

Section Slants



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President's Pen

Did You Know??

Did you know that as a member of MAE4-HYDP, you are a part of a national association (NAE4-HA) of 3,637 other youth development professionals. Did you know that The Journal of Youth Development will have released three issues by the end of 2007. Did you know that “your” association has influence and voice with regards to 4-H Brand building and National 4-H Council, just to name two. Did you know that you have the opportunity for recognition, awards, scholarships and grants as a result of your membership in MAE4-HYDP and NAE4-HA.

Mark your calendar for the annual meeting of MAE4-HYDP, scheduled for Monday, February 4th at the Holiday Inn in St. Cloud. Along with our meeting the Education committee is planning a special professional development opportunity. This meeting will precede Youth and U, scheduled for February 5 & 6 at the same location. You may claim lodging on your Youth and U expenses, provided you live an hour and a half or further from the meeting site. Watch for details with Youth and U information.

Atlanta – A Peach of a Conference

The National Association of Extension 4-H Agents (NAE4-HA) Conference was held in Atlanta, GA in October. The theme of the conference was 4-H: A Peach of a Profession. My view point it was truly a “peach of a conference”. I’ve had the opportunity to attend many national meetings, but this was truly one of my favorites. What stands out in my mind, in addition to excellent seminars and speakers, was the wonderful way that Georgia showcased the youth in their programs.

From beginning to end, youth entertained with music and dance, introduced presenters, gave announcements, hosted meetings, lead the pledges, all with poise, confidence and pride in their 4-H program.

Highlights of the week included being entertained by Georgia’s Clover and Company (similar to our own Arts In). They were joined by a former Clover and Co. member, Jennifer Nittles with band “Sugarland”. Susie Vanderlip was the keynote speaker, with a theatrical one-women show, “Legacy of Hope” which addresses the issues faced by teens and adults. Visit her website for further information: www.legacyofhope.com Finishing the week was Capnote speaker, Nancy Grace of CNN news. By the way, she is also a Georgia 4-H alumnus.

Time to renew your membership in MAE4-HYDP

If you haven’t already renewed your membership to “your” association, MAE4-HYDP, please do so today. Dues are \$90. for current members, which includes membership in NAE4-HA. First year members dues are only \$45. A pro-rated payment plan is also available. All members should have received information to renew their membership. Send your checks to Barb Sorensen. Farmington Regional Center. We need at least 50 members who have paid dues by December 1st in order to have two ASA and DSA awards for the 2008 conference.

Looking forward to seeing you in St. Cloud in February.

Sincerely,
 Barb Sorensen,
 MAE4-HYDP President

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Member Updates

New Arrivals:

Renee Kostic – Kody Jeff was born , May 26, 2007 at 1:50 p.m.. He weighed in at 8 pounds 4 ounces and was 22.5 inches long.

Nancy Heglund– Maria Darin, daughter of Nancy and Darin, was born, April 11th, 2007. She weighted in at 8lbs, 7 ounces

and 21 inches.

Carrie Ann Olson—Kirby Emmet, son of Carrie and John Olson, was born, September 27, 2007 at 7:50 a.m. He weighs 7 lbs., 8 1/2 oz. and is 19 1/2 inches long.

Samantha Grant—Elizabeth Katherine

daughter of Samantha and Josh was born on Wednesday November 14th at 12:30pm. She weighed 7 lbs 11 oz and was 21" long.

Take the Challenge: Motivating Volunteers to be "People of Character"

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The Wise Woman and the Stone

A wise woman who was traveling in the mountains found a precious stone in a stream. The next day she met another traveler who was hungry, and the wise woman opened her bag to share her food. The hungry traveler saw the precious stone and asked the woman to give it to him. She did so without hesitation. The traveler left, rejoicing in his good fortune. He knew the stone was worth enough to give him security for a lifetime. But a few days later he came back to return the stone to the wise woman. "I've been thinking," he said, "I know how valuable the stone is, but I give it back in the hope that you can give me something even more precious. Give me what you have within you that en-

abled you to give me the stone." (Author Unknown)

As Kahlil Gibran says, "You give but little when you give of your possessions. It is when you give of yourself that you truly give." The definition of volunteerism is the "willingness of people to work on behalf of others without the expectation of pay or other tangible gain. We can hope that our volunteers strive to do things for others because it's "the right thing to do". It's a lofty goal, but we can hope to have those who are a part of our organization, work toward doing the "right thing for the right reason" or be people "of character."

