

Family & Youth Development Advisory Team Meeting September 10, 2003

In attendance: Wendy Brock, Charlene Baxter, Kathy Jablonski, Claudia Boozer-Blasco, Ann Dolloff, Thom Linehan, Catherine Violette and Nancy Berry

Budget Update

4-H heard from Jim yesterday – many budget issues are being addressed at LTeam retreat next week – decisions have not been made except as shared in the Biweekly Updates.

4 things 4-H staff suggested that we do:

- 1) Writing our time into grants
- 2) Reducing time – retirements, reduced FTE
- 3) User fees / fees for short course
- 4) Fundraising

There were questions about Program Leader positions as a result of Ag staff meeting – nothing decided but some ideas have been discussed.

- When will decisions be made? Not sure
- Need information shared with all staff after LTeam next week
- Need human resources advice re: any reductions in force, if any are considered
- No policies about RIFs - Charlene will check @ UNH HR to see UNH's policies.
- How would decisions be made –?

Nov. 17 statewide staff meeting

What were ideas from last December's meeting?

Ideas from this meeting:

- Coping with change & transitions, grief, serious illness, both as professional and personal development
- How to deal with change, issues of stress – conflict resolution & anger mgmt.
- Retreat – taking care of self
- Teaching adults

Brain development

Maine – Eleanor Beaulieu a possible guest speaker – Kathy will send Wendy or Charlene contact info

Catherine could follow up from this in her in service next June

- Plan of Work - foster county teams back home in county, what's similar co. to co.

Talk about what's coming out of county needs assessments

Observations – everyone will have attended at least one

Some debriefing time – talk together – how might we meet some new [emerging] needs

Surprises we're seeing

How we've felt the process has gone

Articulate – is it credible?

Remember - Co. sessions are one part of the whole & what else are we using for data?

Interdisciplinary teams – areas to consider developing teams

- Ways we can work together to maximize resources
Expertise – youth for literacy (i.e. leader training), food & nutrition, etc.
Share across county lines
Obesity issues – family & youth
- Ways to maximize resources in a more planned way
Which resources need to be maximized – what ways to do that?
County units can be extremely creative when challenged
Suggest meeting as either work teams or county teams unless things are structurally different
Re: budget- make these conversations productive

Location – Plymouth possibly

Lunch – cater, perhaps charge \$5.00

Bring own – how does it look with budget problems to provide lunch to everybody?

Val's Committee on obesity – Nancy Berry is on it – what will they be doing around these issues?

Catherine – PD&E Council - they are planning the process with Nancy F. and have made a decision to do a GAP analysis of our staff – that is a skill/expertise assessment

County GAP analysis sessions –

1 piece of process

Nancy F in charge of process

Specialist's role – varies

Video or Audio Taping - not necessarily a good idea

Concern to relate to Nancy – is there too much talking to them & not enough listening to them

After break - Nancy does this part – suggest going for general needs and actions in the county vs. what Ext. should be doing

Discussion in counties about kinds of people that are being invited – by “categories” of interests & expertise people have - need to have people there who do not know about Extension.

Joint initiatives – what might be emerging?

Planned coordination for these teams of folks a must – make it planned and structured

Must decide how this will be managed structurally – by specialist or co. person

*Great deal of interest in obesity issue at 4-h meeting yesterday

Interdisciplinary Ideas

Prof. Development Leave – Professional development leaves are encouraged, not discouraged, for those eligible, need to communicate to PL early on, show benefits to self and organization

Advisory Team new members-

Robin Peters – Nutrition Connections

Kathy Frenette – Family Lifeskills Program

Next meeting Dec 5 – 9-12 PicTel – locations – Taylor Hall, Merrimack, Sullivan, Rockingham, Grafton, North Country Educ. Foundation.