



Enrollment

Thank you to those that have re-enrolled already! If you have re-enrolled and completed the background check if required to do so this year, you have been approved. If you haven't re-enrolled yet please do so ASAP as you or whomever you designate as the enrollment manager needs to:

- Review and approve members in 4HOnline
- Submit your Dues & Insurance Form with two separate checks made payable to Washington County 4-H Leaders Association. Those are turned in to the UW-Extension office.

Once you have approved your members in 4HOnline, Ginny will approve them at the county level (remember no lag time to get Youth Behavior Agreement Forms—yahoo!)

Project literature order forms can be submitted at any point during the fall. You may pull your club literature or we'll do our best to fill the literature orders within two weeks and contact you when it is ready.

Record Book Binders

There are green binders for new members at no cost. Replacement binders are available at a cost of \$2.00 each.

Activity Insurance

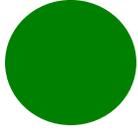
If your club is providing a program or event that is open to the public (youth and/or adults not enrolled in 4-H are participants), you may need to take out activity insurance. It costs as little as \$0.20 per day, per person. Insurance needs to be taken out *before* the event takes place. It takes less than 5 minutes to fill out the [online form](#).

This additional activity insurance covers illness in addition to any accidents that might occur during 4-H events. For that reason, if there are any overnight events planned, this additional insurance should be purchased for *all* youth and adults participating. It goes above and beyond the typical \$1/\$2 per person accident coverage policy that is included with dues. If any illness were to develop during an overnight experience, this additional insurance would help cover medical expenses associated with that.

If you are planning club outings that involve any downhill winter sports or out of county trips, you'll also need to take out insurance. Enclosed is a flow chart you can use to figure out if coverage is needed or not. Please contact Amy to discuss options and to take out activity insurance for your event if needed.

General Leader Handbook Updates

The [General Leader Handbook](#) will be updated on the website by the end of the week. New or revised documents are noted with an *. If you would like hard copies of these updated pages, please enter your name and club [here](#) by November 15 and we'll get them in your club mailbox soon after that.



NEW - continued

Officer Training Follow Up

Thank you to all the leaders who were able to attend Officer Training with their team. It was great to see the interactions and conversations. There were a number of youth that weren't able to attend the event so we've added their break out session resources to their folder, labeled accordingly, and placed them in the club mailboxes. Thank you for distributing these.

If you weren't able to attend the large group session, ask your officers if there was anything they heard other officers share about what makes their club unique/special/fun that they'd be interested in trying this year. Also enclosed is a resource that addresses six frustrating behaviors and things you need to keep in mind about these leaders and strategies you can use to reach members like this.

Communication and Arts Festival - Saturday, March 17, 2018

This event is an opportunity for youth to display their talents and skills in 9 different communication and arts categories. The festival is also a great chance for youth to experience and practice face-to-face judging in many categories and receive valuable feedback on their work. Most categories are judged at the event but posters and writing are judged ahead of time so you don't need to actually be at the event. Youth don't need to be enrolled in a particular project in order to participate so it's a great opportunity to try out something new. There are also hands on activities and workshops to try out! The general information and class details document was just included in the November/December Cloverline and posted on the events page and [Communication and Arts Festival web page](#) of the website.

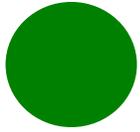
Thanks for promoting this opportunity at your club meetings! The past three years we've provided an activity you could do at a club meeting to promote the event and make the meeting interactive! Have you used all three strategies yet? Two of the activities provide options on how to facilitate so even if you did it before it could be done again differently.

[Top 10 Reasons to Sign Up for the CAF](#)

[Interactive Promotion Quiz](#)

[Telephone Pictionary or Group Writing/Drawing](#)

Of course the best promotion has been past participants! If your club has not had a lot of participation and doesn't have an experienced member that can talk about the event more in-depth, a committee member would be willing to come to your club meeting. Please contact Megan Buehler to make arrangements.



NEW - continued

Lock-In

The 4-H Lock In is scheduled for Saturday, December 2 through Sunday, December 3 at the Kettle Moraine YMCA in West Bend. Registration and health forms are included in the Cloverline and on the [event page](#) of our website.

