

4-H Youth Development is a national program, made available locally through each state's land grant university in partnership with counties.

NATIONAL & STATE INVESTMENTS in 4-H funds state and regional 4-H staff who provide a foundation of research, education, volunteer training and regional program management to all Minnesota counties, regardless of the county investment.

State and Regional 4-H Staff

- Extension Educators in 4-H Youth Development provide leadership and support to the 4-H program, working within multi-county regions.
- Office support staff located at regional Extension offices support multi-county regions.

State and Regional Benefits and Services:

- Access to on-line 4-H enrollment with management of database
- On-line access to educational project materials for purchase
- Management of volunteer screening/re-screening process and database
- Management of annual 4-H Group Charter and Charter Renewal Process
- Access to regional level 4-H volunteer training
- On-line access to 4-H Newsletter
- Access to regional and state level 4-H programs and events (providing screened volunteers come forward to chaperone youth participants as needed)
- Opportunity for clubs to participate in statewide fund raisers
- Oversight of policies and best practices that ensure stewardship of the program and human and fiscal resources (i.e. liability and accident insurance, annual review of club financial resources, etc.)

COUNTY INVESTMENTS fund local 4-H positions that allow for many of the benefits, programs and services valued by 4-H youth and families. The amount of service available depends on the percentage of a position funded by the county. If the county is not able to fund local 4-H positions, the following benefits are not available:

- Local contact, guidance, support and training for 4-H clubs and volunteers
- Local access to more 4-H resources
- County specific information included in regional newsletter and available on the web
- Direct correspondence with 4-H families beyond newsletter (e-mail, direct mailings, leader updates) as county budget allows
- Recruitment and support of volunteers to manage county level 4-H programs and events
- Local 4-H adventures/short-term learning experiences
- 4-H program presence at County Fair (No exhibits, shows, programs or experiences)
- Opportunity for youth participation at the Minnesota State Fair, State Horse Show, and Regional and State Dog Show

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If the county is not able to fund local 4-H positions, the following benefits are not available:

- Opportunity for public display of learning
- County level dissemination of 4-H enrollment materials
- County level promotion of the 4-H program
- Local governing board (i.e. 4-H Federation or Leader's Council) including engagement of youth and adult volunteers in program planning, implementation, fundraising, and evaluation
- Opportunity for county government contributions to the MOA to be enhanced with fees charged to members and/or funds generated through public or private support (i.e. donation, fundraisers)
- Local opportunities for 4-H youth leaders (i.e. Ambassador Program)
- Local staff oversight of volunteer led fundraising in support of 4-H programs
- County 4-H volunteer system development, support and management (i.e. board of directors, project development committees)
- County staff (paid or volunteer) solicitation and management of donations, fundraiser, and other private or public support in the name of 4-H
- Engagement of youth and volunteers in program development, implementation and evaluation
- Recruitment and support of new members, families and volunteers
- Facilitation of the start-up and continued development of multiple types of 4-H Clubs and Adventure experiences
- Investment of staff time in seeking out, securing and managing grants, donations and in-kind contributions to support 4-H Program growth
- Expanded efforts to program in mission mandates
- Greater access to new and innovative programs and practices
- Regular office hours by support staff



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4-H Program Coordinator (75% or more) & County Office Support (50% or more)	
Description	<ul style="list-style-type: none"> • Regional 4-H Program • 4-H Program Coordinator hired by the University of MN and located in the county • County support staff at 50% or greater hired by the county • County Extension office with 4-H program • Budget and equipment to support 4-H program operations provided by county (i.e. telephone and computer equipment, postage and printing budget, etc)
Staff	<p>INCLUDES SERVICES OF ...</p> <ul style="list-style-type: none"> • Extension Educator, 4-H Youth Development on State and Federal Funding who provides leadership and support to the 4-H program with-in a multi-county region. • Regional office support on State and Federal funding <p>PLUS:</p> <ul style="list-style-type: none"> • A Bachelors Degree level professional 4-H Program Coordinator at 75% or greater who is a University of Minnesota employee of civil service status, trained to lead, manage and support the 4-H Youth Development Program in the county. • Additional 4-H Program Coordinator positions may be added providing first position is 75% or greater. <p>AND:</p> <p>At least a 50% per week local support staff person who operates the office and provides support to the county 4-H program, staff and volunteers. <i>(If less than .5 FTE office support is available to 4-H at high demand times, this package is not available..)</i></p>
Price	<p>4-H Program Coordinator Position 1.00 FTE = \$64,900 Partial FTE = %FTE x \$64,000</p> <p>Note: <i>Neither the cost of a .5 FTE or greater County Support Staff nor office operating costs (work space, equipment, paper and office supplies, postage, telephone, etc.) is included in this price.</i></p>
Benefits	<ul style="list-style-type: none"> • Regular office hours by support staff • Investment of staff time in seeking out, securing and managing grants, donations and in-kind contributions to support 4-H program growth • Expanded efforts to program in mission mandates • Support for program development unique to the county resulting in new and innovative programs and practices • County 4-H volunteer system development, support and management (i.e. project development committees) • County staff (paid or volunteer) solicitation and management of donations, fundraisers and other private or public support in the name of the 4-H program • Engagement of youth and volunteers in program development, implementation and evaluation

