



# Epsilon Sigma Phi

ALPHA SIGMA CHAPTER, WISCONSIN  
JULY, AUGUST, SEPTEMBER, OCTOBER 2016

<http://wiesp.org/>

## Your Key to Professional Excellence

### PRESIDENT'S LETTER

Dear Fellow ESP Members,

Thank you for the honor of allowing me to serve as your Alpha Sigma ESP Chapter President for 2016-2017. Also, thank you for being committed ESP members. I have been a member of ESP since 2007 participating in the Membership Committee and becoming President-elect in 2015-2016. I have been the Agriculture Agent in Eau Claire County for three years and for seven years prior was the Agriculture Educator in Brown County. During that time I acted as President for WACAA and continue to serve as President of JCEP, assist as the UWEX Dairy Team Co-Leader and am currently serving a term on SRP. I look forward to working with the ESP Board and hope to have a positive impact on and with the organization as a whole. I look forward to serving with Katie Gellings, President-Elect. I am grateful for the excellent ESP Board members and Committee Chairpersons that are serving our Alpha Sigma Chapter. In light of the recent budget cuts, our chapter may need to make changes, for example, the sizes of the committees may be smaller. I trust our ESP Board members to make intelligent decisions as we move forward.



Please trust the judgment and experience that the Board Members bring to the table as we move forward and continue to be “dedicated to fostering standards of excellence in the Extension System and developing the Extension profession and professional.”

Please take time to enjoy the rest of your summer with your family and friends!

Sincerely,

Mark Hagedorn

President, ESP Alpha Sigma Chapter

mark.hagedorn @ces.uwex.edu

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## Wisconsin ESP President Elect

Katie Gellings



It is with great honor that I assume the role as President-Elect for ESP. I am the Family Living Educator in Green Lake County and have been with UW-Extension since August of 2014. My main programming areas are in health and wellness, and family financial management. I co-chair both the Active Communities and the Food & the Culture of Health workgroups, which fall under the Healthy Living State Team. Currently I serve on the membership committee for ESP. I served on the 2016 JCEP Conference Planning Committee, as one of the ESP representatives.

I live in North Fond du Lac with my husband, Beau. I enjoy running, baking, crafting and camping. A large part of my personal life is running based; I have run seven marathons and am involved with the Fond du Lac Running Club as their Vice President.

I look forward to working with the ESP Board! Have a great summer!

Be well,  
Katie Gellings  
ESP President-Elect WI Alpha Sigma Chapter

## PAST-PRESIDENT REACTIONS

Mary Ann Schilling

This year at the ESP annual meeting the President's gavel was handed to Mark Hagedorn, and Katie Gellings was elected as President-elect. We elected a new treasurer, Sherry Daniels. Sara Richie agreed to be our new Newsletter Editor. These changes are a part of the structure of ESP. New leadership of the Executive Committee and Committee Chairs is built into the ESP Chapter Bylaws. I have great faith in the ESP leadership, and ESP members, as we face changes in the future of the Alpha Sigma Chapter.



While travelling to the National JCEP Conference this year, I read *Our Iceberg is Melting*, by John Kotter an award-winning author from Harvard Business School. This book recognizes that change is inevitable and it's not necessarily where we end up that's most important, but the journey to the destination, and who we are with, including family and friends, is most important. The book emphasizes that everyone brings unique gifts and attributes to the table when it comes to planning for change. So it is with ESP, we have members with diverse backgrounds including long-time members and new members. We bring our unique personalities along with career and life experiences as our chapter begins to plan for changes. I hope when the call comes for a committee to be formed from ESP members to look at the future structure of our chapter, that you will consider what your role will be: to be an involved member and/or support that committee. Just like in the book, it will be interesting to see what our new 'iceberg' will look like!



## RETIREE COMMITTEE

Paul Roback, Committee Chair



The Retiree Committee continues to serve as your link between Cooperative Extension and retirement. If you are not receiving e-mail communications from Paul Roback, please send him an e-mail at [paul.roback@ces.uwex.edu](mailto:paul.roback@ces.uwex.edu) and he will add you to our e-mail distribution list.

In the previous ESP Newsletter, the Retiree Committee article featured an interview with Kay Schroeder. Additionally, the committee successfully nominated Kay for the ESP Retiree Service Award, which she received at the 2016 JCEP Conference. Congratulations Kay!

