

NORTH CAROLINA

Agricultural Extension Service

4-H Club

PLAN OF WORK

FOR

1949

Major phases of project
or subdivisions of
project covered

Name of Worker*

Percentage of time
devoted to entire
project by each worker

4-H Club
4-H Club
4-H Club
4-H Club
4-H Club

L. R. Harrill
Jesse James
O. H. Phillips
Eleanor Barber
Mary Sue Moser

Full
Full
Full
Full
Full

Date Submitted: March 8, 1949. Signed: *L. R. Harrill*
Project Leader

Date Approved: _____, 194 . Signed: _____
State Director of Extension

Date Approved: _____, 194 . Signed _____
Director of Extension Work
U.S. Department of Agriculture

*If phases of project are divided between two or more workers, indicate assignment to each.

THE 1949 PLAN OF 4-H CLUB WORK FOR NORTH CAROLINA

SITUATION

North Carolina has more than 500,000 farm boys and girls in need of leadership and training which will enable them to make the adjustments needed to provide a satisfying rural life in a changing world—a period in which rural youth will face the temptations of high city wages; shorter working hours; modern inventions and conveniences; a period which will present challenges and opportunities demanding of youth, stamina, integrity, and clear vision that comes from experience of rural life at its best; a period in which youth must have the guidance of adults with a sympathetic understanding of the problems and opportunities of young people.

To guide this great sector of our population, whose thinking will determine the course of agriculture and rural life, and to help them more effectively make the needed adjustments is a great and challenging task for Extension workers and Neighborhood 4-H Leaders. It is not enough that the 4-H program give information and training in better practices in agriculture and homemaking—it must also provide for the production of economic wealth, health improvement, citizenship training, cooperation, and recreation—in a broader sense, 4-H Club work must train youth in the Art of Living.

The 4-H Club, if properly organized and conducted, provides an opportunity for giving youth the organization and the guidance needed to best solve their problems and, to the Extension worker, a way to provide for the needs of young people and to further strengthen the Agricultural Extension Program in the county. Through 4-H Club work boys and girls learn of the Extension Service and if properly guided, grow into the adult Extension program.

Many economic and social factors are at work, such as higher wages for labor, higher costs for farm land, equipment, supplies, fertilizer and taxes, a lack of adequate medical care, and inadequate social and recreational opportunities, which have a definite relationship to the 4-H member. The indication is that these forces may:

1. Influence the kind of projects and activities that they should engage in as 4-H Club members.
2. Affect the kind of production, marketing and homemaking problems that their families have to face and deal with.
3. Tend to mold the kind of economic and political society in which they as adults live.
4. Change the social pattern of rural young people.
5. Affect the general form and direction of the whole 4-H Club program.

To formulate a long-time State Plan of 4-H Club Work to meet these goals, a State Committee consisting of a Farm Agent, a Home Agent, a District Home Agent, a District Farm Agent, two subject Matter Specialists, with the State 4-H Club Leader as Chairman, was appointed by the Director of Extension Service. In substance, the report of that committee is the basis for this Plan of Work.

I. 4-H Club Objective:

The objective of 4-H Club work is to train rural youth for better living through economic, physical, social, and spiritual growth and development.

- A. The economic objective to be developed through better practices in agriculture and homemaking, by thrift, money management, and wise spending.
- B. The physical objective to be developed through good food, health, and clothing habits, improved sanitation, more adequate housing, good physical training, medical examinations and follow-up work.
- C. The social objective to be developed through developing proper ideals and attitudes for wholesome relationships in the homes, neighborhoods, and communities through:
 1. Family living
 2. Club meetings
 3. 4-H Camps, Achievement Days, Picnics, etc.
 4. Community Organizations.
- D. The spiritual objective to be developed through:
 1. 4-H Church Sundays
 2. Vesper Services
 3. Practicing honesty in everyday living
 4. Developing a charitable attitude and a greater appreciation for the finer things of life.
 5. Devotionals

II. Methods of Procedure:

Agents and other Extension personnel must be given a greater appreciation of the value and importance of 4-H Club work in the growth and development of our rural youth and in the further development of the Agricultural Extension Program. To do this provision will be made for:

A. Training Agents

1. Conference for training Extension workers and leaders
2. More careful selection of county personnel
3. For agents to attend 4-H Short Courses and other activities
4. For agents to visit and observe 4-H Club work in other counties and to assist with some specific problems
5. Providing all Extension workers with the information or sources of information on 4-H Club work.

