

## Hawai'i 4-H State Leaders' Federation Status

Because of the recent level of inactivity of the Hawai'i 4-H State 4-H Leaders' Federation, a January 9 meeting was convened by the State 4-H Office. An invitation was sent to the list of currently enrolled Hawai'i 4-H Volunteers. Eight volunteers (6 from Maui County and 2 from O'ahu) representing a mix of volunteers who had attended past Federation functions and volunteers who were relatively new to 4-H attended the meeting. Four agents and two state 4-H Office faculty/staff members also attended.

The recorded meeting video, the PowerPoint that guided the discussion, and this overview document are posted on the [State 4-H Website](#) for those unable to attend the meeting.

The meeting focused on three possible scenarios to move this issue forward:

1. Reactivate the State 4-H Leaders' Federation under the 4-H volunteer leaders' control
2. Dissolve the State 4-H Leaders' Federation and create a Volunteer Advisory Committee under the Hawai'i State 4-H office control
3. Other – Maybe a combination of the first two options OR a completely different option

Based on a quick poll at the end of the meeting, more discussion is needed regarding all options.

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*Below is the information shared with those in attendance to guide the discussion of replacing the State 4-H Leaders' Federation with a State 4-H Advisory Committee.*

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## Proposed Hawaii 4-H Volunteer Development Advisory Committee

### Situation

In the absence of a functioning the **State 4-H Leaders Federation** in Hawaii for several years, and reflecting the trend of state 4-H Volunteer leaders associations nationwide to be discontinued or repurposed, it is proposed to create the Hawai'i 4-H Volunteer Development Advisory Committee to be supported and managed by the Hawai'i State 4-H Office.

### Objectives of the inactive State 4-H Leaders Federation (from last revision of bylaws (9/21/2016))

1. To operate the state 4-H Leaders' organization composed of registered, dues paying county 4-H Leaders.
2. To help develop the social, education, and professional growth and development of 4-H leaders throughout the state.
3. To support the understanding of the roles of volunteer adult leaders as required by the Cooperative Extension Services.
4. To partner with Cooperative Extension Service in making 4-H club policies, developing leader training, and exchanging ideas.

The State 4-H Leaders' Federation has also had the recurring function of paying the travel cost of, one State 4-H Leaders' Federation member to serve as chaperone at National 4-H Congress (if needed).

### **Objectives of the proposed 4-H Volunteer Development Advisory Committee**

1. Provide input on annual 4-H volunteer training and support needs to further the reach and program quality of Hawai'i 4-H.
2. Provide input, to address volunteer recruitment, training, retention, and recognition in order to enhance the reach and effectiveness of the Hawaii 4-H Program.

### **Advisory Committee Composition**

The state 4-H Program Leader will chair the committee.

(Draft Suggestions) Standing committee membership includes:

- Seven 4-H Volunteers – one representative from East Hawai'i, West Hawai'i, Maui, Molokai'i, Lāna'i, O'ahu, and Kaua'i. These volunteer representatives to be identified by the 4-H agent representing those counties. **2-year term.** (to be approved and submitted by agent)
- 4-H Agents will have the ability to serve as Ex-Officio members of the committee to provide input and assist in committee functions as they are able. (details to be determined)

### **Meetings**

3 scheduled meetings per year via Zoom. Email interaction with committee members as needed throughout the year.

### **Pros and Cons of State 4-H Volunteer Development Advisory Committee**

#### **Pros**

1. The Volunteer Advisory Committee would conduct some of the functions of the State Leaders' Federation in a more streamlined and inclusive fashion in a way that considers today's 4-H volunteers and today's 4-H families.
2. Positions are appointed from an application process to fill the county-based volunteer positions on the proposed advisory committee.
3. Federation funds can be transferred to the **Hawai'i 4-H Auxiliary Board\*** to manage volunteer chaperone travel expenses to National 4-H Congress. There is \$7,589.94 balance in Federation checking accounts.

#### **Cons**

1. Funds for volunteer chaperone to National 4-H Congress will need to be generated. This could happen through the Hawai'i 4-H Foundation or donor activity. Current Federation balance will last for 2-3 years.

### **Pros and Cons of Reactivation of State 4-H Leaders Federation**

#### **Pros**

1. Funding source for volunteer chaperone to National 4-H Congress. Dues assessment of leaders is a source of funds which raises \$100-300 per year.
2. One of the major functions of the state Federation is the educational and networking aspect of the gathering of Hawaii 4-H leaders at statewide functions.

## Cons

1. One of the major functions of the state Federation is the social aspect of the physical gathering of Hawaii 4-H leaders at statewide and western region functions. With 1) zoom capability, 2) today's busy family schedules, and 3) the loss of the WRLF in 2013 (Western Region 4-H Leaders Forum), this social function does not have the power that it once had.
2. Six-plus years of inactivity make it challenging to create the momentum to revive this organization.

The issue of raising funds in the future to support volunteer chaperone travel to Congress will need to be confronted whether the Leaders' Federation is reactivated or dissolved. If the Leaders' Federation is dissolved, there would not be any expectation for the members of the State Volunteer Advisory Committee to raise the funds for volunteer chaperone travel to National 4-H Congress. A plan for donor support would need to be developed by the State 4-H Office and/or other Hawai'i 4-H affiliate groups.

*This is the end of the document that was shared with attendees of the January 9, 2025 Zoom Meeting.*

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## Moving Forward

This information was shared with the State 4-H Team of 4-H agents, faculty, and staff at our monthly meeting on January 21, 2025. After discussion, the State 4-H Team is proposing to move this issue to resolution as shown in the following timeline.

### February

1. Link to the video, notes, and PPT from the Jan 9<sup>th</sup> meeting is posted to the Hawaii 4-H website.
2. A link to these materials is to be sent to all current 4-H leaders with the 3 general options being considered. 1) reactivate State Leaders Federation, 2) dissolve Federation and create State 4-H Volunteer Advisory Committee, 3) other options.  
Also, in that email communication, registration links for zoom discussion meetings with these options is included:
  - One registration zoom link for a meeting on Wednesday February 19
  - One registration zoom link for a meeting on Thursday February 20
  - Only one meeting is to be selected to attend by each volunteer
3. At each zoom discussion meeting in February (February 19 and 20), at the conclusion of the meeting a poll with the following questions will be given to the participants:
  - a. Have you ever been a dues-paying member of the State 4-H Leaders' Federation?
    - i. Yes
    - ii. No
  - b. If you have only two choices, which would you prefer?
    - i. Reactivate the State 4-H Leaders' Federation
    - ii. Dissolve the State 4-H Leaders' Federation and create a State 4-H Volunteer Advisory Committee
  - c. If you have three choices, which would you prefer?
    - i. Reactivate the State 4-H Leaders' Federation
    - ii. Dissolve the State 4-H Leaders' Federation and create a State 4-H Volunteer Advisory Committee
    - iii. Other option or combination of options

March

4. After the meetings of February 19 and 20, if an aggregated majority vote is achieved to **reactivate** the State 4-H Leaders Federation, volunteers will have until March 20 to submit to the State 4-H Office:
  - a. a slate of officers and county representatives
  - b. a plan to reactivate the federation, which would include plans to recruit new members
  - c. schedule of meeting dates for the next two years
5. After the meetings of February 19 and 20, if an aggregated majority vote is achieved to **dissolve** the State 4-H Leaders Federation:
  - a. The option to create a State 4-H Volunteer Advisory Committee will be initiated with a goal to have it operational in May 2025.
  - b. Options for deposit of Federation funds (to continue to be used for volunteer chaperone support to National 4-H Congress) would need to be considered.