In this month's newsletter, Chris Kniep interviewed Mary Kaye Merwin. Mary Kaye started her UW-Extension career in Waukesha County and then transitioned to Rock County. She moved to Texas to join their State 4-H Staff, went on to Washington D.C. with National 4-H Council, and finished her Extension career at Cornell University in New York. The following narrative is the result of Chris' interview.

Retirement is something I looked forward to for many years, but even with much anticipation, it still came more abruptly than I thought it would. I felt very fortunate to be able to take some time to make the adjustment into retirement. I retired in 2001 from Cornell University's Cooperative Extension programs where I had been the Executive Director of Nassau County on Long Island. While I knew that I didn't want to spend the rest of my life on Long Island, I did have many things that I felt were undone and needed my attention.

I took nearly five years to get to the point of feeling that I had "given back" and "paid forward" to many community and professional groups and organizations that had been so central in my professional success. There had been so many times when I was working that I was unable to contribute at the level I wanted, because of professional commitments and lack of time. It felt very good to finally have the time to say "yes" when asked to help out.

In 2006, I returned to Wisconsin to really begin my retirement lifestyle. I was sure that it would be difficult to re-enter my Wisconsin life, but that was not the case at all. Within six months, I had a full calendar. Thanks to lifelong friends here in Wisconsin, it was easy to reconnect. My life membership in ESP was quickly transferred and the first summer picnic reconnected me with many former coworkers. I also found that attending both the retired FCS group and the 4-H group completed that re-entry into UWEX. Before I knew it, I had agreed to serving on the Wisconsin 4-H Foundation Board. I also quickly re-entered Walworth County activities and have served two terms as a citizen member of the Walworth County Extension Education Committee.

The 100th anniversary of 4-H in Wisconsin was of special interest to me, as I had been a 4-H member of the Linn 4-H Club. That led me to co-chairing the history sub-committee for the state anniversary and co-chairing the Walworth County 100th anniversary activities.



## RETIREE COMMITTEE

Paul Roback, Committee Chair

I can add a community connection with the Walworth County Arts Council where I serve as their Treasurer, my connections with WAFCS where I serve as their secretary, my condo association where I am the Treasurer, working with the local food pantry/human concerns group, and my church where I sing in the choir, serve on the Council, and do things like cook for our Fine Arts Day Camp of 55 kids each summer.

I had a special passion for the newly named state historical site – Black Point Estate on Geneva Lake, as it was within a mile of where I grew up and had known the gifting family. Volunteering there led to a two-year part-time commitment as the Director of the Estate. After the Wisconsin Historical Society was granted management of the Estate and a full-time Director was hired, I have officially retired from that activity.

While I looked forward to retirement as a time when I could sleep late, read a book, or do nothing, I find that hasn't been the case. It has taken many years to be able to sleep past the time that my body was used to responding to the alarm clock. I do get an occasional book into the schedule, as well as more travel, and attending special performances, etc. I find it more important than ever to "live each day to the fullest." I also find it more important than ever to keep in touch with the many people who were a part of my working years in Wisconsin, Texas, Washington, D.C., and New York.

Cooperative Extension provided a wonderful career. It is really amazing to realize that those who have been a part of this organization have a wealth of experience and expertise that can be put to use in so many other ways in retirement. Take some time, choose wisely, and enjoy involvement in each day ahead.

## Epsilon Sigma Phi Conference October 24-27 2016 Cape May, New Jersey

For more information, go to  
<http://conference2.espnational.org/>



## YOUR WISCONSIN RETIREMENT FUNDS IN ACTION

Brian Holmes, ESP Representative to the Coalition of Annuitants

For many years, Dwayne Rohweder has been the ESP representative to the Wisconsin Coalition of Annuitants (WCOA). In fact, Dwayne was a founding member of WCOA. Dwayne has requested a replacement and I have volunteered to be his replacement. Dwayne has provided ESP Newsletter articles in the past and I am taking over that responsibility. If you have questions or would like some topic addressed in a subsequent newsletter, please contact me at: [bjholmes@wisc.edu](mailto:bjholmes@wisc.edu).

