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NORTH CAROLINA  
AGRICULTURAL EXTENSION SERVICE



# COMMUNICATING 4-H

Volume 4

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### LEADERSHIP

The importance of volunteer effort in 4-H as the mainstay of the program cannot be overstated. The roles of volunteers in the North Carolina 4-H program vary, but ultimately the volunteer is the one that helps the child. Thus the Extension Agent, 4-H, becomes a leader of leaders of leaders. The best designed program of any organization can only be as effective as the individual that leads it. "It depends on the leader", an often used quotation, is so important to the effectiveness of the 4-H Program. The leader is --- the Extension 4-H agent. The Extension 4-H Agent is the key to the leadership others portray. Some may say administrator, manager, professional, even supervisor or executive, but, actually, Extension workers must be leaders.

I recently read the book The Leadership Challenge, How to Get Extraordinary Things Done in Organization by James M. Kouzes and Barry Z. Posner. This is an excellent book on leadership! Basically, the book addresses the following: 1) knowing what leadership is really about, 2) challenging the process, 3) inspiring a shared vision, 4) enabling others to act, 5) modeling the way, 6) encouraging from the heart, and 7) the beginning of leadership. Sounds like 4-H, doesn't it? It seems to me that there is a great lesson just in these topics and that they perhaps make up a good check-list for leadership in youth development.

The book states that in any organization, the successful achievement of competitive goals requires that managers at all levels accept the challenge to become leaders - leaders who can bring people together to accomplish the extraordinary. Yet many people still believe that there is something mysterious about leadership that alludes all but a gifted few. Leadership is not the private preserve of a few charismatic men and women, but a learnable set of practices that virtually anyone



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can master. It is in giving that the leader becomes stronger. It is directing the action and power of others that becomes the challenge.

This book discusses ten observable, learnable practices of leadership. These are: 1) search for opportunity, 2) experiment and take risk, 3) envision the future, 4) enlist others, 5) foster collaboration (teamwork), 6) strengthen others, 7) set the example, 8) plan small wins, 9) recognize individual contributions, and 10) celebrate accomplishments.

While each practice is critical, I emphasize numbers one and two. Often opportunities are overlooked in 4-H. We must be assertive in our work, instead of just doing the things that are placed before us. The second practice is equally important. Life is a game of risk-taking. Show me an individual that is willing to take a risk and I'll show you a person that will become a leader. The difference between a worker and a leader is that the leader can envision the future. Don't worry about tomorrow but be concerned with where you, your program and your clientele will be ten years from now. If you are a leader you must involve others and foster teamwork. It is important to all to be successful. Plan success for yourself and the people you lead. Recognize yourself for a job well done, be proud and praise others that do well.

We have been placed in a leadership position - it is up to us to become a leader of leaders. Leading and involving others in the things they need to have a productive and satisfying life is a worthwhile goal for all. To help people help themselves is of the highest calling for men and women.

Dalton R. Proctor

#### NEW SCHOOL ENRICHMENT MATERIALS

Three new publications are now available for use with 4-H school enrichment programs. The "Announcing 4-H!" marketing flier is designed to publicize and promote follow-up activities to 4-H school enrichment classroom experiences (i.e., organizing after school project clubs, special interest programs, new community clubs, etc.). The "4-H School Enrichment Certificate" is designed to recognize the accomplishments and participation of students in any 4-H school enrichment program. "Discovering 4-H!" is a promotional brochure designed to target the parents and/or families of 4-H school enrichment members for further 4-H program involvement.

The "Announcing 4-H!" and "4-H School Enrichment Certificate" pieces may be ordered in (multiples of 100) from Dale Safrit, 4-H Staff Associate by forwarding a written request/memo. "Discovering 4-H!" (4-H 0-1-178)

should be ordered directly from Publications using the standard gold publications ordering form.

Copies of these publications are included in this newsletter.

Thearon T. McKinney

#### SEWING PRESENTATION

The announcement of a new sponsor for the 4-H Sewing Presentation has been sent to the Extension Agent, Clothing and Textiles. The sponsor is Mr. William Carl, Director and Co-Founder, Golden Corral, 5151 Glenwood Avenue, Raleigh, North Carolina 27608.

A note of appreciation should be sent to Mr. Carl. The sponsorship includes a scholarship to North





Carolina 4-H Congress for the Junior and Senior winner from each district and a \$100.00 savings bond for the Junior and Senior State Winner. This will be reflected in the 1989 Awards Handbook.

