

Encouraging the Heart of Leadership

North Central Region Volunteer e-Forum

December 3 and December 8, 2015

Chat pods synthesis

Essential Elements of Positive Youth Development and Leadership

What does belonging look like in youth leadership roles?

- Being part of a group; make sure to include in the activities; camaraderie; youth and adults working together; supporting each other through words and actions
- Welcoming newer members and making them feel welcome; they are called by their names; Breaking up "cliques" to help youth feel welcome; greeting members at the door
- A youth that is comfortable with their peers
- Everyone can participate without criticism; Can be yourself and are accepted
- Letting the youth take the lead
- Sharing Interests
- Everyone has a purpose, has a say
- Creating confidence
- Encouragement to be involved
- Kids reassuring each other
- Safe environment with small groups instead of one huge group; willing to work in a team environment
- Lots of interest in the leadership roles; listening to everyone's ideas in a respectful manner, safe place for them to learn as they go
- Being given the opportunity
- Getting down on their level
- Nurturing, They are receiving guidance so they can move to the next step
- Listening to each other
- Mentoring younger members; Having a supportive role model
- Being a part of an officer team or an Ambassador
- Ice breakers, both group and one on one, allowing kids to get to know each other
- Leaders help get new members oriented and introduced
- Everyone answers roll call; everyone takes a turn at leading pledges, doing demos, bringing lunch, etc
- Positive comments following an individual's presentation
- Pairing younger members with older members in group activities; pair up with a 4-H member who has stronger leadership skills
- Having adult guidance with a young president
- Participate in committees, voting and older youth helping younger youth
- Eye contact
- Friendships outside of 4-H meetings
- Happy smiling faces; Familiar faces

What does generosity look like in youth leadership roles?

- Sharing with the community; giving back to those who have supported them and to those who may not be as fortunate
- Youth helping at community events and seeing impact of their work from immediate feedback
- Willingness to do something without being asked
- Giving from the heart without expecting anything in return
- Teaching others a new skill or concept
- Youth taking initiative in community service/learning projects
- Helping the younger/each other members; helping other youth learn skills
- Involving all
- Realizing you are a mentor for all members in the club
- When the young kids become the youth leaders for the project
- A prominent youth leader steps aside to let another youth try
- Letting others speak at the meeting, supporting peers
- When youth is confident they feel more comfortable in the role they are serving
- Let youth make mistakes to learn without ridicule
- Being courteous
- Youth delivered hats and scarves made by the club to local schools
- Taking the lead on a roadside clean-up project
- Doing activities with the elderly
- Setting up team of an older and younger youth to work together on similar interests or projects

What does mastery look like in youth leadership roles?

- Doing a demonstration; Public Speaking
- Leading a meeting for the first time; Let the youth run the meetings, adults are guides on the side let the youth plan the meetings
- Leading a club workshop; Teaching others
- Opportunities to build a skill set in a particular subject; continually seeking to improve on these skills
- members grow in their projects that capture their interest; sharing skills with club; confidence in what they are doing, feel like they can educate others how to do something
- Sharing each child's skill set with the group
- Allow youth to put forth their own ideas
- Learning new skills through leadership opportunities
- Having older youth mentor younger youth; setting examples, role model
- Planning events and activities; ability to accomplish a task and set goals
- Understanding the group and knowing when to be flexible
- Providing the necessary tools to fulfill the role
- Readily volunteer without coaxing; Youth leader stepping up to fill the gap in a project where there is no adult leader

- Confident
- Handling fire arms
- Competence
- Teamwork
- Character Development
- County 4-H Council members
- Taking what they learned outside of 4-H and using it in other areas of their life - school, work, etc.
- Being a part of a judging team
- Youth leaders teaching other members how to wire electronics project
- Members being the leaders of the music contest entry without adults making up the songs/actions

What does independence look like in youth leadership roles?

