

Information from the State 4-H-Youth Office

VOLUME XVI, Number 5  
May, 1977

TO: Agents Responsible for 4-H and Youth Development

FROM: The 4-H Staff - *Donald L. Stormer*, Assistant Director, 4-H

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ALUMNI RECORDS

There was only one alumni record book submitted on March 1. Often in the rush of other things we forget this phase of records. Each state is eligible to submit four records for national judging. Please refer to page 41 of the National 4-H Awards Handbook for more information on this program. Perhaps your county would like to nominate an alumnus for this worthy award. All records should be forwarded to me by June 1.

Dalton R. Proctor

COOPERATIVE EXTENSION WORK IN AGRICULTURE AND HOME ECONOMICS, NORTH CAROLINA STATE UNIVERSITY AT RALEIGH, 100 COUNTIES AND U. S. DEPARTMENT OF AGRICULTURE COOPERATING

NEW NATIONAL PROGRAM

We are pleased to announce Reynolds Metals Company as donor of Awards in the Food Conservation and Safety Program. The 1977 awards schedule includes:

- County: 4 medals of honor per county
- State: Trip to National 4-H Congress for the state winner
- National: Six educational scholarships of \$1,000.00 each

The Food Conservation and Safety Program is an integrated program with implications for the Food-Nutrition, camping and safety aspects of the 4-H program. The program has three areas of major emphasis:

- Storage of foods within the home for short-term consumption
- Outdoor cookery involving all of the family
- Preparation and transportation of foods of recreational activities.

Additional information may be obtained from Foods or 4-H Departments.

Pauline E. Moore



REPORT ANYTIME

Beaufort & Pitt Housing Tour was held jointly to introduce the 4-H Home Environment project. 4-H'ers toured a solar heated home, saw a portable solar heating system, visited a nursery to learn about decorating with plants, toured a remodeled home and talked with an interior designer.

Davie A Dog Obedience Workshop was held at a city park for nine sessions. 4-H'ers learned about grooming and training their dogs for a future county dog show. Graduation exercises concluded the workshop.

Martin Junior Swine Show and Sale was held, the first one in eight years. Youth could show two individuals and a pen of three pigs. All were asked to keep a record of their project. A Fitting and Showing Clinic was held prior to sale which boosted sale attendance.

Nash A skit about a "hillbilly" wedding was given by 4-H'ers to raise funds in support of county council projects and activities. Parents, members and 4-H leaders worked together to carry out this community plan.

Richmond To help 9-12 year olds become conscious of safety, a traffic safety poster contest was held with the help of community people like news people, radio staff, principals and volunteers.

Watauga One outcome of a recognition banquet was a decision by 4-H leaders to form a Leaders Organization. They plan to meet every three months to discuss ideas and situations in their clubs.

4-H DAIRY FOODS

A new dimension has been added to the 1977 National 4-H Dairy Foods Awards Program. The program sponsored by Carnation Company now carries the subtitle "Preparation, Science, Nutrition and Careers." The sub-title will help to better define the focus of the program for 4-H leaders and members.

The dairy foods program objectives were reviewed by an extension committee in 1976. A career awareness objective was added to help relate the program more closely to 4-H in Century III.

The dairy foods program can be an excellent tool for helping young people reach their potential. Every 4-H member who is enrolled in a dairy foods project or activity or who is participating in a food-nutrition project or activity in which dairy foods is an emphasis is eligible to participate in the National 4-H Dairy Foods Awards Program.

Awards Schedule

County: Maximum of four gold-plated medals of honor.  
State: An expense-paid trip to the 56th National 4-H Congress in Chicago, Illinois, November 27 - December 1, 1977.  
National: Six educational scholarships of \$1,000 each.  
Additional information available from Foods or 4-H Department.

Pauline E. Moore

CAROWINDS

Four-H'ers from the Southwestern District will present a talent show at Carowinds on Saturday, May 14. The performance will be held at 11:00 a.m. in Harmony Hall. A committee of Extension Agents, volunteers and 4-H'ers has put much effort into the show and promises you a great performance.

