**Volunteer Administration Academy**

Dr. Ken Culp, III

The Volunteer Administration Academy was designed to equip and empower Kentucky 4-H Youth Development Agents with the tools, resources and knowledge necessary to assess their current 4-H programs, envision opportunities and possibilities, garner support from key stakeholder groups and develop the volunteer resources necessary to achieve previously unrealized goals. Achieving these goals would make a significant positive impact upon youth and adults at the community and county level. This is made possible through transforming the county 4‑H Youth Development Program from an agent-delivered to a volunteer-delivered program.

**Intended Outcomes:**

* A shift in the way the Kentucky 4-H Youth Development program is delivered, from being primarily agent-delivered to being primarily volunteer-delivered.
* The Agent’s role will evolve from being an activity coordinator and youth-teacher to being an educational program manager with primary responsibility for volunteer coordination and volunteer program management. This change will provide the agent with additional time to focus on program and resource development.

The Volunteer Administration Academy was first offered in January 2001 as an intensive, year-long series of three, 3-credit hour graduate courses. Agents could enroll either for graduate credit or as a series of professional development in-service workshops. The initial class was taught by a three-member teaching team including Dr. Ken Culp, III, Dr. Rachel Davis and Dr. Wendy Stivers, all from the Department of 4-H Youth Development.

Beginning with the third class, the VAA was offered during the Fall, Spring and Summer semesters so that it would coincide with the program year. After the creation of the Department of Community and Leadership Development (CLD), VAA was offered for only six (6) hours credit, rather than the 9 hours which could previously be granted.

Thirdly, while there were many volunteers who had a broad background and vast experience in working with livestock, many could benefit from education in the areas of teaching and learning, youth development, club management and volunteer development. Rachel Davis left UK at the end of her first year. Wendy Stivers co-taught the course with Ken Culp, III, for the first four classes. Dr. Culp taught the class by himself beginning with class five.

VAA graduates include:

**2001** Mary Averbeck, Stephanie Blevins, Charles Comer, Amber Huffman, Kathy Junker, Mark Mains, Anna Smith, Misty Wilmoth

**2002** Lois Carter, Cathy Jansen, Deana Reed, Toni Riley, Paula Tarry, Susan Turner

**2004** Jessica Anderson (KDA), Martha Arterburn, John Batey, Sharon Flynt, Jennifer Hubbard, Jeremy Teal, Larissa Tucker

**2005** Amy Aldenderfer (Hort), Lynnette Allen, Sarah Fannin-Holliday, Raven Ford, Carole Goodwin

**2006** Julie Brown, Chad Conway, Chanda Hall, Janet Johnson (FCS), Diane Kelley, Kelly McDonough, Kim Ragland, Janet Turley, Sherrill Bentley, Kim Whitson

**2008** Heather Cassill, Joyce Doyle, Jay Hettmansperger (Ag/NR / 4-H), Kathy Hunter, Lora Stewart, Marla Stillwell, Amanda Sublett, Mollie Tichenor

Each VAA class selects one or more “special projects” to undertake during the second semester of the series. Projects developed through the VAA include: Developing a Course Packet of Volunteer-related Journal Articles (2004), Volunteer Recruitment Packets (2005), the OBOE Model of Volunteer Orientation (2005), Volunteer Planning Aids (2006), Volunteer Education Activities (2008), and 360 Degree Evaluations (2006).

Extensive pre- and post-testing evaluations have been administered to each class, along with documented volunteer involvement. Graduates have reported significant improvement in volunteer competencies in all four categories of the GEMS Model (Generate, Educate, Mobilize and Sustain) as well as in all 18 of the individual phases of the GEMS Model. Additionally, volunteer involvement on the county level has increased substantially, and councils function more effectively and efficiently. Finally, District Directors report a marked difference and improvement in the county programs of VAA graduates, as compared to those who have not experienced the coursework.