

Entre Nous



THE PUBLICATION FOR MEMBERS OF THE WISCONSIN ASSOCIATION OF EXTENSION 4-H YOUTH DEVELOPMENT PROFESSIONALS

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“IN THE HOME”

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Entre Nous means “between us” and serves as the official publication for members of the Wisconsin Association of Extension 4-H Youth Development Professionals.

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The Spring/Summer issue of *Entre Nous* will focus on the 4-H Youth Development Professional...“In the Community”, so start writing your articles now. The due date will be May 1. You don't have to limit your articles to the focus theme. The *Entre Nous* is your newsletter. Express yourself! Share personal and professional concerns and triumphs.

“In the Home”

Dawn Schneider, *Entre Nous* Editor, Langlade County 4-H Youth Development Agent

“When I’m trusting and being myself as fully as possible, everything in my life reflects this by falling into place easily, often miraculously.”

-Shakti Gawain

As I was preparing this *Entre Nous*, I was very impressed with the contributors’ abilities to balance home and work. I wish that I could start off this issue with my own words of wisdom, but I am afraid that is not an art that I have mastered yet.

Instead of *balancing* home and work, I am going to write about *blending* home and work. Those of you who have been in the 4-H Youth Development field for a while are probably saying, “No, don’t do it!” Don’t worry; I hope it is a healthy blending.

In the context of which I am referring to, “home” means the personal, private side of us which includes interests, hobbies, dreams, and passions. I think that one of the keys to happiness in this job (and all others I suppose) is to bring your passions with you. I know people in this profession who love horses, knitting, crocheting, cows, sheep, cats, dogs, gardening, working with kids, reading, writing, canoeing, camping, and much more. Guess what? These loves find themselves into their work and make them even better at their jobs.

Although I don’t bring my personal life into the office and I am never heartbroken to go home at the end of the day, I feel fortunate to work in a field where I can explore my interests and talents as part of my career and on a day-to-day basis. This job allows me to continue my love of reading and writing. I currently have a middle and high school book club that I work with, I have a weekly 4-H column in the newspaper, and I put out a monthly newsletter to my 4-H families. Some of you probably groaned at all three of those, but these are some of the types of activities that I enjoy. This job allows me to work with kids. Whenever I get the chance, I try to work face to face with kids of all ages and “catch” some of their enthusiasm. This job allows me to learn new things and research. I was one of those rare people who always loved school. I loved going to classes and picking up bits of interesting information. This job lets me continue that learning. I love animals, particularly the small, furry, lovable kind. This job lets me bring that love into my professional world. I could go on, but I do not want to bore you.

“Although I don’t bring my personal life into the office and I am never heartbroken to go home at the end of the day, I feel fortunate to work in a field where I can explore my interests and talents as part of my career and on a day-to-day basis.”

-Dawn Schneider

The point is that “Home” means many things to many people, and it is truly multifaceted. Before I took this job, things I enjoyed doing, such as painting a craft item or playing volleyball, were strictly things done on the home-front. Now, I feel lucky that I can do them on the work-front as well. I hope that everyone of you takes some of your life’s passions and interests into your work, and that there is perhaps a little bit of *blending*. It makes work much more “homey”.

President's Message...From My Home

Donna Duerst, WAE4-HYDP President and Rock County 4-H Youth Development Agent

"I hope all of us can place a high enough value on our personal time, whether we spend it at home or elsewhere, that we become as protective of it as possible. Don't feel the slightest bit guilty about protecting that time, either. Instead, REVEL in it and ENJOY it! We all deserve it!"

-Donna Duerst

This theme, "In the Home" is wonderful. Home is one of my favorite places. I'm not really that much of a "people person", so home is my refuge after a long day of dealing with people. It's the place I feel most comfortable, despite the constant need to vacuum cat hair and clean kitty sneezes off the insides of windows. It's an escape from the piles on my desk, the to-do list that never gets any shorter and the seemingly endless schedule of Wisline teleconferences.

