

# Work Team Contribution Report

## Program Year 2007

This report details the work Agents/Specialists have done to implement the work of a specific work team during the identified calendar year and the results of that work.

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Agent/Specialist(s) submitting: Dale Leidheiser

Work team(s) submitted to: Leadership & Volunteer Development (LVD)

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Please check the appropriate box if this is a project involving:  Agricultural Experiment Station,  K-12/Youth,  At Risk Youth, or is a  Multi-State Project (list States)

1. What was the situation or problem addressed? Elaborate on team plan of work statement as appropriate.

Positive youth development occurs from an intentional process that promotes positive outcomes for young people by providing opportunities, relationships, and, externally, through the delivery of projects and curriculum designed according to the best practices of youth development. Some conditions that must be addressed include:

- Dissension, strife, negative attitudes and behaviors by few, but vocal, volunteers.
- Increase volunteer success, effectiveness, retention
- Lack of knowledge about program policy, procedures and management practices
- Division of responsibilities, roles, power and authority
- Improvement of volunteer skills through training
- Matching volunteer interests with tasks at hand
- Follow-up and evaluation with volunteers to make appropriate changes
- Communications with volunteers.

2. What did you do in response to the situation (outputs such as number of meetings, fact sheets & publications produced, newsletters) and with what audiences (# attending, general demographics)?

- Planned 14 volunteer training events with 79 volunteers attending
- Organized quarterly leader training
- Utilized state and national training materials
- Worked with 43 separate committees to increase organizational capacity and develop leadership to plan events
- Conducted area-wide, mandatory volunteer training with 82 volunteers attending
- Organized 18 project specific, committee and group meetings with about 15 parents and leaders present at each
- Organized mandatory volunteer leader training
- Recruited volunteers for county council
- Organized monthly leader meetings, orientation and training sessions
- Published monthly newsletters with 1,000 in audience
- Updated volunteer handbook
- conducted 7 leader training meetings with 150 people trained
- Mandatory volunteer training with 77% attending
- Organized Trainer's Toolbox emphasizing statewide youth development training
- Organized project and overall 4-H advisory committees with 94 participants
- Implemented volunteer recruitment program with 7% increase in new volunteers
- Organized volunteer training on financial accountability with 32 leaders present
- Integrated subject matter training program and networking opportunities into monthly council meetings
- Evaluated 4-H program communications with 95% of respondents indication communication with above average to good
- Revise and update county volunteer leader's handbook.
- volunteers completed 687 modules of 4-H on-line e-Learning orientation

Attach additional information that supports individual and team effort as appropriate: evaluation summary, publication produced, photos, etc.

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3. Please highlight any successful efforts to reach new and/or underserved audiences.

- new multi-county training in underserved areas
- 4-H networking opportunities for new and seasoned volunteers
- special volunteer training with dinner worked to get 96% of new and experienced volunteers to attend
- New migrant farm worker family and multi-cultural youth program being developed
- Offering new training resulted in three new volunteers in an previously unreached area
- Development of a County Council mobilized under-utilized volunteers skills
- Implemented PSA radio spots to recruit new volunteers.
- Utilized a volunteer leader's connections for radio spots. The interviewer was a coordinator for a group that works with youth that are underserved and new. Additional interviews and plans to combine resources in order to reach these youth are under way.
- County Commissioners have invited 4-H members to report on activities at quarterly meetings. Meetings are televised and are a way to get 4-H information out into the broader community.
- Commissioners requested 4-H information and talking points for a television spot on the topic of 4-H and how to get involved.
- Providing weekly Cloverbud program in seven elementary schools. Volunteer site coordinators receive weekly program packets to teach programs. The school district sees value in working directly with 4-H in a unique partnership.
- The Southern Ute Boys and Girls Club is starting a 4-H After School program for tribal youth

4. Describe the outcomes/impacts that occurred as a result of these programming efforts:

- Immediate (learning) changes- awareness, knowledge, attitudes, skills, aspirations.

Increased knowledge of project content, regulations and reasons for good management practices

Increased enthusiasm for 4-H projects and program

Increased compliance with policies and regulations

Volunteer reports submitted in timely manner

Increased knowledge of 4-H policies, life skills and experiential learning

Recruited new volunteers

Designed new opportunities for volunteers to better utilize and recognize their abilities

Leader understand experiential learning and targeting life skills model

Empowered volunteers through project tip sheets, check-lists and record book workshops

Ninety-three percent re-enrollment rate

Positive attitudes and increased participation at club and county level.

