughts from an article by Michael Wilkerson, a Certified Master Facilitator and Managing Director of *Leadership Strategies - The Facilitation Company*.

The purpose of an action plan review session is to review the action plans that were developed for each of your strategic priorities. When you are done, you want to have a decision of each action plan with any revisions identified. Either accept the action plan as is, accept with revisions defined in the session, defer acceptance until additional information is made available or changes are made, or drop the strategy/action plan as no longer a priority.

In the typical action plan review process the writer of the plan presents the plan to people who aren't listening but instead are focused on what they will present when it is their turn, and there are typically few questions. And people consciously or unconsciously become accomplices in an unspoken conspiracy, "If I don't ask anything about their plan, they won't ask anything about mine."

A good review warrants a different approach. In getting the meeting started the facilitator should discuss with the group the session objective and deliverable, the likes and concerns from the pre-reading of the action plans, the key questions, the proposed agenda, and the ground rules.

In the actual action plan review, the steps would



include; action plan presentation, general questions, responses to key questions, actions to be taken, and a decision on the action plan.

The final steps in the session should determine answers to the questions: "What are the immediate next steps? When? By whom?"

The key points in this better approach is discussion of the three

items, "Likes and concerns," "The key questions" and "The response to key questions."

Prior to the session, all participants should receive all the action plans and instructions to review them.

Likes and Concerns

During the "Getting Started" segment, have participants work in teams with directions to record up to 5 things they liked about what they saw in the action plans. Then have them record up to 5 things that concern them about the action plans. This step gets the participants immediately into a working mode and makes it okay to be critical.

The Key Questions

After getting the likes and concerns, ask the teams to identify what are the one, two, or three key questions everyone should have in mind while reviewing the action plans. What questions should be asked to ensure that the plans are solid.

Key questions often group into four basic categories:

1. Does the action plan accomplish the strategy? Is anything missing? Is it realistic?
2. Does the action plan go far enough? Does it go too far?
3. Are the results of the action plan worth the investment? Are future costs included and accounted for? Do we have adequate existing resources?
4. Is the action plan monitorable? Is there clear ownership of the actions and who is responsible?

Response to Key Questions

Following the presentation and general questions, assign each of the teams to take one of the questions and answer if the action plan addressed that question. If not, ask the team to recommend

ways to better address the question. Rotate the question that each team is assigned in a predictable way so that people will know which question is assigned to their team.

This last step of having the teams respond to the key questions encourages people to be listening with a specific view in mind and encourages critical input since their “team” is on the line to give the critique.

So, when reviewing your action plans, determine your “Likes and Concerns” about each plan, determine the “Key Questions” that must be answered by each plan, and finally assign teams to determine how well each plan addresses those key questions.



Wyoming 4-H: Character – That’s What We’re Made Of



Good character is not hereditary or automatic. It’s developed by example and practice. One way or another, young people pick up the values that form their character – it might be through watching T.V., it might be through examples they see at home, it might be a result of watching YOU! Everyone who interacts with youth plays an important role in how youth grow into individuals with good character. Being a role model is not a volunteer position. If you work with young people, you are a role model and only you can decide what kind of role model you will be.

CHARACTER COUNTS! Is a framework built around 6 pillars of character that teaches young people to make sound moral judgments. The 6 pillars are: Trustworthiness, Respect, Responsibility, Fairness, Caring and Citizenship. **CHARACTER COUNTS!** also encourages all adults to become more involved in helping youth develop positive character traits. Use the **TEAM** (Teach, Enforce, Advocate and Model) approach to guide the young people in your life to become a person of good character. Here are some examples of what YOU can do:

Teach children that character counts – that their success and happiness will depend on who they are inside, and not what they have or how they look. Tell them that people of character know the difference between right and wrong because they guide their thoughts and actions by some basic rules of living.

Enforce the importance of rules and policies - Praise good behavior and discourage bad behavior by imposing fair, consistent consequences that prove you are serious about character.

Show courage and firmness by enforcing the core values when it is difficult or costly to do so.

Advocate for character - Don’t be neutral about the importance of character or casual about improper conduct.

Model good character - Hold yourself to the highest standards but recognize everyone makes mistakes. The important part is how you behave when you slip – be accountable, apologize sincerely and resolve to do better.



The 4-H program has a wonderful history of helping youth develop characteristics that are described in the 6 pillars of **CHARACTER COUNTS!** We hope that this intentional focus on developing character will enhance the experience youth and adults have in our 4-H program.

