



### 850 Hwy. 153, Ste F Mosinee | WI 54455

(Across from Central WI Airport, Baymen Professional Building)

715.841.9490 1.800.628.8534

www.childcaring.org info@childcaring.org





#### Office hours:

Monday-Friday 8:30am - 4:30pm Limited Office Coverage M-Th Additional office hours available by appointment.

#### **Our Mission**

To enhance and support a quality early childhood education system by providing resource and referral services to families, child care programs, and communities.

## The Resource Connection

# Project Growth is investing in Wisconsin businesses and child care providers

"Childcaring is excited to be a part of this opportunity to work with businesses and child care providers, to help local families stay in the workforce," said Childcaring Executive Director Kelly Borchardt. "The cost of child care can be a barrier for low to middle income families. Partner Up! can support those families and our economy by building partnerships between employer and child care programs." Wisconsin businesses and early childhood programs have a great opportunity. An opportunity to partner up, work toward shared goals, and receive money and support along the way.

Project Growth is a new initiative designed to help solve the challenges facing Wisconsin's child care system. How? By awarding grant funding to businesses and child care providers that work together to add benefits employees want, find child care solutions, and innovate. Project Growth invests in partnerships that aim to strengthen their businesses and community by making quality, affordable child care more accessible and sustainable.

And the best part? There are concrete benefits beyond the funding that businesses and child care providers receive from Project Growth grants.

#### Benefits for businesses include:

- Staying competitive in a tight labor market by offering attractive benefits
- Increasing employee productivity
  - Employees who know that their children are in safe, reliable, and high-quality environments are more engaged
  - Employees are more reliable when they are available to come to work
- Strengthening the local community and economy and feeling good knowing your employees get a great benefit that strengthens their families and your business

#### Benefits for early childhood programs include:

- Affording quality workers, training, materials, and facilities
- Retaining quality staff through offering higher pay
- Stabilizing enrollment numbers by having reserved business subsidized spots
- Making long-term connections with businesses and organizations that can help improve the quality and scope of your care



The Wisconsin Department of Children and Families (DCF) is calling on businesses and early childhood programs across the state to get involved. When you partner up and apply for a Project Growth grant, you are helping lead the way toward solving Wisconsin's child care challenges. To learn more about Project Growth, get involved, or apply for one of the unique grants visit ProjectGrowth.WI.gov. Project Growth's grant programs: Partner Up! and Dream Up! Grant applications for both programs opened February 28 and close April 4.







#### YOUNGSTAR CORNER

# YoungStar Updates Grace Period Policy to Address Staffing Crisis

Based on feedback from providers, DCF recognizes that the staffing crisis has created significant anxiety for YoungStar participating programs with ratings dependent on lead staff education. Even before the pandemic, programs reported difficulty replacing qualified staff within YoungStar's current 90-day grace period.

Effective January 2022, YoungStar is adding a second 90-day grace period for programs to use. **For calendar year 2022 only,** a program will be allowed **TWO 90-day grace periods**, which can be used separately or can be combined together. This policy change allows programs more time, with flexible options, to recruit hard-to-find, qualified staff without jeopardizing their Star rating and Child Care Counts tiered funding.

- This update applies to grace periods that begin between January 1, 2022 and December 31, 2022. This update does not apply to grace periods that began in 2021.
- If used separately, each grace period begins when the lower rating is initially calculated and ends 90 calendar days later.
- If combined together, one longer grace period would begin after the lower rating is
  initially calculated and end between 91 and 180 calendar days later. Once a program
  chooses to combine their two grace periods, and extend their first grace period beyond
  90 days, the second grace period for the calendar year is applied. This is true even if the
  combined grace period ends well before 180 days.
- If, within a grace period, the program has hired a similarly qualified or more-qualified
  employee, the star rating will stay the same or be increased accordingly. If a program hires
  a new employee who does not meet the same qualifications or does not hire within the
  grace period(s), the star rating will decrease on the first of the month following the end of
  the grace period.

More detailed information can be found in the YoungStar Grace Period Policy, Or call Childcaring and speak with your YoungStar Quality Coach.

### **Cost of Care Survey**

Childcaring is working with the Department of Children and Families (DCF) to reach out to child care providers for the Cost of Care survey. Fiftyone percent (51%) of surveys in our area have been completed so far! This important survey asks you to provide information about the costs of operating your child care program such as insurance, rent, utilities, and staff benefits. DCF will use information gathered from this survey to better understand the costs associated with providing quality child care. The information you share will be kept confidential, and results will be combined with other provider feedback before it is shared to maintain privacy.



