

# 4-H Leader Line

Volume 12, Number 1  
April 2005

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## 4-H Calendar

### April 2005

- 1 *Leader Line* online
- 1 Collegiate 4-H scholarship applications due
- 12-14 CAE4-HA Professional Improvement Conference

### May 2005

- 1 Japanese Exchange Host Family applications due (with county recommendation)
- 1 IFYE Host Family applications due in State 4-H office (with county recommendation)
- 2 Blue Ribbon Youth Enrollment data due
- 13 Catch-A-Calf Breakfast
- 24-27 CYFAR Conference (Boston)

### June 2005

- 1 National 4-H Conference and Congress applications due
- 1 Outstanding Volunteer Leader Award applications due
- 1 Resumes and State scholarship applications due
- 3 4-H Youth Fund Golf Tournament (Pelican Lakes Golf and Country Club, Windsor, CO)
- 16-8/11 Colorado-Japan Pre-Summer Exchange (Outgoing)
- 17-19 4-H Shooting Sports Family Camp Out (Victor, CO)
- 21-24 State 4-H Conference
- 23 4-H Youth Fund board meeting
- 25-7/1 Citizenship Washington Focus (Washington, DC)

### July 2005

- 1 *Leader Line* copy deadline
- 13-8/11 Colorado/Japan Month-Long Summer Exchange (outgoing)
- 23-8/21 Japan/Colorado Month-Long Summer Exchange (incoming)

### August 2005

- 1 *Leader Line* on line
- 14-9/7 2005 Colorado State Fair 4-H time-line (Pueblo, CO)

## A Message from the 4-H Director

### *“O Yes, He Can!”*



A well-respected horse show judge was judging a county 4-H horse show. The judge had just finished placing several classes, awarding only red and white ribbons, when he felt a ground-swell of anger emanating from the audience of 4-H parents and leaders.

Sensing this reaction from the crowd and realizing it probably resulted from no blue ribbons being awarded, the resident county Extension agent stopped the show and called a meeting of the 4-H parents, leaders and the judge. The Extension agent explained to the parents and leaders that the judge had been contracted to give an honest evaluation of the skill level of each 4-H member. He continued the meeting by stating that if the 4-H parents and leaders, as adults, could not accept the judge's evaluation in a civil manner the horse show would be cancelled.

One parent exclaimed, *“You can't do that!”*

Another parent quickly followed with, *“O yes, he can!”*

County Extension agents work with advisory committees and try to involve many people in the implementation of the Extension educational program at the county level. However, they must make decisions (based on their leadership skills, subject-matter knowledge and professional training) to do what is best for the Extension program in their county. Sometimes these decisions are unpopular. Nevertheless, the county Extension agent is ultimately responsible for the success or failure of these educational efforts. They are the captain of this ship and must steer it in an appropriate direction.

You might ask yourself, *“What is the moral of this horse show story?”*

The answer to that question is, *“After the crowd realized their 4-H horse program would be operated in a civil manner, or not be allowed to operate at all, things went much smoother for the rest of the day . . . and from that day forward.”*

The captain's steady hand was indeed at the helm.

—Jeff Goodwin  
Colorado State University  
Cooperative Extension  
4-H Youth Development Director

## **Caught Up In Conflict?**

Everyone has to deal with conflict sometime and somewhere . . . even in 4-H. Have you ever found yourself in the middle of it?

The way we communicate with others when we face a problem can either harm or help our goal of resolving a conflict. Whether conflict is around you or about you, developing good communication skills is the resolution key. Communication problems in a conflict situation can aggravate the conflict by forming an escalating cycle. The escalating cycle, by nature, further diminishes the quality of communication. This cycle is common because a poorly communicated message leaves greater room for negative interpretation. And, when someone doesn't agree with you, they're more likely to misinterpret what you've said.

Some people are pulled into a conflict strictly by the desire to win the battle. They don't want to listen to or empathize with the other side. When this is the communication motivation there is no sharing of productive ideas and viewpoints. The communication becomes a part of the strategic weaponry.

**What can go wrong in communication?** In conflict situations it often seems like everything goes wrong! Poor speaking skills, poor listening skills, relying on assumptions, prior knowledge or beliefs, stereotyping and lying all conspire to defeat conflict resolution.

