

# Clover Connection NEWSLETTER

**JANUARY, 2026**

## 4-H MEATS JUDGING CONTEST

What is the 4-H Meats Judging Contest? Think you can pick the best cut of meat or choose animals that produce top-quality products? This contest lets you put those skills to the test! Youth will judge carcass and retail cut classes, grade carcasses, and identify retail cuts. Top teams advance to regional and national competitions.

Who can participate?

You must be currently enrolled in 4-H.

Junior: Ages 8-13 as of Jan. 1, 2026 (must be in or completed 3rd grade; 8-year-old Cloverbuds cannot participate).

Senior: Ages 14-18 as of Jan. 1, 2026 (cannot exceed grade 12).

Grade 13 Members: Eligible to compete as individuals, not on a team.

Even if your county hasn't participated before, gather some friends and join this fun opportunity to show your knowledge of meat and livestock!

**Please follow the link for more information**

**<https://go.wisc.edu/4I5qwm>**

### REGISTRATION OPEN

STATE 4-H LIVESTOCK  
EVENTS

**4-H MEATS  
JUDGING  
CONTEST**

**JANUARY 31, 2026**



EVENT HELD AT THE MEAT SCIENCE & ANIMAL BIOLOGICS  
DISCOVERY BUILDING, UW MADISON CAMPUS

SEE REGISTRATION GUIDE FOR  
MORE INFORMATION





## NEED A PAPER COPY OF THE NEWSLETTER?

Starting January 1st, the Clover Connection newsletter will be available only in digital format due to rising postage and printing costs. Newsletters will be sent directly to your email.

Need a printed copy?

Club leaders and anyone who prefers a hard copy can still request one. Just contact our office:

Call: 715-485-8600 or Email: Kerry Hill at [kerry.hill2@wisc.edu](mailto:kerry.hill2@wisc.edu)



## JANUARY

01: HAPPY NEW YEAR, OFFICE CLOSED

5: REGISTRATION CLOSES FOR "WONDERS WITHIN WOOD" ZOOM SESSIONS

11: LAST DAY TO REGISTER FOR WINTER ACADEMY

19: MLK DAY, OFFICE CLOSED

21: WINTER ACADEMY: BEYOND READY, 6PM-7:30PM VIA ZOOM

26: 4-H AMBASSADOR MEETING, 6PM, POLK COUNTY GOV. CENTER

26: 4-H LEADERS FED. MEETING, 7PM, POLK COUNTY GOV. CENTER

26: DESIGN YOUR LANDSCAPE, 6:30-7:30PM, ZOOM SESSION

27: TEXTILE ARTS WORKSHOP: MACRAME, 6PM JUSTICE CENTER

28: WINTER ACADEMY: DISCOVERING YOU, 6PM-7:30PM VIA ZOOM

29: ROBOTICS KICK-OFF/ORIENTATION, 6:30-8, FIRST PRESBYTERIAN CHURCH OF SCF (719 NEVADA ST, SCF)

30: REGISTRATION DUE FOR NEEDLE FELTING SESSIONS

31: 4-H MEATS JUDGING CONTEST, UW MADISON CAMPUS

## FEBRUARY

04: WINTER ACADEMY: CREATIVE COMMUNICATION WITH LEGO SERIOUS PLAY, 6PM-7:30PM VIA ZOOM

07: DAIRY QUIZ BOWL, UW GREEN BAY, STEM INNOVATION CENTER

10: NEEDLE FELTING: FIRST SESSION, 6-7:30PM, FIRST PRESBYTERIAN CHURCH OF SCF

11-12: OFFICE CLOSED FOR ALL COLLEAGUE MEETING

12: ROBOTICS EV3 SESSION, 6:30-8PM, FIRST PRESBYTERIAN CHURCH OF SCF

14: HAPPY VALENTINE'S DAY

22: SHEEP PROJECT KICK-OFF MEETING, 12-5PM, POLK COUNTY GOV. CENTER

22: DAIRY PROJECT KICK-OFF MEETING, 1-3PM, POLK COUNTY GOV. CENTER

24: NEEDLE FELTING: SECOND SESSION, 6-7:30PM, FIRST PRESBYTERIAN CHURCH OF SCF

26: ROBOTICS EV3 SESSION, 6:30-8:30PM, FIRST PRESBYTERIAN CHURCH OF SCF

28: CLOVER COLLEGE, ST. CROIX FALLS HIGH SCHOOL

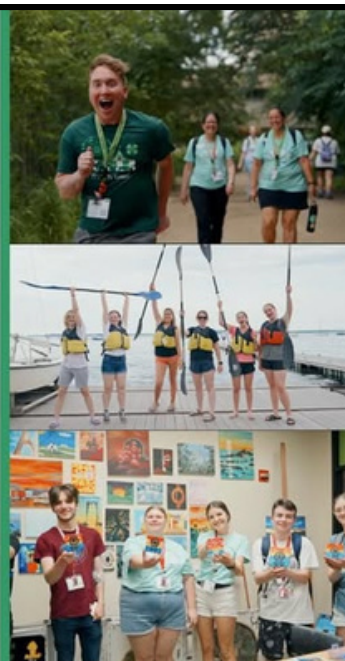
## SUMMER ACADEMY 2026

ADULT ADVISORS  
NEEDED!

4-H Volunteers and Young Adult  
Leaders (Ages 19-25) are  
encouraged to apply by **3/1/26**



FIND  
INFO  
HERE:



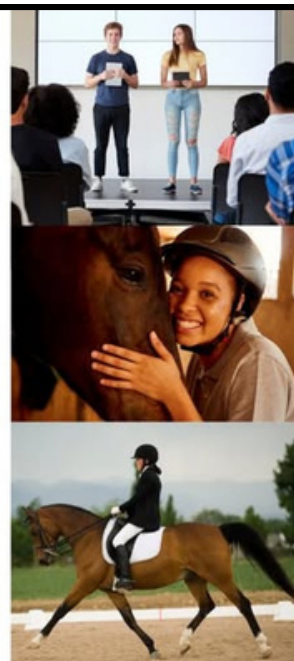
## SAVE THE DATES STATE 4-H HORSE EVENTS

