

Yuba-Sutter 4-H Futures Task Force Report



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4-H Futures Task Force Members

Alicia Phillips	Barry 4-H
Bill Doty Jr.	Browns Valley 4-H
Chris Greer	County Director
Emma Cucchi	Franklin 4-H
Erin Cucchi	Franklin 4-H
Isabella McCrory	Franklin 4-H
James Ochsner	Sutter Co. Library Director
Jenette Ochsner	Sutter Buttes 4-H
Lindsey Ford	YCUSD Afterschool Programs
Nancy Perkins	Franklin 4-H
Pat Dickens	Plumas 4-H
Rene McCrory	4-H Secretary
Rita Boyes	4-H Program Rep
Sandee Hannaford	The Spot in Live Oak
Shannon Horrillo	State 4-H Director



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4-H Futures Task Force

- Met monthly June-November
- Discussed the current status of our program and our future direction
 - Enrollment
 - Programming
- Learned what Volunteer Middle Management is



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Enrollment

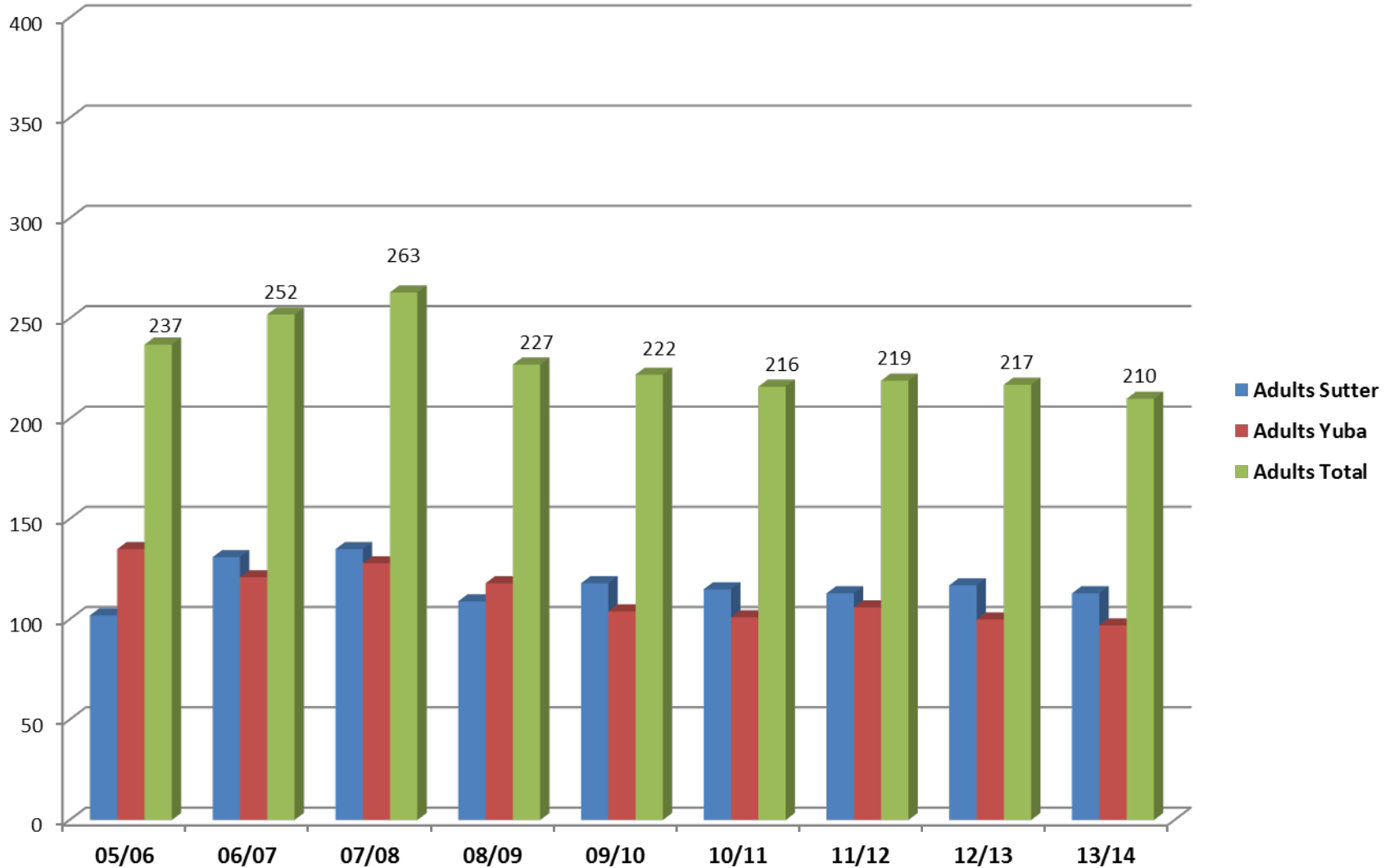
How many youth and adults does our program serve?



