

California 4-H Association

May 2015



University of California
Agriculture and Natural Resources

The California 4-H Association is committed to improving our professional skills and development, exchanging new program ideas, methods, and techniques, while getting to know 4-H Youth Development Program colleagues across the state.

Welcome



Hello and welcome to the latest edition of the CA4-HA Newsletter. We hope that all of you who were able to join us at the 2015 California 4-H Association Retreat had a great time filled with lots of learning, fun, and relaxation. For those of you who weren't able to make it this year, we hope to see you next time around. In the meantime, please be sure to keep an eye on our lineup of webinars. We have a lot of great topics scheduled, so don't miss out on these valuable development opportunities. Are you on Facebook? The association is, and we're working on providing a better social media experience for our members. The next time your surfing the internet, check us out and give our page a "Like". Have something to share? Did you find an intriguing article that other members might be interested in? Post it on our timeline! Finally, we've included a new section in this edition of our newsletter titled "When I'm Not at Work...", so make sure you take a look and see what your fellow members do

when they're not in the office. Until next time, thank you for reading and thank you for being a part of the CA4-HA.

California 4-H Association Webinars

Do you have a thirst for knowledge? Please join us for these upcoming webinars:

Thursday, June 4th – 10:00 a.m. "Change and Transition" presented by Linda Manton, Executive Director for ANR Staff Personnel.

Thursday, July 2nd – 10:00 a.m. "To Be Announced" presented by Dr. Kendra Lewis, Academic Coordinator for Evaluation.

Thursday, August 6th – 10:00 a.m. "Media Relations" presented by Pamela Kan-Rice, Assistant Director, News and Information Outreach.

Thursday, September 3rd – 10:00 a.m. "Preparing Youth for the Sale of Their Market Livestock Project" presented by Dr. Susan Kerr.



Did you miss one of our webinars? No to worry. Recordings of our past webinars are available on the CA4-HA website at: http://ucanr.edu/sites/CA4-HA/PD/Webinar_Series/.

Hot Topic: California Drought Resources

UC Davis: California Drought Watch

<http://drought.ucdavis.edu/index.html>

UC ANR: California Institute for Water Resources

http://ciwr.ucanr.edu/California_Drought_Expertise/Drought_information/

California Department of Water Resources: Drought Information

<http://www.water.ca.gov/waterconditions/index.cfm>

Project WET: Water Education for Teachers

<http://www.projectwet.org/>

National 4-H Curriculum: *There's No New Water!*

<http://www.4-h.org/resource-library/curriculum/4-h-theres-no-new-water/>

University of Georgia College of Agricultural and Environmental Sciences: 40 Gallon Challenge

<http://www.40gallonchallenge.org/>



“We learn something from everyone who passes through our lives. Some lessons are painful, some are painless, but all are priceless.”

~ Unknown

NAE4-HA Conference

Don't forget, the NAE4-HA 2015 Annual Conference will be here before you know it! You may wish to check those calendars and consider making plans to attend this year's conference, which will be held in Portland, Oregon. This year's event is scheduled for October 25-29, 2015, and registration opens June 1st. For more information, please visit: <http://www.nae4ha.com/2015-annual-conference>.



Feedback Sought on the Revised 4-H Presentation Manual

As you may already know, a draft of the Fourth Edition of the 4-H Presentation Manual has been made available for review. This manual was adapted by a Task Force of staff, volunteers, and youth, which is requesting feedback on the newly revised manual. They will be meeting in June to review your feedback and make any additional modifications to the manual, prior to its release on July 1, 2015. Responses are due by June 10, 2015 at <http://ucanr.edu/survey/survey.cfm?surveynumber=15252>.