Dalton R. Proctor

1977 LEADER FORUM

The 1977 Southern Region Leader Forum will be held at the Rock Eagle 4-H Center in Eatonton, Georgia, the week of October 17. The theme of this year's program will center around the phrase "Relating to Youth - Caring and Sharing." Thirty-two workshops are being planned, along with general sessions on communication, determining the needs of youth and management of youth programs. A tentative program will be mailed to all counties by August 1. The package will include cost, information for delegates, and tentative travel plans.

By expanding the number of workshops as well as the number of times they will be conducted, it is hoped that the forum will meet the needs of all the volunteers. Counties should consider their entire leadership structure when recruiting for the forum.

Dalton R. Proctor

4-H PUBLICATIONS

Now available:

- Program Planning Guide (4H 0-1-24) has been reprinted. A limit of 10 per county was printed because it will be revised next fall.
- Bicycle I (4H C-3-6)

Please review the Extension Chairman's notification copy of all new or revised manuals before you order. We have many requests for equal number of manuals and leader guides. This should not happen.

Continue to order wisely and allow time for delivery. If you have questions, please let me know.

Rebecca W. Martin

"WATER SAFETY"

Adopt "water safety" as a community service project. Enclosed with this newsletter you will find instructions prepared by the American Red Cross for the construction of a "Rescue Station" at farm ponds and other similar bodies of water. This is a very simple, inexpensive but potentially life-saving tool.

The North Carolina Rural Health Task Force is promoting the construction of rescue stations as one means of promoting water safety this spring. Why not suggest to 4-H clubs in your county that they adopt a community service project to locate such bodies of water and erect these simple rescue stations? Additional information may be obtained from your local American Red Cross Chapter. If clubs in your county adopt this project, please let me know.

Pete Lewis

IFYE ARRIVAL

Ms. Madeleine Reber of Switzerland has been assigned to spend ten (10) weeks in North Carolina beginning May 18, 1977. We are expecting an IFYE from India June 29. Biographical information and other details will be available soon. We will need several host families.

Pauline E. Moore

EVALUATION OF DETROIT 4-H

"Involvement in 4-H is significantly related to a reduction in juvenile offenses," is but one of the facts established in an evaluation of the inner-city 4-H program in Detroit, Michigan. Other interesting findings are presented in a summary of the study that is enclosed in this newsletter. Please contact me if you would like to read the complete study. In addition to presenting the study findings, the document contains several excellent program evaluation ideas.

Pete Lewis



GREETINGS FROM THE NORTH COUNTRY!

4-H'ers in Stearns County, Minnesota, are interested in an exchange with a county in North Carolina. Stearns County is located in North Central Minnesota. St. Cloud is the major city. About 20-25 4-H'ers and 2-6 adults would like to visit during the 1977 summer months for about 5 days and host a group in 1978.

Interested persons should contact:

Michael McCarvel  
Stearns County Extension Agent  
2700 Building, Suite 205  
2700 First Street North  
St. Cloud, Minnesota 26301  
Phone: 612 252-2132

Pauline E. Moore

VOLUNTEER RECOGNITION

Recognition is not so much something you do, as it is something you are. It is a sensitivity to others as persons, not a strategy for discharging obligations. Enclosed in this newsletter is a list, 101 Ways to Give Recognition to Volunteers, which was prepared by the Department of Public Welfare in Minnesota.

Thearon McKinney

FORMER 4-H'ER

Ron Taylor is the youngest member of the N. C. House. He is representative for Bladen, Sampson and Columbus Counties. Ron recalls highlights in 4-H as going to Camp Swannanoa, being a club officer and completing a pig project.

OUT-OF-STATE DELEGATES 1977

Eight 4-H'ers were selected and have accepted assignments to participating states as follows:

<u>State</u>	<u>Date</u>
<u>Pennsylvania</u>	<u>June 17-23</u>
Lindley Ivey	Guilford County
Pamela Proctor	Wake County
<u>Virginia</u>	<u>June 20-24</u>
Linda Sink	Davidson County
Lawrence Killebrew	Edgecombe County
<u>Georgia</u>	<u>June 26-29</u>
Rebecca McAuley	Iredell County
Kenneth Doctor	Richmond County

<u>Tennessee</u>	<u>August 1-5</u>
Raylene Jessup	Moore County
Mike E. Bayne	Henderson County

Alternates were selected as follows:

W. David Ward	Mitchell County
Mitchell Edwards	Stanly County
Robert Sauls	Wake County
Sarah Goodnight	Rowan County
Judith Leigh Peeler	Davidson County
Sandra Gail Ritter	Moore County

Pauline E. Moore

DANISH CARAVANERS COMING!

