

PROCEEDINGS OF THE BROWN COUNTY
HUMAN SERVICES COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Human Services Committee** was held on Wednesday, June 23, 2021 in Room 200, Northern Building, 305 E. Walnut St., Green Bay, WI 54301.

Present: Chair Brusky, Vice Chair Borchardt, Supervisor Evans, Supervisor Jacobson, Supervisor Sieber
Also Present: CVSO Joe Aulik, ADRC Director Devon Christianson, Health and Human Services Director Erik Pritzl, Public Health Officer Anna Destree, Nursing Home Administrator Samantha Behling, HS Finance Manager Eric Johnson, HS Community Services Administrator Jenny Hoffman, and other interested parties.

I. **Call Meeting to Order.**

The meeting was called to order by Chair Brusky at 5:30 pm.

II. **Approve/Modify Agenda.**

Motion made by Supervisor Borchardt, seconded by Supervisor Jacobson to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY

III. **Approve/Modify Minutes of May 26, 2021.**

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY

Comments from the Public. None.

1. **Review Minutes of:**

- a. **Board of Health (January 12 and March 9, 2021).**
- b. **Children with Disabilities Education Board (March 16, April 20 and May 4, 2021).**
- c. **Human Services Board (May 13, 2021).**

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to suspend the rules to take Items 1a-c together. Vote taken. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to receive and place on file Items 1a-c. Vote taken. MOTION CARRIED UNANIMOUSLY

Communications (None)

Veterans

2. **Resolution Proclaiming Sunday, August 22, 2021 as “Caregivers of Veterans – Spouses and Significant Others Day”.**

CVSO Joe Aulik stated this coincides with October 2020, the U.S. Department of Veteran Affairs (VA) rolled out the Caregiver Support Program (CSP), which Veterans and their family caregivers become eligible to apply for the Program of Comprehensive Assistance for Family Caregivers (PCAFC). This recognition was what they were thinking about doing in 2020 but it didn’t happen.

Sieber questioned if logistically they’d wanted to pass the resolution a few days before the August County Board meeting, closer to the Fair dates?

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to approve and send to the August County Board meeting. Vote taken. MOTION CARRIED UNANIMOUSLY

3. Director's Report.

a. COVID-19 Update.

Aulik informed they were at \$2.2 million in retroactive cash, their goal was \$3 million. It costs taxpayers \$450,000 to run the office. They were unique because they were able to bring federal cash into the economy, it has about a \$400 million economic impact. The advantage of getting vets on VA services was getting them off county services. If vets find their help, they can keep them off the streets, etc.

They're doing a scrub on the jail lockup list; they noticed some veterans locked up that squeaked through the system, where they weren't catching them. They were doing a better job, working with Criminal Justice Services Case Manager Leah Hoffman and the Health & Human Services team to reach out and get releases of information.

They had the Veteran's Storytelling Wall reveal at the Resch Expo, it was a great event and it was an honor to be there. Borchardt congratulated them on the wall, it was a privilege to see and hear the speakers. Jacobson stated it was very moving, the community really came out for that event, it was wonderful. Aulik informed the livestream recording was on their Facebook page.

Office Operations – Face-to-face was available however, they were doing a lot of tele-appointments; skip the trip, give them a call and they will file their claim over the phone. Veterans were elated, they don't have to leave their house and navigate downtown and find parking, that was difficult for many veterans.

Responding to Sieber, Aulik gets the question of what programs he can create, a lot. They have enough programs, 55 that he can connect veterans to, but it's notifying the veterans of their programs by marketing their services. Repetition is the key to learning; it takes several times for a veteran to hear the message. Marines have a mentality of independence and self-sufficiency. That's why they call their Core Benefit Sheet the Golden Ticket, they have the gold but they need to tell the people where to find it. [Brown County » Departments » Veterans' Services » General Information » Core Benefits Sheet \(Golden Ticket\) \(browncountywi.gov\)](#)

Aulik noted he was in need of one person to handle the volume in their office. He didn't like to bring it up as it's a sensitive subject, but he will be asking the Executive to provide that. The position was specialized, this person would have to be accredited to go into the VA database and know the programs and understand what they are, so to answer Brusky's question, it was too difficult to have a volunteer and offer a professional, red carpet service which was always his goal to do.

