



Human Development and Relationships



Tierany Rugg, HDR Educator
100% Appointment

Strong Bodies

- Free Weights from Milwaukee County
- Summer Class 2026 (Florence- Volunteer-led) June-July:
24 Participants and 180 participant contacts
- Fall 2026 (Florence) September-November: **30 Participants Enrolled**

Food, Fun & Fitness

Family Check-Up Parenting Tip Sheets at Food, Fun, & Fitness: A parenting education outreach effort for parents and caregivers of youth participating in a summer enrichment program, in which we distributed evidence-informed Family Check-Up tip sheets twice weekly to encourage positive parenting practices, family engagement, and parent-child connection. Through this effort, families received practical strategies they could immediately use at home to strengthen relationships, build children's confidence, and support healthy family functioning.

1,224 educational contacts through Family Check-Up parenting tip sheet distribution

Reached 153 unique youth participants and their families.

Managing Misbehavior: Strategies for Positive Behavior Support in

Food, Fun, & Fitness Programs

A Professional development workshop for Food, Fun, & Fitness staff and youth leaders, where participants learned how brain development influences behavior, strategies to prevent misbehavior, and effective techniques for responding to challenging behaviors. Through this training, staff increased their capacity to create supportive learning environments that promote positive youth development and stronger behavior management practices.

16 Participants



Outdoor Adventure

Outdoor Adventure Day Camp, a four-day experiential learning program for middle school youth, was developed through a partnership between the 4-H Educator, 4-H Intern, Human Development Educator, and three Florence School teachers and a paraprofessional (See 4-H for more detail).

36 Participants, 5 Staff Members, 2 Volunteers, 7 Guest Presenters



Parent Coaching

A one-to-one coaching session for parents referred from the Florence County Human Services Department where parents learn positive discipline, effective communication, and research-based parenting strategies. The goal is to improve parent-child interactions, children's growth and development, and family resilience. **3 Participants**

Parents Forever

A co-parenting class (Parents Forever) for parents and caregivers experiencing separation, divorce, or changes in the custody of their children, where they learned skills to prioritize the parent-child relationship and better communicate with their co-parent. This program is designed to increase child well-being and reduce parental conflict during family transitions. **1 Participant**

Triple P (0-12) Statewide Classes (Sept – Oct)

Seminars and discussion groups for parents and caregivers of children aged 0-12 (Triple P) where they learn practical strategies to build and increase positive parenting skills and address child behavior challenges. The goal is to improve parenting satisfaction and efficacy, child social and emotional development and behavior, and parent-child relationships.

- Raising Resilient Children
- Helping Children Develop Healthy Screen Time Habits
- Dealing with Disobedience
- Hassle-Free Mealtimes



Just in Time Parenting

Coordinated the monthly e-newsletter (Just in Time Parenting) for parents/caregivers of 0-5 year olds which provides age-paced developmental and parenting information. The goal is to improve parents' knowledge, increase positive parent-child interaction, and support children's well-being. **9 Newsletters**

Bridging the Digital Divide Through Free Laptop Distribution in Florence County- Human I-T

The laptops reached a wide range of community members, including low-income households, high school seniors, veterans, individuals accessing healthcare services, and many people who had never owned or used a computer before.