Dalton Proctor

#### BLUE SKY BROADCAST DATES FOR 1989

The three segments of Blue Sky Below My Feet will again be broadcast over the U.N.C. network for Public Television (Channel 4) as follows:

**Mission 1: Gravity and Forces**

Wednesday, Jan. 25, 11:15-11:45 a.m.

**Mission 2: Fiber and Fabrics**

Thursday, Jan. 26, 11:00-11:30 a.m.

**Mission 3: Food and Nutrition**

Friday, Jan. 27, 11:00-11:30 a.m.

National 4-H Council has agreed to allow any participating school/school system to record the programs directly from these broadcasts so as to add Blue Sky to their video library. In addition copies of the video are available from the State 4-H Office (prepaid) at a price of \$29.20 per copy.

Thearon T. McKinney

#### STATE 4-H COUNCIL CONFERENCE

Reminder! We are already getting reservations in for this event and can take only the first 400 reservations we receive. No reservations can be accepted after January 15. Please make sure your teen leaders, county and district council officers, and youths giving leadership to the state council project are given the opportunity to participate in this event.

Mike Davis

#### TEEN FUTURING PANEL

A special feature of the 1989 State 4-H Council Conference will be an opportunity for one teen per county to represent your county in a futuring

experience which will encompass three time periods on Saturday, February 4: 8:30 AM - 10 AM; 11:15 - 12:30; and 2:30. When your delegation registers and picks up tickets for workshops, only one teen from your county will be able to pick up a ticket for this workshop.

This will be an exciting experience for all of us as we will attempt to forecast youth needs and provide direction for our curriculum development.

Mike Davis

#### 4-H PROGRAM ASSISTANT PROFILES

Art is Sandra Snapp's forte. She previously taught classes in art for a community college and then was art teacher at a private school for K-8th graders. But since October 1987, this talented individual has been program assistant in Dare County.

Her experience in art and strong interest in history have helped Sandra in working on a coastal history project with nearby Currituck County. Focusing on early colonial crafts, she is very excited about this project, especially since basket-weaving and needlepoint are two of her specialties.

"I am a real people person," said Sandra, "but I also enjoy quiet time at my desk." She particularly likes working with volunteers, she said, and is now recruiting them for a bicycle safety program to be conducted in three local elementary schools.

Sandra is on the board of directors for the local Arts Council. She and her husband, Bob, have three sons, Mark, Courtney and Judd.

Mike Davis

## NC 4-H COUNCIL CONSTITUTION

Enclosed in this newsletter is a copy of the revised Constitution of the North Carolina 4-H Council. This constitution was amended in July, 1988. Please discard all old copies.

Mike Davis

### EXCHANGE OPPORTUNITY

Oops! Sorry, the enclosure for the following article was inadvertently omitted from last month's newsletter:

Rush County, Indiana is looking for an interstate exchange trip for 1989 and North Carolina is a state the Junior Leaders of Rush County would like to visit. The group members prefer to visit in 1989 and host in 1990.

Enclosed is a fact sheet containing basic information about Rush County. If you would like to participate in this exchange, please contact John Crites, Extension Youth Agent, Rush County Office Courthouse, Rushville, IN 46173 (317)932-5974 for more information.

Eddie L. Locklear

### CITIZENSHIP WASHINGTON FOCUS SCHEDULED

The 1989 Citizenship Washington Focus Program has been scheduled for July 29-August 5. The program will be very similar to this year's program beginning and ending on Saturdays. The cost, transportation, and other details will also be very similar to 1988's program. You may want to start now recruiting for C.W.F. Additional details will follow in the January newsletter. If you have questions, please call.

Eddie L. Locklear

## NJHA

Twenty-six youth from 14 counties participated in the 1988 NJHA meeting in Chicago, Illinois. This organization provides additional quality learning experiences for 4-H'ers interested in the various aspects of horticulture. In addition, it provides an excellent opportunity to involve our agricultural agents in some 4-H work. Talk with your co-workers about the possibilities. Congratulations to all the winners and a special thank you to you who assist our 4-H'ers. Counties involved were: Wake, Durham, Pitt, Wayne, Edgecombe, Lincoln, Halifax, Hertford, Cabarrus, Burke, Alexander, Mecklenburg, New Hanover, and Yadkin.

Ed Maxa

### BICYCLE GRANTS

We have received additional funding from the Governor's Highway Safety Program. This grant has two parts: the development of a bicycle members manual which will follow the videotape as well as cover materials not addressed by the tape. If you have ideas or materials you are using locally and would like to share them, please send them or let me know. The second aspect of the grant is \$6,000 which will be used to give counties a start in bicycle programming. Last year the average award was approximately \$300.00 with 20 counties participating. In this second cycle, preference will be given to those not funded; but all are encouraged to apply.

