



## 4-H Youth Development

### 2000 Programs of Excellence

#### Leadership

##### **State 4-H Leadership Camp**

*Ohio*

##### Situation

The future of world civilization will soon rest in the hands of today's young people, and preparing youth for their roles as tomorrow's leaders is a challenge we all face. To become productive and contributing individuals who can be effective in leading tomorrow's world, young people must develop positive leadership knowledge, attitudes, skills, and aspirations.

##### Program Description

State 4-H Leadership Camp is the epitome of a successful "learn by doing" approach to leadership development. Nationwide and the Ohio Farm Bureau Federation, Inc. provide scholarships for two teens from each of Ohio's 88 counties to participate in the camp each year. In addition, exchanges from other countries are involved to provide an inter-cultural dimension.

The campers themselves are responsible for deciding, planning, conducting, and evaluating almost everything that occurs at the week-long camp. In doing so, they develop real-life leadership knowledge, skills, attitudes and aspirations, and achieve other objectives and purposes. The only things planned before camp begins are meal menus, three to four hours of daily leadership workshops, the camp objectives and theme, and seven "given" behavior expectations. When campers arrive they divide into program planning committees, leadership groups, cabin groups, and a variety of other committees and work groups. With others in their groups, campers plan, conduct, participate in, and evaluate everything else that happens during the week-long camp including the camp rules and all the major programs and events that take place at camp. Each year's camp is very different but the program is always highly evaluated and successful in achieving the leadership development objectives for which it is designed.

### Stakeholder Satisfaction

Approximately 150 teen campers per year participate full-time in the week-long program. They are advised by 20 college age volunteer counselors, four county extension agents, and a state 4-H specialist (.5 annual volunteer FTEs, and .2 faculty annual FTEs are committed to the program). The program is based on ten research-based principles for effective youth leadership development which help assure the satisfaction of all stakeholders. In addition to the quantitative measures of stakeholder satisfaction documented through written program evaluations and reported in the next section of this report, there are many qualitative indicators of stakeholder satisfaction. For example, about 40 percent of the campers from the 2000 Leadership Camp attended the post-camp reunion they planned a month later as a part of the Ohio State Fair 4-H Leadership Day. In addition, they put together a time capsule of camp memorabilia and pledged to return to the 2010 Leadership Camp to open it, and gave many personal testimonials about what the camp meant to them. They also initiated a service and fund-raising project to purchase new flags for Camp Ohio. And Nationwide, one of the major Leadership Camp sponsors, has just announced plans for a multi-million dollar gift to the Ohio 4-H program.

### Accomplishments and Impacts

To evaluate the degree to which the purposes and goals of State 4-H Leadership Camp are met each year, participants are asked to complete written evaluation instruments at the conclusion of the program. Campers are asked to rate the degree to which the camp objectives were reached, and to complete a post-/pre-post instrument measuring the impact of Leadership Camp in 27 leadership dimensions. Usable responses were received from 80% of the 2000 campers. Content validity for the instrument was established through a review of literature and a panel of experts. Reliability was established using Cronbach's Alpha at .96. Data were analyzed using the SPSS 10.0.5 for Windows statistical program. Post pre-post items were analyzed with Paired Sample T-Tests to identify significant differences. Finally, ANOVA (Analysis of Variance) tests were performed and revealed no significant differences in results due to gender, age, race, place of residence, family structure, family economic status, or personal employment status. Therefore, the following evaluation results are generalizable to all camp participants: a) Significant improvements were measured at the  $p < .01$  level between the pre-camp and post-camp scores for all 27 leadership dimensions evaluated, and b) post-camp scores ranged from 6.1 to 6.8 (very good to excellent) with regard to the degree to which camp objectives were achieved, and documented that as a result of State 4-H Leadership Camp, teens: 1) developed the collegial leadership abilities needed for adult success, 2)

were able to contribute leadership in helping groups shape and achieve their goals, and in getting people outside those groups to support their work, 3) enhanced their leadership abilities such as envisioning, consensus-seeking, negotiation, creating rewards, perspective-taking, gaining legitimacy, creating an image, advocacy, and coalition-building, 4) realized the degree of control they have over their lives, 5) were encouraged to take the initiative to try new things and not be afraid of failure or success, 6) improved their physical, intellectual, emotional and social development, and became more capable, caring, contributing persons, 7) gained ideas and methods for improving their club, community, country and world, and 8) made new friends and had fun!

#### Resource Commitment

Nationwide and Farm Bureau provide \$20,000 per year in sponsorship for the program.

#### Collaborators

The Ohio Farm Bureau Federation and Nationwide Insurance Enterprise are the primary collaborators for the program. In addition, to the volunteers and extension professionals who serve as advisors for the camp, a variety of business and community leaders, government officials, leadership educators and researchers, and extension agents from all program areas are involved in conducting three to four hours of leadership workshops each day.

#### Contact Person(s)

Kathryn J. Cox, Ph.D., Extension 4-H Specialist, Youth Development, The Ohio State University 2120 Fyffe Rd, Columbus, OH 43210-1084, Phone: (614) 292-6941, Fax: (614) 292-5937, E-Mail: [cox.5@osu.edu](mailto:cox.5@osu.edu).