What is character? The Josephson Institute of ethics defines character as "knowing the good, loving the good and doing the good." When I first started working with the 4-H program as a 4-H professional, I assumed that since people were volunteering, working with youth, and giving their time to help others, that they would make the right decisions, and do the right thing for the right reasons. Although the

majority of the volunteers are people who are in the organization to make a positive impact, I found that this was unfortunately not true for everyone, all the time.

I had to first understand why people volunteer. There is much research and many viewpoints on why people volunteer. One perspective groups these motivations into the 4 "A"s:

- Achievement - motivation based on success as a volunteer
- Altruism - wanting to help others and "do good" for selfless reasons
- Affiliation - desiring a connection and a sense of belonging
- Acceptance - motivation is based on a desire for approval

All of these motivations produce positives for the organization, but at times may lead to volunteers not always making the best decision for the organization and the people in it. I realized that if I wanted the volunteers I manage to be people of character and to make good deci-

sions, I had to model this behavior and make it a foundation of the overall program. So, before anyone can motivate volunteers and build an organization of character, they must first understand character and ethical decision making. What is a Person of Character? What do they look like? How do we motivate our volunteers to be "people of character?"

The Josephson Institute of Ethics identifies 6 pillars of character ... Trustworthiness, Respect, Responsibility, Fairness, Caring and Citizenship. In my experience working with volunteers, I have found that the three primary character traits I have had to work to instill in the organization are: trustworthiness, respect and responsibility.

The key components of trust are integrity, honesty, promise keeping and loyalty. Building trust among volunteers and within an organization is not an easy task and does take time. After many years of trying without success, I found that once I got the volunteers to truly believe in and attach importance to their involvement in the organization, they began to act in such a way that embodied the values of the organization, and in turn, became more loyal, and trustworthy. Allowing volunteers to take part in groups that established policies, common goals, and new programs fostered development of loyalty toward the program, and helped to build trust among volunteers who once were on opposite sides.

What is respect? The essence of respect is to show solemn regard for the worth of others, including yourself. . There is much focus on respect issues in youth, due to the prevalence of bullying and violence in schools, however, these issues can be just as common in a group of volunteers. How do we build respect among volunteers, and within the group of volunteers? Many times, I observed volunteers disrespecting each other and no matter how many times I discussed that issue, it seemed difficult to change behaviors. I found that many times their motivations were good, but the way they treated each other or dealt with a situation, was not. What I began to do was to change the expectations for volunteers. In the New Jersey 4-H program, after they are appointed, all volunteers sign an agreement that states various expectations, including the way they treat each other, youth and those who oversee the program. I began to include these types of expectations for all events run by volunteers, and to reward those who were respectful with positions of "importance."

Responsibility is a simple concept to understand, but

not one that is simple to implement and encourage in others. Many times "too many people are willing to move the stool when the piano needs to be moved." In all 4-H programs, there seems to be a small number of volunteers who do most of the work. How do we motivate others to be responsible? It's not easy to change overnight, but by building a sense of loyalty and ownership within the program, volunteers *want* things to succeed since they feel a sense of responsibility for the program's success.

The issue of building character is not an easy one, but we can take some steps to help our volunteers to be "people of character."

1. **Set the standards and expectations** . Make sure all 4-H policies, guidelines, and program goals include components of character. Be sure expectations are clear.
2. **Be a role model.** Be sure to "walk the talk". Set a positive example and motivate others.
3. **Modify policies when necessary.** Be flexible and modify policies when issues of character arise.
4. **Reward excellence.** Be sure to find ways to recognize and reward volunteers who exhibit positive character and are role models for other volunteers and youth.

References :

Character Counts! sm , Josephson Institute of Ethics, <http://www.charactercounts.org> .

Torretta, A. and Bovitz, L. (2005). An Affirmative Approach to Parental Involvement in Youth Programs. *Journal of Extension*, August, Volume 43, www.joe.org/joe/2005august/tt4.shtml

Solve this puzzle

Sherlock Holmes was questioning three men who had been witness to a murder, Messrs. Franks, Richards, and Andrews. By coincidence, their first names were Richard, Rank, and Andrew. Holmes remarked to Mr. Richards on this.

“Yes, I noticed that as well,” he replied. “But none of us has the first name that matches our surname. My first name happens to be Andrew.”

Can you give the full names of all three witnesses? Answer on back page.

