



Spring 2005 Notes – YOUR NAE4-HA Regional Newsletter

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President’s Insights – Mary Williams, NAE4-HA President

“You 4-H folks have it so easy, all you do is play with the kids, right?”

Have you heard something like this from your colleagues, who in the same breath are worried about their accountability and evaluation, who are rushing off to an in-service training, or meeting with their partners in related agencies, perhaps doing you a favor by offering a lesson at one of your day camps? Before I go any further, let me say without hesitation that this is NOT a scenario from my own daily work life. It is, however, an example of things I hear from 4-H professionals around the country who are juggling the daily demands of the 4-H program with the effort to stay tuned in to their own professional development needs and to contribute to the scholarly mission of their host institution. If we can’t answer the first question effectively and build the right components into our programs, we find ourselves threatened by dwindling funding and competition from other youth agencies and from our own colleagues in other programs.

Now let me go back to the second question. Do you worry about accountability for your program efforts and your personal and program evaluations? Do you seek out and participate in cutting edge professional development opportunities? Do you partner with other youth and human service agencies to maximize resources and effectively meet the needs of your community? Do you engage your colleagues as full partners and not just as guest presenters in your overall program? I hope so, as these are certainly characteristics that serve to support 4-H Youth Development as a Profession and not just as a field of practice.

Friend, colleague and past NAE4-HA President Kirk Astroth recently shared the winter issue of “New Directions For Youth Development: Theory, Practice, Research” with me (2005; Pam

Garza, Lynne Borden & Kirk Astroth, issue editors; Jossey-Bass). The issue is fully devoted to the topic of professional development for youth workers and 4-H is referred to frequently in several of the articles. We are cited for our Youth Development Practitioner Apprenticeship program (YDPA) and the 4-H Professional Research, Knowledge, & Competencies (PRKC), among others. The journal also discusses several characteristics that distinguish a profession from a non-profession including “A profession develops a culture that is promoted and sustained in institutional settings, educational research centers, and through professional associations.” Recommendations from the editors’ opening notes suggest that in order to create high quality professional development opportunities for youth workers we need to take several key steps:

- Use well researched materials.
- Work collaboratively with those who work with and for youth.
- Engage and support youth development professionals in their work.
- Identify the systems and structures needed to prepare, develop, and retain these individuals.

Shall we consider these recommendations a lofty set of goals or a plan of action? As the 2005 president of NAE4-HA, I hope you will find this professional association a prime vehicle for achieving these goals and actions. If your past experience leads you to believe that you will not meet your own professional development needs with us, consider the following:

- NAE4-HA research committee members are currently funded and working on an on-line peer reviewed research journal with a commitment to field application.
- NAE4-HA received funding from the National 4-H Leadership Trust to sponsor world-renowned speakers at both our 2005 and 2006 conferences.
- Seminar selection now includes a more scholarly review of the proposals thanks to the work of the conference, research and evaluation teams last year.
- Organizational stewardship and professional development committee members are helping to create a “Choose to Lead” integrated conference for youth development professionals who are moving to leadership roles in their communities, states, and associations.
- Collaborations with colleagues through the Joint Council of Extension Professionals (JCEP) brings you regional and other national opportunities including the Public Issues Leadership Development Conference in April.
- Collaboration with other youth agencies gets us mentioned in significant journals like “New Directions for Youth Development.” (Thanks, Kirk!)

Finally, allow me to offer this challenge: If NAE4-HA is not helping to meet your professional development needs, let us know why. What is lacking? Don’t stop there, though. Knowing what is lacking is not a solution. Offer your services as well. Help us find the right mix of programs, projects and funding that will meet your needs. You can do this by contributing to the work of the association. Find the committee that should be addressing your needs, contact the chair, get your name on the list, attend the meetings when you can, and offer to spearhead the project. Consider which of the offices or other leadership roles need your skills and contact the Organizational Stewardship committee to add your name to the nomination list. Any association is only as strong and effective as the individual members and teams, and NAE4-HA is no exception.

Playing with kids is a great benefit of this profession, but it is not THE profession. Just like tithing – you will get back what you give, ten-fold. This I can testify to from personal experience.

PILD On-line!

Clyde Jackson – PILD Liaison, VA

Register now for the 2005 PILD, Public Issues Leadership Development, conference at <http://www.jcep.org> . The Earlybird Registration is past, but please check the website for additional information

The 2005 PILD, “Leadership Development through Partnerships,” will highlight current partnerships on public policy issues and building new ones. PILD will be at the Marriott Crystal City, Virginia, April 17-20, 2005. PILD is sponsored by JCEP, the Joint Council of Extension Professionals.

