

Entre Nous



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

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“LEADERS”

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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.

Articles should be submitted via e-mail, either in the body of an email or in an attached Microsoft Word document. The e-mail should be addressed to Myrna Rhinehart, Editor, at myrna.rhinehart@ces.uwex.edu

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The Spring/Summer issue of *Entre Nous* will focus on Families, so start writing your articles now. The final due date will be April 18, 2002. But 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.

New Appreciation For Leaders

Myrna Rhinehart, Editor, Marquette County 4-H Youth Development Agent

Welcome to 2002. As you know by now, this issue focuses on Leaders. What is a leader? A new occurrence in my life has helped me reflect on what a leader is. As some of you may know, my son Kyle Nicholas was born December 19, 2001. (He is the reason this issue is so late, I was on leave until March 1.)

With his new presence comes a whole host of new thoughts about life and the activities surrounding it. Suddenly, things that seemed so important before are trivial in the scheme of life, which brings me to my new appreciation for 4-H leaders and the time they give for their program. Before Kyle's birth, there were 4-H Leaders Association agenda items that I felt needed taking care of "right now" regardless of how late it was. Now, I want to get home to my family as badly, if not more so, than the 4-H Leaders at the meetings.

I always felt that 4-H was not only time spent for your child, but with your child. However, now I realize how much time some of our meetings can take away from our families. Volunteerism is a big "battle cry" lately. Lots of organizations are begging for hours from volunteers. Our organization is no different, and it may not be in existence without volunteers, but are there ways that we can utilize those hours more effectively so as not to take time from the family? Some leaders are sacrificing a lot of time to help the 4-H program. I am thinking, "Is there a way to help that issue, or is it an issue at all for leaders?" You can bet that I am going to be exploring potential new options for our leaders in this county if they want them. Are we doing the best service for families in the present method of leadership for the 4-H program?

"Are we doing the best service for families in the present method of leadership for the 4-H program?"

M. Rhinehart

So that brings me back to my initial question, "what is a leader?" Like a lot of new parents, I have a picture in my head of what kind of person I want my son to be. As we raise him, I want him to grow up to be an effective leader. I want him to be a good listener. I want him to be patient. I want him to be willing to speak in front of large groups. I want him to be organized. I want him to have better social skills than myself (although I think that UWEX has helped me tons). I want him to be a hard worker. Of course, Dad & I also want him to fish, cut wood, ride and drive horses, have only John Deere tractors, and learn to cook, but that's a whole other article!

Check back with me in a few years to see if the Marquette County 4-H program found it necessary to change its leadership styles to be more family-friendly. And I guess we'll see in a few years what type of leader Kyle turns out to be. In the mean time, I'll try not to make him "Super Cloverbud" if he doesn't want to be.

The Heroes Among Us

Merry Klemme, Manitowoc County

When I was a child and in 4-H as a member, 4-H leaders were my parents. They rushed to get their work done in the barn so that we could all get to the 4-H meetings. My Dad was the general club leader for an all boys 4-H club, the Jolly Joes. My Mom was the general club leader for an all girls club, the Merry Belles.

My other club leaders were my friends' parents who taught me how to do leather craft, sew, cook, lead a calf, and refinish a wooden dresser. From my perspective they were heroes; people I looked up to and wanted to be like someday. They taught me life skills, like communication, teamwork, problem solving, and planning and organizing.

As a young mother, I became a 4-H leader myself. I was a project leader, activity leader, general leader, county leaders' association board member, district council member. The other volunteers I worked with were my heroes as were my 4-H agents. These were people I looked up to and I strived to be like them. They taught me values and skills that have served me well.

“When I read or hear a youth tell me what a difference their 4-H leader has made in their life, it takes me back to my childhood. I realize that I was not the only one who thought my parents were heroes.”

M. Klemme

Over the years as a leader, the youth I worked with have taught me a great deal also. They have taught me how important it is that 4-H leaders be positive role models, because, like I did as a child, they look up to their leaders for guidance and direction.

As a midlife adult, I became a 4-H youth development agent, following in the footsteps of my mentors. From this perspective, 4-H leaders take on a whole new meaning. There are days when I hope I wasn't as difficult as some of my own county leaders, but I fear I may have been. But I also have come to a whole new admiration of these special people who give of their rare spare time to make the future brighter. Leaders are the heart of the 4-H program and when I read or hear a youth tell me what a difference their 4-H leader has made in their life, it takes me back to my childhood. I realize that I was not the only one who thought my parents were heroes. There are hundreds of grown adults out there who feel the same way.

