



HORIZONS

Educating You Today For Your Success Tomorrow!



Southeast Wyoming Extension Quarterly Newsletter

December 2016 - March 2017
Volume 2, Issue 1



UNIVERSITY
OF WYOMING
EXTENSION

INSIDE THIS ISSUE:

- Local Information
- Horticulture
- Food & Nutrition
- Cent\$ible Nutrition
 - 4-H
- Community Development
- Agriculture
- Workshops & Training Opportunities
- Resources

Happy Holidays!



Wishing you a great holiday season with peace and happiness following you throughout the coming new year. Our profound gratitude for your trust in our services.

University of Wyoming Extension Staff

OFFICE CLOSURES:

Our office will be closed for business December 14, 2016 through January 2, 2017, as we are relocating to the Laramie County Community College campus.

We will reopen at our new location on January 3rd!

UW Extension - Laramie County
1400 E. College Drive
Pathfinder Building, Room 406D
Cheyenne, WY 82007
307-633-4383
laramie@wyoextension.org

4th Floor: UW Extension, Outreach and TRIO



↑ Please update your contact lists!

Check Out Our New Office!

They are still working on the finishing touches for our building, but this gives you an idea of the AMAZING facility we will have!



4-H Carnival Ticket Check-Out

The Extension office will be open for business on Tuesday, January 3, 2017 at our new location, 1400 E. College Drive, Pathfinder Bldg., 406D.

Club leaders are encouraged to come and check out 4-H Carnival tickets to distribute to their members for pre-sales.

All tickets and money need to be turned into the Extension office on Monday, March 13, 2017 by 5pm for clubs to receive pre-sales credit.

FOOD For Sale!

PRIZES!

Game Tickets 25¢ Each!

Basket Raffle Tickets \$1.00 Each!

4-H Carnival

Come One, Come All!

**SATURDAY
MARCH 18, 2017
12pm - 5pm
LCCC
Recreation & Activities Center**

There will be games, food, entertainment and gift basket raffles. All proceeds go to support the Laramie County 4-H program.

For More Information Call:
307-633-4383

WIN ME!

Proceeds benefit the Laramie County Shooting Sports Program Midway Foundation Endowment.

THREE RAFFLES TO CHOOSE FROM:

<p>Winchester Sx3 12 GA Shotgun \$10 EACH Or 3 for \$20</p>	<p>Winchester Sx3 12 GA Shotgun Tickets are \$10 each or 3 for \$20 Drawing to be held at 4-H Carnival on March 18, 2017 at LCCC Recreation and Activities Center. * Need not be present to win!</p>
<p>ZEISS 10x42 BINOCULARS \$5 EACH Or 5 for \$20</p>	<p>Zeiss 10x42 Binoculars Tickets are \$5 each or 5 for \$20 Drawing to be held at 4-H Carnival on March 18, 2017 at LCCC Recreation and Activities Center. * Need not be present to win!</p>
<p>ZEISS 10x42 BINOCULARS \$5 EACH Or 5 for \$20</p>	<p>Zeiss 10x42 Binoculars Tickets are \$5 each or 5 for \$20 Drawing to be held at the Laramie County Archer Shooting Sports Range on January 14, 2017. * Need not be present to win!</p>

Contact your 4-H Shooting Sports Leaders to purchase tickets or contact the Laramie County Extension Office at 307-633-4383

Our office will be closed for the Martin Luther King Jr. Holiday Monday, January 16, 2017

"Our lives begin to end the day we become silent about things that matter."

Martin Luther King Jr.
Jan 15, 1929 - April 4, 1968

Weather Induced Stress on Trees

Most trees at some point in their lives will experience stress. Stress for trees and shrubs can be a period of short seasonal or long term drought, construction activity that cuts or compacts their roots, soil compaction, heavy clay soil or an extreme weather event. A tree's stress response typically; is to produce a prolific amount of seeds or pinecones, this is to ensure their species survival and usually under less than nourishing conditions. Stress in trees takes time to show up! It can be a year or more before you see signs like excessive seed or pinecone production. Short term seasonal tree stress can show up the same year as yellow leaves or brown needles toward the trunk of the tree. This usually indicates the tree is dry and has been dry for some time. A stressed tree can easily be helped by a long deep watering. Lawn sprinkler systems do not deliver enough water to meet a tree's needs. A rule-of-thumb for watering is: for every inch of trunk diameter the tree needs 10 gallons of water. You start by measuring 12 inches up from the ground, then measure the diameter of the trunk, for example: a 4 inch diameter tree needs 40 gallons of water. It may not need that

much all at once, it all depends on the weather. If it's hot, dry and windy then yes to all 40 gallons, and depending on the duration of that weather the tree may need to be watered once or twice a week. Under normal summer weather, once every 7 to 10 days, the tree will need a deep long drink of water. Don't forget to water your trees during the winter as tree roots never go dormant and in the spring when they start to grow.

One practice is to avoid fertilizing a stressed tree. This only asks the tree to grow when it doesn't have the resources to do so, and further stress the tree. The advice is simple: just water your trees and they should do well for you.



