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1946

ANNUAL PLAN OF WORK

presented by

William C. Cooper, Negro A-H Club Specialist

AGRICULTURAL & TECHNICAL COLLEGE

GREENSBORO, N. C.

Box 68
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December 27, 1945

Dr. I. O. Schaub
Director of Extension Service
State College Station
Raleigh, North Carolina

Dear Dr. Schaub:

I have the honor of submitting my first annual Plan of
Work for the year 1946 in Negro 4-H Club Work.

Respectfully yours,

William C. Cooper
Negro 4-H Club Specialist.

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Letter of Submittal

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Situations and Trends

According to the 1940 Census, in North Carolina, there are 203,809 Negro boys and girls of 4-H Club age (10-19), and 124,023 in the Older Youth age unit (20-29); all these are in the rural farm and rural non-farm groups. In the 43 counties now organized for Negro extension work, there are 136,558 boys and girls in the 10-19 age group, and 89,772 Older Youth in the 20-29 age bracket. Statistically, 4-H Club and Older Youth Club work is available for a large per cent of the total boys and girls in these age groups of the State. On the other hand, a large per cent of the total number of boys and girls of the state are available for 4-H Club work in the organized counties. However, according to agents' reports for 1944, we actually enrolled 28,861 boys and girls 10-19, or about 21%, and 700 Older Youth 20-29, or about 8% of the totals available in the organized counties. We are still faced with the problem of those enrolled staying in the work only a short time, or an average of about 3.2 years.

4-H Club work as related to Negroes is definitely influenced by tenure, economic status, educational level, social status, consolidation of schools, and industry. Because of the influences of these forces there are some felt needs that must be met if the program is to reach

and maintain its rightful position.

Some of the major needs, as indicated by situations and trends are: (1) more employed trained county personnel, (2) parents need to be informed about the program to build up their interest and break down their feelings of indifference, (3) Local leadership and sponsorship are needed to get a greater coverage of area and population, but at the same time obtain a stronger more unified workable program, (4) there is need to root the program in the various communities so that it may become a part of the communities just as the church or any other program, (5) because of the peculiar position of youth, 20-29, they need organization attention, they are not in the 4-H clubs and generally do not align with adult clubs until they are thirty years and older, (6) new approaches to project work need to be emphasized and new projects developed; group project work should be encouraged, (7) motivating appeals and teaching techniques need to be socially and economically interesting enough to hold boys and girls in the club work for longer periods.

Major Problems Confronting 4-H Club Work -- 1946

1. Facing inadequate trained personnel in the counties.
2. Utilising present personnel's time most effective to reach more boys and girls and older youth.
3. Getting Local Leaders and training them to do specific jobs.
4. Getting parents informed and interested in program.
5. Guiding club members into projects that will give an independent income which will help overcome the feeling of dependence.
6. Providing projects suitable for groups - arising out of the needs of local conditions, interests, and which will be in line with trends that many low income groups have found successful.
7. Provide projects that will gear thinking and habits to align with trends in agriculture; (e.i.; the trend is toward mechanization, therefore, it may be well to develop some projects in machinery, repair and upkeep).
8. Making 4-H Club work socially and economically interesting enough to appeal to both in- and-out of school youth, and keep them in the program a long time.
9. Getting teaching materials developed and simplified to meet the understanding level of those to be taught.
10. Getting club members to complete and turn in records.

Numerical Goals for 1946 Compared with 1945 Accomplishments

<u>Goals - 1946</u>	<u>Results - 1945</u>
1. Reach 35,000 boys and girls, 10-19, with 4-H Club program.	1. Reached 29,360
2. Reach 3,000 older youth, 20-29, with Older Youth Club program.	2. Reached 775.
3. Carry a total of 48,000 projects.	3. Carried 55,460.
4. Get 80% completions of projects with records.	4. Got 76,5%
5. Have Older Youth Club in every county (43).	5. 10 counties had Older Youth clubs.
6. Have 4-H County Council in every county ((43).	6. 32 counties had such organization.
7. Have all club members do some work on health (35,000).	7. 10,354 did something.
8. Clubs carry 350 community projects.	8. 286 carried.
9. Have 225 demonstration teams.	9. 45 trained.
10. Have 350 Judging teams	10. 100 trained.
11. Hold 800 Local Leader training meetings.	11. 649 held.
12. Train 3,300 Local Leaders for 4-H Clubs.	12. 1510
13. Number of clubs to participate in one Short Course (350)	13. 0

14. Number of training meetings to be held with agents ----- 6

15. Number of agents to be assisted in:
(Activity goals)

a. Organization of 4-H Clubs -----	40
b. Organization of Older Youth Clubs -----	25
c. Developing plans to be followed in work with 4-H and Older Youth Clubs -----	84
d. Training Neighborhood Leaders -----	84
e. Preparing and using models and exhibits -----	84
f. Preparing and making project designation signs -----	43
g. Planning coordinated project activities with co-workers and Specialists -----	84
h. Developing neighborhood groups as part of regular 4-H clubs.-----	84
i. Holding Neighborhood Leader training meetings -----	40
j. Holding 4-H Council meetings -----	20
k. Planning and holding 4-H Achievement Day programs -	84
l. Planning and holding 4-H Church Sunday programs ---	84

Methods of Procedure - Teaching Methods:

For the past four years much of our leadership training activities have been curtailed because of lack of essential items and labor shortages. During 1946 we hope to hit a new stride in the leadership training and citizenship building programs.