All Extension professionals are invited to attend PILD, learn what makes Washington tick... and how to use this “big picture” to improve your Extension programs. General Sessions will highlight new partnerships with other government and non-profit agencies on healthy lifestyles, first responders, safe food supply and new technologies. Learn how the federal budget is built and see the new E-Extension.

Choose from a variety of concurrent sessions, including:

Partnerships for International Extension will highlight Michael McGirr , International Extension Program Leader, USDA/CSREES and speakers on **current International Assignment and Project Opportunities for Extension Professionals with ACDI/VOCA.**

Leadership IS Us – This session is designed to inform attendees about regional and national leadership programs and opportunities. Learn about LEAD 21 which is replacing NELD, ACOP/ESCOP leadership programs.

Empowering Advisory Committee Leadership – Learn a hands-on practical approach to empowering Advisory Committees. Discussion will focus on types of committees and selection of members and how to set the stage for effective committee meetings.

Arrive on Saturday, April 16th for an optional evening performance of “**The Capitol Steps**” or the early Sunday morning, April 17th visit to the National Cathedral. You can spend Tuesday “on the Hill” to meet with your Congressional delegation to discuss your program’s impact on their constituency.

The registration and JCEP website includes information on “preparing for your trip to the Hill” during the months before you go to Washington D.C. Plan to travel home after the final, Wednesday, April 20th session on **Expanding the ‘Footprint’ of Extension Visibility and Influence Across America.** This session will focus on helping Extension programming find its unique voice in a highly competitive environment through resource support and communication development, message delivery, and program consistency.

Registration details and application are online at www.jcep.org or contact Janean Creighton, Chair, creighton@wsu.edu or Janice Stimpson, Registration Chair jstimpson@uidaho.edu for more information.

State Highlights

Successfully Connecting with Decision-Makers.....Tennessee's Legislative Ham Breakfast

*Joseph L. Donaldson, TAE4-HW
President*

At every Extension seminar I have ever attended on "Working with Your Decision-Makers," the point has been made to make an effort to say thank you to legislators for their support. Tennessee's Extension professional association members are doing just that with great success.

The Tennessee Association of Extension 4-H Workers join with the state's three other professional Extension organizations to say thank you to the state's legislators through the Legislative Ham Breakfast. This event links Extension personnel and their impact with state legislators and their staff members. The event is held in the Legislative Plaza, which is adjacent to the State Capitol and houses legislative offices and a cafeteria.

The officers of the Extension professional associations coordinate all hosting functions such as invitations, ham preparation, serving, greeting, etc. The remainder of the menu is prepared by the cafeteria staff who charge the professional associations accordingly. Legislative committee meetings begin at 10 am each morning allowing a three-hour block, beginning at 7 am, to meet and greet legislators, say thank you, and share the Extension story.

In visiting with legislators, the Extension professional association officers are joined by Extension administrators from the University of Tennessee and Tennessee State University. In 2005, UT President Dr. John Petersen and Executive Vice President Dr. Jack Britt were also present to visit with legislators and say a special thank you.

The breakfast is just one way the Extension story is communicated to Legislators. The event is approximately two months prior to State 4-H Congress when 400 Tennessee 4-H'ers and volunteer leaders descend on the state capitol to learn about state government.

The breakfast is a success because of the cooperation of the Extension professional associations.

Awarding Outstanding Programs!

Editor's note: This article was in the last issue but deserves being repeated.

We know many of you have already heard about the new partnership between 4-H Youth Development and the **Annie E. Casey Foundation**. We are currently developing the framework for the 4-H Youth Development Family Strengthening Awards Program, which we hope to formally announce after the first of the year. We expect to award several (4 or 5) major awards (between \$10,000 and \$15,000) in the fall of 2005 for exemplary 4-H programs that involve families, especially in rural areas. These are not grant dollars for new programs; they are awards for programs that are already occurring. The awards will be modeled after the 4-H Programs of Distinction process.

These awards are likely to be announced in early 2005, and the time frame for applications this year will be relatively short, and that work being done now will be eligible for this recognition. This is an exciting opportunity for 4-H, and we are anxious to share details as they become available. If you have questions about this award, please feel free to contact Karen Blaney, Program

Coordinator in Strategic Initiatives, at kblaney@fourhcouncil.edu.



Meet Your Regional Director!

Kia Harries – North Central, Jr. Regional Director – Minnesota

I've been "on the job" now for four months and am enjoying this role as the North Central Regional Director. Thank you to everyone who encouraged me to pursue this opportunity and for supporting me with your votes. I've been with the University of Minnesota Extension Service for 13 ½ years – (since I graduated from college) and have had 4-H in my blood since I joined when I was 9. I've had opportunities to work with a variety of audiences and do programming with both 4-H and Natural Resources. I started out in 1 county, which then became 2, and now I work regionally with 4. (And while the search is on for a new hire, I'll work with 8 temporarily!)

