

National 4-H Council Quarterly

Volume 8 Number 1

Spring 1990

Inside this issue . . .

The Differences We Make

From new physical facilities to international program impact,
1989 was a year of growth.

Council's annual report reflects that year, in this issue.



The Differences You Make

Innovative program ideas, pledges of time and the heart . . . the list of individuals, foundations, businesses and other organizations investing in 4-H keeps growing. Enclosed is a listing of our 1989 investors.

The Differences Partners Make

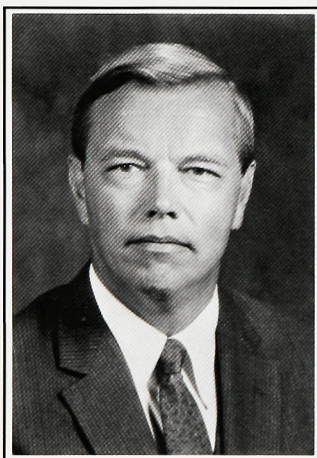
National 4-H Conference, news from the states, and a 4-H'er who's part of a special academic team visiting the U.S.S.R. . . . these stories and more reflect the growing success of the private/public partnership in addressing youth development through 4-H. It's all in this issue.

Message from the Board

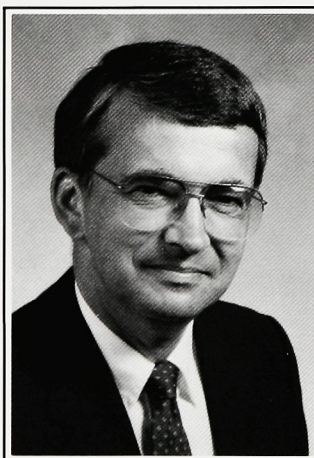
As the 1980's ended and we faced the beginning of a new decade, 4-H also faced the beginning of a new era of program development and delivery. 1989 was especially indicative of that time of change.

National 4-H Council undertook a major physical change in preparation for the future. Construction was begun on a major new building, Ralph W. Ketner Hall. The facility will provide not only Council staff offices, but state-of-the-art conference and library facilities and new residential areas.

Physical changes were the visual evidence of a new time of change. But National 4-H Council extended those changes to new programmatic areas, to evaluation and assessment processes and to long-range planning for the organization's future as part of 4-H youth development programs.



Lawrie Thomas



Richard J. Sauer

From bold new international education initiatives which will bring international sensitivity and education into all aspects of 4-H programming, to forging of new private/public sector partnerships to address the issue of ATV safety in our communities, Council spread its resources — both human and financial — across the nation to reach an ever-expanding audience.

Within the organization, a basic assessment and evaluation process began. Council has, is and will be examining itself as a part of the 4-H program and as

part of youth development education in this nation. That process, while internal in focus, included input from throughout the Extension family and the private and public sectors. If Council is to continue to effectively and efficiently serve the youth of this nation, it must continue to do as it did in 1989: listen to its stakeholders, respond to social needs with creativity and timeliness, and allow an evolutionary program delivery process that creates an environment of personal growth and development for all its constituents.

We thank you, our family, for the role you have played in our 1989 successes. We thank you also, for your commitment to National 4-H Council and for helping to ensure that our role in serving 4-H youth development meets the needs of America's young people today.

Lawrie Thomas
Chairman
National 4-H Council

Richard J. Sauer
President and Chief Executive Officer
National 4-H Council

Youth at Risk is Focus of the 60th National 4-H Conference

Over 350 4-H youth leaders convened at the National 4-H Center for the 60th National 4-H Conference, April 1-7. Featured as in past years were traditional consulting groups and ambassador training, but a new emphasis has been added — the art of negotiation.



Richard J. Sauer, president, National 4-H Council, addresses the subject of leadership, stating to the entire Conference, "The foundation of effective leadership is thinking through the organization's mission — defining it and establishing it, clearly and visibly."



Left to right: Lynn Reynolds, New York, and Paul Nunes, Rhode Island, practice negotiation techniques with Dr. Douglas C. Stone, managing director of The Harvard Negotiation Project. "Problem solving negotiation takes some practice to learn, and involves being **tough** on the problem, but **soft** on the people," according to Stone.

How to negotiate as a problem solver
 "You may not be negotiating arms control agreements with the Soviet Union, but every day you negotiate a lot more than you may think," according to Dr. Douglas C. Stone, managing director of *The Harvard Negotiation Project*. Stone and five Harvard staff presented sessions on how to negotiate as a problem solver. A graduate of Brown University, Stone practiced corporate law

for two years before joining the project. "I was greatly influenced by Roger Fisher and William Ury, co-authors of the national best seller *Getting to Yes*," said Stone. Fisher teaches negotiation at Harvard Law School and is director of The Harvard Negotiation Project. Ury, a consultant, writer, and lecturer on negotiation and mediation, is associate director of the project.

A more powerful model

"A new dimension has been added," said Dr. Jon Irby, conference coordinator and national program leader, Extension Service,

USDA, "with The Harvard Negotiation Project. The conference focus on the youth at risk initiative and back-home action plans, strengthened by learning conflict resolution and negotiating skills, makes a more powerful model. Having three agent associations represented on the planning committee gives more disciplinary cooperation on this issue," Irby added. Participants at the 60th National 4-H Conference are the first 4-H group to benefit from the innovative techniques presented by the Harvard Law School team.

National 4-H Council Quarterly

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National 4-H Council Quarterly is published by National 4-H Council. National 4-H Council is a not-for-profit educational organization that uses private resources to help expand and strengthen 4-H programs. 4-H is the youth education program of the Cooperative Extension Service of the State Land-Grant Universities and the U.S. Department of Agriculture. Programs and educational materials of National 4-H Council are available to all persons regardless of race, color, sex, age, religion, national origin or handicap. Council is an equal opportunity employer.

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Left to right: Ira Wade, Jr., Virginia, uses his interest in 4-H public speaking projects to negotiate more effectively with Deandia Hammons, Oklahoma, whose interest is 4-H photography. Both are learning to become aware of negotiations that go on all around them and techniques to improve the ways they relate to others. "We want to help students understand that they have choices about how they deal with others, and that it is best to think in advance about how their behavior and words will affect others," said Dr. Douglas C. Stone of The Harvard Negotiation Project.

"The Temporary Muffins"

This simulation pairs delegates as a buyer and a seller. The idea is to negotiate one-on-one and then discuss as a group what they have learned. Each participant is given certain facts — one case designed by Stone for the buyers, and one for the sellers. But neither party knows how much value either places on the object of negotiation, a record collection of the music group called "The Temporary Muffins." Consequently, prices negotiated by 4-H'ers ranged from \$90 to \$350. Many "buyers" admittedly felt sorry for the other party, and so paid more. Other insights the group discovered were that time is a factor in negotiation as is how much one values the object one wishes to buy or sell.

Andrew And Jason

An exercise for the entire group, led by Stone, presents a conflict situation between two brothers. One case presents the younger brother's point of view. After reading this, the group discusses how they feel about the brothers. Then they are asked to read the second version, expressing the older brother's position. Again, the group discusses how they now feel about the brothers and are asked if their opinions have changed since they became aware of both sides of the conflict. According to Stone, "The exercise provides an illustration of how our 'partisan perceptions' color how we see the world . . . When you enter negotiation, you are viewing from your side and think you are 99 percent

right. You don't know or want to know the other side."

Solving obstacles back home

"Everybody has the resource of time, but if you don't have funding, you can't reach your goals," stated one 4-H delegate reporting to the entire group after experiencing a series of negotiating simulations and exercises to strengthen plans of action. The majority of reporting groups cited lack of funding as the number one obstacle to successful back-home action.

Leadership doesn't depend on charisma

"Leadership doesn't depend on charisma," stated Richard J. Sauer, president, National 4-H Council, as he addressed the subject of leadership at the closing session of the Conference. "History knows no more charismatic leaders than this century's triad of Stalin, Hitler and Mao — the misleaders who inflicted as much evil and suffering on humanity as have ever been recorded," Sauer told them. "To trust a leader, it is not necessary to like him. Trust is the conviction that the leader means what he says — that he is consistent. Our communities and our society would be so much better off if individuals like yourselves would assume responsibility and allow their leadership potential to flourish. You have great potential — more than you probably realize. You can make a difference in the economic vitality and quality of life in your organization and community and in this country. I believe it — and I believe in you," concluded Sauer.

Center Receives Gifts From States

Several states presented gifts to the National 4-H Center during the 60th Annual National 4-H Conference.

Idaho gave pictures of the Idaho countryside to be displayed in the Idaho Conference Room.

The **Indiana** delegation unveiled a large framed print, *Springtime On The Farm*. The print will hang in the newly-decorated Indiana Dining Room. A portrait of the state's governor was also presented.

A check for \$7,000 was presented on behalf of **Iowa** 4-H members as part of a larger pledge toward the new Iowa Conference Room in Ketner Hall.

Tennessee presented a carved wooden state seal to hang outside the Tennessee Dining Room, capping the refurbishing of that area.

Pennsylvania contributed \$2,500 toward a new bedroom in Ketner Hall, as part of a continuing pledge to Center improvement.

Utah 4-H members presented a \$4,000 check that completes the state's pledge toward the Utah lounge and bedrooms in Firestone Hall and begins a donation toward a bedroom in Ketner Hall.

According to Bob Lindstrom, director of the National 4-H Center, "Since it opened in 1959, states have a tradition of supporting the National 4-H Center through contributions. They are proud of their presence here."



A slice of agricultural history was just one of the many gifts given to the National 4-H Center during National 4-H Conference. The print, *Springtime on the Farm*, was presented by Kristi McMillan and Ron Turpin of Indiana to Dr. Richard Sauer, president, National 4-H Council. This artwork will be on permanent display in the Indiana Dining Room, formerly known as the Secretary's Dining Room.



National 4-H grant programs support projects and activities which enrich learning opportunities for youngsters across the nation. Here, a 4-H'er learns the basics about water quality and conservation from a water cycle model underwritten by one such grant program.

1990 Grant Programs Support Action on Variety of Issues

Programs addressing issues ranging from recycling and waste management to involving the handicapped in 4-H have been awarded funds through National 4-H Grant Programs. All grant programs are administered by National 4-H Council.

Under a grant from *Waste Management, Inc.*, the Ohio Cooperative Extension Service is conducting a 3-year recycling/composting program. The program focuses on community education to motivate local citizens to become involved in organized waste composting. It also encourages 4-H'ers to participate in related activities in their local communities.

