

## 2014 Tenured Faculty Review

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Ozaukee County UWEX

Program responsibilities:

40% Agriculture (30% Commercial/Home Horticulture and Master Gardeners and 10% Production Agr.)

10% Youth Livestock

50% Administration Department Head

a. Program Accomplishments

2013 was a challenging year for programming in Ozaukee County. With vacancies in the 4-H, Community Development, and Family Living Program areas we were down to a staff of myself and 1.5 support staff positions. I did the best I could to support the programs in each of the areas and the two interims in the 4-H program area. Tom Riese and Tim Talen each did an incredibly valuable service to UW Extension and the Ozaukee County 4-H program. Having the opportunity to have two ultimate professionals in the 4-H arena help to maintain programs was a most positive experience of the highlight of the programming year. The county financial situation got worse in the fall of 2013. We lost funding for the Family Living position and the full time support staff position, and the half-time support staff member resigned to take another position. We ended the year with no support staff and I spent the first three months of 2014 getting county approval to hire a half-time support staff person in April of 2014.

I have included two success stories that were submitted in 2013. My primary programming that relates to my agriculture agent position would be in the Master Gardener and Youth Livestock Production areas. I did not include any of my work in the 4-H program, Community Development program or in the Family Living program which I was also responsible for in parts of 2012 and most of 2013.

The Ozaukee Master Gardener has grown to one of the 5 largest in the state. I am very proud of this organization I started in the fall of 2001, and what the organizations members have accomplished since that small beginning with 10 members trained in the first General Training class. The Ozaukee Master Gardeners have a major focus on their three Goals and Objectives; Member Education, Public Education, and volunteer Community Service. This organization has grown to over 150 volunteers in active membership at this time. In 2013 the trained volunteers contributed 6,114 hours in volunteer service in Ozaukee County. The total recorded volunteer hours since the organization started is now 66,385. The total number of Master Gardener Volunteers completing the Ozaukee County training Program and volunteer service is now 451

members. The volunteers donate time in ten major projects, with half of them being projects directly or indirectly on Ozaukee County Government properties.

I conducted the Master Gardener level 1 training every year until 2011, and now offer it every other year. I conduct the program with local speakers including myself, UW Extension State Specialists, and local industry experts. The "live- local" training has been a key part of growing our County Master Gardener Association.

The Youth Livestock Program is another major emphasis of my educational programs. The number of enrolled members in these programs is now over 170 youth and 55 adult leaders. I coordinate all the organizations educational programs, with a minimum of seven educational workshops each year. I teach some of the sessions, and use adult volunteers and industry leaders to teach the remainder. The educational meeting attendance has grown to the point where we have outgrown the size of our largest meeting rooms.

Ozaukee County is part of a Tri-County Agricultural Program Specialization. I have programmed heavily in the Dairy Modernization area but this has but cut back significantly the past four years due to time constraints relating to Department Head duties. There have been other changes in the arrangement since Tina Kohlman went to Fond du Lac County, and now the retirement of Don Meyer in the Sheboygan position. It is likely that after my retirement that this arrangement will again be reviewed.

In the Department Head role I have to say there have been more "defeats" than "successes" to report lately. The loss of Family Living programs after 5 or more years of fighting to keep it in the Ozaukee County budget was the first loss. This has been 3 months of focused efforts each year during the county budget cycle. It appears we will not be offering any Family Living Programs in the county.

Also in the fall of 2013 we lost the funding for our full-time support staff member. This is a major loss for everyone's educational programs. The restoration of this position will be a major emphasis in the fall of 2014. Realistically this will be very difficult to get reinstated. My efforts to get approval to fill a part-time Office Assistant position has been a major focus in January/February 2014. On the success side – we have gained a 4-H Youth Educator and a Community Development Educator in late 2013, both of which could provide years of positive impacts in the County. Also, some real progress in building external relations with our county oversight committee has been accomplished in 2013. I expect to have significant turnover on our oversight committee in this year's County Board elections.

b. External Relationships:

As stated above, improvements were made with the Natural Resources Committee members. Challenges remain with the remainder of the County Board. Great progress was made in the relationship between the 4-H program and the County administration as it relates to the

fairgrounds issues and building use issues which developed under the previous 4-H Educator. Long term Memorandums of Understandings have been completed between three of our office organizations (Ozaukee Master Gardeners, 4-H Leaders Association and 4-H Horse Project) and Ozaukee County. These MOU's all relate to new requirements to pay the County fees for using meeting rooms and fairgrounds facilities. These agreements took several years to get completed as the organizations had lots of reservations about paying fees for these uses.

c. Internal Relationships

I focused much of my time and attention in the fall of 2013 getting the new Educators off to a "Great Start". Working with the new educators remains an emphasis since having great program results in 2014 is our best chance to revisit the Family Living position in the 2014 County budget. I have placed on emphasis on monthly staff meetings in an effort to build a strong office team, and increase across program area efforts between staff members.

d. Valuing Differences

I have a unique diversity in my main audiences. My Master Gardener organization is largely female and comes from many different ethnic and economic backgrounds. My production agriculture audience is heavily skewed male, and varies in age with 50% relatively young and the remainder largely in the 50 plus age category. Another smaller audience is the Hispanic workers in the Ozaukee County dairy industry and our formal outreach to serve their unique needs.

e. Future Goals and Program Priorities

My educational programming emphasis will continue to be in the areas of...Master Gardeners, Youth Livestock Production education, and Production Agriculture. My 2014 Educational Programming is outlined here:

2014 Agricultural Educational Programs

Ozaukee County Master Gardeners

Monthly Educational Programs (January, February, March, April, May, June, August, September October and December)

February – Annual Winter Training Workshop in Cedarburg

March – Annual Field Trip to Chicago Flower Show and Lincoln Park Conservatory

March/April/May – Three evening Herb Lecture Series

May- Annual Herb and Heirloom Plant Sale at Concordia University – 160 volunteers organize this event over 3 days. The sale itself runs for three hours and usually grosses \$65,000; a sizable undertaking for more than 160 Master Gardener Volunteers to raise the funds to support all community service projects.

June or July - Annual Summer Educational Tour – 2014 destination “**Anderson Japanese Gardens” and Chicago Botanic Gardens**

Approved 2014 Projects – Port Washington Community Garden, West Bend Community Garden, Tendick Park, Ozaukee County Pioneer Village, Lasata Care Center, Webster School, Kuhfuss House-Cedarburg, Advocates, Ozaukee County Fair, Yard and Garden Answer Line, USS Liberty Memorial Library.

2014 Ozaukee Master Gardener General Training Course

September 2 Volunteerism & Container Gardening

September 9 Botany

September 16 Herbaceous Plants

September 23 Entomology

September 30 Plant Pathology

October 7 Soils & Phenology

October 14 Lawn Care

October 21 Vegetables

October 28 Backyard Wildlife

November 4 Native Plants

November 11 Landscape Planning

November 18 Fruit for the Home Gardener

4-H Livestock Association

Monthly Educational Programs

November – National Young Farmer Program

January – Quiz Bowl youth competition

March – Meat Animal Quality Assurance

May- Skillathon by youth project species representatives

June – Fitting Meeting

July 28 to Aug. 3 – Ozaukee County Fair Livestock shows

Spring Fieldtrip to Equity Livestock Marketing Association

Private Pesticide Applicator Training

January 7<sup>th</sup> in West Bend

March 17<sup>th</sup> in Port Washington

Other Planned Programs

Municipal Forester Training Workshop – September in Cedarburg

Tri-County Agricultural Programs and Farm Visits as time permits

f. Professional Development Plans

March – Guide a tour of Chicago Garden Show and Lincoln Park Conservatory

June – Guide a tour of the Chicago Botanic Garden

UWEX Leadership Conference

WACEC State Conference

October – ANRE All Staff Conference

2013 Success Stories

1. Expansion of Master Gardener Volunteers Community Gardening Locations

Situation:

The Ozaukee Master Gardeners have a wide variety of community service projects. Several members had a desire to create, locate, and operated a community garden to bring a gardening opportunity to those that did not have a place where they could grow their own produce. Eight years ago the group began searching out a location, and organizing the areas first community garden. The tremendous success of the first garden has led to the development of additional locations and types of garden programs.

