

# Youth and Adults Working Together



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2012 Indiana 4-H Congress  
Doug Keenan, 4-H Youth Development  
Extension Educator



# Session Objectives



- ☞ To improve youth and adult partnerships in 4-H meetings and events.
- ☞ To empower youth in leadership development and leadership roles.
- ☞ To foster mutual respect and communication between youth and adults working together.



# Personal Reflections



- ☞ **Youth:** What is the BEST thing about working with Adults?
- ☞ **Adults:** What is the BEST thing about working with Youth?





# Personal Reflections



☞ **Youth:** What is the MOST FRUSTRATING thing about working with Adults?

☞ **Adults:** What is the MOST FRUSTRATING thing about working with Youth?



# Personal Reflections



- ☞ **Youth:** What is one thing you would like adults to know about youth?
- ☞ **Adults:** What is one thing you would like youth to know about adults?



# Small Groups



- ❧ What are some examples of times where youth and adults have worked together?
- ❧ What made these partnerships effective?
- ❧ What challenges did you experience in these partnerships?



# Youth-Adult Partnership Definition

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☞ “Youth-adult partnership is the title of a conscious relationship which establishes and sustains intergenerational equity between young people and adults.”

Source: [http://en.wikipedia.org/wiki/Youth\\_adult\\_partnerships](http://en.wikipedia.org/wiki/Youth_adult_partnerships)



# Keys to Successful Youth - Adult Partnerships







# #1



☞ Help the group to feel comfortable with each other and overcome the initial anxiety.

☞ Action steps:

☞ Orientation meeting

☞ Mentors

☞ Ice breakers



# #2



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- ☞ Outline expectations and responsibilities of youth and adult members. Establish a set of shared values, such as respect, equality, openness, listening, and trust.
  
  - ☞ Action steps:
    - ☞ Orientation meeting
    - ☞ Position Descriptions
    - ☞ Mutual respect



# #3



☞ Encourage youth and adults to work together as equal partners. Create a balance of youth and adult voices.

☞ Action steps:

☞ By-laws

☞ Committee membership





# #4



☞ Respect youth representatives as having a significant contribution to make and do not view youth only as program beneficiaries.

☞ Action step:

☞ Orientation of adult members



# #5



Work toward meaningful outcomes that address real, genuine issues and needs of youth and the community.

Action steps:

- Establish organization goals in line with mission/vision statements
- Review community needs



# #6



Move the organization beyond its traditional focus on rule making and management to allow youth and adults learn together and explore new ideas to benefit the program.

Action steps:

- Brainstorm

- Consider expansion





#7



☞ Take joint responsibility for decision-making, identifying issues, planning, and implementing plans.

☞ Action steps:

☞ Position descriptions

☞ Committee membership



#8



☞ Provide multiple roles that are challenging and relevant for participation within the organization.

☞ Action steps:

☞ Delegate responsibility

☞ Accept responsibility



#9



☞ Develop an accountability method for youth and adults to check on each other's progress.

☞ Action steps:

☞ Mentoring

☞ Committee reports

☞ Timelines





# #10



☞ Evaluate results and give positive reinforcement.  
Provide time to reflect on the work accomplished.

☞ Action steps:

☞ Reflect

☞ Celebrate

# Role Play Scenarios



What would you do?



# 4-H Club Bake Sale



- œ Adult 4-H Leader: “How should we run our bake sale this year?”
- œ Jimmy: “We should have it at the library.”
- œ Leader: “No, Jimmy, we are going to have it at the fire station again. Who is going to bring what?”
- œ Angie: “I can bring brownies.”
- œ Leader: “O.K.”
- œ Jimmy: “I will bring brownies too.”
- œ Leader: “I don’t want too many brownies. Is there anyone who can bring cookies?”





# Discussion



- ❧ What were some problems with this conversation as it relates to an effective Youth-Adult Partnership?
- ❧ What would you change in this conversation to help it be a more effective Youth-Adult Partnership?





# It's Your Turn!



- ❧ Divide into groups of 3-5.
- ❧ Develop a short skit similar to the conversation that we just completed. This may be from your personal experiences.
- ❧ You can develop a skit based on an effective YAP or one that needs some work!
- ❧ Take 5 minutes to develop an idea and perfect your skit for presentation to the class.

# Activity





# YAP Benefits





# YAP Benefits



- ❧ Youth are provided leadership opportunities to help them become our world's future leaders.
- ❧ Youth are involved in our community.
- ❧ Youth make decisions that impact our community in a positive way.
- ❧ Youth gain skills in business etiquette, responsibility, organization, etc.
- ❧ Adults will see the value of youth involvement.
- ❧ Communities will be enhanced.



# YAP Examples





# Opportunities for YAP's



- ❧ 4-H – Clubs, Committees, Councils, Fair Boards
- ❧ FFA – leadership seminars, contests, community service
- ❧ Faith-based – youth groups, committees, administrative councils
- ❧ Dekko Foundation
- ❧ Mayor's Youth Advisory Council
- ❧ Teens on Board (or similar program) – see next slide



# Teens on Board (Noble County)

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☞ Teens are placed on boards of various businesses in the county to make decisions and provide input

☞ Some Examples:

☞ United Way

☞ Noble House (Shelter)

☞ YMCA

☞ Central Noble Food  
Pantry

☞ Parks Department

☞ Public Libraries

☞ Life & Family Services

☞ Junior Achievement

☞ Drug Free Noble  
County

☞ Noble County Visitors  
Bureau

☞ Historical Societies



# Challenges to Youth and Adults







# Adults:



- ❧ Let youth lead! Set some guidelines, but don't be a control freak.
- ❧ Sometimes it is O.K. for students to fail, they can learn a lot from failing in a safe environment.
- ❧ Respect the opinions of youth – they tend to think faster and have more creative thoughts.
- ❧ Use appropriate and encouraging language.
- ❧ Allow youth to have ownership.
- ❧ Incorporate everyone – whose club, committee, or project is it? (hint: it's not the adult's)



# Youth:



- œ Be responsible in your position.
- œ Follow through with the tasks you are given.
- œ Be respectful of your adult board members.
- œ Ask questions and provide input to demonstrate your interest.

Thank you for working  
together to develop  
effective YAP's!