I enjoyed the opportunity to meet people at JCEP and continue to look forward to communicate and learn from states about issues and successes. I am excited to continue to learn and work with Linda, and all of you, and serve NAE4HA's North Central Region.

Regional JCEP Meetings A Success!

Judy Butterfield, Sr. Southern Regional Director, Florida.

Presidents and Presidents-elect converged on the 4 Regional JCEP meetings to learn more about their respective office, listen to our national partners, and to take part in a workshop on "Cultivating Creativity." This workshop got everyone looking at things with a different perspective and learning that there is always more than one right answer. The *Everyday Creativity* DVD featured DeWitt Thomas, National Geographic Photographer, explaining how easy it is to take something simple and make it extraordinary. As he puts it, it is all a matter of perspective and "looking through the right lens at the right time."

This DVD and related materials will be available for state checkout. The Regional Directors are in the process of creating check out procedures for this video. State associations will check the DVD and related materials out through Affinity Plus, NAE4-HA Executive Services. Be watching your e-mail for information on these procedures.

The Seven Basic C's of Life

**By: Deryl Waldren
Western Region, Senior Director**

In our work in Cooperative Extension we have learned and experienced a lot with Extension staff, volunteer 4-H leaders and 4-H members. Many relationships would be strengthened with family, friends, 4-H members, leaders and parents, if all believed and practiced on improving the *Seven Basic C's Of Life*.

1. Communication: Most people feel

that they are great communicators. In reality, many individuals don't really communicate that well. They only "talk" at others. Communication involves a sender, a receiver, and a message that is received with little noise or interference. Good feedback is also needed that often is a response, body language, gesture, etc. People think what "they" said is heard and understood. In actuality, all that happens is a lot of "sending" or "talking" both ways, but with little real communication happening.

2. Cooperation: It's one of the cornerstones of all relationships. Many people haven't mastered cooperation. It's like they expect everything to go their way all the time. Cooperation is tied to teamwork, collaboration and coalition building. While individualism is an important concept to develop and foster in 4-H, cooperation is equally important. Cooperation in 4-H clubs, projects and families teaches the importance of working together for a common goal.

3. Compromise: Many people don't have this word in their vocabulary either. Nobody gets his/her way all the time. Everyone needs to be willing to negotiate for a "win-win" solution and not a "win-lose" one. In situations with poor communication and poor cooperation, compromise often goes out the window with little accomplished. So, communicate in a cooperative climate, compromise and get on with your life.

4. Compassion: It is a lack of compassion for others that we worry about most in the 21st Century. It's easy to build internal walls for self-protection with the stress, school violence, drugs, crime, and pollution that we all face daily. Fortunately, a major foundation of 4-H is teaching the value of service learning, empathizing with others and giving back to others who are less fortunate than we.

5. Community: It's important to have a sense of "community" or belonging to family, school, 4-H club, town, etc. Community is one of the mind's anchor for stability. Extension staff, volunteer 4-H leaders and 4-H teen leaders help members and families develop a belonging feeling that is one protecting factor for youth in these turbulent times.

6. Commitment: All things in our family, 4-H, job and life, should be done with a passion and zest. For individuals who don't, it shows in the quality of friendships, relationships, 4-H project work and job performance. All of us know people who coast along in life.

7. Consistency: Stability in what you do or believe in is very important in all parts of life. Sending a stable message is also important. Consistency is not the same as rigidity, stubbornness or inflexibility.

Take time to practice these 7 C's in your life. By doing so, you'll be more effective with the 4-H youth with whom you work.

First Time Attendees Event in Seattle!

*Cheryl Newberry, PR & I Committee,
Texas*

The Member Services Task Force of the Public Relations and Information Committee is looking for a few NEW 4-H professionals attending the NAE4-HA conference for the first time to join them at the **First Time Attendees** event at the **2005 Annual Conference in Seattle, WA!** Come and find out more about your professional association and develop a new network of friends from across the country who are new to NAE4-HA just like you!

How to Kill an Organization?

Brian Signaigo, TN, Southern Regional Director.

You know, years ago I ran across an article entitled, "How to kill an organization in 13 easy steps!". Needless to say, the author was somewhat pessimistic at best. I'd like to share a more optimistic version.