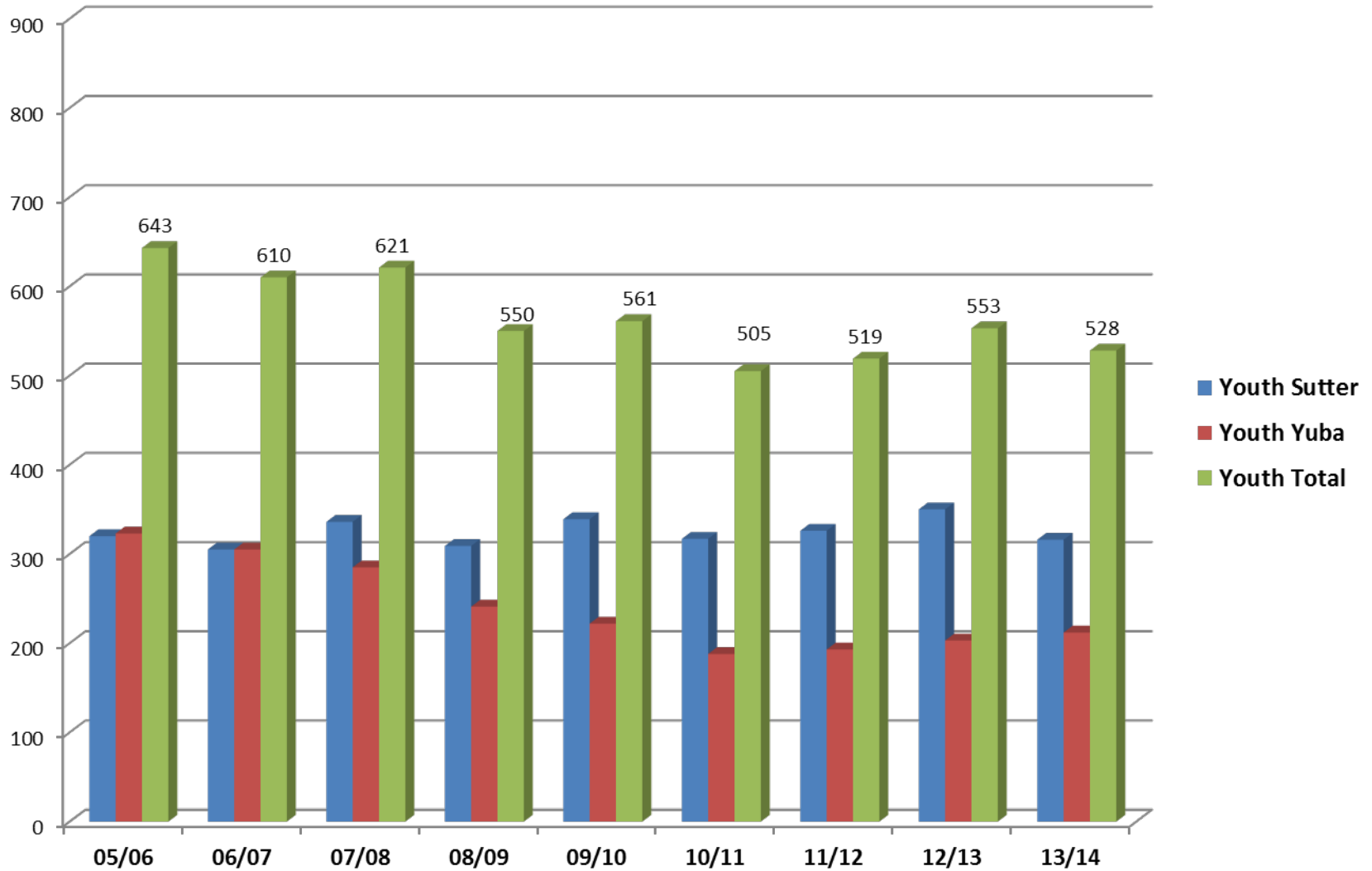
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