6-1995

The NEBLINE, June 1995

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You are the solution to nonpoint source pollution

Runoff from rainfall, snowmelt or irrigation can carry sediment, oil, grease, antifreeze, fertilizers, pesticides, animal wastes and many other potential contaminants directly into our streams, lakes and rivers causing them to become polluted. Because most of this pollution comes from many dispersed sources, as opposed to a single identifiable source, it is referred to as nonpoint source (NPS) pollution. Unlike point source pollution which has been significantly reduced through legislation and regulation, there are very few laws dealing with NPS pollution and, in fact, it would be difficult to address this problem with laws and regulations. What is needed is a conscious, cooperative effort by everyone to take the steps necessary to reduce the impact of NPS pollution.

What can you do?

• Keep litter, pet wastes, leaves and grass clippings out of gutters and away from storm drains. Most storm drains convey runoff water directly to streams, lakes and rivers.
• Apply lawn and garden chemicals sparingly and according to label directions.
• Dispose of used oil, antifreeze, paints and other household chemicals properly. Contact the Lincoln-Lancaster County Health Department about the hazardous waste collection program.
• Clean up spilled brake fluid, oil, grease and antifreeze by using an absorbent material, such as kitty litter, and dispose of it in a safe manner, rather than washing it into the storm drain. Better yet, use a car wash. These facilities have traps for collecting the dirt, oil and grease washed off your car, and the rinse water drains to the sanitary sewer system where it can be treated.
• Control soil erosion and runoff on your property by planting ground covers or using mulch to stabilize erosion-prone areas.

The mission of the University of Nebraska Cooperative Extension in Lancaster County is to help people address environmental well-being through educational programs based upon scientific knowledge.

Look in this box each month to spot articles addressing Extension priority initiatives. Specific program areas are highlighted with a corresponding icon.

Accessing Extension information on Internet

Mark D. Hendricks
Assistant Computing & Communications

As more and more local citizens purchase computers and go “on-line,” I’ve received a growing number of questions on how to get “wired.” One of my favorite questions from Lancaster County computer users over the past year is how to access Extension information over the Internet. First, some information is needed:

The Internet is a world-wide network consisting of a multitude of computer and operating system types. Different system requirements are needed to access Internet resources on different levels. To keep this simple I will divide these levels of access into three categories, roughly defined by the software tools and required connection type:

• E-mail—Involves a variety of systems allowing users to send and receive electronic mail and software, available on many platforms. This type of service is widely available to the home user through commercial providers (see chart).
• Gopher—a text-based system developed by the University of Minnesota, which provides online viewing of files (in text format), search, and file transfer. This type of service is becoming more widely available to the home user through commercial providers, although not all provide gopher access (see chart).
• World Wide Web (WWW)—A graphical interface which requires a connection that supports TCP/IP (Transmitter Control Protocol/Internet Protocol). Because of the nature of the TCP/IP Internet connection, more information can be delivered faster to your computer. This facilitates the use of a graphical interface like Mosaic or Netscape. This also requires that you have a fast (14.4 baud or greater) modem for a dialup in SLIP (Serial Line Internet Protocol) or PPP (Point-to-Point Protocol) connection, if you’re not hard-wired directly to the Internet. Some commercial providers list (see chart) SLIP and/or PPP services.

Exciting things are developing on the proverbial “information highway,” and the University of Nebraska Institute of Agriculture and Natural Resources (IANR) is a good place to begin “crusin’ the net.” IANR research and Extension faculty use the Internet as one of their primary tools to provide information to Nebraskans citizens efficiently and effectively, by delivering information to your home or business.

• IANR Departmental Information: Research information and graduate/undergraduate information provided by various departments.
• NebFacts & NebGuides: Popular informational publications on farm, ranch, home, community, and family living topics.
• Newsletters: Several IANR Cooperative Extension Specialists archive monthly newsletters for easy key word searching on-line.

There is also an increasing amount of other University of Nebraska data available on-line including: the UNL Library System, NU Frontiers—Campus Wide Information System, and weather.

Please turn to Internet, page 11.

NebGuides:
• Connect Now (Synergy Comm.) 402 345-9669
• internet Nebraska 402 434-8680
• NavX (Light the Tree of Knowledge, Inc.) 800-363-4585

* IANR and the University of Nebraska Cooperative Extension in Lancaster County implies no endorsement of a company listed or nonendorsement of a company not listed.

List provided (from IANR) February 1995.

Commercial on-ramps for accessing the Internet

Please contact one of the following companies* for subscription information. When you call be sure to ask for information on their commercial services and whether a free trial is available.

America Online
800 827-6364
CERNet
800 876-2373
CompuServe
800 848-8199
Delphi
800 695-4006
Geographic
800 635-9636
Internet Express
800 592-1240
Netcom
800 353-6600
Prodigy
800 776-3449
PSI InterRamp
800 331-3011
U.S. Internet
800 218-USIT
UUNET
800 489-6383

Nebraska local access providers:
Connect Now (Synergy Comm.) 402 345-9669
internet Nebraska 402 434-8680

LANCASTER COUNTY EXTENSION PHONE NUMBERS:
Office (leave message after hours) .................. 441-7180
After hours ........................................... 441-7179
FAX ................................................. 441-7148
GARDEN Gossip HOTLINE .................. 441-7179
COMPOSTING HOTLINE .................. 441-7147
NebLine RBBS ............................... 441-7149

OFFICE HOURS: 8 a.m. to 4:30 p.m. Monday-Friday

Shop S.M.A.R.T.
Save Money and Reduce Trash

PRIORITY PROGRAM INDEX

The mission of the University of Nebraska Cooperative Extension in Lancaster County is to help people address issues and needs related to their economic, social and environmental well-being through educational programs based upon scientific knowledge.

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"NebraskaHERB Software Update"—page 3

Natural Resources and Environmental Management
"Risk in ‘Rescuing’ Baby Animals"—page 5

Children, Youth and Families
"Red Flags of Dual Careers"—page 6

Nutrition, Food Safety and Quality
"Planning a Safe Food Picnic"—page 7

Strengthening Neighborhoods and Communities
"National Volunteer Week"—page 10
**Garden tips for June**

- **Heavy rains encourage slug problems. Go on extra rainy periods to handpick the pests.**
- **For hanging baskets in cool, shady locations, use tuberous begonias, fuchsias, impatients, or fibrous-rooted begonias in combination with trailing plants such as English ivy.**
- **Remove old flower heads from annual bedding plants to keep them blooming.**
- **Disbud chrysanthemums to flower to secure large, beautiful blooms on straight, strong stems.** To disbud, remove the small side buds along the stems which form in the angles of the leaves. This will allow all of the food reserves to be used for one large flower rather than many smaller ones.
- **Plant annual flowers in tubs or large containers for the porch or terrace. Be sure there are holes in the container’s bottom to provide good drainage.**
- **Remove foliage from spring bulbs as they begin to die down. Set out bedding plants to cover the bare spots using care not to damage bulbs.**
- **Watch for and control blackspot and powdery mildew on rose foliage.**
- **Use bark mulch around young trees to protect them from lawnmower damage.**
- **Spring flowering shrubs such as azaleas, rhododendrons, and forsythia should be pruned as soon as they completely bloom.**
- **Mid-to late June is an excellent time to take softwood cuttings of shrubs to start new plants. Some shrubs which can be propagated in this manner are spirea, lilac and viburnum.**
- **The best time to harvest most herbs is just before flowering when the leaves contain the maximum essential oils.** Cut herbs early on a sunny day.
- **Before pouring gasoline into the fuel tank of your lawn mower, be sure to turn off the engine and allow it to cool at least five minutes.**
- **Identify garden pests before you attempt to control them. If you decide to use a chemical control, read the label carefully to be sure the chemical is compatible with the plants you want to protect and the proper amount at the proper time.**
- **Bats can be an important weapon in a chemical-free arsenal (bug control). One great but not 3,000 to 7,000 insects each night. Attract bats to your yard by building and placing bat houses in your yard.**
- **Leaverwheat and vegetable seeds may be stored in a cool, dry location for planting next year.**
- **Start a gardening notebook. Pay special attention to those plants which withstand drought conditions.**
- **During hot summer months, mulch can be especially useful for conserving water. For the vegetable garden, shredded leaves or grass clippings can be a good mulch for use in the garden. For ornamentals, pine needles or wood bark do the best job.**
- **Weed removal is important for a number of reasons. It conserves moisture, reduces competition for space and sunlight, and helps prevent the spread of disease and insects.**