Registration, health form, and payment are due Wednesday, November 15.

Clubs need to coordinate chaperones for their club members. To be a chaperone, adults must be 21 years old and completed all four steps to become an approved 4-H adult leader. **It is too late to start the enrollment process to be a chaperone at this year's lock-in.** If you are interested in fulfilling this role in the future, start the process now for next year! Review the necessary steps on the [How to Volunteer](#) page of our website.

Winter Leadership Camp

Attention youth leaders in grades 6-8 and adult 4-H volunteers! Don't miss your chance to participate in the 2018 East Metro Region Winter Leadership Camp. It is always a great weekend full of leadership development and fun! From teambuilding, group facilitating, and goal setting to sledding, night hikes, and campfires, there will be something for everyone! Mark your calendars now for a terrific time...this year's 4-H East Metro Region Winter Leadership Camp will be held February 9-11, 2018, at Camp TaPaWingo near Mishicot, WI.

Older youth from throughout the East Metro Region will come together at 4-H Winter Leadership camp to work on improving their leadership skills through hands-on, interactive leadership sessions. Youth will gain a better understanding of what it means to be a leader and how to apply being a youth leader in their club, county, and school. Along with leadership learning, youth will have opportunities to participate in a variety of recreational activities that may include sledding/tubing, snowshoeing, crazy games, and other outdoor activities.

Adult leader volunteers are also needed as chaperones to support youth in learning leadership skills and experiencing the great outdoors.

Washington County is able to send up to 3 youth (a maximum of 2 females) and 1 adult. We will be selecting applicants on a first come first serve basis this year. The applications will be posted on our website at <https://washington.uwex.edu/4-h-youth-development/trips-awards/>. Please encourage your members to watch their e-mails for more information and to send in their application as soon as they get the e-mail. More info to follow!

County Fair Premium Checks

Please remind members to cash their premium checks before they are stale dated.



REMINDERS

Leaders Association Meetings

Tuesday, November 7, Board Mtg @ 6:30 p.m.

Public Agency Center, Room 3224

Tuesday, December 5, Board Mtg @ 6:30 p.m.

Public Agency Center, Room 1113 A/B

Special Emphasis

This year's county Special Emphasis committee is planning a training that will connect with the national 4-H Grows campaign. The theme is "4-H: Grow with Us". They have identified activities that will engage youth and adults of all ages, and will help them see the potential for how they can grow through 4-H. Categories of activities include:

- 4-H Grows Agriculture
- 4-H Grows Artists
- 4-H Grows Entrepreneurs
- 4-H Grows Healthy Youth
- 4-H Grows the Natural World

The Special Emphasis program is designed to **help clubs build education and recreation into their monthly club meetings**. The activities designed around the theme range from 10-20 minutes long and can be used to strengthen your club's educational plan for the year. Activities that your club can look forward to this year include activities surrounding Farm Families, Human Sculptures, 4-H Yoga, and a Purple Loosestrife Bio-control activity. Everyone will have a chance to experience the activities in a station rotation format during the county training.

Recruit a club team and participate in our [Special Emphasis Training Tuesday, November 28th from 6-8:30 pm at Washington County Fair Park](#). Teams will practice activities that they can bring back and teach at their clubs, project meetings, countywide activities, etc. Club team members are expected to follow up the training by selecting and teaching activities with their clubs. Register here <https://goo.gl/pswKHD> by November 21.

New Family Orientation

This three part series will walk new families through the 4-H year, giving them important and relevant information when they need it the most. All families (new and not-so-new) are welcome to attend all three parts or just the parts that they feel they need. There will be hands-on activities, resources and tip sheets, and many opportunities to ask questions of 4-H youth and adult leaders and UW-Extension 4-H staff. Dinner is provided and it is a great time to meet and talk with other 4-H families and experienced adult and youth leaders.