B. A Definite Program Flexible Enough To Meet the Needs of the Members to be Provided by:

1. Local staff conference to make tentative plans
2. A county survey to determine:
 - a. Number of possible club members
 - b. Possible location of clubs
 - c. General nature of community
 - d. Needs of the county in way of improvements for young people
3. Discussing needs with farm and home leaders
4. Developing program with the young people through:
 - a. Organization of local clubs
 - b. County Council
 - c. State 4-H Council

C. Full Cooperation with School Officials in County

1. County superintendent of schools should be contacted and arrangements made with him to attend the first county-wide meeting of the principals and teachers
2. Arrangements should be made with the school principals and teachers for a definite schedule of meetings--when, where, and how
3. The schedule made with the principals and teachers should be followed. When changes in schedule are necessary, satisfactory arrangements should be made with the principal and the club members.

D. Cooperation of Parents by:

1. Acquainting them with the program through:
 - a. The boys and girls
 - b. Membership cards
 - c. Pamphlets explaining 4-H Club work
 - d. Neighborhood Leaders
 - e. Farm and home visits
 - f. Publicity
 - (1) News articles
 - (2) Circulars and letters
 - (3) Special recognition, awards, etc.
 - (4) Radio Programs
 - (5) Published analysis of average results of 4-H projects
 - (6) Identification of 4-H projects
 - g. Adult meetings
 - (1) Educational
 - (2) Social
 - h. Project tours
 - i. Invitation to special 4-H meetings

E. Effective Use of h-H Neighborhood Leaders by:

1. Assisting agents with plans for complete delineation of clubs into neighborhood groups.
2. Providing the leader with information to do the job through:
 - a. Training Schools
 - b. Literature
 - c. Demonstrations
 - d. Visiting with agent projects of club members
3. Using leaders in club programs, county councils, and camps and other special meetings.
4. Arranging for specialists and others to be used, when practical, for training Neighborhood Leaders.
5. Providing suitable recognition for leaders assisting with h-H Club work.

F. Plan for h-H Organization

1. A h-H Organization in each county that will give every rural boy and girl an opportunity to make the greatest contribution possible to the postwar efforts and to security in the postwar period.
 - a. Local Club
 - (1) Membership should be in keeping with the National standards.
 - (2) High school and grammar school members should be organized into separate clubs, provided membership justifies it, and should be designated as junior and senior clubs.

G. h-H County Councils

1. Every county should have an active county council composed of the elected officers of the h-H Clubs in the county.
 - a. Meetings should be held monthly
 - b. County Council organization should follow the plan in the h-H Handbook.

H. Special h-H Activities

1. County Achievement Days for recognizing achievements of members and leaders.
2. h-H Camps should be held annually.
 - a. Camp program should be carefully planned well in advance by agents and club members.
 - b. Camp program should include recreation and instruction.
 - c. Minimum requirements for camp attendance should be a project and a record book up-to-date.
 - d. Whenever justified a junior and senior camp should be held.
 - e. Use local people to assist with camp.
 - f. Arrange for needed specialists help well in advance.
3. h-H Church Sundays
4. County-wide Vesper Programs
5. h-H Short Course
6. h-H Club Week (national)

I. 4-H Projects to Fit the Needs of Members

1. The project should be of such a nature that it will train the member to earn a living or make a better home, and at the same time, contribute to the development of the club member.
 - a. It should develop skills, techniques and management.
 - b. It should strengthen the agricultural and homemaking program in the county.
 - c. It should be large enough to challenge the best interests of the club member and adapted to his farm and home needs.
 - d. It should be the property of the club member and the club member should share in the financial returns.
 - e. Club members should be guided in the selection of projects needed in the Agricultural program.
 - f. Commercially supported projects should tie in with the regular 4-H Club Program and should be encouraged so long as they contribute to a better 4-H program.
 - g. The project shall be considered completed when the club member has finished the required work for the club year.
 - h. Accurate and complete records should be kept on all projects and submitted to the agents.
 - i. Adequate materials, information and record books should be furnished each member at the proper time and in the proper form.
 - j. A complete permanent record file should be kept of all members.

