

UNIT PLAN OF WORK (2 YEAR)

(TO IMPACT GRAND CHALLENGES/STATE PRIORITY ISSUES)

Table 1: Complete the information below	
Unit:	25
Program Year	Oct 1, 2023 –Sept 30, 2025

PURPOSE: *TO PROVIDE AN OVERVIEW OF*

- *STATE PRIORITY ISSUES THAT WERE IDENTIFIED AS A RESULT OF THE UNIT IMPACT FOCUSED NEEDS ASSESSMENT*
- *INCLUSION PLANS FOR REACHING UNDERREPRESENTED AUDIENCES FOR PROGRAMMING AND COMMITTEE/COUNCIL RECRUITMENT AND RETENTION*

PLEASE NAME THE FILE FOR YOUR PLAN USING THE FOLLOWING FORMAT:

2023-2025 Unit Plan of Work_Unit#

e.g., 2023-2025 Unit Plan of Work_Unit99

Illinois Extension’s Grand Challenge Goals and State Priority Issues

<p>(ECONOMY) Grow a Prosperous Economy</p> <ul style="list-style-type: none"> • Workforce Preparedness/Advancement • Financial Wellbeing • Economic Vitality 	<p>(FOOD) Maintain a Safe & Accessible Food Supply</p> <ul style="list-style-type: none"> • Food Access • Food Safety • Food Production
<p>(COMMUNITY) Support Strong and Resilient Youth, Families, and Communities</p> <ul style="list-style-type: none"> • Involvement and Leadership • Connectedness and Inclusion • Thriving Youth 	<p>(HEALTH) Maximize Physical and Emotional Health for All</p> <ul style="list-style-type: none"> • Chronic Disease Prevention and Management • Social and Emotional Health • Healthy and Safe Community Environments
<p>(ENVIRONMENT) Sustain Natural Resources in Home & Public Spaces</p> <ul style="list-style-type: none"> • Enhancing and Preserving Natural Resources • Engagement with Home and Community Landscapes and Environment 	

Instructions: Complete each of the following tables.

Table 1: **Overview of State Priority Issues Targeted Across Unit**

Table 2: **Goals to Address the Thriving Youth State Priority Issue 2022-2025 (4-H Statewide Goals)**

Table 3: **Unit Councils/Committees Your Unit Plans to Target for Improved REG Representation**

Table 4: **Programming Audience(s) Your Unit Plans to Target for Improved REG Representation**

UNIT OVERVIEW

Complete Table 1 to summarize the rationale for the priority issue(s) your unit will address as a result of completing the Unit Impact Focused Needs Assessment process.

Table 1: Overview of State Priority Issues to Target 2022-2025		
State priority issue targeted	Rationale for selection (copy and paste from Table 5 in the <i>FINAL_Step Selecting Unit Priorities to Impact.docx</i> worksheet)	List each staff member who will be involved in addressing this priority issue for your unit. Include the staff member's role (e.g. Educator, Extension Program Coordinator, Community Worker, County Director) and program area.
Economy (Grow a Prosperous Economy)	Economy was an area that continued to come up in our needs assessment survey and discussions with local community groups. This is an area we feel we can hit from both the Youth Development team and Local Foods Small Farm Educator. We plan to focus on three programs in this area for 23-24 and expand them in 24-25: Welcome to the Real World, Ready for Work, and Annie's Project Education for Farm Women.	Samanthan Gaither, 4-H Youth Development Educator; Katie Bell, Local Foods Small Farms Educator; Tara Buerster, County Director; 4-H Youth Development EPC's: Debra Collier, Maisie McClure, Allison Kocher, Logan Kennard, and Ryan Littlejohn; Dana Hart, Office Support Assistant who is serving on the Annie's Project Local Board.
Health (Maximize Physical and Emotional Health for all)	Health is also an area that rose to the top on our needs assessment survey conducted within our community. This topic has also come up a lot with our local school contacts and facilities that SNAP Community Workers visit. We plan to focus on the following programs the next two years: Illinois Food Challenge, Health Rocks, Be Safe Safe Affirming and Fair Environments, Eat Fit, Eat Move Save, My Plate My Family, Eat Play Grow, Organ Wise Guys.	Samanthan Gaither, 4-H Youth Development Educator; Katie Bell, Local Foods Small Farms Educator; Tara Buerster, County Director; 4-H Youth Development EPC's: Debra Collier, Maisie McClure, Allison Kocher, Logan Kennard, and Ryan Littlejohn; SNAP Community Workers: Carol VanMatre, Jane Jones and Kirby Hunt.
Environment (Sustain Natural Resources in Home and Public Spaces)	Environment has come up a lot in local conversations and meetings in Unit 25. The Master Gardener program started in Unit 25 in 2021 and is growing and interest continues. The community is also excited about the addition of a Local Foods Small Farms Educator to the Unit and the resources/education that will bring. Current plans for the next two years are to offer continued Master Gardener Program support and increase activity and Regenerative Grazing Education.	Katie Bell, Local Foods Small Farms Educator; Tara Buerster, County Director; Dana Hart, Office Support Assistant/Master Gardener Local Coordinator.
Food (Maintain a Safe & Accessible Food Supply)	Local stakeholders indicate an ever-growing need for local food supply and ensuring that it is safe and accessible. One	Katie Bell, Local Foods Small Farms Educator; Samanthan Gaither, 4-H Youth