**WATER
YOUR
T
TREES**

Article By:
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4-H: Where All Are Welcome!

November 2016

Have you ever had a conversation with someone and found a connection with them instantly? This is often the case for people when they talk about the 4-H program. 4-H seems to be an organization that connects people from all over the nation and even the world. Just a couple of months ago, I was on a flight out Denver, and I happened to be wearing a Wyoming 4-H Conference shirt. One of the ladies on the flight wanted to know if I had been a member of 4-H. When I had told her yes, and that I am currently a 4-H Educator, she was thrilled to talk about her experiences of her 4-H member days. How can one organization connect so many lives? This is where the art of inclusion comes in. Not only do youth work together in project areas, but they also are able to be part of community clubs. Youth and adult members often find that infamous “4-H family,” when joining a community club, and often create many memories for youth.

According to the Merriam-Webster online dictionary (www.merriam-webster.com), the definition of inclusion is the act of including, or the state of being included. Inclusion is important for 4-H'ers within the program, because all youth need to have a feeling of acceptance into a program. 4-H does an exceptional job with this, but, as with anything, it continuously needs to

be worked towards and improved. The important thing to remember when thinking about inclusion is that it is an attitude. Most people do not feel included until we contribute to the activity, lesson, or thing being taught. It is important that we allow people to contribute within the 4-H experience.

There are several ways to incorporate inclusion into your 4-H programming efforts. One of the most simplistic, yet effective, ways I have seen is simply standing at the door as members enter your meeting or program and giving each of them a high-five and welcoming them to the meeting. Be sure to call each member by name, as this lets them know that you know who they are and that you are excited they are attending your meetings and activities.

With inclusion, it is important to get to know your audience. Hold various ice breakers; this way everyone gets to know everyone else. Be sure to get all members active in these ice breakers, yourself and any guests included. Stress that this is a safe zone, and that all youth are welcome to participate and share their thoughts, ideas, and feelings during the entire event. The idea behind inclusion is that all have the opportunity to participate, but youth and adults alike must feel safe to fully participate in any activities.

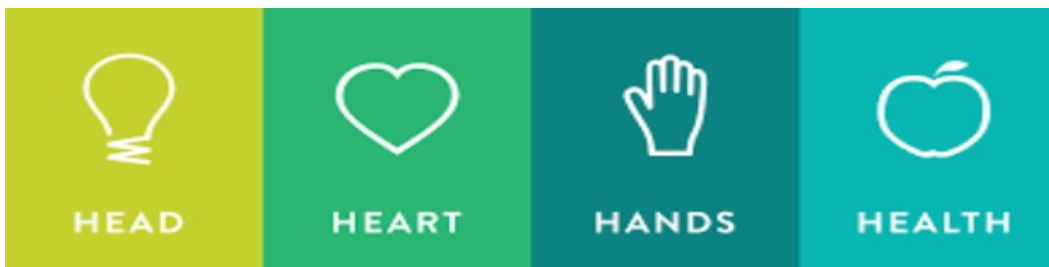
When thinking about inclusion, are you thinking about the types of rooms you meet in? Perhaps a room with the desks lined up in rows is not



the most conducive to youth interacting or feeling included in activities. However, if you were to align those desks in a circle, so that everyone can see each other and participate (the leader/teacher included), that would help the youth feel more included. Another option could be to have a round table that would fit everyone around it. These simple changes in how a room is set up, can mean a world of difference for the youth who may be quiet or shy and sit in the back of the room otherwise.

Another important detail to making 4-H activities or programs inclusive is remembering that not all learners learn the same exact way. Learners usually are either visual, kinesthetic, or auditory learners (by vision, hands-on, or hearing). There are ways to vary instructions, information, and presentations so that all learners have the opportunity to be successful in learning the information. Often, 4-H is thought of as the organization that presents a hands-on learning approach, but we must remember those learners who

Continue...



4-H: Where All Are Welcome! (continued...)

are visual or auditory learners. That is why it is beneficial to have something that learners can read (handouts or a PowerPoint) as well as something that they can hear (talking about the presentation or a video). According to a webinar that I just participated in, *What If It Were Me: The Art of Inclusion*, presented by Gale Gorke of Kids Kan, Inc., 20% of learners are auditory, 20% of learners are kinesthetic, and 60% of learners are visual. Remember, not all learners are going to learn how you learn, so it is important to provide a variety of opportunities for learners to receive the information.

There are a few things that you can do to get started implementing inclusion in your learning setting. First, learn to make respectful accommodations to youth. You can do this by gathering ideas from families, asking for youth's input about their accommodations, have clear expectations and offer support for those youth who do not understand the expectations, be sure to be cognizant of ratios and time, partial participation is alright, and there should be no prerequisite skills. Families and the youth themselves are going to know what will work best for them to be involved. They are great resources when it comes to inclusion, so be sure to use them. Do so in such a way that they feel respected, and want



to help you come up with a solution to be included. Clear expectations should be explained and expected from all youth. If there are any participants with questions, comments, or concerns about the expectations, be sure that you help them understand what they are doing and why they are doing so. While being inclusive, it is important to be aware of the ratios, if you are dividing the participants up. Don't leave anyone out, or make them feeling excluded. Be sure to plan your activities with plenty of time, so that no one feels rushed. If youth do not feel like they want to participate fully in the activity, that is alright. Don't force them to do so. Allow them to have the participation experience that they want to or feel they can have. Also, there should not be any prerequisite skills that youth or adult members must have before being able to complete the activity in which they are participating in.

