

Colorado 4-H Youth Development

Monthly All Staff Gathering

October 8, 2024



Colorado 4-H Mission

4-H empowers youth to reach their full potential by working and learning in partnership with caring adults.

Colorado 4-H Vision

A world in which youth and adults learn, grow and work together.



Question

**With it being
National 4-H week.**



What is your first 4-H memory.



CELEBRATING NATIONAL 4-H WEEK

Join Colorado 4-H as we celebrate National 4-H Week with some goose chase fun. Monday, we are exploring the animal science projects offered in 4-H.

Download the goose chase app on your phone and enter today's code: **LEYN5Y** – have fun! You may even win some free swag.



Find this logo 

Join In The Fun Hey!

To celebrate National 4-H Week the Colorado State 4-H Office would like everyone to join in our week of goose chase.

MONDAY

LEARN ABOUT ANIMAL SCIENCE PROJECTS

Monday's Goose Chase Code: **LEYN5Y**

WHAT IS GOOSECHASE --it is a fun online free scavenger hunt that participants can complete missions to earn points. Participants can download the goose chase app on their cell phone and start playing. Each day there will be a new code released for the day's missions. Everyone that participates will be entered in a drawing for free 4-H Swag.

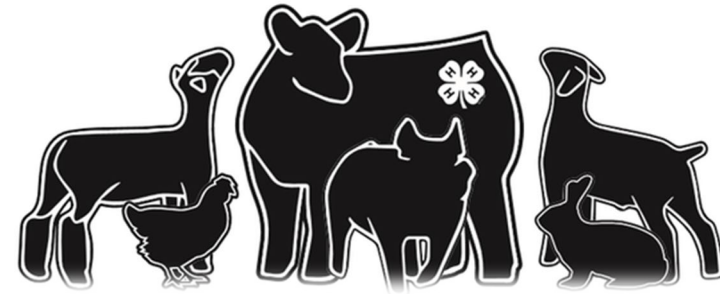
Win free swag



State 4-H Livestock Task Force Meeting

Bi-Annual In-Person Meeting

- November 21, 2024 ~ 10:00 a.m. to 12:00 noon Adams County
- RSVP to Dawn by Nov. 11 if attending in person to be included in the lunch order
- Zoom Link will be available
- Stakeholders will be providing updates



State 4-H Animal Science Work Team Meeting

In-Person/Zoom Meeting

- November 21, 2024 ~ 12:00 p.m. to 2:00 p.m. Adams County
- Zoom Link will be available



State 4-H Livestock Needs Assessment

- Formal Survey
- Individual Zoom Meetings
- Upcoming Events
- Wishes for your county/area



4-H STEM Food for Thought STEM Kits

- There are still kits available.
- The shipment has been delayed but should arrive soon.



4-H STEM Sound FX

- A plastic drinking cup
- Yarn or cotton string
- 1 paper clip
- Paper towel or small sponge
- Water



4-H STEM Levitation

- PVC Pipe
- Cloth
- String





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Reaching for the Summit

Colorado Leadership Conference (CLC)



FRI
8

5:30-7:30 PM - Check-In: Courtyard Marriott
7:30-7:45 PM - Intros and Icebreakers
7:45-9:30 PM - Games
10:00 PM - Lights Out

SAT
9

7:00-8:00 AM - Breakfast at Hotel
8:00-8:10 AM - Opening Session
8:20-11:45 AM - Workshops 1-3 Rotation
11:45-12:45 PM - Lunch
12:50-3:00PM - Workshops 4-5 Rotation
3:15-4:15 PM - Group Activities
4:40-7:30 PM - County Night Out
7:30-10:00 PM- Dance/Movie
10:30 PM - Lights Out

SUN
10

7:00-8:00 AM - Breakfast at Hotel
8:15 AM - Conference Wrap-Up Rec Center

November 8-10, 2024
100 Wolfsohn Rd
Glenwood Springs, CO

Colorado Leadership Camp

- Held November 8-10 in Glenwood Springs for ages 11-13.
- Thursday, Oct. 10, is the deadline to register in 4-H Online.
- **See the 4-H Newsletter from 10/7/2024 for the link to complete rooming information for your delegation.**
 - Complete by Friday, Oct. 11



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Colorado GROW Youth Institute

Informational Meetings (See 4-H Newsletter for registration links.):

- For Educators/Mentors
 - Tuesday, October 15
 - 5:30 – 6:15 p.m.
- For Educators/Mentors AND Students
 - Wednesday, November 20
 - 5:30 – 6:15 p.m.