Conferences with Agents:

Conferences will be held with both the farm and the home agents in at least thirty counties. By this method an endeavor will be made to help the agents analyze the County program and evaluate the strong and weak points, and try to develop new techniques to add strength where needed. Plans will be revised, where needed, and motivating appeals will be suggested for use.

Training Meetings with Agents:

During some of the regular training meetings for agents, usually held on district levels, when both men and women are present, they will be given some lessons in specific phases of 4-H Club organization and program execution. It will be done so that it may be passed to leaders to carry out.

Leader Training Meetings with Agents:

In order to get Leaders trained to do better specific jobs and to root the 4-H program in the communities, one training meeting will

be held with agents and one group of leaders in twenty counties. Agents will be expected to carry on training programs throughout respective counties.

County 4-H Councils, made up of officers from the clubs, will be asked to meet a minimum of four times each this year. During one of these meetings the members will receive training in parliamentary procedure, order of business meetings and recording of minutes.

Visits to Clubs and Projects with Agents:

When on the field with agents, visits will be made to 4-H club meetings to observe the procedures employed for leadership development. Visits will also be made to projects. These visits will be made to get a cross-section of activities as they usually happen on the spot. These observations will serve as a basis for revising plans, changing approach, building interest, and following up potential vocational opportunities.

State and Local Recognition of Negro Club Members and Leaders:

We plan to give Certificates of Achievements to worthy club members, Certificates of Awards to Leaders, and Charters to 4-H Clubs meeting the requirements. This will be done through cooperation of State 4-H Club Leader.

Achievement Programs:

Achievement Day programs will be advocated for all 4-H clubs and, if possible, one for the county. During these programs we will endeavor to acquaint the public with 4-H Club work, give recognition to achievements of individual clubs, County Champions for the year, leadership achievements for the year, and give preview of coming year's plan.

State Short Course:

Now that the war is over we will again resume the annual one-week State Short Course. Here club representatives will go through a week of training that fits for character building, physical development, and leadership duties. One Leader from each county will be asked to come to the Short Course and enter into a week's discussion of local leadership problems and activities. If they think well of it a State organization for Negro Local Leaders will be set up.

Wildlife Camps:

A State Camp for study of wildlife conservation will be held for Negro club members this year. The State 4-H Club committee recommends that only boys and girls carrying wildlife projects and bringing record books to Camp will be allowed to attend.

Relationship of State and County Programs:

The fulfillment of proposed activities on the State level depends on the activities adopted and unification of adoption on a

county level, therefore, the following program is suggested for the county:

1. A 4-H club be organized in every community of the county, or not less than eight clubs in counties where there are both farm and home agents,
2. Where there are both farm and home agents the Club work be conducted jointly.
3. The enrollment of the clubs be secured through assistance of parents, Local Leaders, club members, and teachers. The final date for completion of enrollment will be April 1, except for special projects.
4. Wildlife Project Records be turned in by July 1.
5. An annual plan of demonstrations be worked out by agents and submitted to the State office by February 1.
6. Projects guidance be given members by agents; keep in mind interest of members, local and family needs, and ability of parents and members.
7. All club members do something to improve own health habits, and improve living surroundings of home and community; they should keep record of same and submit to agents. Where possible conduct Health Contest in county.
8. Accept and try to meet suggested goals:
 - a. A county Plan of 4-H Club work with Map of county showing location of clubs.
 - b. A minimum of ten meetings each year ^{from} ~~for~~ each club.
 - c. A county-wide Achievement Day program following achievement program for each club.
 - d. Exhibit club products at County Fair or Achievement Day.
 - e. Organization of 4-H County Council and meet at least four times during the year.
 - f. Participate in 4-H Camp.
 - g. Each club send representatives to Short Course
 - h. Each club conduct community project.

- i. Each club hold 4-H Sun ay or Rural Life Sunday program.
- j. Each club have Judging team.
- k. Each club have demonstration team
- l. Each club not having a charter endeavor to qualify
for one this year.
- m. Each club strive for 100% completion of Record Books.
- n. Each county organize Older Youth Club.

