

# California 4-H Management Board

## 2019-2020 Annual Plan

### Why does the Management Board exist?

1. To enable youth and adult volunteers to build the program in big ways, with support from state staff and access to resources.
2. To be a role model:
  - for county (and other) VMO purpose and operation; we lead by example and influence
  - of youth-adult partnership, for all of California 4-H

### What is our overarching goal?

To help all of California's youth and adult volunteers reach their fullest potential. This implies that we should grow 4-H, improve 4-H's diversity, and elevate 4-H experiences by improving the quality of programming.

### What are our strategies?

1. **Execution:** Focus on execution. We are not in a planning phase right now; we are in an executing phase. We know what we are going to do; now we need to do it really well.
2. **Partnership:** Be mindful of the staff partners we have; build those relationships and utilize them. Continue emphasizing excellence in youth-adult partnership.
3. **Identity:** Develop our brand identity.
4. **Buy-in:** Get broader buy-in to our vision, particularly from planning teams, committee members, staff, and county leadership.
5. **Intentionality:** Be intentional: Be sure that what we do serves our purpose/has an outcome that leads to it.
6. **Reflection:** Assess and reflect on the efficacy of the new Management Board model; evaluate our programs; base our decisions in research or PYD best practices.

### What is the work to be done this year?

Relationships to strategies are in **bold**.

- **Execute** strongly on our Youth Summits plan and continue working toward our vision (**reflection**).
  - need more details from John? honestly, this probably belongs in a long-separate doc
- Provide shared resources, earlier timelines, and clearer communication for area presentation days (**execution**).
  - same as above from Vera
- Increase public awareness of our organization (**identity, buy-in**), and communicate more proactively with staff (**partnership**).
- Within our new structure, solidify a shared vision and culture of accountability (**reflection**).
- Refine our strategy for youth voice and engagement (**partnership, intentionality**).
- Lay the groundwork for growing and changing our team projects (**reflection, execution**).
- Recruit strong team members to succeed any retiring volunteers (**intentionality**)