The stock markets have been down and up for the year with year to date (through May 31) returns of:

Dow Jones Industrial Average	+ 2.1%
S & P 500	+ 2.6%
NASDAQ	- 1.2%

2016 Wisconsin Retirement System performance has followed the general stock market performance as shown in Table 1.

Table 1. 2016 Year to Date Fund Estimate of Performance

Month Ending	Core Fund	Benchmark	Variable Fund	Benchmark
January 31	-2.7	-2.8	-5.9	-6.0
February 29	-2.5	-2.6	-6.2	-6.2
March 31	2.2	2.3	0.8	0.6
April 30	3.7	3.7	2.0	1.8
May 31	3.6	3.7	2.8	2.6

State of Wisconsin Investment Board (SWIB) manages about \$94 billion in assets in the Wisconsin Retirement System, whose funds provide benefits to more than 588,000 current or former public employees.

The WRS investment goal is 7.2%. Table 2 shows the longer term performance of the WRS.

<b>Table 2. 12-Month Returns As of March 31, 2016</b>			
Updated Quarterly			
<b>FUND</b>	<b>1-YEAR RETURN</b>	<b>5-YEAR RETURN</b>	<b>10-YEAR RETURN</b>
Core Fund	-0.2%	6.3%	5.5%
Benchmark	0.0%	5.9%	5.3%
Variable Fund	-2.6%	8.2%	5.6%
Benchmark	-3.0%	7.8%	5.4%

(Continued on pg. 6)



## YOUR WISCONSIN RETIREMENT FUNDS IN ACTION

Brian Holmes, ESP Representative to the Coalition of Annuitants

Annuities from the Core Fund are determined by spreading investment results over five years to prevent sharp increases or decreases in retiree pensions. While the Core fund ended 2015 with a return of -0.4 percent, its five-year return was 6.7 percent, which outdid its 6.2 percent benchmark. Benchmarks are based primarily on stock market index returns.

For the past five years, the Wisconsin Retirement System generated \$1.2 billion in investment earnings over its benchmarks, after administrative and operating costs. That's down from \$1.4 billion for the five-year period that ended in 2014.

Michael Williamson, SWIB executive director, explains; "Many economists believe the low return environment in which we are currently will result in investment returns over the next decade similar to those we have seen during the past couple of years rather than the higher ones seen in the 1980s and 1990s.

SWIB has implemented a strategy designed to add protection to the WRS and stabilize, as much as possible, investment returns and, in turn, contribution rates for active employees and their employers, and annuity adjustments for retirees."

ETF has announced the Core Trust Annuity adjustment was +0.5% and the Variable Trust Annuity adjustment was – 5.0% effective May 1, 2016. Retirees should have seen these adjustments in their June 1<sup>st</sup> annuity check.

ETF has launched its [Government Relations web page](#), providing relevant and timely information on state and federal legislation affecting the Wisconsin Retirement System.

There are studies being conducted into the possibility of the state becoming self insured for health care. The PROFS Forum on health care changes can be viewed on video on the PROFS [web site](#).



## IN MEMORIAM

JoAnn Gruber-Hagen, Volunteer



**IN MEMORIAM** -- We are saddened to share that we received information of losing three friends and colleagues since our last newsletter.

**William L. "Bill" Peterson**, died suddenly on April 27, 2016 in Oro Valley, AZ. His death was a shock to his family and friends. He survived cancer and was living a healthy life. Bill was dedicated to his friends and family, 4-H Youth Development, the Tourette Syndrome Association, and Interfaith Community Services. Bill served WI as a 4-H and Youth Development Agent early in his career before serving on the State 4-H Staff at Colorado State University and then as State 4-H Program Leader at Arizona State.

**Lorna Marie Clancy Miller**, age 87, died May 9, 2016. She was active in politics from an early age, campaigning on horseback for Franklin Roosevelt at the age of 8, and later with the North Dakota Young Democrats. After WW2, Lorna spent a year at Valley State Teachers College and earned a teaching certificate to teach all grades in North Dakota's one-room schoolhouses. Lorna then took a position as an educator and organizer with North Dakota Farmers Union. After moving to Wisconsin, Lorna began working with the Wisconsin Farmers Union education program. In 1969, Lorna began her work at the University of Wisconsin-Madison in the Department of Rural Sociology on rural leadership issues in Wisconsin. She served for a decade as Assistant to the Chancellor of UW-Extension, managing the federal Higher Education Act. Lorna worked on issues important to rural people, civil rights and social and economic justice, and participated in many marches and rallies for the causes dear to her heart.