North Carolina will host 20 Danish 4-H'ers and two leaders July 13-July 29. The 4-H'ers range in age from 17-19 years. The two leaders are Betsy Cook, a 1975 IFYE to Denmark, who is presently living in Denmark and Moallel Madsen. Biographicals will be available soon. We need more host families. Will you help?

Pauline E. Moore

### NEW YOUTH JOBS

President Carter's concern for the continued high unemployment rates among the Nation's young people was translated into a set of legislative recommendations and initiatives on March 9. He recommended to the Congress that:

- A National Youth Conservation Corps be established, administered by DOL through agreements with the Departments of Agriculture and Interior. Centers on forest and park lands would employ young Americans 16 to 24 in conservation programs. \$350 million would be spent through September 30, 1978, for 35,000 jobs.

- Youth Community Conservation and Improvement Projects be developed by state and local governments to employ youths 16 through 19 in projects of local benefit. CETA prime sponsors would be directly involved in the projects, applying to DOL for funds. The program would operate through September of 1979 with \$250 million and 30,000 in jobs.

- Comprehensive Youth Employment and Training Programs be established. CETA sponsors, with half of the \$900 million available in this effort, would create jobs and training for low-income youths between 16 and 21 who are out of school and out of work. The other half of these funds would be used to encourage innovative and experimental programs, part of this money being spent through the CETA system by application to the Secretary and the rest by the Secretary to carry out and test innovations. Overall, this effort would account for 138,000 jobs.

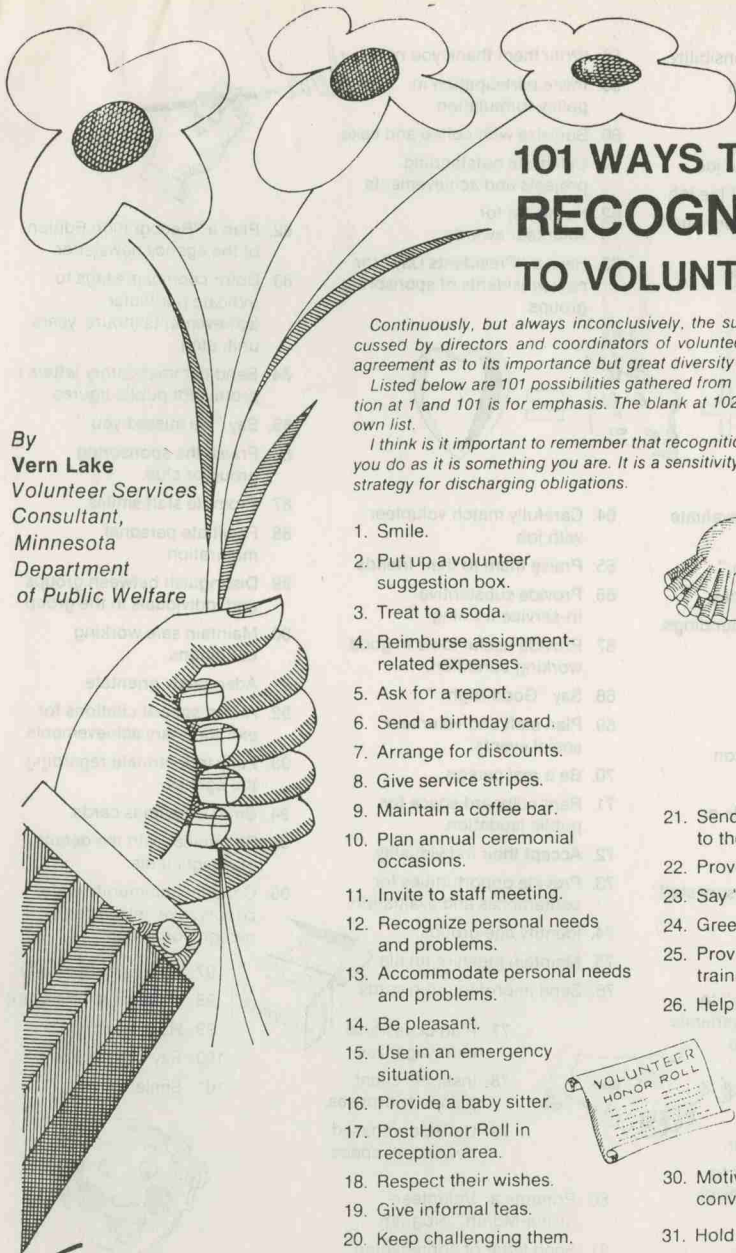
The President said he will submit to Congress by April 1 a new title to CETA which will embody the three new youth initiatives. In the meantime, the program can proceed under existing Title III authority.