HORSE EDUCATION DAYS  
MAY 2 & 3, 2026

STATE HUNT AND DRESSAGE SHOW  
JUNE 26, 27, & 28, 2026

STATE GYMKHANA SHOW  
SEPTEMBER 12, 2026

STATE HORSE EXPO SHOW  
SEPTEMBER 18, 19, & 20, 2026



# JANUARY

Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
				1 <b>HAPPY NEW YEAR</b>	2	3
4  <b>National Spaghetti Day</b> 	5 ~Registration closes for Wonders Within Wood	6	7	8	9  <b>Law Enforcement Appreciation Day</b> 	10
11 ~Registration closes for Winter Academy	12	13	14	15  <b>National Bagel Day</b> 	16	17
18	19 <b>Office Closed</b>  <b>MLK DAY</b> 	20	21 ~Winter Academy, Beyond Ready	22	23  <b>National Pie Day</b> 	24  <b>National Peanut Butter Day</b> 
25	26 ~ Ambassador Meeting ~4-H Leaders Fed. Meeting ~ Design your Landscape Zoom	27 ~Textile Arts Workshop	28 ~Winter Academy: Discovering You	29 ~Robotics Kick-Off/ Orientation	30 ~Registration due for Needle Felting Workshop	31 ~4-H Meats Judging Contest



# Winter Academy

Winter Academy is a 100% virtual program for youth in their first years of high school, focused on fostering lifelong learning and career success. Participants will engage in three live sessions to develop problem-solving strategies, set career and college goals, and enhance essential soft skills. Completing the program earns a 30% discount for Summer Academy registration. Participants must attend all sessions, which will not be recorded, and will receive materials like a LEGO® Serious Play® Kit and a Clifton Strengths workbook.



**NEW WINTER ACADEMY**  
VIRTUAL

Grades 8-10

- January 21, 2026
- January 28, 2026
- February 4, 2026

**Free to attend!**

Completion of the Winter Academy program will earn participants a 30% coupon code off registration for Summer Academy in the same year!

Positive Youth Development Institute  
UNIVERSITY OF WISCONSIN-MADISON

## Session 1 – Beyond Ready

Youth will learn to identify and manage their emotions, demonstrate empathy toward others, and build positive social connections—equipping them with essential skills for success in college, career, and life.

## Session 2 – Discovering You

Identify what motivates you and drives your decisions. This session will use tools to increase our understanding of ourselves and each other. At the end of the session you will have identified your strengths and what motivates your goals for the future.

## Session 3 – Creative Communication with LEGO Serious Play

Participants will develop their stories to enhance job applications or college admissions. Through play-therapy techniques with LEGO bricks, youth can visualize and express their strengths, aspirations, and challenges, leading to reduced anxiety and improved creative problem-solving skills.

VISIT OUR WEBSITE FOR MORE INFO!!  
<https://go.wisc.edu/7ba2xl>



## POLK COUNTY LEADERS FEDERATION MEETING

The Polk County 4-H Leaders Federation Board oversees the 4-H Program, making key decisions about financial resource allocation and educational direction. Each club can send one adult and one youth representative, ensuring youth have an equal voice. The board meets six times a year.

**JANUARY 26, 7:00PM**  
**POLK COUNTY GOV, CENTER**

## Ambassador Meeting

**6:00PM**  
**JANUARY 26**

**POLK COUNTY GOV, CENTER**



## Want your club to shine in the next Newsletter?

It's a piece of cake! Just whip up a fun little article about your club's latest shindig and don't forget to snap a pic with all the fabulous members in it!

Share your club's community contributions by emailing Kerry at [kerry.hill2@wisc.edu](mailto:kerry.hill2@wisc.edu)!

## DAIRY QUIZ BOWL

THE 2026 CONTEST WILL BE HELD ON FEBRUARY 7TH AT UW GREEN BAY IN THE STEM INNOVATION BUILDING, 2019 TECHNOLOGY WAY, GREEN BAY, WI

The Dairy Bowl is a "quiz bowl" competition where all questions deal with dairy topics. Competition in the 4-H Dairy Bowl encourages a 4-H member to develop a more complete knowledge of dairy animals and related subjects. This contest provides an educational dairy program for all dairy project members, including those who may not own a dairy project animal, and provides a way to develop alertness, self-confidence, teamwork skills, and mastery in the area of dairy science.

VISIT OUR WEBSITE FOR MORE INFO!!  
<https://go.wisc.edu/jxu0mm>



**REGISTRATION OPEN**

**STATE 4-H DAIRY QUIZ BOWL**

**FEBRUARY 7, 2026**

**UW GREEN BAY  
STEM INNOVATION BUILDING**



Extension  
UNIVERSITY OF WISCONSIN-MADISON





# VOLUNTEERS NEEDED FOR CLOVERBUD DAY CAMPS!

Do you enjoy working with young children and want to make a difference in just a few hours? We're looking for adult volunteers to help with easy activities and crafts at our Cloverbud Day Camps!

- Camps run Saturdays from 9 AM to 1 PM
- All activities are simple— we'll provide step-by-step instructions
- No experience needed — just bring your enthusiasm and a smile!

Interested in volunteering at future Cloverbud Day Camps? Please email Kerry Hill, [kerry.hill2@wisc.edu](mailto:kerry.hill2@wisc.edu), for more information and upcoming day camp dates!

## CLOVER COLLEGE!

2026 CLOVER COLLEGE  
SATURDAY, FEBRUARY 28  
ST. CROIX FALLS HIGH SCHOOL

Get ready for a day packed with fun, open to all young adventurers in grades K-5, whether you're a 4-H superstar or just curious!



Dive into a smorgasbord of exciting workshops where you can tackle all sorts of 4-H projects. You'll leave with a treasure trove of knowledge and some awesome finished projects to show off at the fair!

*More Information  
& Registration  
Form Located in  
this Newsletter!*



## WI 4-H AREA ANIMAL SCIENCE DAYS

*Save the Date*

**GRANT COUNTY  
JUNE 19TH**

**CLARK COUNTY  
JUNE 30TH**



CHECK INBOXES AND SOCIAL MEDIA FOR  
FUTURE REGISTRATION INFORMATION

# ROBOTICS

Registration is open for the 2026 4-H Robotics Project Workshops for youth aged 9 to 19 interested in robotics. Participants will work with Sphero Ball programming and EV3 robot construction and programming, preparing for the Pre-Fair Run Off.

Registration is first-come, first-served and is limited due to the number of available kits. Below are the dates and times for the workshops:

- **Kickoff/Orientation Meeting:** Youth must attend the first meeting on January 29th from 6:30 to 8:00 PM (kits will be assigned to youth during this session).
- **EV3 Robot Workshops:** Youth planning to work with the EV3 Robots should attend at least six out of the eight scheduled workshops to successfully complete their project.