I pledge my head to clearer thinking

- Be open minded
- Do what is right even if no one else is doing it
- Pursue excellence in everything
- Take responsibility for my own actions

My heart to greater loyalty

- Be a person of high integrity
- Tell the truth at all times and in all places
- Be the kind of friend I would like to have

My hands to larger service

- Volunteer in the community
- Protect my neighbor, the environment and our natural resources
- Promote good citizenship

My health to better living

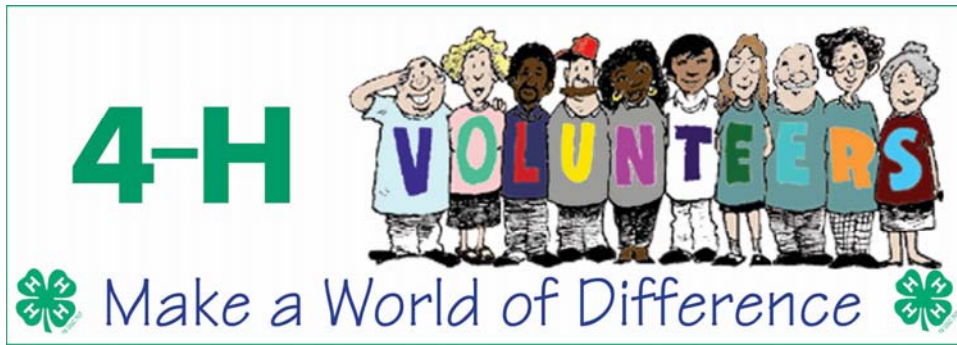
- Show concern to others
- Be kind, considerate and compassionate
- Treat people fairly
- Respect myself and those in authority

For my club, my community, my country and my world**

I will use my abilities to “Make the Best Better” for everyone

4-H - NOT JUST FOR KIDS!

Crystal Olson, UW 4-H/Youth Educator, Weston County



ence. Conferences such as these are a great opportunity for volunteers to get a bigger perspective on the impact they are having on youth. It's also a place where volunteers gain confidence in their work

The 4-H program is a youth development program, one of the longest running and with the highest membership, youth organizations in the nation and world. The 4-H program has helped millions of youth gain life skills and become more productive citizens, this could not have been accomplished without the countless hours of volunteer work. 4-H members have a lifeline to achievement and purpose because of adult volunteers who help them make their best even better. These adults all have one thing in common, they are passionate about what 4-H can do to help our youth.

While many volunteers seek only the personal satisfaction of knowing they helped a youth succeed, they often gain much more! Volunteers often enroll, without prior knowledge in project areas, but learn along with the youth. Volunteers gain knowledge and skills in communication and leadership, often stepping out of their comfort zones to lead a club or 4-H event. They meet many new friends with the same passion for youth. This can come on the county, state or national level at such events as State Leaders Confer-

with youth, as they can receive training in a wide variety of areas.

The necessity to "train the trainer," is often overlooked. Volunteers are more successful and better equipped to do their jobs when they have some background in the subject matter, the 4-H program, insurance coverage, and much more!

4-H volunteers are some of the most giving people, they give of their time, money, knowledge and energy! Often the rewards are small, if any. Even though volunteers may never get a return on their monetary donations, but many consider themselves quit rich from volunteering. The richness comes from watching a youth succeed and grow into a successful young adult. It comes from giving back to their communities and gaining so many friendships. If considering this as richness, 4-H volunteers are some of the richest people in the world!

To learn more about becoming a 4-H volunteer or attending the 2010 4-H State Leaders Conference, call your local Extension Office.

Leaders Building Gold Medal Programs in Wyoming

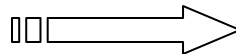
Mark your calendars for January 15-17th for the 2010 State 4-H Leaders' Conference in Buffalo. This conference is a great opportunity for leaders around the state to gather to share ideas and develop skills through hands-on workshops and meetings.

State Leaders Conference will help give participants tools to take back to their counties

and build gold medal programs that have a positive impact on youth and build life skills for youth and leaders. The weekend will include a local scavenger hunt, round table discussions, workshops, keynote speakers, networking, and an awards banquet. Come join other leaders for this great learning opportunity! You don't want to miss this event!

UNIVERSITY OF WYOMING

Crook County Extension
P.O. Box 368
Sundance, WY 82729



Northeast Extension Connection

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University of Wyoming Cooperative Extension Services***

***Campbell County—307-682-7281; agriculture—vacant; Lori Jones-Cent\$ible Nutrition
Jessica Gladson—4-H/Youth Development; Lori Bates-Horticulture***

Crook County-307-283-1192; Gene Gade-Range/Nat.Resouces; Peggy Symonds & Janet Lake-4-H/Youth

Johnson County—307-684-7522; Blaine Horn—Range/Nat.Resources; Rachel Vardiman-4-H/Youth

***Sheridan County-307-674-2980; Scott Hininger-Sustainable Agriculture; Kentz Willis-Nutrition/Food Safety;
Allison Flynn-4-H/Youth; Sandra Koltiska-Cent\$ible Nutrition***

***Weston County-307-746-3531; Bill Taylor-Community Development; Vicki Hayman-Nutrition/Food Safety;
Crystal Olson-4-H/Youth; Trish Pena-Centi\$ible Nutrition (Weston and Crook)***

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