

North Carolina State University School of Agriculture and Life Sciences

Office of 4-H and Youth Development Box 7606 Raleigh, N.C. 27695-7606 Telephone: 919/737-3242

March 31, 1987

MEMORANDUM

Hall

TO: Extension 4-H Agents Selected Extension Specialists 4-H Task Force Chairmen District Extension Directors

FROM:

Dalton R. Proctor Assistant Director, Extension State 4-H Leader

RE: 4-H Long-Range Plan of Work

Enclosed are two items for your review and use. I thought it might be helpful to share with you the problems as identified by the 4-H and Youth Development Department. These problems are not ranked. The second list of problems were submitted by counties. These will give you some idea of concerns on a statewide basis.

The long-range planning process often seems long and drawn out, but it can make a difference in the lives of youth and our future. Remember 4-H is a team effort and each Extension employee can (and should) play a role in helping to achieve success for the youth of our state. 4-H continues to have three major functions:

- knowledge transfer
- youth development and
- volunteer leadership development

We carry out these functions in a variety of delivery methods and in a large number of different areas of subject matter. The curriculum is based within the University. It should also reflect the current needs of the youth in our state.

I, again, urge you to continue to recruit and utilize master volunteers in delivering an educational program for youth. The maximum utilization of the volunteer is the only way we are going to achieve the success needed for the youth of our state. It also can -- and does -- provide a great growth experience for the volunteer. Sharing these opportunities with residents of our communities can be a significant tool for leadership development for both youth and adults.

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Extension 4-H Agents Selected Extension Specialists 4-H Task Force Chairmen District Extension Directors Page 2 March 31, 1987

Please call on our staff or the Task Force Chairmen if you have concerns. We'll be glad to assist.

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Enclosures

cc. Extension Administration State 4-H Staff

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County Priority Problems - Long Range Plan

+	Increase 4-H visibility, stimulate public interest, provide incentive for increase of membership, use media to enhance 4-H image, increase public awareness of services provided	49
t	Image building, lack of self esteem, improvement of self concept, positive reinforcement, motivating youth, value development	44
5	Family awareness and participation in the program, communication within the family unit, parents commitment to the program, use family as a valuable resource	44
	Lack of exposure to the value of Agriculture and Home Economics, increase vocational training, relay importance of Environmental Education and Conservation, provide 4-Hers with access to resource farms and related areas	38
	Life skills training including, money management, communication and decision making skills, consumer education, government and citizenship training, goal setting	38
	Target and recruit new adults, volunteers, leaders, alumni, obtain committed volunteers	33
	Educate volunteers with leadership and programming skills, strengthen volunteer efforts, keep established volunteers motivated and committed to the program	33
	Teen-Age substance abuse, excessive alcohol and drug problems	29
	Teen-Age pregnancy and sexuality	25
	Establish good nutrition and health habits, proper recreation and fitness programs, more recreational and safety programs	25
	Career training, career exploration, preparation for job interviews and employment	19
	Increase enrollment, start new clubs, boost program participation, reach more youth	17
	Improvement of leadership skills for adults and youth, need officer training	17

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Resource development, financial and educational program support, develop community involvement	17
Need for after school learning experiences, provide educational and recreational programs to fill leisure time	
	14
Expand special programming, special interest groups, egg. performing arts, teen programs, juvenile delinquents, etc	12
Financial burden, "share the cost", transportation and registration fees becoming a problem	11
Peer pressure, lack of programs on stress and moral values	11
Focus on "latch key" youth	11
School drop out problem, keeping kids on the education track	
Employing teen-agers, job hunting, time management, summer employment	7
Use role modeling	7
Decrease of participation in traditional 4-H activities, records, demonstrations, etc.	7
Strengthen and in some cases establish a 4-H leader organization, provide activities for these groups	6
Reach urban and inner city youth as the open of youth and	6
Reach low income youth and the difference in the second state and the second state of	6
Increase number of males, leaders and adults	6
Target specific age groups	6
Build "Human Capital" and people resources	5
Aids	5
Suicide (teen)	
TRY program and promotion	