All programs in Childcaring's service area completing the survey will receive a \$10 Kwik Trip gift card. Surveys that were completed by February 28th were entered into our first grand prize drawing for a \$200 Amazon gift card. Congratulations to Miss Jenny's House in Plover who was randomly selected as our winner.

There's still time to complete your survey and be entered into our final grand prize drawing. Check your email or contact Childcaring to receive your unique survey link. Surveys completed by April 15th will be entered into our final grand prize drawing.

## **Childcaring Staff**

**Kelly Borchardt** ~ Executive Director

Micki Krueger ~ Assistant Director

John Jacobs ~ Financial Manager

**Audrey Bittner** ~ Early Childhood Consultant/Trainer

**Kristine Joyce** ~ Early Childhood Consultant/Trainer

Mary Olson ~ Early Childhood Consultant/Trainer

Andrea Mueller ~ Early Childhood Consultant/Trainer

**Lori Shafranski** ~ Early Childhood Consultant/Trainer

**Carrie Steinke** ~ Early Childhood Consultant/Trainer

**Kao L. Xiong** ~ Early Childhood Consultant/ Trainer - Bilingual

**Gayle Schiszik** ~ Certifier/Pre-licensing Consultant

Rachele Johnson ~ Training/Program Coordinator

**Tracy Verjinsky** ~ Program Coordinator

Shelley Nelson ~ Referral & Communication Specialist

**Tara Biebl** ~ Resource & Referral Specialist

# Provider Support / Advocate Groups

Adams, Clark, Langlade, Lincoln, Marathon, Marquette & Waushara County:

Contact Childcaring if interested in developing an advocate group at 800.628.8534

#### **Portage County:**

Portage County Child Care Association Joan Garski at 715.341.5873

Portage County Leaders Becky Helf at 715-346-4370

**Taylor County:** Meet the 3rd Monday of month For more information, call Kelly Emmerich at 715.465.0993

#### **Wood County:**

Marshfield Area Child Care Association Deb Decker 715-898-2220







## **Thank You Early Childhood Professionals**

#### Celebrate Provider Appreciation Day Friday, May 6! #ThankYouChildCare

Providers deserve a big "Thank You" for their dedication, commitment and compassion! They keep our children safe, nurture their curiosity and prepare them for a lifetime of learning and growth. Together we invite you to join us in thanking and celebrating child care providers across the nation, Friday, May 6th and all year round. Visit: CHILD CARE AWARE® OF AMERICA (providerappreciation.org) or contact Childcaring for more information.

#### **Nominate a Regulated Child Care Provider**

Enter to win a gift card - both YOU and a REGULATED CHILD CARE PROVIDER could win. To enter, go to the Childcaring Facebook page or scan the QR code and complete the "Thank You Early Childhood Professionals," survey BEFORE Thursday, May 5th. Only families and providers in our service delivery area are eligible to win.



#### **Thank You Card Project**

Are you looking for a fun way to volunteer and say thank you? Childcaring is collecting homemade thank you cards for Provider Appreciation Day. We hope to gather over 300 thank you cards for regulated early childhood professionals in our service area by or before Thursday, April 7. Volunteer groups, families, and children of all ages are encouraged to participate! View all the card making project details at childcaring.org. Contact Childcaring 715-841-9490; info@childcaring.org for more details and to be added to the volunteer list.

#### Are You or Someone You Know Interested in Providing Child Care?

If you are excited about committing to a career that includes making a difference in the lives of young children and families, early care may be the profession for you. Childcaring is offering a FREE virtual information session, facilitated by Childcaring Certifier/Pre-licensing Technical Consultant Gayle Schiszik.

#### • Thursday, May 12 from 12:30-2:30pm (Register by Thursday, May 5)

This session is offered virtually. To achieve optimal experience, you must have a reliable internet connection and technology that supports video and audio. A link to log into the session will be sent via email prior to the start date. **You may be eliqible for a Start Up Grant!** 

We just can't say THANK YOU enough! Please join us in showing gratitude and celebrate this important day – Provider Appreciation Day, May 6.