J. 4-H Club Meetings that:

1. Have a definite plan and program.
2. Have Club members arrange place for meeting and assemble necessary materials.
3. Begin and end promptly.
4. Have a teacher as sponsor for each club.
5. Offer programs with an appeal to the interest of all members and provides action and participation for all members.
6. Accomplish a definite purpose.
7. Are conducted according to recognized rules of order.

A. H. M. W.
K. An Older Youth Organization with:

1. Local Club

- a. Membership should include rural youth above club age and below the age level of adult organization so that interests will not vary too greatly.
- b. Club should meet at least once each month.
- c. Make a definite schedule and follow it.
- d. A definite plan for the year. The educational programs to be subjects that are expressions of the members.
- e. Members to have responsibilities for each month's program, such as:
 - (1) Reception committee
 - (2) Program committee
 - (3) Recreation committee
 - (4) Refreshment committee(agent may guide these committees)
- f. Trained officers who are elected by the members should accept full responsibility of the club.
- g. A club yearbook for the county organization will add strength and interest to the organization.

2. County Organization

- a. Every county, where the area and membership are too large to be conducted through one club, should elect officers on a county group basis to meet at least twice a year.

3. District Organization

- a. Members of a given number of counties known as a district will meet at least once a year for an educational program. These county groups will have elected district officers.
- b. Training schools such as recreational institutes, special interest meetings, etc. will be featured.

4. State Organization

- a. A meeting of the Executive officers of all districts will meet once a year--officers will be elected.
- b. Definite older youth club plans studied and recommendations made from the state level.
- c. A State Older Youth Conference will be held and each county will be requested to send delegates.

CALENDAR OF WORK

Work Planned	Methods to be Used
December	
Select State Project Winners	: Plan and conduct trip for State winners to National Club Congress.
National 4-H Club Congress	: Assist with State Grange program.
State Grange	: Plan the State 4-H Radio Schedule.
4-H Achievement Days	: Assist with 4-H Achievement Day Programs and as many counties as time will permit.
State 4-H Radio Schedule	
4-H-Ward	
County visits	
January	
Training Schools for Agents and Leaders	: A series of five district training schools in Music Appreciation will be organized and following a pattern that will culminate with a Musical Festival during the 4-H Club Week Program.
Organization of the 101 Club	
Tractor Maintenance School	: A plan to organize a 101 Club which will take into its membership those club members producing 101 or more bushels of corn, 1001 or more pounds of tobacco and/or its equivalent for other crops on one acre of land.
Annual Report	
Leaders' School in Clothing	: In cooperation with the American Oil Company and the Agricultural Engineering Department, a Tractor Maintenance School will be conducted for 4-H members and leaders in Tractor Maintenance.
4-H Camp Schedule	: There are five regional leader schools for 4-H girls and clothing leaders that will be conducted in cooperation with the Simplicity Pattern Company.
	: Complete camp schedule, involving the three State operated 4-H camps, will be completed during the month of January.
February	
Cooperation with other agents	: The State 4-H Club Leader or some other member of the 4-H staff will work in cooperation with the various organizations in an effort to strengthen the 4-H Club program, namely, the State Farm Bureau, State Jersey Cattle Club, American Jersey Cattle Club, the North Carolina Dairy Manufacturers Association and other organizations holding meetings during the month of February.
Annual Report	
Plan National Club Week Program	

(continued on page 8)

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February continued

- : If at all possible, the annual report on 4-H
- : Club work for 1949 will be completed during
- : the month of February.
- : In order to further stress the importance of
- : National 4-H Club Week, a suggested State-wide
- : plan will be prepared and furnished to all
- : extension workers.
- : County visits will be made to as many counties
- : as time and schedule will permit.