Another thing that you can do to get started implementing inclusion in your learning setting is to have flexibility, creativity, and advanced planning. By being flexible, you can address situations of inclusion as they arise in your programming efforts. Flexibility allows for you to change your programming accordingly if those situations come up. Being creative, however, is a great way to address your educational programming. However, it is nice when talking about inclusion as well, because there may be moments where it is necessary to think outside of the box. There may be some tricky situations where you will have to allow and come up with ideas on how all youth will be able to participate in your activity. Being creative, while also being sure to include the youth and their parents in the solution, can help alleviate those tricky situations. Advanced planning is always going to benefit your

programming efforts, no matter what the subject, the obstacles, or the location. Planning ahead will save you in the long run. This is true about inclusion too. Do not wait until the last minute to figure out how everyone is going to be included. Plan ahead, and make sure to involve others in your ideas. This will help create that inclusive environment with which you are able to have all members participate.

The last thing that you can do to get design individual supports. Each unique participant in your programming is going to need something different. Be sure to embrace what is good for all, while allowing individual supports to allow for individual success. Again, each individual person learns differently, and therefore this should affect how we differentiate our instruction to fit those individual needs.

Inclusion is what 4-H does well, and that is how members and leaders connect with others who have been part of the organization. They connect because they have something in common. Something that has created that "4-H family" connection. That something is 4-H, and it is where they felt included, like they could contribute, and all while shaping their life-skills and education. Remember, including members and allowing them to contribute will cause the 4-H organization to continuously grow.

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4-H GROWS HERE!



Ag Legacy Newsletter – Dec. 2016

© November 19, 2016 | Ag Legacy Newsletter | management, management transition, mentoring | howlett@uwyo.edu



How are you mentoring the next generation?
Mentoring is a relationship in which a more experienced or knowledgeable person guides a less experienced or less knowledgeable person through an activity or event in their life. While the mentor can be older or younger than the mentee, they must have a specific expertise which qualifies them.

This approach is similar to coaching but in coaching the goals and the plan of action are often set by the coach. In a mentoring relationship, the mentee sets the goals and formulates the plan under the guidance of the mentor. For the most part, we don't even consider this more formal method of instruction as necessary in a family business. Often the kids grow up helping and working in the farm or ranch business. It is assumed that they will pick up the skills necessary to help with the daily crop or livestock operations; even learn how to operate the business.

Ag Legacy is a great resource tool for news, learning, materials, modules and external links to help agriculture nurture its legacy.

[For more information click here or go to the link at: http://www.uwagec.org](http://www.uwagec.org)

Interested in 4-H? Check out the National 4-H Website, or your state or county website! 4-H is one of the best youth programs available. 4-H empowers kids and teens by learning and providing them with excellent opportunities to be responsible citizens to their communities.

Check us out!

<http://4-h.org/>



4-H Military Partnerships: Making A Difference For Military Youth

4-H Military Partnerships: Making a Difference for Military Youth

Wyoming is one of about 40 states that utilize military funds to support military youth of Army, Navy, Air Force, Coast Guard, Reserve and National Guard in the United States and at military installations throughout the world. 891 military 4-H clubs around the world support military youth, families and staff as they serve or support those who serve our country. This partnership has four major goals:

- Support 4-H clubs and programming for all military connected youth on installations and in communities.
- Professional development opportunities for military youth programs staff and Extension staff
- Curriculum Development: Develop, implement, and train staff through various curriculum, including 4-H 101, 4-H 201, Tech Discovery and Teen Babysitting Certifications.
- Youth and Family Camps: support and provide camp grants through state 4-H programs.

In Wyoming, Laramie County 4-H supports FE Warren Air Force Base Youth Programs and outreach of the 2500 youth on base. Two 4-H clubs on base, The Patriots and the Handy Helpers, average a total of 90 members. The Handy Helpers is mostly made of Cloverbud age members (5-8 years old) and explores a variety of 4-H projects. The Patriots have monthly club meetings and focus on STEAM, community service and College/Career Preparedness projects. Members of both clubs annually participate in county fair and summer day camps.

The Wyoming 4-H Military Partnership grant also supports outreach to geographically dispersed youth in Wyoming. By partnering with Wyoming National Guard, the roughly 3000 military youth that live throughout the state are supported and provided opportunities to connect with 4-H in their community. Teen resiliency camps, babysitting certifications, Yellow Ribbon events and much more are supported by 4-H.

For more information about 4-H military partnership program, www.4-hmilitarypartnerships.org or contact Brittany Johnson at bjohns92@uwyo.edu or 307-633-4383.