**All workshops, along with the Pre-Fair Run Off, will take place at the First Presbyterian Church of SCF, located at 719 Nevada St., St Croix Falls**

Please complete the questions below and send to Shirley at [smillerfrey@gmail.com](mailto:smillerfrey@gmail.com) by Thur., January 22nd.

Name of Youth:

Age:

4-H Club:

Youth would like to work with (Please select all that apply)

- ☐ Sphero Balls: This is all about programming at different and new challenge levels.
- ☐ EV3 Robots: This is building a Bot from a kit and programming it to meet challenges)
- ☐ Both (Sphero and EV3)
- ☐ Junk Box Robotics: Build from "whatever" your materials and programming

Is your youth registered in the Robotics project? Yes/No

Does your youth want to show in the Polk County Fair? Yes/No

Parents Name:

Parents Phone Number:

Parents Email:

### Workshop Schedule

Kickoff/Orientation: January 29, 6:30-8:00pm (Mandatory)

EV3 Sessions:

- Thursday, February 12th, 6:30 to 8:00 PM
- Thursday, February 26th, 6:30 to 8:00 PM
- Thursday, March 26th, 6:30 to 8:00 PM
- Thursday, April 16th, 6:30 to 8:00 PM

Sphero & EV3 Sessions:

- Thursday, April 30th, 6:30 to 8:00 PM
- Saturday, May 9th, 1:00 to 3:00 PM
- Saturday, June 20th & 27th, 1:00 to 3:00 PM

Please note: Our Pre-Fair Run Off is tentatively set for Saturday, July 11th, 12:30 - 5:00 PM or until completed.

# TEXTILE ARTS WORKSHOP

(Explorers & Up)

**Macramé:** Tuesday, January 27th from 6 - 7:30PM at the Balsam Lake Justice Center. Cost \$3. Please register participating youth Name, Age, Parent's Name, and Contact info. by January 15th.

**Needle Felting:** 2 Sessions (possibly a 3rd session if necessary) Tuesdays, February 10th and 24th from 6 - 7:30PM at First Presb. of SCF, 719 Nevada St. Cost \$10. Please register participating youth Name, Age, Parent's Name, and Contact info. By January 30th for both sessions.

**Basic Embroidery:** 2 Sessions. Learn & make 3 stitches and a design using those 3 stitches: Tuesday, March 24th and April 7th from 6-7:30PM at First Presb. of SCF, 719 Nevada St. Cost \$3. Please register participating youth Name, Age, Parent's Name, and Contact info. by March 12th for both sessions.

**Sewing (Basics plus) Make a Tie Apron:** 3 Sessions. Tuesdays, April 21st, April 28th, May 5th from 6-7:30PM at First Presb. of SCF, 719 Nevada St. Cost \$8. Please register participating youth Name, Age, Parent's Name, and Contact info. by April 9th for all 3 sessions.

**Please send all registrations and questions to Shirley at [smillerfrey@gmail.com](mailto:smillerfrey@gmail.com)**

## KICK-OFF MEETINGS

### SHEEP KICK-OFF

Sunday, February 22<sup>nd</sup>, 12-5pm at the Polk County Gov. Center

### DAIRY KICK-OFF

Sunday, February 22<sup>nd</sup>, 1-3pm at the Polk County Gov. Center

### BEEF KICK-OFF

Sunday, March 1st, 12-5pm at the Polk County Gov. Center

### SWINE KICK-OFF

Sunday, March 8th, 12-5pm at the Polk County Gov. Center

### GOAT KICK-OFF

Sunday, March 15th, 12-5pm at the Polk County Gov. Center



## ARE YOU READY TO INSPIRE THE NEXT GENERATION?

Join us as an Adult Advisor or Young Adult Leader at Summer Academy! Help youth grow, learn, and lead—all while having fun. Apply today!

### WHO DO WE NEED?

**Adult Advisors:** Provide mentorship, supervision, and logistical support.

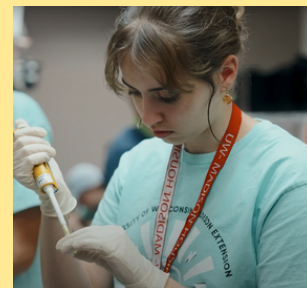
**Young Adult Leaders:** Serve as role models, lead activities, and support youth engagement.

### WHY VOLUNTEER?

- Make a lasting impact on youth.
- Build leadership and mentoring skills.
- Be part of a fun, educational summer experience.

### WHAT'S INVOLVED?

- June 14-18, 2026 at the beautiful University of Wisconsin-Madison campus
- Training provided, both virtual and in person to help you prepare
- Lodging, meals, and transportation covered



### APPLICATION PROCESS

Online form - for all statewide educational experiences

Deadline: February 28, 2026 (for Summer Academy specific applicants)



**Please Email  
Lindsay,  
[lindsay.spindler@wisc.edu](mailto:lindsay.spindler@wisc.edu), for  
any questions**



## SAVE THE DATES

### STATE 4-H LIVESTOCK EVENTS

**4-H MEATS JUDGING CONTEST**  
JANUARY 31, 2026

**SKILLATHON AND QUIZ BOWL**  
MARCH 21, 2026

BOTH EVENTS HELD AT THE  
UW MADISON CAMPUS



## NATIONAL 4-H CONGRESS

National 4-H Congress in Atlanta, Georgia was truly one for the books! Wisconsin proudly sent 40 incredible young leaders and four county based 4-H Educators as the largest delegation to this unforgettable youth empowerment experience.

National 4-H Congress is a five-day educational experience held annually over Thanksgiving break, recognizing high-achieving 4-H high schoolers for their leadership, citizenship, and community service.

It offers workshops, speakers, cultural experiences, and service-learning projects that help youth grow personally, develop career skills, and build global awareness.



## WONDERS WITHIN WOOD

In the Wonders Within Woods Distance Learning Program, youth in grades 5-13 will explore the art of green wood carving.

You will explore the history of carving and use various art mediums to understand wood and the similarities between carving and sculpture.

### WONDERS WITHIN WOOD

Carving and Design Distance Learning Kit

For: 5<sup>th</sup> Grade and Up

Register By:  
Jan 5th in 4HOnline

Cost: \$5

Zoom with our Artist in Residence:  
March 10 from 6:30-7:30 PM



Zoom Meeting on March 10, 6:30-7:30 PM

with a master green wood carver!

Registration is open now through January 5th in 4HOnline.



We are so proud of our Wisconsin delegates for embracing the challenge and making memories that will last a lifetime!