Motion made by Supervisor Borchardt, seconded by Supervisor Jacobson to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Syble Hopp

4. Director's Report.

a. COVID-19 Update.

Syble Hopp School Administrator Kim Pahlow was unable to attend but provided a handout which was distributed to committee members (attached).

Motion made by Supervisor Sieber, seconded by Supervisor Evans to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Aging & Disability Resource Center

5. Director's Report.

ADRC Director Devon Christianson informed they applied to participate in a project called Timeslips through the Wisconsin Arts Council and UW-Milwaukee. A research project where they find 20 older adults to work with local artists. Those artists interviewed the older adults over the last 6-8 weeks and as the result of the storytelling they did together, the artist created a piece of art. This Friday they're going to unveil the art. The research was the impact that the art have on us and our wellbeing and that

storytelling was really an important part of connecting to other people.

Christianson provided handouts re: Growing the Art of downtown and creating a community mural on their building/community painting days. This project was the result of the equity initiative that they've been doing with their organization and Board of Directors. They created action plans and one thing brought forward was they needed, as an ADRC, was to have their outsides match their insides. Once they get people inside, they say it's a beautiful space, that feels welcoming and they belong. Outside felt very institutional. They wanted the message to be inspirational and community driven. She's been working with a local artist to create the concept about all of us being small but mighty seeds. It's about wanting to have an experience where they can create a mural on the outside of their building about inclusion, community connection, equity, and diversity. More information on how to get involved and their community painting dates can be found here: <https://adrcofbrowncounty.org/mural/>

a. COVID-19 Update.

They opened their doors for walk-in traffic on Monday, June 14th. They've been serving people all along, they were never actually closed. They started their first exercise class today.

Responding to Borchardt, the farmers market has been amazing, it's been their best year ever. They had huge sales for their operation. Enough where they were in the planning stages of being able to hire their second person with disabilities as an ambassador, which was their goal.

Sieber questioned any needs for programs? Christianson informed something that will be pitched in their initiatives moving forwards was a need to expand their nutrition programs for persons who are low income. They need to find a way to introduce healthier foods, have more control over fresh fruits and vegetables in their home delivered meal programs and maybe do in partnership with other county departments.

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Health & Human Services Department

6. Resolution Regarding Table of Organization Change for Health & Human Services Department – Community Services Division – Social Worker & Clinical Social Worker CCS Positions.

The Children's Comprehensive Community Services (CCS) program growth is progressing at an accelerated rate attributable to the number of children and youth being served through the Children's Long-Term Support Program (CLTS). The majority of clients being taken off the CLTS waitlist are dually eligible for both programs. The state mandate to eliminate the CLTS waitlist has created a need for services now in CCS, as there is no waitlist permissible for CCS services once a case is opened in CLTS services. As a result of program growth, the anticipation of continued program growth along with an accompanying shortage of service facilitators necessitates the hire of a Social Worker/Case Manager and a clinical therapist. Existing county and other provider agency capacity to meet these needs is a current unfilled need. The service facilitators and therapists in these roles are fully funded by state and federal allocations and claiming to meet the costs of service provision and there is no anticipated cost to the county. High case management productivity and full funding of positions along with CCS reconciliation process makes these requests eligible for full reimbursement.

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

7. Executive Director's Report.

Pritzl informed the Crisis Center opened, they have all the Family Services and Crisis Center staff out at the Community Treatment Center campus now. As far as the transition, it went very well. A lot of planning went into it. They do have an Advanced Practice Nurse Prescriber starting in July to do the medical stability screens. They were very excited about that.