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Curriculum Items Coming Soon

- Updated Project and Tip pages for all projects including a Career Pathway page with the new Beyond Ready logo.
- All e-Records are being updated with the new year. The new Horse e-Record will be for use with all ages, 8-18, instead of one for each age group. There will be a Miniature Horse Supplement added.
- Updated Project List/Brochures in English and Spanish
- Updated Curriculum Spreadsheets



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Beyond
Ready

Sportfishing Industry Careers



Fishing Guide

Leads clients on fishing trips, provides instruction and ensures a safe and enjoyable experience



Charter Boat Captain

Operates fishing charters, manages crew, and provides customer service.



Tackle Shop Owner

Runs a retail business selling fishing equipment, gear, and accessories



Sportfishing Writer/Journalist

Writes articles, books, or produces media content related to sportfishing



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Degrees/Certifications:

Marine Biology
Environmental Science
Fisheries Science Management
Fish and Wildlife Conservation
Recreation Management
Geographical Information Systems (GIS)
Boating Certification
Certified Fly Fishing Guide
Coast Guard License (OUPV/Six-Pack License)



Fishing Tournament Organizer

Plans and manages fishing competitions and events



Aquatic Biologist

Studies fish populations and aquatic environments to assist in conservation and management practices



Conservationist

Works on projects related to the preservation of aquatic habitats and fish species



Fisheries Management

Works in the fishing industry to help maintain health of sportfishing environments and populations of fish

State 4-H Dog Advisory Committee

Annual In-Person Meeting

- For reviewing the past year, rule revisions, and planning for the next year
- Saturday, October 26, 10am-2pm, Boulder County Fairgrounds, Clover Building
- RSVP to Lisa or Dawn by Oct. 18 to be included in the lunch order
- Zoom in at <https://zoom.us/j/3973964376?omn=95438232315>

WANTED: 4-H Specialist Co-Superintendent

- Serves a three-year appointment
- Attends advisory committee Zoom meetings every other month
- Leads sub-committee work as needed
- Helps at the State 4-H Dog Trials



Colorado 4-H YD Director Updates



**COLORADO STATE UNIVERSITY
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4-H YD ISOTURE Model

ISOTURE Model

Identification

Selection

Orientation

Training

Utilization

Recognition

Evaluation



Applying Systems Thinking



Colorado 4-H Positive Youth Development



4-H Volunteer

“Any person who freely gives their time and energy to provide an engaging, educational opportunity for young people.”



Personal phone calls to volunteers

Streamlined process for updating charter docs - esp budget

Volunteers that have buy-in & are committed to stay; inherent rewards

Volunteers feeling comfortable with stability/ lack of turnover in office/ trusting the process

Good Retention

The state office is engaged, cares and is facilitating change!

Working w/ partners to train &/or have them implement

- Networking
- Promoting skills
- Learning new skills
- Impact creativity

Multilingual staff to help w/ outreach and program implementation

Key Parents volunteer and show up for certain projects that will show up and help

25th year Volunteer!!

- Needs assessment
- Personalized thank yous
- Appreciating events
- Formal SS training

What are some Successes?



Beyond Ready

Personal Growth Training

Cultivation of a cohesive volunteer environment

Community Partnerships - ups and downs

Group Sharing among leaders

Building stronger relationships

Passionate volunteers

Developed sense of community (belonging)

Personal Conversations

- Retaining Volunteers
- Ownership balance
- Reaching more youth
- Seeing leaders develop new skills
- Sense of purpose

- Networking
- Impact
- Creativity

Committed group forming the backbone

Non-competitive opportunities to engage with each other

- Thank you Notes
- Growth because of new opportunities

What are some Successes?



Beyond Ready

More direction & guidelines from State office regarding Volunteer Boundries

Volunteer training accessible to each county
"Training Tour"

"Just need to be asked for help" but don't know what they excel at/ want to do

Younger generation volunteers

Small animal volunteers: competent, independent, kind & low-drama

Ease to go through Volunteer training (for volunteers)

Support from the State Office

What are some Needs?