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<p>Benefits (continued)</p>	<ul style="list-style-type: none"> • Expansion of the role of the local governing board (i.e. Federation, Leaders Council, or Board of Directors) to include managing locally raised funds within the policies and procedures of the U of MN and 4-H Program • Limited recruitment and support of new members, families and volunteers • Limited facilitation of the start-up and continued development of multiple types of 4-H clubs • 4-H program presence at County Fair with exhibits, shows, programs and experiences • County level dissemination of 4-H enrollment materials • County level promotion of the 4-H program • Support for annual or bi-annual meetings with local governing board (i.e. 4-H Federation or Leader’s Council) for program planning and reporting and volunteer information, education and support • Opportunity for county government contributions to the MOA to be enhanced with local fees charged to members and/or funds generated through public or private support (i.e. donation, fundraisers) • County level 4-H youth leadership opportunities (i.e. Ambassador Program) • Local staff oversight of volunteer led fundraising in support of 4-H programs • County specific information included in regional/state newsletter and available on the web • Local guidance, support and training for 4-H clubs and volunteers • Direct correspondence with 4-H families beyond newsletter (e-mail, direct mailings, leader updates) as county budget allows • Recruitment and support of volunteers to manage a number of county level 4-H programs and events • Local 4-H adventures/short-term learning experiences • Opportunity for public display of learning • Opportunity for youth participation at the Minnesota State Fair, State Horse Show, and Regional and State Dog Show • Access to on-line 4-H enrollment with management of data base • On-line access to educational project materials for purchase • Management of volunteer screening/rescreening process and data base • Management of annual 4-H Group charter and charter renewal process • Access to regional 4-H volunteer training • Access to regional and state level 4-H program and events providing screened volunteers willing to chaperone youth participants • Opportunity for clubs to participate in statewide fund raisers • Regional oversight of policies and best practices that ensure stewardship of the program, human, and fiscal resources (i.e. liability and accident insurance, annual review of club financial resources)
<p>Benefits NOT Available</p>	<p><i>The level of service Extension is able to provide with this staffing package will vary significantly depending on the level of investment in 4-H Program Coordinator (75%, 100%, 2 PCs, etc.) as well as the level of investment in office support.</i></p> <p>WITH AN INVESTMENT OF LESS THAN 100% PROGRAM COORDINATOR AND/OR LESS THAN FULL-TIME SUPPORT STAFF, SOME BENEFITS WILL BE <u>AVAILABLE ON A SMALLER SCALE</u>. Examples include:</p> <ul style="list-style-type: none"> • Scope and impact of county program • Timeliness of direct communication • Support for program development unique to the county • Staff support for events, adventures, fair, and youth leadership opportunities • Engagement and support for volunteers, county committees, task forces & governing boards • Recruitment and support of new members, families and volunteers • Facilitation of start-up and continued development of multiple 4-H clubs and adventure experiences