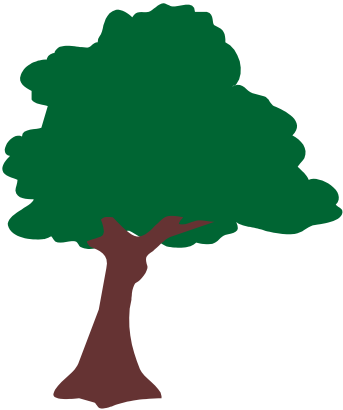
What a great legacy! And I have no doubt that 4-H leaders are heroes, no less so than the heroes in New York on September 11th. They make a real difference in this world.

The 4-H Family Tree

René L. Mehlberg, Door County 4-H Youth Development Agent

The 4-H family tree began when their parents got involved. Mother was the club leader, dad the dairy leader, and their aunt was the musical director. The musical was the big event of Door County. All the clubs gave it their best to earn the honor to represent Door County at state. For these members, it was more like bragging rights to say they were better than Silverdale or Shining Stars 4-H.

These are the early memories 4-H leaders and sisters Theresa Kinnard and Mary Malvitz. Their mother, Marion Birdsall is still involved in the 4-H program with this being her 57th year enrolled as a leader.



Just over 20 years ago, Theresa took over leadership of the East Maplewood Beavers 4-H club from her mother. When asked why she became a leader, she said she felt as if she had no choice; it's part of your lifestyle. She was asked to assist her mother after returning to the area from college, and she hasn't looked back since.

The club that began at an average size of 15 today boasts a membership of 61 members (including cloverbuds) and 24 leaders. Neither Mary nor Theresa could explicitly explain why their club has become one of the largest and most active in Door County. Even they are surprised at the number of older youth, including their children, who attend meetings. They realize that the motivation for the older youth who attend may be social, but there is much business that gets done in the process. They feel the inclusion of cloverbuds has helped with parental involvement as well as having the right combination of youth and adults. They believe it's the youth who get the parents excited to be involved in their club. It also doesn't hurt that the club expects all parents to donate 3 hours of time throughout the year.

Obviously, many things have changed over the years. The events that were big when they were in 4-H, the musical and the basketball tournament either no longer exist or are done on a much smaller scale. Leaders over the years have also changed. They don't remember as many leaders when they were in 4-H. Another change is the philosophy of being a leader. This was brought up when Theresa talked about her college-age son, Josh. He may not be around to help on an on-going basis, but he does help with specific projects when he is home. At this point, Josh is filling his obligation of being a leader as compared to the "lifer" that Theresa has become.

There doesn't seem to be a secret recipe of success for these leaders, but there are some key ingredients. One strong mark of leadership includes being able to share leadership. Theresa feels that it is her responsibility to cultivate leaders who will serve on the 4-H leaders board, mentioning she wants to have two leaders on the board each year. By having leaders on the board, they can then come back and report of what's happening in the larger 4-H program.

The 4-H Family Tree, con't

Theresa does admit that there are numerous hours put in as the general leader, but the rewards of what is given back by the youth and adults involved is just tremendous.

With nine children between Theresa and Mary, the 4-H tree has certainly grown. One can only hope that the 4-H tree continues to bloom be it in Door County or beyond!

A Lasting Impact

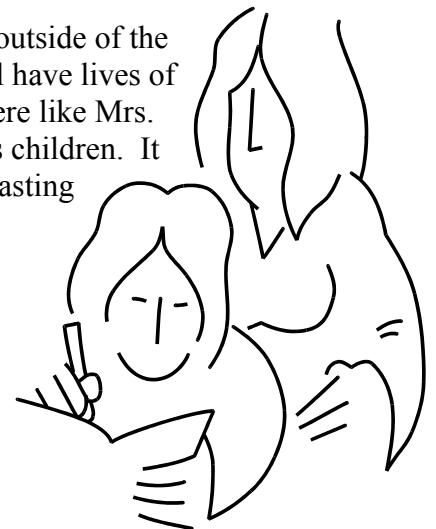
Cathy Duesterhoeft, Wood County 4-H Youth Development Agent

A good 4-H leader should leave a lasting impact on the youth they work with. That is what one 4-H leader did to me, and I wasn't even a registered 4-H member. My older brother and sisters were enrolled in 4-H when they were in grade school, but I was too young. Being too young to enroll did not deter Mrs. Lehman from teaching me how to knit however.