March

- omit* Continuation of Leader Training Schools
- National 4-H Club Week
- Plan 4-H Church Program
- Build Western North Carolina 4-H Camp

- : Music appreciation Leader Training Schools
- : will be continued.
- : The 4-H Staff will give assistance to all
- : counties in the observance of National 4-H
- : Club Week by providing exhibit material,
- : providing speeches for civic and local groups.
- : The State Office will plan and provide to
- : each county a suggested program for the
- : observance of 4-H Church Sunday.
- : Actual construction on the Western North
- : Carolina 4-H Camp is scheduled to begin in
- : March. This is a program that will involve
- : much time on the part of various members of
- : the 4-H staff. It is the plan to build a
- : \$50,000 camp, depending on 4-H Club members
- : in the various counties to raise enough money
- : to build individual cottages and to rely on
- : public donations for sufficient funds to con-
- : struct the Assembly Hall, dining hall and
- : other buildings.

omit →

April

- 4-H Fat Stock Shows
- Prepare Material
- Leaders' School
- Regional Leaders' meeting

- : The 4-H personnel will assist with the
- : organization and promotion of the various
- : 4-H Fat Stock Shows conducted in the State.
- : The 4-H Music Appreciation schools will be
- : continued during the month of April.
- : The 4-H staff will be represented at the first
- : Southern Regional Meeting of State 4-H Leaders
- : in Hot Springs, Arkansas.

omit

omit

May
Preparation of material
Pre-camp school for agents
4-H Church Sunday

*Selection of Delegates
to National 4-H Camp*

: The 4-H staff will concentrate on the pre-
: paration of 4-H material in order that an
: adequate supply may be on hand at the beginn-
: ing of 1950.
: It is planned to conduct a pre-camp school for
: agents who are to conduct the 4-H camps during
: the summer. It is planned to assemble these
: agents at one of the organized camps and to
: have them go through the 4-H camp routine the
: same as 4-H members who will be coming to
: camp during the summer months.
: The 4-H staff will assist with county visits
: and material and other jobs in connection
: with the observance of 4-H Church Sunday.

June
4-H Camps
District 4-H Elimination
Contests
Revise publications
National 4-H Club Camp

: During the month of June all members of the
: 4-H staff will place major emphasis on the
: 4-H Camp Program. Some member of the staff
: will be assigned to each of the three State
: operated 4-H camps.
: Special emphasis will be placed on revision
: of 4-H Club publications and in working in
: close cooperation with subject matter
: specialists to assure an adequate supply of
: subject matter material for 4-H Club members.
: The 4-H staff will select two boys and two
: girls to represent North Carolina at the
: National 4-H Club Camp and with them will
: participate in the National Camp Program.

July
4-H Camps

: Continuation of the 4-H Camp Program

August
4-H Club Week
State Neighborhood Leaders
Conference
Farm and Home Week
Older Youth Conference

: Plans will be made for assembling outstanding
: club members from every club in the State for
: the annual 4-H Club Week at State College.
: A State meeting for Neighborhood 4-H Leaders
: will be planned possibly for the Millstone 4-H
: Camp, bringing into the conference the out-
: standing Neighborhood Leaders from the various
: counties in the State.
: Plans will be made for conducting an Elder
: Youth Conference for members of the Older Youth
: Club. This conference will probably be con-
: ducted at Millstone 4-H Camp.

State Welfare Conference

*Member of the 4-H staff will
Plan organize and conduct
a State Conference for 4-H members
who excel in welfare conservation
projects.*

September

Junior Dairy Shows
Leader Training Schools
4-H Poultry Shows
District 4-H Rallies

: Members of the 4-H staff will cooperate with
: Dairy Specialists, Poultry Specialists, and
: Livestock Specialists in conducting Junior
: Dairy Shows, Poultry Shows, and 4-H Fat Stock
: Shows and Sales.
: A new plan will be followed in securing county,
: district and State winners. The plan is to
: conduct a series of district rallies bringing
: into these rallies the county champion club
: members from each county where they will be
: honored at a banquet. Prior to the rallies,
: records will be sent and judged by a special
: Judging Committee.

October

State Fair
Better Methods Congress
District Rallies
State 4-H Honor Banquet

: Plans will be set up for ¹²10 4-H Educational
: Exhibits to the North Carolina State Fair in
: some specific project activity. Two counties
: from each district will be selected to put on
: the exhibit.
: In connection with the Fat Stock Shows,
: assistance will be given in helping to super-
: vise the 4-H Judging Contests, the exhibiting
: and showing of the animals.
: 4-H Club members with the most outstanding
: record from the counties served by the Carolina
: Power & Light Company, the Virginia Electric
: Power Company, and the Nantahala Power & Light
: Company will be honored at a two day Better
: Methods Congress conducted in Raleigh.
: It is the plan to culminate the District 4-H
: Rallies with the State banquet honoring the
: district winners in each of the projects from
: the various districts throughout the State at
: which time the State winners in the various
: projects will be honored and recognized.

