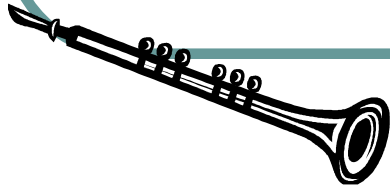


The O.B.O.E. Model of Volunteer Orientation

Aldenderfer, A., Allen, L., Culp, III,
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Cooperative Extension Service

An "OLD" organization with a Current
Mission

How It All Began

In the 19th century, various methods were used to disseminate research-based information about new technologies and cutting edge practices to farmers.

1862

- 58% of the American population were farmers.
- **President Lincoln** established the **USDA**, “*the People’s Department*” to provide quality seeds and the most up-to-date information.
- Today, the **USDA** continues this legacy and more.



The first Morrill Act (1862)

President Abraham Lincoln signed into law an act donating lands to states and territories to provide colleges for the benefit of agriculture and mechanical arts.



The Hatch Act (1887)

- *Provided for the creation of Agricultural Experiment Stations for scientific research at each of the Land Grant Institutions established by the Morrill Act.*
- *Assured that agriculture held a position in research equal to that of industry, maintaining an equitable balance between agriculture and other segments of the American economy.*



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Second Morrill Act (1890)

- This legislation was to include the former Confederate states into the Land Grant program.
- It required each state to demonstrate that race was not an admissions criteria, *or* to designate a separate but equal land grant institution for persons of color.



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The Smith Lever Act (1914)

- Established a system of Cooperative Extension Services, connected to the Land Grant Universities, in order to inform people about current developments in agriculture, home economics, and related subjects.
 - Contained legislative authority *and* permanent appropriation.
- Provided for a continued strength and stability by creating a Cooperative partnership between three levels of government ... Federal, State and Local.
- This act requires federal funds be matched by local funds.
- The need for information grew and this act established the partnership between USDA, Land Grant Universities and Cooperative Extension.

Smith-Lever Act (1914)

“...shall consist of giving instruction and practical demonstration in agriculture and home economics to persons not attending or resident in said colleges in the several communities, and imparting to such persons information on said subjects through field demonstrations, publications, and otherwise...”

1916

Kentucky officially joined this
three way partnership with
KRS 164.100



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Dept. Reorganization Act (1994)

- Cooperative State Research, Education, and Extension Service (CREES) was established within the USDA, as part of the Executive Branch of the Federal Government.
- The National Organization is divided into four regions:
 - Western
 - North Central
 - Southern
 - North East
- Included elevating several Native American Tribal Colleges to partial land grant status.

Today

- The Cooperative Extension Service delivers unbiased new technology and information in four program areas:
 - **Agriculture and Natural Resources**
 - **Family and Consumer Sciences**
 - **4-H Youth Development**
 - **Community and Economic Development**

