



Human Development and Relationships



Tierany Rugg, HDR Educator
100% Appointment

The Spring 2026 StrongBodies Sessions at the Florence Natural Resource Center and NWTC in Aurora began 4//6/26 and will run until 5/28/26.

Florence has **29 participants registered**
NWTC has **50 participants registered**



Shout out to **Alyssa Miller** as she is now trained in Strong Bodies and is helping with the classes in Florence.



Triple P Statewide (Reducing Family Conflict)

Teen Triple P – Reducing Family Conflict is an evidence-based parenting program for parents of teenagers experiencing frequent conflict, communication challenges, or heightened tension at home. HDR Educator taught this program in a statewide virtual class, supporting parents in developing practical strategies to manage conflict calmly, strengthen family relationships, and promote positive teen behavior through consistent, supportive parenting.

12 Participants

Raising WI Children – Speaking your Child’s Love Language

A parent education program focused on helping caregivers understand and respond to their child’s emotional needs through the Five Love Languages framework. Florence County HDR Educator facilitated this program for **37 participants**, supporting parents in strengthening connections, improving communication, and building more positive, nurturing relationships with their children.

Raising WI Children – Teens, Screens, and Social Media

This virtual education event focused on helping caregivers better understand the impact of screens and social media on teens. Participants explored ways to support healthy digital habits, promote online safety, and encourage responsible decision-making. Caregivers learned strategies for setting clear expectations, maintaining open communication, and guiding teens in balancing screen use with other important aspects of life, such as relationships, school, and well-being. **44 Participants**

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**

PACT

The Parent and Child Together (PACT) Program supports families with children transitioning into 4K by focusing on easing school transitions and strengthening emotional security. Sessions addressed topics such as transitions to school routines and the use of security blankets to support children's self-regulation and comfort. The program also served as an outreach opportunity to introduce and promote the Family Check-Up program to participating families. A total of **April – 10 families** participated.

Family Check-Up Event – **8 families participated**

Family Check Up

The Florence County School District identified a need to support families in strengthening parenting skills and family management practices to improve children's social, emotional, and academic outcomes. In response, UW–Madison Extension partnered with the district to implement the Family Check-Up (FCU) Program, an evidence-based, family-centered intervention aimed at promoting positive family functioning and preventing problem behaviors and mental health concerns.

March Family Check Up Dinner- Families and Screens: Using Family Values to Guide Media Use

This family education event focused on helping caregivers navigate screen time by connecting media use to their family's core values. Participants explored how to set healthy boundaries, model positive screen habits, and create intentional guidelines that reflect what matters most to their family, such as connection, learning, and balance. Caregivers also discussed strategies for encouraging open conversations with children about digital content and fostering responsible, mindful media use. The dinner format encouraged informal discussion, peer learning, and relationship-building among families

A total of 5 Parents/Caregivers and 6 children attended.

5 FCU Staff members facilitated the event.



April Family Check Up Dinner- Learning Values through Household Chores

This family education event focused on helping caregivers teach important life skills and values through everyday household chores. Participants explored how chores can be used as opportunities to build responsibility, cooperation, independence, and a strong work ethic in children. Caregivers also learned age-appropriate strategies for involving children in daily tasks while promoting positive communication and shared family expectations. The dinner format encouraged informal discussion, peer learning, and relationship-building among families.

A total of 7 Parents/Caregivers and 7 children attended.

5 FCU Staff members facilitated the event.



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. **1 Participant**

WRIC Outdoor Education

The HDR Educator helps coordinator 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

Trout Fishing the Wild Rivers with Chris Collier (4/19) **23 In Person & 22 Online**

Northwoods Foraging: Eat your Weedies with Maragret Gerhard (5/19)

Other Educational Programs, Professional Development & Program Administration

- **Graduated with my Master's Degree in Organizational Change Leadership from the University of WI Platteville.**
- Lac Du Flambeau AI Forum
- Cyber Security Training
- HDRI All-Institute Meeting in Madison, WI
- Proctored **1 PAT (Pesticide Application Training) Test**
- Statewide Virtual Program Promotion **(Friday Folders- 225)**
- Family Check Up Flyers **(Friday Folders- 225)**
- **Human IT Laptop Coordination**
- Strong Bodies Volunteer Management & Volunteer Appreciation Week
- WRIC (Wild River Interpretive Center) Board Meetings
- Outdoor Adventure Planning Meeting