The newest thing in our home these days is a computer. We must have been among the last people in North America to get a home computer, but we finally succumbed in December. One of the first things I did was promise myself that I wouldn't bring computer work home. That promise lasted about two weeks. It was just too tempting to bring those Success Stories home instead of trying to make time for them at the office!

Ordinarily, I'm very good about keeping my work life and my home life separate. I usually don't have a problem leaving unfinished work on my desk when I'm headed out the door to go home. I don't have any secret tricks or helpful hints. Over the years, I've just learned that there's very little that can't wait until the next day. As much as I hope that the work will magically disappear overnight, it's always there the next morning!

Please don't misunderstand me. Every now and then, I WILL take a briefcase-full home just so I can feel caught up. (I don't believe there's such a phenomenon of actually BEING caught up!) Sometimes, I even open the briefcase! For the most part, however, my time at home is just too precious to spend too much of it doing, planning or even thinking about work. I hope all of us can place a high enough value on our personal time, whether we spend it at home or elsewhere, that we become as protective of it as possible. Don't feel the slightest bit guilty about protecting that time, either. Instead, REVEL in it and ENJOY it! We all deserve it!

The WAE4-HYDP Board of Directors has been spending some of our time together discussing the association's "home": the structure of our organization. In an attempt to streamline that structure, reduce the expectation to have someone from every district on every committee and help the association function more efficiently, the Board is proposing by-law changes regarding a couple of our standing committees. These proposed changes are stated directly after my message. Please review them carefully, as we will be voting on them at our annual meeting during the JCEP-WI Conference in Stevens Point on April 15.

The Board has also been busy preparing to do a little "house-cleaning" of the association. Mary Thiry and her ad-hoc committee have been researching the process for archiving association records, and committee chairs have been identifying which records to archive. Finally, the committees have been working as diligently as always to keep the association running smoothly! Thank you to ALL the WAE4-HYDP Board members for your dedication and commitment!

Well, it's almost time to return to my home for the evening. What am I saying...I AM home! Yes, I'm formatting this article on my computer at home...BUSTED!

Proposed By-Laws Changes—Please Read

Donna Duerst, WAE4-HYDP President and Rock County 4-H Youth Development Agent

The following proposed by-laws changes will be discussed and voted on at the WAE4-HYDP annual meeting in Stevens Point on April 15. Please read them and be prepared for the discussion and vote.

Proposed By-Laws Changes—Please Read

1. Article III: Membership
Section 3 – *Proposed change*: “The membership dues of this Association will be determined by the Association.”
2. Article V: Officers
Section 2 – *Proposed change*: “Officers, except the President, shall be elected by the total membership prior to the annual meeting.” (Delete “via mail ballot”.)
3. Article VI: Committees
Section 1 – *Proposed change*: “Standing committees shall consist of Awards and Recognition, Communications and Professional Concerns.” (Delete “Clover Shop,” “Membership” and “NAE4-HA Conference.”)

Section 2 – *Proposed addition*: “An NAE4-HA Conference Chair will be appointed annually and will recruit an ad-hoc committee as needed.”

Please note: the Membership Committee functions would become part of the duties of the District Directors, with the President Elect serving as the Membership Contact. That change would be reflected in the “Role of WAE4-HYDP Board Members” section of the WAE4-HYDP Handbook but would not affect the by-laws.

Quest for Spirit and Imagination

NAE4-HA Annual Conference

October 22-26, 2006

Milwaukee Hilton and Midwest Airlines Center

Kim Reaman, St. Croix County 4-H Youth Development Agent

Oklahoma City in 2004; Seattle in 2005; MILWAUKEE in 2006!!! Those are the locations of the upcoming NAE4-HA National Conferences. Since we are 2 years and 8 months from hosting, we don't have a lot to report, but there is certainly work happening behind the scenes. Here are the highlights:

Merry Klemme, Tamie Koop and Kim Reaman will be attending the NAE4-HA National Board Meeting in March. It will be our first taste of a national board meeting and we'll get a much better feel for how we, as conference co-chairs,

fit into the board structure. I anticipate we will learn a lot from listening to the Oklahoma and Washington contingents. We will have a full report for you at the JCEP-WI (old WAEP) Annual Conference in April.