Table 1: Overview of State Priority Issues to Target 2022-2025

State priority issue targeted	Rationale for selection (copy and paste from Table 5 in the <i>FINAL_Step Selecting Unit Priorities to Impact.docx</i> worksheet)	List each staff member who will be involved in addressing this priority issue for your unit. Include the staff member's role (e.g. Educator, Extension Program Coordinator, Community Worker, County Director) and program area.
	<p>community (Edwards County) no longer has a grocery store and community members have attempted to address the need with Farm to Home shops popping up and Dollar General putting in a Fresh Market. Farmers Market activity is also increasing in all communities. Our LFSF Educator plans to work with area growers and support via Farmers Market Support, Everything Local Conference, and Mt. Vernon Fruit and Vegetable School. Our Community Workers plan to continue work in this area in educational classes/tables and food pantries and other events along with summer cooking schools. The 4-H Team also plans to work in this area with the Illinois Food Challenge.</p>	<p>Development Educator; Tara Buerster, County Director; 4-H Youth Development EPC's: Debra Collier, Maisie McClure, Allison Kocher, Logan Kennard, and Ryan Littlejohn; SNAP Community Workers: Carol VanMatre, Jane Jones and Kirby Hunt.</p>

Table 2: Goals to Address the Thriving Youth State Priority Issue 2022-2025 (4-H Statewide Goals)

The Statewide Illinois 4-H Priorities for 2022-25 include:

- **(EPC Focus) To increase the # of youth who are deepening/extending their 4-H pathway experience. Each unit is asked to identify one of the following as a focus area for 2022-23, with the intention to advance both over the next three years:**
 - Beyond Unit Experiences: Expanding the pathway of youth already in a 4-H experience
 - Example 1: Preparing county youth to participate in the state awards program with workshops to support youth in working on their applications
 - Example 2: Recruiting a county/unit delegation to attend JLC, accompanied by local staff as the chaperone
 - Beyond Group Enrollment: Increasing # of youth participating in school-based or other group enrollment program (such as embryology, Health Jam) who individually enroll/register for a follow-up 4-H experience (i.e. club, workshop, event)
- **(Educator Focus) To implement a 4-H signature program in every county and metro area. Assumes full implementation of program and use of the provided evaluation form to collect participant data.**
- **(EPC and/or Educator Focus) To identify an Expansion & Review goal to reach a specific, targeted underserved audience in each county and metro area to reach with a positive youth development experience this year. Underserved audiences can be identified by review of the county’s parity report. For counties already reaching parity, the goal is to reach a new audience not previously served.**