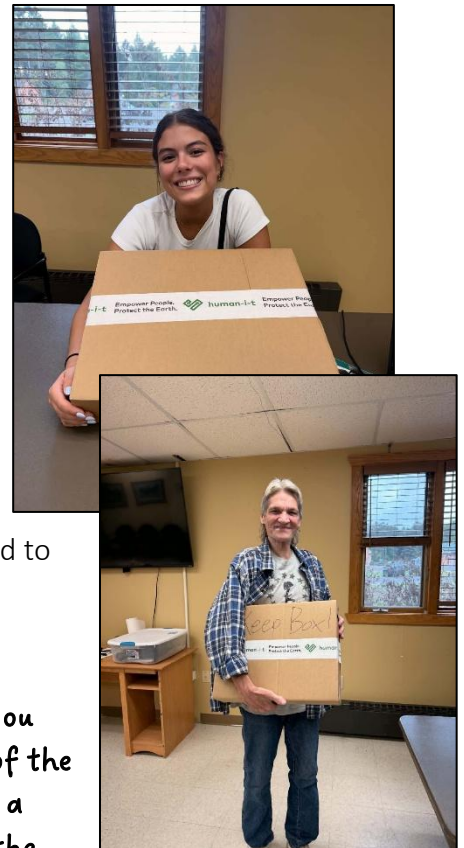
The impact extends even further. Laptops are also being used to establish a computer station at the County Veterans Service Office, giving veterans greater access to online resources and benefits. Other computers will help update technology at the nonprofits, including St. Vincent de Paul and the Wild Rivers Interpretive Center, strengthening their ability to serve local residents. Many other laptops went to local business owners, community volunteers, authors, college readiness prep, and one man who simply wanted to look up the Packers and Badgers' football schedule.

Participant Testimony

"So often when I'm searching for something on the internet I think of you and your kindness. If I am looking for information on the restoration of the Klamath River, the Rainbow Mountains in the Andes, or how to care for a *Kalanchoe pumila*, you're there with me. I really enjoy having access to the internet. This computer is fantastic. Thank you.

Total Reach: **150 Florence County residents received free laptops (estimated value: \$75,000)**

Two distribution days – June 3rd & September 8th



Family Check Up

A family engagement and parent support initiative for caregivers, where participants engaged in group events and digital tools to strengthen parenting practices and family communication. Through this effort, families increased connection to school, built parenting confidence, and strengthened relationships that support positive youth development. Total Reach: Working with K-6th-grade families and **14 Florence County School District Staff Members**.

- Secured an additional **\$9,600** in funding from the state
- May 17th Family Game Night – **19 Families**
- Teacher Inservice Training – **32 Participants**
- Elementary Open House – **189 Students and their Families**



Financial Coaching

Financial Coaching means providing regular one-on-one sessions with learners in order to help individuals establish and make progress towards financial goals. In coaching, the learner chooses their own goals and sets their own pace for change, while coaches facilitate this goal-setting process and provide encouragement, resources, and accountability. **2 Participant**

Testimonial - "I have learned to budget so much more, and it has helped a lot in the past month. I'm not scraping up \$3 for a McDonald's hamburger."

WRIC Outdoor Education

The HDR Educator helps coordinate and facilitate monthly outdoor education events for families and nature enthusiasts, where participants engage in hands-on activities such as wildlife habitat creation, survival skills workshops, and environmental stewardship programs to foster a deeper connection with nature, promote sustainable practices, and encourage community involvement in conservation efforts.

Workshop Topics

May 19th - Northwoods Foraging: Eat Your Weedies **49 in person, 7 virtually**

June 16th - Footprints of Florence County **55 in person, 7 virtually**

July 21st - Wolves in Wisconsin- Bureau of Wildlife Management **75 in person, 5 virtually**

August 18th - Black Bears, Richard Smith, Outdoor Writer & Photographer **65 in person, 5 virtually**

September 15th – Northwoods Foraging Mushrooms: Margaret Gerhard **45 in person, 7 virtually**

Upcoming:

- 10/13 Gino from Stag Farms, Bees, Maple Syrup, Grapes & Wine
- 11/17 Moose research in the West U.P. Tiffany Bourgie MI DNR
- 12/15 Birds of Florence County- Patrick Weber

Other Educational Programs, Professional Development & Program Administration

- **Graduated with my Master's Degree in Organizational Change Leadership from the University of WI Platteville.**
- Plan of Work
- End of Year Performance Review
- Family Check-Up Flyers **(Friday Folders- 225)**
- **Human IT Laptop Coordination**
- Strong Bodies Volunteer Management
- Outdoor Adventure Planning Meeting
- Research Security Training
- CCOP & 0-3 & CST Meeting
- WRIC (Wild River Interpretive Center) Board Meetings
- Title Review – Senior Title
- AI Essentials Training
- AODA & Mental Health Coalition & OST (Quarterly/Ongoing)
- Program Manager (Family Engagement and Relationships) Check-In
- FER (Family Engagement & Relationships) Monthly Meeting and Regional Meeting (Virtual)
- HDRI (Human Development & Relationships Institute) Monthly Meetings
- Completed Monthly Planning & Reporting
- Vacation time October 3rd – 18th