Make specific programs more visible, for egg. TRY, leadership and incentive opportunities offered	3
Train 4-H Council	3
Network 4-H and various other	3
Increase handicapped programs	3
Increase numbers and strength of 4-H and youth committee, reorganize structure	3
Coordinate activities	2
Increase use of senior citizens	2
Awareness of child abuse	2
Adequate child day care	2
Obtaining facilities	2
Examine "Mentorship" non-family guidance	1
High tech education	1
Community beautification	1
Redundancy in plan-do-review	1
Increase number of participants in Master Leader Program	1
Curriculum, change and adapt for 4-Hers as they grow older	1
Camp attendance, money problems, etc	1

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PRIORITY PROBLEMS - LONG RANGE PLAN

Department: 4-H & Youth Development

Directions: Prioritise and list problems to receive attention by your department. List in form of a descriptive sentence. If the problem is specifically related to the Limited Resource (LR) Audience put an "X" in the LR column. Specialist-in-Charge:

(signature)

Problems	Relevant State Major Programs	LR Audience
 The high percentage of mothers who work outside the home has decreased their available volunteer time. Curriculum packages must be designed for implementation in short time frames. Today's high technology (video tape players, interactive video, lasers, computers) provides youth with options for spending leisure time. 4-H must develop curriculum which utilizes technology while combining personal involvement of volunteers. Submit two copies to Associate Director by March 15, 1987 	 4-H Volunteer Development 4-H Home and Family Resources 4-H Resource Development and Marketing 4-H Animal Science 4-H Plants and Soils 4-H Environmental and Natural Resources 4-H Home and Family Resources 4-H Leadership, Citizenship, Community Development, Community Development, Communications 4-H Mechanical Science 4-H Plants and Soils 4-H Environmental and Natural Resources 4-H Mechanical Science 4-H Home and Family Resources 4-H Ho	Philosophia Philo