"Our child care provider goes above and beyond every single day for our little one... and every child in her care. There are days when our daughter doesn't want to leave her...which is a wonderful testament to the bond she has created! She is caring, patient, fun and a terrific communicator. We are beyond thankful for her and appreciate her more than words can say. We want to thank our provider for giving our baby a great first year of learning, playing, and experiences!! You rock!" - Local Parent

# Director Cohort Examines How Environment Plays a Large Role in Success

The 4th Childcaring Director Cohort comprised of 12 area center director/administrators met recently to focus on environments. The Director Cohort examined what environment looks like through different lenses and noticed the perspective of environment plays a large role in success. When you walk into the program and the classroom, how do you feel? It creates a feeling for all the people who enter. What is your favorite place in your center and why? It's the way we feel when we walk in and the people in the space. As they continued on their journey about environments they found that an environment can be physical, a feeling, and a space we hold inside of us. When we look at an early childhood classroom people want to feel something in order to want to continually come back to the space.

They explored environments by being involved in a café style discussion with their peers. The following statements/questions were posed at each table, "What does structure mean in an environment?"; "How do we model in the environment and educate teachers on creating a learning environment?"; "How do we educate families on intentional planning and the importance of the environment their children learn in?"; and "Education of staff on quality materials, intentional planning, and transitions". The directors shared ideas and resources. They commiserated on similar challenges and exchanged tips and tricks.

The Cohort discussed some of the feeling's directors have when they walked into classrooms and why? Some felt warm, calm, welcomed and others felt overwhelmed, anxious, and frustrated. The question was why? How do children feel? Parents? The teachers? What can directors do to support them? This is how connection happens at the director cohort. You walk into a room (environment) for each session, you are welcomed, you make connections, you are with your peers, there are many different ways to learn and grow, and you get that "feeling". The one that everyone wants to get when they walk into a classroom, a center, a school, an office, etc. You belong, you can grow, you can learn, and you're accepted. So, in ending the session on environments they learned relationships are a direct connection to the physical space and we learn more when we feel truly comfortable, plus "space" is not just physical it can be something we hold for one another and carry with us.

The Director Cohort meets monthly in person or virtually. Contact Childcaring if you would like to be placed on a wait list for a director cohort opportunity.





## Training Opportunities

Scan this QR code or visit our website to view our online training calendar for the most up-to-date training opportunities.

#### **Register Online for Childcaring Trainings**

To register for individual trainings, visit www.the-registry.org, click Search for Trainings and search by Course Title. Training information is sent to the email address listed in the Registry. You need to have a current and unique email address in your Registry profile.

If you do not receive the information, check your spam/junk mail or contact Childcaring.

## Strengthening Families through Early Care and Education with Mandated Reporter – Presented Online

This training will provide participants the connections between the factors that prevent child abuse and neglect and the strategies that quality early childhood programs can use to build them up.

- 04/21/2022 04/27/2022
- •Register by April 17 / \$20

## Abusive Head Trauma Prevention Training for Child Care Providers – Presented Virtually

Gain awareness of AHT, its adverse consequences and how it is preventable.

- April 21
- 10:30am-12:30pm
- Register week prior/\$15

#### **CPR with AED**

The training will provide participants with Infant, Child, & Adult CPR. Childcaring, Mosinee 6:00pm-9:00pm

- •\$45 / Book: \$5
- Tuesday, May 24



#### Child Care Providers – You're Invited: Join Us for April, May, June Virtual Huddles

Virtual Huddles are a great opportunity to talk and hear from other early care professionals about how they are handling different situations. Huddles allow us to work together and support each other. There are separate huddles for family child care and group center staff

Join us for one or all of the upcoming huddles:

- Family Child Care: Thursdays April 21, May 19 and June 16 (1-2pm)
- Group Center Staff: Wednesdays April 27, May 25 and June 29 (1-2pm)

Please register at least 3 days prior to the huddle date. Register online: https://www.surveymonkey.com/r/MG6M68Q or email: info@childcaring.org or call Childcaring 715-841-9490 / 1-800-628-8534. Registered participants will receive a link or phone number to access the session prior to the start date.

To access, participants will need to download an app to a device such as a computer, tablet, or smart phone. Participation by telephone is also available, however online participation is encouraged as information could be shared visually.

For Fun: Everyone who joins in the huddles will have their name entered in a gift card drawing. The more huddles you attend, the more times your name is entered. There will be a separate drawing for the Family Child Care Huddle and Group Center Huddle. The two winners will be announced on Facebook Friday, July 1. Winners will also be contacted by phone.