Outdoor Adventure Planning Meeting

The 4-H educator facilitated a program planning meeting for 3 Florence School Teachers and the UWEX Human Development Educator. The Outdoor Adventure Day Camp team planned 4 days of experiential learning activities for students entering grades 6th - 8th. This program exposes youth to the beautiful natural areas in their community and provides opportunities to participate in positive and healthy activities that they can do with their friends or families after the program. We meet twice in the summer to plan locations and activities and a second meeting to finalize activities and locations. **4 Staff Members, 1 Volunteer**



Outdoor Adventure Program

Outdoor Adventure Day Camp, a four-day experiential learning program for middle school youth, was developed through a partnership

between the 4-H Educator, 4-H Intern, Human Development Educator, and three Florence School teachers and a paraprofessional. The program provided hands-on opportunities for youth to explore Florence County's natural resources while building confidence, developing teamwork skills, and strengthening connections with their peers and community. Throughout the week, participants learned about fisheries, wildlife, conservation, and outdoor recreation through activities such as STEM challenges, water filtration, fire building, kayaking, fishing, hiking, and animal encounters, with support from the Wisconsin DNR, Michigan DNR, and Land Conservation professionals.



Beyond learning outdoor skills, youth built new friendships, gained confidence, explored healthy recreational activities, and developed a greater appreciation for environmental stewardship. Participant feedback was overwhelmingly positive, highlighting the program's success in creating positive experiences and lasting connections to the outdoors and Florence County. **36 Participants, 5 Staff Members, 2 Volunteers, 7 Guest Presenters**

OA program evaluations demonstrated what a loved summer program it is with 94% of participants rating the overall experience as the GREATEST experience, 3% as a GOOD experience, 0% as OK or POOR and my favorite 3% as the BEST experience (which was not an option on the evaluation but multiple students wrote it in).

Testimonial

"Thank you to all the staff that made this week so special for our kids. Saylor has talked nonstop about how much fun she had!" Kim Tuchalski

Food, Fun & Fitness Staff Meeting & Staff Training Days

The Food, Fun & Fitness Summer Staff Training is a two-day training program for teachers and youth leaders, prepared staff members to deliver a safe, engaging, and high-quality summer experience for local youth. FFF Teachers and I meet prior to the whole staff training to plan the two days. The 4-H Educator coordinates and facilitates the training, covering youth safety, program expectations, curriculum delivery, team building, and emergency procedures. Teachers also played an important role in leading portions of the training and sharing expertise related to program activities and youth engagement.



In addition, the 4-H Educator provided specialized training and oversight for medication management and administration, ensuring staff were prepared to meet the health and safety needs of participants. The educator also trained and supervised staff responsible for the Summer Food Service Program, helping ensure meals were served safely and in compliance with program requirements. By investing in comprehensive staff training before the program began, the team was well equipped with the skills, knowledge, and confidence needed to create a positive and safe experience for the 153 youth who attended Food, Fun & Fitness. **15 Staff Members**

Food, Fun & Fitness Program

Food, Fun and Fitness, a four-week summer day camp program for youth entering grades 1-5. This program is in collaboration with the Florence School District and offered Mondays and Wednesdays at Florence Elementary School and Tuesdays and Thursdays at NWTC Aurora. We provided 153 participants with a fun, hands-on learning experience where they explored physical education, nutrition, STEAM, environmental education, and reading through five daily activity stations. The 4-H



Educator coordinated all aspects of the program and supervised 15 staff members to create a safe, welcoming environment where youth could learn, stay active, make friends, and build confidence. Now celebrating its 28th year, Food, Fun and Fitness remains Florence County's longest-running and most valued summer youth program. In a community with limited opportunities for youth during the summer months, the program gives children a place to learn, grow, and have fun while creating lifelong memories. **NWTC – 76**



Participants; Florence Elementary – 77 Participants; 15 Staff Members

FFF Program evaluations demonstrated a high level of satisfaction among participants and families, with 97% rating the overall program as excellent, 0% as good, 3% as fair, and 0% as poor or very poor. These results reflect the program's success in creating positive experiences and meeting the needs of participating youth.

