

**Ohio 4-H Foundation
Grant Impact Report**

Title of Grant: Growing Key Leaders in Southern Ohio

Applicant Name & Title: Tracy Winters OSU Extension, County Director, 4-H Extension Educator

Unit Reporting: Gallia County Extension

Amount Funded: \$1,350.00

Amount Used: \$1,336.31

Grant Funds Remaining: \$13.69

Calendar Year of Grant: 2008

Type of Grant (please mark all that apply):

State Grant	Priority Area Grant
Cashman Grant	Lewis/Barnhart/Jenkins Grant
Cleveland Grant	Ebling Urban Extension Grant
Helt Family Grant	*Nationwide Volunteer Development Grant
Sauder Grant	Wadlington Grant
Ulrich Grant	

Please use as much space as needed to answer the following requests for information.

Please give an overview of your project. Assume the reader knows nothing about the program.

We know that every county has “seeds” of good volunteers; our goal is to grow these “seed” volunteers into middle managers and key leaders. Individual who can take charge of projects with little supervision and maintain a successful program, thus freeing up the county 4-H educators to focus on other projects. We have identified 5 focus areas to begin our first “Growing Key Leader in Southern Ohio” retreat which will be held at the Elizabeth L. Evan Outdoor Education Center at Canters Cave 4-H camp. These areas include Special events, Cloverbud programs, School age programming, Project 4-H and Teen leaders.

Please list the objectives of the project and evaluate the measurable objectives achieved. Explain how you measured those objectives.

The first objective was to have each participating county identify their “seed” volunteers. These are good volunteers who are ready to make the next step into a middle manager or key leader. (Someone that could take charge of an individual project with little supervision from the county educator.) We asked each county to select volunteers that

would be willing to work in one or more of our 5 focus areas: Special Events, Cloverbud Programs, School Age Programming, Project 4-H and Teen Leaders.

Our second objective was to use a multi-county approach and have as many of the 9 counties who camp at Canter's Cave participate as possible. Due to space we invited each county to send up to 5 volunteers to an overnight retreat. The idea was to develop a network with other volunteers from surrounding counties and to discover new ideas and celebrate their own programs in a group format. We also used this opportunity to expose newer volunteers to the positive influences of successful programs being conducted in other counties.

Our third objective was to empower volunteers to take the lead in providing for the future programming needs of their home county. While celebrating the accomplishments they have already achieved as being recognized at a potential Key Leader in their county.

The objective was to create a template program that other counties can utilize with not a lot of effort to challenge their own volunteers to grow into that next level of leadership.

We measured our success with this project by establishing a base line for the volunteers upon arriving at the retreat. A questionnaire was used to record their perceptions of the current programs in their county and of 4-H in general. We then gave them a second questionnaire at the end of the retreat to measure their change in perceptions or ideas regarding their county programs or 4-H in general. Some of the findings included that 100% were volunteers at the club level with 65% being involved with the county 4-H Advisory committees and 2% were current program managers for county wide programs. We also found that at the conclusion of the training 100% were comfortable with working with adult leaders.

After the weekend we saw a total increase in the self evaluated skill levels for: working on their own, having ideas for the county level programs, sharing their ideas in a group program, and increase in comfort for the working on the county committee and there was an increase in those who felt ready to lead a county program. Our largest increase felt that they had gain knowledge in planning a county level program. In addition we showed an overall increase of 23% in understanding county level programs. We showed an overall 13% increase in having county program ideas to take back to their county.

Some comments from participants included: "the best part of the retreat was the chance to see programs from other counties and take these ideas back to my county." "I received lots of good ideas for cloverbuds and I will take these back and use them with my club and at a county level in my county" "The action plan to get my ideas started was the best part for me"

Finally at 3 months we did a follow up with county educators to measure the impact of the training on their county programs. See the following section.

Describe the population(s) or target audience(s) served. List how many individuals benefited or were impacted by this program.

Our target audience was 4-H Volunteers who had been in the program at least one year or more who had not yet taken that next step into becoming a Key Leader. We had 38 volunteers sign up for the retreat with 32 volunteers showing up and completing the retreat. Volunteers were from the following counties: Gallia, Highland, Hocking, Jackson, Lawrence, Meigs, Pike, and Vinton counties. We also had Educators from Gallia, Highland, Lawrence, Meigs, Perry, Pike, Ross, Scioto, and Vinton participate in the training.

Measuring the exact number of those benefiting from the program is tricky the program was designed for each volunteer to take back what they learned from the retreat and share it with others. One example of this would be the results which happened in Gallia County. After the retreat our Key Leaders met as a group and planned the following activities for the county: Our first ever 4-H kick off- this was an evening event open to the public to advertise 4-H and the programs we have to offer youth. Members of the general public as well as 4-H advisors and parents participated. They had the opportunity to talk with Key Leaders, Junior Leaders as well as Extension staff and Fair Board Members about different projects, joining 4-H, club activities and more. The key leaders each designed a display for their individual project areas and these displays have been used in several events and school activities since to advertise Gallia County 4-H.