Response:

The Ozaukee Master Gardeners had a tremendously motivated volunteer leader that began the process of site selection. After several near-misses, and some flat out rejections, a willing land owner and site was acquired. Ozaukee Master Gardener funding and support from local organizations made the project possible. From a relatively small start, and equipped with a never give up attitude the community gardening project has become a huge success.

The primary organizer/volunteer has become a major proponent of community gardens. In addition to overseeing the first garden since its inception, she has also counseled at least four other volunteers to develop additional gardening locations.

#### Results:

The original community garden location now produces more than 6,000 pound of hand raised vegetables for those individuals with plots. The net result is more than a \$12,000 reduction in food bills for participants. A number of local groups including at-risk teens grow produce for local charities and the city food pantry. The 2013 food donations included the contributions of more than 650 pounds of fresh produce to local food pantries and shelters. The original garden has continued to grow to fill all available spaces, even after several expansions. During the spring of 2012, the second community garden opened in Port Washington. This garden filled to capacity in 2012 and was expanded for the 2013 growing season, again filling every space. This garden is a joint project with the Ozaukee Master Gardener organization and a local volunteer and board of directors overseeing the day-to-day operations. The 2014 season will continue to make small operational improvements to the relatively new site. The final new garden added in 2013 is a community/classroom project sponsored by the Ozaukee Master Gardeners and a local school district. This garden is a 4<sup>th</sup> grade classroom project utilizing the classroom teacher and Master Gardener volunteers to educate the youth in food production while growing produce for their own use and a local food pantry. A request to start the community garden in another new location for 2014 growing season is being considered.

#### Evidence:

Gardeners are asked to log their produce at the two main garden locations on a daily basis. Although this does not get a comprehensive accounting of the quantity of produce, it does provide us with a documented level of success for many of the participants. Both the value of the produce in dollar savings and nutritional benefits for the local families increases on an annual basis. The volunteer hours for garden maintenance and growing nutritious food for local food pantries are increasing annually.

## 2. Ozaukee Master Gardener Volunteers Horticultural Therapy Projects

#### Situation:

The Ozaukee Master Gardener organization has roughly ten main community service projects. Two of these projects serve a "therapy" role with differing audiences. The Master Gardener Volunteers donate their time, knowledge, and efforts to make a difference in the lives of the program participants.

#### Response:

The first location is at the Lasata Care Center. **LASATA CARE CENTER** is the Ozaukee County owned nursing home. Lasata opened in 1966 as a 100 bed retirement home for the aged. Since then the facility has expanded to 162 beds providing acute and skilled care services to the frail elderly, chronically ill,

dementia related, medically unstable and rehabilitative therapy residents. Located in Cedarburg, the Center had an unused greenhouse which the Master Gardener volunteers converted back to its original use with support from the Care Centers Management and rehabilitation staff.

The second location is the Advocates House which opened a shelter in 1988, working to end domestic and sexual violence through education, prevention and intervention services. The Master Gardener organization started with beautification efforts at the house and then developed vegetable gardens at the property which annually are used by residents for gardening activities while producing free local produce for use in the kitchen.

#### Results:

The Lasata Project has become one of the organizations long-time successes. The facility produces food, ornamentals, plants for an annual fundraiser for the residents, all while providing some great active therapy for a wide range of residents. Each year new accessible projects are developed to meet the skill levels of residents. The project has grown to become a major asset for residents, families and guests.

The Advocates House effort is a totally different project. It is designed to be a quiet reflective garden for residents. The location is not publicly disclosed and only the residents, Mater Gardener Volunteers and staff members directly see the benefits. The director has expressed the great appreciation for the impacts of the project to both the volunteers and the Board members involved in the project.

#### Evidence:

Evidence is reported by staff members at both locations and the volunteers directly involved in the projects. Lasata residents fill every activity offered. The projects have become one of the most popular choices for all levels of resident's abilities. As more indoor and outdoor accessible locations have been developed more residents with significant mobility issues have become able to participate. Adding the participation of physical therapy students from a local university has also helped to grow the impact of the project. The annual plant sale has become something long term residents have grown to look forward to planning and conducting.

The Advocates project has grown as large as it can become. Both the beautification efforts and the vegetable gardening program will continue to be supported by both the Advocates staff and the Master Gardener Volunteers.