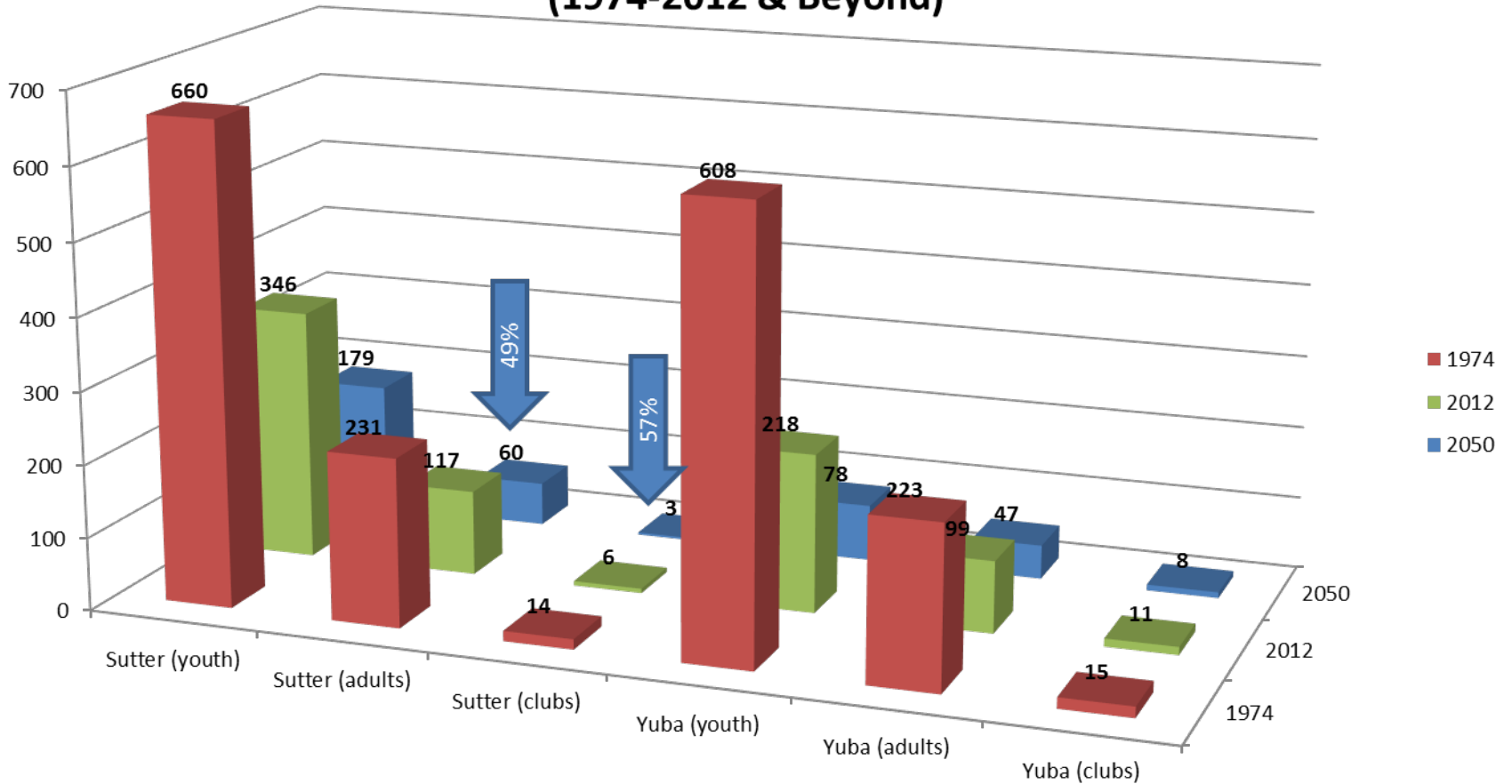
Adult Enrollment