#### Marquette County Parent Café

Parent Cafés help build strong families using The Five Protective Factors. At a parent café you will be able to connect with other local parents, learn strategies to strengthen relationships with your Children, and receive concrete support for your family.

Dinner offered each night between 5:30 and 6:00 Limited amount of child care available for children ages 2 and up. We will

confirm availability of child care based on the requests we receive

In-Person, Forest Lane Community School 222 Forest Lane, Montello Theme: Mindful March, Get your head in the game



**25** 

In-Person, Westfield Elementary School
329 Hawk Lane, Westfield
Theme: Encourage kindness by showing it in your actions

In-Person, Forest Lane Community School 222 Forest Lane, Montello Theme: When life gives you lemons...





Registration for all café sessions may be completed using the QR code and will be limited due to safety guidelines. We will confirm registrations and child care via email or phone.

For questions, or to register by phone please contact Childcaring at 800-628-8534.

Thanks to a Family Support Emergency Funds Grant through the Child Abuse and Neglect Prevention Board, we will again be offering a gift card each time you attend a café.

\*Due to the ongoing pandemic, we will follow current (as of the date of the café) school policy regarding masking and reserve the right to switch in-person sessions to virtual if needed.











Let us help you on your way to becoming a certified or licensed home child care provider!

Eligible applicants will receive individualized services and funding to work toward becoming a certified or licensed home child care provider. Participants who complete certification and/or licensure will receive a \$300 cash incentive.

Please call **Elsa Duranceau** at **715-598-4004** or email at childcare@ncwwdb.org for more information.

The Worker Advancement Initiative (WAI) is a grant program made available by the kimetean Rescue Plan Act Coronovirus State and Local Fiscal Recovery Funds. Service areas lude: Adams, Wood, Fortage, Marathon, Lincoln, Lunglade, Forest, Vilas, and Oncida Co



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### with Regulated Early **Childhood Staff at:**

**Marathon County Child Development Agency Head Start** 

#### What does staff enjoy most about working in early care and education?

"Witnessing their developmental growth and their fundamental skills. Also, they are so cute!"

"Being able to watch the children's success throughout the time that they are here!"

"I love watching my littles grow and learn. Seeing them do something for the first time and being proud of themselves makes everything worth it!!"

"Our classroom is our home away from home & we are each other's family."

#### 2. What are some fun and innovative practices that you implement at your program?

We use both the Second Step and Teaching Pyramid model with Tucker Turtle to help our children learn and grow socially and emotionally.

We have collaborated with Monk Botanical Garden to provide an "outside classroom" experience to each of our classrooms 6 times this school year. They visit with their class three times in the fall and three times in the spring for about 2-hours each visit. The students have the opportunity to learn, grow, and explore outside.

This year we implemented the LENA Grow program in all our classrooms. This program is designed to help increase the back-and-forth exchanges in conversations between the adults and children in the classroom. It has allowed our teachers to analyze conversational data and set goals for an 11-week time sequence. In using this data, our staff have become more aware which helps them have more meaningful and intentional interactions with an emphasis on openended questions to encourage turn-taking in conversations.

#### 3. What are some engaging activities you have planned for Week of the Young Child?

For the week of the young child, we are planning some fun dress up days for the children and staff: clothing with a print, pajama day, wacky Wednesday, superhero or princess day, and letters or numbers day. We also have a virtual story time on Monday with the Marathon County Public Library. Tucker Turtle will also visit the classrooms during the week.



LENA Grow provides job-embedded professional development for early childhood teachers that aims to boost kindergarten readiness by training teachers to increase interactive talk in their classrooms/ programs. It is an innovative, research-based program for infant, toddler, and pre-K teachers.

Early talk is one of the most important factors shaping children's brain development during the first few years of life. Unlike other organs, the human brain is unfinished at birth, and must be built through interactions with adults. From birth to five, a child's brain develops more rapidly than at any other time in life. A child's experiences during this time have long-term impact on health and ability to learn and succeed in school and life. Research shows that back-and-forth interactions with adult caregivers are one of the most powerful tools to create a firm foundation of healthy brain architecture for children.

