

## Section II / County 4-H Expansion and Review Committees

Viable and effective committee systems provide opportunities for individual growth and development through the exercise of leadership and education. A corollary benefit is the ultimate improvement in the 4-H education program opportunities which result from such efforts.

Participation in committee work means that people contribute to the decisions that affect them and other beneficiaries of program action. It provides the mechanism by which the interests, needs, and desires of the people can be received and addressed when program decisions are made and implemented.

This section summarizes the manner in which 4-H Expansion and Review Committees contribute to effective programming, insure appropriate representation and consideration of minority needs and interests and provide a mechanism by which such efforts find linkages to the total programming process.

**QUESTION:** Each county is required to have a county 4-H Expansion and Review Committee. What relationships do these Committees have to other 4-H program planning and development processes?

**Answer:** The important point is that county 4-H Expansion and Review Committees become an integral part of the overall process and not a group separate and apart.

The requirement calls for appropriate linkages to be established between the county 4-H Expansion and Review Committees and countywide 4-H advisory committees and other planning bodies. As a practical matter, the majority of the members will be active in county 4-H programs in other ways and provide a natural linkage. Countywide 4-H program committees should provide for reports and inputs from the county 4-H Expansion and Review Committee in the same manner that other major 4-H committees are involved.

**QUESTION:** What are the requirements for the membership of a county 4-H Expansion and Review Committee?

**Answer:** The members of the committee, to maximize its effectiveness, should be capable, positive in their attitudes and enthusiastic about the 4-H program. They should be representative of and respected by their peers and know the county and its communities well, including both rural and urban areas.

As a minimum, committee membership must include representatives from throughout the county and must have representatives of minority groups in the county. The committee membership should consist of approximately one-third youth.

**QUESTION:** Does representation on county 4-H Expansion and Review Committee or other committees mean proportional representation by race?

**Answer:** No, it does not mean that the number of minorities represented on the Expansion and Review Committee or other committees must be proportional to their number in the total population. However, such statistics may be used as a guide in determining some realistic goal for minority representation which avoids “tokenism.”

**QUESTION:** Is it required that the county 4-H Expansion and Review Committees be established separately and in addition to other 4-H planning groups?

**Answer:** The Affirmative Action Plan requires the establishment of a special county 4-H Expansion and Review Committee. An operational exception has been provided which permits the use of an existing 4-H advisory committee under specific conditions. These are: (1) such an advisory committee must be active and functioning effectively; (2) must meet the membership requirements specified for the special county 4-H Expansion and Review Committee; and (3) must agree to carry out the functions of the special county 4-H Expansion and Review Committee.

**QUESTION:** Can an already constituted 4-H advisory committee function in lieu of the establishment of a county 4-H Expansion and Review Committee?

**Answer:** Yes, provided the conditions cited in the previous question are met. However, general purpose county 4-H advisory committees tend to be very busy and may not be able to give the necessary extra attention needed – particularly in counties with a substantial youth population and/or minority youth population who have not been actively involved in the program.

**QUESTION:** Why is it necessary to involve the county 4-H Expansion and Review Committee in planning and implementing the Affirmative Action Plan and in conducting the 4-H program?

**Answer:** By carrying out its important functions on a systematic basis as part of the team, the committee is in a strategic position to support and to improve the 4-H program which they helped develop. Also, as an integral part of the 4-H programming process, it will develop and maintain rapport with others involved in the 4-H program in the county and not be looked upon as an outside group and a threat. The county 4-H Expansion and Review Committee members who know both the county and the 4-H program collectively can make important recommendations, provide dynamic leadership and give more effective assistance to insure all interests of youth are considered in program determination.

**QUESTION:** What are the primary ways the county 4-H Expansion and Review Committee can relate to balancing the 4-H program in the county and to the ongoing affirmative action efforts?

**Answer:** County 4-H Expansion and Review Committees, in their initial work, can be helpful to the county Extension staff in outlining a positive action plan including long-term 4-H program goals, organization of special committees, and steps to meet non-discrimination standards. The Committee should assist the staff to: delineate geographic areas (4-H program service areas and/or community boundaries); help determine needed 4-H clubs or other 4-H units within such areas; assist in procedures to secure volunteer adult and youth leadership. After the initial stage, the Committee should become a permanent part of the county 4-H organizational system to implement a balanced 4-H program expansion. Balanced programming includes attention to criteria such as age, sex, rural-urban, handicapped, minorities, and varied youth needs and interests. The county 4-H Expansion and Review Committee should meet on a regular basis, review and report progress periodically, recommend changes and new approaches to programming when needed, including such modification of 4-H geographic areas which will facilitate overall 4-H program operations and delivery of services to the youth and volunteers of the county.