Youth Enrollment



Community Club Program Participation (1974-2012 & Beyond)



Programming

- How do we create a structure that supports growth while holding true to the values of our program?



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What We Value in 4-H

Lots of learning

Fun

Memories-

Projects made, events attended

Long-time friends

Family

Caring adults



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Programming

We did a brainstorming session around 3 questions:

1. What would improve our 4-H program in Sutter and Yuba Counties?
2. What would help us serve our community better?
3. What would help us grow our program?



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What Would Improve Our Program

- More club leaders
- Re-image 4-H in the community; it's not just livestock
- More training for new volunteers
 - How to run a project meeting
 - How to be a project/club leader
- Updated curriculum
- New projects and events
- Increased event participation
- Youth leadership to organize events
- Civic engagement and citizenship opportunities for youth



What Would Help Us Better Serve our Community

- Get connected through school clubs and activities
- Outreach- educate the public about 4-H, tie 4-H into other cultures, make 4-H relevant
- 4-H recruitment assemblies led by youth
- Activities supervised by adults, **led** by youth
- Community service activities that go beyond the club level



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What Would Help us Grow our Program

- Recruit more leaders and co-leaders
- Create new opportunities for people to get involved; long term and short term
- Start a Collegiate 4-H club
- Create events around new interests
- More projects that are relevant to today



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What is Volunteer Middle Management?

- Getting more volunteers involved in specific areas of the program
- Allowing the organization to capitalize on people's passions and strengths
- Identifying key ways to increase the quality of the program
- Enabling the program to have a positive impact on the lives of more people – youth and adults



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What are Middle Managers?

- A volunteer “middle manager” is a generic term to denote a person who works primarily and directly with other adult volunteers who, in turn do the direct work of the organization
- Or, a volunteer middle manager is a person who assumes primary responsibility for all aspects of a specified program function or process (including planning, organizing, guiding and evaluating)



The Volunteer Middle Management Structure

4-H Youth Development Management Board

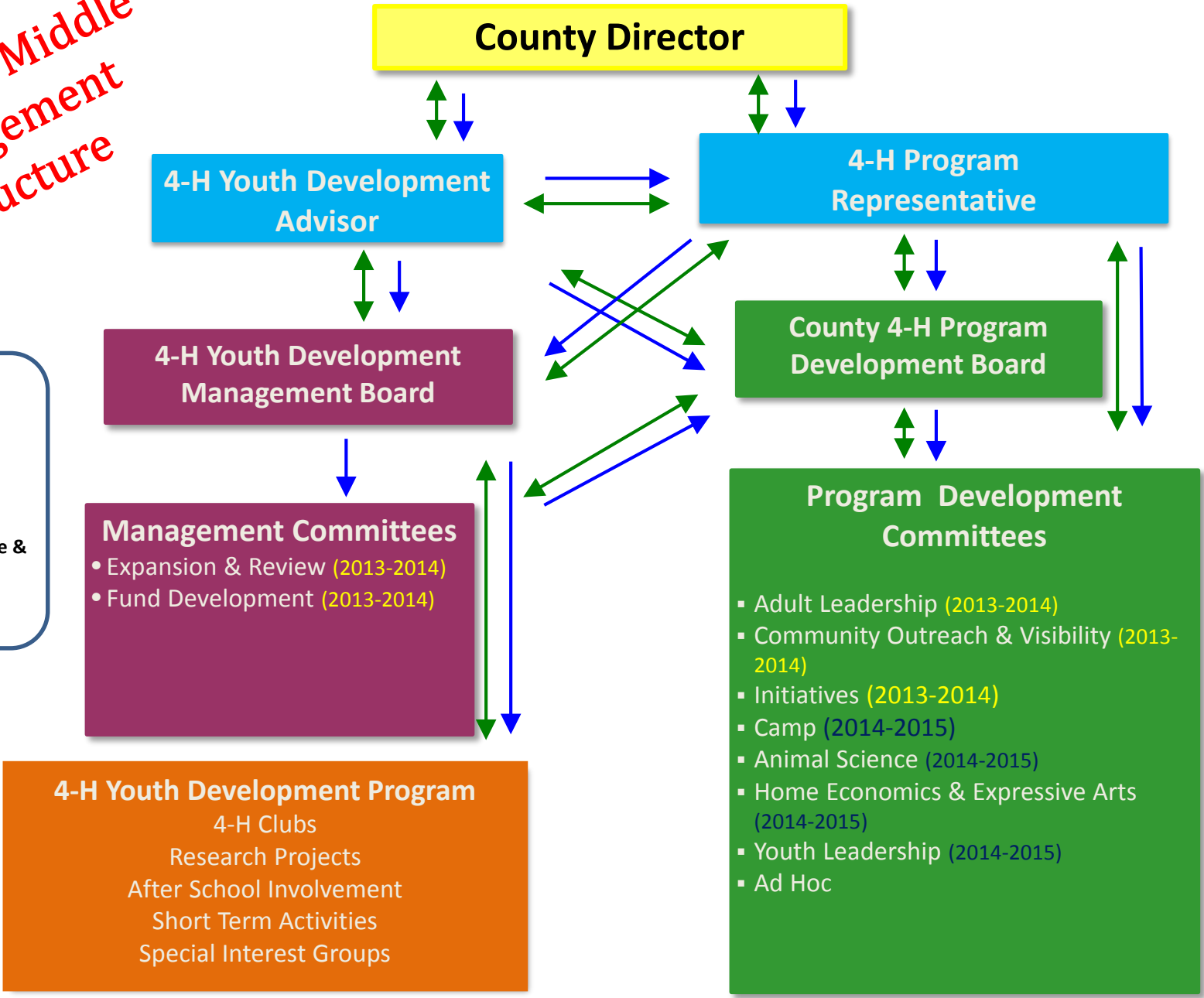
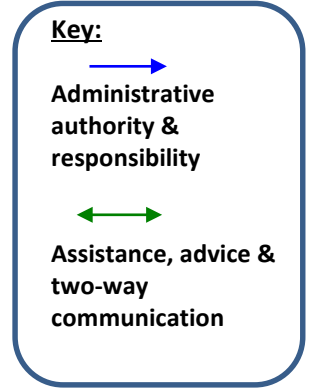
- Oversees the management aspects of the county 4-H Program.
- Oversight includes: establishing local practices as needed, implementation of practices and State 4-H policy, as well as basic management decisions related to the program.
 - Budget and Finance