Beyond Ready

Plug in & Play trainings for staff to give to leaders

Chaperone handbook training/ guidelines

Webinars: more pre-made statewide trainings, not just the initial modules

Volunteer training (for staff)

Plug in & Play trainings for staff to give to leaders

- Fresh blood
- Support/guidance
- A model for non-traditional/non-club volunteer involvement

Guidance on ADA compliance: Count is not wanting to publish digital contentment/ CSU quiet

Volunteer Handbook

Project tool kits for school programs

Project specific trainings from the State Team

Finding space

Overdose of 4-H content

Statewide tool kits for agents to utilize

What are some Needs?



Beyond Ready

Need more Shooting Sports & outdoor adventure club leaders

Role Templates/ position descriptions that are adaptable

Specific staff trainings/ ongoing

Departure report/form from exiting staff to share info

Position description w/ basics so we can customize

Robust training handbook

Support for passionate volunteers

4-H Agent Handbook

Coordinating needs of program with leader skills

Ability to create excitement but support w/ volunteers who break code of conduct

Tools and implemental things instead of being talked at

Chaperone guidelines/Volunteer training: Step by step for volunteers breaking code of conduct

Finding volunteers

What are some Needs?



Beyond Ready

Support, guidance, & models on how to do non-club volunteers

Recruiting incentives to prevent burnout

- \$\$
- General Handbook that is consistent for the state
- Chaperone Handbook
- **In-person training tour from the state for volunteers

Timely support for conflict/resolution

Videos for kids in other languages

Need volunteers:

- Likable
- Friendly
- Tough

Volunteer Tool Box for Agents: videos on how to deal with problem kids and volunteers

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What are some Needs?

Statewide
recognition of work



Beyond
Ready

Inspiring and
uniform way for
volunteers to log
hours

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- Communication
- Retaining volunteers
- Location/transportation
- Explaining roles/ duties
- Getting diverse volunteers

Inconsistent state leadership

Not enough time to do it all

- \$\$/ lack of funding
- Culture
- Language

Lack of non-English resources

Volunteers not allowed to transport kids (new county policy)

What are some Challenges?



Beyond Ready

- Breaking old habits
- Anxiety/depression
- Reducing barriers

Burnout!

Budget to fund volunteer recruitment/ training

Volunteer enrollment/ registration process

- Volunteers aging out: kids or retiring
- Issue w/ recruiting new/ starting new volunteers

Recruiting new, passionate volunteers who have time & energy
Getting them on board & up to speed

Lack of timely communications

Getting volunteers to take trainings and follow the 4-H rules & values

Centralized resources

Pettiness about role distribution

Burnout

Rogue Volunteers

What are some Challenges?

No volunteers/ no 4-H families to pull from; very segmented onboarding

Engaging across the entire county/ Community feeling with volunteers beyond just the county



Beyond Ready

No 4-H Volunteer Specialist

Volunteer Capacity

Volunteer Personality Conflicts

Enormous process
Behemoth Commitment
Current volunteers are not open to new ideas/ change

Onboarding for staff & volunteers:
Topics such as Resources and Projects addressed

4-H YD ISOTURE Model

ISOTURE Model

Identification

Selection

Orientation

Training

Utilization

Recognition

Evaluation



4-H YD ISOTURE Model

SELECTION

How can you select 4-H volunteers?

- You showed up! Excitement to see them
- They're interested
- Have a list of jobs for them – make them feel needed
- Find their passion/ interest/ skill set
- Passionate and excited
- Public shaming does not work
- Ask volunteers for names of a replacement
- Willingness
- Giving them breaks
- Give them new roles
- Making them a Keynote speaker at services/ meetings
- Sitting on advisory boards
- Setting our expectations
 - Volunteer job descriptions/ manuals
- Having mentors/ mentor program
- Go through the formal process
- Finding change agents and putting them in key positions



County 4-H Foundations (501C3)





Professional
Development

NAE4HYDP.ORG

CAE4-HYA

NAE4-HYDP
Conference

October 14th – 17th,
Boise, Idaho



State 4-H Team Positions

- State 4-H Shooting Sports Specialist
 - Announcement the week of October 7th
- State 4-H Military Partnerships Specialist
 - Hiring proposal in process
- State 4-H Volunteer Development Specialist
 - In-person interviews Tuesday, November 5th
- State 4-H Engagement & Expansion: open
- State 4-H Office Coordinator: open
 - Tentative advertised January 2025



Wrap Up Q & A

Forward Together. Mission, Motion, Movement





Thank you!

See you
Tuesday,
November 12th



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