Another 18 Waste-Management-Composting and Recycling grants, also funded by Waste Management, Inc., have been awarded to programs in 13 states: Arkansas, Illinois, Kansas, Kentucky, Louisiana, Minnesota, Nebraska, New York, North Carolina, Oregon, South Carolina, Washington and Wisconsin. The grants will support such efforts as Project Stop (Stop Trashing Our Planet) in Arkansas, a program aimed at stimulating a grassroots movement to encourage recycling, and a Walker, Minnesota, "garbology" computer program involving young people and adult leaders in hands-on learning about local environmental concerns.

Seven Conservation of Natural Resources grants, funded by *Deere & Company*, have been awarded to programs in Kansas,

Maryland, Mississippi, Nebraska, New Jersey, Virginia and Wisconsin. Recipients include: a Riley County, Kansas, water-quality education program for teachers; an outdoor environmental education program for young people conducted by the Prince George's County, Maryland Patuxent 4-H Center; waterways preservation and education efforts in Tishomingo County, Mississippi; Colfax County, Nebraska's elementary-level water quality program; a wetlands education program for 7- to 10-year-olds in Somerset County, New Jersey; a program to involve the handicapped in conservation projects in Virginia Beach, Virginia; and the development of a site where young people can study the ecosystem of ponds in Taylor County, Wisconsin.

The 1990 Handicapped Youth Initiatives grants, funded by *Dr. Scholl Foundation*, will support programs in 14 states: California, Illinois, Indiana, Kentucky, Michigan, Mississippi, Montana, Nebraska, New Jersey, New York, Ohio, Pennsylvania, Texas and Wyoming. Efforts undertaken with the support of these grants include: camping programs for special education students; a program to help Extension agents, 4-H volunteers and teen 4-H leaders increase their effectiveness in working with the handicapped; establishing a dairy goat herd for boys who are residents of a home for youth with behavior problems; and a 4-H program teaching independent living skills to a group of handicapped individuals preparing to move from an institution to a less restrictive living environment.

New Donor Support

The *Edwin T. Meredith Foundation* has announced support for the new Iowa Conference Room at the National 4-H Center in memory of Edwin T. Meredith. The support is a matching grant with Iowa 4-H members who already have made a commitment to raising half the funds needed.

The conference room will be located in the new addition to the Center, Ralph W. Ketner Hall. Ketner Hall's four floors include the first floor, housing a new fixed-seating auditorium and technically-advanced resource center; the second floor with administrative offices; the third floor with additional double bunk guest rooms; and the fourth floor consisting of 4 VIP accommodations.

Edwin T. Meredith was a founder of the National 4-H Service Committee and became its first president in 1921, following his term as Secretary of Agriculture. Meredith Foundation has been a strong supporter of the National 4-H College Scholarship Program since 1963.

National 4-H Council is pleased to announce a personal commitment from *Harold A. "Red" Poling*, chairman and chief executive officer, Ford Motor Company, to name a VIP Suite in Ketner Hall. Poling, a 4-H alumnus, is a member of National 4-H Council's Board of Trustees and former board chairman.

The American Coalition for Traffic Safety, Inc. (ACTS) is supporting the 1990 Citizenship Washington Focus (CWF) program with special training of a CWF Fellow on the subject of highway safety and by providing up to 35 ACTS Youth in Action safety grants for teens to promote increased safety-belt use among their peers. National 4-H Council and American Coalition For Traffic Safety, Inc., are dedicated to creating youth-in-action safety programming across the country.

4-H Briefs

"Training the Trainers" Seminar Introduces New Curriculum

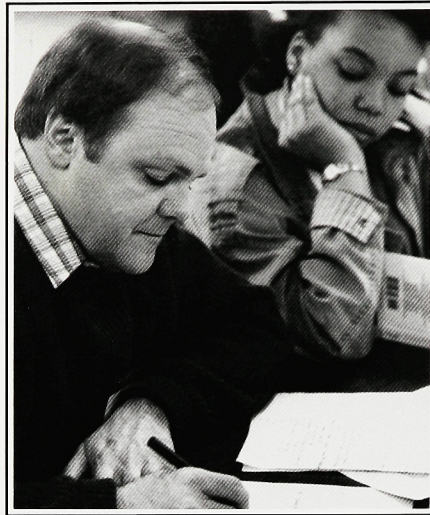
Participants in a March seminar at the National 4-H Center got the first look at a new Training Trainers to Teach (T3) curriculum. The T3 curriculum includes 14 units of easy-to-use materials on subjects like teaching adults, understanding the learning process and developing lesson plans. It is designed to strengthen the teaching abilities of

volunteers working with other volunteers and with young people.

The seminar, focused on the theme, "Building Human Capital through Volunteer Middle Management," gave more than 60 participants from 24 states the opportunity to use the new curriculum. Seminar participants also had the opportunity to boost their intercultural communications skills by attending presentations based on *Youth for Understanding* materials. Lessons focused on cross-cultural problem-solving, developing a dual perspective and learning about another culture.

Off the Road Again!

The new 4-H Community ATV Safety Program is in "high gear" with the completion of four regional workshops in March and April. Teams from 37 states participated in sessions on stages of youth development, community action and ATV safety education. The ATV Safety Institute also conducted the 4-day course required to license new instructors to teach their "ATV Rider's Course."



During the northeast region 4-H Community ATV Safety Workshop, Bob Meadows and Hope Holden outline a plan for Virginia to address the issue of ATV safety among youth.

State teams of Extension staff and volunteers also included members from the *American Farm Bureau Federation*, *ATV Safety Institute*, state health and injury prevention departments, law enforcement and conservation officers, and ATV dealers

and enthusiast clubs. The ATV safety emphasis for the coming year is on rider training, parent education and public awareness.

The 4-H Community ATV Safety Program is funded by *American Honda Motor Co., Inc.* The *U.S. Forest Service* and *U.S. Consumer Product Safety Commission* provide staff support and information essential to the program.

4-H International Programs Emphasize Global Understanding

Three of the international programs conducted by National 4-H Council are: *4-H Global Connections*, *Central American Peace Scholarships (CAPS)*; and *World Focus*.

4-H Global Connections helps young people develop the knowledge, skills and attitudes to better understand and personally connect with youth in developing countries. To bring this end result, Global Connections focuses on developing a 3-year, community-based program for training staff and volunteers.

For the fourth year, Costa Rican high school students will be participating in the CAPS program, a 9-month exchange program funded by the *U.S. Agency for International Development*. Last year 142 students from Costa Rica lived with 4-H families across the United States. While attending U.S. public schools, 65 percent of these young people earned academic honors. Some 125 CAPS participants are expected this year.

During World Focus in July, more than 250 participants will learn about and debate global environmental issues. Delegates will select an environmental topic to study and will explore international activities while in the nation's capital.



Members of the Capitol Clovers 4-H Club, Washington, D.C. (far left) join young people from other youth organizations, former First Lady Lady Bird Johnson (far right) and Henry L. Diamond, chairman, National Celebration of the Outdoors, at a tree- and flower-planting ceremony at the Lyndon B. Johnson Memorial Grove in Washington, D.C. The planting represents Mrs. Johnson's commitment to the National Celebration of the Outdoors and its goal of protecting America's outdoor resources.

National Extension Youth at Risk Summit Scheduled for September

Key individuals and groups will meet in September to launch major Extension-supported youth development programs at the National Extension Youth at Risk Summit — Developing Youth Potential. Scheduled for September 18-19 at the National 4-H Center, Chevy Chase, Maryland, the Summit will bring together community leaders, educators, and leaders of

Spotlight on

Achievement

When Massachusetts 4-H'er Stephanie Lea earned her "wings" in the *National Aeronautics and Space Administration (NASA) Young Astronauts program*, little did she know how far those wings would help carry her — all the way to the Soviet Union.

The 16-year-old Groton resident, an active 4-H'er and honor student, is one of only 10 U.S. teens chosen for a very special honor. They will travel to the Union of Soviet Socialist Republics (USSR) in July to participate in the *1990 American-USSR Youth Science Olympics*.

Stephanie and the others will represent the U.S. in "Academic Olympics" contests and debates, during which they will compete against Soviet students, as well as students from other nations, in astronomy and space science.

How did Stephanie manage to become a part of this select group of Youth Ambassadors? "I've always had an interest in astronomy and space," she said. "So I noticed ads for the space academy program and decided to try for it."

The space education program Stephanie attended is NASA's Tranquility Base Space Academy in Huntsville, Alabama, where teens get a chance to experience astronaut training. After the Huntsville experience, Stephanie completed a grueling schedule of interviews and placement applications before being chosen for the Soviet program. Participants were chosen for their academic performance and their knowledge of astronomy and science, of course. But



Massachusetts 4-H'er Stephanie Lea (left) receives a proclamation from state Representative Augusta Hornblower congratulating Stephanie on her selection as a Youth Ambassador to the Soviet Union.

selection also was based on overall performance, personal self-esteem and evidence of well-rounded interests, experiences and abilities.

There, Stephanie truly shines. A 4-H member since the age of nine, she has perfected her horsemanship skills in her 4-H activities and has received awards of excellence for her vegetable gardening projects. Stephanie also is a state winner in the National 4-H Entomology Awards Program sponsored by *Mobay Corporation*. She has had previous experience in international and intercultural activities as the host sister of a Japanese exchange student.

"I do have pretty varied interests," she commented, adding that some additional ones are softball and skiing.

Stephanie will travel to Washington, D.C. for orientation sessions before she and her teammates leave for the Soviet Union on July 17 for the 28-day program. Asked if she's also preparing by studying Russian, she replied, "Yes, I have a Russian tutor I work with twice a week — but it's really hard!"

Somehow, you get the feeling this young woman will manage it!

News From the States

4-H Clown Club Provides Alternative to Detention for Juvenile Offenders

Facing an increase of 400 percent in the number of juveniles coming into the court system, Kerr County, Texas 4-H came up with a unique way of diverting some offenders from the detention system. Some youngsters who are placed on probation are given the opportunity to join the county 4-H clown club. Its members participate in community events like the recent local centennial celebration; they clown each week at nursing homes, day care centers and hospitals. Organizers feel the young people, by being part of a respected and successful youth organization for the first time, are learning how to give, care and make others happy, while building their own self-esteem.