Children in the classroom wear a LENA device one day each week for 10 weeks, and a weekly classroom report is generated. The device does not record or capture actual conversations, but rather the numbers of words and turns. The recorder has no playback capability and the system doesn't recognize the meanings of words, so no oné can ever tell what the users talked about. Educators receive regular feedback on talk in their classrooms combined with strengths-based coaching sessions. The coaching sessions provide time for teachers to review the data and use the reports to set goals to include more interactive talk into their everyday activities. Results include stronger families, improved classroom behaviors, and increased early literacy and school

Time is a precious resource, especially for teachers, and the LENA Grow model recognizes that. Rather than put an extra burden on teachers, the program simply asks them to carry on with their normal daily routines and to participate in brief coaching sessions, which can be delivered virtually or in person.

"We were truly buying into this program for the kids....Those behaviors that sometimes caused the chaos really went away, because we're engaged and we're creating a family of learners in our classroom."

— Judy Berdan, a teacher at Marathon County Child Development

Agency Head Start in Wausau, Wis.

Childcaring is working to offer LENA Grow to interested child care programs in Marathon County beginning Fall 2022. Watch for more information coming soon! To learn more about LENA Grow, visit: www. lena.org/lena-grow







## CONGRATULATIONS,

Wishing you all the best.





Representing Childcaring at McDonalds United Way Day!

Linda's 60th Birthday!

### Through the Years - Celebrations & Memories



Linda's 25<sup>th</sup> Childcaring Work Anniversary - Virtual Celebration!



## **Childcaring Financial Manager Linda Francis Retires**

## Thank You for 25 Years of Service

On behalf of the Childcaring Board and Staff, Childcaring would like to extend best wishes to Financial Manager Linda Francis, who retired from Childcaring on March 31, 2022. Linda served as a respected member of the Childcaring team for many years and all staff benefited from her thoughtfulness, guidance and willingness to help others.

Childcaring Executive Director Kelly Borchardt comments on Linda's time at Childcaring, "It has been a sincere pleasure working alongside Linda for all of these years! Her dedication and commitment to the agency and our staff members throughout the years is truly commendable. We will miss her dearly!"

Linda celebrated her 25th work anniversary on March 17th and we express our sincere appreciation to her. She shares, "When I started at Childcaring in 1997, the staff was a team of three, today our team has grown to 16 employees. I appreciate that this career has offered me the opportunity to meet so many caring people in the community. Supporting quality early child care is important work and I have enjoyed being part of this agency's mission."

We wish Linda well as she starts a new chapter. She is looking forward to spending more time with her family and doing some traveling.

Although she is retiring, we know she will stay connected with her friends at Childcaring.

Thank you for your many years of service and congratulations on your retirement, Linda.

Often when you think you're at the end of something, you're at the beginning of something else." - Fred Rogers

## NEWLY REGULATED CHILD CARE PROVIDERS:

- Christina Kramer, Pine Oak Kids II
  Family Child Care, Stevens Point
- Kristin Mantey, Little Lions Childcare Group Child Care Center, Marathon

#### www.rootedwi.org

Rooted is proudly developing free Wisconsin farm to ECE resources for ECE providers (and others)! Here, you will find resources from Rooted and our farm to ECE partners that aim to facilitate and empower all ECE sites to increase access to local foods, improve the nutrition environment, and enhance educational opportunities for children through hands-on learning and play in food and nutrition, inclusion of local foods in meals and snacks, planting and tending to gardens, and family engagement opportunities.





### **Bulletin Board**

#### Start with your goal, then go searching for your activities:

WMELS C.EL.2 Engages in social interaction and plays with others. B.EL.2c Uses vocalizations and spoken language to communicate - in particular Initiates conversation, responds to conversations, and stays on topic for multiple exchanges.

As I visit early childhood classrooms I notice many adults are quite good at having conversations with children throughout the day. What I often do not see is adults strategically helping children to engage in conversations amongst themselves. Center time, Free Play or Snack are perfect opportunities to model, suggest and teach children to converse with each other. At snack you could say something like, "I asked John if he liked the fruit we have today. (modeling) Who could you ask?"

Explaining roles within a play scenario you've created and role playing for the whole class prior to going to center time will help children to learn the questions and responses they might be able to use with each other. What might the receptionist say to greet people in a doctor's office, what might a patient say to explain what is wrong, what would the nurse or doctor say. Encouraging the children to take on those roles and guiding them to talk to each other versus just to you is so important - it builds that social interaction they need to develop.

Pinterest has tons of fun scenarios but part of the planning also needs to be thinking about the conversations you can encourage children to have so you are intentionally guiding children's interactions.