**Laverne Bruce Forest**, born in 1938, passed away peacefully at home May 18, 2016. He grew up on a small farm near Granite Falls, MN. Laverne earned a B.S. from the University of Minnesota in agricultural education, and graduate degrees in adult education from Colorado State University and the University of Wisconsin. He served as a county extension agent in Washington and Rock Counties, Minn. Professor Forest worked for 24 years as a faculty member in the College of Agricultural and Life Sciences and the Department of Continuing and Vocational Education. Together with his wife, Betty and their family, Laverne realized his dream of returning to farming by starting Eplegaard in 1985 in Fitchburg, WI that has become a beloved destination for thousands of Madison area families. Laverne was an active leader in the City of Fitchburg, an active member of Bethel Lutheran Church and an enthusiastic member of Ygdrasil and Torske Klubben. He was always on the cutting edge of new ventures.

**Donovan Allan Daentl**, age 81, of Prairie du Chien, died Monday, May 30, 2016, at Crossing Rivers Medical Center, Prairie du Chien. Don was a veteran of the United States Army. He was the Crawford County Agricultural Agent from 1972-1992. A Celebration of Life Gathering was held Thursday, June 2, 2016.

### Help Us Recognize Colleagues Who Have Passed On

As a service to our ESP membership, we try to share information of deaths of colleagues. You can help if you would forward information you become aware of to JoAnn Gruber-Hagen. She will prepare announcements for ESP newsletters as well as for ESP gatherings. If you have an ESP event coming up and would like to be able to recognize colleagues who have passed, please contact JoAnn and she will be sure you have the most recent information. You can contact JoAnn at W4048 Kammes Drive, Belleville, WI 53508 or [joann.gruberhagen@gmail.com](mailto:joann.gruberhagen@gmail.com).



## GRANTS COMMITTEE

Pattie Carroll & Chris Kniep, Committee Co-Chairs



### ESP Grant Opportunities –

#### Deadline August 1st, 2016

Are you considering attending a professional development opportunity in the near future?

Need funding in order to do so?

ESP is able to help you out using an endowment fund that was created by us, the employees and retirees of UW-Extension Cooperative Extension. A wide variety of grants are available including:

**Professional Development Grant** – all current or retired Extension Educators are eligible for grants

This is a general fund that provides up to \$1,200 per person for in-depth, focused, professional development opportunities such as formal coursework, internships, workshops or conferences with a specific subject matter focus.

**Marvin and Ellouise Beatty Award** – ESP membership required

One award of up to \$2,500 annually is made to an exceptionally promising and/or productive individual in UWEX-Cooperative Extension to aid the recipient in the development of his/her career as an adult educator.

**Henry L. Ahlgren Award** - ESP membership required

Provides up to \$5,000 annually for individuals or groups whose work helps to perpetuate the family farm in Wisconsin. It supports professional development that improves the ability of Extension educators to work in agriculture and natural resource areas such as farm succession, modernizing family farms, or protecting the environment.

**J. Mitchell Mackey Award** - ESP membership required

An award of up to \$1,500 to support professional development of promising faculty or staff in Youth Development.

**Ellen Fitzsimmons – Rosemary Stare – Mitch Mackey Awards** - ESP membership required

Each award provides up to \$1,500 annually to support professional development of promising/productive faculty or staff.

**ESP National Conference / Galaxy Conference Grant** - ESP membership required

A professional development grant of up to \$1200 to assist faculty or staff attend the National ESP Conference.

*(continued on page 7)*



## GRANTS COMMITTEE

Pattie Carroll & Chris Kniep, Committee Co-Chairs

The next deadline for ESP Grant applications is August 1st, 2016. Each year over \$30,000 is available for grants. When applying for a grant, be sure to use the 2016 Grant Application form attached to this message and include all required information. Application forms can be found on the ESP Website at: <http://blogs.ces.uwex.edu/esp/grant/>.

ESP is the only national Extension professional organization that you can belong to that includes all members from all program areas and Extension retirees. To become a member of ESP, submit and membership form found at: <http://blogs.ces.uwex.edu/esp/memberships/>.