Another event planned by our Key Leaders was the 2008 4-H Scholarship Banquet. Due to the location being remodeled that we normally use we had many changes to deal with this year: finding another location, selecting another food service, alter how the program was conducted, our special events Key Leaders took on this project and helped find a location, took care of the food, organized volunteers to help serve the food and helped us have the largest and most successful scholarship banquet ever with over 100 people attending.

We also had the Cloverbud Key Leader take on planning her first cloverbud day camp. She came up with the theme, created the brochure, planned the lunch, and conducted many of the day's activities. This was a huge assistance, due to the fact that the County 4-H Educator (also County Director) was busy with summer camps and working on \$100,000 worth of county contracts which had to be submitted at the same time as cloverbud day camp.

In Meigs County the Cloverbud Key Leaders developed and implemented two new programs: Clover Clues and Cloverbud Graduation, both of these events were very successful and had many participants. The Meigs County Key Leaders group as a whole, also assisted with the development and implementation of their 4-H Kick Off. The School Age Key Leader is currently helping with the Real World Real money program. She has helped get the program into the schools and has help the County Educator develop school contacts for additional programming including the new Health Rocks program.

Vinton County had three individuals who all participated in the Special events portion of the Key Leader program. They used their new skills to organize a new county fund raiser called Pies for College. This was a pie auction – Pies were made by local community members who had close ties to 4-H. During the fair livestock sale these individuals spoke about what 4-H meant to them growing up and how it had affected their lives. They then auctioned the pie they had baked in a collector's pie dish. The results of the auction raised over \$5000.00 for College Scholarships for senior 4-H members.

In Highland County Key Leaders also attended special events and developed fund raisers and raised over \$58,000.00 for a new poultry and rabbit barn. They also had a silent auction that raised \$350.00 for the County 4-H Endowment Fund. Another key leader taught two sessions at the county clover college and another at the county advisory conference. The project Key leader developed a dog rally event for this year's fair.

As you can see counties that took advantage of the program certainly received rewards from challenging and training their volunteers to become county program leaders.

Which of the 8 critical elements were realized in the program and how was this accomplished?

For Mastery and Competency in a Chosen Activity or Subject Matter Area - And the For Engagement in Learning - With both of these the participants learned how to use their mastery of skills beyond the club level and to take these skills to provide programming at the county level and beyond. This was indicated in the participant surveys that we received with an 11% increase of volunteers feeling prepared to lead a county program and 23% of these same volunteers indicated they were prepared to plan a county program. Finally an over all 9% increase in personal development that felt they had ideas to share and a 14% increase in over all knowledge and ideas for county level programming.

Provide a detailed budget and actual expenditures. Original receipts or copies are not necessary, but be sure that your expenditures are detailed with specific dollar amounts.

Budget

Grant \$1,350

Volunteer Resources (training materials, evaluation materials, consumables)

4-H cups - \$.40 x 60 = 24.00

Ink Cartridges 3 Black = 40.47

Ink Cartridges 4 Color = 64.76

Post-it easels - 5- \$112.45

Consumable program supplies -\$122.93

Calculators - \$59.90

Volunteer Resource packs

Certification holders - 10-\$40.40

Certificates - 5- \$ 11.68

Folders for participants – Emblem Folders \$1.80 x 90 = 162.00

Meeting Pack – \$2.25 x 45 = 101.25

Gold Emblem Stickers \$8.95 x 1 = 8.95

Name Tags - \$26.09

Card for name tags =\$18.89

White paper - \$33.70

Promotional materials and postage

Thank you Note Cards \$4.95 x 5 = 24.75

Postage - \$300.12

Statewide Resources (curriculum notebooks, CD resources)

Disk x 2 packs = \$39.98

Disk Mailers- 200 =\$53.90

Binders for the counties 12 =\$38.28

Luncheon Supplies

Confetti Placemats \$4.95 x 1 = 4.95

Confetti Dinner Napkins \$ 6.95 x 1 = 6.95

4-H Magnetic Oval Frame \$1.50 x 3 = 4.50

Volunteer Magnet Clip \$1.95 x 2 = 3.90

Volunteer Heart Keychain \$2.95 x 2 =5.90

Woman's T-Shirt \$12.95 x 1 = 12.95

Level Tool \$4.50 x 1 = 4.50

Bud Vase and Ribbons - 8.16

If this is a continuing program, please describe future plans/program objectives.

In 2007 we started a three county Clover College program with Gallia, Meigs and Vinton Counties participating, then we expanded to the 9 county Key Leader Retreat. Our plan is to alternate between the two programs with the Clover College program designed for new volunteers and the Key Leader training for volunteers ready to take the next step. As volunteer buy in grows potential the 4-H advisory committees will help subsidize the cost of continuing these programs as well as looking for additional grants and program sponsors. The success of the first Clover College was rooted in the fact that volunteers from the three counties were able to see and evaluate the programs being conducted in their neighboring counties and the success of the Key Leader program allowed volunteers to take on leadership and ownership of those programs.

Tracy Winters
Grant Recipient Signature

Oct. 3 2008
Date