COOPERATIVE
EXTENSION

UK  **KSU**

UNIVERSITY OF KENTUCKY
College of Agriculture

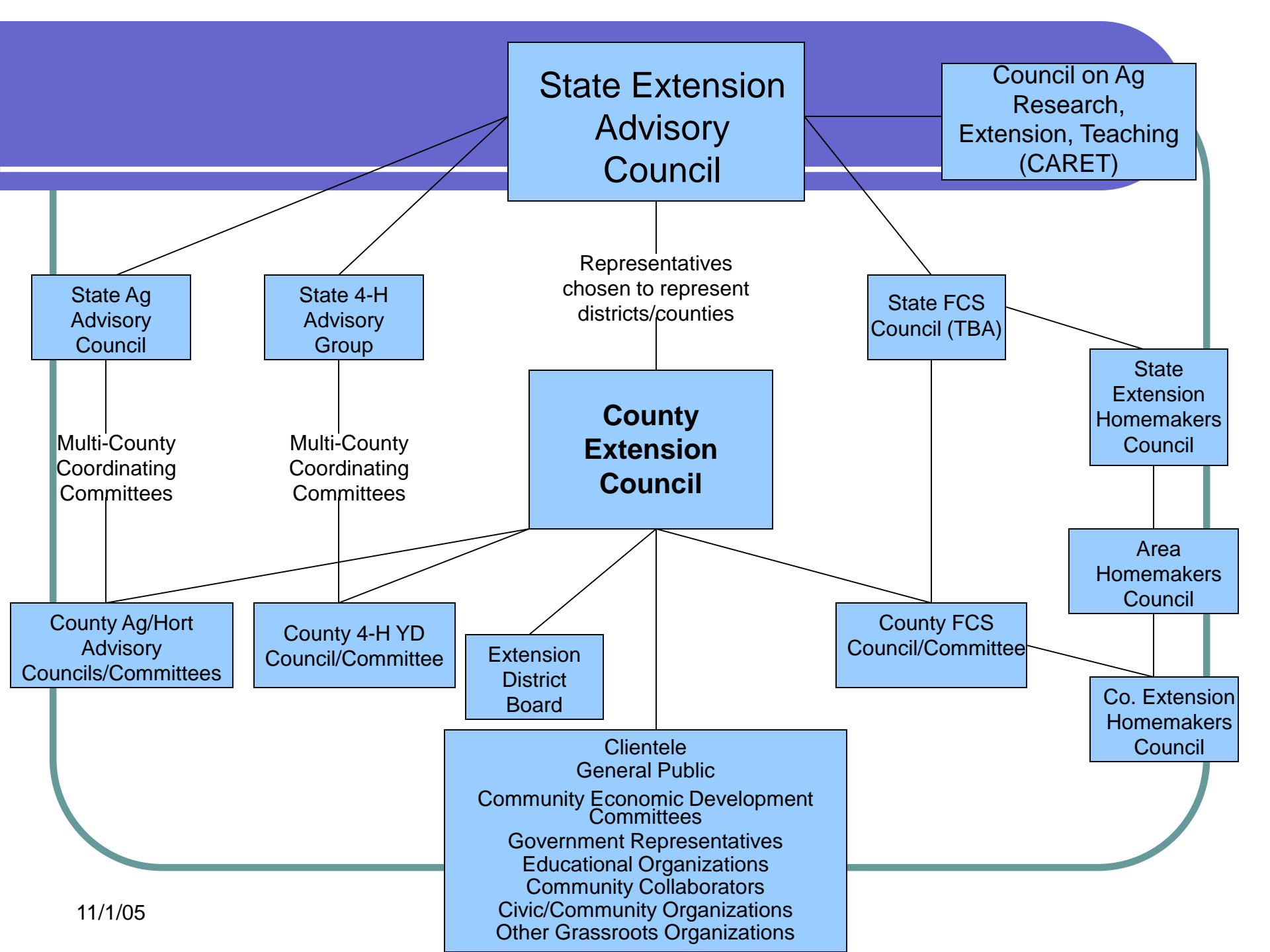
KENTUCKY STATE UNIVERSITY

Extension's Guiding Principles

- *“Helping people to help themselves”*
- *“Involves working **with** people, not for people.”*

How does CES do it?

Extension arranges for significant involvement of the public in planning and conducting programs, thereby transferring relevant technology and information to the general public.



