November 2017 4-H Reboot Summary
A compilation from all 3 sites including Eldorado, Manhattan, and Scott City
Approximately 100 Extension Professionals participated

The Reboot sessions followed the 4-H Strategic Prioritization Survey Results that was distributed through the system in the fall of 2017. From the summary of those results the highest priority issues were identified and Extension Professionals used different facilitation tools to identify issues and potential action items that could be implemented in each of the four Priority areas which included:

- Project Support and Enhancement
- Community Clubs
- Volunteer Development
- Foundational Support

Following is an explanation of the process and an observational summary of the highlights related to each of the priority areas.

Project Support and Enhancement-issues, potential action, and ranking of priority

For this section we used the top 10 projects that were identified as priority by the Strategic Priorities Survey. Participants were ask to use the Roving Flip Charts to identify current **issues** with the project and potential **action** items for the future to enhance the project experience for each of the 10 project areas. Then everyone was given the opportunity to identify which projects should be a priority focus for enhancement. Following is a summary of those results to the projects in rank order based on votes (number shown by each project) by participants.

Project	Issues	Action	Observations
1. Leadership-52	- Age range to restrictive - Lack of clear definition - Action vs. position confusion - How is it different than citizenship?	Partnerships - Youth/adult - Senior/junior - Civic groups Leadership opportunities outside of 4-H - Community - School - State	

		Integrate in all projects Offer to all ages	
2. Communication-51	• What is it? • How does it connect to the life skills? • Lack of use of technology skills • Includes a diverse array of skills	• Use YouTube and social media in project • Should include all forms of communications • Incorporate in all projects	
3. Citizenship-36	• What is it? • Need to define difference between "service" and "leadership" • Need to emphasize WHY it is important	• Incorporate in 48 hours of 4-H • Increase community connections through schools, civic organizations, and government • Incorporate in all projects	
4. Foods and Nutrition-35.5	• Too Fair focused on baking projects • Limited project materials • Lack nutrition components • Lack of connection to production projects in animal science and horticulture	• Leader training • Encompass nutrition, health, and wellness • Make it a year around project • Integrate with other projects that produce the food we eat	
5. Health and Wellness-28	• Lack of ties to FCS, Hort. projects • Lack understanding of what the project is • Needs to emphasize mental health, community health, and athletics	• Categorize the different sections within the larger focus of health and wellness • Partner with community agencies and schools • Partner within KSRE with initiatives such as Walk Kansas • Make it intergenerational	
6. Shooting Sports Education-25	• Lack of properly trained leaders • Lack of ability to make the time commitment to this project • The financial cost of this project including training and supplies	• Form partnerships with other organizations • Brand it as a 4-H project • Emphasize leader recruitment and training	
7. Clothing and Textiles-24	• Lost the life skills part of this project such as "mending"	• Form partnerships with local businesses and entrepreneurs	

	• Becoming too "crafty" • No support at the KSU college level • Lack qualified leaders with this skill • Limited FCS in schools anymore	• Increase leader training • Promote sewing for the home • Implement action team • Be creative beyond the style revue for participation events	
8. Exploring 4-H-19	• This is not really treated as a project • Need more information on what it really is • Need leaders for it • Seems too similar to Cloverbuds	• Could be a leadership project for older 4-H members • Use as an orientation to 4-H for all families • Include introduction to some of the basic 4-H projects	
9. Photography-19	• Ever changing technology • Curriculum is fair focused • Need to tie to communication and other projects • Need to be more career focused	• Update support material • Leader training/action team • More creative educational opportunities • Form partnerships at the state and local level	
10. Beef-16	• This is a "show" not a production project • Not connect to the food we eat • Competition is "out of control"	• Form partnerships with producers and the food industry • Connect it to STEM • Emphasize biosecurity issues • Pair with Foods and Nutrition/Health and Wellness projects	

Community Clubs: *One thing I would change about my club*.

Brainstormed possible actions items for the top 5 issues that they would change from the Strategic Priorities Survey. The participants were ask to assume the role of "Extension Professional", "member", or "volunteer/parent" as they participated in this activity. The Fishbone tool was used to facilitate this one.