County 4-H Program Development Board

- Responsible for the development and coordination of educational programs, events, activities, and training in the county 4-H Program.
 - Fashion Review
 - Curriculum
 - Animal Science



Volunteer Middle Management Structure



We Recommend...

Forming a Program Development Board



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What is a Program Development Board?

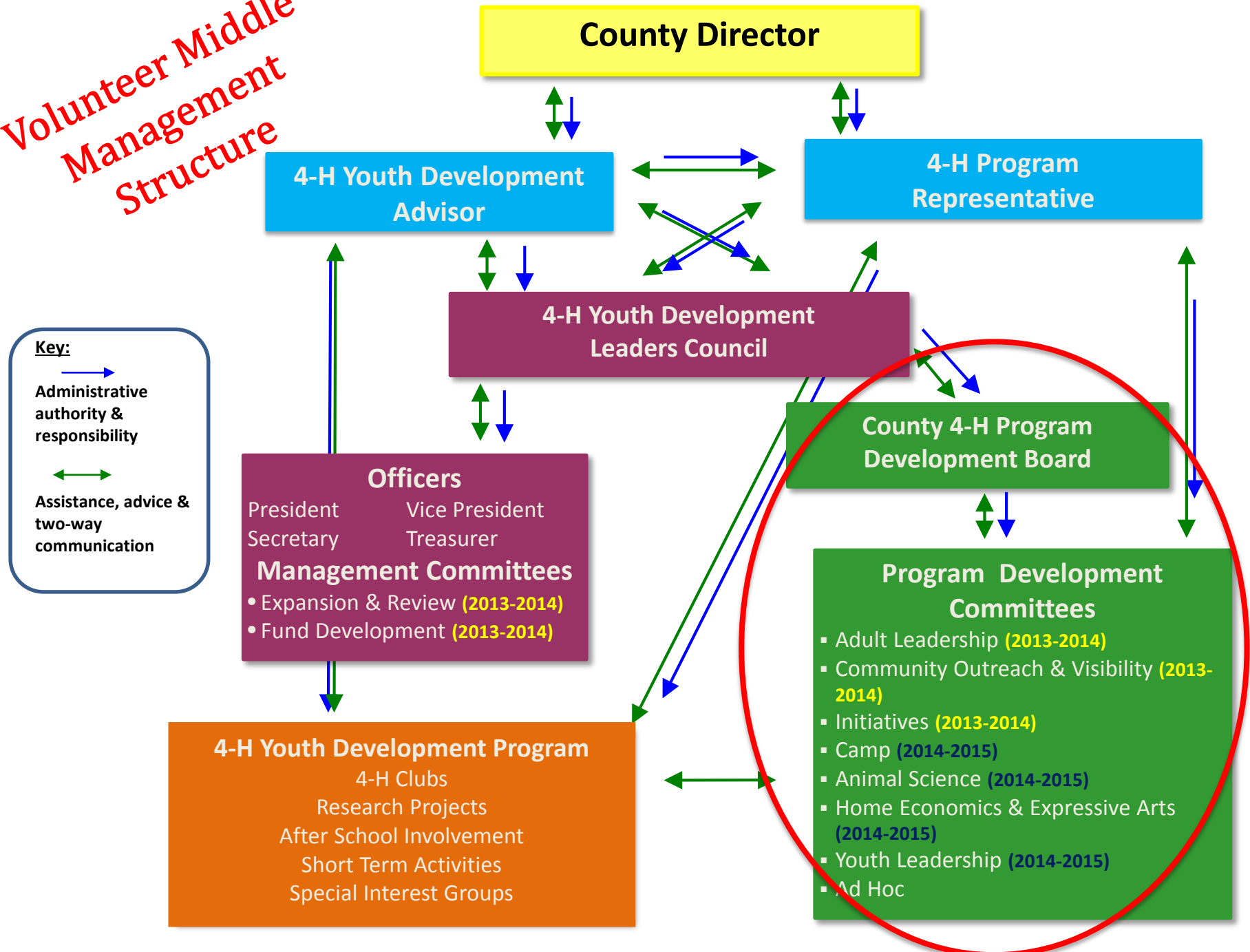
- Charged with the assessment, development, and operations of educational programs and activities to meet needs of youth
- Sharing with the community of the value, opportunities and potential benefit for youth
- Is part of the Volunteer Middle Management structure



