**Youth Leadership and Recognition Meeting**

**October 14, 2015**

**Hollister Vets Building**

**Attendees**

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|  | Name | Club |
| 1 | Judi Johnson | Union |
| 2 | Denise Palmer | Sunnyslope |
| 3 | Lisa Tobias | Ausaymas |
| 4 | Nancy Coates | Union |
| 5 | Darcy Rodriguez | Union |
| 6 | Rose Carvalho | Union |
| 7 | Emily Carvalho | Union |
| 8 | Zadra Robinson | Sunnyslope |
| 9 | Wendy Ambercrombie | Ausaymas |
| 10 | Dawn Thomas | Sunnyslope |
| 11 | Joel Thomas | Sunnyslope |
| 12 | Maisie Thomas | Sunnyslope |
| 13 | Julieanna Figone | Fairview |
| 14 | Sandra Green | Union |
| 15 | Bruce Green | Union |
| 16 | Denise Lange | Fairview |
| 17 | Kathleen Gastello | Cienega |
| 18 | Liz Westrick  | Ausaymas |
| 19 | Shari Hubbell | San Juan |
| 20 | Christina Carvalho | Union |
| 21 | Raylene Rogers | Santa Ana |
| 22 | Georgia Robinson | Sunnyslope |
| 23 | Jennifer Flores | Ausaymas |
| 24 | Linda Figone  | Fairview |
| 25 | Susan Stricker | Pacheco |
| 26 | Dolores Lashley | Pacheco |
| 27 | Shannon Mansmith | Ausaymas |
| 28 | Dena Bless | Pacheco |
| 29 | Lynn Schmitt-McQuitty | Facilitator |
| 30 | Lorin Hufmann-Lurz | Guest Presenter |

**Outcomes**

* Gather date to build understanding on needs and opportunities related to:
	+ Record Books
	+ All-Stars
	+ Scholarships/Awards
* Learn about other opportunities
* Deep our understanding of State 4-H Policy and Steps to Success
* Develop plans for moving ahead

**Agenda**

 7:00: Welcome and Introductions

* Name
* Club
* Why you are here

7:10: Data Gathering

* Record Books
* All-Stars
* Scholarship/Awards

7:50: New Opportunities to consider

8:15: State Policies and Steps to Success

8:40: Committee Formation

* Charge
* Next Steps
	+ Review and share information with families and members in your club
	+ Gather additional data and comments
	+ Identify representatives from your club to work on each of the identified opportunities through the respective county-wide committees:
		- Record Book – Record Book Committee
		- All-Stars – Incentives and Recognition Committee
		- Scholarships and Awards - Incentives and Recognition Committee
	+ Attend county-wide committee orientation on Wednesday, January 6th at 7pm in the Vets Building in room 218.

**Rules**

* Stay Focused
* Discuss process, not people
* Take care of your needs
* Be respectful
* Say it once
* Avoid side-bars
* Be flexible
* Use “I” messages
* Use positive language
* Focus on opportunities