Iowa Teens Learn How to Be Better Parents

Being a parent isn't easy, and for a teenage parent without the support of a spouse or family, the task can seem impossible. But in Pottawattamie County, Iowa, young parents are finding help in Extension's *Teen Parents Program*. Planned and conducted by a nursing professional, the program nurtures teenage parents by teaching them parenting skills and giving them a chance to share their feelings with other teen parents. Participants receive school credit for the program which is open to any teen parent, single or married. Leaders encourage participants to continue their education and develop job skills.



Teen Parents Program participant Vicky Linderman feeds her daughter Lisa.

government, youth-serving and advocacy organizations and the philanthropic community to address critical youth issues.

The National Extension Youth at Risk Summit will commit the Cooperative Extension System to aggressive action to adopt nationwide model programs which have proven successful. It will kick off a series of regional workshops which will

Extension staff plan their youth at risk program goals and agendas. The Summit will provide the opportunity for individuals and groups involved in youth development to build new coalitions and expand existing ones.

Participants will examine programs which address the many critical youth issues — from lack of employable skills, to substance abuse, school dropout rates, premature parenthood and teen suicide — which threaten today's young people and their potential to develop to their fullest capacity. A dialogue with young people, guided by Dr. Norman Brown, president, the W.K. Kellogg Foundation, will set the stage for two intensive days of briefing sessions, reports on programs, workshops and networking opportunities.



(Left to right) Phoenix, Arizona 4-H'ers Michael Moreno, 14, Reneka Brandon, 12, Angel Moreno, 13, and Larlon Bellamy, 12, members of the Dunbar Gourmets 4-H Club at Dunbar School, are hard at work bottling the gourmet vinegars they sold. The project earned the club enough profit to send several members to 4-H camp. Photo: Arizona Republic.

4-H Entrepreneurs Enjoy Success

When a 4-H club in a low-income inner city neighborhood in Phoenix, Arizona, received a food conservation and preservation grant from *Heinz Vinegar* last year, its members found themselves in business. They decided to make and sell herb vinegar and use the proceeds to send members to 4-H camp.

Although at first club members were skeptical that people would want to buy the fancy products — “with leaves and stuff in it,” as one member commented — they soon were hard at work. They processed and bottled several hundred bottles of the gourmet vinegars in such flavors as chile, garlic, basil and oregano, and sold them for \$3 a bottle.

The club made several hundred dollars on the project and members picked up some business skills along with new food preservation techniques.

SEEDS: Space Exposed Experiment Developed for Students

Across the nation, 4-H'ers and other students are getting the opportunity to participate in the *National Aeronautics and Space Administration's SEEDS (Space Exposed Experiment Developed for Students)* project. Participants grow tomato plants from seeds which were exposed to space radiation for more than five years as part of NASA's Long Duration Exposure Facility experiment. The participants agree to observe carefully and measure the exposed plants, comparing them with control plants grown from unexposed seeds from the same parent plants.

Partnership for Dropout Prevention Is Focus of West Virginia Task Force

A task force representing the spectrum of West Virginia's education community has been working since 1988 to identify effective action to prevent school dropout. After extensive study, the task force has begun to focus on building partnerships within local communities to address the problem. The West Virginia University-based task force has recommended the establishment of similar task forces on the local level. It will sponsor a statewide conference in the fall and will encourage county Extension

agents to assume leadership in bringing school officials, community agencies, business and industry, and community service organizations together to combat the many physical, emotional and family-related problems that can place a student at risk of dropping out of school.



"The Affection Connection"

In Kansas, a series of videotape programs, "*The Affection Connection*," prepared by Kansas Extension 4-H and Home Economics, focuses on the benefits of including pets in the lives of children. The series looks at the mutual relationship between people and pets as seen through the eyes — and heard through the voices — of Jake, a dog, and Miss Wally, a cat. It covers how children develop attitudes about animals; how companion animals contribute to positive self-image and empathy for others in children; responsible pet care; and loss and grieving.



Jones County, Georgia, Extension agent Frank Sears (center right) and county 4-H members show off some of the more than 300,000 pine seedlings donated to the county 4-H program by International Paper Company. Some seedlings were distributed to the public and others were planted at various locations in the community by the 4-H'ers. Pictured here are 4-H'ers (front, l to r) John Simmons, Jerri Thomas, Brandy Evans, Gloria Young and Sears; (back, l to r) Kelli Solomon, Christy Pressley, Becky Brown, Ashley Anderson, Summer Livingston and Mary Ann Evans.

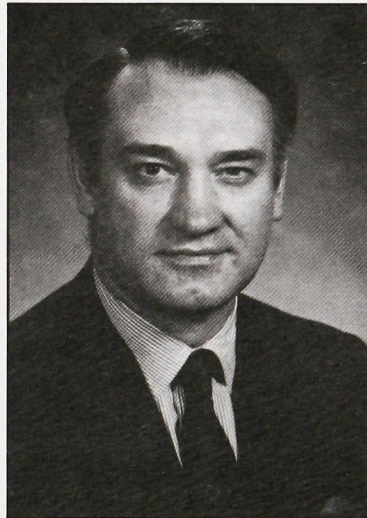


The Differences You Make

As we enter the 1990's, we are reminded that new decades have a way of focusing both individuals and organizations on the need for change. The 1980's brought us an unprecedented period of economic growth and business prosperity. But, to paraphrase the old saying, "like all silver linings, this one has a cloud." In the midst of all this financial growth, many experts are saying that we may have lost ground in the traditional values system with which America has imbued its youth. Many think the "me first" attitude that has evolved, the increasing fears of litigation at all levels, and the forces that have led to the decay of the family unit are bringing about a blurring in the core values we hold as a nation.

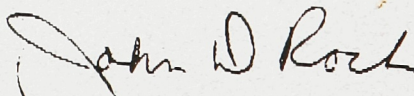
So, for each gain of the past decade, there is concern that we may have suffered some corresponding value losses. This turbulent movement in attitudes and values demonstrates that economic and societal change does not occur in a vacuum, independent of our need to control the direction of that change.

The only constant we see is the need to manage change as effectively as possible. Almost all leaders of government, religious, and social organizations agree that this youth "value crisis" will influence this nation's historic leadership role. Some even say it is too late and the decline is inevitable!



How does all this impact 4-H . . . our directions for the future . . . our objectives for the new decade? To meet needs in the envisioned hostile environment of the 90's, it is believed we must refocus our efforts; that funding initiatives alone will not be sufficient. For 4-H, this refocusing will be accomplished with a new strategic business planning process. Using this process, we will re-examine the mission and message of 4-H, reevaluate our alumni initiatives, bring technology and communications media to bear to deliver our message, and expand 4-H awareness to the inner city as well as the traditional farm base.

To craft and implement our plan, we will need the extra effort of all 4-H staff and volunteers. Intense support of this new process is mandatory if we are to succeed. I am certain the process will be exciting and rewarding for everyone and most of all, it enables us to choose a strategic direction to accomplish the objectives of 4-H in the new decade.


John D. Rock
Chairman, Resource Development Committee



National 4-H Congress is just as big a thrill for donors as it is for 4-H members. In 1989 the December 2-6 event held at The Chicago Hilton and Towers, featured a wide variety of opportunities for educators and adults to mingle and share ideas. And, there was time for recognition as well. Shown presenting a special plaque from International Paper Company to new Council president Richard J. Sauer are (left) Arthur Wallace, president, International Paper Company Foundation and (right) David I.J. Wang, executive vice president of International Paper Company.

1989 INVESTORS LIST

\$1,000,000+

Anne B. & Ralph W. Ketner

\$250,000 to \$999,999

W.K. Kellogg Foundation
 The Kresge Foundation
 National 4-S Foundation,
 "FUNAC" of Costa Rica
 United States Agency for
 International Development (USAID)

\$100,000 to \$249,000

American Honda Motor Co. Inc.
 Amoco Foundation, Inc.
 Bridgestone/Firestone Trust Fund,
 a charitable trust of Bridgestone/
 Firestone, Inc.
 The Coca-Cola Foundation
 Deere & Company
 Eastman Kodak Company
 Fleischmann's Yeast Inc.
 Ford Motor Company Fund
 GMC Truck Division
 Heinz Vinegar
 International Paper Company Foundation
 Kraft General Foods
 Marriott Corporation
 J.C. Penney Company, Inc.
 RJR Nabisco, Inc.
 VWS, Inc.
 Westinghouse Electric Corporation

\$50,000 to \$99,999

Campbell Soup Company
 Carnation Company
 Case IH
 Chevron Chemical Company
 Ortho Consumer Products Division
 Coats & Clark
 Craft Yarn Council of America
 DowBrands Inc., ZIPLOC®
 Freezer Bags
 E.I. du Pont de Nemours & Company
 The General Foods Fund, Inc.
 Guilford Mills, Inc.
 Mobay Corporation
 Agricultural Chemicals Division
 Monsanto Fund
 Nabisco Biscuit Company
 Pitman-Moore, Inc.
 Ralston Purina Company
 Purina Dog Foods Group
 Reader's Digest Foundation
 Santa Fe Railway
 Luke M. Schruben
 Singer Sewing Company
 Unocal
 Waste Management, Inc.



Participating in the New York State Fair, in front of nearly 1,000,000 people, was quite an experience for CAPS students Jose Caravaca, Sean Lynch, Glen Morales and Luis Morales.

\$25,000 to \$49,999

American Quarter Horse Association
Beatrice/Hunt-Wesson
Orville Redenbacher's
Gourmet Popping Corn
Champion International Corporation
Chrysler Motors Corporation
through its Jeep-Eagle Division
Charles A. Hayes
The McCall Pattern Company
Pfizer U.S. Animal Health Operations
Purina Mills, Inc.
Simplicity Pattern Co. Inc.
Edward R. Tinker Charitable Trust
TSC Stores
The Upjohn Company
U.S. Information Agency
UPS Foundation

\$10,000 to \$24,999

Ed & Janet Aiton
American Cyanamid Company
American Income Life Insurance
Company
American Optometric Association
Bethesda-Chevy Chase Rotary Club
Foundation, Inc.
Chrysler Corporation
Colgate-Palmolive Company
DEKALB Genetics Corporation
Elanco Products Company
A Division of Eli Lilly and Company
Bob Evans Farms, Inc.
Exxon Corporation
The Goodyear Tire & Rubber Company
GTE Foundation
Hallmark Corporate Foundation
Kellogg Company
Land O'Lakes, Inc.