Evaluation feedback highlighted several aspects of the program that participants and families especially valued, including the Shining Moments postcards, fun and engaging activities, caring staff, affordability of the program, opportunities for social interaction, and the life lessons and learning experiences gained throughout the summer.

Testimonials :

"My boys love Food, Fun & Fitness more than any other summer activity. They talk about it all year long! They make friends, enjoy every activity, and learn so much. The staff is wonderful and I truly could not ask for more!" FFF Parent

Summer Food Service Program:

The 4-H Program Educator collaborates with the School District of Florence County to plan, prepare for, and supervise the DPI Summer Food Service Program, ensuring youth participating in summer programming have access to nutritious meals. Through this partnership, Food, Fun and Fitness participants receive breakfast and lunch, while Outdoor Adventure participants receive lunch and an afternoon snack. Access to meals allows youth to remain at programs for the entire day and fully engage in learning opportunities, physical activity, and positive youth development experiences.

The school district serves as the program sponsor, paying for the cook and covering the costs of food and supplies before being reimbursed for eligible meals and snacks served. The 4-H Program Educator supports the district by assisting with the annual DPI application, providing required written notification to the health department, and supervising the Summer Food Service cook. In addition, the educator completes the required annual four-hour training, trains summer staff, participates in site reviews, and ensures all program policies and procedures are consistently followed. Last year and this year, the 4-H educator worked with the elementary school to expand the program to their summer school program and provided staff training.

FFF Meals Served: 475 Breakfasts & 987 Lunches; OA Meals Served: 145 Lunches & 160 Snacks

TORPEDO Club

A classroom club for high school students (TORPEDO: Together Our Responsibility Publicly Embraces Dedication and Opportunity) where youth learn life skills through community engagement and service and give back to the Florence Community. Members participate in monthly meetings and volunteer for at least one activity or event. The 4-H Educator provides ongoing leadership, mentoring and support for the TORPEDO Club. We had our first meeting on September 10 and there were **38 participants!**



Strawberry Social: TORPEDO members assisted the Florence Historical Society with their annual strawberry social fundraiser. Members shared their glowing personalities and practiced customer services skills while scooping ice cream for the event. **2 TORPEDO Members**

Vending Machine: TORPEDO members follow the USDA Smart Snack Criteria to order healthy snacks for the school vending machine. Members order food through the school and Amazon and then stock the vending machine weekly to provide smart snack options to middle and high school students. 4-H Educator provides training and assists with purchasing and provides program oversight.

2 TORPEDO Members, 384 Students and Staff

Weekend Backpack Food Program: The 4-H educator participated in the St. Vincent de Paul Conference board meeting to seek continued financial support for the weekend backpack food program. The board continued to financially support this great program. Sent out registration forms to students, the program will start this week. **4 TORPEDO Members**



Harvest Fest: TORPEDO members assisted again this year to help bring a weekend of festive fun to the community through their collaboration with the Harvest Fest coordinator, Jody Holmstrom. TORPEDO members lead craft activities and master the art of cotton candy making and distribution. Their involvement not only brought joy to local families but also gave youth the opportunity to build skills in event communication, customer service, and community engagement. This hands-on experience reflects the heart of TORPEDO's mission: empowering youth to lead and give back through meaningful service. **3 TORPEDO Members, 50 participants**

Big Shooters Club:

Doug and Danielle Griffus are Big Shooter Club leaders. This summer the club hosted a Sportsmen of Tomorrow Youth Day from 8 am – 6 pm. They estimate they had a little over 100 participants and are looking forward to doing it again next year. Will be participating in October meeting for re-enrollment of members and volunteers.