Mrs. Lehman was a neighbor lady enrolled as a 4-H project leader. My sisters would walk to her house on a regular basis, with me in tow. If Mrs. Lehman had children of her own, I didn't know them. She treated us as her kids. I remember Mrs. Lehman teaching all of us how to make paper flowers and how to knit. I loved the time we spent at her house. She exercised great patience with me and complimented me on my first attempts at knitting a potholder.

Mrs. Lehman has since passed away. Every time I drive past her house I recall those frequent visits so many years ago. I remember a gentle lady willing to give her time to 4-H members as well as their younger siblings. 4-H professes to teach life skills and even though I don't profess to be a knitter these days, I have a foundation to build upon. Mrs. Lehman laid that foundation.

4-H project leaders are busy people. Many work outside of the home, most have children of their own to raise, all have lives of their own. I know there are project leaders out there like Mrs. Lehman, project leaders that invest time in other's children. It is my dream that all project leaders are leaving a lasting impact as Mrs. Lehman did with me.

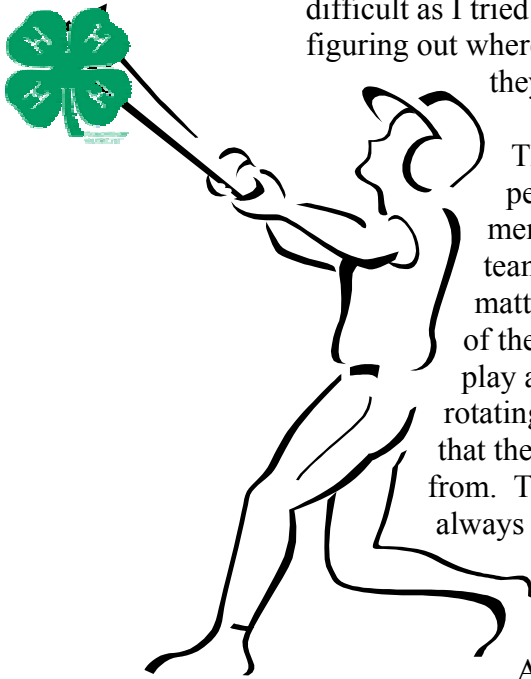


My Summer as a 4-H Softball Coach

Rachel Mehlberg, Shawano Co. 4-H leader and coach of the 2001 Caroline Aces 4-H team

When I graduated from 4-H in 1999, I knew I wanted to be a leader. I also knew I wanted to help out with our softball team. During my first year as a leader I did help out a little. Then last summer I became the coach. I thought I knew what I was getting myself into. I learned a lot by being the coach.

The experience was a little tougher than I thought it would be. There was a lot I had to deal with. The great part was that all the players were excited to see me as the coach. I knew them all fairly well because we played on the team together when I was still a member. The closeness in age also made things difficult as I tried to assert authority. The older players helped me out in figuring out where to put different players. Sometimes though it sounded as if they were running the team!



There was one thing that really got the team down and that was people having attitude problems! There were two younger members, both boys, who really didn't like how I was running the team. They were constantly talking back to me. It seemed no matter what I would say they would have a problem with it. Both of them had to realize that on a team our size everyone couldn't play at the same time. The younger players had to take turns rotating in and out. They didn't like that at all. I was very fortunate that the parents of these boys did understand where I was coming from. They helped to explain the situation to them, but that didn't always work. Another source of tension came from my younger siblings. I relied on them to help me out and sometimes they didn't like how I was doing things either.

All in all, the season went really well. I was so nervous for our first game. Those nervous feelings didn't really go away. I realized how hard it was to just sit on the bench and have to just watch the team play. It was frustrating at times when I knew I could only do so much. During some games I felt like I would have a heart attack because of the way the game was going. Many times throughout the season the players asked if I would be back next year. I told them I wasn't sure.

My team won first place in the division and first in the playoffs. I'll never forget how hard they fought to get there. Also I will never forget the words that one of my players said to me. He said that he hoped I would come back next year because he really liked me as the coach. That really meant a lot to me. I will be back as coach this summer and I don't have any intention of quitting the job anytime soon. Even with the frustrations, I really enjoyed being out there and playing softball with these great players.