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Volunteer Middle Management Structure



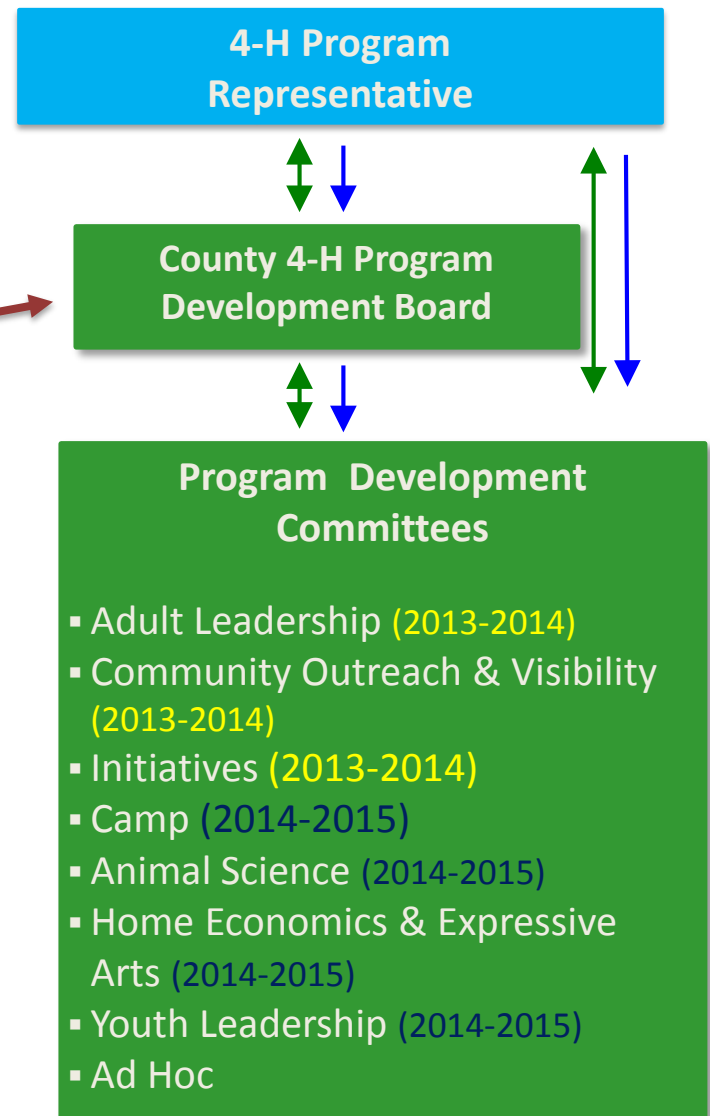
What is a Program Development Board?

- The board is comprised of committees. Each committee is focused on a specific task/area related to program development.
- Committees meet on a schedule that works for them. They meet and discuss topics relevant to their committees' purpose.
- Each committee is led by a Key Leader. They are the “chair” of the committee.