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100% 4-H Program Coordinator with limited or no County Office Support	
Description	<ul style="list-style-type: none"> • Regional 4-H Program • 4-H Program Coordinator hired by the University of MN and located in the county • Limited or no county support staff provided by the county • Office staffed on limited basis
Staff	<p>INCLUDES SERVICES OF ...</p> <ul style="list-style-type: none"> • Extension Educator, 4-H Youth Development on State and Federal Funding who provides leadership and support to the 4-H program with-in a multi-county region. • Regional office support on State and Federal funding <p>PLUS:</p> <ul style="list-style-type: none"> • A Bachelors Degree level professional 4-H Program Coordinator at 50% or greater who is a University of Minnesota employee of civil service status, trained to lead, manage and support the 4-H Youth Development Program in the county.
Price	<p>4-H Program Coordinator Position: 1.00 FTE = \$64,900 Partial FTE = %FTE x \$64,900</p> <p>Note: <i>Operating costs (work space, equipment, paper and supplies, postage, telephone, etc.) is not included in the cost</i></p>
Benefits	<ul style="list-style-type: none"> • County 4-H volunteer system development, support and management (i.e. project development committees) • County staff (paid or volunteer) solicitation and management of donations, fundraisers and other private or public support in the name of the 4-H program • Engagement of youth and volunteers in program development, implementation and evaluation • Expansion of the role of the local governing board (i.e. Federation, Leaders Council, or Board of Directors) to include managing locally raised funds within the policies and procedures of the U of MN and 4-H Program • Recruitment and support of new members, families and volunteers • Facilitation of the start-up and continued development of multiple types of 4-H clubs • 4-H program presence at County Fair with exhibits, shows, programs and experiences • County level dissemination of 4-H enrollment materials • County level promotion of the 4-H program • Support for annual or bi-annual meetings with local governing board (i.e. 4-H Federation or Leader's Council) for program planning and reporting and volunteer information, education and support • Opportunity for county government contributions to the MOA to be enhanced with local fees charged to members and/or funds generated through public or private support (i.e. donation, fundraisers) • County level 4-H youth leadership opportunities (i.e. Ambassador Program)

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<p>Benefits (continued)</p>	<ul style="list-style-type: none"> • Local staff oversight of volunteer led fundraising in support of 4-H programs • County specific information included in regional/state newsletter and available on the web • Local guidance, support and training for 4-H clubs and volunteers • Direct correspondence with 4-H families beyond newsletter (e-mail, direct mailings, leader updates) as county budget allows • Recruitment and support of volunteers to manage a number of county level 4-H programs and events • Local 4-H adventures/short-term learning experiences • Opportunity for public display of learning • Opportunity for youth participation at the Minnesota State Fair, State Horse Show, and Regional and State Dog Show • Access to on-line 4-H enrollment with management of data base • On-line access to educational project materials for purchase • Management of volunteer screening/rescreening process and data base • Management of annual 4-H Group charter and charter renewal process • Access to regional 4-H volunteer training • Access to regional and state level 4-H program and events providing screened volunteers willing to chaperone youth participants • Opportunity for clubs to participate in statewide fund raisers • Regional oversight of policies and best practices that ensure stewardship of the program, human, and fiscal resources (i.e. liability and accident insurance, annual review of club financial resources)
<p>Benefits NOT Available</p>	<ul style="list-style-type: none"> • Regular office hours • Timeliness of direct communication • Broad scope and impact of county program due to increased clerical responsibilities and reduced staff time available for program related responsibilities. • Support for program development unique to the county resulting in greater access to new/innovative programs • Expanded efforts to program in mission mandates • Investment of staff time in seeking out, securing and managing grants, donations and in-kind contributions to support 4-H Program growth • Expanded facilitation of the start-up and continued development of multiple 4-H clubs and adventure experiences • Expanded and timely recruitment and support of new members, families and volunteers • Staff time for increased engagement and support of volunteers, county committees, task forces and governing boards • Staff support for a larger number of local events, adventures, fair, and youth leadership opportunities



