

Restructuring the 4-H Youth Development Program

Recommendations of the Santa Barbara County 4-H Futures Task Force

Prepared for the Santa Barbara County 4-H Club Council

by

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June 29, 2011



Santa Barbara County 4-H Futures Task Force

- **Joseph Adam, 4-H Youth Member**
- **Ashley Audycki, 2008-09 4-H State Ambassador**
- **Pamela Doiron, 4-H Adult Volunteer**
- **Kathy Foltz, 4-H Alum, UCSB**
- **Mary Jackson, 4-H Adult Volunteer**
- **Carla Renard, 4-H Adult Volunteer**
- **Patricia Vasquez, 4-H Adult Volunteer**
- **Gordon Schaeffer, 4-H Alum, UCEAP**
- **Brian Sikich, 4-H Program Representative II, UCCE Santa Barbara County**
- **Sherry Mills, 4-H Program Representative III, UCCE Santa Barbara County**
- **Richard P. Enfield, County Director & 4-H Youth Development Advisor, UCCE San Luis Obispo & Santa Barbara Counties**

Goals of the Santa Barbara County 4-H Youth Development Futures Task Force

- **Examine the current situation with 4-H in Santa Barbara County**
- **Become aware of the situation in the Tri-County area**
- **Learn about other possible organizational structures**
- **Develop the most effective structure for 4-H in Santa Barbara County**
- **Empower adult and teen leaders in middle management**

Work of the Santa Barbara County 4-H Youth Development Futures Task Force

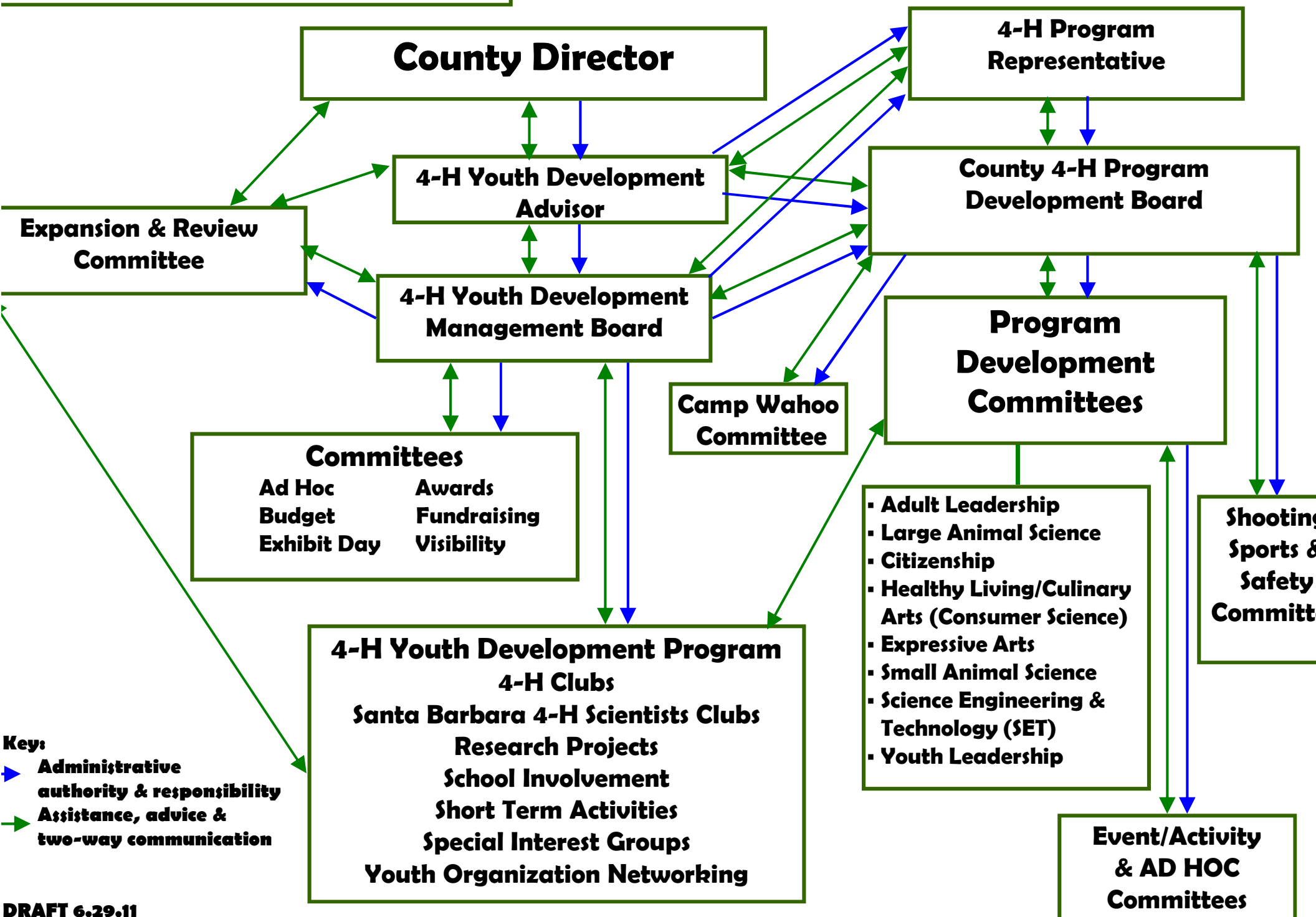
- **Held four meetings during April, May and June 2011**
- **Contrasted three possible organizational structures against the current county council arrangement**
- **Examined demographic and programmatic statistics**
- **Observed the needs of 4-H volunteers and members**
- **Discussed possible solutions to various challenges**
- **Considered ways to attract new volunteers and reach more youth**