It is common for people to give the appearance of listening when they are focusing on what they are going to say next to "win" the argument. According to Norman Schultz, Research Assistant for the Conflict Research Consortium at the University of Colorado, communication skills can be broken down into the following five broad categories.

1. **The Communicator** — The one actually doing the communication is responsible for making themselves clear and avoiding hostile, misleading or ambiguous content.
2. **The Receiver** — Poor listening may be caused by overly competitive attitudes, holding prejudices, biases, preconceptions or simply giving in to the tendency to hear only what one wants to hear.
3. **The Message** — Great care must be taken when the content is technically complex, when an idea is being introduced for the first time or when the idea is controversial or has emotionally charged implications. Take care to make sure subtleties are captured.
4. **The Means of Communication** — How we communicate is more important than we might first recognize. Emotions and subtleties such as sarcasm or irony don't come through well via e-mail. Most people would agree that face-to-face contact is the most effective form of communication, forcing the inclusion of important non-verbal factors of voice inflection and body language.
5. **The Communicating Environment** — When people are engaged in a calm and rational exchange, the environment seems to be taken for granted. Yet when the mood is heated, where hostilities and mistrust are apparent, the surroundings can effect communication. Think about a heated situation at the county fair with the carnival and livestock noise in the background. Is there a quiet, private place to talk?

**What communication techniques help in resolving conflict?** While it may seem contrived and outdated, active listening and I-messages still work well. Listeners repeat back what they heard, in their own words, labeling the emotion as well as the content. For example, *"It sounds to me like you became angry about the treatment of your child after you heard Bill talk about the judge."* The original speaker can then confirm that this understanding is correct or can clarify what they meant if it is not.

I-messages are a way of communicating feelings without being accusatory. By substituting, *"I feel frustrated when....,"* one can identify a problem without directly accusing the other person of wrong-doing. Becoming defensive is the common response when you've been told you did something wrong. I-messages enable the listener to understand and respond to the speaker's feelings without having to be defensive.

Conflicts can be made much worse by careless communication. When inflammatory statements are made accidentally, stereotypes replace facts and good listening is usually stifled. Good communication skills are important in all aspects of life, but they are especially important when one is involved in a conflict.

—Dale Leidheiser  
Colorado State University  
Cooperative Extension  
4-H Youth Specialist

### **Colorado Western Regional Leadership Forum** **2005 Leader of the Year Award Nominee**



Lois Helgeland is the 2005 Leader of the Year Award Nominee and a special leader who works well with youth of all ages. This year marks Lois' 22<sup>nd</sup> year as a 4-H leader, nine of which were spent as an organizational leader in Delta county.

Not content to just lead the organization, Lois has also been a project leader for four livestock species, leathercraft, ceramics and many other general projects. As the current ceramics project leader for the Delta Originals 4-H Club, a member of the state curriculum committee revamping the ceramics project and a previous ceramics judge in many counties throughout the state, Lois keeps herself very involved in 4-H.

In addition to her volunteer time in the county, Lois has been an active member of the 4-H County Leaders' Council and 4-H State Leaders' Council for more than 15 years. She has held several elected positions including secretary and treasurer at the state level. She is a superintendent for the Delta County Fair and was instrumental in planning the Colorado Leaders' Fall Forum in Delta county. She was very active on the planning committee for the 1995 Western Regional Leaders Forum hosted by Colorado and has volunteered to be part of the planning committee for the 2009 Forum. Because of Lois's love of youth and her desire to help them whenever possible, she chaperoned the Tri River Area exchange trip to Minnesota and for ten years has been a chaperone and chauffeur for all state events (Leadership Development Conference, State 4-H Conference, Colorado State Fair, Night Owls, Colorado Leadership Conference and Roundup).

In August 2005, Lois will begin her seventh year as a 4-H general exhibit display superintendent at the Colorado State Fair. Each year the display quality improves and more youth volunteer to assist in the setup. Lois encourages many of the junior leaders to become judges' assistants at the Colorado State Fair.