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75-99% 4-H Program Coordinator with limited or no County Office Support	
Description	<ul style="list-style-type: none"> • Regional 4-H Program • 4-H Program Coordinator hired by the University of MN and located in the county • Limited or no county support staff provided by the county • Office staffed on limited basis
Staff	<p>INCLUDES SERVICES OF ...</p> <ul style="list-style-type: none"> • Extension Educator, 4-H Youth Development on State and Federal Funding who provides leadership and support to the 4-H program with-in a multi-county region. • Regional office support on State and Federal funding <p>PLUS:</p> <ul style="list-style-type: none"> • A Bachelors Degree level professional 4-H Program Coordinator at 50% or greater who is a University of Minnesota employee of civil service status, trained to lead, manage and support the 4-H Youth Development Program in the county.
Price	<p>4-H Program Coordinator Position: 1.00 FTE = \$64,900 Partial FTE = %FTE x \$64,900</p> <p>Note: <i>Operating costs (work space, equipment, paper and supplies, postage, telephone, etc.) is not included in the cost</i></p>
Benefits	<ul style="list-style-type: none"> • 4-H program presence at County Fair with limited exhibits, shows, programs and experiences • County level dissemination of 4-H enrollment materials • County level promotion of the 4-H program • Support for annual or bi-annual meetings with local governing board (i.e. 4-H Federation or Leader’s Council) for program planning and reporting and volunteer information, education and support • Opportunity for county government contributions to the MOA to be enhanced with local fees charged to members and/or funds generated through public or private support (i.e. donation, fundraisers) • A limited number of county level 4-H youth leadership opportunities (i.e. Ambassador Program) • Local staff oversight of volunteer led fundraising in support of 4-H programs with management of locally generated funds through the MN 4-H Foundation for a 10% fee • County specific information included in regional/state newsletter and available on the web • Limited local guidance, support and training for 4-H clubs and volunteers • Limited direct correspondence with 4-H families beyond newsletter (e-mail, direct mailings, leader updates) as county budget allows • Recruitment and support of volunteers to manage a limited number of county level 4-H programs and events • A limited number of adventures/short-term learning experiences

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<p>Benefits (continued)</p>	<ul style="list-style-type: none"> • One day opportunity for public display of learning • Opportunity for youth participation at the Minnesota State Fair, State Horse Show, and Regional and State Dog Show • Access to on-line 4-H enrollment with management of data base • On-line access to educational project materials for purchase • Management of volunteer screening/rescreening process and data base • Management of annual 4-H Group charter and charter renewal process • Access to regional 4-H volunteer training • Access to regional and state level 4-H program and events providing screened volunteers willing to chaperone youth participants • Opportunity for clubs to participate in statewide fund raisers • Regional oversight of policies and best practices that ensure stewardship of the program, human, and fiscal resources (i.e. liability and accident insurance, annual review of club financial resources)
<p>Benefits NOT Available</p>	<ul style="list-style-type: none"> • Regular office hours • Broad scope and impact of county program due to increased clerical responsibilities and reduced staff time available for program related responsibilities. • Support for program development unique to the county resulting in greater access to new/innovative programs • Expanded efforts to program in mission mandates • Investment of staff time in seeking out, securing and managing grants, donations and in-kind contributions to support 4-H Program growth • Start-up and continued development of multiple 4-H clubs and adventure experiences • Recruitment and support of new members, families and volunteers • Local governing board (i.e. Federation, Leaders Council, or Board of Directors) that has responsibility to manage locally raised funds within the policies and procedures of the U of MN and 4-H Program • Engagement and support of volunteers, county committees, task forces and governing boards • County staff (paid or volunteer) solicitation and management of donations, fundraisers, and other private or public support in the name of 4-H • County 4-H volunteer system development, support and management (i.e. project development committees, etc.) • Local staff oversight of expanded volunteer led fundraising in support of 4-H program • Expanded county level 4-H youth leadership opportunities (i.e. Ambassador Program) • Expanded 4-H Program presence at County Fair (More limited exhibits, shows, programs and experiences) • Expanded local 4-H adventures/short term learning opportunities • Expanded recruitment and support of volunteers to manage county level 4-H programs/events • Timeliness and various formats of direct correspondence with 4-H families (direct mailings, leader updates, etc.) • Expanded guidance, support and training for the county's 4-H clubs and volunteers