Mary & Daniel Loughran Foundation,
Inc.
3M
Dr. Scholl Foundation
Sears, Roebuck & Co.
Tennessee 4-H Club Foundation, Inc.
The Toro Company
True Temper Hardware
Wrangler Jeans

\$5,000 to \$9,999

Acme Boot Company
Alabama 4-H
American Farm Bureau Federation
American Foundation for Vision
Awareness
BankAmerica Foundation
Chicago Hilton & Towers
Daisy Manufacturing Company, Inc.
Marie B. Erikson
Farm Credit System
Farmland Industries, Inc.
S.C. Johnson & Son, Inc.
Kerr
Lutheran Brotherhood
Metropolitan Life Foundation
Michigan 4-H Foundation
National Live Stock and Meat Board
National Safety Council's Foundation
for Safety and Health
Ocean Spray Cranberries, Inc.
Rhode Island 4-H Club Foundation,
Inc.
Sew News
PJS Publications Inc.
Sterling Drug, Inc.
The University of Tennessee

\$2,500 to \$4,999

American Archery Council

American Dairy Goat Association
American Sheep Industry Association
Arizona 4-H Youth Foundation
CIBA-GEIGY Corporation
Continental Grain Company
Wayne Feed Division
DEFT, Inc.
Federal Cartridge Corporation
Florida 4-H Club Foundation, Inc.
FMC Corporation
Robert B. Gill
Iowa 4-H Foundation
Kansas IFYE Association
Mary Kossatz
David L. Litten
James E. & Ellen Marler
Edwin T. Meredith Foundation
Mississippi Cooperative Extension
Service
Moorman Company Fund
Elaine R. Pitts
Harold A. Poling
The Procter & Gamble Fund
State Farm Companies Foundation
Tambrands Inc.
Utah 4-H
Omer G. & Annabelle Voss
Woman's National Farm and Garden
Association, Inc.

\$1,000 to \$2,499

A.L. Laboratories, Inc.
Agway Foundation
Amax Foundation, Inc.
The American Hampshire Sheep
Association
American Saddlebred Horse
Association
Appalachian Power Company
BASF

Roger C. Beach
Beatrice Hunt Wesson, Inc.
Boone & Crockett Club (George Hixon)
The James G. Boswell Foundation
Bunge Corporation
Butler Manufacturing Company
Foundation
Mr. & Mrs. Daniel J. Callahan, III
Cenex Foundation
Mr. & Mrs. Colby Chandler
John H. Clarke
The Colson Company
ConAgra, Inc.
Connecticut 4-H Development Fund
Crane Fund for Widows and Children
Diebold, Incorporated
M. Lloyd Downen
Eaton Corporation
Farm Credit Banks of Texas
The Gerber Companies Foundation
Goex, Inc.
Gold Kist, Inc.
Guide Dogs For the Blind, Inc.
Robert Hampson
Harness Horse Youth Foundation, Inc.
Hawaii 4-H Foundation
H.J. Heinz Company
Hercules, Inc.
Hubbard Farms Charitable Foundation
Jim & Gladys Johnston
Jay & Becky Kaiserman
Thomas J. Lipton Foundation, Inc.
Louisiana 4-H
Manufacturers Hanover Trust Company
The Marlin Firearms Company
Material Service Foundation
Dean & Harriet McNeal
Mid-West Poultry Federation
Modine Manufacturing Company
Motorola Inc.



Consumer education is an important part of a 4-H'er's development. Here, a member learns to comparison shop for both price and quality.

MSD AGVET, Division of Merck & Co., Inc.
 National Association of State Universities & Land-Grant Colleges
 National Suffolk Sheep Association
 Nationwide Foundation
 The New York State 4-H Foundation, Inc.
 Norfolk Southern Corporation
 Northrup King Company
 Petrolane Gas Service-Petrolane Inc.
 Reeves International, Inc.
 Remington Arms Company, Inc.
 John D. Rock
 Rubbermaid, Inc.
 Grant & Alma Shrum
 Syntex
 Tandy Corporation
 Tennessee Walking Horse Breeders' and Exhibitors' Association
 Lawrie Thomas
 Trapshooting Hall of Fame, Inc.
 Norman & Marjory Veliquette
 Walgreens
 David I.J. Wang
 Waupaca County 4-H Leaders Association, Inc.
 Eugene & Zona Belle Williams
 Winchester Group/Olin Corporation
 F.W. Woolworth Co.

\$500 to \$999

American Horse Shows Inc.
 American Paint Horse Association
 Anschutz-Precision Sales International, Inc.

Arizona Alliance for 4-H
 Marlys R. & Ronald D. Brace
 Earl L. & Mary Emma Butz
 CF Industries, Inc.
 Columbus Southern Power
 Connecticut Valley Arms
 Mr. & Mrs. Kenneth L. Coombs
 Curtice-Burns/Pro Fac Foundation
 Dane County 4-H
 DiGiorgio Corporation
 Dixie Gun Works, Inc.
 Doskocil Manufacturing Company, Inc.
 Duke Power Company Foundation
 Everman American Legion Post 639
 Guckenheimer Enterprises, Inc.
 Mr. & Mrs. Henry Hansen
 International Arabian Horse Association
 Jacobs Engineering Group, Inc.
 Eldora Keske
 Marion Nuckols Layman
 Linowes & Blocher
 Eleanor & Don Mac Neil
 Russell & Ruth Mawby
 Milk Marketing Inc.
 National Association of Extension 4-H Agents Endowment Foundation
 National Pork Producers Council
 National Rural Electric Cooperative Association
 Penguin Industries, Inc.
 The Portman Companies
 Dr. David D. Pyle
 Relax Action Enterprises
 Richard J. & Elizabeth L. Sauer
 Russell W. Smith
 Smith & Wesson
 Southern States Cooperative, Inc.
 21st Century Genetics

United Professional Horsemen's Association, Inc.
 Universal Cooperatives, Inc.
 Virginia Assoc. of Extension 4-H Agents
 Weatherby Inc.
 K. Russell & Judith C. Weathers
 Wisconsin Turkey Federation
 Anne S. Woodhams & Family
 World Poultry Science Association
 Wilbur H. Wuertz

\$250 to \$499

John A. Allen, Jr.
 Phil & Donna Asbury
 Milton & Margaret Boyce
 Erna L. Breton
 Christine E. Brown
 Marcius & Elna Butterfield
 Maureen & John Carr
 Cessna Foundation, Inc.
 Chick-fil-A
 Chickmate
 Allen Gill Family
 Julie V. Grieb
 Jon & Margaret Irby
 ISA Breeders, Inc.
 Milton & Anita Krug
 Robert Laidlaw
 Martin G. & Juliann Mac Donald
 Everett N. McDonnell Foundation
 Mr. & Mrs. Robert H. Miller
 Steve & Marilyn Norman
 Bea & Warren Pray
 Ruby & Dalton Proctor
 Richard A. Riley
 C.R. & Linda Salmon
 Mr. & Mrs. Walter Schmidt
 Schweizer Emblem Company

Hezekiah & Emogene Singleton
 SPAFAS, Inc.
 Teton County 4-H Council
 Rachel & Richard Tompkins
 K.W. Thompson Tool Company, Inc.
 Hendrik A. Verfaillie
 G.R. & Mary Jo Westwood
 Wildrick & Miller, Inc.
 Eleanor L. Wilson

\$100 to \$249

American Hackney Horse Society
 American Oxford Sheep Association
 American Poultry Historical Society
 Kenneth & Winifred Anderson
 Dr. Richard R. Angus
 Kirk & Kibbie Astroth
 Albert S. Bacon, Sr.
 Beatrice & John Bagby
 U.B. Bakker
 Michael Ballato
 Dennis L. Bartlett
 Bill Bateman
 Norman Bauer
 Mr. & Mrs. Franklin S. Beishline
 Esther E. Bell
 Mr. & Mrs. J. Tilghman Bishop
 Chester & Lucy Black
 Kenneth R. Bolen
 Jackie Booram
 Mary Lou & Herbert Brewer
 Helen K. Brock
 James & Margie Brookshire
 Errol & Darlene Burns
 William & Joyce Caldwell
 Elsie J. Carper
 Wing Kee Chan
 Columbia Sheep Breeders Association of America



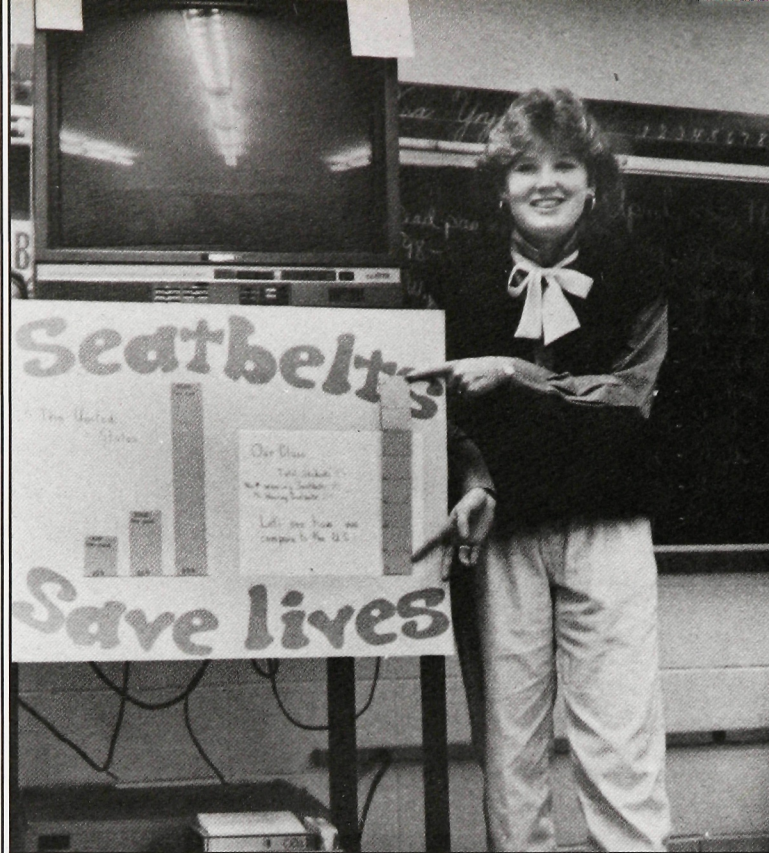
4-Hers are active in community beautification throughout the nation. From small towns to major urban areas, community service is encouraged as part of citizenship education. The National 4-H Citizenship Awards Program is sponsored by The Coca-Cola Foundation.