Emergency Rental Assistance Program - Working in collaboration with the Planning and Land Services department. They were just over \$3 million of rental assistance going out to Brown County, not quite 50% of what they have to work with. They saw a dip a couple months ago and seem to be bouncing back up and will have to do some more outreach. Mortgage assistance will come in a little while, they were working on that through a block grant program and just met with NEWCP, the awarded agency.

Treatment Courts - There was a big outdoor graduation, the stories they got to hear were amazing. They will see more graduations coming back.

2022 Budget and how it intersects with the state budget, they were watching the state budget very closely because there was a lot in it that relates to this department.

a. COVID-19 Update.

It's wonderful to be able to do all the things they're doing but it's not over yet. They also have to be aware of their workforce and the facilities they run. Every day they're trying to deal with infection control and how to mitigate the risks and comply with regulations and keep staffing.

They've been operating all their services and will have to figure out what changes after July 1st. They were looking at telework across their department to try and figure out how to make that work with areas that can do it successfully and effectively because it was a good strategy for improvement, retention and it does minimize the number of people in the building which was also a positive when they can make use of their space. They were going through the process of evaluating every position, every person and seeing what works.

SRCC - They still don't have an agreement that meets all the requirements that they outlined with the resolution in October 2019; *Resolution in Support of Establishing a Brown County Secure Residential Care Center for Children and Youth (24 Secure Residential Beds and 32 Secure Detention Beds)*. They had some interest on the legislature side of what would it take to get things moving. They sent a letter to the County Association to share if they needed to that said these are the points they need to address such as taking out risk provisions, operational losses, consideration of our land as part of the match, backup to youth that would need medical services so it doesn't fall on Brown County and some really specific contract language they didn't care for that they want changed. Pritzl noted there was just Racine County, one facility in the southern part of the state, and Brown County is viewed as attractive because they're in the northern part of the state.

**Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to receive and place on file.
Vote taken. MOTION CARRIED UNANIMOUSLY**

8. CTC Open Positions.

Pritzl informed last month the committee requested an open positions report, they still have to review it but felt it was the most accurate as of June 9th. Referring to the report in the agenda packet material, as a percent of the whole FTEs for the CTC, it was about a 22% vacancy. When you break it down into different position types, Nursing Assistants and CNA's had 22 open postings between .2, .4, .6, or full-time positions. They're the same position, for whatever reason that position was titled a certain way. License Practical Nurse and LPNs were the same and had 5 open positions. Registered Nurse and RN Charge Nurses had 11 openings, for a FTE total gap of 6.6 FTEs. What they're seeing was the difficulty with some of the scheduling, the scheduler does an amazing job trying to fill all of these. Behling added, there was also higher-level turnover, management turnover and long term care facilities.

Pritzl noted, this wasn't something that was unique to them, Behling has gathered a lot of information about other facilities in other counties, public or industry. The state was aware that this was a crisis, it was reaching crisis proportions with some facilities where they were basically shutting down.

Nursing Home Administrator Samantha Behling emphasized this was not only a local problem, it was a state and national problem. They know that from the Department of Health Services (DHS), the Division of Quality Assurance (DQA) and LeadingAge Wisconsin who has this as a heavy focus. There have been

emergency meetings at the level of DQA and DHS.

Behling pulled up the 2020 nursing home comparison report data. A lot of data was focused on skilled nursing facilities but CTC shares their healthcare staff within a behavioral health psychiatric facility so it may be more challenging than skilled nursing. The vacancy rates were as high in government as 30% for full-time CNAs with 60% turnover rates for part-time CNAs. RN turnover rate averages between 20-30% depending on part/full-time. Day shift was more desirable and easier to recruit for. Often when employees accept evening or night positions, they take the soonest opportunity for day shift. The biggest challenge was evening/night shift hours at CTC.