NWTC Community Garden:

In spring, the 4-H Educator connected with Aurora Parks and Recreation & NWTC to discuss revitalizing the garden area at NWTC and developing it into a community garden space. Aurora Parks and Recreation expressed enthusiasm for the project but noted that external funding would be necessary to move forward. NWTC also indicated support for restoring the garden area. The 4-H Educator wrote and submitted a \$30,000 grant proposal to TORO to support the garden revitalization project on behalf of Aurora Parks and Recreation. In June, the 4-H educator was notified Aurora Parks & Recreation was awarded the grant. However, after funding was secured, NWTC's Community Impact Coordinator informed 4-H educator that no work would be permitted on the garden site until at least 2027, pending a comprehensive assessment and evaluation of the campus. As a result, Aurora Parks and Recreation is currently exploring alternative locations for the community garden while continuing to collaborate with NWTC on future opportunities for the original site.

Other Educational Programs, Professional Development & Program Administration

- Assisted with Human-IT laptop distribution
- Completed Performance Management & Development Program (PMDP)
- Coordinating VIVE 18 TORPEDO field trip
- Program brainstorming session with Health & Well-Being educator & Guidance Counselor
- Social media posts and website management
- Completed Monthly Planning and Reporting
- Successfully onboarded 4-H summer intern
- Dickinson Area Community Foundation (DACF) Grant Reporting
- Attended school board meeting
- Participate in online 4-H Meetings, including the Northern Region Planning Committee
- Presented at Northern Region Planning Committee Meeting
- One-on-one meetings with 4-H Program Manager
- Serve on Coordinated Services Team
- Flexed some time off in August

Food, Fun & Fitness Program

See above 4H Educator information on FFF.

The HWB Educator participated in all staff trainings associated with FFF. The HWB Educator additionally completed the DPI Summer Food Service Program training and medication administration trainings.

The HWB Educator taught the Nutrition Education lessons for the second year in a row. The goal of the Nutrition Education lessons is to help students in grades 1-5 develop healthy eating habits that support their growth, learning, and overall well-being. Through hands-on activities and age-appropriate lessons, students learn about nutritious foods, the importance of making healthy choices, and ways to incorporate physical fitness into their day. They participate in food demonstrations to gain insight and creativity in making their own snacks and growing their own food. Funded by SNAP-Ed for the 2026 summer, these lessons aim to build lifelong skills that help children lead healthier lives through healthy eating and active living. Every lesson included taste-testing. Lessons included picky eating, planting and growing chive seeds, non-salt popcorn flavorings, protein-power moonship balls, strawberry jam making, space trail mix and smoothies using the smoothie bike.

One participant's chives, grown from seed, were even entered into the Florence County Fair!



NWTC – 76 Participants; Florence Elementary – 77 Participants

Botvin

The Botvin LifeSkills Training (LST) teaches students drug-resistance skills, general social skills, and personal self-management skills.

In August 2026, the HWB Educator was trained to teach the 9th grade Botvin LST. On September 8, HWB Educator started teaching Botvin once per week within the first-semester 9th grade Health Class. This 12-week curriculum will conclude in December 2026. The hope is that the HWB position will continue to be funded in a capacity that allows the second-semester 9th grade Health Class to also be educated in Botvin LST. 9th graders will be educated in topics such as the value of good health, decision-making, risk-taking and substance abuse, the media, managing stress and emotions, family communications and healthy relationships.

16 9th grade first-semester participants

The HWB Educator will continue teaching the 3rd, 4th and 5th graders Botvin LST. This will be the second year of delivering this programming to these grades. The 10- week curriculum is set to begin on September 21 and conclude in December 2026. Topics include self-esteem, decision-making, smoking information, advertising, stress, communication skills, social skills and assertiveness.

71 3rd, 4th & 5th grade participants

Florence County Stock Boxes

Extension Staff supported the ADRC with Stock Box Distribution in June, July, August and September. The HWB Educator assists with Stock Boxes every month, including distribution of boxes and providing indirect educational materials on healthy eating and active living.