-	Problems	Relevant State Major Programs	LR Audience
3.	Research indicates that todays youth are unconcerned with a personal responsibility to community, are apathetic towards a democratic government, and are unconcerned about world involvement.	4-H Leadership, Citizenship, Community Development, Communication	-
4.	Urban youth do not understand food production from the farm to the grocery store.	4-H Animal Science 4-H Plants and Soils 4-H Environmental and Natural Resources 4-H Home and Family Resources	an a la main ann ir ann a ann an ann ann an ann ann an ann ann
		4-H Home and Family Resources	Idens
5.	Todays youth (teens) demonstrate apathy towards physical fitness and have less body strength than did teens 10 years ago.	4-H Home and Family Resources 4-H Volunteer Development	The office of the second
≉ ^{6.}	Declining discretionary income has left todays teens on farms with fewer resources and the knowledge and skills to make farm related decisions.	4-H Animal Science 4-H Plants and Soils	n lanti et torn
∦ 7.	There is a need to change the attitudes and behaviors of adults working in 4-H toward the youth audience, 4-H at all levels needs to plan more systematic involvement of teens in program planning.	4-H Volunteer Development	Х
¥ 8.	There is a need for more packaged leader training materials that can be delivered in a variety of settings by agents or other volunteers.	 4-H Home and Family Resources 4-H Resource Development and Marketing 4-H Animal Science 4-H Plants and Soils 4-H Environmental and Natural Resources 4-H Home and Family Resources 4-H Home and Family Resources 4-H Leadership, Citizenship, Community Development, Community Development, Communications 4-H Mechanical Science 	filis gostal gosto gostali gosto gostalis gosto gostalis tosa o china ni un ^e na sv
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Problems	Relevant State Major Programs	LR Audience
Agents are not willing to take the risk to empower volunteers to perform middle management roles.	4-H Volunteer Development	x
The volunteer leader corp is too small and is being overworked. There is a need to identify more middle management volunteer roles and to include special audiences as volunteers.	4-H Volunteer Development	X
4-H agents still have difficulty organizing community clubs. There is a need to work on attitudes toward the club as a delivery mode, methods of organizing and skills in packaging information to recruit leaders.	4-H Resource Development and Marketing 4-H Volunteer Development	x
4-H agents are not convinced that certain people will volunteer for special volunteer roles (i.e., clerical, middle management and fund raising).	4-H Volunteer Development	х
Traditional volunteer leaders exclude leaders who serve in special roles. There is a need to bring divergent roles together for their common good.	4-H Volunteer Development	
structure and a high percentage of working mothers has extended the amount of time in which youth are responsible for their own welfare.	 4-H Leadership, Citizenship, Community Development, Communication 4-H Home and Family Resources 4-H Volunteer Development 4-H Resource Development and Marketing 	ang pala ini ing na na na na na kana fini ang b
	 4-H Home and Family Resources 4-H Leadership, Citizenship, Community Development, Communication 4-H Volunteer Development 	X
North Carolina has a high national ranking in teenage pregnancy, and of additional concern, is the high percentage of infant mortality in North Carolina.	4-H Home and Family Resources 4-H Leadership, Citizenship, Community Development, Communication	X
	Agents are not willing to take the risk to empower volunteers to perform middle management roles. The volunteer leader corp is too small and is being overworked. There is a need to identify more middle management volunteer roles and to include special audiences as volunteers. 4-H agents still have difficulty organizing community clubs. There is a need to work on attitudes toward the club as a delivery mode, methods of organizing and skills in packaging information to recruit leaders. 4-H agents are not convinced that certain people will volunteer for special volunteer roles (i.e., clerical, middle management and fund raising). Traditional volunteer leaders exclude leaders who serve in special roles. There is a need to bring divergent roles together for their common good. A substantial deviation from the traditional nuclear family structure and a high percentage of working mothers has extended the amount of time in which youth are responsible for their own welfare. A high percentage of todays youth have three or more identified heart risk factors that are directly related to diet and exercise.	Agents are not willing to take the risk to empower volunteers to perform middle management roles.Headership, Citizenship, Community DevelopmentThe volunteer leader corp is too small and is being overworked. There is a need to identify more middle management volunteer roles and to include special audiences as volunteers.4-H Volunteer Development4-H agents still have difficulty organizing community clubs. There is a need to work on attitudes toward the club as a delivery mode, methods of organizing and skills in packaging information to recruit leaders.4-H Resource Development and Marketing4-H agents are not convinced that certain people will volunteer for special volunteer roles (i.e., clerical, middle management and fund raising).4-H Volunteer DevelopmentTraditional volunteer leaders exclude leaders who serve in special roles. There is a need to bring divergent roles together for their common good.4-H Volunteer DevelopmentA substantial deviation from the traditional nuclear family structure and a high percentage of working mothers has extended the amount of time in which youth are responsible for their own welfare.4-H Home and Family Resources 4-H Home and Family ResourcesA high percentage of todays youth have three or more identified heart risk factors that are directly related to diet and exercise.4-H Home and Family Resources 4-H Home and Family ResourcesNorth Carolina has a high national ranking in teenage pregnancy, and of additional concern, is the high percentage of infat mortality in North Carolina.4-H Home and Family Resources 4-H Home and Family Resources 4-H Home and Family Resources