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**Check plants**

If your home has eaves, it is important to examine plants growing in that location. The leaves prevent most rain or snow from reaching the soil below. It may be necessary to water these areas during the dry winter periods. If this is a high maintenance area and a problem for you, consider moving the plants to another site or using plants which require less water. (DJ)

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**Herbs in the garden**

Herbs are versatile plants that can be grown in small areas around the home without difficulty. Only garden soil and good drainage is satisfactory and plants should be in an area receiving at least 4 to 6 hours of full sunlight a day. Annual herbs are those that must be started from seed each year. Herbs in this group include anise, basil, coriander, dill and summer savory.

Caraway, parsley and sweet marjoram are biennials or tender perennials that will usually continue to grow every year. Some perennial herbs include chives, garlic, lavender, lemon balm, mints, sage, tarragon and thyme. These will grow in the same location year after year. Most perennial herbs grow in clumps or as small shrubs; others form small trees to protect them from lawnmower damage. (DJ)

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**GARDEN GOSSIP HOTLINE**

441-7179

Accessible from any phone

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**The Garden Corner**

Q. Are there any problems in using lawn clippings for garden mulch?

A. Grass clippings make a fairly dense mulch, especially as they get wet and matted down. One advantage of long lawn clippings is that they don’t            tend to get somewhat smelly as they decompose. To solve this problem, apply no more than ⅛ inch of fresh clippings to the garden during each application. A total of ⅛ inches of clippings is all that is needed.

Q. Is it true that trimming leaves from tomato and muskmelon plants will make the fruits ripen better by exposing them to sunlight?

A. No. In fact, it may slow the ripening of tomatoes and melons and make muskmelons less sweet. The leaves are the plant’s food factories — they produce sugar by means of photosynthesis. Removing the leaves reduces the food available for fruit production and means there is less sugar in the melons. Removing the leaves of tomato plants also exposes the fruits to direct sunlight which usually burns or scorches them.

Q. When and how can I take cuttings to propagate shrubs?

A. Take cuttings from deciduous shrubs in mid- to late July, just as this year’s growth is beginning to harden in preparation for winter. Cuttings taken too early will be too soft and will not root. Cuttings taken too late will be too hard and will not root. Cuttings should be 4 to 6 inches long. They may be treated with a rooting hormone before being inserted in a mixture of soil and vermiculite or a 1:1 mixture of peat moss and perlite. Place the pot in the rooting medium and the cuttings in a plastic bag. Set the bag in the shade outdoors or indoors. You should not need to add much water, if any, for several weeks. In the fall, transfer the cuttings to a coldframe for the winter. Next spring, plant them in a sheltered spot where they will not be subjected to full sun. By the next spring, they should be ready to be planted in the landscape.
NebraskaHERB software update

NebraskaHERB, a computer program which uses economic thresholds to aid in herbicide selection, has been updated with label information from 40 additional herbicide ingredients. This user-friendly program quickly: 1) determines whether it is cost effective to treat a field; 2) identifies the most economically effective treatment (including broadcast and band-applied herbicides and cultivation); and 3) ranks all treatments in order of net profitability.

The user enters the grower’s name, field location, anticipated crop selling price, crop cultivar, crop growth stage, row spacing, weed species and densities, and herbicide costs. Field scouting information on plant size, soil moisture and weed species and density are collected and entered. The model then calculates a damage ranking and the expected loss if no weed control measure is applied.

NebraskaHERB 4.0 contains updated label information on 40 herbicide active ingredients and over 100 treatments which can be used for postemergence weed control in corn, sorghum, wheat, soybeans and sunflowers. Crop growth stage interactive with the recommendation screen.

The program is available through the University of Nebraska Agronomy Department on 3.5” high density diskettes, runs on IBM compatible computers and is very user friendly. (DV)

Managing weeds in sorghum postemergence

Crop growth stage restrictions are an important consideration when choosing a postemergence herbicide for sorghum. Gauge treatments on crop growth stage in the majority of the field. Early approaches may allow lower rates, better coverage and more effective weed control.

Ladd® at 2.4 pts per acre plus either oil concentrate or UAN effectively controls 2-4” inch broadcasted weeds and can be applied until sorghum is 12 inches tall. A 3.5 pt rate will control taller weeds and help suppress yellow nutsedge and field bindweed.

Apply atrazine 90 DF to completely emerged sorghum at a rate of 2.5 lbs per acre as the carrier. It will control grass and broadleaf weeds less than 1.5 inches tall. A rate of 1.3 pounds per acre plus oil concentrate also can be used to control broadcasted weeds as tall as 12 inches tall after the sorghum has reached the three-leaf stage. Do not use atrazine if the sorghum is more than 12 inches tall.

Apply Buctril® plus atrazine alone or with Banvel® or 2,4-D. The maximum sorghum growth stage for all Buctril® plus atrazine treatments is 12 inches. Buctril® plus atrazine at the rate of 1.5 to 2 pts per acre can be applied after sorghum emerges. When using the 3-5 pt rate, delay applications until the sorghum reaches the four-leaf stage. With 2,4-D or Banvel® tank mixes, use drop nozzles if the crop is taller than 8 inches. Do not apply in the boot stage.

Banvel® applications at 0.5 pts per acre alone or with 0.5 to 1.25 pts Banvel® can be applied after sorghum reaches the three-leaf stage. Do not use Banvel® as a sole application before the sorghum is 12 inches tall. Banvel® can be applied to sorghum up to 15 inches tall. Use drop nozzles if the sorghum is over 3 inches tall. 2,4-D amine at 1 pt per acre or 2,4-D ester at 0.5 to 1.25 pts per acre can be used on 6- to 15-inch sorghum. Use the 1.25 pts per acre rate of 2,4-D ester for perennial broadleaf weeds. Use drop nozzles if the sorghum is over 8 inches. (WS)

The question of fertilizing soybeans

Soybean fields in Nebraska are more likely to be deficient in phosphorus than nitrogen. Farmers considering fertilizing soybeans do not always need to add nitrogen. They need to know whether or not the crop needs it. From the soybean phosphorus when the soil contains less than 10 ppm (parts per million), while corn or sorghum need phosphorus when soil contains less than 15 parts ppm. In soybean fields measuring below 6 ppm, testing shows a consistent yield increase where phosphorus has been directly applied.