Donald L. Stormer

### HUMAN MORALITY

Robert Hogan, Professor of Psychology at John Hopkins University, envisions human morality developing in three progressive stages: (1) socialization, (2) empathy and (3) autonomy. Socialization is the period that begins at birth and lasts through the first five years. During this time the child learns that rules exist and makes an accommodation to authority. Around the age of five the youngster is actively initiated by his peers into the period of empathy development. During this period the youngster makes his way in the peer group and becomes sensitive to social expectations by developing empathy. Ages 12 to 20 is the most complex stage in which the youth reaches ideological maturity. In the first stage youth learn to live with authority. In the second stage the youth learns to live with society and the third stage he learns to live with himself. Hogan readily admits his theory needs further research.

Donald L. Stormer



By  
**Vern Lake**  
 Volunteer Services  
 Consultant,  
 Minnesota  
 Department of  
 Public Welfare

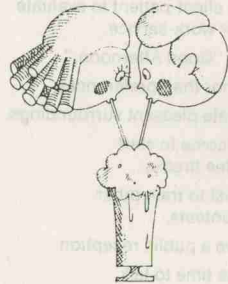
## 101 WAYS TO GIVE RECOGNITION TO VOLUNTEERS

*Continuously, but always inconclusively, the subject of recognition is discussed by directors and coordinators of volunteer programs. There is great agreement as to its importance but great diversity in its implementation.*

*Listed below are 101 possibilities gathered from hither and yon. The duplication at 1 and 101 is for emphasis. The blank at 102 is for the beginning of your own list.*

*I think it is important to remember that recognition is not so much something you do as it is something you are. It is a sensitivity to others as persons, not a strategy for discharging obligations.*

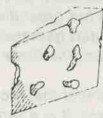
1. Smile.
2. Put up a volunteer suggestion box.
3. Treat to a soda.
4. Reimburse assignment-related expenses.
5. Ask for a report.
6. Send a birthday card.
7. Arrange for discounts.
8. Give service stripes.
9. Maintain a coffee bar.
10. Plan annual ceremonial occasions.
11. Invite to staff meeting.
12. Recognize personal needs and problems.
13. Accommodate personal needs and problems.
14. Be pleasant.
15. Use in an emergency situation.
16. Provide a baby sitter.
17. Post Honor Roll in reception area.
18. Respect their wishes.
19. Give informal teas.
20. Keep challenging them.
21. Send a Thanksgiving Day card to the volunteer's family.
22. Provide a nursery.
23. Say "Good Morning."
24. Greet by name.
25. Provide good pre-service training.
26. Help develop self-confidence.
27. Award plaques to sponsoring group.
28. Take time to explain fully.
29. Be verbal.
30. Motivate agency VIP's to converse with them.
31. Hold rap sessions.



From: *Voluntary Action Leadership, 1785  
 Massachusetts Ave, N.W., Washington, D.C. 20036*



32. Give additional responsibility.
33. Afford participation in team planning.
34. Respect sensitivities.
35. Enable to grow on the job.
36. Enable to grow out of the job.
37. Send newsworthy information to the media.
38. Have wine and cheese tasting parties.



39. Ask client-patient to evaluate their work-service.
40. Say "Good Afternoon."
41. Honor their preferences.
42. Create pleasant surroundings.
43. Welcome to staff coffee breaks.
44. Enlist to train other volunteers.
45. Have a public reception.
46. Take time to talk.
47. Defend against hostile or negative staff.
48. Make good plans
49. Commend to supervisory staff.
50. Send a valentine.
51. Make thorough pre-arrangements.
52. Persuade "personnel" to equate volunteer experience with work experience.
53. Admit to partnership with paid staff.
54. Recommend to prospective employer.
55. Provide scholarships to volunteer conferences or workshops.
56. Offer advocacy roles.
57. Utilize as consultants.