- Youth have a voice in decisions that are made for opportunities that affect them
- Youth having a role in making a difference in their community; adults listening to and valuing their voice
- Community Service, going out in general public and helping where needed
- Older youth taking a lead on a music for younger members to perform
- project work; Think in advance about projects
- Committees made up of young people; youth making decisions; Youth lead meetings; deciding on date, time, place for meetings; deciding on field trips, making motions
- Taking initiative
- Youth run the program and staff just give advice; club officers needing more help at the beginning and slowly assuming full responsibility for office; knowing how to do the job (e.g. officer role) with minimal guidance from adult
- Doing a presentation; Confidence in public speaking
- Older youth mentoring younger youth
- Doing what needs to be done without being told what to do
- Youth take the lead to make the agenda or for a task
- Youth come up with new ideas and are encouraged to care them out
- Push youth outside their comfort zone
- Giving them a task without an adult present; Able to execute with limited instruction

Leadership Roles for Youth

Leadership Roles for K-2

General items to consider when providing leadership roles for K-2nd grade: 1) value their opinion; 2) give options and let them choose; and 3) keep them busy

Ideas of roles during meetings:

- Flag bearers

- Pledge leaders
- Collect club dues
- Lead roll call (IDEA: Roll Call Activity where members are randomly partnered; they all take off one shoe and then at "go" everyone grabs someone else's shoe, finds who it belongs to, asks questions and then they introduce their partner and say a little about them for their roll call.)
- Welcome committee/greeters
- Set up for meetings, pass out papers, bring snacks, serve drinks, decorate, draw names from slips of paper
- Song leaders (IDEA: start a birthday song for members in the club)
- Count Food Shelf donations and report
- Help present key motions
- Give ideas on recreation
- Election moderators
- Give project reports

Other ideas for K-2 Leadership:

- Demonstrations: individual, team or group
- Run lemonade stand at Fair
- Cloverbud Day Camp Participant
- Select gifts for adopted family
- Lead at least one committee a year... even planning what to eat at club picnic
- Working with activities in kid's day tent at the fair

Leadership Roles for 3rd- 5th graders

General items to consider when providing leadership roles for 3rd-5th graders: 1) they're willing to volunteer the most; 2) like to be engaged in club activities; and 3) they can help hold the attention of their peer group.

Ideas of club leadership roles:

- Serve as club officer. Could be a junior officer, shadow another officer, have an entry level officer position
- Flag bearer
- Roll call leader
- Pledge leader
- Club meeting caller; responsible for calling each family to remind them about the meeting.
- Jobs as the 4-H person (Head, Heart, Hands, Health)
- Help with ballot counting
- Lead recreation/ice breakers for club/projects
- Encourage motion making process
- Give reports on activities
- Set up the meeting space with tables and chairs

- Help coordinate who brings refreshments to meetings
- Be part of developing the club calendar/yearly program plan
- Serve on planning committees; co-chair committee

Project and activity leadership roles:

- Give step-by-step instructions on how to complete an activity
- Team or individual teach a project; do a demonstration
- Encourage and be helpful in all project areas
- Lead robotics project
- Help set up and take down the targets in Shooting Sports
- Lead craft activity for the entire club
- Announcers, time keepers, pass out ribbons at contests, shows
- Facilitate a play for the K through 2nd youth
- "Feature 4-Her of the month" - a 4-Her that comes up at a meeting and talks about a project
- Charts food donated to food pantry
- Ambassadors (intro to officer role), county events with a specific role

Leadership Roles for 6th-8th graders

Youth in 6th-8th grade bring new ideas and can lead by sharing their excitement with the group. They are ready to take on larger projects and be role models for young members. Adults and older teens can encourage youth to take the youth leadership project and encourage them to try new projects.

Ideas for leadership roles:

- Committee member (chair, co-chair) and report back
- Club officer (encourage to consider officer roles); Run a meeting
- Hospitality help; pass out name tags, welcome people, etc.
- Livestock board members
- Activities/game/ice breaker leader
- Teach project area (may or may not be with minimal adult supervision)
- Club newsletter
- Brainstorm activities for the club year
- Coordinate meetings/fun activities at club level
- Plan and lead meeting with parent support
- One-to-one mentorship of younger member; assist younger members in completing reports
- Organize fundraiser; contact and thank sponsors
- Maintain club/project budget
- Club ambassadors
- Take lead with small groups
- Demonstrations
- Jr. Leader for Clover kids/Cloverbuds/Explorers

- Make bulletin boards
- Coordinate ice cream eating contest at the fair
- Write community service grant applications
- Horse bowl team leaders
- Ricochet leadership program
- Run a vegetable stand
- Camp CITs (counselor in training)
- Lead demonstrations and talk with county fairgoers
- Market 4-H
- Contact club members to remind them of club meetings
- Design and organize a float in local parades
- Help judge cake review
- County-level office, committee
- Organize interstate exchange trips
- Seek trip opportunities and complete application, interview

Leadership Roles for 9th-13th

Youth in grades 9 and above are ripe for serving in club, county, multi-county, and state leadership roles.