- Title Review Training and Guidance
- AODA & Mental Health Coalition (Quarterly/Ongoing)
- Program Manager (Family Engagement and Relationships) Check-In
- FER (Family Engagement & Relationships) Monthly Meeting and Regional Meeting (Virtual)
- **Presented on Rural In-Person Programming**
- HDRI (Human Development & Relationships Institute) Monthly Meetings
- Completed Monthly Planning & Reporting

4-H - Positive Youth Development



Maria Bournoville - 4-H Educator
100% Appointment



We are Excited to Welcome 4-H Intern Austin Korff!!!!

Austin arrived May 12 and will be with Extension through mid-August. He will be helping with Food, Fun and Fitness and Outdoor Adventure programs. He's joining the team with lots of experience, ideas and passion!

College Discover Tour

The College Discovery Tour provides high school students in grades 9th-11th with the opportunity to explore and compare tech, state and private colleges. This year we visited UW-Green Bay, NWTC, UW-Oshkosh, Fox Valley Technical College and St. Norbert's College. The goal is to expose students to a variety of colleges, programs and opportunities so they are aware of some post-secondary pathway options and get them to start thinking about what comes after high school.

32 Student Participants 3 Chaperones



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. Started planning for the four days, brainstormed and selected locations and activities for the four days. **4 Staff Members**

4-H Cloverbud Club



4-H Cloverbuds Club meets once a month on the third Tuesday of the month. The goal is to introduce youth in K-2 grade to 4-H and provide an opportunity for them to explore their sparks and provide a sense of belonging. We had our last program in April where we painted clovers to remember our time together and celebrated with ice cream sundaes.

20 Youth 5 Parent/Grandparent Volunteers



TORPEDOs

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. Had a TORPEDO appreciation lunch on Wednesday, May 13 to celebrate their accomplishments!

36 Active Member Dedicated 768 Hours of Service...WOW!



Spring Elementary Concert: Nine TORPEDO members played a pivotal role in the success of the elementary school Spring music concert by taking on various responsibilities. They assisted with speaking parts, distributed instruments and props, managed and organized students, and ensured everything ran smoothly behind the scenes. Their efforts included prepping students for their performances and handling the clean-up afterward, showcasing their leadership, organizational skills, and community spirit. We are there from 8:30 am – 2:30 pm and provide lunch. **9 TORPEDO Members**

Orientation for Incoming 7th Graders: TORPEDO Team members coordinated and implemented the incoming 7th Grade Orientation. Students visited and toured the middle school, connected with current high school students, met the principal, learned about school policies and had an opportunity to ask questions. The orientation was developed to help support the current sixth-grade class and make the transition to the Middle School easier and less terrifying.

6 TORPEDO Members, Mr. Jerue High School Principal & 22 6th Grade Students





Game Night at the Nursing Home: TORPEDO Club members visited our local nursing home for a game night, spending the evening playing cards and board games with residents. They connected through music, games, snacks, and meaningful conversations, creating a fun and relaxed atmosphere for everyone. Many residents do not receive frequent visitors and truly enjoy the energy and kindness of young people. The experience taught TORPEDO members the importance of giving back, and it was heartwarming to see the joy they brought to the residents. **11 TORPEDO Members 13 Residents**

***Testimonial:** “The residents are still talking about last night. Thank you for the wonderful evening. They love young people.”*

Teacher Appreciation: The TORPEDOs demonstrated their commitment to community service by organizing a teacher appreciation lunch, showcasing both their planning and culinary skills. Under the guidance of a 4-H educator, students learned essential food safety practices while preparing a meal featuring a full pasta bar. This act of kindness not only allowed students to develop hands-on cooking experience but also provided an opportunity to express gratitude for their teachers in a meaningful way. Their efforts reinforced the values of teamwork, responsibility, service and generosity. Students also wrote notes of appreciation to all staff and provided donuts and coffee Monday morning to kick off teacher appreciation week. **17 TOPREDO Members 43 Staff 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 Backpack Food Program provides free non-perishable, easy-to-prepare food for children in elementary school to high school to help them to avoid hunger over the weekend from food insecurity. TORPEDO students are actively engaged in this community project to help fight hunger in Florence. TORPEDO students learn about food insecurity, confidentiality, and food ordering to support the Weekend Backpack Food Program. TORPEDO students assemble and distribute 35 food bags a week.