***The Polk County 4-H Ambassadors recently had fun on a trip to Miracle at Big Rock, and then they made pizzas and played games.***



*Thanks to everyone for their dedication throughout the year!*



## SAVE THE DATES

### STATE 4-H DOG EVENTS

**DOG 4-H QUIZ BOWL**  
APRIL 25, 2026

STEM INNOVATION BUILDING, UW - GREEN BAY

**STATE 4-H DOG OBEDIENCE, SHOWMANSHIP, AND RALLY; SPEAKING, PHOTO, AND POSTER CONTESTS**

SEPTEMBER 26 & 27, 2026

LANGLADE CO. FAIRGROUNDS, ANTIGO

**STATE 4-H DOG AGILITY SHOW**  
OCTOBER 11, 2026

OVERDALE CANINE SPORTS, SPRING VALLEY





# CLUB NEWS

## Cattail Clovers



THIS FALL, THE CATTAIL CLOVERS 4-H GROUP REMOVED AND REPLACED SIX HISTORICAL SIGNS IN OUR AREA.



WE INTEND TO CONTINUE THIS EFFORT EACH YEAR UNTIL ALL THE SIGNS ARE REFRESHED.



## Deronda DIPLOMATS



THE DERONDA DIPLOMATS ORGANIZED A "TOYS FOR TOYS" INITIATIVE AND COLLECTED FOOD FOR THE AMERY FOOD SHELF, WHILE ALSO CREATING CHRISTMAS TREE ORNAMENTS.



## Cedar LAKE

DURING THE DECEMBER MEETING, THE GROUP CREATED "FUELING THE HEROES" TOTES FILLED WITH SNACKS AND DRINKS, ALONG WITH A BANNER AND A CHAIN LABELED "OUR HANDS FOR LARGER SERVICE." EACH LINK IN THE CHAIN FEATURED A NOTE OF GRATITUDE FROM OUR CLUB.



THESE TOTES WERE DELIVERED THIS EVENING TO THE ALLIED EMERGENCY FIRE DEPARTMENT IN RECOGNITION OF THEIR DEDICATED EFFORTS. THEY BRAVELY WORKED THROUGHOUT THURSDAY NIGHT TO EXTINGUISH A FIRE; I ONLY WISH THEY HAD RECEIVED THOSE TOTES EARLIER.



WISCONSIN  
4-H FOUNDATION



# CLUB NEWS

## JOLLY MILLTOWN

**JOLLY MILLTOWN SERVICE DAY  
AT MILLTOWN'S SANTA DAY**



**DURING MILLTOWN'S SANTA DAY,  
THE CHILDREN PREPARED  
COOKIES IN ADVANCE AND  
DEDICATED THEIR TIME TO SERVE  
COOKIES, PUNCH, AND HOT  
CHOCOLATE AT THE EVENT.**



**WE HAD A WONDERFUL GROUP  
OF KIDS WHO PUT THEIR HANDS  
AND HEARTS TO WORK TODAY,  
BRINGING SMILES TO EVERYONE  
WHO MET MR. AND MRS. CLAUS.**



## PLEASANT LAKE

**THE PLEASANT LAKE 4-H CLUB  
COLLABORATED WITH SENIORS AT  
EVERGREEN SENIOR LIVING  
CENTER TO DECORATE  
GINGERBREAD HOUSES.**



**SENIORS AND 4-H MEMBERS  
SHARED STORIES AND  
DECORATING TIPS, FOSTERING  
COMMUNITY AND HOLIDAY SPIRIT.**



**THE COLLABORATION BRIGHTENED  
THE SENIOR CENTER AND CREATED  
CHERISHED MEMORIES FOR BOTH  
YOUNG PARTICIPANTS AND THEIR  
OLDER COMPANIONS.**



## CLOVERBUD DAY CAMP

**ON DECEMBER 13TH, OUR  
INTREPID CLOVERBUDS DONNED  
THEIR COZY GEAR AND  
FEARLESSLY FACED THE CHILLY  
WEATHER FOR A FROSTY FIESTA AT  
THE WINTER CLOVERBUD DAY  
CAMP!**



**KIDS DECORATED COOKIES, MADE  
SNOW GLOBES, SEWED THEIR  
OWN STOCKING AND LAUNCHED  
SNOWBALL SHOOTERS!**



## Clover College

Saturday, February 28, 2026, 9:00AM - 2:30PM

St. Croix Falls High School 740 Maple Dr, St. Croix Falls, WI

Open to all youth grades K-5th

Registration begins at 8:30AM / Sessions at 9:00AM

Registration Fee: \$20.00 / youth



UW-MADISON EXTENSION

### 2026 Clover College Participant Registration

Name \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_ Telephone \_\_\_\_\_

Grade \_\_\_\_\_ Parent (s) name \_\_\_\_\_

Gender \_\_\_\_\_ Health Concerns: (allergies, etc.) \_\_\_\_\_

Emergency contact name \_\_\_\_\_ Emergency contact telephone \_\_\_\_\_

I am currently a 4-H member: \_\_\_\_ Yes \_\_\_\_ No Club Name \_\_\_\_\_

I require an accommodation for a disability to participate in this program: \_\_\_\_ Yes \_\_\_\_ No

**Please bring a bag lunch.** Amount enclosed: \_\_\_\_\_ (\$20 per youth)

Check \_\_\_\_ Cash \_\_\_\_ Club Paying \_\_\_\_ Fee Waiver \_\_\_\_ (please email [kerry.hill2@wisc.edu](mailto:kerry.hill2@wisc.edu))

Registration Deadline: **Feb. 6, 2026** No refund for cancellations will be issued after the deadline.

Make check payable to: St. Croix County 4-H Leaders Association

Return to: SCC 4-H, Attn: Clover College, 1960 8th Ave, Suite 140, Baldwin WI 54002

**Please rank your TOP TEN choices (1 highest to 10 lowest). First come / first serve for session choices. All youth will attend 3-5 sessions. Limited participants in each session.**

____ Build a Model Rocket (1-5)	____ Etched Easter Eggs (K-5)	____ Feathered Friends: All About Chickens (K-5)
____ Reaching for Rabbit Time (K-5)	____ Becoming a Scientist (G 3-5)	____ Sewing - Pillow (K-5)
____ Horsing Around (K-5)	____ Glass Etching (K-5)	____ Succulent Garden (K-5)
____ Growing with 4-H: Learn About Plant Life Cycles (K-5)	____ Jewellery Making (K-5)	____ Hopping Fun: All About Rabbits (K-5)
____ Goat Milk Soap Making (K-5)	____ Beads, Beads, and More Beads (K-5)	____ Cat Care and Treats (K-5)
____ Introduction to Wooden Model Building (K-5)	____ Build an Electric Car (K-5)	____ Wild About Nature (K-5)
____ Cookie and Mini Cake Decorating - <i>Beginner</i> (K-5)	____ Scrapbooking (K-5)	____ Talk'n Dogs (K-5)
____ Cookie and Mini Cake Decorating - <i>Intermediate</i> (K-5)	____ Gumball Machine Making (K-5)	____ Felted Cookies (K-5)
____ Spring Time in the Woods (K-5)		

Yes \_\_\_\_ No \_\_\_\_ I am available to help at Clover College 2026 (hall monitors, classroom assistants, etc.)