**RECORD BOOKS**

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| **Things we Like:** |
| 1. Record books help youth put together their thoughts and develop responsibility.
 |
| 1. Members have a personal record of their years in 4-H.
 |
| 1. Record Books are a great way to showcase what a child has done all year!
 |
| 1. Quick guide!!! Best Ever!
 |
| **Things we would like to change:** |
| 1. Overall, a little less intense would be great. Able to count more activities and awards, not just 1st place, best of show, etc.
 |
| 1. Too many club judges give golds that are not deserving of golds. Slows down the verification process.
 |
| 1. County requirements need to mirror State guidelines not County committee additional requirements.
 |
| 1. Inconsistent judging
 |
| 1. Less tearing down or apart of books, more positive. More unified judging for record books. If the record books are gone through like a committee, then no club judging is needed.
 |
| 1. Lack of consistency in record book judging.
 |
| 1. Some areas are not well defined (as to what applies there). Complicated!!!
 |
| 1. Complicated books makes me think of legal document type set up. Overdone to much repetitive things. Over complicated. Some unnecessary parts. Kids are doing these not adults
 |
| 1. Forms for R/B should be available at 4-H Office for those who don’t have computers or don’t understand how to operate within the system.
 |
| 1. Why county verifications? Why do we not trust clubs!!! Why judge at clubs? Do other Counties to this?
 |
| 1. I think the reason we have so few older boys is that the record book paperwork and meticulous reporting totally turns them off. It’s not a fit for all boys.
 |
| 1. Requirement on story length – not all kids are good at writing (IEPs). To strict. Example: NA in sections w/no info. Too many changes too often.
 |
| 1. Positive Criticism, less harsh requirements. Follow state rules. Don’t add our own county policy. (rules)
 |
| 1. Members do not follow the rules; they need to read the requirements and follow them. Leaders should not sign off on record books that are not 1. In accurate 2. Incomplete 3. false
 |
| 1. Need to be on same page as the state and make sure everyone I getting correct information from all sites.
 |
| 1. 4-H Books – Totally and completely not age appropriate. I had 5 kids do them last year and it was terrible. I read other people’s record books and with many it is completely obvious the parent does everything so it is pointless. I hate how people write all these random things multiple times just so their kids can advance. I know we need a way for them to be able to advance and move to the next level, but the vast majority of kids are in no way capable of doing the books. My niece was 17 and she still couldn’t do it on her own. Our purpose is to make kids learn and do so the books seem to work against what we are going for
 |
| **Ideas we have:**  |
| 1. Positive comments for kids! Let’s not discourage. Keep stars/stripes 100% at club level.
 |
| 1. Record book committee should not judge books “looking” for mistakes.
 |
| 1. Would like record book committee to follow guidelines, not make up their own rules.
 |
| 1. Would lie committee to be consistent with the “rules” – judge all record books the same.
 |
| 1. Members who are overwhelmed by r. books need to remember that a minimum book is all that is needed.
 |
| 1. Committee should help all members feel successful with the child’s finished product and take the adult partners approval of entries. And never have stars revoked ever!
 |
| 1. Two options for record books.
 |
| 1. What counts and what doesn’t and who decides. Seems to just depend on who you ask when.
 |
| 1. Eliminate committee, allow club leaders to award stars. Etc. w/out the fear of being revoked as state suggests.
 |
| 1. Take record book training to club level for clubs who do not attend workshops.
 |
| 1. New leadership forms seem to be the most time sensitive and confusing. Get a team trained and then send by 2’s to each club mtg. to reach the most members. County workshops are always attended by the same 35 people and the info doesn’t get to all.
 |
| 1. No one should think that just because they (she/he) enters the record book competition they should win anything. It is a competition and must be treated as such.
 |
| 1. Different standards check box: IEP so it can be taken into consideration.
 |
| 1. Need to make sure leaders are trained correctly as to what counts where. Event requirements why 2 clubs in our county?
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**All-Stars**

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| **Things we Like:** |
| 1. Not everyone can be a Dr. or a lawyer and not everyone can or should be an All Star. Standards should not be “diluted” to accommodate everyone.
 |
| 1. All Stars are the best of the best so the need to be willing and able to be great.
 |
| 1. Allows All Stars to lead 4-h events.
 |
| 1. Additional “Bank on us” funds to all star members.
 |
| 1. Great Opportunity. Like the process of qualifying instead of voting kids in.
 |
| **Things we would like to change:** |
| 1. All Star responsibilities should not change without input from council and members and leaders
 |
| 1. Make All Star application accessible to all members by making process flexible based on individuals ability and disability.
 |
| 1. I would like the list of duties to be solid, not worried that I can/will change at any point in time.
 |
| 1. Better understanding of All Star expectation
 |
| 1. More flexibility. Constructive criticism. Better Communication.
 |
| 1. Result of a revolving door for P. Reps, things have apparently been lost. All Star duties should not be watered down to accommodate individuals because they are busy or think it’s too much work. It is a big responsibility, but for years all the other All Stars have gone to all county activities while participating in sports, class office, music, etc. Contracts need to be updated to the true standards of an All Star. Then each candidate should be interviewed and asked why they want to be an All Star, and what they can bring to the team. This should be done before they even start their project. All Star should not just be something to pad college and scholarship applications.
 |
| 1. Rely more on mentor and less on parental input. Also – enjoy the process, learn from it, it is never too soon!
 |
| 1. Take responsibility for and complete without complaint, what they promised to do. Parents must let the All Stars do what was promised. Failures, while a setback, can be a learning experience.
 |
| 1. A lot of extra work that All Stars shouldn’t be expected to do. Not enough work is being done to get info out about All Stars and get teens into doing it. The application process just to become an All Star is a lot more work than needed. It’s over complicated and drives people away.
 |
| 1. How we include more [youth] to spread the work. Maybe it is a two-year position of Jr. and sr. All Stars so they can pass experience on.
 |
| **Ideas we have:** |
| 1. Make requirements that are achievable for challenged members.
 |
| 1. Consistent adult leadership to help the kids through their year.
 |
| 1. Published requirements vs suggestions.
 |
| 1. Have All Star responsibilities available before applicants apply so they will now what is required.
 |
| 1. Special needs youth have been successful All Stars in the past. But we need to be honest, that just like all youth will not be great artists or athletes, not everyone is cut out to be an All Star.
 |
| 1. Equal rights for all, including those w/ disabilities, IEP’s etc. Yes! Any 4-H member should be able to become an All Star.
 |
| 1. Needs to still be fun and exciting opportunity, not just a lot of work and hardship.
 |
| 1. We should go back to members needing a gold star or higher to be an All Star, to help assure that they have had the time and opportunity to really get to know 4-H, develop leadership skills, and show their absolute enthusiasm for the program. All Star, emerald star, etc. project grants should have a maximum dollar limit – not to be stingy n money, but to help the youth keep their projects to a do-able size.
 |
| 1. Nominate and vote on All Star advisor each year. Kids should have input.
 |
| 1. Make being an All Star more attractive to encourage more participation.
 |
| 1. Parents should assist, not do the work or “run the show”; members need to do what they signed up [for], be cheerful about it, get the work done as a team.
 |
| 1. Have members submit names of Advisors they would like.
 |
| 1. Take into consideration All Stars other activities (it’s not all 4-H) when thinking about adding more responsibilities.
 |
| 1. All Stars should be the eyes and ears of our county. They should be at every county event to support the younger members, and be noticed by the community.
 |
| 1. Follow duties outlined in “State policy” for All Star Ambassadors. NOT compile additional duties. Let All Stars lengthen their participation is additional duties if individual/group time allows.
 |
| 1. I like the requirements, however I think we need to look at children’s schedules and be able to flex. Academics are a student’s #1 priority Junior and Senior years of high school because of exit exams, entrance exams and colleges.
 |
| 1. What is the process? Make it more available (information) how, when, what is involved.
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**SCHOLARSHIPS and AWARDS**