35 participants 3 TORPEDO Members – 811 Bags of Food Distributed



Bobcat Buddies Youth Mentorship Program: Bobcat Buddies is developed and organized by the 4-H Educator. The program fosters positive relationships between middle and high school TORPEDO members and elementary students who benefit from having a consistent, caring role model. The program promotes social-emotional growth, leadership development, and a sense of belonging for both mentors and mentees. The program has grown tremendously. 4-H educator provides training, weekly communication between mentors and school staff, and provides program updates. We had our Bobcat Buddy celebration lunch to appreciate our mentors and mentees and celebrate another successful year! **52 Mentors & Mentees**

Big Shooters Club:

Joined the Big Shooters Club for their May meeting. Tony Erickson resigned as the club leader, and Doug and Danielle Griffus are the new club leaders. Over the last three months I have provided a lot of volunteer support to both old and new volunteers. The club appears to be continuing, and they have successfully recruited new members and are planning a great 4-H project youth day in collaboration with the Sagola Sportsman's Club on August 1. They also have 3 youth that will be participating in the National 4-H Shooting Sports competition in Nebraska. There are 9 youth from the State of Wisconsin going and 3 are from Florence!

Food, Fun & Fitness & Outdoor Adventure Programs:

The 4-H Educator has been actively coordinating planning efforts for both the Food, Fun & Fitness (FFF) and Outdoor Adventure (OA) summer programs. Significant progress continues to be made:

- Hired Youth Leaders: Completed Final Youth Leader Interviews at the end of April; All 6 Youth Leaders Hired...Yahoo!
- Ordering Supplies for FFF and OA
- Reviewing Lesson Plans and Providing Support to Staff
- Facility meeting with Elementary Staff and the Town of Aurora; Locations Confirmed & Ready
- Coordinating and Planning for OA Locations; Getting Contracts Signed for Facilities and Securing Equipment Rentals
- Lots of Planning and Preparation!!

Other Educational Programs, Professional Development & Program Administration

- Served on the successful screen and selection committee for the AREA 4 AED position
- Wrote letters of recommendation for scholarships and jobs
- Social media posts and website management
- Completed Monthly Planning and Reporting
- Onboarding Austin for summer programming
- Participate in online 4-H Meetings, including the Northern Region Planning Committee
- One-on-one meetings with 4-H Program Manager
- Serve on Coordinated Services Team
- Troubleshooting IT issues
- Sick Leave & Vacation Time



Botvin LifeSkills Training

Ten 30-minute classes for 3rd, 4th, and 5th grade students, totaling 30 classes from January to June 2026 at Florence Elementary School. The Botvin LifeSkills Training is an evidence-based prevention program that provides classroom education to encourage youth resiliency against misusing substances, promoting social skills, and improving self-management skills. This program teaches students drug-resistance skills, general social skills, and personal self-management skills.

Prevention education with our youth can have an impactful result by creating resiliency, connectedness and fostering self-worth. As a result of this effort, students strengthen their ability to manage social situations, make healthy choices, and build the confidence needed to support long-term positive behaviors. Students take surveys before and after the program to measure the desired impact. Survey results will be available at our next board meeting!

For the Fall 2026 school year, HWB Educator will continue teaching LifeSkills to the 3rd, 4th and 5th graders, and will also be teaching to the 9th graders during their health class. HWB Educator is also in talks with the elementary principal to determine if a life skills class can be added for the younger elementary students in Kindergarten, 1st and/or 2nd grade. **87 Elementary Students (Grades 3, 4, and 5) bi-weekly at Florence Elementary School**

Food, Fun & Fitness Program

The HWB Educator will be returning this year to teach Nutrition Education at the Food, Fun & Fitness Program at the Florence Elementary and Aurora NWTC locations. Lesson planning has begun to make Nutrition Education out of this world! A sneak peak of lessons includes: popcorn asteroid belts, rocket fuel smoothies, growing your own herbs, protein power moonships and strawberry jam. See 4H Educator section for more information on FFF.

