

The Peach Press



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the Media
Committee

Robin Turi, Editor

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A Message from GAE4-HA President Cheryl Poppell

First, I would like to welcome you to the 2018 GAE4-HA Professional Development Conference “4-H: What a Wonderful World.” Our conference theme leads us to think of all the wonderful adventures, activities, programs and more we allow youth to experience. Aside from base programming demands, you too have the opportunity to work on issues that are relevant to your part of the 4-H world. Take time these next few days to network, gain knowledge and enjoy our 2018 GAE4-HA Professional Development Conference. I want to thank President Elect Jeremy Cheney and the conference planning team for the hours of work they have put into planning this conference. Also, I want to thank Jenny Jordan for her assistance with the local arrangements. Thank you for all your contributions in making this meeting a success.

Three years ago, I addressed the opening business meeting of the 2015 GAE4-HA conference as a candidate for GAE4-HA Vice President. Nervous somewhat about running in a contested race, I took a challenge and it paid off. I remember addressing the group that day, quoting from the Ecclesiastes “to everything there is a season.” Little did I know of the seasons I would go through in the next three years. There were some very hard days and hard decisions which had to be made. By God’s grace, I have endured, and my family and I are stronger through my son’s battle and continued recovery from a cancerous brain tumor. I am thankful for the opportunity to have served as the GAE4-HA President. A special thanks to those in leadership of our Association immediately before me, Kate Whiting and Kasey Bozeman, for their leadership and support as I endured those difficult seasons. Also, thank you members of GAE4-HA for your support and allowing me to serve as your President.

As I enter the role of Immediate Past President following this conference, I will take with me the rewards of taking a challenge. For I am a better professional because of my experience. As the GAE4-HA organization moves forward, I am optimistic the slate of leaders who follow will continue to lead our organization through the good and bad seasons our association may encounter. To those of you who are new to GAE4-HA, this organization is just as beneficial as you allow it to be. I encourage you to take risks. Dream big and do things you never thought you could!

Thank you for attending the 2018 GAE4-HA Professional Development Conference “4-H: What a Wonderful World.” Enjoy the meeting!

UGA & Athens Program Ideas

By: Terri Fullerton, Newton County Agent

If you live within an hour of Athens, there are some excellent day program resources around UGA and the Athens community. We have even planned a “UGA Mystery Day” that sells out quicker than programs with details! Generally, there is no cost involved except for lunch.

Departmental Visits

Have kids in food projects or want to inspire kids to join the food development contest team? Or do you just like food? Contact the Food Science Department. Working with kids on marketing the 4-H program? Check out Ag and Applied Economics and Ag Leadership, Education & Communication. Want to offer something different than all your consumer judging-performing arts-computers kids have been exposed to so far? Call Animal and Dairy Science.

I reach out to the department head asking if they have a graduate student who might be able to present a 30-minute tour or program for 4th to 12th grade kids, and I have always had amazing offers come back – sometimes even that the department head themselves would love to host us! We’ve done a food development class on chocolate and toured biofuel research.

Don’t forget CAES administrators & ambassadors

CAES ambassadors are excellent speakers to 4-H groups, because they’re so close to the kids’ ages. They are knowledgeable and can make formal presentations or give tours, as well as easily answer the kids’ questions. Sometimes you even get lucky and find that an available ambassador is from your county. Their advisor, Breanna Coursey (bcoursey@uga.edu), can also talk to students about applying to UGA or invite other folks to speak about topics you’d like to cover, such as study abroad.

Don’t forget the dean or other administrators! Yes, they really do enjoy talking to 4-H’ers when they are available. One moment that stands out to me was when Dean Angle talked to a youth leadership group about how choosing leadership roles can require giving up other opportunities like seeing your kids’ play or family dinners. It was something authentic about true leadership, and really made the kids think.

See a list of suggested tour sites on the following page.