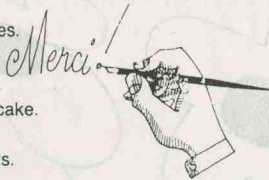


58. Write them thank you notes.
59. Invite participation in policy formulation.
60. Surprise with coffee and cake.
61. Celebrate outstanding projects and achievements.
62. Nominate for volunteer awards.
63. Have a "Presidents Day" for new presidents of sponsoring groups.

64. Carefully match volunteer with job.
65. Praise them to their friends.
66. Provide substantive in-service training.
67. Provide useful tools in good working condition.
68. Say "Good Night."
69. Plan staff and volunteer social events.
70. Be a *real* person.
71. Rent billboard space for public laudation.
72. Accept their individuality.
73. Provide opportunities for conferences and evaluation.
74. Identify age groups.
75. Maintain meaningful file.
76. Send impromptu fun cards.

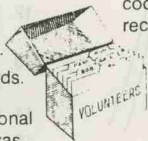
77. Plan occasional extravaganzas.
78. Instigate client planned surprises.
79. Utilize purchased newspaper space.

80. Promote a "Volunteer-of-the-Month" program.
81. Send letter of appreciation to employer.



82. Plan a "Recognition Edition" of the agency newsletter.
83. Color code name tags to indicate particular achievements (hours, years, unit, etc.).
84. Send commendatory letters to prominent public figures.
85. Say "we missed you."
86. Praise the sponsoring group or club.
87. Promote staff smiles.
88. Facilitate personal maturation.
89. Distinguish between groups and individuals in the group.
90. Maintain safe working conditions.
91. Adequately orientate.
92. Award special citations for extraordinary achievements.
93. Fully indoctrinate regarding the agency.
94. Send Christmas cards.
95. Be familiar with the details of assignments.
96. Conduct community-wide, cooperative, inter-agency recognition events.

97. Plan a theater party.
98. Attend a sports event.
99. Have a picnic.
100. Say "Thank You."
101. Smile



## A PROCESS AND IMPACT EVALUATION OF THE DETROIT 4-H PROGRAM\*

### 4-H Program in Inner-City Detroit

In June of 1973 a combined effort between the City of Detroit, Michigan State University and Wayne County Cooperative Extension Service established a 4-H program on the East side of Detroit in an area which had the second highest crime rate in the city. Incidents of nine-year-old boys committing robberies, youth gangs taking over public gatherings, gang killings, and an assortment of family violences were frequently reported in the news media. The program's development was guided by William Mills who spearheaded the acquisition of the 4-H community center located at 5710 McClelland, Detroit, Michigan. This community center included a relatively large physical facility including gym, meeting rooms, offices and play area for participants. Within this facility a variety of activities and programs were established. Programs included leadership programs, dance and drama classes, sewing classes, food and nutrition classes, etc. Along with the growth of the community center, there also developed an outreach program that attempted to bring new clubs into the 4-H program. The 4-H program in Detroit offers supportive services to any individual or neighborhood clubs that wished to organize in order to help youths. These clubs operated in a semi-autonomous manner focusing on local concerns and interests of youth in this particular geographical area. As of October 1976, about 30 clubs had been established on Detroit's East side under the auspices of schools, churches, the Salvation Army, and interested neighborhoods parents.

### Purpose of the Study

The purpose of the study was to evaluate the effectiveness of a 4-H Community Center in Detroit. The study was conducted by the Michigan State University Center for Urban Affairs. Two types of evaluation were utilized: a process evaluation and an impact evaluation. The process evaluation examined program outputs against the original objectives, based upon the following factors:

1. The measurement of program performance against national expectations;
2. The expectations of individual satellite clubs; and
3. The accomplishments of the program.

The impact evaluation measured changes in community outputs based upon:

1. The effect 4-H has upon the community;
2. The effect 4-H has upon the family life of those involved in the program;
3. The effect on the social network of youths involved in the program;
4. The extent to which volunteers were used in the program;
5. The effect of 4-H involvement on the selection of and preference of role models by youths in the program;
6. The impact of the 4-H center on the community.