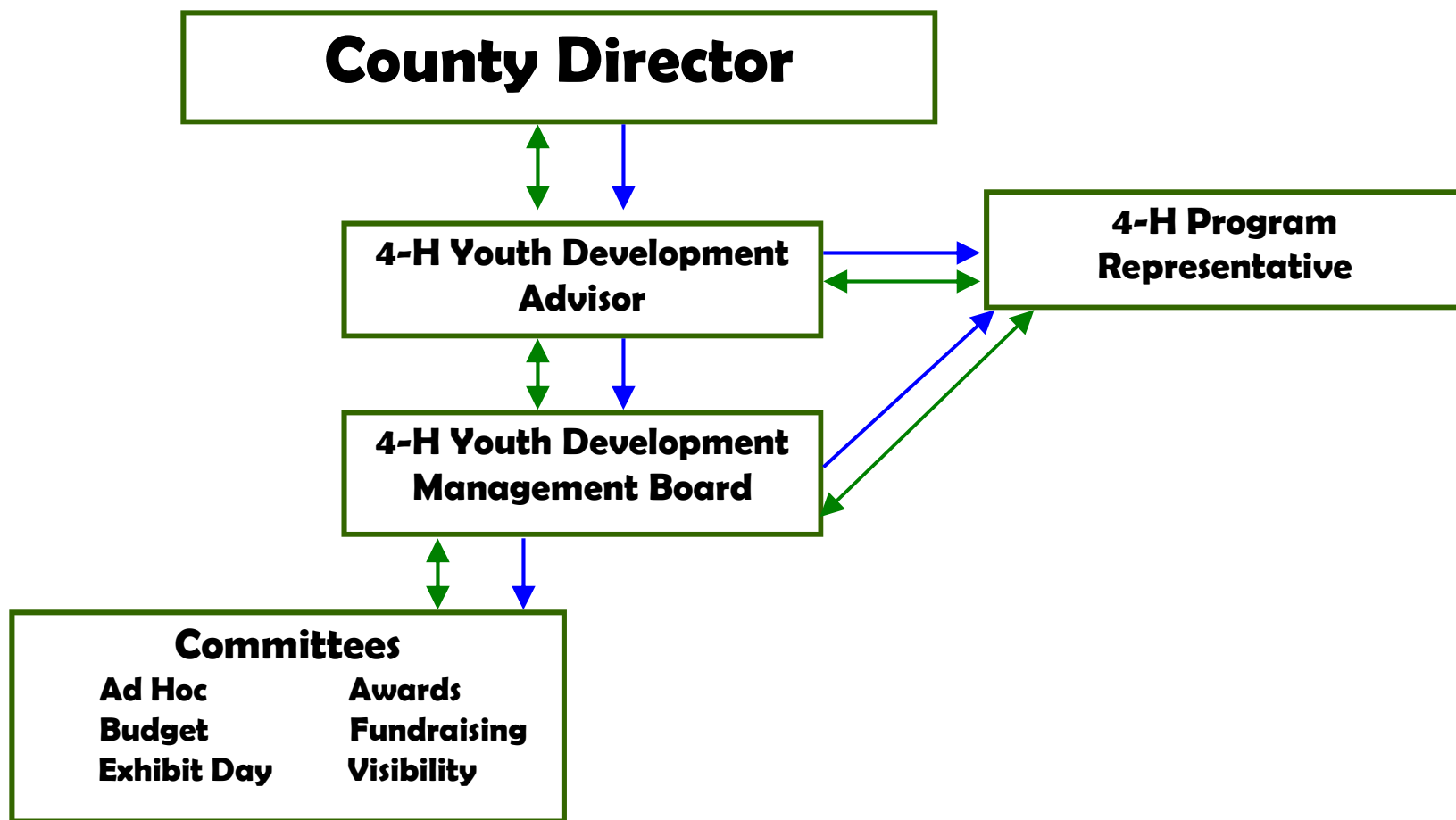
**Recommendation
of the Santa Barbara County 4-H Youth
Development Futures Task Force**

