

NORTH CAROLINA  
 AGRICULTURAL EXTENSION SERVICE  
**COMMUNICATING 4-H**



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**PROFESSIONAL GROWTH THROUGH EDUCATIONAL TRAVEL**

**NEW YORK! NEW YORK!** Our sister state to the north gave sixteen N. C. 4-H agents a heapin' helpin' of hospitality during the March 8-15 Educational Travel Seminar. Entitled ED 596-003 "Theory and Practice of Organizational Development," the course was facilitated by Dr. Mike Davis, Associate State 4-H Leader, and taught by Dr. Ron Shearon, professor of Adult and Community College Education. Agents who participated in the first week of the two-week course were:

Frances Voliva	Dale Safrit
Martha Warner	Stan Dixon
Julie Landry	Bill Triplett
Carolyn High	Ken Kindley
Betty Green	Ron Bailey
Denise Johnson	Travis Burke
Howard Scott	A. P. Coleman

Ask these agents about their learning experiences and the concept of a study tour as an academic course opportunity.

Prior to departure agents read extensively on the topic of organizational development. Each agent made a presentation during the seminar related to a specific reading. This preparation enabled the group to apply the concepts of OD to county and state visitations in New York and to make transfer to the North Carolina situation. A highlight of the seminar was a stopover at the National 4-H Center in Washington, D.C. County and state staff persons in New York made presentations and led discussions relative to: 4-H in New York; management of complex programs; use of technology in Extension; organizational





structures; volunteer development; societal trends and relevant research in youth education; setting priorities through use of 4-H and youth committees; coping with urbanization; school enrichment programs; and policies and organizational change.

The course will culminate in August when agents will gather to share and discuss organizational development projects which they will implement in their county. Then, a section of Annual Conference training in November will be devoted to sharing these learning experiences with other 4-H agents.

Mike Davis

**4-H CONGRESS ANNOUNCEMENT  
ACTION NEEDED**

Enclosed is the major packet of information you will receive about 1987 4-H Congress. Please read this information carefully in the next few days and begin your efforts of recruiting teens for this educational week which is the highlight of the 4-H year. Most of the program will center around the NCSU campus and McKimmon Center since the fairgrounds will be unavailable due to the U.S. Olympic Festival. Meredith Renfrow, former State 4-H Council officer and 4-H'er from Wilson County will be working with us this summer to plan and implement 4-H Congress. Please contact Meredith (after May 15) or me with questions you may have.

Mike Davis

**STATE 4-H COUNCIL  
NEWSLETTER**

Enclosed with this newsletter is a copy of the State 4-H Council Newsletter. A copy of this newsletter was sent to district officers and representatives.

Mike Davis

**CREATING AND MOTIVATING  
A CORE OF SUPPORTERS**

Do you ever ask, "What makes a successful business?" What is the difference between the business that contributes to the 4-H program and the one that does not. It is not always the size of the business but the success of the business that determines what it contributes to the community. "What is the key to the success." The answer is people. It is the interest of the leadership in people and wanting to see people succeed that makes the difference. Leadership must give people responsibility and then leaves them alone to do the job in both business and organization.

Giving people responsibility...leaving them alone to do the job...is something that many leaders do not do. For one reason or another,

leaders (Extension professionals) often handle all the big jobs, all important work, etc. themselves. More serious, they often do not leave the assignment alone if it is delegated. In the end, no one gains, no one feels very satisfied.

The key to success is not what the leader (manager) does but what he/she can get others to do. It is a satisfied group of volunteers and supporters that makes the difference in a 4-H program and an average 4-H program. When managers have problems involving others, the following questions should be asked:

-What am I afraid of? An answer to this is very important.

-What have I got to lose? If you get others involved, do you have anything to lose or do you put yourself in position to be a dynamic leader?

-What have I got to gain? Chances are, a great deal. For one--you have relief time that you can do other things. True you may have some worrisome moments, but that's a small price to pay for not having to take on the whole world. More important, you are helping someone grow and feel needed.