Name: \_\_\_\_\_



## **Clover College: Session Descriptions**

**Saturday, February 28, 2026 9:00 AM - 2:30 PM**

### **Build a Model Rocket (55 minutes)**

**Matthew Logering**

Discover the excitement of model rocketry! How are they designed, what makes them soar, and the science behind each launch. Youth will explore the basics of rocket flight, hands-on building skills, and create their own model rocket to take home. *Grades 1-5 Class Limit: 12*

### **Reaching for Rabbit Time (55 minutes)**

**Valerie and Elsjä Meijer**

Learn about Rabbit and guinea pig breeds and activities you can do with your pet in 4-H. Meet some different Rabbit and guinea pig breeds and learn showmanship, Agility and other showing information and activities. *Grades K-5 Class Limit: 10*

### **Horsing Around (55 minutes)**

**Cassie Rose**

Discover the exciting world of horses through hands-on, horse-themed activities! Put on your cowboy hat and boots, and get ready for a fun, interactive session where youth can explore and learn more about the 4-H Horse Project. This engaging experience is perfect for young participants interested in horses and eager to deepen their knowledge. *Grades K-5 Class Limit: 12*

### **Growing with 4-H: Learn About Plant Life Cycles (55 minutes)**

**Annette Schladweiler**

Participants will be able to plant their own spider plant, and take home "planted" (in a bag) flowers. Both projects would be able to be used as a fair entry! *Grades K-5 Class Limit: 15*

### **Goat Milk Soap Making (55 minutes)**

**Sarah & Natalie Chartrand**

We will make 1 bar of goat milk soap embellished with flowers and scent of your choosing. *Grades K-5 Class Limit: 8*

### **Introduction to Wooden Model Building (55 minutes)**

**James Bartlett**

In this workshop, you'll be introduced to wood model building kits. Workshop members will have a choice between a few different balsa wood model kits, which are all snap and insert (no glue or nailing used). Participants will learn how to read the directions, sort wooden sheets, remove the parts, and assemble it. Participants will walk away with a small model they can submit at the fair, if they choose! *Grades K-5 Class Limit: 10*

### **Cookie and Mini Cake Decorating (55 minutes)**

**Sarah & Trish Carlson**

Youth will see and learn decorating skills by piping lines and other shapes. Then, decorating some cookies to show off their new skills! *Grades K-5 Class Limit: 12*

### **Wild About Nature (55 minutes)**

**Chad & Stacey Lutsey**

Please join us for an interactive workshop where you will learn about the natural world around you. Please bring a light colored, plain T-shirt for decorating. Dish towels may also be available. *Grades K-5 Class Limit: 10*

### **Etched Easter Eggs (1 hour and 55 minutes)**

**Megan Jansa and Lynnae Nehring**

Create a beautiful and unique etched Easter egg. In this workshop students will use a kitsa (wax pen) to apply a melted wax design on a chicken egg. Parts of the shell will be removed by an acid, while the wax seals in the design. When the wax is removed, the design will be revealed! Students will need to follow directions carefully when working with an open flame and a mild acid. *Grades K-5 Class Limit: 12*

### **Becoming a Scientist (1 hour and 55 minutes)**

**Heather Vierling**

Youth will have an opportunity to discover and explore science in a fun and magical way. They will participate in a variety of experiments while using their skills and knowledge to hypothesize, experiment and draw conclusions. *Grades 3-5 Class limit: 12*

### **Glass Etching (55 minutes)**

**Jeanne Alling**

Youth will be able to choose from several designs that they will be able to put onto a glass mug. The chemical etching is applied and washed off by the presenter. Etched design is permanent on the glass. *Grades K-5 Class Limit: 15*

### **Jewelry Making (55 minutes)**

**Cami and Ella Curtis**

This introduction to jewelry making will provide participants with different opportunities to make jewelry using different techniques and materials. *Grades K-5 Class Limit: 10*

### **Beads, Beads, and More Beads (55 minutes)**

**Jennie Bazille**

Come explore making keychain and more using a variety of different types of beads. *Grades K-5 Class Limit: 15*

### **Build an Electric Car (1 hour and 55 minutes)**

**Tyler Bohan**

Youth will design an electrical circuit to build a battery powered car. *Grades K-5 Class Limit: 12*

### **Scrapbooking (55 minutes)**

**Carole Schurtz**

Bring 4-6 of your favorite 4-H photos (4 x 6) and we will show you how fun it can be to scrapbook them for your record book or just for fun. *Grades K-5 Class limit: 12*

### **Gumball Machine Making (55 minutes)**

**Carole Schurtz**

Get ready to have some fun and create your own gumball machine to take home. *Grades K-5 Class limit: 10*

### **Feathered Friends: All About Chickens (55 minutes)**

**Sage Schladweiler**

Learn all about chickens, their life cycle and how they develop inside the egg. Make a "bird seed" snack and leave with a fun poster that you can exhibit at the fair! *Grades K-5 Class Limit: 10*

### **Sewing - Pillow (55 minutes)**

**Jessica Robinson**

A simple sewing project where youth will make a pillow from old button down shirts. *Grades K-5 Class Limit: 9*

### **Succulent Garden (55 minutes)**

**Elizabeth Hesselink**

Youth will plant succulents into various containers to create a one-of-a-kind creation. *Grades K-5 Class Limit: 15*

### **Hoppen Fun: All About Rabbits (55 minutes)**

**Kendra Schladweiler**

Learn about the 4-H rabbit project, and make a bunny painting that can be exhibited at the fair. *Grades K - 5 Class Limit: 10*

### **Cat Care & Treats (55 minutes)**

**Molly Ziegler & Allison Rhine**

Learn more about caring for your friendly feline. We will also be making a treat and toy for your cat. *Grades K-5 Class Limit: 10*