Part 1: Welcome to 4-H

Wednesday, November 15, 5:30-8:00 pm, Washington County Fair Park

Get a general overview and understanding of 4-H and make sense of all the 4-H terms. Youth and adults will separate for a portion to experience a program geared towards them. Both will get a better understanding of how club and project meetings work, what their role is, 4-H summer camp, county workshops, youth leadership opportunities, and more.

Register by November 8 for Part 1 using this Google form: <https://goo.gl/DhtWB7> or contact Ginny Bichler at 262-335-4478 or ginny.bichler@ces.uwex.edu. Register for all three at once or separately.



REMINDERS—continued

Youth Leadership Workshops: Leadership can be your super power!

This workshop series is open to any youth enrolled in the youth leadership project or who serves as a youth leader in a specific project area. It's also open to any youth who want to be youth leaders in the future, and are ready to start working on their skills now! Other 4-H youth in leadership roles (ambassadors, officers, Special Emphasis team members, etc.) are also encouraged to participate.

Please encourage your emerging leaders to attend any of the workshops by sharing the [flyer](#). They can sign up with this Google Form <https://goo.gl/2SDXxw>.

National 4-H Volunteer e-Forums

Thanks to the leaders who attended our first e-forum. The focus of the e-forum was different ways to include all members at meetings. Join us for the final eforum and get energized as you network with volunteers, county-based staff, and state specialists from across the country! This is a blended learning experience where you'll learn from both a webinar and on-site in person activities and conversations. Older youth and adult leaders are invited to attend. **At least one adult from each club must attend to renew their club charter.** Register by Tuesday, December 12 using the following Google form link: <https://goo.gl/NdtTai>.

[Helping 4-H'ers Grow in Life and Work](#)

Tuesday, December 19th

5:45 – 7:45 pm

Public Agency Center – 1113 A/B

This event will be recorded.

How to Become an Adult Volunteer

4-H is proud of being a proactive, youth-serving organization with an excellent reputation for providing a healthy and safe environment for its members. The youth protection process assures the quality of the program. To become a 4-H Adult Volunteer Leader, we need you to complete the following steps:

- 1) Enroll in 4HOnline and agree to a list of volunteer behavior guidelines
- 2) Complete an online training module about recognizing signs of child abuse
- 3) Attend an in-person Volunteer in Preparation (VIP) training
- 4) Pass a criminal background check through the Department of Justice

Please register for a Volunteer in Preparation (VIP) training at least one week in advance so that materials can be prepared. A minimum of 5 people will be needed to conduct the training. We look forward to seeing you at one of the training sessions.

- Thursday, November 30, 6:00-8:00 pm, Room 1113 A/B, Public Agency Center, West Bend
- Tuesday, December 12, 6:00-8:00 pm, Room 1113 A/B, Public Agency Center, West Bend

To register for the training contact Ginny Bichler at ginny.bichler@ces.uwex.edu or 262.335.4478

Fruit Sale

Fruit pick up for club orders is slated for December 6th from 4:00—6:00 in the Ziegler Building at Fair Park. The sale committee is asking clubs to help recruit volunteers to sort fruit on December 6th at 12:00 p.m. until finished. Please let the committee know who is coming to confirm there is enough help. Contact Agnes Wagner 644-8525; Nancy Schulz 334-5723; Sharon Kiselicka 338-2650.



RESOURCE of the MONTH

Making 4-H the Priority for Busy Kids & Parents

How can we get our families to make 4-H a priority? Here are some tips from the University of Nebraska-Lincoln Extension 4-H Youth Development.

In today's busy society, it's often difficult for families to make 4-H a priority. Finding a time or date for your club to meet can be a struggle in itself. The following tips will help you, your club members and parents make 4-H a top priority:

Plan ahead. To plan a meeting at the last minute is a recipe for low or no participation. **Utilize a club calendar and get the dates on the calendar early.** Families will plan around dates/meetings already scheduled. Early dates will help make 4-H the top priority when new commitments arise. Remember to communicate regularly with families by phone, email, or text messages to keep 4-H members informed of meetings, events and their commitment.

Be realistic. Be realistic about the time allotment that families have available for 4-H. **Lower your expectations for the number of meetings you hold or projects for members so they can stay involved.** Consider that youth may be able to complete some project work at home when their schedule is open instead of planning for the project to be completed as a group.