June – 130 boxes distributed

July – 128 boxes distributed

August – 132 boxes distributed

September – 127 boxes distributed

Florence County Human Services Department Mental Health Clinic

Through the OST grant, the HWB Educator assisted HSD with the Mental Health Clinic during the months of August and September. This includes checking patients in and providing education on their prescribed medication, ensuring access and connection to their virtual appointment with the Clinic's psychiatrist, and checking them out. This work promotes the prevention of substance use/misuse and mental health crisis by ensuring timely access to the Clinic psychiatrist and providing education.

August – 10 patients

September – 12 patients

WeCOPE (Connecting with Our Positive Emotions)

The HWB Educator was certified to facilitate WeCOPE in May 2026. WeCOPE is an evidence-based program developed that teaches stress-reduction techniques and emotion-regulation skills. Delivering WeCOPE to adults in recovery, individuals at risk, and parents/caregivers provides actionable coping mechanisms to manage triggers, maintain emotional stability, and prevent relapse. The hope is that the HWB position will continue to be funded in a capacity that allows the offering of WeCOPE in-person, virtual, and/or over the phone for Florence County residents.

Bingocize

Bingocize is a 10-week, twice-weekly program for sedentary older adults and people with disabilities who want to reduce their risk of falls, improve nutrition, and have fun in a social setting. Participants play a Bingo game that includes a series of exercises and educational health and wellness information. They rest to play a Bingo game and receive a prize at the end. All materials and supplies have been purchased with SNAP-Ed carry-over funds, and the training/license is in progress to be purchased prior to the end of September. This program will be offered to Florence County residents and the Nursing Home residents if the HWB position is funded in a capacity that allows for this going forward.

Mental Health First Aid

HWB Educator completed and is now certified in Adult Mental Health First Aid on August 27. Through MHFA, HWB Educator is trained to provide initial help to someone experiencing a mental health or substance use challenge.

Other Educational Programs, Professional Development & Program Administration

- Completed the Summer 2026 Foundations in Extension Education (FEE) Cohort onboarding experience
- Strong Bodies – substitute taught the last class of the Summer 2026 class
- Assisted Ms. Tierany Rugg's Family Check Up at the Elementary Open House
- Assisted with Human-IT laptop distribution

We teach, learn, lead and serve, connecting people with the University of Wisconsin and engaging with them in transforming lives and communities.

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*The University of Wisconsin –
Madison Division of Extension
provides **equal opportunities** in
employment and programming in
compliance with state and federal
law.*

- Plan of Work
- End of Year Performance Review
- Participate in online biquarterly HWB Institute meetings
- Program Manager (HWB) Check-In
- Attend Extension Exchange online meetings
- Completed monthly planning and reporting in KNACK and PEARS
- Attend various webinars through SNAP-Ed, including International Motion Impacts Emotion Conference and Leah's Pantry webinars.
- AODA & Mental Health Coalition (Quarterly/Ongoing)
- Working with AED Karly Harrison to explore and identify position funding opportunities, including assisting with OST Proposal.



Amber Rehberg

There are no words to adequately express our deep appreciation for all you have done for us here at Florence County Extension and the entire Florence County Community. Thank you for your leadership, passion and selfless dedication you have given us over these last 5 years. You have left an indelible mark on our hearts and lives. You will be missed! God Bless all your future endeavors.

Karly Harrison - Area 4 Extension Director - Update **Florence, Forest, Vilas, Lac du Flambeau and Forest County Potawatomi**

Thank you all for the warm welcome! It's hard to believe I've almost hit the three-month mark. I am thrilled to be in this position and look forward to our continued partnership in bringing quality programming to our counties and tribal nations.

My initial weeks have been both busy and rewarding. I've been getting up to speed on county budget processes, learning our current Area Extension programs, completing staff end-of-year performance reviews, and connecting with local partners on the Rural Health Transformation Program grant. I've also submitted a proposal for Florence County OST funding, continued onboarding Forest County's new Community Development Educator, and focused on building meaningful relationships with our county and tribal partners

I'm excited for everything ahead! Please feel free to reach out anytime if you have any questions or ideas.