A few other favorite stops:

1. **UGA Makerspace in the Science Library.** Andrew Johnson is the Emerging Technologies Librarian (andrew.johnson2@uga.edu). Our kids just wedged in a quick stop to see what was in the Makerspace, but you could also arrange to hear a lesson on how to 3D print or use some other piece of technology such as arduinos or virtual reality.
2. **Bus system.** No visit to campus is complete without riding a UGA bus – if possible, I recommend downloading a map in advance and getting the kids to help navigate! With younger 4-H'ers, I find it helpful to assign one older 4-H'er to a few of the younger ones, so that someone makes sure they get on and off at the right stops. Crowded busses can make it more difficult to see all of them at once, so having a taller 4-H'er watching for your cue to exit can help, too.
3. **Dining Hall.** Coordinate in advance with Dining Services (706-542-1256) to select the best cafeteria for your group, reserve group seating, and to pay with a county check. They can mail you passes to use in the dining hall, then bill you for the exact number used. There are also discounts for UGA faculty and staff and children under a certain age, so be sure to know the ages of your participants when you call.
4. **North Campus & Stadium.** Anytime we leave Athens without seeing the things kids recognize as UGA, they leave disappointed. My usual answer to this is to have our drivers drop us at the Arch bus stop and lead a walking tour across north campus to the library bus stop. We then catch a bus across campus (past the stadium) to our first program/tour, which is usually around Conner Hall. (Quick facts for your tour: <https://www.admissions.uga.edu/Self-Guided-Tour.pdf>)
5. **State 4-H Office.** I think most kids are surprised to learn that Georgia 4-H isn't based at Rock Eagle! This is usually just a quick stop to walk through and say hello to anyone in the office that day, but you may want to give someone a heads up that you'd like to visit (706-542-4444).
6. **Bear Hollow Zoo.** There are a wealth of opportunities around town, but our favorite is Bear Hollow Zoo at Memorial Park. Newton 4-H member Lavendar Harris works at the zoo one day a week, but she can also tweak her schedule or arrange other presenters if you'd like to visit. Kids have been most amazed by seeing her go inside the animal enclosures to do her work and at seeing the zoo's kitchen. We've also taken an officer group to conduct a service project at the zoo, and had 4-H'ers volunteer at special events.

OCTOBER 7-11, 2018
Hyatt Regency Columbus
350 North High Street
Columbus, Ohio 43215



Hotel Registration:

Opens April 15

Conference Registration:

Opens May 1

Building Bridges at Fort Gordon Teen Center

By: Robin Turi, Augusta Richmond County Agent

Looking for a cool science and engineering activity? How about challenging teams of 4-H'ers to build their own Da Vinci Bridge.

This is a self-supporting bridge designed by Leonardo Da Vinci. Its purpose was to allow armies to move across bodies of water without the need for hammers, nails or engineers. Common soldiers could cut down trees and create notches in the correct places to assemble this bridge.

4-H'ers at Fort Gordon's Teen Center took on the challenge. Each team was given a set of 15 sticks. Ten of the sticks had notches in them while five were solid. Three teams of 4 Teens competed. Teens were shown a picture of a constructed bridge and then asked to build their own. They could only use the sticks provided. No glue, nails markers, pencils or pens were allowed. Each team constructed a slightly different version of a bridge as they were not given any instruction except that the bridge must be self supporting or standing on its own. Two out of three bridges were able to withstand weight being placed on top. The bridges were tested for strength by placing pans of wet sand on them. The winning bridge held six pounds.

This bridge can hold a lot of weight and is a fun activity to challenge your 4-H'ers.

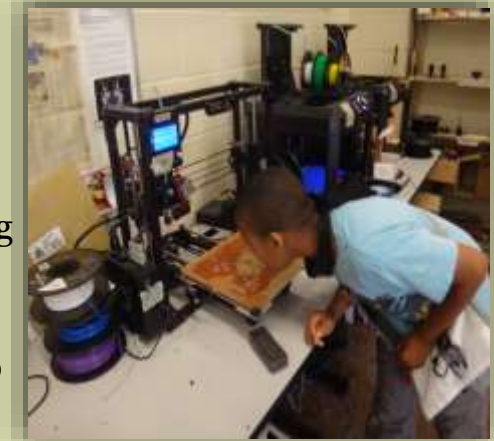


For more information on how to make your own kits and bridges email rturi@uga.edu.