Jeffrey F. Connor
 William R. Conrad
 Jean B. Crane
 Robert & Lucy Crom
 Culpeper 4-H
 Sue Cummings
 Otis F. Curtis
 Cypress 4-H Club
 H.T. Davison
 Gordon & Laurel Dean
 Ruth Demmel
 Gary & Arlene Deverman
 George W. DeVoe
 David P. Dickson
 Kenneth & Marjorie Dilling
 Gertrude R. Drinker
 Adolfs J. Eglitis
 Elizabeth A. Elliott
 Marvin B. & Ellen P. Elliott
 Lucy & Judy Erickson
 Jim & Lois Everts
 Judith E. Farrey
 LaVerne W. Feaster
 Erika U. Fields
 Finnsheep Breeders Association
 Susanne & John Fisher
 Carol Fitzgerald
 Mildred E. Fizer
 Norman Fuller
 Carol Wightman Gause
 Gehl Foundation, Inc.
 Richard & Bonnie Gibson
 C.B. Gilliland
 Elizabeth E. Gorham
 Betty Gottler
 The Great American Tool Company, Inc.
 Robert & Cynthia Grimm
 Susan W. Halbert

The Half Saddlebred Registry of
 America
 Dr. Marjorie Rauwerdink Hamann
 Drusilla & Robert Hamilton
 Mr. & Mrs. Don Hand
 Ruth & Blakely Harris
 William P. Harsh
 Robert & Gladys Haworth
 James R. Helt
 Connie L. Henricks
 James & Henrietta Hensler
 Peg Hoffman
 Ann L. Hoover
 Mr. & Mrs. Paul Hoshiko
 Jay R. Hukill
 International Andalusian Horse
 Association
 Nelson & Gerlane Jacob
 John F. James
 Duane P. Johnson
 James E. Johnson
 Wayne M. Keffer
 James C. & Lois M. Kemp
 Angela Heine Kendall
 Kentucky Power Company
 Judith A. Klusman
 Glen & Phyllis Krohn & Family
 Dr. Joseph R. Kurth
 Linda Kustka
 Mr. & Mrs. John P. Kuta
 Susan LaFever
 Jean Lamb
 R. Paul Larsen
 Robert G. Light
 Charline B. Lindsay
 Robert & Linda Lindstrom
 Harvey H. Love
 William D. Lowry, III

Leroy & Agnes Luft
 M.C. Mayfield
 Mayville Engineering Company, Inc.
 Edward H. McAllister
 McKeever Communications, Inc.
 Mr. & Mrs. M. Meeks, III
 Wesson H. Miller, Jr.
 Milton Patriots 4-H Club
 State 4-H Federation (Minnesota)
 Ruth E. Moe
 Kelvin & Doris Moeller
 Betty T. Molloy
 Leon & Julie Moon
 Arlinda Nauman
 Bob & Hazel Neveu
 New Jersey Association of 4-H Agents
 Leslie S. & Esther M. Nichols
 Lucinda A. Noble
 David & Valerie Pace
 Pachmayr
 Robert & Nancy A. Parrotte
 Esther Patterson
 Dr. & Mrs. Lawrence H. Pease
 Kathryn Penrod
 Robert Peters
 Nancy Posner
 Kay C. Powell
 Mr. & Mrs. Robert Powell
 M. Ed Rapping
 Juanita J. Reed
 James & Leah Rege
 Anne H. Rideout
 M. James & Nancy Riemann
 Roadrunner's 4-H Club
 Norma O. Roberts
 Gene A. Rohrbeck
 Emil & Ruth Rovey
 M. Pauline Rowe

Sharon & Steve Rowland
 Ann Kyle Rowntree
 Jim Rutledge
 The Santa Margarita Company
 Dr. Charles W. Sappington
 Leon O. Shaw
 Richard W. Siderius
 Preston D. Sides
 Dr. & Mrs. Orrin E. Smith
 Allen & Marty Snider
 South Flat Juniors 4-H Club
 South District of the North Carolina
 Association of Extension 4-H Agents
 FW. Spielman
 Mr. & Mrs. Marvin Stakey
 Mr. & Mrs. John C. Sterling
 Barbara Klein Stewart
 Swiss Valley Farms
 Henry L. Taro
 Esther Taskerud
 Tennessee Association Extension 4-H Agents
 James R. Thomas
 Anne E. Thompson
 Georgia Beth Smith Thompson
 Laura & Owen Trask
 Trius Products, Inc.
 Jack M. Tyree
 Sam & Janel Umfress
 Madeline & Bill Umscheid
 Universal Leaf Tobacco Company
 U.S. Repeating Arms Company, Inc.
 Florence Van Norden
 Alma Vavrek in memory of
 Chester (Joe) Skinner
 Mr. & Mrs. Ralph B. Voorhis
 Mary J. Wagner
 Wallace Oil Company, Inc.
 Dabney Wellford



Automobile accidents are a major killer of young people. 4-H'ers counsel peers and younger children in schools and community groups on proper seat belt usage and the perils of substance abuse and driving.

\$100 to \$249 Cont'd.

The Raymond John Wean Foundation
 M. & Mrs. Lloyd Westbrook
 Coleman White
 Mr. & Mrs. Henry Whitehead
 Dan B. Wingate
 Betty Y. Wise
 Mary Lee Wood
 Woodstream Corporation
 Mr. & Mrs. Blake R. Wotring
 Wyoming Association of Extension 4-H
 Agents
 Dr. & Mrs. Chip Zimmer

\$25 to \$99

A Friend of 4-H
 Bruce Abercrombie
 Virginia B. Acheson, Ph.D.
 Sharilyn Adair
 Betty H. Anderson
 Marvin A. Anderson
 Robert L. & Linda B. Anderson
 Delores L. Andol
 Dr. & Mrs. Edward Andrews
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 Larry B. Artz
 Terry Asher
 Dr. & Mrs. Eldon R. Aupperle
 Ms. Penny Bagby
 Ms. Darlene Z. Baker
 Elmer Leroy & Lucea Grace Baker
 Dr. & Mrs. J. Whitney Bancroft
 Richard L. Barker
 Ann Barr
 Susan M. Barrett
 Dennis L. Barron
 Kris Barry
 Cleo E. Bauer
 Kenneth R. & Kathy Beckendorf
 Edward Jay Beckwith

Dean P. Begg
 Jack & Carolyn Belczyk
 Max Benne
 Andrew E. Bennett, Jr.
 Ronald M. Benson
 Dr. Kurt Bergel
 Rose Mary Bergmann
 Laura Bernards
 Harold & Beverly Biehr
 Bil Mar Foods, Inc.
 Thomas & Nancy Billips
 Neil E. Billman
 Albert & Barbara Bishop
 Le Roy Blommaert
 Sharon Bond
 James D. Bond
 Donald & Dolores Bonsall
 Mr. & Mrs. M.D. Booth
 Mary E. Border
 Timothy & Jeanette Borich
 Debra Lee Bowman
 T. Brent Bowman
 Eleanor T. Boykin
 Chancellor Patrick G. Boyle
 Bonnie S. Braun
 Karen Brock
 Raleigh & Edith Brooks
 James Brown
 Lynn & Marjorie Brown
 Norman A. Brown
 Betty L. Bruce
 Peter S. Brzezicki
 Janice & Thomas Bublitz
 Will Burkett
 Ellen J. Burton
 Dallas & Barbara Byington
 Ann H. Byrd
 Rodger & Sandra Callihan
 Meredith Cameron
 Sue Cammack
 Frank & Helen Campbell

Greta Lynne Campbell
 Ms. Joan M. Canny
 Mr. & Mrs. Curtis Carlson
 James & Donna Carlson
 Charles Carmichael
 Cass Clay Creamery, Inc.
 Mr. & Mrs. Clarence A. Champlin
 Leon G. Chavous
 Judy Cheney
 Chilson's Management Controls, Inc.
 Robert & Carol Christensen
 Kenneth & Idella Cline
 Cloverdale Homemakers Club
 Mr. & Mrs. William Coffman
 Jean Cogburn
 Colorado 4-H Youth Fund
 Brevoort & Virginia Conover
 June Conrad
 Anne Looney Cook
 Mr. & Mrs. Malcolm L. Coomber
 Glen & Arlene Cox
 Terry L. Cruikshank
 Edward & Leora Cummings
 Allen Damschroder
 Jean Porter Daniell
 Benjamin P. Davis
 Clifford & Mary Ann Davis
 Yvonne Davis
 Ruth Fielding Dawson
 South East Georgia 4-H
 J. Samuel Dean
 William F. Debelak
 Joseph Diamond
 Floyd & Gloria Dihel
 Margaret S. Dixon
 Deborah Downey
 Herbert & Lotta Eklund
 The El Sawi Family
 Deloris J. Ellis
 Wayne Ellison
 Eff & Anita Embree

Linda P. Erickson
 Jim & Mary Estes
 Norman O. Everson
 Merle R. Eyestone
 Billy Ezell
 Jean F. Feldman
 James H. & Ruby M. Fender
 Derotha Ferraro
 Sharon Feucht
 R.W. & Hendrika Finke
 Gary J. Fisher
 Florida Association of Extension 4-H Agents
 Franklin B. Flower
 Betty Jo Foster
 Margie D. Freeman
 Doris Fulwider
 Ruth Funk
 Walter L. Ganshaw
 Lynn B. & Charles A. Garland
 Laura Gaus
 John A. Geissal
 Clarence & Dorothy Gentz
 Douglas S. Gerry
 John L. Gerwig
 J. Ray Gillespie
 Mr. & Mrs. Harry Gillette
 Linda D. Glaser
 Wm. Polk Glover
 Dr. Daniel D. Godfrey
 Ms. Susan Goe
 Don & Doris Goering
 Mr. & Mrs. Dean Gransee
 Mrs. Lois M. Grath
 The Grieb Family
 Mr. & Mrs. Fritz R. Griesinger
 David J. Gross
 Harry Grube
 Wayne Gurr
 Reinhart B. Gutman
 Carol Hagen
 Mr. & Mrs. Earl Hammen