Statewide Illinois Priority	Unit Focus	What actions will you take to meet the goal?	What unit staff will be working toward this goal or actions?
<i>Goal 1 (EPC Focus) To increase the # of youth who are deepening/extending their 4-H pathway experience</i>	Select 1 for 2022-2023: <input type="checkbox"/> Beyond Unit Experience <input checked="" type="checkbox"/> Beyond Group Enrollment	We are focusing on more school programs and being seen in our communities. Several counties are hosting sign-up nights or holding open houses to peak the interest of every youth who they come in contact with during a program. At each workshop that is held, enrollment packets have been prepared to give out to non-4-H members who attend workshops.	Samantha Gaither, 4-H Youth Development Educator; 4-H Youth Development EPC’s: Debra Collier, Maisie McClure, Allison Kocher, Logan Kennard, and Ryan Littlejohn
Goal 2: (Educator Focus) Implement a 4-H Signature Program in Every County and Metro Area	List the targeted signature programs: Welcome to the Real World Ready4Work Robotics	Our Youth Development Educator and EPCs have already begun some of these state signature programs in our local schools. Promotion has begun of others and plans are being made for spring	Samantha Gaither, 4-H Youth Development Educator; 4-H Youth Development EPC’s: Debra Collier, Maisie McClure, Allison Kocher,

	4-H Cooking 101 Health Rocks Illinois Food Challenge	programs. Dates have been set for most of the programs. Additional robotics kits need to be ordered and the unit is currently working on that process.	Logan Kennard, and Ryan Littlejohn
Goal 3: Expansion & Review Target Audience (Each county and metro area should identify a specific school, partner organization or neighborhood of focus)	List each county and (if applicable) targeted metro area in your unit with the target audience:	We are focusing on Jr. High/Sr. High aged youth and have identified the following schools to target over the next 2 years: Edwards – West Salem and Albion Grade Schools Jr. Highs. Lawrence – Red Hill Jr/ Sr. High Schools Richland – Richland County Middle School Wabash – Mt. Carmel High School Wayne – Fairfield Community High School	Samantha Gaither, 4-H Youth Development Educator; 4-H Youth Development EPC's: Debra Collier, Maisie McClure, Allison Kocher, Logan Kennard, and Ryan Littlejohn

**Table 3: Unit Councils/Committees Your Unit Plans to Target for Improved REG Representation
(add more rows if you plan to target more than two Councils/Committees) for 2022-2025**

Using the demographic data reported in your most recent Unit Civil Rights Annual Report, identify one or more relevant goals to increase REG representation among your unit councils or committees.

Name of Council or Committee targeted for improved REG representation	What is your intended goal for improved REG representation?	What actions will you take to improve REG representation?	How will you document these actions?
1. Extension Council	Increase diversity of Extension Council.	Make contact and recruit individuals to create a more diverse Council group.	Council Membership List. Notes will be added to DEIA files.
2. Various Committees in Unit	We realized during our Civil Rights 3-year review we do not have a good record of "committees" within our unit. Our goal is to create a better list and accounting of those groups.	First get an accounting of all our groups that are considered committees. Then review their demographics.	Create committee lists per county, document membership lists, etc.

**Table 4: Programming Audience(s) Your Unit Plans to Target for Improved REG Representation
(add more rows if you plan to target more than two audiences) for 2022-2025**

Using the County_CR_Parity_Analysis_19_20_21 reports for your unit, identify one or more relevant goals to increase REG representation among your program audiences.			
Describe each audience targeted for improved REG representation in your unit programming.	What is your intended goal for improved REG representation?	What actions will you take to improve REG representation?	How will you document these actions?
1. Hispanic	1-2% is parity in our counties (dependent on county)	This is a challenge in that our Hispanic population is very low so finding an "area" in each county to target Hispanic individuals will not be easy. We have discussed working with the schools and local churches to help find these individuals.	Emails, letters, and other forms of correspondence.
2. Two or more races	2% is our parity in all 5 counties for two or more races	This is a challenge in that our two or more races population is very low so finding an "area" in each county to target those who fall in this category is not easy. We have discussed working with the school and local churches on this area as well to help locate these individuals to serve.	Emails, letters, and other forms of correspondence.