4-H'ers Learn Kitchen Skills

By: Jessica Eubank, McDuffie County Agent

While out of school for the President's Day holiday, thirteen McDuffie County 4-H'ers took part in a very informative cooking class in the demonstration kitchen at the McDuffie County Extension Office. The day opened with some safe food handling training. The kids learned about hygiene and its importance while handling food. They also learned about foodborne illnesses and how to prevent the spread of germs in the kitchen. Avoiding cross contamination of raw meats and ready to eat foods as well as the importance of storage temperatures and internal cooking temperatures for various foods were discussed. After a good handwashing session, the kids got to work preparing the food items.



Since our January 4-H club meetings focused on nutrition and healthy lifestyle choices, we decided to do a tasting experiment with a regular taco recipe and one that was a little healthier. The children did all of the meat browning, measuring, chopping, and shell warming for the two types of tacos. They then all tried both versions so they could report back on their taste preferences.

One taco contained ground beef, iceberg lettuce, cheese and additional toppings of their choice. The healthier version consisted of ground turkey, black beans, chopped raw spinach, cheese and additional toppings. Both versions received great reviews, but the ground turkey actually got more votes for best taco!

No cooking class is complete without dessert, so we decided to make two versions of chocolate chip cookies. The regular homemade version with flour, sugar, eggs, two sticks of butter, lots of chocolate chips, etc. and a new version that contained kale (yes, I said kale!), unrefined coconut sugar, wheat flour, and milk. Although the traditional recipe won hands down, the kale version was edible. We even think that with a little tweaking of the recipe and finer chopping of the kale- they might be quite tasty! All of the 4-H'ers left with full bellies and some new knowledge that they can share with their families.



Finding My Way Through the DPA Maze

By Machel Gill, Gilmer County Agent

My experience is not unique or new. It is one many of my colleagues also struggle with from time to time. How do I convince shy, ambivalent 4th through 6th graders that public speaking can be a fun and enjoyable experience? How do I get busy, overworked teachers, administrators, and parents to see the value of the Project Achievement process? How do I increase participation at District Project Achievement?

Two years ago I searched for an answer to these questions. I began by asking some of my older 4-H'ers why they did or did not participate in Project Achievement. I asked my colleagues for suggestions. I consulted members of the community. I received a variety of answers and advice. I took their answers and decided to create 4-H Project Fair at the school's I worked with.



The kids created a project of interest with a visual aid to display at project fair night. Parents, family members, teachers, and administrators were invited to attend. The child stands next to his or her project while the audience and judges circulate through and ask questions. This gives the 4-H'er an opportunity to present to an audience in a non-threatening, low anxiety way. They don't have to create a big, long speech. They just have to explain the details of their project (*sound familiar*). Everyone gets a participation certificate and awards for the top three projects in each category are given. The top projects are invited to attend DPA.

The project fair gives me the chance to see the project potential for DPA and shows the other attendees what awesome things the kids are interested in. The kids realize that they can present to an audience. It's not that scary. This has been a great opportunity to build positive relationships with parents, the schools, and community. I am hearing positive, encouraging comments from everyone involved. I have seen an increase in the quality of the projects and in participation in DPA.



Georgia 4-H = Diversity

By: Kandi Edwards, Diversity Committee Member

A commonly used word today is the word “diversity”. Diversity by definition is a “variety” or “range of different things”. You are not part of Georgia 4-H for long before you realize that everything about Georgia 4-H says “diversity”. Just as no two Georgia counties are alike, no two 4-H’ers or 4-H leaders are alike. Another obvious example of diversity within Georgia 4-H is visible in the programs, curriculum, events, and competitions that we promote. Even as Georgia 4-H’ers prepare for their college experiences, we are able to promote Georgia’s two distinct land grant universities dedicated to reaching diverse audiences. Next time you are at a 4-H dance, just look around and you will witness these unique 4-H’ers that make up this broad spectrum called “Georgia 4-H”.