November

Plan of work
Achievement Days
Selecting State Winners

: The 4-H staff will give all the assistance
: possible to the counties in the State in help-
: ing with local and county 4-H Achievement Day
: programs.
: The 4-H staff will arrange for the final judging
: and selecting of all State winning records
: submitted to the National 4-H Club Congress.
: The plan will be to set up a judging committee
: with representatives from the subject matter
: field, the district agent and the supervisory
: staff to make the final selection of the State
: winners. The same plan will be followed in
: making the selection of the various scholarship
: winners in the State.
: The 4-H staff will spend some time in making
: plans of work for 1950.

omit x

EXECUTION AND ADMINISTRATION OF THE PROGRAM

[With the addition of two workers to the 4-H staff, the State 4-H Leader will be charged with the general supervision of 4-H Club work in the State; the correlation of subject matter information with specialists as it relates to 4-H projects; contact with cooperating agencies; State Breeders Association; Crop Improvement Association; Farm organizations; State Bankers Association; Civic and Religious groups; and other organizations and individuals whose cooperation and support is essential to the promotion of 4-H Club work in the State. It will also be the responsibility of the State Leader to organize and conduct the State 4-H Radio Program.

For more efficient ^{Field work} follow-up work in the various counties, and in an effort to increase the effectiveness of the over-all 4-H program in all of the counties, the State will be divided into four sections with one person assigned the responsibility for the field work in the counties as indicated (see page). The person designated will be responsible for the promotion and organizational phase of 4-H Club work with the subject matter specialists assigned the responsibilities of the project matter phase of the 4-H Club program. According to this plan the Club Leader will be expected to work with all Extension Agents in the county, in 4-H activities.

The general plan for field work will be for at least one visit to each county by a 4-H leader at least every 60 days during the year. This will mean a minimum of six visits to each county by some member of the 4-H Club staff during 1949. To further increase the effectiveness of the 4-H program a general plan has been developed for field visits and for group meetings with agents to keep them up to date on 4-H Club work.

All new agents will be provided with a complete set of 4-H material and will receive an official visit from a member of the 4-H staff as early as schedules will permit.

ASSIGNMENT OF COUNTIES FOR 4-H CLUB WORK

WESTERN DISTRICT

(O. H. Phillips)

Cherokee	Jackson	Madison	Avery	Wilkes
Graham	Transylvania	Yancey	Burke	Alleghany
Clay	Haywood	McDowell	Caldwell	Surry
Macon	Henderson	Rutherford	Alexander	Polk
Swain	Buncombe	Mitchell	Ashe	Watauga

PIEDMONT DISTRICT

(Eleanor Barber)

Cleveland	Stokes	Forsyth	Anson	Caswell
Lincoln	Gaston	Cabarrus	Montgomery	Alamance
Catawba	Mecklenburg	Davidson	Randolph	Chatham
Iredell	Rowan	Union	Guilford	Lee
Yadkin	Davie	Stanly	Rockingham	Moore

CENTRAL DISTRICT

(Mary Sue Moser)

Richmond	Orange	Franklin	Nash	Edgecombe
Scotland	Person	Warren	Bladen	Halifax
Hoke	Durham	Robeson	Sampson	New Hanover
Harnett	Granville	Cumberland	Wayne	Brunswick
Wake	Vance	Johnston	Wilson	Columbus

EASTERN DISTRICT

(Jesse James)

Fender	Pitt	Beaufort	Gates	Chowan
Duplin	Onslow	Martin	Hyde	Perquimans
Lenoir	Craven	Bertie	Tyrrell	Pasquotank
Jones	Carteret	Northampton	Dare	Camden
Greene	Pamlico	Hertford	Washington	Currituck

PROBLEMS

An organization for young people between the 4-H and adult groups

1. At least one older youth club organized in each county.

Keeping older 4-H club members in club work for

1. Encourage older 4-H members to assist and encourage younger club members.
2. Put things in club program that will challenge the best interest of the older 4-H club member.

Definite need for more help from teacher sponsors and 4-H neighborhood leaders.

1. A teacher sponsor for every local 4-H Club.
2. Give 4-H neighborhood leaders specific jobs to do and then give them the material with which to do that job.

How to compile 4-H long-time records.