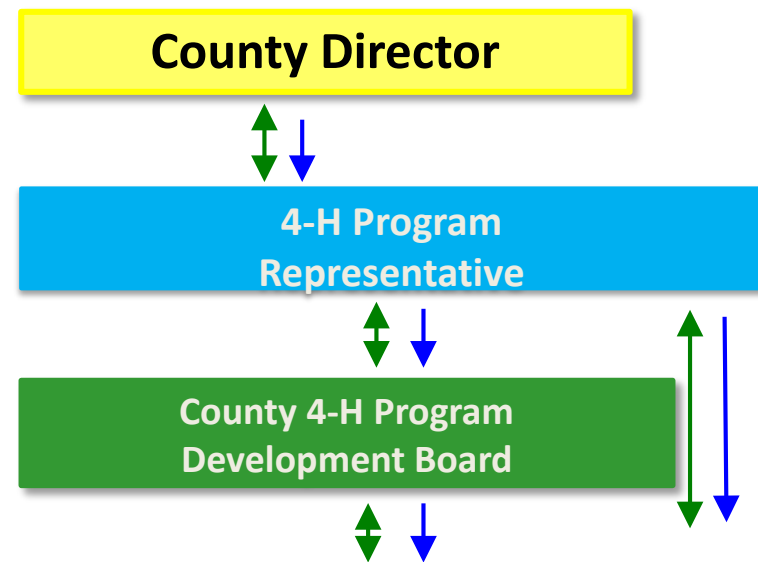
What is a Program Development Board?

- Each Key Leader has a seat on the Program Development Board
- Key Leaders and committees are selected by application process
 - Key Leaders are selected first
 - Key Leaders select their committee
- All adults on the committees need to be or become a 4-H volunteer
- Youth serve on committees



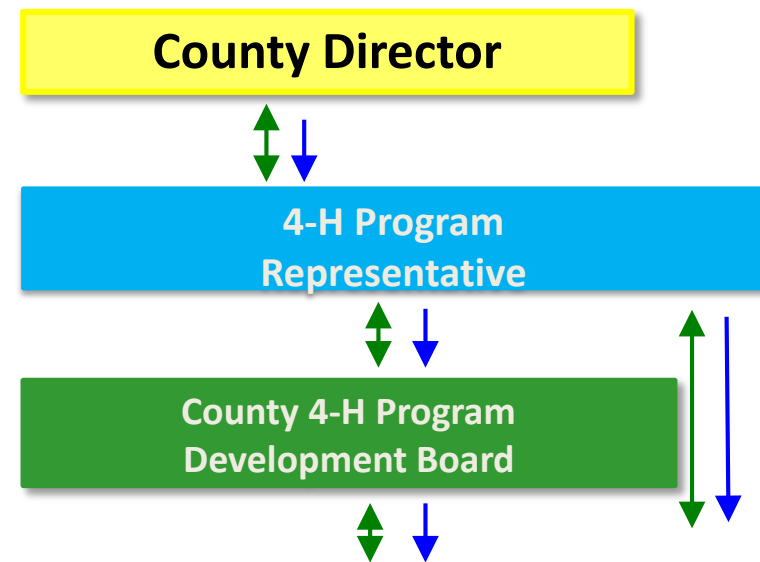
What is a Program Development Board?

- The Program Development Board meets quarterly
- Each Key Leader shares updates, makes recommendations, and proposes changes in events, event rules and requirements, trainings, etc. related to their committee's work
- Committee budgets and changes in county policy need to go before the Council for approval.