New knowledge, awareness and skills about policies, events and curriculum.

Increased numbers of volunteers teaching county wide training sessions

Increased confidence of volunteers on 4-H financial practices

- Short/medium term (action) changes- behavior, practices, decisions, policies, social action.

Better volunteer decision making reflecting 4-H philosophy.

Volunteers abide by good management practices, policies and procedures.

Volunteers better understand goals shared by youth, parents, leaders and staff

Enrollment and annual reports submitted on time

Increased knowledge and/or skills related to planning, organizing, and/or decision making.

Increased awareness of the legal implications of leading a 4-H club which improved risk management practices

Better alignment between volunteer aspirations and program needs

Increased leadership effectiveness

Demonstrated ability to accept difference in people and viewpoints

Reports of enhanced meaningful engagement of volunteers and knowledge of planning and organizing

Increased familiarity with 4-H policies

More educational and hands-on interaction between volunteers and youth

Better equipped, effective and efficient volunteers

Improved volunteer decision-making skills via mentor relationships

Increased confidence in working with 4-H finances

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- Long-term (conditions) - social, economic, civic, environmental. Please attach evaluation summaries for programs evaluated.
  - i. Increased volunteer effectiveness with 4-H club youth and parents.
  - ii. Increased volunteer satisfaction as a leader.
  - iii. Increased volunteer retention in our 4-H program.

4-H program is safer for young people

Increased volunteer enrollment.

Increased volunteer commitment and involvement following training programs.

Attitudinal changes due to gaining the knowledge and awareness.

Increased county budget to support volunteer training

Leaders are more involved in recruiting new volunteers

Increased levels of community service, involvement and action

Increased volunteer satisfaction and greater access to needed resources.

Increased recognition of positive impact on the community

Recognition of consumer impact through improved decision-making

More generous with volunteer time

5. Please highlight any particularly successful marketing efforts:

- Improved county branding making it more recognizable. Consistent graphic design boosts recognition has resulted in a 7% increase in volunteers enrolled.
- Radio live-feed during fair boosted attendance at 4-H BBQ. Also resulted in follow up telephone calls from interested parents.
- Improved and evaluated communication efforts with 72% approval rating
- Increased personal communications with leaders to develop rapport
- Televised county commission meetings with 4-H members, volunteers, and staff has resulted in requests for a 4-H presence at community organizations
- Partnership and collaboration with county-wide Strategic Planning effort has resulted in reaching over 600 youth in after school programs

6. Additional local inputs (your county or assigned area) engaged in program, such as partners, volunteers, facilities, contracts, sponsorships, grants and or county funds and user fees. Resources generated by the team will be included by the team leader when individual reports are consolidated into a team report.

- The County 4-H Foundation funded five leaders to attend the fall leaders' forum. This included registration and lodging.
- Generated user fees in the amount of nearly \$8,000 from curriculum savings, Trainers Toolbox, and program participation costs.
- Secured a decision package from the County Board of Commissioners for financial support of Adventure Camp and Babysitters Training.
- Received an Urban Expansion Grant for expansion of Babysitters training to two at-risk schools.
- County Fair Board donated \$2,100 for 4-H programming, events and clinics as well as \$3,000 for 4-H scholarships
- County Farm Bureau Financial Services donated \$300 for the 4-H after school series.
- Local donor for the development of volunteer handbook

7. Additional campus connections or resources you made or engaged to support this work (including specialists by name).

- Dale Leidheiser has been very helpful in giving Adams county 4-H current, up to date information to support our leaders. He helps us with questions and gives us various ways to handle any volunteer related situation that may come up.
- Connie Cecil was available to assist in answering questions through out the year.
- Dale has been available to advise on the 2008 leader Form

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- Jeff and Dale were instrumental in planning workshops, and writing the curriculum they also helped present.
  - Leads for Leaders were used to enhance 4-H Leader productivity. (Dale Leidheiser)
  - Dale Leidheiser for the Volunteer e-Learning module.
  - Connie Cecil for project specific information to distribute to the leaders as well as answering the numerous questions
  - Dale Leidheiser, Jeff Goodwin, Gary Small
  - I worked with Dale Leidheiser on the Leader and volunteer Development Work Team
  - I worked with Connie Cecil and Jeff Goodwin gathering information for Leader Training
8. Optional: A success story, highlighting anecdotal or qualitative data.

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