Cooperation to be given and received:

Agencies or individual	Assistance to be given	Assistance to be received
State 4-H Club Leader	Keep informed about Negro 4-H Club program through records, reports and conferences.	Suggestions on planning and executing program. Organization material.
State Agent	Keep informed of progress of 4-H Club program through reports, records and conferences. Gear program to fit overall extension program.	Administrative help and suggestions for planning and executing program.
District Agents, Men and Women	Keep informed of the progress of 4-H programs in various districts, and relationships districts have in whole program. This to be done through reports, records, and conferences.	Specific administrative help and suggestions for planning and executing program to best fit into overall program.
Other Specialist	Keep informed of what help they may be to agents in specific projects. Encourage agents to use Specialists' aid. Help to unify work with agents to expedite time and travel.	Work out subject matter demonstrations and help agents with teaching subjects and solving problems in specific fields.
Vocational Supervisors and Vocational teachers	Keep informed of activities of 4-H clubs. Seek cooperation of two youth groups on certain activities.	Cooperate in Junior Dairy Cattle Show, which is a joint program of 4-H Club and NFA Chapter members.

Cooperation - Continued:

Ministers' Conference
(Hampton Institute)

Inform ministers and Church leaders about the 4-H program and its principles; suggest ways that may help.

Ministers and leaders use influence and talent to help foster and publicize program.

Insurance Companies, Manufactories, Business Concerns, Institutions, Schools, Superintendents, Jeanes Supervisors, Teachers, and other individuals.

Inform these groups through records, publicity trends and conferences of what the 4-H program seeks to do for the social, economic, spiritual, and physical well being of rural youth. Show relationship to business education and industry.

Provide physical assets to be used for shows, fairs, meetings, camps, etc. Provide finance and materials for Pig Club chains, medals, loans, scholarships, premiums, etc.

Bricks Rural Life School

Teach classes in rural living.

Provide quarters for Older Youth or Leaders' Conference.

State 4-H Club Committee

Give overall picture of what is needed to develop State program. Suggest year's activities

Help to unify program from State level down to boys and girls.

Publication, Visual and Other Teaching Aids

No formal publications will be made as such, but the following materials will be gotten together and given to agents. In addition, the agents will be familiarized with State 4-H Leader publication and publications of Subject Matter Specialists. They will be encouraged to use these in execution of the program.

<u>Publications</u>	<u>NO. Copies</u>
Handbook of Standard exhibits with score cards ----	100
Project designation signs with suggestions of construction materials -----	100
Corn Exhibit Holder -----	10
4-H Club Sunday programs -----	100
Achievement Day programs -----	100
Suggestions of Charts for teaching Leaders -----	100

A PLAN OF SPECIALIST'S ⁻¹⁵⁻ WORK AT THE COUNTY LEVEL

Line of work 4-H Club 1945

Write in counties to be served for the month	Description of work to be done in Counties	Days devoted to work by				Total days to county
(Anson Dec(Halifax	County-wide Achievement Program	1				1 } (#2 1 2 }
(Alamance)	County Council Older Youth Org.	1				1 (
(Durham	County Council Older Youth Org.	1				1 (
Jan(Wake	County Council Older Youth Org.	1				1 (
Jan(Johnson	County Council	1				1 (
Wayne	County Council	1				1 (
Rockingham	County Council Older Youth Org.	1				1 (10
Granville	County Council	1				1 (
Halifax	County Council - Older Youth	1				1 (
Wayne	Club Organization	1				1 (
Northampton	County Council	1				1 (
Rowan	Older Youth Organization- Leaders meeting	1				1 (
Feb(Mecklenburg	Leader Training	1				1 (
Rowan	Older Youth Leader Training	1				1 (12
Edgecombe	Older Youth - Leader Training	1				1 (
Union	Older Youth - Leader Training	1				1 (
Franklin	Leader Training	4				4 (
Vance	4-H Organization	2				2 (24

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A PLAN OF SPECIALIST'S WORK AT THE COUNTY LEVEL

Line of work 4-H Club Work 1946

	Write in counties to be served for the month	Description of work to be done in Counties	Days devoted to work by			Total days to county
	Wilson	Leader Training and Health Work	1			1
	Lenoir	Leader Training and Health Work	1			1
	Martin	Leader Training and Health Work	1			1
	Perquimans	Leader Training and Health Work	1			1
Mar.	PasquotankNR	Conference with Agent	1			1
	Orange	Leader Training and Health Work	2			1
	Vance	Leader Training and Health Work	1			1
	Warren	Leader Training and Health Work	2			2
	Caswell	County Council and Leader Training	1			1
	Durham	County Council and Leader Training	1			1
	Franklin	Leader Training-Enrollment Completion	1			1
	Halifax	Leader Training-County Council (Team Demonstration)	1			1
Apr.	Harnett	Leader Training-(Judging Team)	1			1
	Johnston	Leader Training-Judging Team Dem.	1			1
	Wayne	Leader Training-Judging Team Dem	1			1
	Sampson	Leader Training-County Council	1			1
	Jones	Leader Training-County Council	1			1
		Leader Training Leader Training	1			1
	Duplin	Leader Training-County Council	1			