Submitted by: Beth Tepper, CESA 9



Teachpreschool.org



onecrazyhouse.com



pocketofpreschool.com



## **CHILDREN'S FESTIVALS**

Wausau Children's Festival Saturday, March 26 (9am-3pm) East Gate Hall, Marathon Park, Wausau

**Taylor County Safety & Health Fair** Saturday, March 26 (10am-2pm) Medford Senior High School, Medford

Merrill Children's Festival Saturday, April 2 (10am-2pm) Smith Center, Merrill YMCA Healthy Kids Day Saturday, April 30 (11am-3pm) Woodson YMCA Aspirus Branch,

Adams County Kids Day Saturday, May 14 (10am-2pm) Adams County Fairgrounds

**Touch a Truck** Saturday, May 21 (10am-1pm) Marquette County Fairgrounds



#### What is the Week of the Young Child™? Join us April 2-8 for #WOYC22!

The Week of the Young Child™ (WOYC) is an annual celebration hosted by NAEYC to spotlight early learning, young children, their teachers, families, and communities. https://www.naeyc.org/events/woyc/overview

Join us for five themed days to celebrate our youngest learners:

- MUSIC MONDAY (April 4th)
- TASTY TUESDAY (April 5th)
- WORK TOGETHER WEDNESDAY (April 6th)
- ARTSY THURSDAY (April 7th)
- FAMILY FRIDAY (April 8th)

Please share pictures of your program's participation in these activities to: info@childcaring.org

For more ideas check out this Childcaring resource page: https://childcaring.org/additionalresourcesforproviders/and visit the Childcaring Facebook page for WOYC posts!

Thank you for honoring young children and those making a difference in their lives!





# Portage County Child Care Providers to Receive Sustainability Grants

Childcaring was pleased to submit a grant proposal to the Community Foundation of Central Wisconsin and United Way of Portage County for remaining COVID Relief funding. We're excited to announce that our proposal was awarded and funding will be provided to child care programs in Portage County that have completed the Childcaring application materials. The Sustainability Grants to child care programs are intended to assist regulated child care programs with expenses for new or existing staff. Allowable expenses for new or existing staff could include: bonuses, professional development, staff trainings, scholarships, or other continuing education expenses.

Sixteen (16) Family Child Care Providers will receive \$500; eight (8) group centers, including a school age program and preschool program will receive \$1,000; and seven (7) group centers that have more than 20 staff members will receive \$1,500. A total of \$26,500 will be awarded to child care programs in Portage County!





850 Hwy. 153, Ste F | Mosinee | WI 54455

Childcaring is supported in part by:







Xav tau kev pab pes/txhais daim ntawv xovxwm no thov hu tuaj rau Kao Lai Xiong 715-841-9490 Hnub Monday-Friday 8:30 txog 4:30.

### Vision

For all Central Wisconsin children to benefit from the best child care possible.

# 2022 Childcaring Board of Directors

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## **Staff Spotlight**

Hello! I'm Sarah Agena and I work as the Business and Community Outreach Specialist for Childcaring. This is a new position at Childcaring working with the Partner Up! Grant. Working with the staff at Childcaring isn't new as I worked for them on the Childcaring Physical Activity and Nutrition grant awarded by Security Health Plan a couple of years ago. I'm excited to be working with this organization once again.

I have a Bachelor of Science in Dietetics from the University of Wisconsin Green Bay and a Master of Science in Exercise Science from Northern Michigan University. Besides working with

Childcaring I am the dietitian for the Wisconsin Beef Council and Wisconsin Potato and Vegetable Growers Association. I am also the Social Media Marketing Manager for District 1 Brewing in Stevens Point. I obviously love staying busy!

I've lived in the Stevens Point area since 2009 but grew up in the Milwaukee area where my mom and dad still live. I have a younger brother, sister, a niece who is valedictorian of her high school and a niece/nephew on the way. I'm super excited and look forward to meeting our new family member.

#### What did you enjoy playing most as a child?

I loved all the time spent outdoors as a child. My siblings and I would enjoy time at the park across the street, playing in the pool, riding our bikes to the ice cream shop, and exploring all the creeks and wooded areas near our house. A large part of my childhood through college was dedicated to swimming. All the time spent being waterlogged earned me a swimming scholarship to UW-Green Bay. I couldn't have asked for a better experience.