Georgia 4-H professionals celebrate the rich dimensions of each special personality found in our 4-H’ers and commit ourselves to provide them a positive and nurturing environment. Recognizing as we foster the growth of successful youth development in the 4-H areas of “head, heart, hands, and health”, we must also help them understand they are an important part of a bigger picture. “For my club, my community, my country, and my world,” tells 4-H’ers that it is not enough for them to develop successfully but that the world is waiting for their positive contributions. These contributions begin now with their 4-H family and local communities.

The wonderful world of youth development is much like watching a metamorphic process. Everyone loves a butterfly, but not so much a caterpillar, unless you have been privileged to view the various transformations for yourself. No two transformations are alike and diversity abounds. In the midst of the youth developmental process, our daily task is to be a source of motivation in their life journey or more specifically, “to make the best better”. We witness 4-H milestones in priceless expressions of triumph, pride, and self-confidence as they give their best at competitions, selflessly serve their communities, and develop their personal network of 4-H friends.

As Georgia 4-H professionals we are not always privileged to see the final outcome of our efforts invested in these transforming 4-H’ers, but they still occur. Sometimes we get a glimpse through their own words: “It was the year 2010, and I was simply trying to understand the world around me. It was in this year that I joined the 4-H club, and my life has been better for it ever since. Today I can confidently say that I can enter a new community and easily make friends, be successful in team endeavors, and find ways to give back.” BAM! A butterfly!

This year as the Diversity Committee will be going through some “committee transformations”, we would like to request input on how we can best serve and actively support the members of GAE4-HA as a committee. At the upcoming GAE4-HA conference, surveys will be available (hard copies and online). Please share your opinions, suggestions and ideas for our committee to consider.

10 Ways to (Hopefully) Feel Organized, Be More Productive, and Not Live in Continual Chaos ... Because 4-H is Already Chaotic Enough

By: Kasey Bozeman, Liberty County 4-H Agent

I have no problem admitting I thrive in organized settings. My clothes are sorted by type/season and then arranged by color, in order of the visible light spectrum. Don't get me wrong, I love fun - playing in pools of spaghetti noodles and SPAM carving are some of my favorite things, but I tend to function better when the SPAM and spaghetti are neat and orderly. I hope you can use these ideas to feel more organized, be more productive, and not live in continual chaos:

1 - Prioritize Your Work: Use an Eisenhower Matrix (even if it is just in your head) to determine if tasks are important or not important and urgent or not urgent. You are always continually having to assess your tasks. Be honest with yourself; not everything is a 5-alarm fire.

2 - Schedule Accordingly: Use your precious time wisely! If you have an in-person meeting or conference call, try to do those earlier in the morning. Create 2 X-days on your calendar, where you make an X and don't schedule anything. Use these as office days, where you can respond to clients, catch up on e-mails, or do your Georgia Counts.

3 - Calendar Utilization: I use an online 4-H calendar for all of our county 4-H activities (even activities I do not directly coordinate), an online personal calendar (for the activities I coordinate, conference calls, meetings, etc.), and my paper desk calendar to write down all my important deadlines (such as camp registration).

4 - Desk Arrangement: Keep your desk clean! Only keep out items you use on a daily basis. Everything else? Put it in a cabinet or drawer. Straighten your desk before leaving each day.

5 - E-Mail Management: Use folders and subfolders to categorize e-mails. Do an annual purge to get rid of old information and clear up space. Don't waste time on meaningless e-mails; delete and move on.

6 - Tasks & Delegation: Since you prioritize your work (see tip 1), you know if tasks are important and urgent. Find a way to organize a delegate tasks (Outlook has a great Tasks feature) and create a system where you can follow up about those delegated tasks. Don't try to remember it all in your head!

7 - Productive Breaks: Use the time away from your desk for good! Organize the supply cabinet, stretch, talk to a co-worker, etc. Be productive while you take a break. Typically, the brain can't work on the same project for more the 90 minutes without getting tired.