"If you are interested in getting involved and haven't yet signed up for a committee, you can find a Volunteer Sign Up Form on the website."

-Kim Reaman

Thanks to Ian Meeker for getting a template for the website in place. This is a temporary, internal website that committees can use to post agendas and committee minutes. Sometime late this summer we will be able to enlist the help of Deanna Schneider and Mary Lucas in developing the "official" website that will have an internal communication piece as well as a public piece. The current site can be found at www.uwex.edu/ces/4h/nae4ha/index.html It is definitely still under construction; however, more things will be posted soon.

The Public Relations Committee, co-chaired by Frank Ginther and Donna Duerst, will be staffing a booth at NAE4-HA in Oklahoma City on October 30-November 3. They are in need of as many volunteers as are willing to help with the effort! Tasks include locating donors, setting up the booth, staffing it during exhibit hours, helping set up and serve the food during our hospitality break, and clean up and take down at the end of the conference.

Fundraising will be moving into high gear soon. We will be looking at several strategies: fundraisers at events, major donor solicitation, and employee contributions, just to name a few.

Our kickoff fundraiser will be a Silent Auction, along with a Dollar Auction, at the JCEP-WI Annual Conference on April 14-15 in Stevens Point. If you have items you could donate for either auction, please send a note to Sally Schoenike. You can also support the effort by participating in the auctions and bidding on items of interest to you. The Dollar Auction is particularly fun and exciting, so bring plenty of one dollar bills along. If you forget your dollar bills, don't worry, we'll have plenty of change available to help you out.

As an employee, you can contribute in one of two ways, gift now or payroll deduction. Both forms are available from Jeanne Baum. Also, if you have suggestions for any major donors that we should contact, please send those names and addresses to Jeanne. We will be working closely with the 4-H Foundation in our major donor campaign to help ensure a successful conference.

If you are interested in getting involved and haven't yet signed up for a committee, you can find a Volunteer Sign Up Form on the website. Print it off and return it to Kim Reaman. You can also see who else has signed up for which committee(s). We hope everyone will become involved in some way. Thanks!

Married to My Best Friend

Merry Klemme, Calumet County 4-H Youth Development Agent

It is so great to be married to my Best Friend. He has been there to support me in attaining my dreams for 30 years.

Shortly after we married, we moved to a farm in Sheboygan County. Being back in the county where I was born and raised made me think about getting involved in 4-H again. I had been in 4-H as a youth, growing up in a 4-H

family. Now I was raising my own family and wanted to have my children experience the same fun and fulfilling activities as I had.

“Best Friend said, ‘What? Are you crazy? Drive 80 miles one way to go to work?!’ I said, ‘But I’ve always wanted to be a 4-H agent.’ He said, ‘I know this is your dream. Go for it.’”
-Merry Klemme

I called the 4-H office and scheduled an appointment for the 4-H agent to visit me in my home. As I opened the front door of my humble abode, holding one baby in my arms, with a couple more babies running about my feet, I saw a very proper, young, and new Sheboygan County 4-H Agent – Donna Jensen, better known to many of you as Donna Menart. Best Friend said, “Is that what 4-H agents do? Are they so desperate for leaders that they come to your home to recruit you?” Little did he know.

Several 4-H-immersed years later, the Best Friend and I found ourselves in a life-changing mode. The aforementioned Donna Menart was on pregnancy leave and I had been helping out the interim agent during the county fair. At the same time, my husband and I had sold our dairy farm. As he and I discussed our future, I said, arrogantly and naively, “I could do that job as a 4-H agent as good as any of those interim agents can.” My Best Friend said, “You are right! Why don’t you go back to school and get the degree you need to do that?”

Understand – we had seven children, the youngest was 2 years old and the oldest was 18. However, I did go back to school, and that amazing man stood by me and picked up the slack while I attended college classes for 3 years in Sheboygan and Green Bay.

