

Supportive and Engaged Adult Leadership

- **Objectives:** To strengthen the club's volunteer management foundation for increasing and enhancing club leadership for club membership growth.
- **Focus:** Expand the volunteers' knowledge of the importance of the caring adult's role for young people.

Activities: Matching Card Game and Small Group Discussion

Notes	Actions	What to Say
Time: 50 minutes	Power Point	Introduction:
		The 4-H club has a rich
Materials:		history. It is our main delivery
Power Point presentation		method. The club offers young
		people and adults to have a
Handouts:		close connection over a long
		period of time or defined as
		high context youth
		development experience.
		Ideally, 4-H's goal is to
		provide young people engaged
		in long-term interaction with
		adults.
		Therefore, it's our (volunteers,
		agents and specialist) intent to
		provide a high context
		environment with high content
		educational opportunities for
		young people to become
		capable, caring citizens.
	Review of the Essential	The Eight Essential Elements
	Elements	of Youth Development are
		important for each young
		person. Theses Elements can
		further be categories into four
		concepts of Belonging,
		Mastery, Independence and
		Generosity.
		As 4-H volunteers, agents and
		specialist everything we do
		can and does reflect these
		youth development principles.

	Emphasize Two Deep	As leaders need to reflect on these concepts and realize we cannot do it alone. Working in pairs expands and enhances our efforts for youth development.
	Focus on Belonging	Thinking about the high context with young people and adults engaged, let focus on the Belonging youth development concept. As youth need to know they are cared about by other and feel sense of connection to others in a group. This "connection" has always been part of the
		4-H experience. Current research emphasizes the importance for youth to have opportunities for long-term consistent relations with adult other than parents. This research suggests that a sense of belonging may be the single most powerful positive element we (volunteers, agents, specialists) can add into lives of 4-H members.
Position Descriptions	Review types of relationships.	Caring Relationship within the club may be found in the club in may forms. Organizational/Community Leader; Project Leader, New Family Coordinator, Records and Awards Training; Project Leader Trainer; Parents; Parents Committee; 4-H members and 4-H Council.

Club LeadershipCard Game The activity could be done individually or in small	
groups.	
The cards are labeled with Roles and Tasks. Ask the participants to match the tasks with the role according to "how the tasks" are being done currently in their club.	
	What happened? So what? What now?
	How effective are our clubs if one person is totally responsible? How is the current leadership structure affecting the high context?
	Sharing the load or responsibilities key. Let's review the roles and tasks.
	Follow along with Power Point.
	Keeping clubs vibrant, exciting and fun without becoming routine is challenging. Club leadership may be in a rutlet's review Transactional and
Small Group Discussion Break the group into smaller groups of 5 or 6. Have the groups discuss Transactional and Transformational.	Transformational.

-Which leadership style is most prevalent? -How does this leadership style affect 4-H club growth? -What suggestions might your group offer for change? -What challenges might change bring? -How can changes help or hinder the leader? -What can we learn through change?One possible solution for encouraging Transformational Leadership would be encouraging clubs to share leadership through a rotation systemWhat can we learn through change?The idea would be to encourage growth among the volunteer leaders. We've all heard good and bad about the longevity of a few leaders. Additionally, volunteers are different that 20 or 30 years ago as they do not want "life-