8 - Stop Multi-Tasking Now: There is no way to successfully multi-task. Do one thing at a time and do it well. Learn to say no to things and don't overwhelm yourself. In the top right drawer of my desk, I keep a blue notepad called my "no" notepad. Anytime I say "no" to something, I write it down. This gives me a chance to reflect on the choices I am making as well as help me prioritize my future. For example, if I have told the Rotary Club three times I can't speak at

their meeting due to date conflicts, I try to make sure they become a priority as I plan my schedule. Also, when I am feeling a bit overwhelmed, I can also look at the list and say to myself "good job for not trying to present a poster at the <insert name of conference> conference. That would have been too much."

9 - Clear Your Clutter: Both digitally and the junk sitting around! Organize files, get rid of supplies that you haven't used over the last year (no one needs to hold onto things we don't intend to use). Say bye-bye to unneeded things.

10 - Reality Check Yourself: Stress is when reality doesn't equal your expectations, so you either have to change reality or change your expectations. Be realistic. You can't be all things to all people. It's better to be present over perfect.

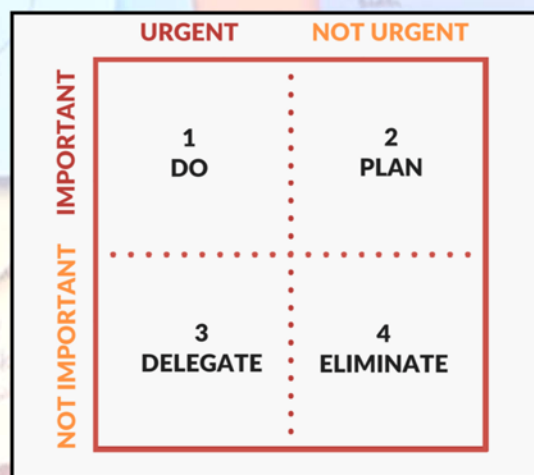


Figure 1. Eisenhower Matrix



Figure 2. Kasey's favorite cartoon.

Burke's Pet Therapy Day

By: Jazmin Thomas, Dougherty County Agent & Jada Haynes, Albany Herald Staff Writer

Tandria Burke, a Dougherty County 4-H member, hosted Burke's Pet Therapy Day for all children, with special emphasis on those living with psychological, social and physical disabilities. Burke's Pet Therapy Day took place on Wednesday, March 28th at Chehaw Wildlife Park in Albany, Georgia.

Speakers outside the screened-in pavilion at Chehaw Park played upbeat music for the attendees, children played games and danced outside, and all had the chance to interact with cats and dogs from the Albany Humane Society shelter.

The 10th-grader took part in the Companion Animal Science project at 4-H Project Achievement. In a speech she gave as part of the project, she talked about the benefits of service and emotional support animals for children with attention deficit disorder, attention deficit hyperactivity disorder and autism. Through her participation in Project Achievement, Burke has developed a passion for both pet therapy and children with all disabilities.

Burke's fellow 4-H members helped put on the event, with some help provided by adults as well. Darenda Shackelford, AmeriCorps Community Service Member said "We [Dougherty County Extension Staff] are extremely proud of Tandria. We are thankful to Chehaw Park, The Albany Humane Society and Walmart for assisting her in making this event happen. Our 4-Hers have already begun planning for next year".

There was no shortage of activities for the children. Inside the pavilion, attendees could have lunch, make homemade dog treats, craft dog toys out of available T-shirts and play board games led by Dougherty County 4-H Certified Teen Leaders.

Asked if the event turned out how she envisioned it, Burke said, "More people came out than [I] expected, which is a great thing. Everything went as planned." Burke said she hopes to see pet therapy catch on at other schools and in different counties.



Mentoring Interns

By: Stephanie Myers, Evans County

Do you enjoy sharing your expertise with students or new graduates? As an intern manager, the educational environment of an internship program calls for you to take on a variety of different roles including a supervisor, mentor, gatekeeper, and educator. Following these guidelines will ensure a mutually beneficial experience for the Extension professional and mentee.