That the Santa Barbara County 4-H Club Council approves a restructuring of the Santa Barbara County 4-H Youth Development Program modeled after the organizational structure of the SLO County 4-H Youth Development Program.

Why Convert to This Structure?

- **Get more volunteers involved in specific areas of the program**
- **Allow the organization to capitalize on people's passions and strengths**
- **Identify key ways to increase the quality of our program**
- **Enable us have a positive impact the lives of more people**





Key:

- Administrative authority & responsibility**
- Assistance, advice & two-way communication**



Management Board Members

- **Board Director**
- **Assistant Board Director/"Director Elect"**
- **Board Treasurer**
- **Fundraising/Gift-Giving Director**
- **Awards Director**
- **Visibility Director**
- **Board Secretary**
- **South Section 4-H Leaders' Council Delegate**
- **4-H All Star Advisor**
- **4-H All Stars**



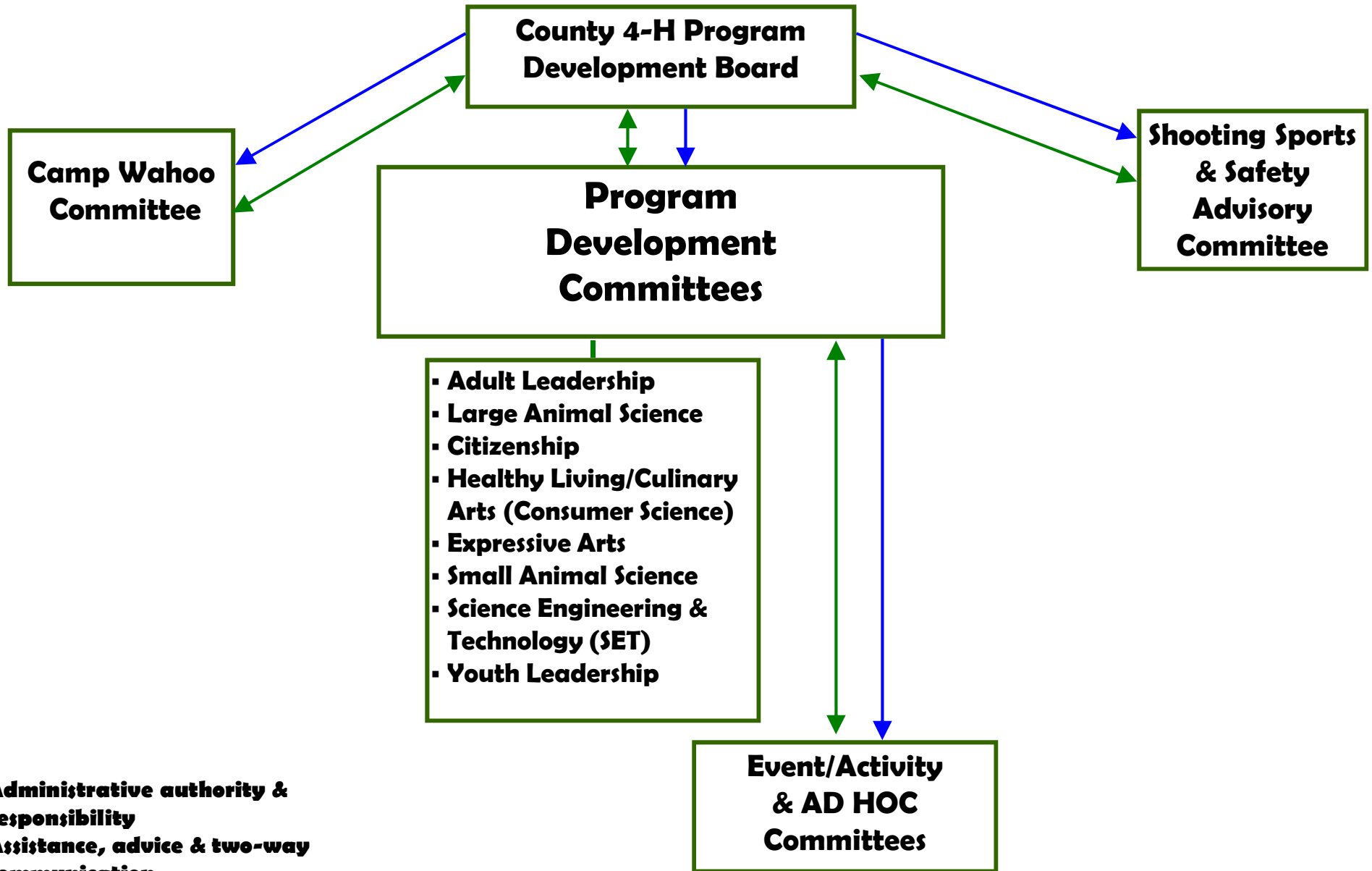
Purposes and Responsibilities of the Management Board

- **Oversee policy making**
- **Administer the implementation of policy**
- **Manage basic decisions relating to the program**
- **Maintain responsibility for the following specific areas:**
 - * **Awards**
 - * **Finances**
 - * **Fundraising**
 - * **Leader Complaints**
 - * **Liaison with Fairs**
 - * **Liaison with Sectional and State Leaders' Councils**



Management Board Committees

- **Directors coordinate and serve as chairs**
- **Committee members 50% adults and youth**
- **Responsible for short and long range goal setting**
- **Committee chairs and members decide on the number of meetings per year**





Key Leaders

- **Middle Managers**
- **Responsible for the development and delivery...**
- **Responsible to the 4-H YDA & Management Board**
- **Responsible for a Program Development Committee**
- **Works with the chairs of event/activity committees**
- **Function as an important link between...**
- **Responsible for their program budget**



4-H Program Development Board

- **Key Leaders = Middle Managers**
- **Eight Current Program Areas**
- **Directly responsible to the 4-H YDA & Management Board**
- **Responsible for program development matters**
- **Coordination of programs & activities**



4-H Program Development Committees

- **Same program areas as key leader positions**
- **Key Leader coordinates and serves as chair of PDC**
- **Committee members are adults and youth (except Adult Leadership PDC is all adults)**
- **Planning, developing, facilitating & communicating...**
- **Special emphasis on AA/Outreach**