Fast forward to 1997. I have graduated from college with my bachelor’s degree, been beat out for a 4-H Youth Development Agent job in Sheboygan by Tim Talen, and worked for Lutheran Social Services/Project Youth for 9 years. I returned to school to get my master’s degree when I found out a bachelor’s wasn’t enough. Donna Menart (there she is again) had left her job in Sheboygan County and John DeMontmollin got hired. I lost out to Denise Retzeff for the Fond du Lac 4-H position, took a job at Head Start, and then was asked to apply for the Kewaunee County 4-H Youth Development Agent position. Best Friend said, “What? Are you crazy? Drive 80 miles one way to go to work?!” I said, “But I’ve always wanted to be a 4-H agent.” He said, “I know this is your dream. Go for it.” (There were a few more conversations in between, but.....)

“It takes a special Best Friend to be the spouse of a 4-H youth development agent.”
-Merry Klemme

The rest is history. Every time I have come to Best Friend with “I think I should apply for this other county.” He has said yes. He has been patient and kind as I railed over the trials and tribulations of applying for tenure. He has heard every volunteer horror story there is. He worries about me traveling in bad weather. He questions the number of hours this job takes. He applauds my efforts to stay healthy. He praises me when I least expect it. He’s been by my side when I’ve wanted and needed him. He is my perfect other half. Has he ever given up on me? No! He knows how happy this job makes me.

It takes a special Best Friend to be the spouse of a 4-H youth development agent. I am blessed. Here’s to all of those who have their own Best Friend to journey with through life.

Home

Rene L. Mehlberg, Winnebago County 4-H Youth Development Educator

“Other memories that emerge are the times that family and friends visited, since home is also a place where people gather.”

-Rene Mehlberg

Perhaps by the time I read this when it is officially printed, I will be completely settled into my new home. Having recently moved from Door County to Winnebago County, it has made me think about “home.”

Once I knew that I would be leaving my current home, there were certain projects that I wanted to accomplish before I left: to assemble the scrapbooks that had the contents in a box, to finally have photo albums instead of a big Rubbermaid container of pictures, to sort through my 4-H box from when I was a 4-H member which included a bag full of fair ribbons. Yes, I’m a saver. However, I did sort through my fair ribbons and threw out or recycled the ones I no longer wanted. Having to go through your “stuff” makes you clean and organize it a bit.

But as you go through that “stuff”, it brings back memories. As I said, I’m a saver. One stack that I needed to go through was greeting cards. They are good to keep around if you’re having one of those days and you need a pick-me up. Yet, when the cost of your move is determined by how much your stuff weighs, it makes you realize how easily pounds of paper add up! So, after one look through the thoughts and wishes, the cards hit the recycling bin.

Other memories that emerge are the times that family and friends visited, since home is also a place where people gather. The years I was in Door County, some family and friends would come up for New Year’s Eve. When my youngest sister heard that I was leaving, she was all freaked out that we wouldn’t have New Year’s Eve at my place. Well, we had New Year’s Eve and it was a great time. Now she’s excited to having a place to stay for Country USA!

All of the same tasks that were done to prepare for my personal move were also done for my professional move. There are some other colleagues who can relate to that. You try to finish up all of those on-going projects. You want to clean the files that perhaps only you understand and don’t want someone else to walk in and ask, “What is that and why is it in here?” Or worse yet, to get a call from your former support staff after they were looking for something! But, as you’re finishing and looking through files, you recall the memories (mostly good and some you’ve learned and grown from) and the impact you had on the youth and adults at your “home” during that time.

When you really think about it, home is where you feel welcomed and comfortable. As I write this, I’m still unpacking boxes and trying to figure out what I want where. This is both true for my personal and professional home. But one thing is for sure: I do feel welcomed and comfortable. I guess I have found another home.

“When you really think about it, home is where you feel welcomed and comfortable.”

-Rene Mehlberg

Balancing Home and Work

Michelle Batterman, Entre Nous Assistant Editor and Fond du Lac County 4-H Program Assistant

This is a perfect time for me to write on the subject of balancing home and work. I got married a little over a year ago and this is a nice time to reflect on my first year as a married 4-H Staffer.