There are two common approaches to soybean fertilization. One is to fertilize the previous crop rather than directly apply fertilizer to the current soybean crop. Soybeans use phosphorus left over from the previous application, generally for corn or sorghum crops. The other common option is to apply phosphorus in a band, either as a starter or knifed in to a depth of 4 to 6 inches. This practice should be done after the season, nitrogen is needed. If not, it is unlikely that soybeans will respond to phosphorus fertilizer treatment. (DV)

Soybean production

Soybean producers need to apply phosphorus to the crop when the soil test is below 6 ppm phosphorus. Studies have shown a consistent yield increase where phosphorus has been directly applied. (DV)

Cleaning sprayer tips can help crops and the environment

Cleaning sprayer tips frequently and properly is an important step in safeguarding crops and the environment. As in most things, doing it right can prevent headaches in the future. Sprayers should be cleaned in the field right after spraying in order to avoid potential accidents with leftover chemicals.

Two excellent means of keeping both the individual operator and the IRS happy are to maintain separate business and personal checking accounts and establish a true employer-employee relationship with hired family members.

Establishing separate business and personal checking accounts not only makes the balancing act much easier when using IRS guidelines. Tracing business deductions to satisfy IRS requirements is much easier when using separate accounts.

Producers and other business people employing family members must establish a true employer-employee relationship. In recent years, for example, it has become more common for dairy producers to declare spouses as employees on their tax records. Not all producers acknowledge the active involvement many spouses have on the farm or ranch. But it also enables the producer to receive tax benefits from the spouse’s contribution. Paying a spouse as an employee is a deductible expense, qualifying the individual for benefits such as health insurance.

Spouses and other employed family members such as sons or daughters, need to maintain separate checking or savings accounts. Examples of these actions include the names to deposit wages received from the family business. (DV)

Using alfalfa for pasture

Alfalfa is usually thought of as best for hay or silage, but more and more its best use is for grazing. Alfalfa produces high yields of high-quality forage without nitrogen fertilizer. Alfalfa pasture can support a large number of livestock, resulting in superior weight gains and milk production. Alfalfa has a longer and more uniform growing season than any other legume. Alfalfa pasture can support a large number of livestock. Alfalfa has a longer and more uniform growing season than any other legume.

Beef producers also benefit from alfalfa by raising feeders faster and reducing feeding costs. Alfalfa also provides benefits from alfalfa by raising feeders faster and to higher weights before grain finishing with less supplement. Calves also have higher weaning weights grazing alfalfa.

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Soybean producers need to apply phosphorus to the crop when the soil test is below 6 ppm phosphorus. Studies have shown a consistent yield increase where phosphorus has been directly applied.
Consider these methods to remove iron from your water

Iron can be a major nuisance in a private water supply. It produces scaly deposits, yellow or brown stains on dishes, clothes and fixtures, and promotes the growth of iron bacteria in plumbing. A water quality standard of 0.3 milligrams per liter (mg/l) has been set for drinking water. Some individuals, however, can taste iron at concentrations as small as 0.1 mg/l. A number of treatment processes are available for removing iron. The selection of a treatment process depends on the chemical form of the iron and its concentration. Iron can be present in two forms—oxidized or reduced. The reduced form of iron is present in an oxygen-free environment such as groundwater. This form of iron is soluble and colorless. Reduced iron at concentrations of less than 3.0 mg/l can be removed through water softening or sequestered by the addition of polyphosphates. Reduced iron is oxidized to a red or yellow, insoluble precipitate when exposed to air or oxidizing agents such as chlorine, potassium permanganate, or potassium dichromate. Oxidized iron can be removed through filtration.

<table>
<thead>
<tr>
<th>IRON CONCENTRATION</th>
<th>CHEMICAL FORM OF IRON</th>
<th>TREATMENT METHOD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 3.0 mg/l</td>
<td>Colorless-reduced</td>
<td>Water softener</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Polyphosphates</td>
</tr>
<tr>
<td>3.0 - 10.0 mg/l</td>
<td>Both colorless-reduced and red-oxidized</td>
<td>Oxidizing filter</td>
</tr>
<tr>
<td>More than 10.0 mg/l</td>
<td>Both colorless-reduced and red-oxidized</td>
<td>Oxidation followed by filtration</td>
</tr>
</tbody>
</table>

Iron in water can be removed by using water softeners or polyphosphates. Water softeners remove iron by exchanging it with calcium and magnesium in the form of a soap. Polyphosphates can be used to remove iron by forming a complex with the iron. This complex is then precipitated out of the water. Once the iron is removed, the water is safe to use. However, iron can still be present in the water in the form of red or yellow precipitate. This precipitate can be removed by using a sand filter. The sand filter removes the red or yellow precipitate by trapping it within its pores. The filtered water is then safe to use.

Water Softening
Water softening removes iron by exchanging it with calcium and magnesium. This process is called ion exchange. Iron precipitate can be removed by backwashing the filter and then regenerating it with polyphosphates or sand. Proper regeneration practices are necessary to remove the accumulated iron.

Polyphosphates
Polyphosphates are a family of chemicals that can remove iron from water. They are effective in removing iron at concentrations up to 10 mg/l. Polyphosphates are added to the water to form a complex with the iron. This complex is then precipitated out of the water. Once the iron is removed, the water is safe to use. However, iron can still be present in the water in the form of red or yellow precipitate. This precipitate can be removed by using a sand filter. The sand filter removes the red or yellow precipitate by trapping it within its pores. The filtered water is then safe to use.

Iron Oxidation
Iron can be oxidized by adding a chemical oxidizer such as chlorine or potassium permanganate. The oxidizer reacts with the iron to form a precipitate that can be removed by filtration. Proper regeneration practices are necessary to remove the accumulated iron.

Iron Oxidation Followed by Filtration
Iron can be oxidized and filtered by adding a chemical oxidizer such as chlorine or potassium permanganate. The oxidizer reacts with the iron to form a precipitate that can be removed by filtration. Proper regeneration practices are necessary to remove the accumulated iron.

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In spring, people frequently come across baby animals. You may find nests during garden and yard work, when trimming trees or when you're simply enjoying the outdoors. If you do find a baby animal, the best thing to do is leave it alone. Most likely, the mother is nearby and will return to take care of her baby. Unfortunately, many people feel that if they discover a baby animal, they must "rescue" it. "Rescued" baby animals rarely survive long because the person cannot provide the animal's special needs. Below are a few of the most common springtime baby animals found:

- Lancaster County has an abundant cottontail rabbit population. They often nest in lawns by making a shallow depression and covering it with fur or a grass blanket. The mother leaves the litter of four to six babies in the nest during the day and returns each night to nurse them. Pets, raking or mowing may disturb the nest. If the babies are not injured, simply return them to the nest and cover them with the blanket. Rabbits are weaned and independent at three weeks. So, if you leave them undisturbed and protect them from pets, they will soon go on their way. Many baby birds also hatch in spring. Baby birds hatch blind and naked. Parents feed them every five to fifteen minutes during daylight hours. When fully feathered, the young begin to explore their surroundings and they generally leave the nest before they can fly. The parents do not return to the nest to show them how to fly or hunt but they do support the young while they learn on their own. If you find a feathered baby bird, leave it alone. The parents are nearby watching and waiting for you to leave so they can bring food. If the bird is naked, pick it up and warm it in your hands. Then, return it to the nest. Most people believe that if you handle a baby bird and return it to the nest, the parents will abandon it because they smell your human scent. This is not true. Birds have a poor sense of smell. The parents care for the baby bird if you return it to the nest. Occasionally, a baby animal may need help. The parents may have been killed or driven away. Sometimes something may have damaged the nest or injured the animal. If you must intervene, your goal should be to return the baby to the wild, not to make it a pet. First, give the animal shelter and warmth. Next, call for professional advice on how to care for the animal you have found (such as Wildlife Rescue, humane societies, nature centers or veterinarians). (SE) Source: University of Wisconsin- Cooperative Extension Service

**Junking your junk mail**

- Practice hiking etiquette

  If you enjoy taking long hikes in the woods on a favorite winding trail, be careful. If you're not following the "minimum impact" ethic, you might be damaging the land. A responsible hiker must follow the minimum impact ethic as a rule of environmental etiquette. The principle means that you should always act in a way that endangers the land the least. Here are a few guidelines to follow:
  - Avoid popular spots in favor of less-traveled areas. Popular trail segments often become overcrowded.
  - Stay on the marked trail and don't cut short cuts, which create unnecessary erosion.
  - Consider off-trail hiking. A hike over a frozen trail can be delightful on a cold, sunny winter day. Heavy-soled shoes won't sink in the snow, and you can more easily spot wildlife. Never take home "miniatures" from your hike. Removing a small item may seem insignificant, but everything plays a role in nature. An abandoned bird's nest might be needed the next day.