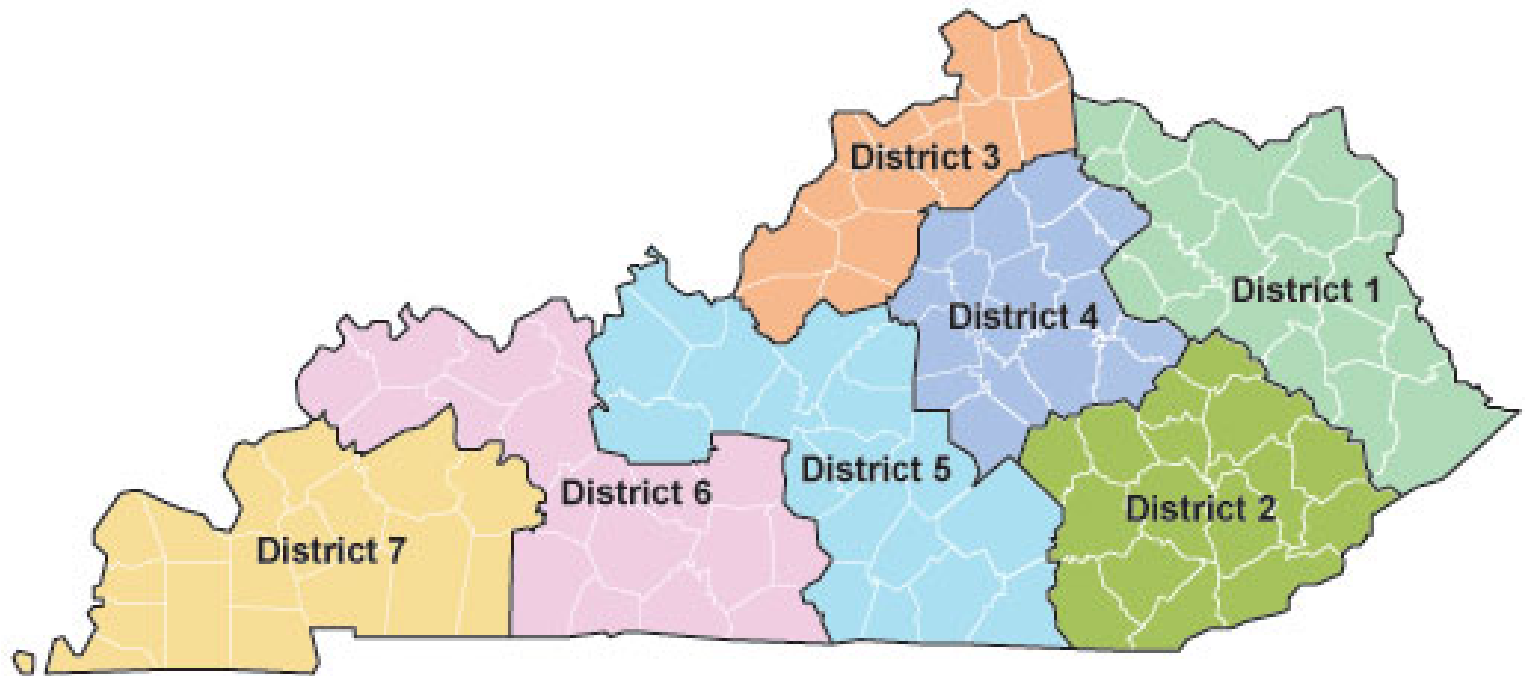
Vision

The Kentucky Cooperative Extension Service is the educational resource for all Kentuckians that serves as a catalyst to build better communities and improve quality of life.

Mission

The Kentucky Cooperative Extension Service serves as a link between the counties of the Commonwealth and the state's land grant universities to help people improve their lives through an educational process focusing on their issues and needs.

CES Administrative Structure



Welcome to the 4-H Team!!



11/1/05

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4-H Pledge

I PLEDGE...

My **HEAD**



to clearer thinking,

My **HEART**



to greater loyalty,

My **HANDS**



to larger service, and

My **HEALTH**



to better living,

for my club, my community, my country, *and my world.*



Kentucky 4-H

- Kentucky 4-H is the dynamic, informal, educational youth program of the Cooperative Extension Service which combines the cooperative efforts of :
 - Youth
 - Volunteer leaders
 - The University of Kentucky
 - Kentucky State University
 - Local governments
 - State government
 - Federal Government (USDA - CSREES)
 - Grantors, private funders and foundations, etc.

4-H Vision



Kentucky 4-H Youth Development education is a recognized community leader in developing youth to become productive citizens and serves as a catalyst for positive change to meet the needs of a diverse and changing society.

4-H Mission

4-H Youth Development education creates opportunities and supportive environments for culturally diverse youth and adults to be capable, competent, and caring citizens.



Protected Under
18 U.S.C. 707

4-H Values

- We believe in the experiential philosophy of education (do, reflect, apply).
- We believe in prevention and early intervention over remediation.
- We believe every Kentucky child deserves the opportunity to live a good life and that 4-H can help make that happen.
- We believe every Kentucky child needs to feel a sense of closeness with at least one significant adult.
- We believe in the power of youth to participate in the decisions that affect them.
- We believe in the value of adult development, both intrinsically and as a vehicle for youth development.