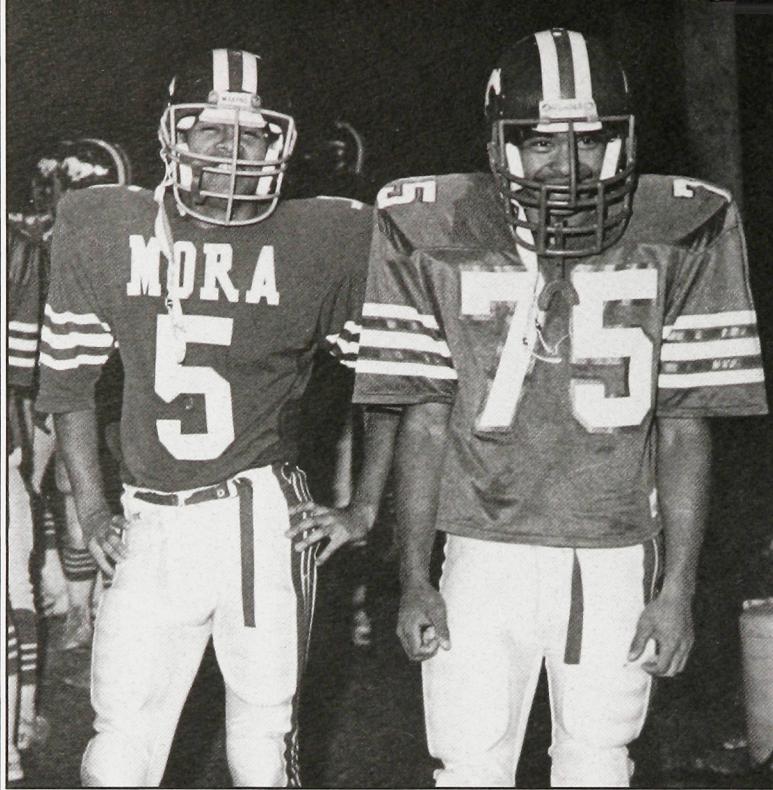
The National 4-H Forestry Invitational, supported by International Paper Company Foundation, gives young people from around the nation the opportunity to learn and compete in a variety of forestry-related areas.

Joe B. Hardy Jr.
 Leonard & Maxine Harkness
 Sarah I. Harman
 Howard Harper
 Loretta Hayden
 Ms. Pat Heard
 Gary & Karen Heusel
 John & Bernice Hibbard
 Thomas A. Hiersche
 Oliver C. & Joyce M. Hill
 Janet & Leroy Hiller
 John & Joan Hilliard
 Linda M. Hiltabrand
 Larry & Carol Holbein
 Hattie G. Holmes
 Ms. Lynn Horton
 Roy E. Hougen
 Dr. Michael & Dr. Lyla Houglum
 Lois Howard
 Rich & Jane Howard
 Diane Hunsaker
 Ms. Myra M. Hurley
 Allen & Bernice Huseby
 Gail L. Imig
 Indiana Extension Agents Association
 Eunice A. Jackson
 Randall Jackson
 Cynthia Schneider Johnson
 J. Harold & Laverne Johnson
 Dr. James F. Johnson
 Merrilee Johnson
 Ted & Gretchen Johnson
 Lynn & Rhonda Wiley Jones
 Peggy Jones
 Gail Kanada
 Kankakee Make & Bake 4-H Club
 Amy R. Kearsley
 Paul M. & Fern Kelley
 Mr. & Mrs. Kenneth Killingsworth
 Dean King
 David & Susan Kingland

Ralph E. Kirch
 Patricia R. Kirchherr
 Mike Kiser
 Flora E. Kitzman
 Glen A. Klein
 Mr. & Mrs. Lawrence Klein
 John R. Koepp
 Karen L. Kolm
 Cleo Kottwitz
 Robert G. Kraatz
 James A. Kreglow
 Kathy Krol, M.D.
 Gary G. & Barbara N. Krug
 Don & Donna Kuhlman
 Dawn & Stacey Ladeas
 Gordon & Josephine LaPree
 Charles & Grace Lang
 Jackie Larkin
 Steve & Susan Larson
 Paul & Corazon Lathom
 W.R. Lathom Tool & Machine Company
 Bettie E. Layman
 T.M. LeGrand
 Leipsic 4-H Club
 James Lewis
 Henry & Alice Linnebur
 Terrence J. Little
 Albert Lounsbury
 Denver T. Loupe
 Anna B. Lucas
 R. Scott Lynch
 Victor H. Lytton
 Elizabeth A. Macauley
 Ronald & Ann Maesaka
 Mary M. Mahan
 James & Mercedes Major
 Louella B. Marlin
 Thomas A. & Loraine Martindale
 Martha L. Mason
 Jim & Barbara Matthews
 Ernst G. & Sharon L. Matzke

Beatrice M. May
 V. Joseph & June C. McAuliffe
 Elizabeth M. McCoy
 Sheila B. McDowell
 Mary McKee
 Scott Stewart McKendrick
 Glenda McMillan
 Leroy W. Meier
 Stan Meinen
 Michigan Valley 4-H Club
 Hal W. Miller
 Jim & Carolyn Mitchell
 Dalva Moellenberg
 Rudy & Mary Monosmith
 Mr. & Mrs. James N. Monroe
 Jane A. Moody
 Mindy Morrow
 Dr. Stephen R. Mullen
 Dr. Mary K. Munson
 Bradley C. Murray
 Ralph & Joyce Neill
 Larry & Joan Nelson
 NH Association of Extension 4-H Agents
 Wayne & Linda Nierman
 Dick & Joyce Niggley
 Charles & Lucille Nivinski
 Dr. Donald J. Norcini
 Marilyn Nordby
 Odd Machinery 4-H Club
 Craig S. Oliver
 Mr. Jack Oliver
 Dr. & Mrs. John Bill Oman
 Ann O'Neal
 Patrick & Melinda O'Neil
 Emma L. Orgeron
 Conrad & Anne Ormsbee
 Laura Ott
 Outagamie Producers Co-operative
 Bob & Geri Owen
 Thornell K. Page
 Diane & Jerry Parsons

Diana Payne
 Wilbur F. Pease
 Donald Peterson
 Herbert & Cheryl Pettway
 Harold & Sue Peyton
 Ruth J. Phillips
 John & Gina Pike
 Richard & Carol Ponzio
 Mr. & Mrs. Gregg Prentice
 Johnny Prewitt
 Linda & Mindy Price
 Mrs. Shirley W. Prokop
 The Quaker Oats Foundation
 Deane & Virginia Radke
 Opal D. Ramin
 Daniel B. Ray
 Dick Reel
 Tracy Remy
 Mr. & Mrs. John P. Rice
 Dawn B. Richardson
 Allen & Donna Ricks
 Rose M. Robertson
 Michael & Olga Roder
 Thomas F. Rodgers
 Glen & Bev Rowe
 Rowley Coal & Lumber Company, Inc.
 Mrs. Virginia H. Russell
 Maxine A. Ryder
 Kenneth E. Sabo
 Dr. S.D. Sahlstrom
 Raymond G. Sall
 Mary Sue McBroom Sanders
 Beverly J. Schlegel
 Harvey F. & Allaire V. Schlicher-Beutner
 Judy Schmid
 Warren & Marjorie Schmidt
 Steven & Janie Schomberg
 Kathryn E. Schultz
 Ernestine H. Scott
 Ms. Barbara Senftleben
 Lisa Shadowens-Hurley



4-H exchange students get involved in their new American communities. Costa Ricans Gerardo Torres and Oldemar Salgado Lara became champion kickers on the Mora, Minnesota high school football team.

\$25 to \$99 Cont'd.

Shenandoah's Pride Dairy Products
 Daniel & Joanne Sherman
 Terri S. Short, DVM
 Marlin Simon
 Marjorie Mayer Slaughter
 Stuart & Gerry Sleight
 Nathan Smalls
 John W. Smith
 Margaret G. Smith
 Nola T. Smith
 Teresa M. Smith
 Mrs. Sharon Sommers
 South Carolina Association Extension for 4-H
 Agents
 Scott Snyder/Kathleen Vos
 Scott & Kathleen Sperry
 Francis Fox Spinks

Mr. & Mrs. Cecil G. Staver
 Catherine C. Steiner
 Wanda B. Stephens
 Mark & Mary Stewart
 Stitch In-Time 4-H Club
 Ruth Ann Stout
 Mrs. Betty J. Streepy
 Douglas Strohbehn
 Sunrise Farms, Inc.
 Sherry Swann
 Dr. Richard P. Swenson
 Alan J. Switzer
 Mrs. Leonard Sylling
 Bill & Mantile Taggart
 Elna Tanner
 Jean Shippey Taylor
 Ralph & Shirley Taylor
 Reginald W. Taylor
 Evelyn F. Thomas

Flossie A. & Roy Thurston
 R.L. Ticknor
 Doris C. Trant
 Nelson & Lorene Trickey
 Robert S. Tsuha
 Gwendolyn E. Turner
 Sophie G. Tymoc
 Frank P. Van Note
 James E. Van Voorhis
 Ethel Voigt
 Cherry Lane Vonschmittou
 M.H. & Maria Voyles
 Mr. Deryl E. Waldren
 Cecil E. Waldron
 Richard & Elaine Walker
 Gary Walters
 Mr. & Mrs. L.W. Walters
 Ulysses S. Washington, Jr.
 Daniel J. Watts

Warren Watts
 Donald & Myrna Whaples
 Wheeling Power Company
 W. Dee & Phyllis Whitmire
 Harold & Mary Whitney
 David & Sarah Whittaker
 Betty Wiebe
 Mr. & Mrs. Larry D. Williams
 Donald Wilson
 Ray Wilson
 Roswell & Neva Wing
 John & Martha Woeste
 Allen & Martha Wolff
 Mrs. Elaine E. Wolff
 Mr. & Mrs. Robert F. Wright
 Peter Yotka
 Helen M. Young
 Eileen M. Zebroski
 Donald F. Zibell



The Difference You Make

*We depend on the efforts of all 4-H members
 to help the 4-H family succeed and thrive in the 90's
 and sincerely thank everyone for their support.*

ENDOWED AND SPECIAL 4-H FUNDS

The continuation of the 4-H legacy — developing strong, effective and self-directed citizens — can be guaranteed only by building an endowment that will help ensure against fluctuations in funding and the ability of friends to provide current support. National 4-H Council is committed to expanding the endowment fund and thereby sustaining programs and supporting new ventures in 4-H work to meet the needs of future generations.