- Junking your junk mail

  Is your mailbox filled with junk mail? Not only is it a nuisance for those who do not wish to receive it, junk mail also contributes to the solid waste problem by using natural resources. Junk mail is typically the unsolicited second and third-class promotional mail you receive. Americans receive almost 2 million tons of junk mail each year, junk mail is composed of 100 million tons of trees annually. If you do not enjoy reading junk mail, there are steps to take to reduce the amount of unwanted junk mail you receive. To stop unwanted junk mail that you are currently receiving:
  - Tear off mailing label.
  - Remove the pre-addressed enclosed envelope.
  - Write a note removing request for their list.
  - Mail the letter and label back to the company.

  To stop future junk mail, write a letter to the Mail Preference Service and ask them to remove your name from future mailing lists. Send to:

  Direct Marketing Association
  Mail Preference Service
  11 West 42nd Street
  PO Box 3861
  New York, NY 10163

  This action only reduces the flow of mail coming from national lists. Local mailing lists (community, statewide, etc.) will not receive a notice to remove your request to eliminate your name from the Direct Mail Association. You will have to contact the senders directly.

  Help save the environment, take a few minutes to reduce the junk mail you receive. (LB)

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**Risk in "rescuing" baby birds**

- Many chemical companies are developing new approaches to pesticide handling with the user's safety in mind. Two examples are gel packs and no-glug jugs. Gel packs are water-soluble bags filled with a pesticide formula. These premixed packs are designed to be triggered for a given number of acres. To use, remove the gel pack from its outer package and add the pack to water in a spray tank. The pack dissolves and the pesticide is released. Because the pesticide is self-contained, the user doesn't come into direct contact with it. Even though the pesticide is self-contained, gel pack users must wear protective clothing such as coveralls, nitrile gloves, a chemical-resistant apron, goggles and face shield, and chemical resistant shoes, shoe coverings or boots.

  Gel packs allow for more convenient handling, calibration and mixing. They also reduce the number of pesticide containers to rinse, recycle or otherwise dispose of because the pack dissolves. No-glug jugs are improved versions of traditional pesticide containers which often "overgug" because air can't escape as quickly as the liquid pesticide. Glugging shows down pouring and can cause splashes and pesticide exposure.

**Environmental Focus**

**Wacky wildlife ways**

Q: Why are the birds flying into my picture window? A: Not all squirrels exhibit this behavior. Some car wires are encased in a soybean base which can be attractive to some squirrels. The best control of this habit is to deny the squirrels access to the car. Keep it in a garage, use a taste repellent on the wires, or cover entries to the wires.

Q: Why are the grackles dropping fecal matter into my pool? A: Grackles are very tidy after young have hatched to prevent predators from finding the nest. Fecal matter from the young is covered with a sac-like membrane which enables the adults to dispose of the waste easily away from the nest. The pool is an attractive disposal site because the water will reduce the smell from the fecal matter. (SB/BPO)

**New pesticide packaging designed for safer handling**

- No-glug jugs have special handles that allow air to enter as easily as liquid is poured out. The liquid, which is semi-liquid, is simply returned to the source, without glugging, and reduces potential pesticide exposure.

- Empty no-glug jugs still must be triple- or pressure-rinsed before recycling. Again, users must follow the package instructions and wear protective gear.

- With or without the new safety features, carefully following package label directions for handling, application and disposal is crucial. These features offer the best protection when used properly.

**Source:** Larry Schulze, Ph.D., pesticide coordinator, Water Center/Environmental Programs, NUI/ANK (DW)

**Infected/infested plant materials**

Gardeners have realized the limitations of fungicides and insecticides this growing season. Rainfalls have washed off protective products and limited their effective protection on the plants. As plants and produce succumb to what mother nature is tossing out, cleanup of infected and infested plant materials is very important. All diseases and insects have some survival structure which enables them to live until the next growing season or until a susceptible host is grown.

- Remove disease-infested plant materials from the garden and burn or remove from the landscape area. Do not compost, because many disease organisms can survive in home compost piles. Pick up and dispose of fallen fruit as well. Control tall growing weeds and remove other debris around the garden to prevent overwintering sites for insects such as stem borers.

**Far-Out Whale Facts**

Q: Have you ever experienced a whale's breath for an hour? A: Grackles are very tidy after young have hatched to prevent predators from finding the nest. Fecal matter from the young is covered with a sac-like membrane which enables the adults to dispose of the waste easily away from the nest. The pool is an attractive disposal site because the water will reduce the smell from the fecal matter. (SB/BPO)
Red flags of dual careers

Managing two jobs, a home, and children and marriage are challenging under the best of circumstances. If any of the following conditions apply, you are at an increased risk for developing conflict—within yourself or between your mate—and your work and family roles.

Dual-career couple who work different shifts.

Routine sacrifice of sleep or lunch hours to chores or child care.

Perception that home chores and child care responsibilities are unfairly distributed between you and your mate.

A tendency to try to get as much work (home-office) accomplished as possible, combined with reluctance to put some chores lower down on the priority list.

Generally, couples who best manage career and home conflicts do the following:

1. They don't lose sight of the marriage. The marriage is the keystone of the family. By keeping the relationship a priority, the family can withstand daily hassles and occasional periods of over involvement with one's job.

2. They say "no" to low-priority tasks and activities. Some couples don't try to do everything. The Superwoman and Superman approach leads to burnout. Setting priorities that add to the perception of having more control, a factor shown to improve stress resilience substantially.

3. They talk about their stress. One study revealed that couples who discussed their stress levels adopted the values and expectations of the "masculine role" more favorably than those who lived the components of the masculine role most associated with physical and emotional distress:

- restricted emotionality: not expressing feelings;
- reduced affection: less shows of tenderness and affection;
- preoccupation with success: focus on career advancement while neglecting relationships.

Taking time to talk about stressful events with a mate provides relief and builds intimacy.

4. They don't try to work and engage in family activities at the same time. Busy parents often try to play with the kids and concentrate on a business presentation all at once, thereby doing neither well.

5. They are involved in at least one regular family ritual. Going to church every week, having a regular weekend outing, bedtime stories—all of these contribute to a sense of predictability, and they are otherwise fast-paced family week.

Successful families convey a sense of order even during a time they are crazy-busy. The best way to do this is to make sure that the limits are put in place.

By setting the reins of control over life events instead of being dragged along by them, you can improve your resilience to stress. Research shows that people who believe they have more say-so over events affecting their life are healthier, happier, and likely to live longer.

Source: Dr. Paul Coleman.

Getting to the Master: How to Resolve Ongoing Conflicts in Your Marriage Once and for All. 1994

Creating adult/adult relationships between children and parents

Solving conflicts between parents and children often is difficult and can be emotionally draining. The reason is that parents and children work to break the “sibling” in each other. The reason is that parents and children work to break the "sibling" in each other.