BOOK REVIEW

4-H Public Relations: A Blueprint for Expansion

by Judith S. Balliere and Marilyn Mozenter-Spiegel

Susan Marino, Vernon County 4-H Youth Development Agent

Need a new twist to an old program? Looking for some new, dedicated leaders? Want to have more support for your programs? Then spend an hour or two reading this book, *4-H Public Relations: A Blueprint for Expansion*. This to-the-point 98-page-book helps county agents get the word out. The book begins with the basic definition of marketing: "something to sell, the right people to tell, and priced to sell well." These then are the points of the triangle called marketing: Product, Promotion, and Price. Public relations is just one part of promotion, that leg of the marketing triangle. To put it in simple terms, "public relations is the science which tells, not sells a product. It is unique because it can also stand independently."

When we include public relations in what we do, we know we must inform, educate, and motivate the internal audience while making aware the external audience. In other words, the response we are looking for with the internal audience is action, while with the larger public audience we want a greater awareness of what our programs are.

The book is worth these three chapters alone if you want to get a handle on exactly what public relations is and why it is critical in the development of your youth programs.

S. Marino

Chapter 2 moves on to helping you write your public relations plan and Chapter 3 talks about refining your professional image. The book is worth these three chapters alone if you want to get a handle on exactly what public relations is and why it is critical in the development of your youth programs. Chapter 4 is the crux and the reason I picked this book to review for this issue. It is called "People Relations" and talks about both leader retention and leader recruitment.

Chapters 5, 6, and 7 detail the mechanics from working with newspapers, radio and television, to making exhibits, websites, and public speaking. Chapter 8 gets into the "Quality in Every Event". The best public relations effort is tied to a quality event. And what else would the last chapter be about? Evaluation! Is your public relations plan working?

This book, available through National 4-H Council Supply Service, is a "Cliff Notes" of a public relations course. Do we need one more thing to consider or do? When planning, preparing and carrying out an event, activity, or program, public relations needs to be integral. This book will give ideas to even the pros as it is written by two in our field. It will be worth your while to read it, absorb its principles, and apply it to what you are doing.

To quote from the last paragraph in the book, "This book shares the following beliefs...Take a great youth development program with land-grant backing. Add talented and dedicated volunteers. With good, honest public relations, you now have the start of a blueprint for expansion."

Let me know what you think...

First-timing It in Bismarck

Sharon McDowell, Green Lake County 4-H Youth Development Agent

Going to my first NAE4-HA Conference is definitely an experience I'll remember for quite a while! From my flight there with heightened airport security (yes, I was one of those who got frisked in Minneapolis!) to waking up my roomies at midnight because I'd been given a room key that didn't work, to learning so much about Theodore Roosevelt, Scandinavian Dance, and "Ole & Lena" all within 24 hours, I knew it was going to be quite the adventure!

The best part of the conference for me was getting the chance to visit and get to know better my colleagues from within the state as well as other "first timers" from across the country.

S. McDowell

The Bismarck, North Dakota Conference was a great experience and I'm grateful to the Association for the scholarship that helped me attend. Besides visiting some interesting & beautiful places on the Ukrainian tour and enjoying the weather (even the snow & cold), the best part of the conference for me was getting the chance to visit and get to know better my colleagues from within the state as well as other "first timers" from across the country. That was, in fact, one of my goals—a big thank you to Jeanne Baum & Tami Koop for sharing their insight and tips on how to get the most out of the conference. These two, Barb Barker, and Katie Wagner (now working in Illinois), as well as the keynote speaker Jim Autry, were helpful to my continuing quest for finding a work life balance—Thank You!!

I also had the chance to attend the Member Recognition Committee Meetings with Karen Sipple and have a better understanding of how the national committee works and how our State Association's committee can emphasize the changes adopted at the conference. I also picked up some very useful ideas and tools in sessions regarding youth and adult partnerships in community work as well as leadership camping programs (I have utilized some of this info already in my leader training and am looking at implementing some of these ideas in our next summer's 4-H camp); the poster session was also very insightful and many of the handouts I received will be useful in program planning.

I'd also like to add that I was very impressed with the work that the 2006 Conference Bid Committee did in preparing and presenting the bid to the NAE4-HA Board. It was very impressive and it's nice to know that I'm working in "God's Country!"