## ESP Members at PILD 2016

Pattie Carroll and Gail Peavey

*Submitted by Pattie Carroll*

Pattie Carroll, Dodge County Family Living Educator and Gail Peavey, Polk County Family Living Educator attended the 2016 Public Issues Leadership Development (PILD) conference, with the theme of “Innovation: The Story of Extension”. As part of the Wisconsin delegation attending the 2016 PILD conference in Washington D.C., Carroll and Peavey were challenged to examine their approach to decision-makers, and were given hands-on tools to be effective when presenting and talking with them. One of the breakout sessions Carroll attended was called Putting the Pieces Together: Leading Together. The breakout session introduced concepts and effective strategies to facilitate the building of trust and sharing of leadership responsibilities among individuals, across cultures and between communities. Carroll learned that the community approach builds leadership skills that facilitate “leading together” to activate and shape a collective future. In addition to the breakout sessions, Peavey found interesting the National partner presentations and the many National Impact reports she received. The conference provided updates from the USDA-National Institute of Food and Agriculture (NIFA), and the Extension Committee on Organization and Policy (ECOP) and highlighted national trends in future programming.

The Wisconsin Delegation was strong with 30+ people in attendance. The conference culminated with congressional visits where delegates had the chance to speak with elected officials about the importance of the federal, state and local partnerships needed to fund Cooperative Extension programs. The delegation made its way to Capitol Hill in teams. Peavey met with Senator Johnson and Representative Duffy, while Carroll met with Senator Baldwin and Representative Sensenbrenner. Cooperative Extension knows how to harness federal funding locally to make a difference. Every Smith-Lever dollar Cooperative Extension receives in Wisconsin is leveraged as much as \$5.60 in state, county and tribal funds.

Peavey is currently Secretary of the Wisconsin Chapter of ESP, and Carroll is co-chair of the Grants Committee. Both are grateful for the ESP financial support that made it possible to attend the PILD conference.



## AWARDS COMMITTEE

Paula Hella, Committee Chair



*Submitted by: Paula Hella, Awards Committee Chair*

Hello ESP members! It was great seeing many of you at 2016 JCEP conference in Wisconsin Dells. We were pleased to have been able to honor several of our colleagues with service awards during our time together. Please congratulate the following colleagues for their continued effort in bringing quality programs to their community:

### 2016 Chapter Award Recipients

#### **Early Career Service**

\* Diana Tscheschlok\*

#### **Mid Career Service**

\* Paul Roback\*

#### **International Service**

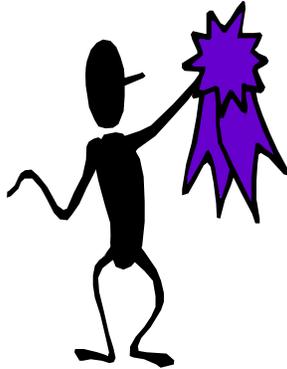
\* Marty Havlovic\*

#### **Diversity Multi-Cultural - Individual**

\* Mike Maddox\*

#### **Diversity Multi-Cultural Team**

\* Liz Binversie, Aerica Bjurstrom, Tina Kohlman, Sarah Mills-Lloyd,, Heather Schlessler and Teri Zuege-Halverson\*



#### **Distinguished Team**

\* Liz Binversie, Aerica Bjurstrom, Tina Kohlman, Sarah Mills-Lloyd, Heather Schlessler, and Teri Zuege-Halverson\*

#### **Retiree Service Award**

\* Kay Buelke Schroeder

#### **Meritorious Service Award**

\* Connie Leonhard

#### **Friend of Extension Award**

\* Everett Eckstein\*

\*Applications were also forwarded for the regional/national consideration.

The awards committee knows there is great work happening all over the state. Please consider marking time in your calendar to nominate a colleague or self-nominate for chapter awards. The online application is not long or complicated. Watch for application deadline details in upcoming ESP newsletter editions.

Thank you to the 2015-2016 committee members: Jason Hausler, Donna Peterson, Randy Knapp, Jessica Beckendorf, Patrick Robinson (board liaison) and Paula Hella. If you are interested in serving on the awards committee, please contact committee chair, Paula Hella

[paula.hella@ces.uwex.edu](mailto:paula.hella@ces.uwex.edu)



**ESP AWARDS RECOGNITION  
AT WISCONSIN JCEP CONFERENCE ON APRIL 20, 2016**



Dean Rick Klemme (left), and ESP President, Mary Ann Schilling (right) with Retiree Service Award Recipient



Dean Rick Klemme (left), and ESP President, Mary Ann Schilling (right) with Mid Career Award Recipient



Dean Rick Klemme (left), and ESP President, Mary Ann Schilling (right) with Distinguished Team Award Recipients

**Mission of Epsilon Sigma Phi (ESP)**

Epsilon Sigma Phi (ESP) is dedicated to fostering standards of excellence in the Extension System and developing the Extension profession and professional.

