



## PATHWAY TO 4-H SUSTAINABILITY

### Talking Points

- The **University of California 4-H** Youth Development Program has a **long and rich history** supporting California's young people in becoming thriving adults.
- **County 4-H Community Education Specialists (CES) are valuable and necessary** for the local delivery of 4-H. They support our 4-H adult volunteers and help plan, implement, and delivery educational programs at the county level.
- **Variable and uncertain funding**
  - **Positions are funded in different ways.** Currently, UC ANR utilizes State funds for the salary and benefits of 13.2 full time equivalent (FTE) county-based 4-H CES positions, spanning 20 people. An additional, 16.6 FTE are funded through state 4-H program enrollment fees, spanning 25 people. And, approximately, 18 FTE are funded through county funds, county 4-H program enrollment fees, endowments or other gift funds, and other income sources.
  - **Government funding trends.** Trends tell us that Federal and State funding are likely to be flat, leading to substantial budget shortfalls as we fulfill mandatory increases in personnel salaries and benefit rates.
- **Opportunity to determine our destiny.**
  - This is an opportunity for us to develop creative ways to leverage UC ANR funds to sustain or increase county-based 4-H CES positions.
  - We want to avoid increasing program enrollment fees and placing a financial hardship on many of our 4-H families; therefore, we need to identify new sources of revenue to grow and strengthen local 4-H programming.
  - We will work together to find secure forms of funding for staff that ultimately results in increased reach and high-quality youth development programming throughout every county in California.

### Three Step Plan

#### STEP ONE:

- Beginning July 1, 2019, each unit/county is responsible for covering increased salary and benefits for existing 4-H CES staff, regardless of funding source. This responsibility is ongoing (every year going forward).

#### STEP TWO:

- As an exercise, each county will develop a funding strategy to cover 0.15 FTE<sup>1</sup> of their current 4-H CES position(s) starting July 1, 2019 (in addition to increased salary

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<sup>1</sup> 0.15 is simply indicative of an example target. Eventually we need to find stable funding to fully cover positions.



and benefits outlined in Step One). Some or all of these additional funds may be needed in FY19/20; we will not know for certain before June 2019.

#### STEP THREE:

- Starting July 1, 2020 state 4-H program enrollment fees will be decentralized.
  - The State 4-H Office will collect state 4-H program enrollment fees to cover state program expenses only (e.g., insurance, online system license fees and associated costs, events).
  - Local county programs will set a county fee to cover local program expenses (e.g., staff salaries, events, fee waivers, pins). As such, Volunteer Management Organizations (e.g., Councils, Management Boards) will need to work closely with their county staff, advisor and/or county director to determine the annual county program fee. Per 4-H Policy, all county and 4-H unit program fees must be approved annually by the county director or designee. See [Fees-Annual Request to Assess County or Unit 4-H Participation or Program Fees](#).

#### How Can You Help?

- **Think creatively:** Within your county, brainstorm, discuss, and develop potential strategies to help cover budget shortfalls.
- **Identify options** Assess your local finances. Are there reserves that could be utilized to help support .15 FTE of your 4-H CES in 2019-2020? What commitment can be made moving forward?
- **What haven't we tried?** Are there new fund development activities that can be implemented to help reduce costs for families to join 4-H or to help fund the county 4-H CES? e.g., Consider building in the costs for staff time into registration costs for camp and other events.
- **Share ideas.** Talk with your neighboring county to share strategies and ideas. What are other counties doing that can be successfully adopted in your county?
- **Build enrollment.** Help develop and implement a strategy to grow 4-H individual enrollment. This will help generate more revenue and help offset increased county program fees.

#### Resources

- Shannon Horrillo, Statewide 4-H Director
- Mark Lagrimini, Vice Provost Research & Extension
- Mark Bell, Vice Provost SWPs and SIs
- Lorna Krkich, Director of Development Services
- Mary Ciricillo, Director of the 4-H Foundation
- Kathleen Nolan, Director of Grants and Contracts