WINTER RECIPES TO TRY...

Orange-Honey Acorn Squash

Ingredients

- 1 small acorn squash
- 2 teaspoons orange juice frozen concentrate
- 1 tablespoon plus 1 teaspoon honey
- Dash of salt
- 2 teaspoons soft-tub margarine
- Dash of nutmeg (optional)

Directions

1. Wash hands in warm, soapy water.
1. Cut squash in half. Remove seeds and place halves in shallow baking pan.
2. Combine orange juice, honey, and salt. Mix well. Put some of the orange-honey mixture in each squash cavity.
3. Add 1 teaspoon of the margarine to each squash half. Sprinkle with nutmeg.
4. Cover pan with aluminum foil to keep steam in and speed cooking.
5. Bake at 400°F for 30 minutes. Remove foil and continue baking 30 minutes more, or until squash is tender.



From the Cent\$ible Nutrition Cookbook, pg. 338.

Healthy Veggie Dip

Ingredients

- 1 12-ounce carton low-fat cottage cheese
- 1 teaspoon Ranch Dressing Mix
- 2 teaspoons milk, as needed
- Raw vegetables: bell peppers, broccoli, carrots, celery, cauliflower, radishes, tomatoes, etc.

Directions

1. Wash hands in warm, soapy water.
2. Combine cottage cheese and ranch dressing mix. Beat or blend until smooth.
3. Chill.
4. Wash, peel, and slice vegetables while dip is chilling.

Makes 6 servings.

Makes 2 servings.



From the Cent\$ible Nutrition Cookbook, pg. 186.

Be a Smart Shopper

This time of year, grocery stores have a lot of extra items in the aisles and on the ends. These items tend to be convenience foods, like candy, pre-packaged snacks, and boxed mixes, that are unneeded. Stores place these items in easy to reach spots to get shoppers to make additional purchases. These purchases may seem small, but they can add up quickly. Don't be drawn in by displays and aisle advertisements. Instead, take a few minutes to make a plan to save money using the following shopping tips:

- Before shopping, make a menu plan for the week.
- Check store circulars for coupons and sales.
- Make a shopping list and stick to the list.
- Know your way around the store and only go to the aisles as needed.
- Compare prices between brands and sizes using the unit price.
- Buy in season.
- Compare canned, frozen, and fresh fruits and vegetables for the best option.
- Cook from scratch rather than using convenience items.
- Don't shop hungry.
- Try to shop alone.



Healthy Choices

Winter is a great time for gatherings, family meals, and celebrations. During the festivities, make healthy choices easy with a little planning and some simple switches.

1. Keep hot foods hot and cold foods cold.
2. Enjoy food from all five food groups.
3. Trim fat from meat before cooking and choose lean proteins sources like turkey, roast beef, beans, and fish.
4. Try applesauce or mashed ripe bananas in place of butter in baked good recipes and cut the amount of sugar in half.
5. Serve water with fruit slices instead of soda, juice, or punch which can be full of calories and sugar.
6. Add physical activity into celebrations by walking after meals or playing games like soccer or tag.
7. Serve a fruit or vegetable tray with dip (like the recipe in this newsletter!) for a snack.
8. Serve baked apples with cinnamon and sugar or build your own fruit parfait for dessert.
9. Cooking at home is a great way to make meals healthy because you control the amount of sugar, salt, and fat.
10. Use herbs and spices in place of salt when cooking.



Source: Cent\$ible Nutrition
Newsletters
October/November 2016
December/January 2017

WINTER RECIPES TO TRY...

FEATURED RECIPE

Beef and Barley Soup

Ingredients:

- 1½ pounds beef round steak, cut into ½-inch cubes
- 1 Tablespoon olive oil
- 3 cans (14.5 ounces each) beef broth
- 3 cups water
- ½ cup barley
- ½ teaspoon salt
- ½ teaspoon pepper
- 1 ½ cups carrots, chopped
- ½ cup celery, chopped
- ½ cup onion, chopped
- 2 teaspoon parsley flakes
- 1 cup frozen peas

Directions:

1. Wash hands with warm, soapy water.
 2. In a Dutch oven or large stock pot, brown beef in oil; drain. Stir in the broth, water, barley, salt, and pepper.
 3. Bring to a boil. Reduce heat; cover and simmer for 1 hour.
 4. Add the vegetables and parsley; cover and simmer for 45 minutes or until meat and vegetables are tender.
 5. Stir in peas; heat through.
- Serves 12.



FAMILY CORNER

Sweet Potato Muffins

Kids can help make these muffins with sweet potato planned-overs from your holiday meals.

Ingredients:

- 1 cup all purpose flour
- 1 cup whole wheat flour
- 1 Tablespoon baking powder
- ½ teaspoon salt
- ¼ teaspoon nutmeg
- ½ teaspoon cinnamon
- 2 eggs or ½ cup egg substitute
- ½ cup brown sugar
- ¼ cup canola oil
- 1 cup sweet potato, cooked and mashed
- 1 teaspoon vanilla

Directions

1. Wash hands in warm, soapy water..
 2. Preheat oven to 400 degrees F.
 3. Spray cooking oil on a standard muffin pan.
 4. Mix eggs, sugar, oil, sweet potato, and vanilla.
 5. Add dry ingredients.
 6. Place batter in muffin pan, filling each cup about ¾ full.
 7. Bake for 15-17 minutes until lightly browned.
- Serves 12.