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Youth Protection Standards and Risk Management Strategies

Risk Management – *a practice with processes, methods and tools for managing risk*

Hands



Youth Protection and Risk Management Committee

- Responsible for the implementation of the Youth Protection Standards and Risk Management strategies
- Reviews applications, references and position descriptions for each applicant
- Implements the screening process
- Schedules interviews with candidates
- Makes a decision about the candidate's suitability
- Works with the County 4-H Council to identify volunteer education needs



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Five Strategies for Managing Risks and Reducing Liability

- **Avoidance**
 - avoid or eliminate the source of risk completely.
- **Prevention**
 - remove the circumstances which cause risk related to losses.
- **Transfer**
 - transfer the responsibility for the risk to another party.
- **Reduction**
 - assess and reduce the circumstances that increase the magnitude of the risk related loss.
- **Acceptance**
 - recognize and accept the risk, consider combining with other alternatives.

Head



Volunteer Expectations

- Be a positive role model
- Abide by all laws and guidelines
- Accept supervision & support from Extension staff
- Accessible programming to all individuals
- Participate in orientation & trainings
- Promote the vision, mission and values of CES and Kentucky 4-H





Youth Behavior Guidelines Discipline Standards

- No physical harm, fear or humiliation.
- No physical punishment
- Brief time outs can be used.
 - Time outs will be brief and appropriate to the youth's age and circumstances.
 - The youth will be in a safe, well lighted, well ventilated place within hearing distance of an adult.
- No verbal abuse
- Meals may not be denied
- Only adult leaders may discipline
- Continual misbehavior will result in being home or removed from the activity.

Heart



Liability Shields

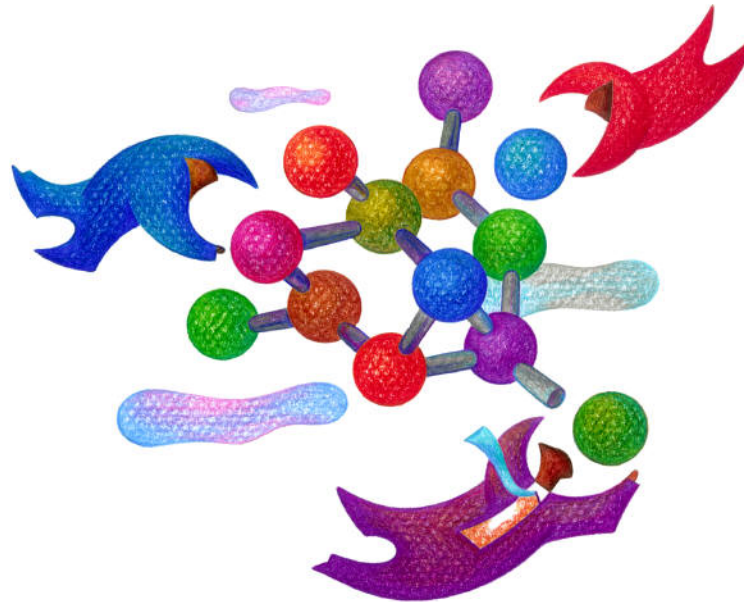
● Four Common Types

- Permission Slips
- Informed Consent Forms
- Waivers or Releases
- Indemnification Agreement (Hold Harmless Clause)



Evaluation Process

Evaluation is not frightening!!!



Volunteer Evaluation Process

- Every volunteer will be evaluated at the end of each program year.
- 360 degree evaluations are preferred.
 - Self Evaluation
 - Youth Evaluation
 - Leader's Evaluation (if applicable)
 - Parent Evaluation



Goal Setting

- What are three goals you hope to accomplish *this year* as a 4-H volunteer leader?
- List three action steps that will help you plan to accomplish these goals.

Communication Channels & Available Resources

- Newsletter
- Website
- Extension Office
- Agent's e-mail address



Questions and Comments





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