Individuals who, as children, got along with their parents often have more satisfactory adult relationships with their parents as adults. Even those who often disagreed with their parents may find their relationships improve as they grow older.

In many families, “emotional junk” builds up between parents and children. This prevents them from establishing adult/adult relationship. This can be overcome if both parents and children work to break through this impediment to a more mutual and balanced relationship.

Forming a balanced adult/adult relationship between a parent and child isn’t easy. The parent must be willing to see and respond to the child as an adult, not just as a child. The parent has to give up some control and the child has to give up childlike thinking and acting, and be willing to assume more control. They must move to a “win-win” position.

Sometimes conflicts between parents and adult children arise, both need to approach the conflict quietly and nonemotionally to maintain an adult level. A person who acts like an adult is more likely to be treated like an adult.

Unnecessary confrontation often leads to a standoff—which can lead to deterioration in the relationship. Angry people become defensive.

When parent/child relationships are dysfunctional, both parties probably need therapy to begin to reconcile. Both the parent and child often feel wounded and a lot of forgiveness and healing is necessary to repair a relationship.

Source: Herbert Longren, Ph.D., Family Life Specialist, NUS/EARN. (LJ)

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Source: Herbert Longren, Ph.D., Family Life Specialist, NUS/EARN. (LJ)

People can live for months on a good compliment!
Planned a safe food picnic

Several varieties of reduced fat and virtually fat-free cheeses are now available. One of the differences you may find is a milder flavor. Some of the cooking techniques for using the new lowfat and no fat cheeses are different than for full fat cheeses.

Some are suggestions for cooking with the "reduced fat" cheeses from the National Dairy Board. Keep in mind that variations in fat content and formulation may affect performance:

- When making a sauce with reduced fat cheese, keep heat exposure to a minimum, using grated, diced or slivered cheese and adding it at the very end of the cooking. Remove from heat and stir until melted. The addition of such condiments as mustard, salsa or various spices will complement the cheese's milk flavor.
- Substituting fat cheeses melt smoothly when layered in a casserole.
- Top casseroles and baked pasta dishes with reduced fat cheese near the end of the baking time and heat until just melted. Serve immediately. Cheeses with very low fat levels take longer to melt and may produce a "skim" when baked.
- When serving cheese as a sandwich or a side dish, slice on an open-faced sandwich, place it as far from the heat as possible or use a lower broiling temperature.
- As a side dish, a favorite recipe without altering the flavor or texture of the dish, replace up to one-half of the full fat cheese with a reduced fat variety.
- "No fat" cheeses—the Cheddar and American types—are best served "as is" in sandwiches, as a snack on cheese boards and in salads. They tend to have a mild flavor. If desired, they can be enhanced with mustard, mayonnaise, roasted red peppers, salsa, spices or herbs. Serve at room temperature for best texture.

Put "zest" in your life

Have you ever come across the word "zest" in a recipe and wondered what it meant?

"Zest" refers to garnishes from the outer peel of any citrus fruit such as oranges, lemons and limes. Use a citrus "zester" or a small gauge grater to remove only the colored portion of the peel. The white layer or "pith" is quite bitter. Add a zest to a dish with zest as it is quite flavorful. Leaf through your cookbooks for ideas on how to incorporate zest into recipes you currently use. For example, you’ll find citrus zest used in several dessert, vegetable and rice dishes. If you’re trying to cut down on salt, sugar and fat; adding a citrus zest may be just the ticket needed for adding zest back into recipes.

Refrigerate leftover lemons or limes as a flavor enhancer.

Again, check your cookbooks for ideas. Combining equal parts lime or lemon juice and honey makes a nice dressing for fruit salads; use in mojitos. Sometimes this dressing will also keep light colored fruits like bananas, apples and pears from turning from dark.

Orange Salad

Table 1

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Calories</td>
<td>441-7180</td>
<td>441-7180</td>
</tr>
<tr>
<td>Protein</td>
<td>110</td>
<td>0</td>
</tr>
<tr>
<td>Total fat</td>
<td>0</td>
<td>253-2</td>
</tr>
<tr>
<td>Cholesterol</td>
<td>0</td>
<td>336-730</td>
</tr>
<tr>
<td>Sodium</td>
<td>25 milligrams</td>
<td>1/2 tsp</td>
</tr>
<tr>
<td></td>
<td>4 cups</td>
<td>1/2 tsp</td>
</tr>
<tr>
<td></td>
<td>washed spinach</td>
<td>vegetable juice</td>
</tr>
<tr>
<td></td>
<td>, torn into</td>
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<tr>
<td></td>
<td>pieces</td>
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<tr>
<td></td>
<td>1/2 cup</td>
<td>1/4 cup</td>
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<tr>
<td></td>
<td>red onion,</td>
<td>orange juice</td>
</tr>
<tr>
<td></td>
<td>sliced</td>
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</tr>
<tr>
<td></td>
<td>2/3 cup</td>
<td>2 tablespoons</td>
</tr>
<tr>
<td></td>
<td>mushrooms,</td>
<td>soy sauce</td>
</tr>
<tr>
<td></td>
<td>sliced</td>
<td></td>
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<tr>
<td></td>
<td>1/4 cup</td>
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<tr>
<td></td>
<td>orange juice</td>
<td></td>
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<tr>
<td></td>
<td>2 tablespoons</td>
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<tr>
<td></td>
<td>vegetable oil</td>
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<tr>
<td></td>
<td>1/2 tsp</td>
<td></td>
</tr>
<tr>
<td></td>
<td>brown sugar</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1/4 teaspoon</td>
<td></td>
</tr>
<tr>
<td></td>
<td>pepper</td>
<td></td>
</tr>
</tbody>
</table>

To prepare:

1. Wash spinach, tear into pieces and place in bowl. Add orange sections, onion and mushrooms. Toss lightly to mix. Mix orange juice, vinegar, oil, ginger and pepper well. Pour over spinach mixture. Toss to mix.

2. Serve immediately.

Source: Eat a Variety of Foods, USDA-HNIS Home and Garden Bulletin No. 253-2 (AH)

Reduced fat cheeses

As youth enter adolescence, families occupy an increasingly important role in the lives of their kind of friends such as opposite sex with romantic ties and peers from the community in a higher circle emerge. At this age, many young people shift their priority relationships to a group of peers and friends. They want to spend more of their leisure time with friends and less time at home.

Fruits and vegetables served together make an interesting salad. Use seasoned lima beans and a hot crispy roll. Angel food cake with a lightly sweetened fruit topping would add a variety of Psychological and behavioral problems.

Adolescents and their friends

As youth enter adolescence, friends occupy an increasingly important role in the lives of their kind of friends such as opposite sex with romantic ties and peers from the community in a higher circle emerge. At this age, many young people shift their priority relationships to a group of peers and friends. They want to spend more of their leisure time with friends and less time at home. Most reduced fat cheeses melt smoothly when layered in a casserole.

Family Community Leadership

Become involved in making decisions that affect you and your community

For more information, contact your local Cooperative Extension Office

Videoconference: "Making a Difference in Supermarkets"

Health, industry and interested consumer representatives are invited to participate in a satellite videoconference on working together to create supermarket nutrition education programs. "Making a Difference in Supermarkets," a national program developed by the Centers for Disease Control and Prevention will be offered Thursday, June 22, 1-2 p.m. at the Lancaster Extension Conference Center. The Nebraska Department of Health and the University of Nebraska Cooperative Extension in Lancaster County are the local sponsors.