Cost Cutter: Walk Past the Deli

Do you like the smells of the grocery store deli? A healthy and cheaper option is to make your own deli-type foods and freeze them so they are ready as a quick meal. You can cut costs and add nutrition this way. Prepared meals cooled properly can be kept in the freezer for up to one month. Label and date the prepared food before freezing.

PHYSICAL ACTIVITY

Improving Performance at Work

Taking a physical activity break in the middle of the day can provide many benefits. Being active at work can increase energy, productivity and creativity, and decrease stress.

Ask co-workers to join you in a 15 to 30 minute walk during your break or at lunchtime. If time is not available during your workday, do simple tasks to get exercise. Climb stairs, park further away from the building, walk during a conference call. Small activities can make a big difference in maintaining health

Sitting for long periods of time without moving is not helpful to our brains. Moving wakes our brains up and helps make us more alert, imaginative, attentive and focused. Get moving!

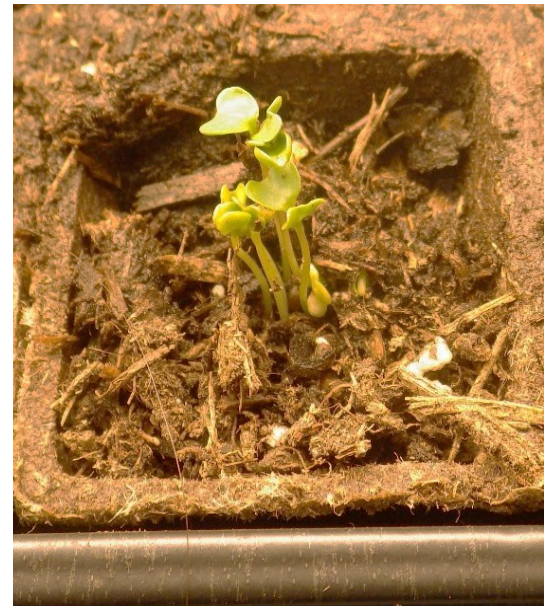
Home-made Grow Lights

Winter can be an integral part of successful growing. It is a wonderful time to plan, research, order new varieties or find obscure favorites for your growing space. Late winter can also be a great time to start seedlings indoors providing a longer growing season and more probability of reaching maturity before an early fall freeze.

Last year, I decided I wanted to try growing seedlings in my office with the aid of a home-made grow light.

I did a little bit of research about using shop lights as grow lights and found that they are full spectrum, which means that they provide the plants with the right kind of light. However because light dissipates, it is important to keep plants in close proximity to the light source.

I purchased PVC at the local hardware store, T12 shop lights and ballast, chain and small hooks, and a timer. I didn't have any experience with a timer, but it was very easy to program. It simply plugs into the outlet and then the ballast cord is plugged into the timer. I set it to provide 18 hours of light a day.



I moved the trays around so that all the seedlings could get ample light. Within a few days, I had several tiny broccoli, beans, and peas popping through the surface. I thinned them accordingly, provided ample water, and the light did the rest.

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Strategies for the Downturn

November 2016

Boy has the world changed in the cattle business over the last 18 months! Is this going to be a crisis or an opportunity for your ranching business? How you respond will determine the answer to that question.

How will you respond? What are the strategies your business is considering? What is your process for evaluating different strategies?

If I were on the board of directors for your ranch, here is the information I'd want to know to make an informed decision:

What does our projected cash flow look like for 2017? With our anticipated revenues, will we be able to meet our obligations?

What are the 5 year historical and, more importantly, **projected** economic returns for each enterprise on the ranch?

What is the mission and vision of the ranch?

What is our competitive advantage?
What are we especially good at? Where do our passions lie?

With the answers to those four questions we could start coming up with possible strategies and vetting these strategies to see which provide the most opportunity for the business. If you can't answer those questions for your business, then you really are at a huge disadvantage to being proactive and creating opportunities out of this downturn. **It** is going to happen to you, rather than you being in a position to act on **it**.



I was sitting in a board meeting a year ago and there was a young man who had bought some yearlings when prices were high and rode those yearlings down all year and now was pretty far upside down on them. He was hanging his head as he described the situation and you could feel the stress in his voice. My friend Wally Olsen was sitting in on this meeting and made what I think is a simple and yet profound statement. "The only thing that matters is what you do next." Wally described how he too had been broke during the 80's but was able to pick himself up and look for the next opportunity.

I think Wally's words of wisdom are important in today's market. The most important steps you can take to manage your business are the ones you are about to take. Maybe those in your business can't answer any of those four questions. If that is the case, then what actions do you need to take so that those questions can be answered and you can start making plans moving forward?