Be focused. Help families and club members be realistic about what they can accomplish during the 4-H year. **Suggest reducing the number of projects to a reasonable level or select one project area and excel in that area.** When there are too many projects or expectations about exhibits, it's not fun anymore- it's work!

Set clear expectations. What do you expect from club members and parents? What do they expect from you? Communicate regularly with 4-H families and establish expectations. Consider creating a 4-H club contract. **Have club members discuss what they expect from each other during meetings.** For example, a horse club contract might include: "Treat your horses and others with respect. Be on time for 4-H group activities. No cell phones used while riding." The key to a 4-H club contract is youth input. **4-H members create the terms and agree to them as a group. Incorporate incentives/rewards related to the contract.** Give stars or prizes!

Keep 4-H fun while getting youth input. Keep things positive and fun for youth and seek their input. They will want to attend meetings and hang out with their 4-H friends if these elements are included. **Have contests to encourage participation and to pique their interest.** For example: "Email five ideas to the club leader, receive a prize at our next meeting!" Incorporating fun and utilizing youth input will keep 4-H a top priority.

<https://4h.unl.edu/resources/club-leaders>

Scholtz, D., (2013) University of Nebraska-Lincoln Extension 4-H Youth Development. Ideas/resources: Hall County 4-H Club Leaders, Nebraska 4-H.

NOVEMBER

- 2 E-Forum—Annual Volunteer Training, Ozaukee County and Sheboygan County
- 3-5 Fall Forum, Green Lake Resort & Conference Center, Green Lake
- 7 4-H Leaders Association Board Mtg, PAC—3224, 6:30—8:30 p.m.
- 7 Space Camp Registration in 4HOnline (first come, first serve basis)
- 11 Art Discovery Day, Fair Park—Pavilion, 8:00 a.m.—3:00 p.m.
- 13 Space Camp and Older Youth Opportunity Scholarship Interviews, PAC, 4:00—9:30 p.m.
- 15 Deadline—4-H Lock-In Registration <https://washington.uwex.edu/events/4-h-lock-in/>
- 15 New Family Orientation Part 1, Fair Park, 5:30—8:00 p.m.
(Register a week in advance) <https://goo.gl/DhtWB7>
- 23-24 UW-Extension Office is Closed
- 28 Special Emphasis Countywide Training, Fair Park, 6:00—8:30 p.m.
(Register by Nov. 21) <https://goo.gl/pswKHD>
- 29 Deadline—12/4 Youth Leadership Workshop Registration <https://goo.gl/2SDXxw>
- 30 Volunteer in Preparation Training, PAC—1113 A/B, 6:00—8:00 p.m.

DECEMBER

- 1 Deadline for re-enrolling members to add livestock projects (beef, sheep, swine, dairy)
If wanting to exhibit at 2018 County Fair and receive premium.
- 1 Deadline for new members to enroll and add livestock projects (beef, sheep, swine, dairy)
If wanting to exhibit at 2018 County Fair and receive premium.
- 2-3 4-H Lock-In, Kettle Moraine YMCA
- 4 Youth Leadership Workshop, PAC—1113A/B, 6:30—8:00 p.m.
- 5 4-H Leaders Association Board Mtg, PAC—1113A/B, 6:30—8:30 p.m.
- 6 Fruit Sale Pickup, Fair Park—Ziegler, East Side, 4-6:00 p.m.
- 12 Registration Deadline—Annual Volunteer eForum on 12/19 <https://goo.gl/NdtTai>
- 19 Annual Volunteer Training-Helping 4-Hers Grow eForum, PAC—1113A/B, 5:45—7:45 p.m.
- 22, 25 UW-Extension Office is Closed
- 27 Gifts of Love—Art Project Decorating Cards and Bags, PAC—1010, 3:30—6:00 p.m.
- 29 UW-Extension Office is Closed
- 29 Registration Deadline—4-H Cloverbud Workshop [4-H Events Calendar](#)



Choosing Coverage for 4-H Special Events

START HERE:
Are **ALL** participants officially enrolled 4-Hers/Volunteers?