Other Base Program Areas This Program Applies To  
Leadership & Volunteer Development  
4-H /Youth Development

### **Leadership Development Within A Hispanic Community** *Nebraska*

#### Situation

Lexington, Nebraska is a small agricultural community that has recently attracted a large Hispanic population. The many challenges include language barriers, acceptance by the community, and community involvement among the Hispanic citizens. As a result of the various leadership activities being conducted, the two cultures in the community are communicating more and Hispanic community members are becoming involved.

In its first two years, 35 adults and youth have participated in the Leadership Development Program, Nuestro Futuro. This 9 week series of presentations and interactions with local officials initiates a dialogue between local government and the Hispanic community.

Thirty Hispanic teens have been involved. They are doing community service, teaching senior citizens to utilize computers, attending leadership trainings, participating in statewide events, and creating opportunities for Hispanic youth to be a positive part of the community.

#### Program Description

Dawson County Extension staff made a concentrated effort to provide leadership development opportunities to the Hispanic community as part of the Nebraska State Strengthening grant.

#### Accomplishments and Impacts

Involvement in the Leadership Development group has encouraged Hispanic community members to get involved in local government, with one participant running for school board. Participants better understand the services and policies of the community and government officials have a better understanding of the needs in the Hispanic community. Participants who complete the course attend the National Hispanic Leadership Institute in Chicago. Participants in Nuestro Futuro have gained skills in leadership as a survey of 12 first year participants indicates:

- 91% of participants now help others in the community at least one hour a week,
- 92% indicate that they now have at least one important role model outside of their family,
- 92% of participants have developed specific personal goals.

#### Collaborators

Lexington Public Library, Lexington Public Schools, City Government, Dawson County Government.

#### Contact Person(s)

Patricia Sanchez-Stewart, Project Coordinator Dawson County Cooperative Extension; P.O. Box 757, Lexington, NE 68850-0757 Phone: (308) 324-5501, Fax: (308) 324-5503, E-mail: [pstewart2@unl.edu](mailto:pstewart2@unl.edu).

**The 4-H Teen Leadership Conference**  
*Pennsylvania*

### Situation

4-H has a long history of developing leadership potential in youth. Many 4-H alumni have taken the training received as a teen and used it into adulthood. The Capital and Southeast Regions of Pennsylvania are continuing this tradition of teen leadership development by holding an annual 4-H Teen Leadership Conference. The 2000 conference was held July 10-14, at Lebanon Valley College.

### Program Description

The conference is organized by a committee of extension agents with input from teens. Much of the actual group learning during the conference is conducted by a group of teens referred to as the Leadership Council or LC's. These are more experienced teens who receive additional training prior to the conference and who use the week as a leadership learning lab. In 2000, there were 13 LC's. The majority of the teens are referred to as delegates. These teens are the actual conference participants. In 2000, 48 teens from 12 counties from Perry County in the west to Philadelphia in the east attended the conference. These teens ranged in ages from 13 to 18 and encompassed rural, urban, and suburban areas. Several of the teens were African American and one was Hispanic. One delegate was confined to a wheelchair.

### Stakeholder Satisfaction

This conference took 0.3 FTE shared by at least eight extension staff in as many counties. The teens on the planning committee contributed one evening. The 2000 conference featured speakers on leadership, career choices, ethics, and meeting management. Tours around campus, and a college fair, helped members prepare for the future. One morning was dedicated to service learning. Delegates, LCs, and adults selected a local site to offer their talents. Some of the sites around Annville were: Quittie Park, the Union Canal, the SACC program, the Train Station, and the Lebanon Valley Home.

### Accomplishments and Impacts

After returning from the work experience, each group prepared a presentation about their experience highlighting what they gained from volunteering. One LC reported to the group his experience at the Lebanon Valley Home. He was somewhat reluctant to go to this site, but he went. The teens were interacting with the residents. The residents were asked if they wished to go outside. The teen reported "I was told by the staff that the lady I was working with rarely smiled and had not been outside in months. She just sat in her room all day and frowned. I asked her if she wanted to go outside. She hesitated, and I encouraged her. She said yes! And once I got her outside and we began to talk, she began to smile. She told me she was a graduate of Lebanon Valley College 60 years

ago. We had a good time until I had to leave. The staff said they had not seen her that happy in a long time. When I got back to campus, I went to the Library and looked her up in the yearbook. In her yearbook, she was called the Sunshine Girl" because she was always happy and smiling. I really feel good that I was able to help her to smile again."

When members were asked, "In what ways are you different than when you arrived?," the most common answers were that they had made new friends and were more confident. Other responses were that they had learned to work together, to be more open and open minded, to include people that aren't really group people, and ten things that make a good leader.

One LC wrapped up her experience from several of these conferences as first a delegate and later as a two-time LC. "Why is this Leadership Conference helpful? With the activities offered, I feel so prepared for the future. The career trips showed me what is out there and the college activities have helped me with my future so much. I am very content with my decision for the future. I wish my friends had come with me in the past because two months before heading to college they still have not decided which college to head to."