I live a blessed life in that I get to interact and learn from some of the

managers on the planet. Many of these folks are excited about the current cattle market because there are new opportunities popping up that have not been attractive options during the past decade of unprecedented high prices. Putting your head in the sand is the easy option. Any business that chooses not to change is choosing to fail.

So what is your strategy for managing the downturn? The best business leaders will surround themselves with other people, have the difficult conversations, welcome and then challenge all the ideas presented, and then decide on a path that is well communicated. I hope your ranch business can find opportunities in this volatile time.

Article By:
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Why Do We Fight?

As family members, partners, colleagues it is inevitable that we will eventually find ourselves in the middle of a conflict. Although conflict itself is not inherently bad, the effects of poorly managed conflicts can be disastrous for our relationships and our work productivity. In order to avoid unnecessary conflicts and best manage those that occur, it is helpful to understand the elements that must be present for conflict to happen and the main sources of conflict.

For conflict to occur there must be opposing interests between individuals or groups where the parties believe that their interests will not be met if the other party pursues their interests. For example, if two children are fighting over the last cookie, they both know that they can't both have the whole cookie. If they both believe that they have to have the whole cookie then neither of their interests are being met. The conflict over a cookie is not life or death and we recognize that the cookie can be shared, however, there are many other resources that we fight about that are much more importance to us and are not so easily split. Having opposing interests does not necessarily lead to conflict. Those opposing interests must be recognized and the parties must believe that the other side will actively work to prevent them from obtaining their interests.

Conflicts arise for a variety of reasons such as differences in goals, expectations, values, needs, and ideas but can be grouped into three main sources: economic/interest, value, and relationship conflicts.

Economic/interest conflicts are probably the most prevalent conflicts that we deal with day to day. They typically form the basis for children's

squabbles but can also be the underlying reasons for more serious conflicts, even war. Economic/interest conflicts occur as a result of fighting over scarce "stuff." The individuals involved are operating under the assumption that there is a limited supply of what they are needing/wanting and engage in behaviors to ensure that they get what they believe they need. This "stuff" is anything that can be perceived as being limited in supply such as money, time, respect, power, or any other scarce resource. The previous example of the children fighting over the last cookie is a classic example of an economic/interest conflict.

Value conflicts arise when there are perceived or actual incompatible belief systems between individuals or groups. Values are a person's principles or standards of behavior as well as one's judgment of what is important in life. Values explain what is "good" or "bad," "right" or "wrong," "just" or "unjust." Differences in values cause conflict when people attempt to force one set of values on others or lay claim to exclusive value systems that do not allow for divergent beliefs. Even when people share values it is still possible to have value conflicts if the parties prioritize their values differently and their top priority values are incompatible. Value conflicts can be some of the most difficult conflicts to manage and can be some of the most disruptive. Many of the political disagreements we experience in this country and with other countries can be attributed to value conflicts.

Relationship conflicts develop over interpersonal disagreements and differences between individuals or groups. They are characterized by strong negative emotions and can occur because of misperceptions, stereotypes, poor communication, or repetitive negative behaviors. Individual differences in culture, personalities, and attitudes can also result in relationship conflicts. If left unchecked relationship conflicts can spiral out of control and ruin families and friendships. At work relationship conflicts can have a



detrimental effect on both employee performance and morale if not managed effectively.

Understanding the source of your conflict can provide clues into how best to approach managing and potentially resolving the conflict. For economic/interest conflicts it can be helpful to gain a greater understanding of the underlying needs behind the solutions that the parties are fighting over. In many cases there are more mutually acceptable solutions that can only be found by taking time to understand the underlying issues and needs. For value conflicts, first explore and focus on the areas where you do agree in order to build upon your relationship. Then you can confront the value differences directly and explore where you can grow and work to reconcile differences. Relationship conflicts are best resolved by first ensuring that you are not making assumptions about the other party's intentions and then by working on your communication skills to ensure that all parties fully understand each other and are respectful of each other's needs and feelings.

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Enjoy An Evening With Temple Grandin

COME HEAR THIS EXTRAORDINARY WOMAN'S STORY!

Professor, Author, Autism Advocate, Animal Welfare and Behavior Expert.



**March 27, 2017
6:30 PM**

**Fine Arts Auditorium
EWC Torrington Campus**

**Ticket
Pre-Sale Until
12/31/16**



For Tickets Call & Leave A Message
(307) 532-3879
(307) 532-3324 Evenings

Tickets \$25
(Proceeds benefit Goshen County FFA, 4-H and
The Western History Center)
Non-Refundable Donation, General Admission



Photo by Rosalie Winard



*Funded in part by a grant from
Go Goshen Tourism Promotion*



Wyoming Bee College



**Saturday, March 18th &
Sunday, March 19th, 2017**

**Laramie County Community College
Campus 1400 E. College Drive.
Cheyenne, WY 82007**



The Wyoming Bee College is **open to everyone**; beekeeper want-a-bee, experienced beekeeper or people who are concerned about our pollinators and want to learn about conservation and habitat development to help them.