"My husband did not grow up in a youth organization so sometimes it's a little difficult for him to understand why I have a schedule that includes days, evenings, and weekends."

-Michelle Batterman

I grew up in 4-H and knew what I was getting myself into eight years ago. It's hard to believe I started eight years ago and everything just seemed to fit into my schedule. Today, with adding another person into my life, my husband, it is a challenge some days to fit everything into that schedule. My husband did not grow up in a youth organization so sometimes it's a little difficult for him to understand why I have a schedule that includes days, evenings, and weekends. Once and a while, he states that I never had that many activities scheduled when we first met. Well, I know I have added a few activities, but when you first start dating, you manage to work a schedule out to spend time with that significant other. However, once you are married, you fall back into a comfort zone.

The major item that seems to be the most difficult to work through is scheduling a calendar, especially trying to schedule a vacation around the 4-H world. My husband only needs a one month notice to work in his schedule. For some reason, I need six months! The best time for me to take a vacation is November-December. He likes to take small vacations throughout the year, including a regular seven-day or so vacation. Not that I don't like to take a break, but for convenience in my schedule, November-December are the best months for me. So if we plan on a vacation outside of November-December, we are limited on our destination.

Recently, I was faced with a vacation dilemma. My husband's life long dream has been to go to Alaska (by the way, I want to go too). We had the opportunity to go during the weeks of June 26- July 8 (the only opportunity for this trip this year). Even with a six-month's notice, I already have activities scheduled. After looking at the schedule and having another commitment pop up in that time frame, we have decided to postpone the trip until next year and get it in the calendar now. Some friends are going on a cruise in November and we are looking at joining them for that trip. Once again, we are falling into the comfort zone of my schedule.

As for the many meetings, programs and special events, we have managed to work around them and still find time to spend together. I do take work home with me sometimes, either by letting off steam or just working on programs. Although I don't do it often, I do need to let off steam once and a while. I try to do that in the first half hour of arriving home so I don't ruin the evening. As for programs, I work on them after I take time for myself. I usually try to catch-up on the daily news and I try not to miss an episode of Wheel of Fortune. I find that I need this time to relax and then I catch my second wind.

"I do have a goal for 2004 and that is to try and not take work home with me. I am getting better but I have a bad habit, I don't know how to use the word "no". I like to take on new adventures and challenges, but I also try to remember that I have a busy world outside of 4-H."

-Michelle Batterman

I also take time for my hobbies, crafting, photography and helping my folks at the family farm. I live in the city now, but I am still a farm gal at heart. All hobbies lead me in different directions. The crafting and photography gives me the opportunity to go to fairs and judge. My sister, mom, and I participate in a few crafting shows throughout the year because we enjoy making crafts and you can only make so many items for family and friends. Finally, my mom, dad and brother are working on converting our farm into a farmers' market. My family has a beautiful farm setting in southern Fond du Lac County with two creeks running through it, which leads to a very tranquil setting. I remember spending hours by the creek looking for fish, throwing stones, and even ice skating on it. My brother graduated from Madison and is taking his knowledge to help create a lighter load for my folks after they retire. We have been converting buildings for displaying our produce and raising various crops, including pumpkins, corn, vegetables, and we will be

adding flowers this next year. We are doing a little at a time and making it a whole family effort. Eventually, we will even have a craft building and give sleigh rides.

I do have a goal for 2004 and that is to try and not take work home with me. I am getting better but I have a bad habit, I don't know how to use the word "no". I like to take on new adventures and challenges, but I also try to remember that I have a busy world outside of 4-H. I probably will always have a little 4-H go home with me, but I have to remember to limit it, because I have so many new adventures in the future with my husband and family.

So after all this, my life may sound busy to you, but I enjoy everything I do. I also think that I manage my time wisely in most cases. My advice to you is stay busy, but enjoy the world around you. Take the time to do the things you enjoy because by tomorrow, they may be gone!