Assign one overarching project

Aside from daily tasks, your intern should be delegated one large, long-term project to undertake during their time with you. They will lead this project themselves, but you should be there to guide them in times of need. This is their chance to learn, remain focused on a larger end-goal during their downtime, add value to the organization, and gain a nice addition for their resume and portfolio.

Set quantifiable weekly goals

While interns should be treated with the same respect as other employees, there's far more guidance and check-ins involved in their management. Create clear project goals and schedule benchmarks to gain a better understanding of how they're performing. For example, your intern's overarching project should be completed in drafts and reviewed often. This will help you keep them moving in the right direction.

Find out your intern's interests and roll with it



Sure, you may have a specific job for your intern, but they may surprise you with their other passions and skills. Ask your interns what they'd like to learn and accomplish during their time with you, then work to create projects and goals to ensure their time at with you is meaningful.



Show them the big picture

Your interns are with you to immerse themselves in the environment and learn the ropes of your day-to-day activities. Share insight into how their day-to-day tasks and overarching projects are benefiting the company as a whole, as well as playing into the organization's mission. If your interns understand where they fit into the big picture, they'll be more engaged, motivated, and passionate about their work.

Don't forget the fun factor

You're more apt to learn and enjoy your work when you're having a good time doing it. Taking on interns is an exciting event—they've got fresh ideas, big goals, and can-do attitudes. Be sure to establish a fun environment for your interns.

Thank You Georgia 4-H for Leaving the Light On!

By Cheryl Poppell, Toombs County and Caleb Millican, Chattooga County

James Poppell has been to 4-H camp every single summer of his entire life and the summer of 2017 was no different. A blood transfusion and one pint of blood given the Thursday before camp was to begin on Monday, ensured that for the 15th summer—he would be at summer 4-H camp. As the child of a county agent, Rock Eagle in the summer was better than Disney World. However, this summer James wouldn't be hiking to the mound, rather he was wheeling to the dining hall in a wheel chair and sitting in the shade as he cheered in the counselor and adult softball game. James had been diagnosed with a brain tumor in the fall of 2106. He had been through thirty radiation treatments and was roughly half way through his chemotherapy. As with most campers, camp was a dream come true. The final night of camp at the pageant, James was asked to sit on the log with the Tribal Council and there he cheered on his Cherokees. Caleb Millican, Chattooga County Extension Educator, wrote a Facebook post shortly after camp, which tells the “rest of the story.”

“We (Chattooga County) were Shawnee Tribe. Our group of adults are competitive, our kids even more so. Therefore, we like to win. The race was very close this year. So close in fact, that it would probably come down to who could keep all the cabin lights off after lights out. One student who was in attendance this week was in the Cherokee Tribe. He is a great kid, who unfortunately is battling a malignant brain tumor. So the last night of camp, our lead agent, a wonderful person herself, had an idea. We should leave all our lights on and make sure that Cherokee got the win. Now, to be fair and honest, it's very possible they would win anyway. As I said before, it was neck and neck. So we told the kids what was going on and let them make the decision.

I can't speak for all the counties, but I know this...Chattooga County 5th and 6th graders overwhelmingly chose to light up the night, not just by leaving their lights on, but by having a glow party outside the cabins when Tribal Council rode by to check lights. These Tribal Council college students left their car to walk around, talk to our kids, and cry at the gesture they had made. I'm willing to admit that it was the most inspirational moment I've ever had in any job. You see it wasn't that they were going to win and gave it up, it's that they gave up any chance they had to win, so there would be no doubt who the winner was. Kids cried, counselors cried, and adults cried. It happened because these 11 and 12 year old students, showed ultimate selflessness and compassion for a student most had never even spoken to. The next day, after Cherokee won the Tribal Shield, our students walked by and gave a high five to our fellow 4-Her, because they knew that this meant more to his family and him than it would to them.