The 2017 conference is bigger with five (5) tracks on day one and four (4) tracks on the second day. We are pleased to bring in beekeeping authors *James E Tew* and *Les Crowder* along with the *Denver Butterfly Pavilion*. Please click registration link to get the full line up of workshops offered!

Mission of the Bee College: To educate beekeepers on best management practices; to educate landowners about pollinator insects as keystone species, their roles in crop production and pest species management; and the importance of pollinator habitat construction and (land) conservation.

FOR MORE INFORMATION AND TO REGISTER:

<https://www.eventbrite.com/e/wyoming-bee-college-conference-2017-tickets-27182621954?aff=erelexpmlt>

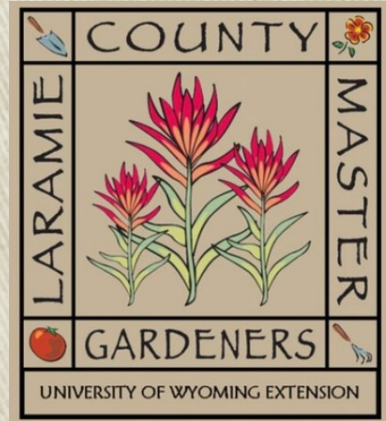
for more information: <http://wyomingbeecollege.org> or call Catherine Wissner at 307-633-4383 email: cwissner@uwyo.edu



Issued in furtherance of cooperative extension work, acts of May 8 and June 30, 1914, in cooperation with the U.S. Department of Agriculture. Glen Whipple, Director, UW Extension, University of Wyoming, Laramie, Wyoming 82071.

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Laramie County Master Gardener's Host: Wild West Gardening Conference



Taking Gardeners and Specialty Crop Growers to the next level of success.

The Laramie County Master Gardeners and the University of Wyoming, Laramie County Extension office are pleased to host a two day multi track gardening program to challenge, inspire, motivate and take you to the next level of gardening success, held at Laramie County Community College in Cheyenne, Wyoming on Saturday, April 22, and Sunday April 23, 2017.

Everyone is welcome: From beginners, backyard gardeners, master gardeners, community gardeners to farmer's market specialty crop gardeners, there will be something to learn and help you be better at what you do.

Registration is \$90. This includes two lunches, Saturday evening dinner with keynote speaker Neil Diboll, snacks, coffee and tea during breaks. There will also be vendors for networking and shopping.

We will be offering 5 workshop classes where you can let your creative side out or learn new craft ideas for what you grow or sell. There will be a modest materials fee for each class payable directly to the instructor. **You will need to sign up for the workshops when you register.**

REGISTER HERE: <https://www.eventbrite.com/e/wild-west-gardening-conference-tickets-26957605925?aff=ehomecard>

For more details and a schedule, go to: <http://www.wyoextension.org/wildwestgardening>

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[Click Here to view this 38 Page Resource Catalog from the University of Wyoming Extension Service](http://www.wyoextension.org/agpubs/pubs/MP-128R.pdf)

LINK - <http://www.wyoextension.org/agpubs/pubs/MP-128R.pdf>

WYOMING HOME, FARM, AND RANCH PUBLICATIONS
University of Wyoming Extension and Agricultural Experiment Station



EXTENSION

[Return to UW Publications](#)

2016
RESOURCE
CATALOG

www.wyomingextension.org/publications

MP-128R
August 2016

RESOURCES



PRESERVING FOOD IN WYOMING

[Fruit \(publication B-1210.2\)](#)

[Jelly \(publication B-1210.1\)](#)

[Meat \(publication B-1210.7\)](#)

[Pickles \(publication B-1210.5\)](#)

[Tomatoes \(publication B-1210.4\)](#)

[Vegetables \(publication B-1210.6\)](#)

[Wild Berries and Other Fruit \(publication B-1210.3\)](#)

<http://www.uwo.edu/foods/educational-resources/food-preservation.html>

2007 MP 121.1

University of Wyoming
Cooperative Extension Service
Nutrition and Food Safety

Estimating Serving Sizes

It's all in the HANDS



Click Here: [Estimating Serving sizes Brochure](#)

Link:

http://www.wyoextension.org/agpubs/pubs/mp121_1.pdf

Baking at High Altitude



Baking at High Altitude is a 76 page document with altitude adjustments to help you bake in Wyoming.

Many folks who move to Wyoming are not familiar with changing their recipes to adjust to the higher altitude. If you know friends who might benefit from this resource, please share with them!

[Click Here: Baking at High Altitude document.](#)

Link

<http://www.wyoextension.org/agpubs/pubs/B427.pdf>

* Due to the large file size, it may take a few minutes to download.