### **Talk 'n Dogs (55 minutes)**

**Deb Beyer, Jean Gustafson, Greta Gustafson w/Bert the Show Dog**

In this class, we will learn about dog breeds and their intended jobs. How dogs "talk" to us and how we should and should not talk to them. We will practice some dog obedience training exercises with pretend dogs. You will also meet a real, live 4-H show dog. *Grades K-5 Class Limit: 15*

### **Felted Cookies (1 hour and 55 minutes)**

**Suzanne Imhoff**

Learn how to turn wool into a felted cookie! Participants will use needle felting techniques inside cookie cutters to create a refrigerator magnet, coaster or ornament. *Grades K-5 Class Limit: 20*

### **Springtime in the Woods (55 minutes)**

**Michael Lindley**

Hands on talk about getting outside in the spring and appreciating activities in our woods. *Grades K-5 Class Limit: 40*

# BEYOND THE CLOVER: ADVENTURES IN 4-H

## MY EXPERIENCE AT THE NATIONAL 4-H DAIRY CONFERENCE

JACOB BINVERSIE, CUSHING

### My Experience Attending the National 4-H Dairy Conference

From September 28 to October 1, 2025, I got the opportunity to attend the 69th National 4-H Dairy Conference in Madison, WI. It was a conference where every day was busy in the best way — learning something new, meeting people from all over North America, and seeing how many different careers and opportunities exist in the dairy industry.

The conference takes place every year in Madison, WI, during World Dairy Expo and is open to youth ages 15-18 from across the United States and Canada. The conference focuses on dairy science and industry learning, career connections, leadership development and lots of hands-on learning. To attend, I had to apply and be accepted by the National 4-H Dairy Conference. Being accepted meant I was a Wisconsin Delegate, representing the state.

### Getting Settled In and Meeting Everyone (Sunday)

The first day was all about arriving, getting checked in, and meeting the other delegates. There were about 120 youth delegates from across the nation and Canada. Some of the other states represented were New York, Florida, Minnesota, Iowa, Vermont, Indiana, Texas, Arizona and others. I met Charlie Crave, my chaperone, and we took state/province photos, and then the conference started with a welcome and opening assembly.

One of the most memorable parts of the first night was the pin exchange. It was an easy way to start conversations with people I'd never met before, and it really helped me feel connected to the conference right away. We listened to speakers that night and met with our delegation to recap the day. Since I was the only delegate from Wisconsin, I joined the New York group whenever delegation meetings were held. This was another great opportunity to meet others.

### Dairy Industry Tours (Monday)

Monday was a full day of tours; we were constantly seeing something new and exciting. We started by touring ABS Global in DeForest, WI. Touring ABS was one of my favorite things because I had never seen an artificial insemination company in person before. It was really cool to see the process of raising bulls and creating genetics from start to finish. Our group then traveled to Fort Atkinson, where we visited several major dairy-related sites, including the Hoard's Dairyman Registered Guernsey Farm, Hoard's Dairyman Publishing, the National Dairy Shrine Museum, and Jones Dairy.

What stood out to me was how different each stop was. One place showcased the farm and animals, another showcased the media and communication side, and the museum reminded me of how much history and tradition there is behind the industry. By the end of the day, I felt like I'd seen a "bigger picture" of dairy beyond just one farm or one job.

### Crave Brothers Farm and Careers (Tuesday)

Tuesday was a mix of learning, touring, and career exploration.



*Me and Charlie Crave, who was my chaperone.*

### Crave Brothers Farm and Careers (Tuesday) Continued

We started the day by hearing from a speaker, then we traveled to Crave Brothers Farm in Waterloo, WI, where we spent the rest of the day. We took a group photo and toured the farm, which has 2,100 cows, a rotary milking parlor, and an on-farm cheese factory. After that, we attended a dairy workshop, where we met with a vet and learned how to administer an IV to a cow. We also met with a dairy nutritionist and learned how to calculate rations. We then enjoyed a Wisconsin tailgate dinner on the farm and a sponsor career fair. That career fair was a big deal to me because it wasn't just a "here's a brochure" type event, it was honest conversations with people connected to the dairy industry, hearing what they do and what paths got them there.

To end the night, we had more speakers and a barn dance, which was honestly a great way to relax after a packed day.

### World Dairy Expo, Workshops & Thank Moo's (Wednesday)

Wednesday included writing Thank Moo's, which focused on appreciating the people and sponsors who support the conference and make opportunities like this possible.

Then we went to the World Dairy Expo, where I got to walk through exhibits and see the scale of dairy innovation, including equipment, genetics, technology, and the things that keep the industry moving forward. I also got to watch the dairy show.

*Article continues on to the next page*



# BEYOND THE CLOVER: ADVENTURES IN 4-H

---

## **World Dairy Expo, Workshops & Thank Moo's (Wednesday) Continued**

Later that evening, we got to attend workshops, which was a blast. A company brought in many reproductive tracks, and I got to practice artificial insemination and learned about their industry. Another fun workshop was making a new ice cream flavor with liquid nitrogen. Then each group had to present to judges like Shark Tank.

The conference wrapped up that evening with dinner, a keynote speaker, a week-in-review presentation, and a final farewell gathering where everyone talked about what they learned.



*The Minnesota Delegate group and I  
at the World Dairy Expo*

## **More Highlights**

One thing I really appreciated about the conference is that delegates aren't just attendees. Everyone is part of a leadership team, and those teams help the conference run smoothly. Some of the leadership roles throughout the conference were giving daily updates, recognizing and introducing sponsors, handling hospitality and transportation details, assisting with room setup, and supporting activities. Being involved like that was really fun and I learned a lot.

## **More Highlights (Continued)**

I also learned that representing 4-H at an event like this matters. We were encouraged to be ready to talk about our local 4-H programs, how we earned our trip, and who supported us. The Polk County Leaders Federation generously covered half of my conference registration fee, and I can't thank them enough for their support.

By the time I left the conference, I didn't just feel like I'd gone on a trip; I came back with a better understanding of how broad the dairy industry really is, stronger leadership skills, and many new connections from other states and provinces. The National 4-H Dairy Conference is definitely a highlight of my 4-H experience. I am really glad I had the chance to attend! I encourage others with an interest in dairy to attend. You won't regret it.

---

## **MARATHON COUNTY 4-H MEMBER PICKED FOR NATIONAL CLOVER CONTENT CREW**

Marathon County 4-H is thrilled to announce that local 4-H member Laurel Loucks has been selected to join the National 4-H Clover Content Crew — an elite group of approximately 20 youth leaders from across the United States. Laurel is the only youth from Wisconsin chosen for this prestigious opportunity.