Responding to Evans, Behling informed they used contracted agencies when they can't fill shifts with their staff or if they go unfilled and it would be unsafe. They have a number of contracted agencies that they utilize but they weren't always able to send the staff either. They also have a broad range of luck in reference to the skillset and quality. As in liability, the county would be liable to some extent.

Their shift differential at the CTC was between \$0.17 and \$0.34 per hour for the difficult to fill evening and night shift positions. They have done quite a few things internally to address this problem. They have management staff meetings with their frontline staff to see what they can do working with them as quick fixes or making it less challenging. They also have some feedback from HR when they have conducted exit interviews. Overall, the COVID-19 stressors on healthcare employees most specifically was nursing homes. The regulations are far above what even hospitals have for requirements. Not only are staff stretched thin, they're essentially crushed by some of the regulation and requirement on top of that. Some people choose to leave healthcare in general for other jobs especially when the payrates aren't as competitive with the local agencies.

Sieber stated the County Board budgets these positions every year and the County Executive from time to time has held positions open so departments will hit budget. In his mind, if they budget a position, they need to fill that position, and if they're not filling the position, maybe they don't need it, it was for the board to decide at budget time. He believed it's unfair to not fill open positions, if needed. He informed he put this communication on the next Executive Committee agenda, to have open position reports for every department. It was their job to fill the positions they approved and if there's a reason these positions are not filled, it was up to them to come up with a solution. He questioned what they as a County Board can do to help them fill, was it pay, better hours, base rate or pay differential, etc.?

Pritzl noted there were several things they wanted to look at but didn't have answers like that yet. If they're committed to filling shifts, they'll have to find dollars somewhere to support it. The revenues at CTC come through Medicaid, Medicare, private pay, also sometimes write offs and there's levy, so they are fully funded. Behling added oftentimes the Medicaid reimbursement rates are enough for Facilities to maintain basic operations. Sieber noted, they were not getting enough from the feds, so they were supplementing with levy, more or less. Pritzl responded, yes. In the state budget, there was an increase in nursing home rates, so that might help them a bit but still not going to cover the cost. Differentials needed to be looked at. They had to think of all the county operations, as they weren't the only 24/7 but look at sign-on or retention bonuses and things like that. The rate of pay for their Nursing Assistants was probably competitive. On their nursing positions, they may want to look at as they may have slipped a bit over the past couple of years.

Pritzl noted, something HR shared with them that they run into, some people don't want all the benefits offered, such as healthcare, could they get a higher rate of pay in exchange for not taking certain benefits. That's not a negotiable thing right now and can't do that. Borchardt felt that should probably be looked at. Shifting funds was smart way to move things across the board. Pritzl noted it might be a broader discussion because it would affect not only their department but others.

Pritzl added, advertising and recruitment was another thing they could look at. They did a job fair recently, as a new activity. Behling interjected it was difficult, it was competitive and the long-term care in general and behavioral health was a little less attractive to a lot of candidates. Something to keep in mind was there wasn't going to be a solve all, they knew that. No one had the magic answer, everyone was doing something different and they were all still struggling, when they're implementing interventions. She was hopeful they can do things to improve their situation, but it was not going to go

away with the systematic problems.

Responding to Borchardt's suggestion of promoting the benefits of working for the county, Behling informed during non-Covid, they partnered with Bellin, NWTC and, to some extent, Rasmussen, where they opened their doors to clinical rotations hoping to show students their facility and hire on before they find another career. Jacobson informed high schoolers are taught Intro to Healthcare Careers, she speaks at those every semester. Behling informed the state offers free education and training to nurse aides through the WisCaregiver Career Program. Once they advance through the program and gain employment with a partnership facility, if they stay there for six months, they'll get a \$500 bonus. WisCareers had done that program and she heard recently it was being renewed. The CTC has onboarded some staff through that program.