Welcome to the Wyoming Hay-Pasture-Seed List

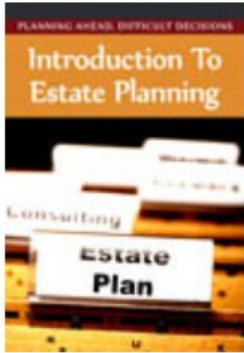
- [Learn about the Wyoming Hay-Seed-Pasture List Brochure](#)
- Find Hay, Pasture, Seed, or Services on Wyoming Hay-Seed-Pasture List:
 - [Hay](#)
 - [Seed](#)
 - [Pasture](#)
 - [Services](#)
- Add Hay, Pasture, Seed, or Services to Wyoming Hay-Seed-Pasture List:
 - [Add a new listing](#)
 - [Remove a listing](#)
- [Wyoming Hay Marketing Opportunities](#)
- [Return to UW Extension](#)

[CLICK HERE: to go to the Wyoming Hay-Pasture Seed List.](#)

Link: <http://www.wyoextension.org/haylist/>



RESOURCES - Knowledge in one click!



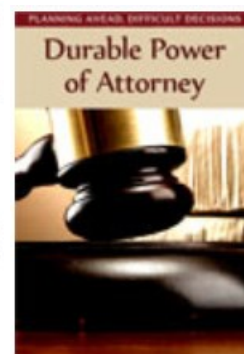
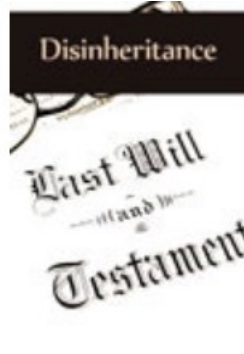
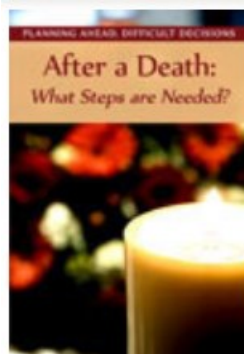
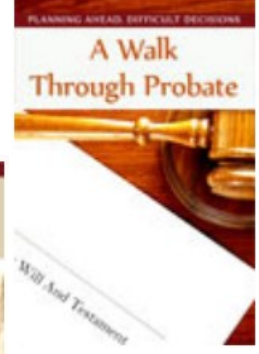
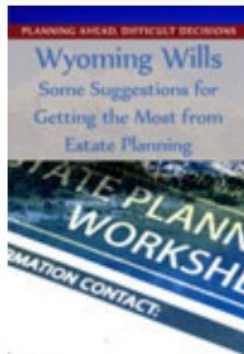
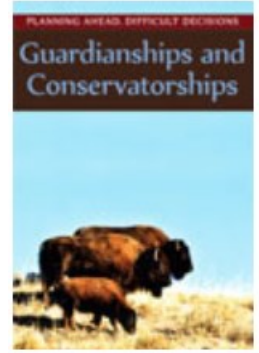
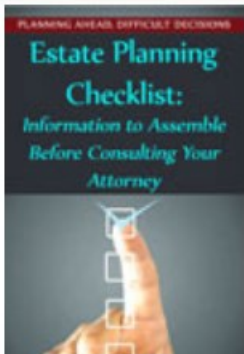
Planning Ahead: Difficult Decisions Series

This series of information is designed to help you plan for the future. Nobody likes to think of the inevitable, however making sure you and your family are prepared is invaluable!

These short booklets give you great information on what to do after someone dies, information on death certificates, guardianship for your children. Health care directives, probate, estate planning, wills and disinheritance. You will learn what to do in case the unspeakable happens to you or your family members.

[Click Here: to access all PDF's in this series.](#)

<http://www.uwyo.edu/uwe/money/estate-planning.html>



Pesticide Safety Education Program

Wyoming pesticide applicator information



[Home](#) [Commercial Applicators](#) [Private Applicators](#) [Extension Educator Resources](#) [Calendar](#) [Links](#) [Pollinators](#)

The Wyoming Department of Agriculture and University of Wyoming Pesticide Safety Educational Program cooperate in providing Private and Commercial Applicators licenses. If interested, please click on the following link. [Pesticide Safety Education Program](#)

<http://uwyoextension.org/psep/>

Persons seeking admission, employment, or access to programs of the University of Wyoming shall be considered without regard to race, color, sex, national origin, disability, age, veteran status, sexual orientation, or political belief.
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307-633-4383

larcntex@uwyo.edu

Got Questions? Let us know:

Cheyenne, WY 82007

Pathfinder Building, Room 406D

1400 E. College Dr.

Laramie County

EXTENSION



Change Service Requested

Laramie County Staff

					
Juliet Daniels Community Development	Catherine Wissner Horticulturist/ Master Gardener	Tansey Sussex 4-H /Youth Ed. County Coordinator	Brittany Johnson 4-H Military Educator	Kristi Nagy Sr. Administrative Assistant - 4-H	Tracy Navarro Sr. Administrative Assistant
					<p>Call our office for other Area Educators</p> <ul style="list-style-type: none"> * Agriculture * Rangeland Management * Food Safety * Natural Resources
Debbie Russell Cent\$ible Nutrition Program Coordinator, Sr.	Jill Person Cent\$ible Nutrition Program Associate	Sandi Arnold Cent\$ible Nutrition Program Assistant	Rita Lemley Cent\$ible Nutrition Program Assistant		