To receive a grant, you must agree to:

1. Write a proposal which uses the complete bicycle education program as a part of your program
2. Administer the test at the end of the modules covered as a pre and post test.
3. Compile and report the average pre and post test score.
4. Keep track of receipts and submit



at program completion.

5. Complete programming by September 30, 1989

For your county to be considered for funding, please complete the enclosed proposal form and return to me by January 31, 1989. You will be notified in early February of the status of your proposal. Many of the counties who participated this past year thought the funds allowed them to try some things they may not have had the resources to try. Let's keep a great thing going.

Ed Maxa

#### **INTERNATIONAL UNDERSTANDING BEGINS IN THE 4-H HOME IN NORTH CAROLINA**

Four-H Club members and their families now have an opportunity for a cross-cultural experience with a young person from Costa Rica.

The Central American Peace Scholarship Program (CAPS), sponsored by the U.S. Foreign Aid program and the Government of Costa Rica, is planning to assign 10 Costa Rican youth between the ages of 15 and 19 to North Carolina in the summer of 1989. In order to do so, we will need to identify at least 10 host families. The Costa Rican Government requests that these families be active in 4-H Club work. The visiting youth are expected to return to Costa Rica and commit themselves to the country's 4-S program, an organization patterned after the 4-H club program, for a period of two years.

Each visitor will live with an American family and will actively participate in 4-H as well as other school, church and community organizations. The youths expected arrival in the State is around mid-July and with departure around mid-February. They will enroll in the local school system and their grades will count toward their school work in Cost Rica.

Members of the N.C. International 4-H Programs Alumni Association plan to provide orientation for host families and Extension personnel in May.

We have several families that indicated a willingness to act as host family for the 1988 program--a program that never got off the ground. We will offer them an opportunity to host a CAPS exchangee in 1989.

Call the State 4-H Office for an application form.

Bill Lefes

President, NC IFYE Alumni Association

#### **1987-88 4-H ENROLLMENT**

The North Carolina 4-H Enrollment experienced significant growth this year due to 4-H CARES and School Enrichment.

Youth participating in all delivery modes is 162,497 with duplications and 131,840 with duplications eliminated. This represents an increase of approximately 46,000 4-H'ers. Other youth worked with numbered 48,203. Our grand total of youth worked with in North Carolina (duplications eliminated) equals 180,043.

Twenty-six thousand three hundred twenty-two (26,322) volunteers were reported which represents an increase of 3,574 from last year.

The number of learning experiences also increased from last year with 358,178 experiences reported (+78,215).

A more detailed summary will be included in next month's newsletter. Call if you have questions.

Candace Goode

## COMMUNICATING 4-H MORE

Several changes are being implemented in response to user requests for more issues and an expanded mailing list. Beginning with this issue (November, 1988), all enclosures will be attached to copies to Extension Administration and Specialists.

Two copies of the newsletter will be mailed to each county to the Extension Agent, 4-H; one with enclosures and one without enclosures for your County Extension Director for circulation.

Also, beginning in 1989, there will be 12 (monthly) issues of Communicating 4-H rather than ten. We are pleased to implement this expansion.

Thearon T. McKinney

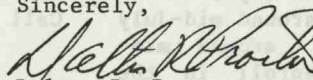
## MAKE-UP OF NATIONAL 4-H CONFERENCE DELEGATES

Please read the enclosed memo "Make-Up of Delegation to National 4-H Conference" carefully. As we interview youth and select our delegation we strive to accomplish both geographic and racial balance. This is possible only if we receive nominations from every district for youth of all races active in our program.

Please help us assemble a balanced delegation by inviting nominations from the youth in your county. We look forward to receiving nominations for youth of all races and ethnic groups from all eight districts.

Thearon T. McKinney

Sincerely,



Dalton R. Proctor  
State 4-H Leader

## CAMP COMMITTEES CAN HELP

Do you need help recruiting campers, finding less expensive transportation, having scholarships to offer needy youth, to plan day camps, and general 4-H and 4-H camp promotion? How about a 4-H camp committee! They can be of great assistance with county junior camps, specialty camps, and even day camps in your county. Guilford County just started a committee with over 20 participants and there are a few other counties who have had success with a camp committee.

I would be happy to come to your county to help lay plans for a committee or to meet with your committee.

J. Roland Flory

## 1989 CAMPING SCHEDULES

The 1989 summer schedule for the five 4-H camps will be coming out to you around the second week of December.

Please look for a special camp promotion program that will be attached to the camp schedule.

J. Roland Flory