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50-74% 4-H Program Coordinator with or without County Office Support	
Description	<ul style="list-style-type: none"> • Regional 4-H Program • 4-H Program Coordinator hired by the University of MN and located in the county • Limited or no county support staff provided by the county • Office staffed on limited basis
Staff	<p>INCLUDES SERVICES OF ...</p> <ul style="list-style-type: none"> • Extension Educator, 4-H Youth Development on State and Federal Funding who provides leadership and support to the 4-H program with-in a multi-county region. • Regional office support on State and Federal funding <p>PLUS:</p> <ul style="list-style-type: none"> • A Bachelors Degree level professional 4-H Program Coordinator at 50% or greater who is a University of Minnesota employee of civil service status, trained to lead, manage and support the 4-H Youth Development Program in the county.
Price	<p>4-H Program Coordinator Position: 1.00 FTE = \$64,900 Partial FTE = %FTE x \$64,900</p> <p>Note: <i>Operating costs (work space, equipment, paper and supplies, postage, telephone, etc.) is not included in the cost</i></p>
Benefits	<ul style="list-style-type: none"> • County specific information included in regional/state newsletter and available on the web • Limited local guidance, support and training for 4-H clubs and volunteers • Limited direct correspondence with 4-H families beyond newsletter (e-mail, direct mailings, leader updates) as county budget allows • Recruitment and support of volunteers to manage a limited number of county level 4-H programs and events • A limited number of adventures/short-term learning experiences • One day opportunity for public display of learning • Opportunity for youth participation at the Minnesota State Fair, State Horse Show, and Regional and State Dog Show • Access to on-line 4-H enrollment with management of data base • On-line access to educational project materials for purchase • Management of volunteer screening/rescreening process and data base • Management of annual 4-H Group charter and charter renewal process • Access to regional 4-H volunteer training • Access to regional and state level 4-H program and events providing screened volunteers willing to chaperone youth participants • Opportunity for clubs to participate in statewide fund raisers • Regional oversight of policies and best practices that ensure stewardship of the program, human, and fiscal resources (i.e. liability and accident insurance, annual review of club financial resources) <p style="text-align: center;">- Continued -</p>

<p>Benefits NOT Available</p>	<ul style="list-style-type: none"> • Regular office hours • Broad scope and impact of county program due to increased clerical responsibilities and reduced staff time available for program related responsibilities. • Support for program development unique to the county resulting in greater access to new/innovative programs • Expanded efforts to program in mission mandates • Investment of staff time in seeking out, securing and managing grants, donations and in-kind contributions to support 4-H Program growth • Start-up and continued development of multiple 4-H clubs and adventure experiences • Recruitment and support of new members, families and volunteers • Local governing board (i.e. Federation, Leaders Council, or Board of Directors) that has responsibility to manage locally raised funds within the policies and procedures of the U of MN and 4-H Program • Engagement and support of volunteers, county committees, task forces and governing boards • County staff (paid or volunteer) solicitation and management of donations, fundraisers, and other private or public support in the name of 4-H • County 4-H volunteer system development, support and management (i.e. project development committees, etc.) • Local staff oversight of volunteer led fundraising in support of 4-H program • County level 4-H youth leadership opportunities (i.e. Ambassador Program) • 4-H Program presence at County Fair (No exhibits, shows, programs or experiences) • More than a one-day opportunity for public display of learning • Expanded local 4-H adventures/short term learning opportunities • Expanded recruitment and support of volunteers to manage county level 4-H programs/events • Timeliness and various formats of direct correspondence with 4-H families (direct mailings, leader updates, etc.) • Expanded guidance, support and training for the county's 4-H clubs and volunteers
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Consolidation of Two County 4-H Programs into One Includes Minimum of 4-H Program Coordinator (100% or more) and County Office Support (75% or more)	
<p>Description</p>	<ul style="list-style-type: none"> • Regional 4-H Program • Consolidation of two county 4-H programs into one, with a single office location serving as the base of operation for the Program Coordinator(s) and Support Staff • 4-H Program Coordinator hired by the Uof MN working with the consolidated 4-H Program • County support staff at 75% or greater hired by the county • One office location shared between two counties at a location determined by agreement of the counties involved • Budget and equipment to support 4-H program operations (i.e. telephone and computer equipment, postage and printing, etc.) <p><i>Note: This package is designed as a cost saving option for counties that share a border, particularly those with smaller 4-H programs, which see a benefit in combining resources to reduce costs. Counties partnering to invest in this package understand that their investment will support one consolidated multi-county program rather than a 4-H Program in each county, and that Extension staff will be housed in, and operate out of, one office location.</i></p>
<p>Staff</p>	<p>INCLUDES SERVICES OF ...</p> <ul style="list-style-type: none"> • Extension Educator, 4-H Youth Development on State and Federal Funding who provides leadership and support to the 4-H program with-in a multi-county region. • Regional office support on State and Federal funding <p>PLUS:</p> <ul style="list-style-type: none"> • A Bachelors Degree level professional 4-H Program Coordinator at 100% time who is a University of Minnesota employee of civil service status, trained to lead, manage and support the 4-H Youth Development Program across two counties. • Additional full or part-time Program Coordinators can be added. <p>AND:</p> <ul style="list-style-type: none"> • At least a 75% per week support staff person who operates the office and provides support to the county 4-H program, staff and volunteers. <i>(If less than .75 FTE office support is available, this package is not an option.)</i>
<p>Price</p>	<p>4-H Program Coordinator Position 1.00 FTE = \$64,900 (split between two counties) Partial FTE is not an option except as a second Program Coordinator</p> <p>Note: <i>Neither the cost of a .75 FTE or greater County Support Staff nor office operating costs (work space, equipment, paper and office supplies, postage, telephone, etc.) is included in the cost.,</i></p>