## **Marathon County 4-H Member Picked for National Clover Content Crew (Continued)**

The Clover Content Crew is a new initiative from the National 4-H Council designed to elevate youth voice and leadership in digital storytelling. As part of this program, Laurel will participate in monthly virtual sessions focused on social media strategy, digital communication, and content creation. The experience includes engaging guest speakers, collaborative discussions, and hands-on opportunities to create content for National 4-H Council's official platforms.

Through this role, Laurel will build advanced media and communication skills, connect with 4-H peers nationwide, and represent Wisconsin 4-H on a national stage.

We are incredibly proud of Laurel for earning this honor and showcasing the leadership, creativity, and dedication of Marathon County 4-H youth. Congratulations, Laurel!

---



**Beyond  
Ready**

# 2026 Wisconsin 4-H Scholarships

## Application Process

Wisconsin 4-H will award more than \$20,000 in scholarships from established donor funds to outstanding Wisconsin 4-H members and alumni pursuing higher education this year. Wisconsin 4-H Scholarships are awarded to students based on demonstrated personal growth through 4-H, development and leadership in 4-H, academic performance, and future educational goals.

## Timeline

- Applications Open January 1st
- Must be received NO LATER THAN 11:59pm on MARCH 1
- Award notifications will be announced by mid-May



## Scholarship Eligibility

To be eligible for any Wisconsin 4-H Scholarship, students must have been a Wisconsin 4-H member for at least three years, have a grade point average of at least 2.5 on a 4.0 scale, and be enrolled or planning to enroll at a university, college, or technical school during the following academic school year. Previous scholarship winners are not eligible to receive a second Wisconsin 4-H Scholarship.

## Application Instructions

Applicants will submit an online application form and upload a cover letter and résumé as a combined PDF and select all scholarship opportunities that they qualify for. The documents will provide 4-H youth a chance to share their 4-H achievements and future plans.

## Available Scholarships

- Betty Krueger Memorial 4-H Scholarship
- Elizabeth Salter-Eby 4-H Scholarship
- Francis A. and Phyllis S. Conrad 4-H Scholarship
- Culver's 4-H Scholarship
- Gwen Wilson Memorial Scholarship
- Oscar G. and Mary M. Woelfel 4-H Scholarship
- T.L. Bewick Scholarship

***TO LEARN MORE, OR APPLY, PLEASE VISIT THE WEBSITE BELOW  
OR SCAN THE QR CODE***

**<https://go.wisc.edu/2qdn65>**





# 2026 Conservation Poster Contest Guidelines

## "Soil. Where it all Begins"

### Details

- Open to grades K-12; public, private or home school students
- Each poster must go through the following contest process: Local/County, Area, State, Nationals.
- The National Poster Contest theme is: **"Soil. Where it all Begins"**

### Contest Rules

- Poster size must be 12" x 18" or 14" x 22".
- The 2026 National Contest Theme, **"Soil. Where it all Begins"** must be written on each poster.
- All posters shall be created by an individual student, rather than a team of students.
- Any media may be used: paint, crayon, colored pencil, charcoal, stickers, paper or other materials on regular posters. (Computer-generated posters will not be accepted)
- To be eligible for judging, each entry must have a completed and signed entry form attached to back.

#### Posters Due to County

- Poster Due Date: \_\_\_\_\_
- Local entries due to: \_\_\_\_\_
- Phone: \_\_\_\_\_
- Address: \_\_\_\_\_

#### County Contest

- County: \_\_\_\_\_
- Date of County Contest: \_\_\_\_\_
- Location: \_\_\_\_\_
- 1<sup>st</sup> place from each division moves to Area

#### Area Contest

- Area: \_\_\_\_\_
- Date of Area Contest: \_\_\_\_\_
- Location: \_\_\_\_\_
- 1<sup>st</sup> place from each division moves to State

#### State Contest

- Posters Due: February 6, 2026
- Dates of State Contest: March 4-6, 2026
- WI Land+Water Annual Conference, Chula Vista Resort, Wisconsin Dells

#### National Contest

- Submitted by December 1, 2026
- National Contest entries submitted by WI Land+Water



### Poster Evaluations

Conservation Message 50%  
Visual Effectiveness 30%  
Originality 10%  
Universal Appeal 10%



Contact your County Land/Water Conservation Department for details on how to get started and/or:  
<https://wisconsinlandwater.org/our-work/youth-education/poster-speaking-contest/contest-dates>



# 2026 Conservation Awareness Poster Contest

County Entries Due: \_\_\_\_\_

## STUDENT

First Name \_\_\_\_\_ Middle \_\_\_\_\_ Last \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ County \_\_\_\_\_

Phone (\_\_\_\_) \_\_\_\_\_ E-mail \_\_\_\_\_

Grade \_\_\_\_\_ Age \_\_\_\_\_ Parent/guardian name (printed) \_\_\_\_\_

**REQUIRED** Signature of parent or guardian certifies that the information provided is accurate and allows local land conservation departments, WI Land+Water, and NACD to utilize the photos for educational or promotional purposes:

X \_\_\_\_\_ Date \_\_\_\_\_

Please check appropriate grade level.

☐ Grades K-1

☐ Grades 2-3

☐ Grades 4-6

☐ Grades 7-9

☐ Grades 10-12

## LOCAL MEDIA

Name of your local newspaper \_\_\_\_\_

Newspaper Telephone Number \_\_\_\_\_

Newspaper Email \_\_\_\_\_



## SCHOOL

☐ Public School ☐ Private School ☐ Home School

Teacher Name \_\_\_\_\_

School Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State WI Zip \_\_\_\_\_

E-mail address \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_



## COUNTY LAND/WATER CONSERVATION DEPARTMENT (to be filled out by local rep)

County \_\_\_\_\_ Area \_\_\_\_\_

Contact \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

E-mail Address \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_



# 2026 Conservation Speech Contest Guidelines



State Contest  
Wednesday, March 4th, 2026  
Chula Vista Resort, Wisconsin Dells, WI



## Contest Divisions

1. Elementary Division... (3-5 minute speeches, *required*) ..... Students enrolled in grades 5-6
2. Junior Division..... (4-6 minute speeches, *required*) ..... Students enrolled in grades 7-8
3. Senior Division..... (5-7 minute speeches, *required*) ..... Students enrolled in grades 9-12

## Subject Matter

Speeches must promote the conservation of natural resources and the protection or enhancement of environmental quality. Topics should address soil and water conservation issues. Emphasis should be placed on the subject as it relates to your locality or to the state of Wisconsin.