The professional must be the "power of example". When the organization is going through change, lean times and a feeling of being the target of others one must lead by example. The leader cannot let down his/her guard. You can gauge your action and attitudes so that they boost your own morale as well as others. The way you handle yourself can mean the difference between an atmosphere of fear and blame, or one of confidence and cooperation. Setbacks are not a direction, but an opportunity to change direction and go forward. One must consider the following when using the "power of example".

-First, set an example. Watch your attitude. Do not be resentful. Respect others.

-Speak clearly, listen closely. This is difficult to do at all times. People have different levels of speaking skills, but do your best at all times. Watch out for rumors. Listen for facts.

-Avoid apologies. When you are in charge, have to make a tough decision and announce that decision, do it and don't apologize. This is very difficult for most people to do. Don't apologize for what is right and what must be

done. Apologize if you are wrong or have caused someone harm by your wrong doing.

-Enhance your visibility. Be a team player. Carry out your responsibility. If you are in charge, be in charge. Be a leader -- be out front. Be the leader of the team.

Solid leaders give solid answers. Always do your best to respond to those on your team. It is difficult to always be up front, but one must be willing to weigh all consequences and then answer request. There is nothing wrong with responding by stating -- "Let me gather more facts, let me analyze our conversation, let me check this with others", but get back with an answer soon.

Creating and motivating a core of supporters begins with "self". In 4-H it involves colleagues, volunteers, donors, other professionals. The above points may seem to be rather simple qualities, but, they do to some degree concern all of us. If we are to expand our supporters, we must first expand ourselves.

Dalton Proctor

#### **1987 NATIONAL 4-H GRANTS**

We are pleased to announce the 1987 National 4-H Grant Programs. We have in our office information on all grants. Counties should receive the same information by May 1. Applications are due in the State 4-H Office by August 1, 1987. Counties may submit earlier -- we will keep on file until August 1, 1987.

Dalton Proctor

#### **4-H CLUB, NAME AND EMBLEM**

Enclosed is the final draft for using the 4-H Club, Name and Emblem in Fund Raising. Please read carefully and if you have questions, call. It seems that everything we do is cleared for action.

Dalton Proctor

#### **YOUTH VOLUNTEER CERTIFICATES**

The North Carolina 4-H Awards Handbook has indicated that there are certificates for youth volunteers available from the State 4-H Office. These certificates have been printed and are now available. Please order from Mona Rodgers.

These certificates can be used for recognizing youth who have volunteered for a particular special event or as recognition for quality work for a year.

Judy M. Groff

**TRY MARKETING PACKET**

Enclosed is an updated marketing packet about the TRY Program. It contains information on how a county might get involved, a calendar of training events, and fact sheets on specific events. We have additional copies of the folders and information sets you can order from me.

Judy M. Groff

**CITIZENSHIP WASHINGTON FOCUS UPDATE**

Applications for Citizenship Washington Focus will be accepted until May 1 or when we receive 35 entries. We would really like to have a husband-wife team help chaperone the trip. If you know of a couple who would like to attend, please do not hesitate to call.

Dates for this Washington experience are August 1-8, 1987.

Sharon Runion Rowland

**4-H PUBLICATIONS INVENTORY**

A 4-H Publications Inventory is enclosed in the newsletter for your information. Please file this with your curriculum information and use to order materials from Agricultural Communications. Before ordering any, check to make sure there are no special notations on the inventory.

Sharon Runion Rowland

**STATE 4-H PROJECT RESULTS**

With 518 total records and 432 cumulative records submitted, the North Carolina 4-H Cumulative Record program is alive and well. Congratulations to all who submitted records; those 4-H'ers are true winners as they learn how to keep records, summarize information, present ideas concisely and organize mementos.

You will find a state winner and runner-up list for both junior and senior divisions. Also enclosed is a summary of entries by project area.

Sharon Runion Rowland

Records must be resubmitted for national competition by August 1 this year.

**PROJECT AREAS RE-OPENED FOR COMPETITION**

Several project areas that carry a trip to National Congress did not have a state winner named. These areas will be re-opened and a second judging opportunity will be offered. Any 4-H'er can submit a cumulative record in the following areas by August 1:

Agriculture  
Consumer Education  
Crop Production  
Energy  
Wood Science

Please call if you have questions.