Family Foto Fun

Wayne Brabender, State 4-H Photo Specialist and Distance Learning Specialist

*"I have an outlet that keeps me sane, too, and that's photography. It's what I love to do when I want to be alone and forget everything else."
-Wayne Brabender*

Many years ago I listened to a man describe his deep pleasure at getting his dog ready for show, how he would spend hours grooming that canine until every single hair was in place. It wasn't work, he said. It was his way to relax, to feel like he had control over something, because when he was concentrating on that dog, he didn't have another care in the world.

I've never prepped a dog or animal for show, but I could understand what he was saying. I have an outlet that keeps me sane, too, and that's photography. It's what I love to do when I want to be alone and forget everything else.

But I have found photography to be a fun group activity, too. Lately I've had wonderful times shooting photos with my friends Al, Richard, Tom and others.

And I'm sure it can bring families together.

In my 20-some years as Photo Specialist, I've met many families that work together to take photos. They share equipment, knowledge, ideas, resources and more to hone their collective photo-taking skills. When I'm judging photos or teaching 4-H photo sessions, I can always tell which of the youth have family support. I love listening to the kids – and sometimes the parents – talk about their vacations or special family events in terms of their pictures, and how they got those special photos through everyone's help.

It doesn't take much to turn photography into a treasured family activity. It can be as simple as deciding where and when to shoot, taking the photos, looking at the results, and placing them in the family album – together.

You will need a camera or cameras. A digital camera is ideal so you won't have to be so concerned about "wasting" film. Whichever camera you use, skim through the manual and make sure you know how it works.

Then spend a little family time learning what makes a good photo. I always talk about five basic composition "rules" or guidelines. I've included some photos here to help you visualize the rules. Practice these rules and your photos will improve dramatically, overnight. I guarantee it!

1. Get close. Fill your viewfinder with the subject.



Photo demonstrating the rule of getting close. Photo by Wayne Brabender of a baby chick at the Dane County Fair, Madison.

2. Watch the background. Keep it simple so the subject stands out.



Photo illustrating the rule of simple background. Snow, sky, grass, blank walls, shadows and more make excellent simple backgrounds. Photo by Wayne Brabender of an ice fisherman, Madison.

3. Use the rule of thirds to place your subject in the photo. According to this rule, you divide a scene into thirds horizontally and vertically (like a tic-tac-toe grid). Place the subject near one of the four intersecting points – not in the center of the photo – for stronger composition.



Photo illustrating the rule of thirds. Notice the subject of the photo—the leaf—has been placed at one of the intersecting points, instead of in the middle of the photo. Photo by Wayne Brabender of wading boots at the Upham Woods Environmental Education Center, Wisconsin Dells.

4. Use a “frame” around your subject.



To add interest, try to frame the subject with something in the foreground. Photo by Wayne Brabender of bleeding hearts in his backyard, Madison.

5. Use leading lines to “lead” your eye into the photo.



When you can, include a line to lead your eye into the photo. Photo by Wayne Brabender of a soybean field on the family farm, Ashton, Dane County.

Then go on a photo shoot with your family. Field trips are not only fun, but great to help you understand the workings of your camera and equipment, practice rules of composition, and take pictures that interest you. Possible sites are limitless, but I’ve always had luck with zoos, playgrounds and farms because there is always a lot of action to shoot. Parks are great for scenics. Take lots of pictures, experiment, move around the subjects, and shoot from several angles. When you get your photos back, compare and critique the photos and pick out the best ones.

“...go on a photo shoot with your family.”
-Wayne Brabender

There are lots of fun variations on the field trip:

- Make a “photo story” of your field trip by including beginning, middle and ending photos.
- Take a photo field trip to your own backyard. Challenge yourselves to find photo opportunities within this limited space. The lesson: you don’t have to wait until vacation time to take pictures. Good photo opportunities are right at home, anytime!
- Go to a scenic area. As a family, visually explore the area for interesting objects (trees, rocks, flowers, people, etc.) and decide upon one subject that all agree is “interesting” and all can photograph. Each family member then takes one to three photos to capture the essence or “personality” of that subject. After you’re all done shooting, discuss the perspective that each photographer took and how it affected the subject’s personality. Make a display of the photos, e. g., “Ten Views of an Oak.” It’s a great way to learn that we all “see” differently. There is no one way to take a photo of something.