YES

NO

Do you have an Annual Club/Countywide policy through AIL SRD?

If NO, you may want to consider it! Contact AIL SRD for information!

- If YES, you only need additional coverage in a few situations:
1. Residential Camps
 2. Out of County Trips
 3. Downhill winter sports
 4. If you want illness coverage (under the .25 or .30/person/day options)

What type of event are you planning?

One Day – One Time Program
Examples: workshop, class, open house, talent show, etc.

One Time Program with Multiple Consecutive Days
Examples: day camp, overnight camp, awards trip, etc.

Multiple Nonconsecutive Days
Examples: Community service group meeting every Saturday, sewing class meeting weekly for 3 months

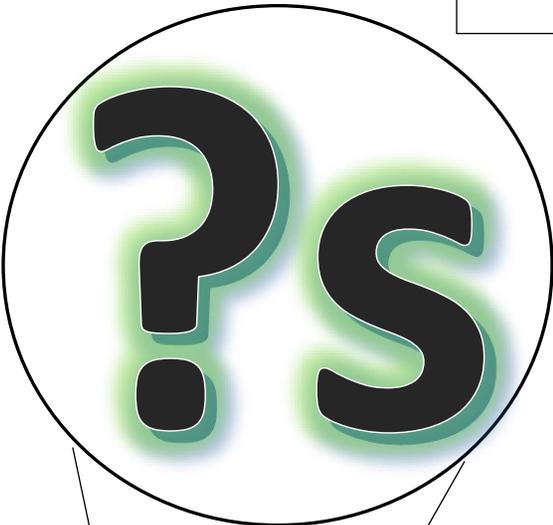
Utilize our Special Activities Policies for .20, .25, or .30/person/day with an \$8 minimum applied to the whole event.

Same participants each day?

Different participants each day?

Consider an Annual Policy for this group - OR

Utilize our Special Activities Policies for .20, .25, or .30/person/day with an \$8 minimum applied per day.



Contact the American Income Life Special Risk Division!
ebain@americanincomlife.com
800-849-4820, Extension 5

Reaching All 4-H Members

Frustrating Behavior:

Lucy won't stop talking. She always has an opinion and dominates the meeting. It feels like she won't let anyone else talk. The other youth find her intimidating and annoying.



What to remember:

She is enthusiastic and wants to be helpful.

She wants to feel heard and valued.

Lucy doesn't mean to be annoying. She just gets excited and wants to share all of her ideas.

She has a lot of energy and has strong self-confidence.

She has potential to be an amazing leader!

How to reach members like this:

"Can I pause you right there? That's a fabulous suggestion, but I want everyone to have a chance to share."

"Thank you for sharing your opinions. I'm curious what everyone else thinks."

"Hold on, Lucy. Thank you for sharing. I want to also hear what others are thinking about what you said and the original question. Lucy was saying that we should have everyone come in costumes. Okay, everyone: what are your thoughts?"

Later on when talking one on one... "Lucy I love all of your ideas, but I'm worried that everyone else isn't getting a chance to share their thoughts. Do you have any ideas on how we could get more people to contribute?"

When assigning partners or putting people into groups, do it differently each meeting. It can be challenging to have the same people in your group all of the time. You could also alternate who the group leader is. The person whose birthday is coming up next can choose the group leader.

Reaching All 4-H Members

Frustrating Behavior:

Eeyore just sits there. He never shares ideas. He never contributes. You're not even sure if he's listening.



What to remember:

Eeyore thinks that all of his ideas are bad and that they aren't worth sharing with the group. He doesn't want to be embarrassed by sharing an idea that no one will like anyway.

Eeyore takes a while to process things. By the time he comes up with an idea, everyone else is already moving on! He gets frustrated and figures why bother thinking about it at all.

Eventually he'll just stop thinking about the question at all because he knows he won't have enough time anyway.

He has potential to be an amazing leader!

How to reach members like this:

Think/Pair/Share: Give everyone time to think. Set a timer or play music if it helps you monitor the silence. Then have people partner up and share their thoughts. Then have the partners share with the large group.