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	Problems	Relevant State Major Programs	LR Audience
17.	Research indicates teens have an increase of personal discretionary funds and available credit that allows instant purchase power to satisfy their instant gratification trademark.	 4-H Home and Family Resources 4-H Leadership, Citizenship, Community Development, Communication 4-H Volunteer Development 	Aq i i are c valuntes i l The colu "ee rveregioed.
18.	for developing opportunities which will change them.	 4-H Animal Science 4-H Plant & Soil Science 4-H Mechanical Science 4-H Leadership, Citizenship Community Development, Communications 4-H Environmental and Natural Resources 	 A magazine A magazine
		4-H Home and Family Resources 4-H Volunteer Development 4-H Resource Development and Marketing	a strag, et-b roi ropicin ca geblian tanàti t
(19.	challenging youth to increase both their subject matter knowledge and decision making abilities.	4-H Animal Science 4-H Plant and Soil Science 4-H Mechanical Science 4-H Natural Resources & Environmental Education 4-H Volunteer Development	n telone n' ntorn solo stroggdos A na succerti ada paracette ada paracette
20	Lack of training in needs assessment and purpose prior to planning special interest programming has left agents frustrated.	 4-H Animal Science 4-H Plant and Soil Science 4-H Mechanical Science 4-H Leadership, Citizenship, Community Development, Communications 4-H Natural Resources & Environmental Education 4-H Home and Family Resources 4-H Volunteer Development 4-H Resource Development & Marketing 	A ki ki se se se se se el prove tama a solar est la fonsa danak ki (de sa danak ki se se se se la cometa en

 25. Only 3 percent of 4-H members attend regular junior camps each year. 26. There is a lack of sufficient volunteers and of properly trained camp volunteers from the counties. 27. There is a need to develop new and to adapt present special and regular camp programs to meet the societal, personal and leadership needs of todays youth. 28. Lack of camp revenues to offer salaries attractive to many top candidates for camp staff positions. 29. Need for packaged county-wide public awareness/marketing 4H Leadership, Citizenship, Communication 4H Leadership, Citizenship, Communication 4H Natural Resources & Environmental Education 4H Resource Development & Marketing 		Problems	Relevant State Major Programs	LR Audience
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 23. Inadequate funds to make needed improvements to the camp facilities. 24. Insufficient year-round staffing at some camps to provide needed maintenance, facility improvement and marketing. 25. Only 3 percent of 4-H members attend regular junior camps each year. 26. There is a lack of sufficient volunteers and of properly trained camp volunteers from the counties. 27. There is a need to develop new and to adapt present special and regular camp programs to meet the societal, personal and leadership needs of todays youth. 28. Lack of camp revenues to offer salaries attractive to many top candidates for camp staff positions. 29. Need for packaged county-wide public awareness/marketing 		in a multitude of areas to which curriculum needs to respond toward positive mechanisms of utilizing the	4-H Plant & Soil Science 4-H Mechanical Science 4-H Leadership, Citizenship,	
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efforts and communication on 4-H program value to Marketing individuals, families and communities.	29.	efforts and communication on 4-H program value to	ng 4-H Resource Development & Marketing	

rajor Arograma Audience	Relevant State Major Programs A	LR udience
). Targeting and packaging 4-H to involve parents in 4-H.	4-H Resource Development & Marketing	2). Environ
. Building self-confidence in teens.	4-H Volunteer Development 4-H Home and Family Resources 4-H Resource Development and	
srebating nation A-4 Antion Sulercon ds to — 4-4 Flant S Self boderse the — 4-4 Mechanical Sulercon	4-H Animal Science 4-H Plants and Soils	
4-4 Lesdership, Olipeenship, Community Jevelopment, Communications 4-1 Mitter Al Resources & Tovicenamistic Education	 4-H Environmental and Natural Resources 4-H Home and Family Resources 4-H Leadership, Citizenship, Community Development, Communications 	nîm rad - r
the case of Artourse Development A	4-H Mechanical Science	
. Minimum resource development at the county and state levels,		
. Lack of standard test and instruments that agents can use	All State Major Programs	
 4-H research questions have not been identified or prioritized for N. C. 	d All State Major Programs	
A statewide organized support base for 4-H does not exist, A 4-H Alumni Association needs to be established.	All State Major Programs	
Minimal computerization of data collection, ES-237 and other evaluation data. Use of technology in the area of evaluation needs to continue.	All State Major Programs	
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