National Association

Once again Minnesota was represented well with a large delegation to the National Meeting in Atlanta. Minnesota was also recognized for programs such as Youth Teaching Youth and membership recognitions of Achievement in Service Award (ASA), Distinguished Service Award (DSA), Meritorious Service Award (MSA) and 25 Years of Service. Award winners at the bottom were: (L to R) Mary Duncomb REE in Farmington for the MSA, Cindy Bigger REE Fergus Falls for 25 years of ser-

vice, Rachel Bender PC Carver County for the ASA, Anna Gilbertson PC Anoka County for the ASA, Sharon Davis REE Albert Lea DSA and Donna Geiser REE Fergus Falls for the DSA. Mary accepted two awards for the Youth Teaching Youth program of Anoka, Dakota, and Scott Counties. These awards include cash to enhance the program from the MetLife Foundation Award of Excellence and the Dr. Jim Duncan Program of Distinction Award.



Education Committee

The Education Committee has been busy working on a Professional Development session for the YOUth & U pre-conference. On Monday, February 4th, MAE4-HYDP will be holding a Professional Development session in the afternoon prior to their annual meet-

ing. The topic for the session will be Professional Writing. You might be asking what this is and we are gearing it to the writing we do for things such as writing letters of reference and news releases. As we think about how we write, we will bring in an experienced writer to

help us as we learn what parts of articles really get read and how to put the "meat and potatoes" of our message in the right places. Watch for more specific details, but mark your calendar for Monday, February 4th and we'll see you at the MAE4-HYDP pre-conference!

David Pace and Juanita Reed-Boniface Inducted into National 4-H Hall of Fame

David Pace, associate professor emeritus and 4-H youth development educator, was inducted into the National 4-H Hall of Fame in 2006. His distinguished career included developing cultural exchange programs for 4-H youth. Dave involved nearly 3,800 participants from 86 countries in exchange programs from Japan, Norway and Russia. Locally, more

than 1,000 Minnesota youth and adults traveled to some 62 countries for home-stay experiences and to assist in developing 4-H programs.

Juanita Reed-Boniface, associate professor emeritus and Extension educator in 4-H youth development, has been inducted into the National 4-H Hall of Fame for

2007. Her 60 years of service with 4-H has included many leadership roles at both the national and state levels. As a result of her vision, more than 20,000 Minnesota 4-H members have been certified in Livestock Quality Assurance and Ethics.

Galaxy III—Joint Council of Extension Professionals (Workshop proposals Due January 15th)

The Joint Council of Extension Professionals (JCEP) Board invites you to attend the *Galaxy III Conference in Indianapolis, Indiana, September 15-19, 2008.*

The Galaxy III theme is "*Celebrating the Extension System: Strengths, Diversity, and Unique Qualities.*" The Galaxy conference is a wonderful opportunity for Extension professionals from all subject matter areas and all

parts of the country to network, learn together, and continue to build programs that will serve the citizens of our communities now and well into the future.

For conference and proposal information: <https://sharepoint.agriculture.purdue.edu/ces/galaxy/default.aspx>

Green Treasures Needed!

"Green Treasures" are those colleagues who are full of talent, creativity, dedication or kindness. The Awards Committee seeks to recognize members of the MAE4HYDP Association for all the good they do throughout the year! BUT! We only know about all this great work and dedication if YOU submit nominees for this prestigious award!

Here's how it works: You think of a colleague (or several colleagues) who have brought their talents to their work in a special way...perhaps it is the colleague who motivated your team to try a new event this year, or a co-worker who always supports you with a listening ear and great advice. Perhaps it is someone who has created some new resource that has been valuable, or someone whose creativity has strengthened the program in their county or region. Perhaps it is someone who has survived lots of support staff turnover this year, or a supervisor who has helped you in a unique way. The field is wide open--the GOAL is to honor and recognize the hard work and creativity our colleagues bring to their 4-H work. Often this work goes unnoticed or un-thanked, and this is your chance to recognize it!

To nominate someone, simply email Anne Stevenson at steve020@umn.edu with the person's name, county/region, and a brief description of why they are a green treasure. (Nominees MUST be members of MAE4HYDP). Fabulous "Green Treasure" awards are presented during the MAE4HYDP Association meeting held the day before Youth & U 2008.

Deadline for nominations is Jan. 22nd.

Ponder those "green treasures" in your life and send in those nominations!

Apply for NAE4HA Awards!

It's not too early to begin thinking about how you might apply for one of the many NAE4HA Specialty or Communicator Awards! Think about work you've done in 2007, log on to the NAE4HA website at www.nae4ha.org and click on Professional Development, then Awards. Scroll down that list to help you ponder which award "fits" your work! Our state deadline will be March 7, 2008. Start thinking now because March will come all too soon! All state level winners will receive recognition at Youth & U and the opportunity to go on for regional or national judging! We know there are great things happening in Minnesota 4-H so let's get those applications submitted! Contact Anne Stevenson or Trish Sheehan for more information.

Answer to problem on page 3. Andrew Richards, Frank Andrews, Richard Franks.