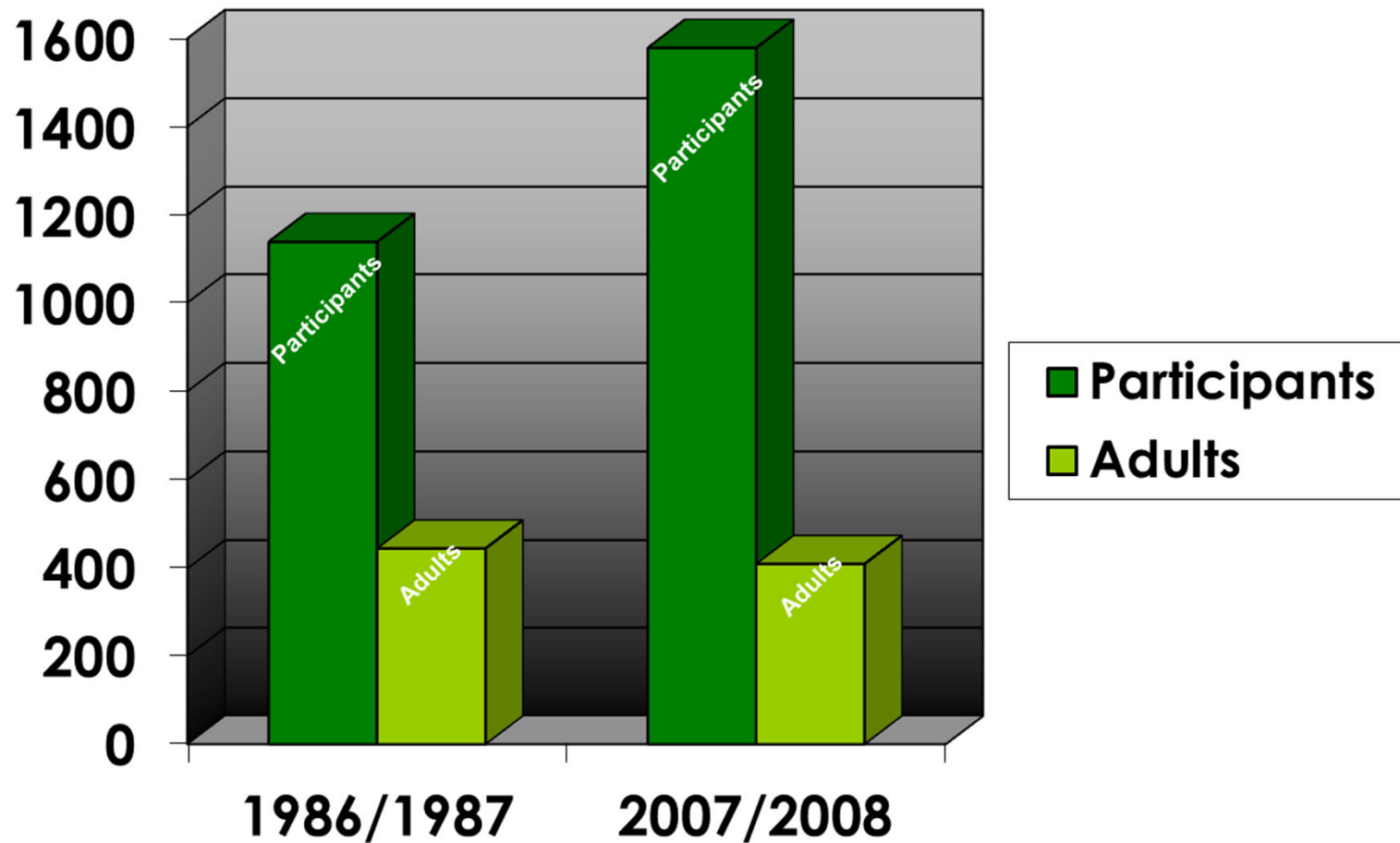
Event/Activity Committees

- **Detailed planning, conducting & in part, evaluating...**
- **Detailed planning based on direction from PDC**

Why This Structure Has Worked So Well in San Luis Obispo County

- **Ownership/Commitment**
- **Dynamic**
- **Results...**
- **Enthusiastic people**
- **Focused**
- **A team approach**

Growth of SLO County 4-H 21 year Comparison



Timeline/Rollout for Restructuring Santa Barbara County 4-H Youth Development Program

June 29, 2011

- Santa Barbara County 4-H Club Council Approves Restructuring
- Application packets available for 4-H Youth Development Management Board positions and County 4-H Program Development Board Key Leader positions

August 1, 2011

- Application deadline

September 1, 2011

- Program Development Committees fully staffed with Key Leader (Committee Chair) and adult and youth committee members

December 31, 2011

- 4-H Youth Development Management Board fully staffed with 10 board members



Presented by:

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06/11