Process time: Provide everyone with the agenda/material prior to the meeting. This allows everyone time to process. Maybe even give an assignment: "The next officer meeting is Tuesday. Please come with two ideas for a community service project."

Find ways for members to give ideas anonymously:

-Provide paper or post it notes and have everyone write their idea down. Toss all ideas into a box. Officers can compile ideas and bring them to the next meeting where they could be voted on.

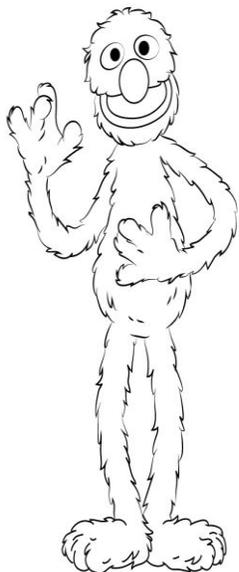
-Have a paper snowball fight. Write your idea on scrap paper. Crumple up the ideas and throw them at each other. After a few minutes have everyone pick up a piece of paper and share the idea that's written on it with the whole group.

Reaching All 4-H Members

Frustrating Behavior:

Grover loves to volunteer! He signs up to do things all of the time but then he never follows through.

In between meetings you don't hear from him and he doesn't reply to your e-mails. It's so frustrating!



What to remember:

Grover volunteers because he wants to be helpful. But before volunteering he doesn't stop and think 'Is this something I have the ability to do and is this something that I have the time to do?'

If someone isn't doing a task they are usually lacking either the skills or the motivation. A good leader tries to figure out which one it is and help.

Grover doesn't know how to do the task he signed up for (or even where to start) so he's avoiding it.

It is not something that is a priority for Grover. He is busy and he will "do it later."

Grover reads your e-mails, but doesn't want to disappoint you by telling you that he hasn't done anything yet.

He has potential to be an amazing leader!

How to reach members like this:

When he signs up:

"Thanks so much for volunteering to plan our party's games. I really appreciate that. It's a big task, so please feel free to ask me questions. I'll be touching base with you this month. Does e-mail work best or would phone be better?"

Soon after:

"Thanks for helping with the games this year. If you could send me your thoughts by next Tuesday that would give me a good idea of the direction you're heading."

Checking in:

"How's it going? I haven't heard from you and I wanted to see if there's anything I can do to help you with the process. I know sometimes talking it over with someone is helpful. What are you thinking so far?"

After no response:

"I haven't heard from you. I hope that everything is okay. I need to know by tomorrow if you are still interested in leading the games. Talk soon!"

Reaching All 4-H Members

Frustrating Behavior:

Oscar is so negative! He is always putting down everyone's ideas. You're not even sure why he keeps coming to meetings. He doesn't seem to enjoy anything.



What to remember:

Oscar may want attention and doesn't know a better way to get noticed. Complaining is an easy way to join in. Criticizing ideas takes a lot less thought than coming up with new ideas.

It's possible that Oscar doesn't realize how rude he's being. Sometimes people talk without realizing how their statements may be making others feel. When Oscar says, "These meetings are boring" he's not thinking about how hard the officers worked to plan the meeting. He may not realize that his statements are hurting people's feelings.

Sometimes we need someone in our organization who thinks differently than everyone else. It is important to question why we do things and sometimes we need someone to tell us when things aren't working. Oscar must learn how to voice his concerns in a respectful and constructive way.

He has potential to be an amazing leader!

How to reach members like this:

Don't draw attention to their lack of participation.

If people choose not to participate in an activity that is their loss. Hopefully, they will see how much fun everyone else is having and soon join in. We want to make sure members are getting attention for the positive things they are doing, not the negative.

Provide opportunities for opinions to be heard and change to be made.

Knowing that you have the power to change something can be powerful. When a negative comment is made take note and ask for suggestions for improvement.

Respond to "meetings are boring," with "It would be great if you could help with our recreation activity at the next meeting." Or "Our officers spent a lot of time planning this meeting. Maybe you could join us at an officer meeting and see how it works."