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Benefits**BENEFITS OFFERED AS ONE CONSOLIDATED PROGRAM. FOR EXAMPLE:**

- Support for regular office hours in one office location
- County 4-H volunteer system development, support and management (i.e. project development committees)
- County staff (paid or volunteer) solicitation and management of donations, fundraisers and other private or public support in the name of the 4-H program
- Expansion of the role of the consolidated governing board (i.e. Federation, Leaders Council, or Board of Directors) to include managing locally raised funds within the policies and procedures of the U of MN and 4-H Program
- Limited recruitment and support of new members, families and volunteers
- Limited facilitation of the start-up and continued development of multiple types of 4-H clubs
- 4-H experiences available at one achievement day in the two county area (or at one county fair if county boards can reach agreement)
- Local dissemination of 4-H enrollment materials in the two county area
- Local promotion of the two county 4-H program
- Support for annual or bi-annual meetings with one consolidated governing board (i.e. 4-H Federation or Leader's Council) for program planning and reporting and volunteer information, education and support
- Opportunity for county government contributions to the MOA to be enhanced with local fees charged to members and/or funds generated through public or private support (i.e. donation, fundraisers)
- 4-H youth leadership opportunities offered in two-county area (i.e. One consolidated 4-H Ambassador program)
- Local staff oversight of volunteer led fundraising in support of 4-H programs
- Information specific to 4-H programs offered in the two county area included in regional newsletter and available on the web
- Local guidance, support and training for 4-H clubs and volunteers in two-county area
- Direct correspondence with 4-H families beyond newsletter (e-mail, direct mailings, leader updates) as two county budget allows
- Recruitment and support of volunteers to manage 4-H programs and events available in the two-county area
- 4-H adventures/short-term learning experiences within two-county area
- Opportunity for public display of learning
- Opportunity for youth participation at the Minnesota State Fair, State Horse Show, and Regional and State Dog Show
- Access to on-line 4-H enrollment with management of data base
- On-line access to educational project materials for purchase
- Management of volunteer screening/rescreening process and data base
- Management of annual 4-H Group charter and charter renewal process
- Access to regional 4-H volunteer training
- Access to regional and state level 4-H program and events providing screened volunteers willing to chaperone youth participants
- Opportunity for clubs to participate in statewide fund raisers
- Regional oversight of policies and best practices that ensure stewardship of the program, human, and fiscal resources (i.e. liability and accident insurance, annual review of club financial resources)
- Access to additional 4-H resources within multi-county area

Note: Level of benefits available is dependent on the size of county programs consolidating, geographic area staff and volunteers are asked to cover, and level of program and office support the two counties agree to provide.

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Benefits NOT Available	<p>WITH A CONSOLIDATED PROGRAM, SERVICES WILL NOT BE AVAILABLE:</p> <ul style="list-style-type: none">• Support for program development unique to the county resulting in new and innovative programs and practices• Expanded efforts to program in mission mandates• Investment of staff time in seeking out, securing and managing grants, donations and in-kind contributions to support 4-H program growth• Expanded start-up and continued development of multiple types of 4-H clubs and adventure experiences• Expanded recruitment and support of new members, families and volunteers• Expanded engagement of youth and volunteers in program development, implementation and evaluation <p>IN ADDITION, EACH OF THE BENEFITS LISTED WILL BE AVAILABLE IN TWO TWO-COUNTY AREA BUT NOT WITHIN EACH COUNTY. Examples include:</p> <ul style="list-style-type: none">• Office in each county• Separate 4-H program in each county• Separate 4-H adventures, events and youth leadership experiences in each county• 4-H Program presence at both county fairs• Separate Federation/Council, or other local governing body in each county• Separate volunteer management and support systems in each county• Separate 4-H related reports and presentations in each county
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