1. Go to all meetings gladly.
2. When you go, seek the positive!
3. Gladly accept office or committee appointments.
4. Be glad and supportive of those nominated or appointed.
5. If you're appointed/elected, attend the Board/committee meetings.
6. When you go to meetings, contribute!
7. Do your job!
8. View banquets, parties and shindigs as excellent use of members' time and money.
9. If everything is strictly business, work through it positively.
10. Graciously accept any place at the head table.
11. Don't get your feelings hurt if not invited to sit at the head table.
12. Be the first to pay your dues.
13. Read all mail/email promptly and reply if asked, ASAP!

It's been said that one who can read, but doesn't, is no better off than one who cannot read at all. Likewise, if you are a NAE4HA member, but don't take advantage of the benefits. Think about it!

Western Region First-Timer Scholarships Available

First-timer participants from the West planning to attend the NAE4-HA Conference in Seattle are invited to apply for a partial registration scholarship of up to half the registration cost to the conference. Each western

state is eligible for two partial scholarships. These scholarships are being paid from the silent and live auctions that are held annually during the Western Regional breakfast. Contact your Western state president, Deryl Waldren or Doug Hall for full details.

NAE4-HA 2005 National Conference Seattle, Washington October 30-Nov. 3, 2005

Please go to the 2005 Conference website, <http://nae4ha.wsu.edu> for all of the latest information. Hotel registration is open at this time. You are also able to see a tentative agenda for the conference. The host hotel is the Sheraton and is only 20 minutes from the SeaTac International Airport. Please make plans to attend the Pacific Northwest, where you can "Better Your Best."

New Choosing to Lead Leadership Session Announced

*Chris Anderson, Past President,
NAE4-HA, IL*

"Choosing to Lead" is a new leadership development opportunity for 4-H youth development staff. It is directed by National 4-H Headquarters in cooperation with the NAE4-HA Organizational Stewardship Committee and is one of the program offerings within the "Current and Emerging Leadership Initiative in 4-H". Other programs within the Current and Emerging 4-H Leadership initiative include: the Art of Leadership Series and New State Program Leader Orientation.

The goal of "Choosing to Lead" is to prepare individuals or teams to become effective leaders, take on greater

leadership responsibility and fulfill key leadership roles in 4-H. The program will be offered to a maximum of fifty prospective, emerging and aspiring leaders or teams of leaders currently in the 4-H system. Individuals and teams are encouraged to participate. To be eligible, participants must be: working in 4-H at least 50% of their time, employed by their 4-H organization for at least two years at the time of nomination, and have 3-5 years of overall Extension System experience.

Nominations may be made by any employee working in 4-H at least 50% of their time and must be approved by the state 4-H program leader or designated administrator. Nominations must be e-mailed to National 4-H Headquarters no later than July 1, 2005.

“Choosing to Lead” will be held annually in conjunction with the NAE4-HA national conference beginning at the NAE4-HA conference in Seattle, October 30 – November 3, 2005. It will include a one-day pre-conference with “Choosing to Lead” sessions designated throughout the planned NAE4-HA conference schedule.

Program participants will learn more about the big picture of 4-H, the current environment in which they must lead, and come to understand the essential elements of 4-H youth development with the guidance of recognized leaders in the field of youth development. They will also participate in assessment and performance management tools to learn and reflect upon their personal values and how it affects their leadership all while building a leadership network of professional colleagues across the United States.

Detailed information about this new session will soon be distributed through State Association Presidents, State 4-H

Program Leaders and the NAE4-HA Website. Contact Chris Anderson, NAE4-HA Past President and Organizational Stewardship Committee Chair, if you have questions via email at cwanders@uiuc.edu

Is the Time Right For You? (to serve on the NAE4-HA Board of Trustees)

*Chris Anderson, Chair, NAE4-HA
Organizational Stewardship Committee*

I would guess that many of you have either said it yourselves or heard others say it - “I’d like to serve on the NAE4-HA Board when the time is right for me”. Well...how about now? Is the time right for you?

Among other things, the NAE4-HA Organizational Stewardship Committee is charged with recruiting candidates for the elected offices to the NAE4-HA Board. During the 2005 Conference in Seattle the NAE4-HA membership will elect the following offices:

- *President-Elect
- *VP for Member Services
- *VP for Finance & Operations
- *VP for Research, Evaluation & Programs
- *Northeast Regional Director
- *North Central Regional Director
- *Southern Regional Director
- *Western Regional Director

Please contact Chris Anderson, Past President and Organizational Stewardship Committee Chair, or any member of the NAE4-HA Board, if you or a colleague you know is interested in pursuing a national leadership opportunity through a NAE4-HA elected office. Members of the Organizational Stewardship Committee are ready to visit with all interested persons about the opportunities to serve NAE4-HA. The time might be right for you – now!