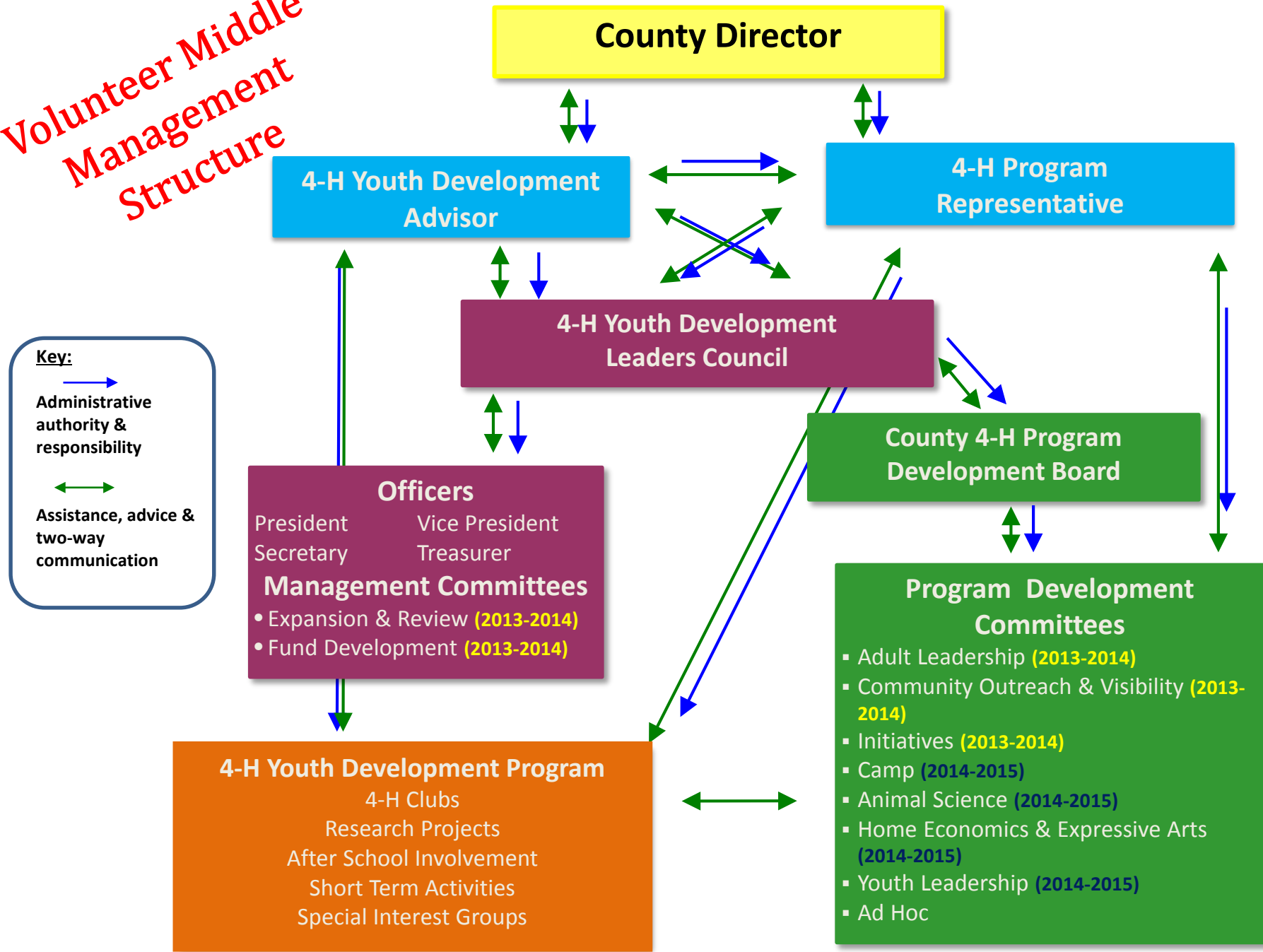


What is a Program Development Board?

- The Council Vice President will serve as the liaison between the Program Development Board and the Council and will initially serve as the PD Board Chair.
- The Vice President will present a quarterly report to the Council
- Under the advisement of the County Director and the 4-H Advisor, the Program Representative oversees the work of the Program Development Board



Volunteer Middle Management Structure



Implementation

- The roll out will occur in three phases:

Phase 1- 2013-2015 Committees

- Adult Leadership
- Community Outreach & Visibility
- Initiatives
- Expansion & Review
- Fund Development



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Implementation

- The roll out will occur in three phases:

Phase 2- 2014-2016 Committees

- Animal Science
- Home Economics and Expressive Arts
- Youth Leadership
- Camp



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Implementation Timeline

2013-2015 Committees:

- January 2014- FTF shares recommendations with Council and membership
 - Share position descriptions
- March 2014- Council votes whether to adopt the recommendations
- March 2014- Positions open online
- April 2014- Application deadline
- End of April- Key Leader Interviews
- May- announce Key Leaders at Council meeting
- May- Key Leader orientation



Implementation Timeline

2014-2016 Committees:

- January 2015- position descriptions are posted online
- February- application deadline
- March- Interviews
- April- Announce Key Leaders
- April/May- Key Leader Orientation



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Implementation

Phase 3

- Committees will be given an evaluation rubric to complete that will provide insight and feedback about their work and their vision for the future.
- In June 2015, the Futures Task Force members will convene to evaluate the progress of the Program Development Board and its committees.
 - Will also discuss our readiness to transition to the Management Board in 2015-2016.



Next Steps from Tonight's Meeting

- Share information with your club
- Review county website for position descriptions and materials from tonight's meeting.
- Vote at March Council meeting whether to adopt the recommendations
- If approved, roll out will begin in March