1. Have one county council meeting, preferably in early fall, on the method of compiling long-time records.
2. Meet with interested groups of boys and girls and assist them in preparing their own 4-H records.
3. Encourage younger 4-H Club members to keep important 4-H materials with the idea of accumulating a long-time record.

MATERIALS AVAILABLE

1. Older Youth Constitution and By-Laws - State Office
1. "Guide Posts for Local 4-H Leaders," General Mills, Inc., Minneapolis, Minnesota. Page 31.
2. Recommendations for Developing a Long-Time Program for 4-H Club Work.
1. "4-H Club Leaders Handbook"
2. "Guide Posts for Local 4-H Leaders" General Mills, Inc., Minneapolis, Minnesota.
3. "Organization of 4-H Club Work" USDA, Miscellaneous Publication No. 320.
4. "Planning 4-H Projects to Fit The Needs of Rural Youth".

1. Letter of February 3, 1947 from 4-H Office on yellow sheet containing an outline on assembling long-time records.
2. Letter of January 2, 1948 from 4-H Office on "Keeping 4-H Records"
3. "National Awards Handbook - 1948" Page 59 - "Good Way to Keep Records" To be available soon - a guide copy, Standard Report Form, filled in for your use in helping county winners fill in this form.
- 4.

PROBLEMS

GOALS

MATERIAL AVAILABLE

Have better planned 4-H county council meetings.

1. Organize a 4-H county council in every county where it is at all possible.
2. Spend more time organizing program material for those responsible for the county council program.
3. Have planned recreation as part of each county council meeting.

1. "4-H Club Leaders Handbook" N. C. Publication, page 12.

Have better planning and following through on local 4-H club meetings.

1. To always have a planned demonstration for both boys and girls
2. Allow boys and girls to use their initiative in preparing a definite number of the programs each year.
- Designate certain months when agents will furnish program material to the program committee.

1. "National 4-H Club News", May 1948, page 16.
2. "Guide Posts for Local 4-H Leaders" page 22.
3. "4-H Club Leaders' Handbook" page 10.
4. "Victory Guide for 4-H Officers" General Mills, Inc. Minneapolis, Minnesota

Help parents see the values of 4-H Club work.

1. Invite parents to attend local 4-H Club meetings, and all 4-H activities.
2. Use 4-H Club members to put on community programs - such as Grange, Farm Bureau, 4-H Church Sunday, P.T.A., as a means of informing fathers and mothers of the training their children are receiving.
3. Recognize and thank parents for their help and cooperation.

1. "Parents and 4-H Club Work"
2. "Parents Part in 4-H Club Work" General Mills, Inc. Minneapolis, Minnesota.
3. "Parents Part in 4-H" - N. C. publication.

RECOMMENDATIONS FOR HOME AGENTS
PROCEDURE FOR DEVELOPING THE 4-H CLUB PROGRAM

I. Study of County Situation and Needs

- A. Home and Farm Agents study situation and available resources to determine County situation in relation to young people - for example:
1. Number of club members in County.
 2. Number of possible club members.
 3. Location of 4-H Clubs (full coverage).
 4. Number of 4-H Neighborhood Leaders in County.
 5. General nature of each community.
 6. Needs of County in view of improvements for young people.
 7. Analyze present program to see if goals have been reached.
- *
- B. Specialists give leadership to agents by providing background information and trends in various subject matter fields with particular emphasis on youth programs.

II. Development of program with 4-H Club members
(4-H Club members with Leaders)

- A. Hold community meetings with 4-H Club members and leaders to consider social, recreational, and economic needs, as a basis for determining a program. Out of this will come suggestions for joint activity as well as indications for separate project activity.
1. Home Agent present background information and trends as given by specialists.
 2. Discuss these in view of needs and problems of young people.
- B. Call 4-H County Council meeting or representatives from each club, together with a few selected 4-H Club Leaders to discuss suggestions from community groups. Keep in mind the present program and goals set up for the year.
1. Officers of 4-H County Council meet to set up goals and plan Council Program for the year.
 2. Girls meet to set up goals and make recommendations for their project activity:
 - a. Appoint committee from this group to meet with the Home Demonstration Council to correlate the 4-H program with the Home Demonstration program.

*NOTE: In planning the 1949 4-H Club program, refer to recommendations for Developing a Long-time Program for 4-H Club Work.