You could turn your family field trip into a photo “scavenger” or treasure hunt. Scavenger hunts are fun ways to take a variety of photos, sharpen your observation skills, and show creativity when photographing commonplace subjects. For this you’ll each need a camera and a roll of film, and you’ll need

to agree on a list of items to photograph. The list depends somewhat on the geographical area. Here's a sample list:

- Animal
- Building
- Person in action
- Person up close
- Something smooth
- Water
- Photo with rule of thirds
- Photo with leading line.

"Document your neighborhood. Take pictures of people at work and play, people of different ages, and buildings where you and others live, work, and spend time."
-Wayne Brabender

Give yourselves a couple of hours to shoot. Encourage everyone to be as creative as possible. Give each other reminders: hold your camera steady, follow the rule of thirds, try framing and unusual camera angles, move in close to the subject, keep the horizon level, keep backgrounds simple and uncluttered, relax, and have fun.

There are lots of variations on the scavenger hunt, too:

- Have each family member take 24 exposures in which every picture shows the main subject "framed" by something – piece of furniture, tree branch, part of a building, window, door, bicycle wheel, etc.
- Have each family member pick a word and take a roll of photos to illustrate that word: sharp, dull, leaves, fences, love, friendship, solitude, anger, solid, flimsy, caring, etc.
- Find natural subjects to photograph (not printed or written letters) that look like each of the letters of the alphabet, e.g., the letter "A" in an A-frame house.
- Find objects to photograph the name of which start with or sound like each of the letters of the alphabet. For instance, photograph a boy for "B" or an eye for "I."
- Document your neighborhood. Take pictures of people at work and play, people of different ages, and buildings where you and others live, work, and spend time.

Finally, try holding "A Day in the Life" of your family. Choose the shooting day and list the important things that you want to cover. You'll need to have enough film to last your family throughout the day. Begin the shooting at sunrise and end at sunset or when you go to bed.

Setting Expectations and Boundaries with the ARCH

Ian Meeker, Bayfield County 4-H Youth Development Agent

"Once the ARCH model was implemented, the immediate advantages were two-fold. The kids were able to agree that these values were important and it provided a structure for us to document behavior changes."

-Ian Meeker

The ARCH which stands for Accountability, Respect, Compassion and Honesty, was developed by a co-worker and I when we worked for the University of Minnesota to design and pilot an experiential education program for at risk-youth, with a focus on behavior modification. Using the community as our classroom, our activities ranged from playing flag football to a 4 day winter dog sledding expedition in Northern Minnesota. We led and actively participated in all of the activities. The cornerstone to our approach was developing relationships based in mutual respect, role modeling positive expectations, and providing timely and accurate behavioral feedback.

In the initial stages of the pilot, before implementing the ARCH, we repeatedly found ourselves in the office after activities discussing what we could have done differently to recognize good behavior and to give constructive feedback to the youth who were inappropriate on our activity. Once the ARCH model was implemented, the immediate advantages were two-fold. The kids were able to agree that these values were important and it provided a structure for us to document behavior changes.

The simplicity of both the definition and the architectural model made the ARCH easy to facilitate and understand. It created a common language for adult and youth participants to provide feedback during activities and at our end of the day "check-outs" where everyone in the group explained how their day went and how well they did in relation to the ARCH. Keeping a record of these points (2 for each value) also served as our method for documenting the effect our program was having on participants behavior. Another advantage to this model was that whatever the kids did always fell within the definition of one of the values and often included more than one. That meant before we went on an activity all we had to do was say, "Let's make sure to uphold the ARCH!", instead of having to lay down a list of rules. It initiated a shift for students to begin to assume responsibility for their behavior and it helped them develop personal judgment, while neutralizing their ability to project personal responsibility on someone else—which was a learned and "practiced" response. To provide both personal and group incentive, each quarter ended with an "earned activity". This activity, selected by the group, was a coveted experience that often involved a day out of school.

"By upholding the ARCH, groups learn that together they can set goals, build bridges and accomplish their goals by working together."