National 4-H Council currently has the following named funds which are part of the endowment and help perpetuate specific 4-H programs:

Kenneth H. Anderson Fund

Established and added to by many friends in honor of this long time staff member of the National 4-H Service Committee who continues to provide volunteer leadership to 4-H youth programs in Arizona and throughout the United States. Income from the fund goes to citizenship and leadership training programs.

Donald and Toni Daley Fund

Established through a gift from the Daley family, this fund represents the personal commitment of Mrs. Daley as a 4-H volunteer. It will expand and strengthen leadership development programs for teens who serve as youth leaders and role models for younger 4-H'ers.

Raymond C. Firestone 4-H Leadership Fund

The Raymond C. Firestone 4-H Leadership Fund will provide support to develop leadership capabilities in 4-H youth who serve in volunteer roles at the local level.

The Mary Nell Greenwood Fund for Extension Administrative and Management Development

Dr. Mary Nell Greenwood devoted her entire career to building and strengthening the institution of Extension as our nation's foremost practical educational effort. In recognition of her commitment to professional excellence and her concern for ensuring strong leadership for Extension in the years to come, the fund, established in 1986, will support degree and non-degree programs, including in-service development plans. Gifts from Extension staff and friends throughout the country established this fund.

Becky and Jay Kaiserman Scholarship Fund

Established in 1984 by Mr. and Mrs. Kaiserman to honor more than 33 years of involvement in 4-H, the income from this fund will be awarded as college scholarships to assist 4-H'ers in pursuing their educational and career goals.

The Mary Ann Krug Scholarship and Recognition Fund

The Mary Ann Krug Scholarship and Recognition Fund was established in 1986 as the result of the many friends, associates and family of Mary Ann Krug who have made and will make contributions to National 4-H Council in her memory. It will be used to honor outstanding 4-H young men and women for their voluntary leadership as national delegate advisors to National 4-H Congress. In addition, it will provide scholarships to 4-H youth for college education. The use of the Fund will be based upon policy and programmatic needs consistent with the policies of the Cooperative Extension Service.

Norman C. Mindrum 4-H Education Fund

Established by friends on the occasion of his retirement in 1981 in honor of the first president of National 4-H Council who continues to provide outstanding service and significant leadership to 4-H. Income from this fund is used to strengthen 4-H programs and to recognize and honor outstanding qualities of leadership and citizenship in 4-H'ers.

Onizuka 4-H Fund for Excellence

Established in 1986, the Onizuka 4-H Fund for Excellence will provide assistance to 4-H youth in developing the pioneering characteristics and personal qualities epitomized by the life of Colonel Ellison S. Onizuka, former 4-H member and a crew member of the space shuttle Challenger, by making science and technology scholarships available to young people and by supporting 4-H leadership development initiatives at the state level. The use of the fund will be based upon policy and programmatic needs consistent with the policies of the Cooperative Extension Service.

Elaine R. and Paul E. Pitts Fund

Established with charitable contributions from Elaine R. Pitts and family, and designated to receive the disbursement from a charitable trust created by Mrs. Pitts in 1984. This fund honors Mrs. Pitts' many years of 4-H involvement beginning as a Sperry and Hutchinson Company representative, as well as her and her late husband's commitment to youth development. Future income from the fund will support teen and adult volunteer leadership development programs.

Luke Schruben Fund

Established through the personal generosity of Luke Schruben. All gifts made to National 4-H Council by him or with respect to him shall be held in the fund and the income principal thereof shall be used for building expansion at the National 4-H Center. Any balance of the fund not so expended shall be used to continue the 4-H tradition of helping America's youth develop into responsible and involved citizens.

Edward R. Tinker Charitable Trust

Established by Mr. Tinker, late member of the Board of Trustees of Wilson & Company, one-half of the fund income goes to the Thomas E. Wilson Fund and one-half to promote Americanism through 4-H programs.

The Trustees Fund of the 4-H Futures Program

Members of National 4-H Council's Board of Trustees established this lead fund of The 4-H Futures Program with their personal gifts. The 4-H Futures Endowment Program offers the opportunity for individuals to help assure continuing development of young leaders for tomorrow through 4-H.

Gertrude Warren Memorial Scholarship Fund

Established in 1979 to honor the late Gertrude Warren, a pioneer in the 4-H movement. Augmented by a gift from her sister, Mary Margaret Warren, this fund provides income for advancing the education of 4-H members.

Thomas E. Wilson Fund

Established in 1948 to honor the late chairman of the National Committee on Boys and Girls Club work, this fund provides income for annual scholarships to 4-H members who achieve good citizenship.

Friends of 4-H are encouraged to make additional contributions in continued recognition of individuals who have provided significant leadership to the 4-H movement. Individuals also are encouraged to consider establishing new named endowment funds. Opportunities for named endowments are available in the following areas of 4-H service:

- Addressing critical issues facing today's youth and families
- Reaching more youngsters in need, particularly minorities and economically disadvantaged youth
- Using new technologies to educate youth
- Providing more scholarships and career guidance
- Reinforcing values of goal setting, work ethic and expanding skills
- Providing national and global citizenship experiences for 4-H teens
- Strengthening volunteer and staff training
- Improving the National 4-H Center as a key training site

Information on how new funds may be established can be received by contacting the DEVELOPMENT OFFICE at National 4-H Council.

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Prominent individuals who have demonstrated interest in and commitment to the 4-H program serve on the Advisory Committee for National 4-H Council. They provide a two-way channel of information about 4-H between Council and the private sector, and give advice and counsel on programs, promotion, resource development and recruitment of leadership.

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ANNUAL REPORT 1989



The Difference Partners Make

1989 was a year of differences: changes in programs, new programs, new projects. As the private/public partnership expanded and strengthened, National 4-H Council stretched its role in the 4-H Extension family, and made a difference. This report is about us; about THE DIFFERENCES WE MAKE.

A major focus for National 4-H Council in 1989 was making a difference in the global community. International programs took on a special importance and a strong new emphasis. The year spotlighted two programs in particular. The 1989 Central American Peace Scholarship (CAPS) program brought 140 Costa Rican teenagers to the U.S. for a six-month experience in our country. The teens were spread among families in 16 states nationwide, and the diversity of their experiences was evident in their letters to each other. The program is a school-based experience. The Costa Ricans quickly found themselves to be an integral part of their schools: active in tutoring; competing in volleyball, basketball, football and soccer; cheerleading; and doing lots of studying. Sixty-five percent of the CAPS teens made the honor roll in their U.S. schools. And they all participated in their new communities. CAPS teens volunteered to work with the homeless, with disabled children, in recycling, with senior citizens, for Meals on Wheels and Red Cross, as Candy Strippers, with Special Olympics and as volunteers with fire and ambulance departments. They were also active in "Just Say No" anti-drug campaigns on local Spanish radio stations. The program is conducted in cooperation with the National 4-S Foundation "FUNAC" of Costa Rica and is funded by the United States Agency for International Development.

The second major thrust for international programs in 1989 really proves what a difference Council makes to 4-H. The 4-H Global Connections Program was designed to train staff and volunteers in delivering international programs to young people. The goal is to give kids the skills and attitudes they will need to live in a global society. They'll learn to address issues of international importance and focus on ways to solve international problems and challenges. They'll be encouraged to interact with young people from other countries through letters or exchanges. National 4-H Council is working to ensure that American kids are successful in an international community. Global Connections is partially funded by the U.S. Agency for International Development.

The three-phase program began with the selection of an advisory committee, whose task is to lead and direct the project. The committee developed criteria and selected state grant recipients to begin this volunteer and professional staff training.

The next two phases of the program involve an education summit to provide resources to states testing new models of program delivery, and a final conference in which model results will be shared with international program experts nationwide.

International education is an important aspect of our nation's future success. National 4-H Council is enhancing the efforts of the Cooperative Extension System to further this emphasis and to strengthen the public/private partnership as we reach to young people around the world . . . and strive to make a difference.



CAPS participants were ambassadors to local service organizations while in the U.S. Here Waterloo, New York Lions president Norm Bursch hosts Milton Chacon, Sherlyn Ocampo and Hazel Quiros.

National 4-H Council is helping to make a difference within the borders of the United States, as well. Council-funded programs and services reach nationwide to involve and affect young people in all walks of life. And those programs range from learning to live life safely to dealing with the pressures that face young people every day of their lives.

Every day we're bombarded with statistics and stories about how young people are faced with horrible pressures as they grow to adulthood. We in the 4-H family are no different. But we DO make a tremendous difference in how we help those kids prepare to meet the challenges of growing up. Two partnerships stand out as models of how we network to make a difference.

Pioneer Hi-Bred, Inc. invested in a special grant program for 4-H groups around the country. The program allows young people to put into place programs which help their peers deal with the pressures of growing up. While we tend to focus as a nation on the problems of urban youth, these grants focus on rural youth — who face not only the usual pressures of growing up, but the additional pressure of doing so in a dying tradition of family farming and small towns. One example of the program's success is the Flying High and Drug Free: Puppet Power project in Missouri. Junior and senior high teens

SIGNIFICANT ACCOMPLISHMENTS

- Dedication of Tennessee Dining Room
- Renovation of Indiana Dining Room
- 40 bedrooms repainted and recarpeted
- Renovation work initiated in all conference rooms
- Kellogg Hall recarpeted
- Ketner Hall ground breaking ceremony and construction commenced September 11, 1989
- Major gift from Marriott Corporation \$225,000 for Ketner Hall
+ \$25,000 for Snack Bar



"Dare to Be You" participant J.J. Guymon works to build self-esteem in young children as well as in her peers. The Cortez, Colorado high school student helps kids in her community through peer counseling and listening and leadership skills classes.

who are considered to be at risk are identified and involved in the program to become positive role models for younger kids. Teens selected for the project learned puppetry techniques, facts about child development and basic information on substance abuse. They worked in teams of three, each with the support and guidance of an adult volunteer. They shared their new skills and knowledge with younger children, through puppetry. These teen puppeteers became empowered young people; they grew in self-confidence, in self-esteem and as positive role models. And they taught young people around the state some important anti-drug lessons.

Council's partnerships extend to the public sector, as well. A partnership created through an investment by the federal Office of Substance Abuse Prevention led to a series of grants to states and counties, dealing specifically with the serious problem of substance abuse prevention. One successful program took place in Colorado: Dare to Be You. One of the young people who stands out took part in that program in 1989. Seventeen-year-old J.J. Guymon is a resident of Cortez. Her hometown is small and suffers from severe economic problems. Those ills reflect in the school population. There is generally low self-esteem among kids of all ages, along with a lack of motivation and high rates of substance abuse and the related effects. J.J. was one of those kids. She didn't have any self-confidence. But, J.J. knew that life could be better. So, she got involved with the Dare to Be You project by taking lessons in peer counseling.