### Theory Related to 4-H

The problem that confronts persons working with youths in high crime areas, areas characterized by poverty and victimized by political neglect, is that they are engaged in a battle for young minds. The literature and census tract data clearly support the proposition that, there is a higher probability that youths reared in low income, high crime areas will engage in more asocial behavior than youths reared in middle class, low crime areas. The information environment of youths reared in urban centers has a high degree of asocial contents, thus social change agents must flood the youths' information environment with a higher ratio of prosocial information as opposed to asocial information. The 4-H program is designed to offer an alternative socialization structure for youths, by restructuring their crucial information networks relative to the attainment of goals in this society. Such restructuring can be done by:

1. Positively influencing the youth's self concept.
2. Giving prosocial adults more influence over the actions of youths.
3. Embedding prosocial adults in the information networks of youths.
4. Seeking out adults (including parents and older teens) within the community to serve as volunteers.



5. Establishing a coordinating agency to provide structure for the coalitions formed by prosocial adults and the target group.

Any program which wishes to influence the self-concept of youth must understand that formation of behavioral rules comes about through a system of inter-related influences. Reliable research indicates that peers exerted twice the influence on youths as any adult. Each society must transmit vital information to the next generation with great accuracy about occupational structures and other areas crucial to the survival of the society, because peers have incomplete knowledge about these areas, they are not prepared to transmit this information. If we allow youths to socialize each other, we would expect each generation to spontaneously generate its own behavioral rules, occupational structure, etc.

This problem is even greater for youths raised in low income high crime areas because these youths are socialized more outside the home than middle class youths; their information environment outside the home is full of asocial information; and the information environment of these youths, usually doesn't have the necessary information relative to how to succeed in the larger society.

#### Methodology

National, state and local reports were reviewed. From these documents, criteria measures were established. Survey instruments were developed and data was collected by administering these questionnaires to members, leaders, parents, community residents, businesses, staff, steering committee and advisory board and police officers. In addition, existing data from the city of Detroit was analyzed and incorporated into this evaluation. The data was analyzed using a combination of multivariate analysis and other statistical techniques, to determine the process and impact of the program.

#### Research Findings

A. With regard to the process evaluation: a measurement of program performance against national expectations indicates the urban 4-H program in Detroit has not yet reached the level of program and staff performance common to most rural programs. It seems that the supportive services necessary to maintain an urban program have not yet been available to the Detroit effort even though they have expanded the project to include six satellite centers. This expansion indicated that the 4-H structure is potentially viable for addressing urban ills related to youth. In addition, the community perceives this program positively, however there is a need for greater and more effective utilization of community resources.

B. With regard to the impact evaluation:

1. 4-H has had its maximum impact around the immediate location of the 4-H center on McClelland. In addition, the positive effects of the program extend to a two-mile radius from the program center.

2. Of those parents involved with their children in the 4-H program, there existed greater communication and understanding between child and parent than between those parents (and their children) not involved in the program. However, this program seems to have failed to obtain significant parental involvement.

3. Youth involved with this program:

- a. exhibited less asocial behavior than youth not involved with this program.
- b. had a significant reduction in juvenile offenses.
- c. have parents who perceive a positive change in their children's choice of friends.

4. the 4-H program seemed to have its greatest impact upon teenage boys.

5. involvement with this program caused:

- a. the friendship networks of youth to change significantly, with members identifying most of their friends as fellow 4-H members.
- b. the number of their friends who engaged in asocial behavior declined significantly after the youth joined the 4-H program.

6. the program has been shown to be highly attractive to adults in the community. Many of adult volunteers working with youth do not have children of their own involved in the program.

7. 4-H members look to 4-H leaders and other adults as their models for behavior.

Recommendations

1. The provision of adequate staff to effectively administer and coordinate the program
2. The development of a viable volunteer program including the recruitment, training, evaluation and replacement of club leaders
3. The development of an information dissemination process designed to involve greater parent and community participation in club and other activities
4. The development and implementation of an effective management and evaluation system
5. The development of activities that involve participants in local, county, state and national programs.

\*A summary of a study conducted by Ralph Abbott, et al., Center for Urban Affairs, Michigan State University, 1976.