Florence Foodie WI Instagram

The Florence Foodie WI Instagram account is up and running! This social media page focuses on healthy, budget-friendly meals & snacks for busy Florence County families. It is in collaboration with Florence County Health Department and UW-Extension Florence County Health & Well-Being. Educator was trained through UW-Extension workshops and modules. Videos will be posted as part of a pilot program over 5-6 weeks; starting post date is to-be-determined. Relevant content from other local and state organizations (Florence Co HD, WIC, Feeding America of Eastern WI) are being reposted on an ongoing basis.

Florence County Stock Boxes

Extension Staff supported the ADRC with Stock Box Distribution in April and May. The HWB Educator assists with Stock Boxes every month, including distribution of boxes and providing indirect educational materials on healthy eating and active living. The educational materials for April focused on heart-healthy recipes and tips.

April – 133 boxes distributed

May – 128 boxes distributed

Strong Bodies

HWB Educator was trained on April 15 in Madison to be a Strong Bodies Leader! Since being trained, HWB Educator is co-leading Strong Bodies with Tierany Rugg in Florence. This Strong Bodies class started April 6 and ends on May 27, 2026. HWB Educator is excited to continue leading future Strong Bodies classes in Florence.

29 Participants in Florence



Parents and Children Together (PACT)

HRD and HWB Educators supported the PACT program at Florence Elementary School. PACT supports families with children transitioning into 4K by focusing on easing school transitions and strengthening emotional security. In April, HWB Educator provided indirect education and handouts on cooking together, eating together, and the five food groups for kids.

April - 10 families participated

WeCOPE (Connecting with Our Positive Emotions)

The HWB Educator participated in and is now trained to facilitate WeCOPE! The training series was from March 31 to May 12, 2026. WeCOPE empowers adults with evidence-based coping strategies to manage stress, build resilience and navigate life's challenges with confidence and emotional strength. HWB Educator plans to co-lead a 7-week WeCOPE program virtually with a HWB Educator from Oconto County, dates to be determined. HWB Educator will also be offering WeCOPE in-person, virtual, or over the phone for Florence County residents, dates to be determined.

Bingocize & Professional Development Grant

HWB Educator was awarded a Professional Development Grant from UW-Madison to fund half the cost be trained in and implement the Bingocize Program in Florence County! The Florence County ADRC will fund the remaining costs. Bingocize is 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. This 10-week, twice-weekly program will be offered to Florence County residents and the Nursing Home residents starting in or around August 2026.

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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Other Educational Programs, Professional Development & Program Administration

- **Onboarding:** Hired January 2026, currently going through the onboarding process. This includes regular, ongoing meetings with our AED, Program Manager, other Extension Educators, and community partners. This also includes trainings and webinars, coalition meetings, rapport-building, seeking out information, resources, and programming that will help reduce identified gaps in our community.
 - **Summer 2026 Foundations in Extension Education (FEE) Cohort -** Required onboarding experience that focuses on core competencies from a programmatic perspective. This FEE Cohort meets monthly from May 5 to August 25, 2026, virtually and in-person.
- **AODA/MH Coalition Meeting:** All the Educators within Florence County Extension are members of the AODA/MH Coalition, which meets quarterly.

Amber Rehberg – Area Extension Director

Florence, Forest, Vilas, Price, Taylor, Lincoln, Langlade, Oneida, Vilas, Forest County Potawatomi and Lac du Flambeau

Area 3 & Area 4 AED Update

After an extensive process—including one unsuccessful search—I’m pleased to share that we have successfully hired our new Area 4 Extension Director. Karly Harrison will begin in this role on June 29, and we are excited to welcome her to the team. Special THANK YOU to Maria Bourneville for serving on the Search and Screen Committee. In the meantime, I will continue to provide leadership and support across the area and will work closely with Karly to help ensure a smooth and successful transition into her new role. I greatly appreciate everyone’s continued patience, flexibility, and support during this time.

We are also in the final stages of the hiring process for the Community Development Educator position in Forest County and are hopeful to have a new hire in place within the week. Additionally, I am currently partnering with Taylor County to develop a process for managing their carryover accounts, with a focus on supporting long-term financial stability and success.

On a professional development note, I recently participated in the AED Spring Meeting and will be attending leadership training at the end of May to continue strengthening my ability to support our teams and communities.