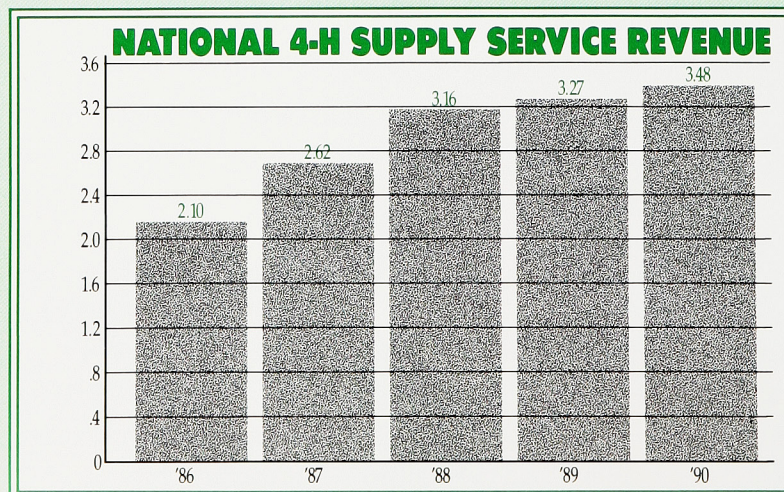
As she gained confidence in herself, she reached out to others and began teaching leadership skills to her fellow students. She became active in learning, teaching and practicing peer listening and peer counseling techniques in everything from substance abuse to suicide prevention. And now, J.J. faces her future with a new spark and determination. "Dare to Be You shows how you can help yourself by helping others," she says. "It's taught me more than I could ever teach anyone. It gave me self-esteem. If you have confidence, you can do whatever you want to do." Pretty impressive words from a VERY impressive young woman. What a difference J.J. will make in her world, thanks to the difference OSAP and National 4-H Council made in 1989.



Learning to ride ATVs safely is part of the National 4-H Community ATV Safety Program launched in 1989. The program is a result of a partnership between the Cooperative Extension System, American Honda Motor Company, the Consumer Product Safety Commission and National 4-H Council.

A major new emphasis for 4-H began in 1989 when American Honda Motor Company invested in a two-year program designed to train volunteers to teach all-terrain vehicle (ATV) safety. The National Community ATV Safety Program focuses on a partnership of 4-H, American Honda and the U.S. Consumer Product Safety Commission reaching volunteer and professional staff across the nation. 1989 was a planning year; the groups met to iron out procedures and priorities for adult education and program delivery to youth. 1990 will see regional volunteer forums dedicated to teaching ATV safety. Then states will implement back-home plans for ATV education and will share their experiences in 1991.

Environment: it's a real buzz word. And rightfully so. But in 4-H, it's been a buzz word for years. Young people have long been leaders in expressing concern for the environment and in working to ensure a liveable planet for all of us. Deere & Company shares that concern, and through partnership with National 4-H Council, provided special grants to address the issue in 1989. One of those grants went to New Hampshire. The state's 4-H Camps Water Quality Project became part of a larger youth water quality program, with the goals being to help young people understand the immediate importance of conserving and managing New Hampshire's water resources. Instruction materials were developed for use at two camps, reaching approximately 1,000 campers ages 7 to 15. Three one-hour sessions were scheduled into each camp program and included pre- and post-test evaluations of the project over a six-week period.





CWF delegates discuss their proposal for teen pregnancy and drug rehabilitation education, in preparation for presentation to the Dotville City Council. The group had visited the Office of Substance Abuse Prevention earlier in the day.

The partnership of 4-H, the public sector and the private sector isn't just a financial partnership. Many agencies — both public and private — work with National 4-H Council to support youth development programs through in-kind services. One of the most outstanding examples of this partnership relates to the Citizenship Washington Focus (CWF) program. CWF is conducted weekly throughout the summer for teens from across the nation. They spend a week learning how government works and how they can use government to implement community improvement projects at home. Part of that educational experience focuses on visits to agencies, where teens learn how agencies function and their effects at local levels. Teens learn about environmental politics from visits to EPA, and about dealing with the homeless in visits to the Community for Creative Non-Violence. They also visit the Bureau of Land Management; OSAP; Red Cross; Calvary Shelter; the departments of Justice, Education, Labor, Agriculture and Health and Human Services; Wolftrap Center for the Performing Arts; and the President's Council on Physical Fitness and Sports. Those partnerships exposed hundreds of teens to one-on-one experiences in how agencies operate and can influence local communities. They allow those teens to explore options for local improvements and their personal development as community leaders. And they challenge CWF participants to develop plans for community service and improvement by using resources from those agencies. That type of experiential education truly makes a difference in a young person's ability to effectively function within the system.

NATIONAL 4-H CENTER UTILIZATION

Participants	36,547*
Participants Training Days	117,55
*46.5% or 17,085 were youth	
Participants since 1959	751,217
Training Days since 1959	2,474,773

National 4-H Council makes a difference to thousands of young people each year through its support of the 4-H incentives and recognition structure. By soliciting investments from the private sector, Council is able to provide recognition for achievement at the county, state, regional and national levels for young people in the traditional 4-H structure. What kind of young people are affected by this participation? What kind of young people lead these projects? One such person in 1989 was Tennessee 4-H'er Alan Winfree. He put a non-traditional twist on a very traditional 4-H program. Alan, a soft-spoken young man with fire in his eyes, spent several years involved in a variety of 4-H projects. But his main focus was on sheep. He raised them, bred them, took care of them, and then knew enough about them to pass on his knowledge of sheep and his love of the animals. Alan combined his desire to share with a desire to help some unfortunate kids. The result: he helped a local orphanage start a sheep project! Alan got the kids enthused, taught them about how to care for sheep, and helped them get started with a small flock. He spent hours going over the care of sheep with the young children. And, when they showed interest and ability, he taught them how to show their sheep and how judges judge sheep. He helped them get their animals to the county fair, and beamed as his young charges did their best. Alan loved every minute of that experience. He got so much satisfaction out of sharing and teaching. It was a great feeling for him. But, just as important, he gave those young orphans a special boost. He taught them how important they are; he taught them to be responsible for something; he taught them that they can do whatever they want to do. Alan went on to be a Presidential Award winner at the 1989 National 4-H Congress. We know we made a difference to Alan. But what makes us proud is the difference Alan made to a bunch of orphan children.

Differences . . . National 4-H Council made a few right in its own backyard. The National 4-H Center, Council's home, broke ground in 1989 for a new building: Ralph W. Ketner Hall. The combination office, conference and housing facility is scheduled for completion in late 1990. Through the leadership of Anne and Ralph Ketner and the accompanying generosity of many others, 4-H'ers nationwide will experience increased conference capacity and high-tech capabilities at the National 4-H Center in years to come. The Ketners certainly made a difference to Council, as Council tries to make a difference to 4-H youth development.

Indeed, 1989 was a year for making differences. And, as we begin the decade of the 90's, National 4-H Council looks forward to a reassessment of its programs and services, an expanding of its reach and a strengthening of its partnership with the Cooperative Extension System, public and private sector investors and cooperators. The 90's will be the decade of the networking process. National 4-H Council stands ready to lead that process in support of youth development nationwide. After all, it's up to our nation's young people to make the big difference in our world in years to come.





Breaking ground for the new Ralph W. Ketner Hall at the National 4-H Center are (left to right): Norm Johnson, vice president, business services, National 4-H Council; Ralph and Arne Ketner; Milton Boyce, assistant deputy director, 4-H Youth, ES, USDA; and Dalton Proctor, state 4-H leader, North Carolina.

**NATIONAL 4-H COUNCIL
STATEMENTS OF REVENUES, EXPENSES AND
CHANGES IN FUND BALANCES FOR THE YEARS
ENDED JANUARY 31, 1990 AND 1989**

Enhances the development and education of youth in partnership with the Cooperative Extension System by acquiring and administering resources applied primarily through 4-H youth programs.

	Rounded to the nearest \$1,000	
REVENUES:	1990	1989
Contributions and Grants	\$4,091,000	\$4,836,000
Contributions for Capital Additions	1,473,000	25,000
Educational Programs	2,590,000	2,117,000
National 4-H Center	3,469,000	3,545,000
National 4-H Supply Service	3,354,000	3,266,000
Information Services	0	97,000
Investment Income	652,000	418,000
Other Income	158,000	219,000
Total Revenues	15,787,000	14,523,000
EXPENSES:		
Educational Programs	5,756,000	5,946,000
National 4-H Center	3,018,000	3,013,000
National 4-H Supply Service	3,265,000	3,138,000
Information Services	57,000	124,000
Special Projects	135,000	185,000
Management and General	1,179,000	1,013,000
Fundraising	634,000	874,000
Total Expenses	14,044,000	14,293,000
Excess of Revenues Over Expenses	1,743,000	230,000
Fund Balances, Beginning of Year	12,788,000	12,558,000
Fund Balances, End of Year	\$14,531,000	\$12,788,000

The above statement is based on information contained in the audited financial statements of National 4-H Council. Copies of such statements are available on request at Council's offices located at 7100 Connecticut Avenue, Chevy Chase, Maryland 20815.

NATIONAL 4-H COUNCIL BOARD OF TRUSTEES

National 4-H Council is governed by a 25-member Board of Trustees that includes leaders of business, the land-grant university system and Extension Service of the United States Department of Agriculture. In addition to attending regular meetings, members of the board give leadership through service on board committees and consultation.

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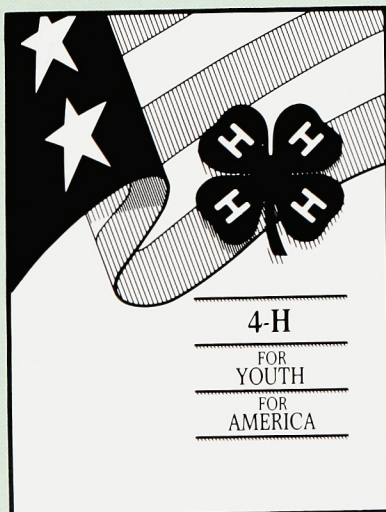
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