#### Resource Commitment

This program was funded through the fees paid by the participants. Each 4-Her paid \$170.00 for the conference.

#### Collaborators

Roxanne Price, Richard Kauffman, Katina Showman, Darlene Resh, Anika Williams, Pat Freiler, Amanda Lehman—  
Extension agents in the Capital and Southeast Regions of Pennsylvania.

#### Contact Person(s)

Fred Rudy, Extension Agent 4-H/Youth Development, Penn State Cooperative Extension-Dauphin County, 1451 Peters Mountain Rd., Dauphin PA 17018, Phone: (717) 921-8803; Fax: (717) 921-0125, E-mail: [fcr1@psu.edu](mailto:fcr1@psu.edu).

Other Base Program Areas This Program Applies To  
Leadership and Volunteer Development

### **Certified Teen Leader-All a'Bout Camp (ABC Program)** *Georgia*

#### Program Description

The Georgia Certified Teen Leader - All a'Bout Camp program is open to current 11th grade 4-H club members interested in serving as resident and nonresident assistants in the 4-H



camping program. Prospective ABC's must complete a standardized training program with 14 instructional hours of training in recreation, crafts, leadership skills, team working and working with youth. Additionally, prospects complete an application and participate in two rounds of interviews with adults, volunteer and paid staff, familiar with the Georgia 4-H camping program. During the summer, resident ABC's worked two week sessions. Their roles included assisting counselors with classes and instruction as well as camping tasks throughout the week.

Additionally, ABC's were housed as teen leaders in camper cabins, giving campers an additional opportunity to work with an older 4-H'er. Nonresident ABC's attended a one week session with their county. These ABC's filled county teen leader roles in cabins as well as working each day in the crafts, special interest and sports and recreation programs.

The Georgia 4-H program has a tradition of excellence in camping. Five centers offer unique programs for fifth-eighth grade 4-H'ers for six weeks each summer. Additional trained help is needed to assist counselors with programming, agents, and volunteers with cabin duties and youth as they adjust to "camp life." In order to train, youth to serve in teen leader roles a 4-H Certified Teen Leader (CTL) program was developed in the area of camping. Youth completing the CTL program, All a'Bout Camp (ABC) would have skills to assist counties in camp promotion, to serve as a teen leader in an overnight recreational and instructional program, as well as working in the camping program for at least one week during the summer. Their assistance in the camping program would enable the activities offered to be expanded while giving campers the opportunity to get to know and work with additional teens who could serve as positive role models.

The Extension 4-H faculty camp coordinator and teen program coordinator coordinated the project. Additionally, a staff member at each of the camps served in a supervisory role for the resident ABC's. The ABC's were extremely pleased with the initial training and the experience itself, citing the program as superior. For counselors, agents, and leaders at the camp attending, many were apprehensive about the true usefulness of the ABC's. They felt the program was a good experience from the ABC's standpoint, but may not serve a real purpose beyond that. Following the initial sessions, counselors found the program of "great benefit." As one counselor described, "the ABC's have filled in some of the duties and have made my class easier and more fun to teach. I feel better about my job with them here." An agent continued with "having the ABC gave the kids another leader to aspire to. I saw the ABC and the counselor take turns in lead roles with the counselor very

much in charge but the ABC serving as an able and confident assistant. I know these ABC's have been an asset to the week."

#### Accomplishments and Impacts

Approximately 35 youth from throughout Georgia participated in the program. Their service at three of Georgia's five 4-H camps enhanced the camping program for more than 8000 youth in the summer camping program. The potential for long term impact is great as ABC work in teen leadership settings in their communities. Additionally, those who apply for counselor positions in the camping program and are selected will have a clearer understanding of what is expected of the counselor. While the experience was brief, it did give ABC's a glimpse of the total 4-H camping program enabling them to make wiser decisions concerning their counselor years. For campers, we may never know the impact of the ABC's. However, the final day of camp, he "bear hugged" the ABC who he'd played countless games of four square with. The ABC's expanded the number of caring, competent role models provided to youth during a week at camp. They were trained and oriented to fill a need and did so successfully. The total impact will be felt for some time.

#### Resource Commitment

Participants in the program paid a nominal fee of \$25 to cover a portion of the weekend training expenses. Resident ABC's were provided room and board during their 14 day stay through the 4-H Center's camp budget. Nonresident ABC's were responsible for their own expenses including camp fees during their week at camp.

#### Collaborators

The program was totally dependent upon Extension resources drawing upon resources at three of the five 4-H Centers, county and state 4-H program resources, and 4-H volunteers and camp counselors.

#### Contact Person(s)

Jeff Sallee, UGA Extension 4-H Faculty, Camping & Outdoor Programs, 350 Rock Eagle Road, Eatonton, GA 31024, Phone: (706) 484-2834, E-mail: [jsallee@uga.edu](mailto:jsallee@uga.edu).

Jenny Jordan, UGA Extension 4-H Faculty, Volunteer & Teen Programs, 309 Hoke Smith Annex Athens, GA 30602, Phone: (706) 542-8925, E-mail: [jwj4h@uga.edu](mailto:jwj4h@uga.edu).