Issue to change	Extension Professional	Member	Volunteer/Parent	Observation
Low Membership	• Collaborate with schools • Increase public exposure • Increase quality of programs • Promote member benefits	• Be more friendly to new people • Public information about meetings	• Seek out non-traditional audience • New model for the program • Promote the "WHY" of 4-H • Reduce the stereotype of "ag based program"	
Lack of Committed Leaders	• Promote team leader approach • Leadership succession plans • Mentoring programs • Position descriptions with time commitments included	• Community Partners • Demonstrate appreciation • Ages and stages training for leaders	• Training including personality, ages and stages • Use interest surveys to recruit-just ask! • Variety of volunteer opportunities	
Integrating New Families	• Handbook • Be more welcoming • Use mentors • New family coordinators	• Mentors • Make introductions	• Mentors • Handbook	
Club Conflicts	• Improve communication/conflict strategies • Use delegation of responsibilities • Focus on the kids • Emphasize learning not competition • Bylaws implemented	• Conflict training • Communication training • Focus on youth • Have fun	• Training on communication and conflict and respecting differences • Be proactive • Parent meetings	
Boring Meetings	• Balance business and fun	• Themes • Engaged members	• Make them fun • Use guest speakers	

	• Project based meetings • Active hands on learning	• Length of meetings • Utilize technology • Less formal • Field trips and other learning experiences	• Engaging experiences	

Volunteer Development-Top 5 issues from the survey were shared and participants ask for action items that could be provided to increases the adult leader's ability to work with youth in these areas. The participants were divided into five different groups and each group took one of the top 5 issues relates to adult leaders ability to work with youth (see listed below). Then everyone individually brainstormed ideas before sharing with their group. Finally all ideas were put into different "categories" or "themes" as listed below.

- **Parent Recruitment and Involvement**:
  - Educational Orientation
  - Marketing Plans
  - Fellowship
  - Mentoring
  - Inclusion
- **Club Management**:
  - Leader Communication
  - Leader training on working with youth
  - Toolkits
  - Succession Plans
  - Technology
  - Recognition
- **Ability to Develop and Strengthen Relationships**
  - Training-facilitation; communication; relationships; personality
  - Recognition

- o Technology
- o Team Building
- **Developing Life Skills**
  - o Curriculum
  - o Training on ages and stages, True Colors, communication, diversity
  - o STEM activities
  - o Career exploration
  - o Technology
- **Ability to Motivate and Encourage Youth**
  - o Project based learning
  - o Age appropriate learning
  - o Support network through mentors and partnerships
  - o Learning styles training
  - o Relevant reward system

Foundational Support

The group was divided into eight groups and each group did a SOAR analysis of their respective partnership. We focused on what the long term results of such a partnership might be if we were successful in creating a strong bond with that entity.

Partner	Strengths	Opportunities	Aspirations	Results
Small Business-External	- Awareness - Real world experiences - Advocates	- New leaders - Financial support	- Mentors - New business owners - Youth return to communities	Increased awareness Sustaining local businesses Strong communities for the future
Higher Education-External	- Recruit students - Educational resources	- Hands on learning - mentors	- Future career paths - Volunteer base	Increased career readiness Internships

Agri-Business-External	• Dollars • Internships • Mentors	• Financial • Volunteers	• New technology • Future careers • Role models	Technology and resources to enhance our program
College of Education-Internal	• Knows teaching styles • Create curriculum	• Larger audience • Increased interest in education filed	• Train the trainer models	Meaningful school enrichment Project leaders
Computer Science-Internal`	• Tech knowledge	• Recruitment • Discovery Days	• New opportunities • Increased communication tools	Skilled workers New tools
College of Engineering-Internal	• STEM • Out of "ag" box	• Open House • Discovery Days • Collegiate 4-H	• Increased enrollment • 4-H business connection	STEM contests Usable curriculum
College of Agriculture	• New research • Preexisting connection	• Partnerships with real world industry	• Quick Facts Sheets	Strengthen KSU brand Production education
Leadership Studies	• Life skills education • Leadership skills	• Mentors • Professional Development for agents • In-depth learning	• Develop curriculum • Training for leaders	Increased awareness of Extension Alumni participation