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to direct Human Services to look into possibilities for sign-on bonuses, differential pay, being able to decline benefits in lieu of higher pay, potential advertising and recruiting budget and potential tuition reimbursement and any other ideas they may have in conjunction with HR, including those but not limited to those ideas and come back in August. Vote taken. MOTION CARRIED UNANIMOUSLY

Under "Such other Matters as Authorized by Law", Sieber made the motion to reconsider Item 8 to make the following motion:

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to send a communication to Administration Committee to add an agenda item requesting a Class and Comp study on nursing positions within Brown County Government. Vote taken. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to suspend the rules to take Item 11a iv at this time. Vote taken. MOTION CARRIED UNANIMOUSLY

Although shown in proper format here, Item 11a iv was taken at this time.

9. Update on Communication from April 2021 – Schools & Mental Health.

Pritzl informed it was a good collaboration between their Public Health and Community Services areas. They hosted a virtual meeting on June 7th and invited all public and private schools, 55-60 people participated. They wanted to talk to the communication, what's working, what isn't, gaps, needs, and highlight things they're doing as a department, provide awareness of their programs.

Schools identified what they were doing, some offered Hope Squad, Mental Health First Aid, Signs of Suicide and using evidence-based programs and prevention strategies. They're also using other curriculums, universal screenings and school based mental health services, but it depends on the district and what level that's happening at. Staff training was happening at some places too.

Schools apply for grant funding, but they don't get a lot of money, which was something they learned. Virtual therapy was helpful, it takes away some anxieties by accessing care in a different manner. They talked about family engagement with virtual services.

Some districts had a good relationship with their Coordinated Services Team which was a multisystem case management program they operate which they get small amount of state funding and can serve 20-25 families at a time.

Gaps – There's a struggle to hire licensed professional counselors, social workers, clinical therapists, substance abuse counselors, etc. as there's a shortage as well. It's not just capacity problems, there's staffing problems. Stigma reduction, the problem with people refusing to go to services after being referred, so talking about the stigma around mental health. There could be some education around that. Specialty counseling needs like counselors that understand autism, who are from more diverse backgrounds and look like the populations they serve.

From a policy level, for schools to hire their own mental health providers, it can be difficult. They have to

be certified as an out-patient mental health clinic, so they need to partner with someone else. Licensing and being able to bill for service time is seen as a problem and haven't been able to get much flexibility on that. If they don't have access to a nonprofit partner, they can't pay the private-for-profit for their service. It's a barrier with the grants they have access to, a funding tie-in. They can't pay mental health providers directly; they pay the clinic who pays the providers and that creates work arounds. There are grants they do receive, competitive grants based on the numbers. About 25% of the districts get the grants state-wide, \$75,000 for each district and there's a gap from when they apply to when they get the award which was July through October. So, there's a funding gap where they can't do much programming because of the grant cycle.

They talked about some other solutions, flexing with codes to provide services in schools, etc. Grants that could pay for-profit partners if they were willing to come in. Pritzl felt they could do some work on how to get people connected with medical assistance to pay for some of those services. Especially for undocumented students without insurance, they don't have a funding source.

They were going to have another internal meeting about how there can be some action steps such as funding sources to channel through them, ways to help them partner with clinics, advocate for from a policy level, etc.

Sieber would appreciate a list of ideas and allow the committee to help them and put in the work with their contacts, other board members, superintendents, state and federal legislators, etc. Pritzl stated some of it might be funding, one thing that struck him was the unpredictability of their funding and the competitive nature of those grants. Community Services Administrator Jenny Hoffman reiterated they can't pay for the direct clinical therapy for the kids.

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to hold. Vote taken. MOTION CARRIED UNANIMOUSLY

10. Financial Report for Community Treatment Center and Community Services.

HS Finance Manager Eric Johnson was present to speak to the reports in the packet.