Regional food chains in Maryland, will lead the program activities. There is no charge for this program. Pregistration is requested by calling 441-7180 to assure adequate materials for participants. For more information about the program and continuing education credits, call Alice Henneken (441-7180) or Kathy Goddard (471-2781). (AH)
Animal identification affidavits due

All 4-H beef, sheep, dairy, swine and goats must be tagged, ear notched, tattooed and/or identified on 4-H Identification Certificates or Ownership Affidavits to be eligible for 4-H shows. These affidavits must be on file at your University of Nebraska Cooperative Extension Office by June 15 of the current year.

In addition to the June 15 deadline for filing identification forms, there is a 4:30 p.m., July 17 (horse entries are due July 10) deadline for entering animals in the Lancaster County Fair. Entries accepted after this time will be charged $5 per exhibitor and will not be included in the show programs. Affidavits and entry forms are available at the Extension Office. Some important dates and rules:

Sheep
- Lamb tagging will take place at State Fair Park west of the north 4-H barn Saturday, June 3, 9:00 a.m. to noon and Thursday, June 8 at 4:30 to 6:00 p.m. (or by appointment).
- Scales will be set up to weigh lambs for the county rate of gain contest.
- Each exhibitor may tag 30 lambs at $5 each.
- All market lambs must be tagged.
- Commercial ewes may use a flock tag.
- Registered ewes should be identified by the number that is in their ear and on their registration.

Swine
- All swine must be identified by ear notches in both ears (each exhibitor may identify 40 swine).
- At the Lancaster County Fair 4-H Swine Show this year, no health or health inspection will be required since this is a terminal show.

Feeder Calves
- A hard tag, tattoo, or state 4-H tag number will be acceptable identification for feeder calves at the Lancaster County Fair 4-H Show.

Some progress shows may require a Nebraska state 4-H ear tag.

State 4-H Dog Judges’ Videoconference

If you are interested in learning about judging dogs, then the place to be is the Lancaster Extension Conference Center, Tuesday, June 13 for the State 4-H Dog Judge’s Videoconference. Registration will begin at 9:00 a.m., and the videoconference will be from 8:00 to 10:00 p.m. This dynamic videoconference will feature the following information sessions:

- Youth development concepts of judging
- Judging obedience
- Judging herding
- Blending AKC with 4-H and teaching as you judge

Youth who anticipate staying overnight on June 15, 1995, must sign the affidavit stating that they are responsible adults. Forms are available at the Extension Office.

4-H Horticulture House Study Manual

A home study manual is available for 4-H members interested in preparing for the 4-H Horticulture Contest. This manual will help you prepare for the plant identification portion of the 4-H Horticulture Contest held July 10. If you're interested in receiving this study manual, contact Mary Jane.

Other county fair info

New policy on picking up county fair exhibits

Extension staff will no longer take responsibility for exhibits not picked up at the close of the fair on Saturday, August 5. If you will be unable to pick up your exhibit, please make arrangements with someone else to do so. Anything left at the fair will be thrown away or given to charity. We no longer have storage space at the office to accommodate the number of exhibits being left. Thanks for your cooperation! (LJ)

Child development update

If you are enrolled in child development and plan on entering a toy made for a baby, toddler, preschooler or grade-schooler, please read the following:

Many exhibits in 4-H require that the 4-H member use their creativity and actually "make" the exhibit. There have been some cases where exhibits entered in the toy classes have not been "made." Workmanship is one of the things being judged, and if the article or part of the article is not "made" or "constructed" in some way, there is no workmanship to judge.

Please remember this when preparing exhibits for the fair. If you have any questions, please let us know. The scorecards for these classes are available for review. Thanks for your cooperation. (AMM)

New: Parental permission to camp on grounds

It will be necessary for youth who anticipate staying overnight on the fairgrounds during the Lancaster County Fair to have a signed permission form on file at the Extension Office by July 10 for horse exhibitors and July 17 for all other animal exhibitors. The permission form must designate an adult who will be staying with the youth. The person may be a 4-H club leader, parent, or other responsible adult. Forms are available at the Extension Office. (LJ)
Every year there are five different contests organized for any 4-H member who wants to take part. They are a lot of fun, you can learn a lot, you can make new friends and you will learn to perfect your communication skills! Let’s take a look at these contests and why you should be a part of the Fairfield County 4-H Music Contest during the Lancaster County Fair.

County 4-H contests are 4-U!

Contests organized for any 4-H members are a lot of fun, you can learn something new, you can make new friends, and you will learn to improve your communication skills! Let’s take a look at these contests and why you should be a part of 4-H contests during the Lancaster County Fair.

**The 5-W’s of 4-H contests**

<table>
<thead>
<tr>
<th>WHO</th>
<th>All youth enrolled in the 4-H program and interested in fun!</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHAT</td>
<td>Choose from the: Music Contest, Lifetime Skills, Judging Contest, Style Revue, Table Setting Contest, Demonstration Contest</td>
</tr>
</tbody>
</table>
| WHERE | • Kubernetes at 4-H Arena
• State Fair Park
Bob Devaney Sports Center
• Lancaster Extension Conference Center |
| WHY | To help 4-H members become better communicators, leaders, educators, and to have FUN! |
| WHEN | July and August 1995 |

See related article for more information on 4-H contests.

**Let's work in the 4-H food booth!**

One of the most fun things you can do is work in the 4-H food booth! You can make new friends, learn about working with people and help the 4-H Council to promote the Lancaster County 4-H Program!

• Some changes have been made in scheduling workers for the food booths this year. The 4-H Council has assigned clubs and independent members to work in the food booths during the county fair. They have taken into consideration the age of the 4-H members and the food booths they are working in and the types of projects the 4-H members are enrolled in so they won’t overlap a show contest.

• It is the responsibility of the 4-H club/member to find a replacement if the assigned shift will not fit their schedule. A confirmation card will then be sent back by the leader to the 4-H Council Food Booth Committee.

• Hopefully, this procedure will work for everyone involved. The 4-H Council appreciates the support of the 4-H members, and we hope that if you have any questions, you call Penny Carrizzo at 488-3792 or Pam Purcell at 488-1277. See you at the Lancaster County Fair 4-H Food Booth!

**Embryology Crossword**

**Down - T to F**

1. A young horse
2. Days required for a chicken egg to hatch
3. A bird that lays eggs
4. A machine used for hatching eggs
5. The breaking of the egg shell before the duckling hatches
6. The chick is in its earliest stage of development
7. A lutein
8. Process of examining an egg by breaking it in front of you
9. A month, freshened limb of a chicken
10. Which are not, the or the chicken? Acronym - TN or T?

**Across - 11 to 20**

11. Where a hen will lay an egg
12. A second scaled to a hen
13. A group of chickens
14. A group of lessees
15. A vegetable
16. A thermometer is used to record this
17. Yellow portion of an egg
18. A male chicken
19. The cloaking over a chicken’s body
20. The end of an egg
21. Corn meal for chickens
22. By the end of
23. Extra bits

**Tips for Buying First Horse**

**Include Age, Soundness, Disposition**

What to look for in buying a horse depends upon who it’s for and what the horse will be used for. Is the rider a beginner or advanced? Is the horse for western riding or English jumping? The horse should be compatible with the experience of the rider.

A horse should be safe and dependable, especially if it’s for a child. The horse should be quiet and have a good personality, not irritable and nippy. Horses can be found through newspaper ads, 4-H groups, horse breeders and trainers, or horse sales and livestock auctions. If you plan to buy at an auction, a knowledgeable person should come along on the trip to pick out details the untrained eye wouldn’t see.

A horse may have its colts and ways and lack experience with a rider. Horses five and older are usually more physically and mentally mature, making them a better choice for the beginner.