**Vision of Epsilon Sigma Phi (ESP)**

Epsilon Sigma Phi (ESP) leads the Extension System in providing and facilitating professional development that focuses on the Extension organization and the Extension professional.



# Picnic at the Park - Tuesday, August 16, 2016

## ESP Annual Celebration

Put the date on your calendar! The Annual Barbeque in the Park is coming soon. We're inviting active and retired ESP members to gather for conversation, refreshments and an update on UW-Extension. After a brief program, enjoy Famous Dave's barbequed pork ribs and chicken with all the extras. One price for beverages and the meal – still just \$20/person!

Where: Lakeview Park Shelter on Allen Blvd.  
(Middleton between University Ave and Century Blvd):

3 pm           **Social Time** with complimentary beverages

4:15 pm       **Program**

- Welcome – 2016-2017 ESP President Mark Hagedorn
- Introduction of New Attendees – Melanie Miller
- Reports from ESP Scholarship Recipients
- Creating the nEXT Generation Cooperative Extension Service-Concepts, Plans and Status – Chancellor Cathy Sandeen and Dean Rick Klemme
- Gone But Not Forgotten - JoAnn Gruber-Hagen
- Invocation

5:30 pm       **Picnic Buffet** – Barbeque Pork Ribs and Roasted Chicken from Famous Dave's of Madison, with Potato Salad, Fresh Fruit, Baked Beans and Dessert

Cost:           **\$20 per person.** Includes beverages, both entrees, tax and gratuity (no refunds)

**Hosts:** Marvin Beatty (Chair), Jerry Apps, Larry Binning, Al Bringe, Bob Cropp, Ron Doersch, Jerry Doll, Truman Graf, Craig Grau, Frank Groves, Bob Hall, Pete Hoekstra, Keith Kelling, Bob Luening, Rollie Manthe, Leonard Massie, Mary Mennes, Melanie Miller, Tom O'Connell, Clarence Olson, Tom Parslow, Dick Pederson, Dwayne Rohweder, John Roberts, Ron Schuler, Jerry Smith, Walt Stevenson, Glenn Thompson, Dick Vathauer, Dick Vilstrup, Gale VandeBerg, Leo Walsh, Gayle Worf, Dick Wolkowski, John Wedberg, and Jeff Wyman.

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### *Register by Saturday August 13*

Name(s): \_\_\_\_\_

Address: \_\_\_\_\_

City/ZIP: \_\_\_\_\_ Phone: \_\_\_\_\_

Enclose check payable to ESP for \_\_\_\_\_ person(s) @ \$20 each   TOTAL = \$ \_\_\_\_\_

Mail to: Mary Mennes, 7747 Schurch Road, Barneveld WI 53507

Optional: Register by email and pay at the picnic: [memennes@mhtc.net](mailto:memennes@mhtc.net)

Questions?   Call Mary at 608-575-6787



**2015-2016 ESP Board of Directors**

<b>President</b>	<b>Mark Hagedorn</b>
<b>President-Elect</b>	<b>Katie Gellings</b>
<b>Past President</b>	<b>Mary Ann Schilling</b>
<b>Secretary</b>	<b>Gail Peavey</b>
<b>Treasurer</b>	<b>Sherry Daniels</b>
<b>Director, State</b>	<b>Patrick Robinson</b>
<b>Director, State</b>	<b>Cheryl Skjolaas</b>
<b>Director, Retirees</b>	<b>Marilyn Herman</b>
<b>Director, Retirees</b>	<b>Randy Knapp</b>
<b>Director, County</b>	<b>Monica Lobenstein</b>
<b>Director, County</b>	<b>Chris Stark</b>
<b>Annalist</b>	<b>Annie Jones</b>

**Ex-Officio Board Members**

<b>Historian</b>	<b>Melanie Miller</b>
<b>Newsletter</b>	<b>Sara Richie</b>

If your email or mailing address changes, please contact Paul Roback via telephone (262)335-4480 or email at [paul.robback@ces.uwex.edu](mailto:paul.robback@ces.uwex.edu)

ALPHA SIGMA CHAPTER, WISCONSIN  
NEWSLETTER MAILED FROM:  
ONEIDA COUNTY UW-EXTENSION OFFICE  
3375 AIRPORT RD. #10  
RHINELANDER, WI 54501