Sieber questioned having a closed session to discuss highest cost CPS and Youth Justice/RCC cases. Pritzl felt they could identify a specific provider, or service types provided prior to residential care. Sieber noted they were looking at trying to fund mental health services and felt they could fund positions if they save kids by intervening earlier. Spend money on proactive solutions rather than reactive solutions. Hoffman informed they take this very seriously, look at these cases often. Their program managers have done a really good job connecting between behavioral health and child welfare. They've done work making sure they're connecting youth with those other services to try and get them as many services before looking at placement. Many situations work out well, they can get them services up front, mental health needs met, but there were just cases that end up in the RCC placements. Pritzl noted they had an internal team that meets to talk about the systems involved and part of the problem was each one has its own eligibility and they have to figure out how to serve that child. They're trying to improve that part. That group may have recommendations in terms of service gaps.

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

11. Statistical Reports.

a. Monthly CTC Data.

- i. Bay Haven Crisis Diversion.**
- ii. Nicolet Psychiatric Center.**
- iii. Bayshore Village (Nursing Home).**
- iv. CTC Double Shifts.**

Sieber questioned how one person gets 21 double shifts and were shifts open due to the departments open positions? Behling responded, correct, employees take extra shifts if allowed to them. Sieber imagined they considered it safe or they wouldn't allow it and questioned the policy. Behling stated if

you watch the dates, there is a bit of a reprieve after the third to ensure there is rest there. They would always keep in mind that employee's performance, and that individual is a high performing and there haven't been any concerns.

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to receive and place on file Items 11a iv. Vote taken. MOTION CARRIED UNANIMOUSLY

- b. Child Protective Services – Child Abuse/Neglect Report.
- c. Monthly Contract Update.

Motion made by Supervisor Borchardt, seconded by Supervisor Sieber to suspend the rules to take Items 11ai, ii, & iii, b and c. Vote taken. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to receive and place on file Items 11ai, ii, & iii, b and c. Vote taken. MOTION CARRIED UNANIMOUSLY

12. Request for New Non-Contracted and Contracted Providers.

Motion made by Supervisor Evans, seconded by Supervisor Jacobson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Other

13. Audit of bills.

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to acknowledge receipt of the bills. Vote taken. MOTION CARRIED UNANIMOUSLY

14. Such other Matters as Authorized by Law.

Sieber informed he'd like to send a communication to Administration Committee to ask them to review the class and comp for nursing throughout Brown County.

Motion made by Supervisor Sieber, seconded by Supervisor Borchardt to reconsider Item #8. Vote taken. MOTION CARRIED UNANIMOUSLY

15. Adjourn.

Motion made by Supervisor Jacobson, seconded by Supervisor Borchardt to adjourn at 7:39 pm. Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Alicia A. Loehlein
Legislative Specialist

Brown County Children with Disabilities Education Board

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BCCDEB Update for 6/23/21 Meeting

COVID UPDATE: We are happy to report that our school year ended with zero transmission at school. Overall, while students were in person, we had a total of 14 staff and 10 students that tested positive for COVID. Throughout this time, we only needed to have 3 classrooms return to remote learning for a two week period due to quarantine protocols. As a leadership team, we processed and contact traced over 250 different scenarios throughout the time staff and students returned to the building.

At the June 15th BCCDEB meeting, administration recommended and the board determined that they will vote on a motion to return to full in person learning (with no remote option) at their July 20th meeting. The COVID mitigation strategies/status (masking, distancing, cleaning, etc.) will be monitored throughout the summer and practices that will be in place at the start of school will be shared with parents early in August.

GENERAL UPDATE:

- An in person graduation ceremony was held in the Hopp gymnasium on June 1st for 20 of our Hopp graduates! We were happy we were able to hold the in person ceremony for our graduates and their parents while livestreaming the event for any others that wished to participate.
- Our last day of school was Thursday, June 3rd for students and Friday, June 4th for staff.
- We are currently running our CAMP SOAR summer program in person and have over 60 students attending at least one of the three sessions offered.
- Our capital campaign efforts are going well and we currently have the funds needed to complete Phase I of the overall plan (front entrance and drop-off/pick-up safety measures) secured.
- Syble Hopp will be celebrating their 50th anniversary during the 2021-22 school year. More information will be coming regarding opportunities to celebrate with our students, staff, alumni and community in the near future.