A PLAN OF SPECIALIST'S WORK AT THE COUNTY LEVEL

Line of work 4-H Club 1946

Write in counties to be served for the month	Description of work to be done in Counties	Days devoted to work by				Total days to county
(Orange	Teaching Aid - Judging and Dem. Teams	3				3)
(Grenville	4-H Church Sunday Program	1	Sun			1)
(Warren	Teaching Aids - Judging Dem. Teams	1				1)
(Gates	Leader Training - Teaching Aids	1				1)
May (Chowan	Teaching Aids-Judging Dem. Teams	1				1) 13
(Bertie	Judging Dem. Teams	1				1)
(Martin	Leader Training	1				1)
(Edgecombe	Teaching Aids - Judging Dem. Teams	2				2)
(Lenoir	Teacher Training-Teaching Aids	1				1)
(Craven	Leader Training-Teaching Aids	1				1)
(Wilson	Leader Training-Project Visits	2				2)
(Wake	Summer program - Project visits	1				1)
Ju (Barnett	Summer program - Project visits	1				1)
(Cumberland	Summer program - Project visits	1				1) 8
(Duplin	Summer program - Project Visits	1				1)
(Sampson	Summer program - Project Visits	1				1)
(Jones	Summer program - Project visits	1				1)
(Nash	Summer program - Project visits	1				1)

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A PLAN OF SPECIALIST'S WORK AT THE COUNTY LEVEL

Line of work Negro 4-H Club Work 1946

Write in counties to be served for the month	Description of work to be done in Counties	Days devoted to work by				Total days to county
(Gullford	Teaching Aids-Project visits	1				1)
(Orange	Teaching Aid-Project visits	1				1)
(Durham	Teaching Aids-Project visits	1				1)
July (Halifax	Teaching Aids-Project visits	1				1) 9
(Anson	Teaching Aids-Project Visits	1				1)
Robeson	Teaching Aids-Project visits	1				1)
Bladen	Leader Training-Project visits	1				1)
Pender	Teaching aids-Project visits	1				1)
New Hanover	Leader Training-Project visits	1				1)
(Alamance	Leader training-Teaching Aids	1				1)
(Orange	Leader Training-Teaching Aide	1				1)
Aug. (Johnston	Leader Training-Teaching Aids	1				1) 6
(Rockingham	Leader Training-Teacher Aids	1				1)
(Mecklenburg	Leader Training-Teaching Aids	1				1)
(Tredoll	Leader Training-Teaching Aids	1				1)
(
(Rockingham	Achievement Program-Project Records	1				1)
(Caswell	Reorganization-Achievement Program	1				1)
Sept (Person	Reorganization-Achievement Program	1				1) 6
(Warren	Reorganization-Achievement Program	1				1)
(Northampton	Reorganization-Achievement Program	1				1)

A PLAN OF SPECIALIST'S WORK AT THE COUNTY LEVEL

Line of work Negro 4-H Club Work 194 6

Write in counties to be served for the month	Description of work to be done in Counties	Days devoted to work by				Total days to county
(Orange	Reorganization-Achievement-Records	3				3 (
(Greenville	Achievement Program-Record-Comp	1				1 (
Oct. (Franklin	Achievement Program-Record Comp	1				1 (11
(Halifax	Achievement Program-Record Comp	1				1 (
(Bertie	Achievement Program-Record Comp.	1				1 (
(Pasquotank	Achievement Program-Record-Comp.	1				1 (
(Perquimans	Achievement Program-Record-Comp	1				1 (
(Titt	Achievement Program-Record Comp	1				1 (
(Wilson	Achievement Program-Record-Comp	1				1 (
(Beaufort	Achievement Program-RecordsComp	1				1 (
(Craven	Achievement Program-Record-Comp	1				1 (
(Cumberland	Achievement Program-Record-Comp	1				1 (
(Lenoir	Achievement Program-Record-Comp	1				1 (
(Wilson	Achievement Program-Record-Comp	1				1 (
Nov (Johnston	Achievement Program-Record-Comp	2				2 (16
(Wayne	Achievement Program-Record-Comp	1				1 (
(Wake	Achievement Program-Record-Comp	1				1 (
(Bladen	Achievement Program-Record-Comp	1				1 (
(Warren	Achievement Program-Record-Comp	1				1 (
(Vance	Achievement Program-Record-Comp	1				1 (