You get what you pay for when you buy a horse. A $500 horse may seem economical, but there’s probably a reason for the price. A horse may be unruly, poorly trained or have health problems, so beware. A first horse should be worth between $1,000 and $3,500.

Have a veterinarian health check the animal before buying. Make sure the horse is healthy and has no colts and ways and lack experience with a rider. Horses five and older are usually more physically and mentally mature, making them a better choice for the beginner.

Source: Kathy Anderson, Ph.D., Horse Specialist UNL (CB)

**Nebraska 4-H & Youth**

1995 Fair Fun Day
Thursday, August 3
State Fair Park
Designed for kindergarten graduates through 4th grade

Day Care Groups
9:00-10:30 a.m.
10:30 a.m.-12:15 p.m.
1:00-2:30 p.m.

Watch your mail for further information and sign-up
Contact: Extension Assistant Cindy Blome, 441-7180

**District and State Horse Shows**

The District and State Horse Shows will be held Friday, June 16 in Fairfield, Monday, June 19 in Weeping Water (Level II English classes offered) and Thursday, August 3 at Tekamah. The 1995 4-H Horse Expo is July 10-13 in Grand Island. (CB)

**Pre-District Warm-Up**

The two-day training activity will be held Saturday and Sunday, June 10 and 11 at the 4-H arena, State Fair Park. Advanced registration is not required and younger 4-H members are encouraged to attend; even if they are not old enough to participate at districts. The registration fee is $3 per event with no limit to the number of events per exhibitor.

**Training sessions Saturday, June 10 will begin at 1:00 p.m. with English Pleasure and English Equitation classes. The afternoon sessions will begin at 1:00 p.m. with Western Pleasure and Western Horsemanship. Instruction will be given to each rider on the rail pattern as required at district qualifications show. Riding in groups according to ribbon designations will also follow the procedures of the district show.**

**Group riding sessions will be divided into junior and senior age groups.**

**Training sessions Sunday, June 11 will include rein training patterns at 9:00 a.m., pole bending at 1:00 p.m., and barrel racing at 3:00 p.m.**

**Qualified instructors will supervise each event. This is not a competitive show, but an instructor clinic to help riders qualify one at the district qualification shows to be held Friday, June 16 at Fairfield; Monday, June 19 at Weeping Water; or Wednesday, June 21 at Tekamah. All English riders will be required to attend the Weeping Water District Show. (CB)**

**Level Testing**

Club leaders, remember that all registered 4-H club members must pass their Level I—Horsemanship Test prior to the start of the county fair. Several revisions are being made to the levels testing program; but at this time, the following testing procedures should be followed. As soon as the new program is available and in place, an outline will be sent to all 4-H club leaders and independent members.

Level I—Club leader
Level II—Club leader or visiting leader
Level III—Someone other than 4-H member’s own club leader that has been approved by the Extension Office. An outline is available from the office or club leader.

**Level IV—List of approved Level IV examiners is available through the first few times until horse and the rider become better acquainted.”}

Source: Kathy Anderson, Ph.D., Horse Specialist UNL (CB)
Shires to serve as interim unit leader

During the next few months, the Lancaster County Extension Board and the University of Nebraska Cooperative Extension will be looking for a replacement for retiring unit leader Don D. Miller. During this period, Warder "Gus" Shires will be the interim unit leader of the University of Nebraska Cooperative Extension in Lancaster County. Shires has been an Extension Educator, Agriculture, in Lancaster County since April 1, 1985. His primary program areas include: Agriculture and Natural Resources

Solid Waste Management
Land Application of Biosolids and Organic Fertilizers
4-H Horse Activities

Before moving to Lancaster County, he was the agent chair in Nemaha County. He has also served as a member of the Nebraska wing of the Civil Air Patrol.

Shires is a native of Elliot, Iowa. He received his B.S. and M.S. in Agronomy and Agricultural Education at the University of Nebraska.

Factors in delegating effectively

1. Define responsibilities clearly. Describe freedoms and limitations. This allows for consultation.
2. When delegating, delegate complete segments rather than bits and pieces.
3. Maximize strengths through choosing the right people for the right positions. Determine strengths and weaknesses of staff and delegate accordingly.

"Work and Family Policies in the Midwest: Business, People and Economic Development"

An executive summary, "Work and Family Policies in the Midwest: Business, People and Economic Development," provides valuable information about ways in which companies have implemented policies and programs designed to assist employees in managing work and family responsibilities more effectively. Over 400 businesses in North Dakota, South Dakota, Iowa and Nebraska were randomly selected and interviewed in this research supported by a North Central Regional Center for Rural Development grant. Companies were asked questions about:

- Flexibility in work arrangements (time and place)
- Types of leaves offered (vacation, sick, family, and family)
- Assistance with dependent care arrangements (children and elderly)
- Climate of organizational and supervisory support
- Economic benefits (health and life insurance)

Findings from the study include:

- Larger companies offer more support in terms of dependent care, organizational climate and economic benefits.
- Companies with a higher percentage of women are more likely to be flexible and offer assistance with dependent care.
- The organizational climate is less favorable and economic benefits less generous in companies with a high percentage of part-time workers despite the fact that they offer greater flexibility.
- Firms that are subsidiaries of larger companies, which determine policy, are more generous in terms of leave, dependent care, organizational climate and economic benefits than those that are independently owned. However, independently owned firms are more likely to provide such benefits.
- Companies that wish to be more supportive of employees could, according to the report:
  - Ask employees about their needs and potential solutions in balancing work and personal issues (task force, needs assessment).
  - Adopt low-cost policies and benefits: flexible work arrangements, information and referral services for dependent care needs.
  - Maintain or establish an employee assistance program for employees and their families.
  - Offer information about work and family issues (parenting, stress management and retirement planning).

Source: The Effective Management of Volunteer Programs, Marlene Wilson, 1987. (LJ)

Practices of exemplary leaders

The following have been found to be practices of exemplary leaders:

Challenging the Process
Searching for opportunities
Experimenting

Inspirating a Shared Vision
Envisioning the future
Enlisting others

Enabling Others to Act
Fostering collaboration
Strengthening others

Modeling the Way
Setting an example
Planning small wins

Encouraging the Heart
Recognizing contributions
Celebrating accomplishments


PUBLIC INVITATION

Lancaster County Extension Board Meeting

Held at the Lancaster County Extension Conference Center the second Monday of every month at 7:30 a.m.

Monthly agenda available for review
See Extension Office receptionist 8:00 a.m.-4:30 p.m. M-F

For more information call Lincoln Action Program, Judy Adams at 471-4515

Crisis Home Repairs
for Lancaster County Homeowners

$182 billion. Forty-eight percent of Americans volunteered an average of 4.2 hours per week in 1993.

Twenty-seven percent of the volunteers gave five or more hours per week doing community service. Thirty-seven percent of the volunteers reported that they were giving more hours than three years ago, up 33 percent.

The most significant increases in volunteering occurred among senior citizens, age 75 and older and among divorced, separated and widowed persons. Certain demographic groups are asked to volunteer less often: African Americans and Hispanics, families with household incomes under $20,000; single people, people who are divorced, widowed or separated; and persons who are not employed. But, when asked, these groups volunteered at a similar or even higher rate than the national average.

Nearly 75 percent of those surveyed believed that organizations such as Cooperative Extension and 4-H play a major role in making communities a better place to live.

Here, as everywhere, Cooperative Extension is engaging more people more effectively in volunteer and community service aimed at creating a positive environment for people in their communities. For information about joining the fantastic group of volunteers in the Lancaster County Extension Office, call 441-7180.