Update - Today, James is preparing to serve as a teen leader in hopes of once again cheering the Cherokee on to a Tribal Shield win! Thank you Georgia 4-H for leaving the light on for James in so many ways—prayers, gifts, cheers, love and support during his battle. As well, we will never forget the magic of Week 1 of the Summer of 2017 from the campers, adult leaders, camp staff and counselors. *Let your light so shine before men, that they may see your good works and glorify your Father which is in heaven (Matthew 5:16).*

-The Poppell Family

Earth Day is Sunday, April 22 – Are You Ready?

The first Earth Day was April 22, 1970; “20 million Americans took to the streets, parks, and auditoriums to demonstrate for a healthy, sustainable environment in massive coast-to-coast rallies. Thousands of colleges and universities organized protests against the deterioration of the environment.” (www.earthday.org) This national response led to the creation of the Environmental Protection Agency.

Does your county hold an Earth Day Festival? If your county has a festival, consider participating this year. Earth Day offers great opportunities for 4-H'ers to perform community service and educate a large audience. Consider hosting a booth featuring an Environmental themed game. Or do you have a 4-H'er that raises animals?

Bringing a small tame animal such as a rabbit for children to touch while its owner explains how to take care of it can be a great learning and teaching moment for all.

Still not convinced how about filling a baby pool with sand and having participants dig for Sea Turtle eggs. This is a great opportunity to have fun and talk about why sometimes there are places surrounded by orange tape that you can't walk on when you go to the beach.



Earth Day 2017: Dragon Fly made out of plastic water bottles

No Earth Day Celebration locally? [www.earth day.org](http://www.earthday.org) suggests you do the following:

- 1) Bring a reusable water bottle and mug to work
- 2) Use cloth towels instead of paper
- 3) Recycle paper, plastic and glass. Reduce your garbage by 10% and your carbon footprint by 1,200 pounds a year.
- 4) Stop using disposable plastics, especially single-use plastics like bottles, bags and straws.
- 5) Buy local food to reduce the distance from farm to fork.
- 6) Pull out invasive plants in your yard or garden and replace them with native ones.
- 7) Bring reusable bags when you shop
- 8) Pack your lunch in a reusable bag
- 9) Grow your own organic garden, or join a farm-share group
- 10) Change paper bills to online billing. You'll be saving trees and the fuel it takes to deliver your bills by truck.



Collaboration

Compiled by: Angie Daughtry, Candler County 4-H Agent

How do we cultivate collaboration in the right way so that we achieve the great things that are not possible when we are divided?" Morton T. Hansen

"The goal of collaboration is not collaboration...it is an effort by a group to produce greater results."

Morton T. Hansen
Author

Collaboration: How Leaders Avoid the Traps, Create Unity, and Reap Big Results



BARRIERS TO COLLABORATION

- 1) Not willing to reach out to others. With this barrier, communication typically stays within the group and people protect self-interests. Pride gets in the way. The expression, "I don't know" is a powerful statement - so why not let others help you find answers.
- 2) Hoarding barrier: not willing to provide help. This refers to people who may hold back or not cooperate because of several reasons but mainly due to competitiveness and wanting ownership of results. In addition, people fear losing power if they are sharing information or if the perception is collaboration takes **too much time**. **Commonly you will hear, "Well, you didn't ask."**
- 3) Search barrier: not able to find what you are looking for. This happens when solutions are embedded within organizations and people are unable to find the information or people that could help them. Furthermore, too much information can also hamper search in an enterprise. In large companies where resources are spread across departments and divisions and geographic areas, search is also a problem due to lack of sufficient networks to connect people.
- 4) Transfer barrier: not able to work with people you don't know well. This occurs when people do not know how to work together. The common elements among collaborative cultures and groups who tend to have close working relationships are built on trust, respect, and friendship.