Gardens are filled with seeds that are small but magical. Dormant at first but suddenly bursting with life and energy if given the right mix of light, water, and nutrients from the environment. Each seed developing into its own unique plant serving its own distinct and important purpose. Each plant enhancing the diversity and strengths within the garden providing necessary nutrients and benefits for other plants to thrive and grow.

We are all small but mighty seeds within a large garden formed from different origins each containing our own magical possibilities. There is no limit to who we can become - our "genetic" makeup may suggest one thing, but our environments and the people we surround ourselves with prescribe another. We each develop with our own unique forces and needs. When we join together in a community we can share our strengths with one another to grow together and lean on one another when we need help.

Gardens are filled with seeds that are intended to scatter, grow and develop bounties to share with others, and find new homes through the gift of the birds, wind, and rain. We have no control over what plant we are to become, but we can surround ourselves in a diverse and enriching community to grow into our greatest potential.

In a tangible sense gardens within our community heal, nourish, and provide amazing natural medicines such as ginkgo, echinacea, flax, lavender, and more. They provide wonderful opportunities to connect with the earth and learn about our food. The ADRC is one of the numerous local establishments that utilize local produce and goods grown within the gardens and farms nearby to support the health of the community and local farmers.

**We are all
small but
mighty
seeds formed
from different
origins each
containing our own
magical possibilities.**

And.....

- **Signup** to help paint-see the dates below-**you can register online**
- **Enter a phrase** they would like embedded in the design-**leave your comments on our webpage**
- **Donate dollars** toward the cause!
Super important - **every dollar matters**

You're Invited

ADRC is adding a mural to our building, and we need your help! You're invited to attend our community painting days - come and paint a piece of the mural.

- Saturday, July 17, 9a - 12p
- Saturday, July 24, 9a - 12p
- Thursday, Aug 5, 5 - 7p

Once the mural is done, we'll be having an End of Summer Block Party on Saturday, Aug 14, so save the date and come celebrate with us!

For planning purposes, please sign-up for the painting days.

(920) 448-4300

www.adrcofbrowncounty.org/mural



Growing the heart of downtown

Mural Concept



Bring our building & your business to life!
There are many great reasons to add art to the downtown Green Bay area. According to Americans for the Arts, art increases positivity and connections in the community. It's a great way to unite generations, increase tourism, and empower residents while helping your business!

Need your help?

Our goal is to raise \$20,000 for a beautiful mural on the building and a parklet for safe and accessible outdoor seating. Your financial contribution will make our dream projects a reality!

Please contact Devon at (920) 448-4331

We are small but mighty seeds

To grow with the community, we are planning a beautiful mural on our building. The mural will feature a blooming garden to remind us that we are all from different origins (seeds) but we each contain our own magical possibilities when we're in an environment where we can blossom.

As a community project, we want to spread the goodness and create connections between people. It's a reminder to surround ourselves with a diverse and enriching community where we can all grow into our greatest potential.

All sponsors will be recognized on a plaque by the mural.

Thank you

Check out the mural progress here!



Hello Brown County Supervisors! Happy sunny summer! Thank you for all your support every day and with our next project. We are going to create a

community mural on our building AND we are now working toward a Parklet (fun outdoor seating in the street) outside the front as well! We are doing everything we can to "cultivate joy" and create a culture of inclusion. We are working to offer an opportunity for the community to get involved by volunteering their time, doing some painting themselves, and/or supporting our efforts through a donation. We need your help **spreading the word** to your circles of influence. Share this email far and wide!

We are all small but mighty seeds! We all belong, contribute, and can blossom in an inclusive community!

People can go to our **website**

<https://adrcofbrowncounty.org/mural/>