Lois' accomplishments reflect the hundreds of hours she has committed and currently commits to the 4-H program. Delta county 4-H staff have stated, "*We are forever grateful for the time Lois spends, the knowledge she shares and her continuous dedication to our 4-H members, leaders and staff.*" She is that special person who truly has fulfilled the 4-H motto "*To make the Best Better.*"

—Maureen Bergenfeld  
Colorado State University  
State 4-H Leaders' Council  
Chair/Elect

## **STATE 4-H LEADERS' COUNCIL UPDATE**

The Colorado State 4-H Leaders' Council met on February 5 during the Leadership Development Conference held in Denver, Colorado. The following are highlights of the meeting.

### **4-H State President**

Senator Kelsey Roop joined us and reported on the past years' projects. The 4-H Senate was busy with activities relating to the Youth Fest. It was reported that 80 youth attended the Colorado Leadership Conference held in October at Glenwood Springs.

### **State Office Report**

Dale Leidheiser reported that 4-H leaders volunteer an average of 128 hours per year. There are more than 12,000 4-H volunteers in Colorado. The value of these volunteers is calculated at \$17.19 per hour (Department of Labor statistics) which totals more than \$25 million. Dale also stated that Colorado State University now operates on 65 percent of the dollars that were available in 2000. He then mentioned the impact the TABOR Amendment, Gallagher and Amendment 23 have had on the budget process and encouraged leaders to become more knowledgeable and talk to their legislators about their thoughts on the subject. He said if budget changes don't occur, there won't be state funding for higher education after 2010.

Dale Leidheiser continued by reporting on State 4-H office staff changes since the 2004 State 4-H Conference. Jeff Goodwin was appointed as 4-H Youth Development Director, Katy Kohnen has left 4-H to return to college and Melissa Oliver will be working with the 4-H Senate. Sue Cummings retired in October and the job description for her position has been reviewed, with a public forum date of March 24 for three 4-H Youth Development Specialist candidates to give presentations on the topic of, "*Revitalizing our educational look with diverse curriculum and delivery.*"

Dale reported that part of the \$5 per member 4-H fee will be used for salary for the 4-H Youth Development Specialist position. In addition, the fees are being used to fund a half-time technology position at the State office.

Dale discussed recent problems with alcohol abuse at 4-H conferences and asked the 4-H leaders and agents to become more involved with prevention.

The four competency areas under 4-H were discussed and Dale asked for leader volunteers for the various committees.

### **County Donations**

All counties are encouraged to donate one dollar per registered leader to the State Leaders' Council to offset costs for awards, leaders' scholarships, state fair display and forums. 2004 leadership registration numbers were sent to each 4-H office. Leaders' Council and Advisory Council are encouraged to check with the county office for further information.

### **Leader Information on the Web**

Automatic sign-up for *Leader Line* is active. Go to <http://4hweb.ext.colostate.edu> and click on the Agent/Leader Resources pull-down menu. Then click on *Leader Line* and choose the most current issue or look at back issues. Go to the same site and click on the PICO search button when searching for State 4-H information.

### **2005 Colorado State Fair**

Mike Grett said the dates for the 2005 Colorado State Fair will be August 26 through September 5. The display crew will begin setting up at 1:00 p.m. on Saturday, August 20 and will continue through Sunday, if necessary. All 4-H superintendents, judges, staff and display workers will receive credentials allowing them to attend every day of the 2005 Colorado State Fair, if they wish to do so.

### **2005 Colorado Fall Forum**

Pat Perue distributed an advance flier for the 2005 Colorado Fall Forum. It will be held October 14-16 in Lamar, Colorado. Training in new projects will be held plus some fun hands-on activities. Hotel reservations can be made at a cost of \$47 per night.

### **2009 Western Regional Leadership Forum**

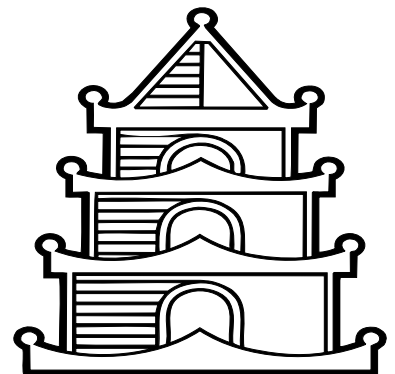
Colorado will be hosting the 2009 Western Regional Leadership Forum. Shardy Paul and Mike Grett were nominated as co-chairs for the event. It will be held in either Denver or Colorado Springs depending on hotel pricing. Mike is encouraging the involvement of all leaders, as we will need over 150 volunteers for a successful Forum.