Reflections of a First-Timer

Kristin Wegner, Winnebago County 4-H Youth Development Agent

As a new agent, when I first found out about the 4-H National Conference I was pretty excited. During my first year here the conference was in Colorado, which is a place I've never been. So I was pretty disappointed to find out that my county department head and colleagues in the county thought it would be a good idea for me to wait until I had been here a little longer before I take on a National Conference. So the next year, the National Conference was to be held in North Dakota. To be completely honest, I wasn't as excited about North Dakota as I had been about Colorado. However, I was very excited to be attending my first NAE4-HA (I still have to look that up) National Conference no matter where it was.

I decided to jump right into the conference by joining the WAE4-HYDP National Conference Committee. I figured that if I joined this committee I might learn a little more about the conference, thus being less confused when I went to North Dakota. This strategy worked very well. I enjoyed working with my conference committee colleagues and really did feel as though I knew a little more about what was going on before I actually boarded the plane for the north.

“One of the best things I got out of it was the opportunity to get to know some of my colleagues from around the state better. That’s what I enjoyed the most!”

K. Wegner

Transportation was the first issue and I chose to fly, even though we were encouraged to drive, since I had to be back for my Annual Leaders' Recognition Banquet on Saturday night. That proved to be a good choice as the weather returning was not pleasant for anyone driving. The first thing I noticed about the North Dakota 4-H/Extension people was that they were extremely friendly. They were friendly when they greeted us at the airport, when they drove us to the hotel, and when they drove us back and forth and back and forth from the hotel to the convention center. At all times our hosts were friendly, helpful and so appreciative of the fact that we were there.

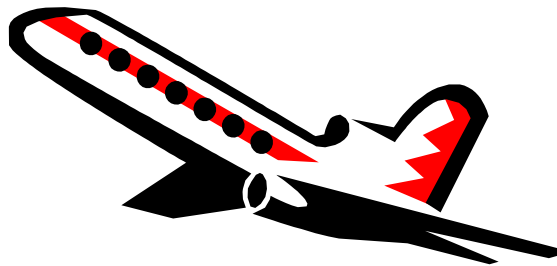
I didn't get to attend of all aspects of the conference, but I feel like I attended a pretty good cross section. I didn't take any tours mostly because they didn't appeal to me and partially because the ones I might have been interested in conflicted with a very important part of the conference – The First Timers Orientation. The First Timers Orientation was very helpful. Any new agents planning to attend the conference next year – don't miss it! It really does help. Plus, I got a free camera and my picture taken with the National President, Vernon Waldren!

I didn't attend any committee meetings (sorry, Frank [Ginther]). Unfortunately, they were all scheduled at the same time as the workshops and I had to make a choice. The workshops were more important to me. I'll try harder next year. I attended all of the Keynote speakers. Some were better than others. And I attended all of the business meetings. I admit I didn't really know what was going on, but maybe someday I will. By far the best part of the conference was the educational part – the workshops. I poured over my conference proceedings to pick the perfect ones and did a pretty good job. I did pick a couple that

weren't very helpful and now I know that the ones labeled with an R (for research) are actually reports on studies that were done. So even though the topic might sound really great – it might not be relevant to programming. My favorite sessions included: Touching Tomorrow Involves Getting Your Ducks in A Row Today, Power Up Your Programs with Music, Let's Just Blow Bubbles and Sam Ting.

The two areas I helped out the committee on were State's Night Out and door prizes for the Regional Breakfast. The State's Night Out I took on myself and I was extremely nervous because I don't like other people's enjoyment dependent upon me. So what was I thinking? I got the list and the first restaurant I called had availability and seemed reasonable so I booked it. I really wanted to go to the Space Aliens Café but they wouldn't let us do separate checks, which is what I was told was a requirement, so that was out. However, Bistro 1100 turned out to be a great place and even though we ended up seated at 3 different tables, a good time was had by all and I could relax. I worked with Karen Sipple to secure door prizes for our baskets for the Regional Breakfast and all the agents that attend the conference were wonderful in donating "Wisconsin" items for the basket. Thanks to everyone! We ended up with three baskets and one made over \$90 dollars.

So the conference was done. I packed up my stuff, got up at 3:45 am to catch my 6:30 flight. I slept for 3 hours in the Minneapolis airport and made it back just in time to go to work at noon and get ready for the banquet the next night. The conference was great. It was a wonderful learning and networking experience. However, one of the best things I got out of it was the opportunity to get to know some of my colleagues from around the state better. That's what I enjoyed the most! Thanks so much to WAE4-HYDP for the first-timers scholarship. It was well spent and very much appreciated!



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