Authenticity and accuracy of information is important, and the speaker should demonstrate familiarity with the subject matter. Feel free to contact Natural Resource professionals as they can provide knowledge on numerous topics. The internet is a rich resource; however, not all internet sources are reliable. When using the internet, be sure to consider your source!

All speeches should be backed up by facts. Both sides of an issue should be presented in a fair and non-accusatory manner. Using names of people or businesses for slander will not be accepted and shall result in disqualification.

## Visual Aids

Use of visual aids (posters, charts, etc.) is prohibited; however, notes may be used.

## Speeches

A speech, in part or whole, used in this contest in previous years may not be used again. However, speeches used for other speaking events may be used. Group presentations are not allowed.

## County Contest

An individual student may only enter in one County level speech contest, either in the County in which they reside or in the county in which they attend school. If the County an individual lives in does not host a speaking contest, the individual may seek permission from another County to enter their contest. The winners of each division in each County may compete in the Area Association contests. Students must compete in a County and/or Area contest to qualify for the state contest. All contest entry forms must be signed by a parent or guardian.

## Area Contest

Local County winner will advance to their area contest. Please view our website for your area contest dates, <https://wisconsinlandwater.org/our-work/youth-education/poster-speaking-contest>. The results of the Area contest (including the parental/guardian signature, legible names, addresses and counties of residence of the winners) shall be sent by the Area contest coordinator to all County contest coordinators immediately following the contest for State contest set-up and publicity purposes.

The Area association committees and coordinators are responsible for arranging the participation of its three winning speakers (1st place in each division) in the state contest.

### **Contest Scheduling**

County and Area Association contests should be completed by **Friday, February 6, 2026**.

### **State Contest**

State contest entry forms for each area contest winner must be received at the WI Land+Water office no later than **Friday, February 6, 2026**.

The state contest will be held in the morning of Wednesday, March 4, 2026, at Chula Vista Resort, Wisconsin Dells, WI.\*

**Registration will be from 9:00am-9:30am.**

First place winners in each division are invited to present their winning speeches at the 2025 WI Land+Water Annual Conference Luncheon that same day at **11:00am**.

State contest RSVP must be completed by **Monday, February 9, 2026** and emailed to [kim@wisconsinlandwater.org](mailto:kim@wisconsinlandwater.org).

*\*If you are planning to come in the night before and wish to book a hotel room. Please contact the Chula Vista Resort directly and mention WI Land+Water Annual Conference to receive the state rate at the Chula Vista Resort.*

All state contest entry forms must be completely filled out and signed by a parent or guardian and emailed to [kim@wisconsinlandwater.org](mailto:kim@wisconsinlandwater.org) no later than Monday, February 9, 2026 in order for the student to be eligible to compete.

#### **Speech Entry Due to County**

- Due Date: \_\_\_\_\_
- Local Entries Due To: \_\_\_\_\_
- Address: \_\_\_\_\_

#### **County Contest**

- County Contest Date: \_\_\_\_\_
  - County Contest: \_\_\_\_\_
  - Location: \_\_\_\_\_
- \*1<sup>st</sup> Place in each division advances to **Area Contest***

#### **AREA Contest**

- Area Contest Date: \_\_\_\_\_
  - Area Contest: \_\_\_\_\_
  - Location: \_\_\_\_\_
- \*1<sup>st</sup> Place in each division advances to **State Contest***

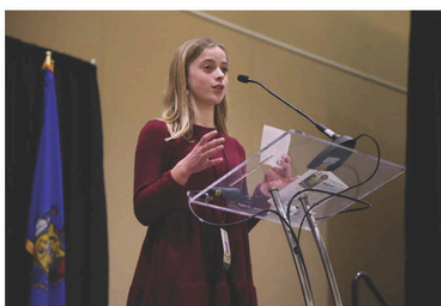
#### **STATE Contest**

- March 4, 2026
- WI Land+Water Annual Conference
- Chula Vista, Wisconsin Dells, WI

## **2025 State Speech Winners**



**Adalyn Howe**  
**Columbia County**  
**Elementary Division**



**Lydia Visger**  
**Columbia County**  
**Junior Division**



**Briella Brusveen**  
**Columbia County**  
**Senior Division**





## 2026 Conservation Awareness Speaking Contest County Level Entry

**\*\*Please fill out completely and legibly\*\***

COUNTY ENTRIES DUE: \_\_\_\_\_

TITLE OF SPEECH \_\_\_\_\_

### STUDENT

First Name \_\_\_\_\_ Middle \_\_\_\_\_ Last \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State WI Zip \_\_\_\_\_

County where you live \_\_\_\_\_

Phone \_\_\_\_\_ E-mail \_\_\_\_\_

Grade \_\_\_\_\_ Age \_\_\_\_\_ Parent/guardian name (printed) \_\_\_\_\_

**REQUIRED** Signature of parent or guardian certifies that the information provided is accurate and allows local land conservation departments, WI Land+Water, and NACD to utilize the photos for educational or promotional purposes:

X \_\_\_\_\_ Date \_\_\_\_\_

Please check the appropriate grade level.

☐ Elementary  
5-6 grades

☐ Junior  
7-8 grades

☐ Senior  
9-12 grades

### LOCAL MEDIA

Name of your local newspaper: \_\_\_\_\_

Newspaper Telephone Number: \_\_\_\_\_

Newspaper Email: \_\_\_\_\_

### SCHOOL

☐ Public School ☐ Private School ☐ Home School

Teacher Name \_\_\_\_\_

School Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State WI Zip \_\_\_\_\_

E-mail address \_\_\_\_\_ Phone \_\_\_\_\_

**COUNTY LAND CONSERVATION DEPARTMENT** (filled out by Land Conservation staff or YE Area rep)

County \_\_\_\_\_ Area \_\_\_\_\_

Contact \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State: WI Zip \_\_\_\_\_

E-mail Address \_\_\_\_\_ Phone \_\_\_\_\_



University of Wisconsin - Extension  
Polk County Office  
100 Polk Plaza, Suite G600  
Balsam Lake, WI 54810  
Presorted Standard  
U.S. Postage Paid  
Nonprofit  
Permit No. 9

# JANUARY 2026 CLOVER CONNECTION



UW-MADISON EXTENSION



An EEO/AA employer, University of Wisconsin-Madison Division of Extension provides equal opportunities in employment and programming, including Title VI, Title IX, the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act requirements