Respond to "last year we tried this and it didn't work," with "Could you help us brainstorm ideas on what we can do differently this year so this year we have better results?"

Remind members that it is important to be respectful and that "complaining is like a rocking chair. It gives you something to do, but doesn't get you anywhere!"—Author unknown

Reaching All 4-H Members

Frustrating Behavior:

Tigger cannot sit still. He squirms in his seat, taps his foot, and is goofing around with his friends. He distracts other kids by making faces, making noises, and is always trying to make jokes. He isn't listening to the directions, so when it's time for the activity he has no idea what he should be doing.



What to remember:

Tigger is trying to be a good listener, but it is so difficult for him to sit still. He has so much energy and sitting in a chair for 10 minutes is torture, much less an hour long meeting!

Tigger may also have been sitting in school all day. After 8 hours of getting told to sit still, he needs to move. He wants to be involved in the action and doesn't want to just listen.

While focusing on sitting and listening, Tigger's mind wanders to what the snack will be, if there will be a fun activity, and what everyone else is doing. He thinks that maybe he can improve the meeting by helping everybody lighten up!

Tigger is popular and fun. He is creative and energetic. People like Tigger can really spice up our meetings, if they are given an outlet to do so.

He has potential to be an amazing leader!

How to reach members like this:

Include movement in the meeting.

Everyone benefits from movement in the meeting. Include movement whenever you can.

Have members clap once to vote yes and clap twice to vote no.

Have members relocate to different parts of the room for icebreakers, snack, recreation, special emphasis. Even if it's just a matter of moving from one chair to another it will help shake things up.

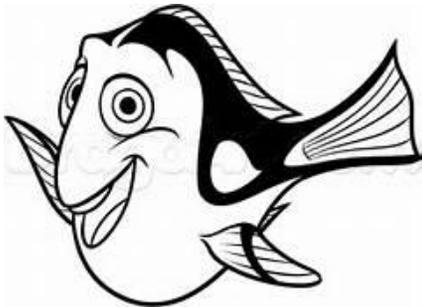
Have an area in the back of the room where people can walk if they need to. Some people have sore backs and prefer to stand. Parents with babies might want to be able to pace during the meeting. If one youth really needs to move suggest he/she sit in the back and let them know they can feel free to move if they need to. They should be behind everyone though so they aren't distracting to those who don't need to move as much.

Give this youth a role in the meeting. Perhaps greeting late arrivals in the back. This requires them to sit still for a shorter period of time.

Reaching All 4-H Members

Frustrating Behavior:

Dory always forgets everything! She forgets when the meetings are. She forgets what she was supposed to bring to the club picnic. She forgets that it was a costume party. You get tired of telling her the same things over and over again.



What to remember:

No matter how many times Dory comes to a 4-H meeting, she always forgets the pledge. She gets nervous and then she mumbles the words. She hates this part of the meeting because she always feels like this is something she should know.

Dory is happy to be in 4-H, but she struggles with remembering everything she has agreed to do and how the organization works. She probably has a lot on her mind and 4-H isn't her focus. She has other things to keep track of and 4-H always seems to end up as the last priority.

It is okay that 4-H is not everyone's number one priority! Family, school/work, friends, life will all take precedence of 4-H at one time or another (or always). We welcome members who can only come now and then. Members are invited to experience as much 4-H as they are able to – no pressure, no judgment.

She has potential to be an amazing leader!

How to reach members like this:

Provide them with handouts and tools that they can reference. Have the pledge posted on a wall, on a card, on a folder, or wherever else you can so that members do not feel awkward if they do not know the pledge.

Communicate in as many different ways as you and your team can. Reminder e-mails, agendas before the meeting, meeting summaries after the meeting, reminders at the bottom of an agenda, updating a club website and whatever else you can think of.

Refer members to the county website. There is a lot of information on the county website and the Cloverline can quickly become a member's lifeline. It is a handy reference and a tool for members to refer to. If a member like Dory e-mails you, when's that lock-in again? Feel free to answer their question, but also include a link to the county website. Or answer their question, but refer them to the Family Handbook and the page that the answer is on. Providing members with tools empowers them and saves you time!