Sharon Runion Rowland

**NATIONAL CONGRESS  
SLIDE TAPE AVAILABLE**

Would you like to introduce the National Congress opportunity for your 4-H'ers? Eastman Kodak has produced a slide presentation for your use. The presentation is designed to promote all National Awards Programs and to reinforce Congress as an educational experience of value to 4-H'ers. The slide set has 48 slides and can be ordered from the Visual Aids Library, Box 7603, NCSU, Raleigh, NC 27695-7603.

Sharon Runion Rowland

**4-H CERTIFICATES**

Please make sure you are using updated certificates. All North Carolina certificates should have Dr. Proctor's signature on them. If you need new certificates, please order them from Mona Rodgers.

Sharon Runion Rowland

**EMBRYO SLIDE TAPE SET**

Jane Caldwell, Poultry Science Specialist, has developed an excellent slide tape set for use with leaders, teachers, and 4-H'ers. Entitled The Chick Embryo, the tape features a teacher and young children who learn about each stage of chick development. It can be used to teach leaders or in actual 4-H'er learning experiences.

The set can be ordered from the Agricultural Communications Media Library after May 1.

Sharon Runion Rowland

**SAFETY AWARDS PROGRAM**

The Youth Activities Division Safety Awards Program and the Auxiliary to the American Optometric Association Youth Achievement Award are two excellent opportunities to offer recognition for outstanding safety programs in your county. The former program includes such safety programs as child, elderly, traffic, home and farm, recreation, vocational, health and first aid and emergency preparedness safety programs. The latter program is focused on vision safety in areas of vision education, driving, vocational, drugs and alcohol, ageing, recreation, halloween and pedestrian programs. Entries must be postmarked by **June 1, 1987**. Brochures describ-

ing these programs and where to send them for judging are available by contacting the National Safety Council, 444 North Michigan Avenue, Chicago, Illinois 60611 (1-800-621-7619).

Ed Maxa

#### **TAKE PRIDE IN AMERICA**

The Take Pride in America (TPIA) effort is a campaign created by President Reagan to instill pride in ownership and responsibility of public lands, parks and play areas. Governor Martin's staff and the USDA Food and Agriculture Program (FAC) fully support this effort.

The county FAC committees, through the County Extension Directors, have named a TPIA coordinator to conduct this program in each county. 4-H is encouraged to join other groups and organizations in preserving our public lands and community facilities. The enclosed brochure will give additional details on the program. There are two major state activities planned to support your effort. TPIA Awareness Week is May 13-19, and Work-Fest Week is September 17-23.

Lathan F. Smith, Jr.

#### **ATV CAMP**

There was an omission in the ATventure Camp brochure. The deadline for applications and the \$50 deposit for the 4-H Camp to be held August 2-6 is June 15. Please send them to Robert McLymore.

The ATventure Camp scheduled to train leaders April 24-26 and May 1-3 has been cancelled due to lack of applications.

Ed Maxa

#### **WRITING 4-H OBJECTIVES**

Numerous questions have been asked concerning how to write 4-H behavioral objectives for the new Plan of Work. To supplement the Plan of Work video tape and Connections, a handout of hypothetical county 4-H objectives has been included in the Newsletter package. Hope the examples will be helpful. Call if you need further assistance.

Candace Goode

#### **AUTOMOTIVE SKILL DRIVING**

The North Carolina Automotive Skill Driving contest participants will not compete at district level.

Automotive testing and a statement concerning enrollment will be the main criteria for the participants for scholarships in the state 4-H

Automotive Skill Driving Contest during 4-H Congress.

Test scores and enrollment concerns will be finalized by July 1.

Henry Revelle, Jr.

**FOODWAYS...A 4-H FOLK PATTERNS PROJECT**

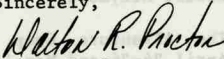
Combining heritage and foods, the new foodways package may have implications for your summer program. Designed in Michigan, Foodways is in a lesson format with photo-ready activity sheets. It can be used very effectively with the new Mountain Heritage notebook (which will be in print this summer).

Two copies are enclosed in this month's newsletter for your use. Be sure to let your leaders know that the package is available on loan from you. This order was a one-time purchase and can not be reordered, so you'll want to hold on to your copies.

Have fun using Foodways.

Sharon T. Rowland

Sincerely,



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