Adapted from an article by Janet E. Fox, 4-H Youth Development Specialist, NUIANR (LJ)
Internet

IANR Gopher

To the right is the root menu of the IANR gopher (figure 1). The address of this menu is unlvm.unl.edu. Once you are at this menu you can easily find IANR and UNL information, including information on how to use the Internet. This gopher is interconnected with more than 5,000 other known gophers (gopher accessible servers) around the world. This interface is basically a "point and shoot" menu: using your arrow keys, you move your cursor to a selected menu item and hit the enter key—which takes you to the next menu layer.

World-Wide Web

Perhaps more significant and certainly more fun is the power of using a World-Wide Web (WWW) browser to look at the Internet through a graphical "point and click" environment where the user can navigate through endless connections of "pages" related to as many topics as there are topics to list... in other words, everything under the sun.

IANR WWW Home Page

Figure 2 shows IANR's Home Page as of May 4, 1995. The items underlined are menu items which are selectable and lead to more information on the topic. IANR's WWW page is linked to other Extension pages, University of Nebraska pages, State of Nebraska pages as well as many other locations. IANR Home Page Address is http://unlvm.unl.edu.

IANR Information Page

Figure 3 shows the IANR information page. This menu leads to most of the Extension and IANR information developed on campus. Here is where you can get weather information, access newsletters and check into the horticulture department.

Figure 1

figure 1

IANR Information from Divisions, Departments, Centers

- International News
- Nebraska WWW Servers
- Institute of Agriculture & Natural Resources Gopher
- Weather World
- UNLVM servers
- Internet Information

SUGGESTIONS or QUESTIONS about IANR WWW

Figure 2

University of Nebraska-Lincoln
Institute of Agriculture & Natural Resources (IANR) WWW Home Page

What's New on IANR Gopher (last update Mar 7)

Figure 3

IANR Information

About IANR
Agricultural Economics
Biological Systems Engineering
Calendar of Events
CALMIT - Center for Advanced Land Mgt Info Tech
Environmental Education from Forestry, Fisheries & Wildlife Dept
Environmental Programs
Fact Sheets
Family and Consumer Sciences
Food Science & Technology/Food Processing Center
Horticulture
Industrial Agriculture Products Center
Insect Ecology
Newsletters
Nutrition Information
Publications Center

A message from Fireman Bill

Fire has been an important part of our lives since our ancestors lived in caves. Since the Stone Age, we have used fire to cook food and to keep us warm on a cold night. If left uncontrolled, fire also has the ability to bring needless injury or death to those we love. Today's kids play perhaps the most important role in fire prevention and fire safety in their homes, where most fatal fires occur. Your pals at Southeast Fire would like you to be a "Cool, Fire Safe Kid!"

Here's how:

If you find matches or a cigarette lighter, tell an adult right away. Also, keep matches and lighters away from younger brothers, sisters and friends.

Ask your family to help you devise or review a home fire escape plan so your family will know what to do and where to go in case of a fire.

Make sure your home has a properly installed UL listed smoke detector. Ask the grown-ups in your home to test the detector at least once a week.

If you are out on a fire breaking out, get away from it and tell an adult right away. Also, remember to STOP, DROP and ROLL if your clothing catches on fire.

Know how to call for help. In Lancaster County, you can summon the fire department, police and/or sheriff department and ambulance services by dialing 911. This is a FREE CALL from any phone (including pay phones and cellulars!)

Source: Bill Montz, Jr., Fire Prevention/Public Relations, Southeast Fire Department (DM)
The NEBLINE
Nebraska Cooperative Extension
Lancaster County

The NEBLINE is produced and edited by Jeff Gaskins, publications & resource assistant. It is published monthly by the University of Nebraska Cooperative Extension in Lancaster County, 444 Cherry Creek Rd., Lincoln, Nebraska, 68528-1507. Contact Jeff Gaskins (402) 441-7180 for more information.

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All programs and events listed in this newsletter will be held at the Lancaster Extension Conference Center unless noted otherwise. Use of commercial and trade names does not imply approval or constitute endorsement by the University of Nebraska Cooperative Extension in Lancaster County. Articles written by the staff of the University of Nebraska Cooperative Extension in Lancaster County may be reprinted without special permission if the source is acknowledged. For reprint information about other articles in THE NEBLINE, contact the source listed in the article.

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Return to: University of Nebraska Cooperative Extension in Lancaster County 444 Cherry Creek Road, Lincoln, Nebraska 68528-1507

PHONE NUMBERS:
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GARDEN Gossip HOTLINE 441-7179
COMPOSTING HOTLINE 441-7147
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OFFICE HOURS: 8 a.m. to 4:30 p.m. Monday-Friday

The NEBLINE
Nebraska Cooperative Extension
Lancaster County

June 1
4-H Project Registration Deadline
4-H Horse ID Deadline Date

June 2
Staff In Training (SIT Training)—4 H Camp
4-H Production Livestock Booster Club Meeting...
8:00 p.m.
Pesticide Container Recycling—Waverly Farmer's Union Co-op...
9:00 a.m.-3:00 p.m.

June 3
4-H Lamb Tagging Day—4-H North Barn
9:00 a.m.-noon

June 3-5
Camp Counselor Training—Gretna

June 6
4-H Council Meeting
7:00 p.m.

June 6-8
Fish Camp—Gretna

June 7-9
ExpoVisions—UNL Campus, Lincoln

June 9
Pesticide Container Recycling—Gretna Farmers Co-op...
9:00 a.m.-3:00 p.m.

June 9-12
Outdoor Skills 1 Camp—Gretna

June 10-11
Horse Pre-District Warm Up Show—4-H Arena, State Fair Park

June 11
Teen Council Meeting
3:00-5:00 p.m.

June 12
Extension Board Meeting
7:30 p.m.
Practice Lifetime Skills Judging
1:00 p.m.

June 13
State 4-H Dog Judge's Videoconference
8:00-10:00 p.m.

June 13-16
Nobobia Camp—Gretna
Summer Safari 1 Camp—Gretna

June 14
4-H Horse VIPS Meeting
7:30 p.m.

June 15
"Exploring Cultures" Day Camp...
9:00 a.m.-4:30 p.m.
Canoe Trip Applications Due
4-H Lamb Tagging Day—4-H North Barn...
4:00-6:00 p.m.
Fair Board Meeting
7:30 p.m.

June 16
District Horse Show—Fairbury
Pesticide Container Recycling—Farmers Union Co-op, Gretna...
9:00 a.m.-3:00 p.m.

June 17-21
Boldly Bound Camp—Gretna

June 19
District Horse Show—Weeping Water

June 20
Star City Rabbit Raisers 4-H Club Meeting...
7:00 p.m.

June 21
Practice Demonstration Workshop...
1:00 p.m.
District Horse Show—Tekamah
Table Setting Workshop...
5:00-7:30 p.m.

June 22-25
Outdoor Skills 2 Camp—Gretna

June 22
"Making a Difference in Supermarkets" Workshop...
noon-4:00 p.m.

June 23
Pesticide Container Recycling—Otto Oil & Propane, Wahoo...
9:00 a.m.-3:00 p.m.

June 26
Ak-Sae-Ben Broker Entries Due

June 26-28
Wet-n-Wild 1 Camp—Gretna

June 27-30
Nobobia II Camp—Gretna

June 29-July 2
Backstage Camp—Gretna

June 30
Pesticide Container Recycling—Countyside Cooperative, Raymond...
9:00 a.m.-3:00 p.m.

July 1
State and National 4-H Scholarship Applications Due

All programs and events will be held at the Lancaster Extension Conference Center unless otherwise noted.