—Maureen Bergenfeld  
Colorado State University  
State 4-H Leaders' Council  
Chair/Elect

## **2005 4-H International Exchange**

**4-H/Japanese Exchange Programs** — Japanese exchange students have 100 percent medical coverage and may participate in host family vacations. Teens from hosting families in Colorado can subsequently be eligible to participate in an exchange program to Japan during any of the following summers until they are 21 years old.

**Summer Exchange** — Host families are needed for approximately 75 Japanese boys and girls, ages 12 - 21. Japanese teens from the Labo and Lex organizations will arrive in Colorado on July 23 and join host families on July 25 after orientation by 4-H staff. Teens from the Utrek program arrive in Colorado on July 23, joining their host families on July 27 after orientation and a camp in the mountains. Both groups return to Denver on August 20 and depart for Japan on August 21.



**4-H/Japanese Exchange Programs — High School Exchange** — Colorado will also host ten Labo, Lex and Utrek Japanese high school exchange students, ages 16 - 18. These participants stay with host families and attend Colorado high schools from July 2005 through mid-June 2006. They are proficient in English and will attend an additional intensive English language class before arriving in Colorado. Families who host a high school delegate are eligible to receive a \$1,000 scholarship toward the cost of sending their son or daughter to Japan for one month.

**Future Leaders Exchange (FLEX)** — Host families are needed for FLEX students. This program is funded by the U.S. State Department to instill democratic principles in the exchange participants from the New Independent States (NIS) of the former Soviet Union. FLEX participants come from Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgystan, Moldova, Russia, Tajikistan, Turkmenistan, Ukraine and Uzbekistan. Colorado will host ten participants ages 15 - 18 who will stay with host families and attend high school August 2005 through mid-June 2006.

**International 4-H Youth Exchange — Incoming** — International 4-H Youth Exchange (IFYE) delegates, ages 19 - 30, stay two- to three-weeks with several host families during their three-month stay in Colorado. IFYE's come from many regions of the world: Western Europe, Eastern Europe, Latin America, Australia, Asia and Africa. They share information about their country, culture and the IFYE program with various community groups subsequent to their travel throughout Colorado. IFYE's generally arrive in Colorado mid-June or mid-September.

Contact the Colorado State 4-H office for information: International 4-H Programs  
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—Courtney Loflin  
Colorado State University  
Cooperative Extension  
State Program Coordinator  
International 4-H Programs

## **Conflict Resolution**

### **The Facts**

Beginning in childhood, people need to learn how to settle disagreements. It is an important skill for everyone to master. Conflict is a part of life and usually occurs when people disagree about problems or situations. It is possible to settle a disagreement and work things out peacefully. That process is known as conflict resolution.

In the most difficult of times, conflict resolution circumvents an actual fight or running away from a situation even when it goes against our feelings and beliefs. Different individuals, points of view and strong feelings cause conflict. Emotions can run very high for young people, particularly when they deal with resolving differences with bullies, jealousy, gossip, prejudices, broken friendships or other people misusing their possessions. Avoidance or trying not to attack another person is not the solution when dealing with conflict. Solving disagreements always works better if you do it together.

### **Eight Keys to Resolving Conflict**

1. Settle emotions and calm down. Do not let strong feelings lead to an argument. Stop arguing, threatening or name-calling. Try cooling off by relaxing your body, counting to ten, breathing deeply or leaving the room.
2. Write the problem down. Focus on the problem not the person.

3. Turn problems into opportunities and possibilities. Think of solutions you can use to solve the problem. It is best to create multiple solutions.

4. Listen to others and they will probably listen back. By respecting their thoughts and needs, you establish a higher probability that they'll respect yours. Your goal here is to build power with others, not over them.