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| **Things we Like:** |
| 1. That our County has them available to members.
 |
| 1. Great everyone is eligible if they have a star.
 |
| 1. Process of selection is working pretty well.
 |
| **Things we would like to change:** |
| 1. Not sure what the qualifications are or who qualifies or where to find it.
 |
| 1. They are not attainable to member’s who struggle with abilities and disabilities. Who struggle in mainstream classes and grade points fall, so grade point needs to be lowered as requirement to apply. Bank on Us should NOT have grade point requirements. It is not inclusive of all members that way it is.
 |
| 1. Established deadlines for turning in forms/requests should be strictly followed. Miss the deadline, miss out.
 |
| 1. Not enough information out early enough. Only seniors can apply not college freshman – let them choose which year to apply.
 |
| **Ideas we have:** |
| 1. Devise an application where applicants supplies evidence as opposed to having evaluators ‘dig” for it in record books.
 |
| 1. More information for members about process early on. Send info out way in advance of dates. Put info on website so members know what they need to do.
 |
| 1. Need to have more scholarships.
 |
| 1. Great opportunity, but not sure actual opportunities or requirements are well known or published (bank on us).
 |
| 1. Make scholarships count – lessening the basic/established requirements (which has been done) does not promote fairness or enthusiasm or a sense of accomplishment. 4-H does not give anyone anything; success must be worked for and attained.
 |
| 1. Bring back GOA bumps for Bank on Us
 |
| 1. Rework the Bank on Us process to include all members – disabled kids too! Make it more advertised so members think about it earlier in their membership. Change committee chairs often!
 |
| 1. Advertise scholarship opportunities for those of us who don’t know about them.
 |
| 1. A great opportunity for members, but I feel that not as well publicized. Need to get more information out to qualify. May be included in new member packet.
 |
| 1. And it is a scholarship based on achievement and growth. Not everyone “earns” a trophy.
 |
| 1. Should be open to any post-high school education i.e. trade school.
 |
| 1. Give out more information and advertise more opportunities.
 |
| 1. 4-H should be a program that all kids can succeed at not just kids who are academically strong. Thus is a service organization, not a college prep program
 |
| 1. Scholarships should be for high achieving members who are working to the best of their ability, who plan on furthering their schooling at college or university.
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**PARKING LOT**

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| 1. Do officers have to be in a leadership project?
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| 1. Is the 20 hour leadership requirement for 15-16 cumulative and for one project, or over time with multiple projects?
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| 1. All forms need to be available on paper as well as online.
 |
| 1. What kinds of decisions can a committee make on its own and has to be voted on at Council?
 |
| 1. When I was working in the 4-H building some Spanish speakers asked me about 4-H. It would be totally cool to be able to offer 4-H Spanish speakers.
 |
| 1. Primary members should get 1st, 2nd, 3rd place ribbons for fair entries. Not a sticker that says “Thank You For Participating.”
 |
| 1. More leaders support and training.
 |
| 1. What is the process for a county-wide project? Who do you go to first?
 |
| 1. Proficiencies need to be more available for what our members do. Example: [for] livestock [members to get to level] 3, they need a breeding project. Most do not. How are the kids getting them?
 |