Ideas for leadership roles:

- Camp counselors
- Mentors (e.g., help on show day)
- Plan/organize meetings, trips (e.g., plan family night, brainstorm activities for the club year, generating agendas, activity planning, budgeting)
- Take charge of concession stand
- Chair/Co-chair activities and committees
- Serve as club officer and guides to the leaders
- Jr. Leader with specific responsibilities (e.g., keep track of club of the year points)
- Develop welcoming activity
- Leaders of small groups that lead games, help with younger kids
- Key contact person for service project (promote it in their school; publicize; gather/deliver donations)
- Lead fundraising projects; contact sponsors
- Model projects to Clover Kids; plan Cloverbud activities
- Demonstrate
- Develop roll call questions
- Handle money
- Livestock Ambassador to talk with Auction Buyers
- Lead workshops, including teaching project skills to younger, less experienced members
- Present at project day alone or with another youth with very little adult supervision
- Share record books with younger members

- Shooting Sports instructor, demonstrations
- Teach safety in the horse project
- Connect with new 4-H families
- Share the experiences within 4-H and what they've all done and where they've gone
- Encourage to attend leadership opportunities - camps, State 4-H Conference, youth development committee, CWF
- Help set up and clean up at the fair
- Serve on other Boards
- Speak to County Board members and state legislators
- Fair superintendent/assistant superintendent
- Parade of Champions Coordinator
- Coordinate and facilitate safety tent at the fair
- Consumer choice volunteer leader
- County 4-H Federation positions, including county committees and events
- County 4-H Ambassador
- Serve on Extension Council
- State leadership roles

<p>What are some of your observations about youth-adult relationships?</p>

- Trust; Listening; Communication; Openness; Reassurance; Creativity; Energy
- Respect for each other
- Follow through
- Youth felt safe
- Genuine time; focused on youth
- Ask youth what they want to do; value their opinion
- Adult was proud of youth and affirmed youth
- Didn't judge, open to new ideas – outrageous ideas still good
- Gave feedback
- Adult restated what she heard youth say so that youth knows they were heard
- Encourage their potential
- Adult is straightforward and honest
- Youth felt comfortable
- Allowed to make mistakes and learned from them
- Sense of belonging
- Adult was good role model of leadership
- Spent time together
- Provide space to try new leadership roles
- Meetings were fun
- Started early/young age
- Consistency and positive, integrity

- Taking an interest in asking them what they want to get out of the Club or Group
- Realistic expectations
- Adult volunteer wanted to be in the role she was in

Thinking of a non-parent adult...How do you feel when you are with them?

Wordle word cloud (below) show some of the most common responses. It is interesting to note that encouraged/encouraging, challenged, listened, confident, and important were the most frequently used words. Created at www.wordle.net



Ways I'm going to build a supportive relationship with a 4-H member.

- Listen
- Encourage
- Build trust
- Learn about what they're involved in; attend their non-4-H events; recognize information you saw in the newspaper, etc.;
- Ask about their projects and goals; help with project ideas; find and support ideas; Encourage their interests; Acknowledge skills and abilities
- Say hello when you see youth
- Spend TIME with them
- Share knowledge
- Bring food
- Involve in many activities
- Chaperone trips
- Spend one-on-one time
- Delegate
- Inspirational
- Be approachable
- Be welcoming
- Be real
- Be supportive
- Be a friend
- Lead by example
- Create structure for the development of their leadership
- Guidance
- Be willing to do what your kids want to do
- Co-lead something together
- Leadership roles for younger members
- Older youth – highs and lows in the week
- Have fun
- Help increase life skill development through structured development
- Give shy members a chance to speak out
- Address them by name
- Let them fail and help them learn
- Put news stories in newsletter and local papers
- Help them identify short- and long-term goals
- Text them
- Work together on a committee
- Ask a youth to be a greeter

- Give confidence
- Encourage to do something new
- Compliment
- Find common ground
- Talk through problems with youth
- Offer your time and supplies, e.g., woodworking
- Appreciate
- Thank them
- Laugh
- Involved in new member orientation
- Good non-verbal communication
- Ask what they want to get out of 4-H
- Trust in their ability to be youth leaders
- Share a personal story with them; share your failures and successes