Tip: Rather than interrupting, ask questions when the person is done talking. Restate what you're hearing. Doing so will let the other person know whether or not you heard what they said and show them you understand their point of view.

5. Don't play the blame-game. Attacking the other person won't help solve the problem. Express your feelings without blaming others.

6. Recognize what you may have done wrong. Owning your part of the conflict is an important step to resolution.

7. Compare and contrast each solution. Your main goal is to mutually agree on the solution.

Tip: Negotiation is key. Sometimes mediation is needed with a third party there to help out with communication, coming up with solutions and following through with a plan.

8. In the end, the solution(s) will help reconstruct the relationship.

### **Battling Bullies**

Definition: Bullying is the process of intimidating or mistreating someone weaker or in a more vulnerable situation. The following suggestions are just a few ways to battle bullies without physically fighting back.

- ▶ Ignore the bully. The bully is looking for your weakness. Stand proud and don't let it get to you. You can also ignore the bully by walking away from the situation. It is harder for them to bully someone who won't stand still to listen.
- ▶ Agree with the bully. Refuting what they do or say is what they think is funny. Agreeing with them will make the situation awkward for them.
- ▶ Humor the bully. Make it so you get the last laugh. Tell a joke!
- ▶ Develop new or nurture existing friendships. Friends often serve as buffers and provide support in vulnerable situations.
- ▶ Offer support to the victim by expressing words of kindness or condolence. Show disapproval of bullying behavior by not joining in the laughter or teasing.
- ▶ Seek immediate help from an adult and report bullying incidents to appropriate personnel.

**(800) 457-2736**

**PARTNERS//  
PARENTING**

**4-H News of Interest:**

- Please send articles or letters of 4-H interest or upcoming events.
- All articles or letters must be signed. Provide your full name, address and phone number.
- Articles or letters will be edited for spelling and grammar.
- Because this publication is placed o-line three times a year, articles or letters that contain time-dated information will not be used.

**4-H Leader Line Editorial Board:**

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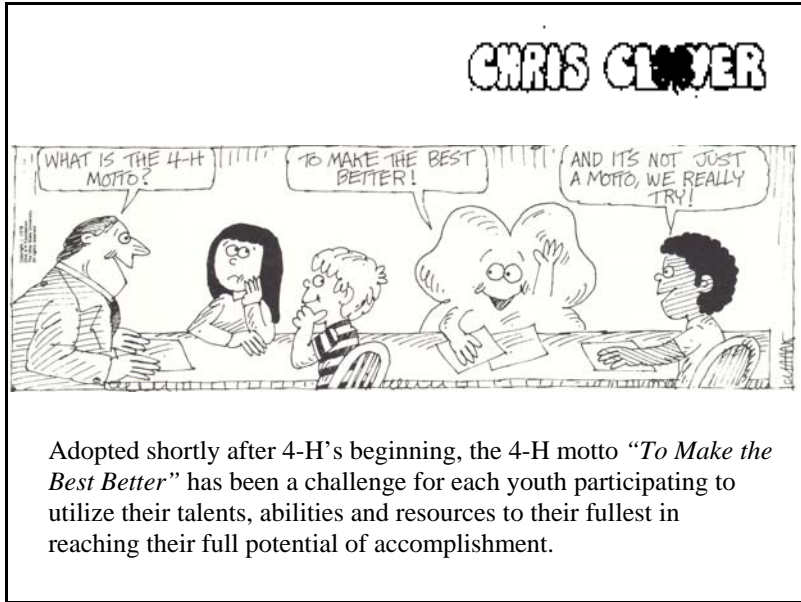
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**Leader Line Online!**

Since August 2003, all *Leader Line* publications have been posted on the 4-H website. When new issues are published online we would like to send an e-mail reminder to anyone interested. Would you encourage the 4-H leaders in your county to subscribe to an e-mail reminder at <http://4hweb.ext.colostate.edu/leaderline/>?

In the past, we've only had funds to send *Leader Line* to club organizational leaders. In the future, we'd like all volunteers to view *Leader Line* electronically. Thanks for your help with this effort!

—Dale Leidheiser  
 Colorado State University  
 Cooperative Extension  
 4-H Youth Specialist



*Putting Knowledge to Work*