Evaluating Program Impacts: Community Ripple Mapping

Community ripple mapping is a tool based on the Community Capitals Framework (CCF) developed by Cornelia and Jan Flora at Iowa State. The mapping process addresses the seven capitals: including human, natural, social, political, financial, built, and cultural. This tool is interactive and can be used by UC Cooperative Extension Advisors/Educators, program partners, volunteers and other program extenders as a reflective method to evaluate program impacts, particularly as they relate to the seven community capitals. Each capital represents a different part of a community and is defined by Flora & Flora (2008):



Human – The skills, abilities of people

Natural - assets that abide in location, natural resources, natural beauty

Social – connections among people and organizations

Political – the ability to influence standards, rules, regulations and their enforcement

Financial – the financial resources available to invest in community capacity building

Built – the infrastructure that supports the community

Cultural – reflects the way people “know the world” and they act within it

The mapping methodology is a strategy used to capture the extent to which youth are engaged in their community and to reveal the layers of involvement to which youth participate. Questions that might be answered include: how do youth build social capital; what are the community institutions that promote - explicitly or tacitly - social capital; who are the people that are central to the development of social capital - bonding social capital; what are the points of connection that demonstrate social capital - bridging social capital - (Nathaniel & Kinsey, 2013).

The ripple mapping process can help youth and program extenders get a preliminary, visual indication of how youth are situated in a community. It demonstrates youth as resources. It highlights the community assets youth are most connected to and the ones they may need to explore for further development. Moreover, ripple mapping can frame the development of additional evaluation tools; generate research questions; create hypotheses; lead to innovative programming and activities development.

As a part of a multi-state research project – made up of Cooperative Extension faculty, researchers and staff, from more than 10 states – I have been involved with sharing the implementation of this effort across the country. To date, many communities have engaged in this process resulting in dozens of projects that have given 4-H youth in a more distinctive voice and role in the evolution of their communities. It has led to local policy changes such as creating seats for youth on commissions, committees, boards and other governing bodies. In some cases, it has also raised the profile and possibility of the 4-H program and the power it has to harness young people in communities across the country.

If you are interested in learning how to conduct a ripple mapping experience with your program, please don't hesitate to contact me at kcnathaniel@ucanr.edu or (626) 586-1970.

For 4-H Professionals: Why You Might Be Sabotaging Your 4-H Program

During my first week as a county 4-H Agent I had a plan to meet as many people as possible. I started calling down a list of approximately 150 volunteers to set up meetings and learn about their clubs.

About 80% of them either told me they hadn't been active in leading their club for a number of years or they were going to take a break for a while.

How would this make you feel?
Distraught? Unhappy?

For me, I was **relieved!** It was a huge weight off of my shoulders.

Why did I feel like I was set free? Well, I believe that pruning is necessary if you want what is best for your 4-H program. Besides, wouldn't you prefer to have people elect to leave on their own accord rather deal with complaints and resistance from longtime volunteers who didn't want to give up responsibilities and attitudes they've held for decades?

The moment you became the leader of your 4-H program, you started up a *Big Green Bus*. You put your sign up announcing where you were headed (vision) and like any other bus ride, some people want to get off.

Seeing good people leave is painful. But you must accept that losing people is not just likely, it is inevitable.

I've never met a 4-H educator without the best of intentions. However, it is because of these 'best intentions' that many of us try to keep volunteers from getting off our *Big Green Bus*. You might worry that the departure of a longtime volunteer will devastate a program or connection to a community. So you do all you can to accommodate these volunteers by downplaying the need for organizational change. Unfortunately, this prevents the transformation your program must make in order to grow and remain relevant.

You must be willing to try something new, even if it displeases long-term volunteers. When you endeavor to transform your program while also trying to retain every volunteer and member, you're only sabotaging its overall growth and health. If you do this you're placing a higher priority on **avoiding painful conversations** than on fulfilling your vision and mission.

This is why leadership requires sacrifice for the good of the program. You have to let people get off the bus. Sometimes you even have to invite them to get off.