-Ian Meeker

Since leaving the City Quest program and working with UW Extension, the ARCH has been integrated into our 4-H counselor training and camper expectations at 4-H summer camp, successfully implemented into an after-school program, and is now being piloted by a 6th grade classroom in the Bayfield school district. In each case, there were subtle and necessary adaptations to how the values were defined and personalized by each group before its implementation. This model is a universal touch stone for both adults and youth and is about as simple as 'do on to others as you would like them to do on to you'...and if you make a mistake, because we don't expect you to be perfect, own up to it and be honest with yourself and others. If you are interested in integrating this model into a new or existing program, I will be happy to help clarify any questions you may have. If it makes sense and you use it, let me know so I can keep track of where it has been useful. Ian Meeker 4-H & Youth Educator, UW Extension, Bayfield County 715-373-6104 ext 249 or ian.meeker@ces.uwex.edu.

Following are some specific fact sheets about the ARCH.

Setting Expectations and Boundaries with the ARCH

INTRODUCTION: Understood by successful youth workers in the field, and confirmed by research, groups working together (both youth and adults) benefit from established expectations. Setting expectations and boundaries, while providing groups the opportunity to both create and modify these standards, is essential for developing strong group unity. The ARCH, both an acronym and representative image, was developed as a tool to create agreed expectations and a reference point for discussion while working with groups. To co-create accepting the values of Accountability, Respect, Compassion and Honesty, members of a group collectively define these values and with consensus agree to uphold them. If defining each value to the ARCH becomes difficult, consider asking youth to define the opposite of each value. What does disrespect look like? What does it mean to be dishonest or to not be accountable for what you have done? Once a list has been generated, review each definition and get full agreement from the group. This model gives adult leaders and youth members a reference point for both positive and constructive feedback. The glue or “tension” that gives the ARCH its architectural strength is the center “keystone” which metaphorically represents applying these values all at the same time. Without application the values the ARCH fall to the ground.

THE KEYSTONE IS A COMMITMENT TO APPLICATION

Architecturally, the keystone is what keeps an ARCH from collapsing. The keystone represents simultaneous COMMITMENT to each value. Removing the keystone, not applying all the values at the same time, causes the ARCH to fall to the ground. By upholding the ARCH, groups learn that together they can set goals, build bridges and accomplish their goals by working together.



What Does A R C H Stand for?

ACCOUNTABILITY

- Following through with commitments and assigned tasks or responsibilities.
- Being willing to recognize when mistakes have been made and take ownership.
- Doing what is right without being monitored or expecting a reward.
- Following through with what you've agreed to do.

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Duluth Public Schools

RESPECT

- Yourself
- Others
- Environment
- Equipment

COMPASSION

- Thinking of the needs of others, not just your own.
- Understanding the views, experiences, and uniqueness of others.
- Helping others to feel good about themselves.
- Being patient and tolerant of your own and others' mistakes.

HONESTY

- Willing to share and discuss your thoughts and feelings.
- Able to reflect and assess your own strengths and weaknesses.
- Acknowledging mistakes, especially if done without being confronted.
- Knowing what you are capable of doing and living up to your capabilities.

WHY USE THE ARCH?

“When youth agree to uphold the ARCH, they have created their own accountability, which you can use to point out behavior that is in contrast to these values.”

-Ian Meeker

- **Provides a common language.**
- **Teaches values and character through relationship based role modeling.**
- **Creates a shared expectation base.**
- **Simple** – Easy to remember; teaches responsibility.
- **Symbolic** – Can visualize how the ARCH supports a community; gives meaning and connection to the ideals.
- **Reinforcing** – Over time youth understand that the ARCH covers almost every expectation and teaches judgment. Youth learn to value the ARCH through direct application.
- **Non-confrontational** – When youth agree to uphold the ARCH, they have created their own accountability, which you can use to point out behavior that is in contrast to these values.
- **Flexible** – Can be applied flexibly to a wide variety of needs and expectations. It can be easily translated between different ages and developmental stages.
- **Adaptable** – Can be used in different settings, by different people, for different goals and purposes.



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