Morton T. Hansen

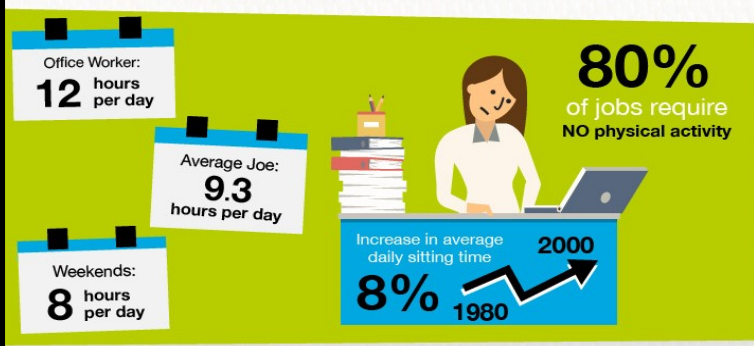
Clover Kids – Get Up

By Dinah Rowe, Heard County

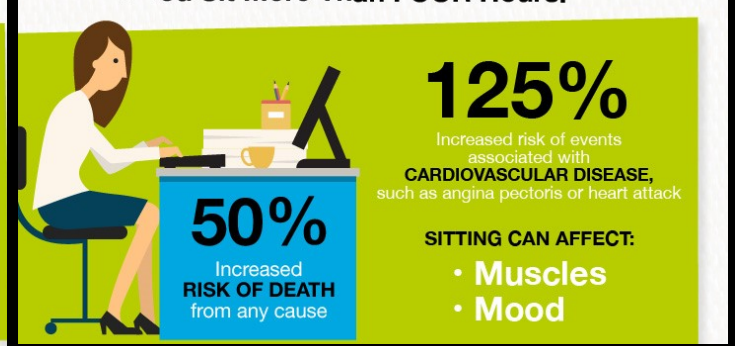
“Clover Kids” was created to bring 4-H’ers together on Saturdays to have fun and play games. All activities require each participant to “get up and move”. Since “sitting is considered the new smoking” ...Heard County 4-H offered a variety of activities to make physical exercise fun. While kids and adults will admit they don’t enjoy traditional forms of exercise, they do like many activities that involve movement. By getting 4-H’ers to participate in playing ball, line dancing, yoga, engaging in scavenger hunts, relays, and other games, they are having fun and exercising without realizing it. “In Heard County we felt it was important to get them outside and enjoy nature while they were up and moving, and besides, they love being outside!” As an added bonus, all this physical activity serves as a great stress reliever. By incorporating these games and activities, it shows them just how easy and adaptable it can fit into their daily schedule while having fun doing things they enjoy. Kids don’t think of it as physical activity, they’re just having fun while being a part of 4-H!



We Sit Down – A Lot



If You Sit More Than FOUR Hours:





Life Member Spotlight: Cherry Hovatter



Retired Spalding County 4-H Agent Cherry Hovatter spent her Thanksgiving weekend along with over 100 other volunteers decorating the East Wing of the White House in Washington, DC.

Cherry was contacted by a former 4-H'er who told about the opportunity to volunteer at the White House and how to apply on line. After receiving her acceptance letter she traveled to Washington D.C.

Once there she was given a schedule and invited to a volunteer reception. After going through several security check points she was assigned to team Vixen (teams were named for Santa's Reindeer). Team Vixen was responsible for decorating the Red and Blue Rooms. Cherry and her team decorated the mantle and Christmas tree. This year's tree was 181/2 feet tall and was transported across the country to the White House. Commonly known as the National Tree it showcases ornaments from all fifty states. It took people using ladders and scaffolding to decorate the entire tree.

On Sunday the volunteers witnessed the placing of the official Gingerbread House in the State Dining Room. Then they were treated to a tour of the East Wing, where they were given a brief history of the rooms and furnishings.

The weekend was capped off with a volunteer reception in the State Dining Room after all the decorating was complete. The reception was for all the people who had volunteered at the White House throughout the year. First Lady Melania Trump thanked the volunteers for their service throughout the year.

During the reception Cherry spoke with Kellyanne Conway and was treated to the sounds of the United States Marine Corp Band playing Christmas music. Cherry said this about her experience. "I felt a sense of honor as I worked in the White House. I thought of all the people who had been in those rooms historically. It was a very exciting opportunity. I was sad to leave." She enjoyed herself so much that he plans to volunteer again this year.



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