Maybe you are absolutely determined to avoid such tough conversations. If this is the case, it might be time to admit that you have to get off the bus yourself. Notwithstanding, if you can handle the short-term pain of pruning, you'll help your program grow and you'll ensure that everyone, volunteers and members, are stronger for it.

Posted by Paul Hill on 05/04/2015 at <http://www.4-h.org/4-H-Today/For-4-H-Professionals--Why-You-Might-Be-Sabotaging-Your-4-H-Program/>.





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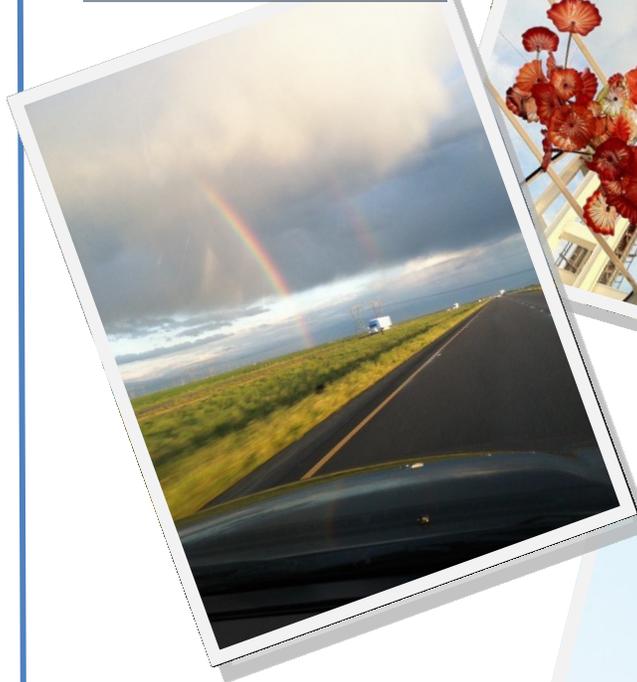
Did You Know?

The California 4-H Association is on Facebook! We are currently revamping our Facebook page in order to provide additional opportunities for networking, learning, and development. Be sure to "Like" us the next time you're online.

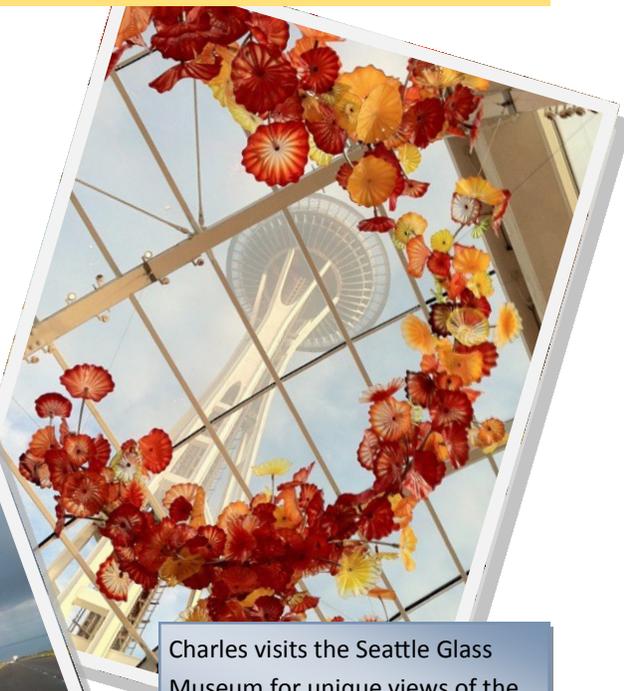


When I'm Not at Work...

What do you do when you're not at work? Are you a globe-trotter? A volunteer? A star-gazer? Send us a picture and a brief caption to let us know what you've been up to. We'd love to share!



Charles visits the Seattle Glass Museum for unique views of the Space Needle and captures double rainbows on Interstate 5!



JoLynn climbs old Mayan ruins and transits the Panama Canal!

