

Table 2: Issue-Focused Impact Plan (To Be Conducted and/or Led By Educator)
COMPLETE ONE TABLE PER STATE PRIORITY ISSUE YOU PLAN TO ADDRESS

Identify the state priority issue to be targeted (see [Illinois Extension's Grand Challenge Focus Areas and Related State Priority Issues](#)):

Community – Thriving Youth

Other unit staff collaborating on/contributing to planned outreach addressing this issue:

Nancy Lambert, Paula Hatfield, Amy McCarty, Kendra Vaughn, and Kathryn Scates

<p>What planned outreach will you conduct to intentionally address this priority issue? Specify the details e.g. name of programs, indirect intervention channel, focus of applied research, specific partnerships and/or coalitions you will engage with, etc.</p> <p>List each program or group of activities that are intended to target the same audience(s) and outcome(s) in a separate row.</p>	<p>Describe the audience(s) you will target with this planned outreach program or group of activities</p> <p><i>Please put the exact location and number of youth/adults to reach.</i></p> <p><i>Example:</i> <i>Highland High School, 50 youth</i></p>	<p>What are the specific intended outcomes that will result from this planned outreach? Consider the following types of outcomes when listing the intended, specific outcomes of your planned outreach program or group of activities:</p> <ul style="list-style-type: none"> • Increase awareness/knowledge in... • Increase positive attitudes towards... • Participants report intent to change/adopt... • Increase/decrease in behaviors/practices such as.... • Changes in policies/environment such as.... <p>(also indicate with an asterisk * any outcomes you plan to measure)</p>
<p>4-H Community Clubs</p>	<p>4-H Members</p> <ul style="list-style-type: none"> • Youth ages 5-18 	<ul style="list-style-type: none"> • Increase awareness of community needs • Increase positive attitudes towards project virtual engagement • Participants report that they have a relationship with a caring adult * • Increase youth participation *
<p>Valued Volunteer Series</p>	<p>4-H Screened Volunteers</p> <ul style="list-style-type: none"> • Volunteers ages 19 and up that have been screened and certified through the background check and application process. 	<ul style="list-style-type: none"> • Increase knowledge of youth development best practices • Increase positive attitudes towards adoption of Unit goals • Participants report intent to foster strong youth and adult partnerships • Increase the number of 4-H volunteers *

Table 2: Goals to Address the NEW Thriving Youth State Priority Issue 2022-2023 (4-H Club Goals)

***Each unit 4-H Team is expected to plan for at least 1 Club Member Retention Goal and at least 1 Improved Diversity/Equity/Inclusion goal for 2022-2023. Add more rows to outline additional goals if needed.**

**Please note that Expansion and Review Committees are designed to help inform your goals related to growth and engagement with underserved audiences. Action plans outlined in this Plan of Work should enhance your current county expansion and review plans and outline intentional actions that will be taken this year. (refer to pages 5-11 in the 2020-21 4-H Policy Handbook).

Examples of potential actions to improve Diversity/Equity/Inclusion:

- Recruit a volunteer who is experienced in serving minority youth to lead an in-person and/or virtual club this year in a community or geography of your unit historically underserved by Illinois 4-H.
- Request equity dialogue training through the Youth Leadership Team and recruit youth/volunteers to participate in your unit.
- Facilitate equity dialogues with all club officers and/or volunteers and host local conversation about how to improve experience of inclusion and belonging for youth who are new to 4-H.
- Establish a new relationship with a funder or donor who has equity as an explicit goal in their work – to work together toward equity goals for youth in your community.
- Recruit youth for participation in a C.A.R.E.S SPIN Club in the winter/spring (could be staff and/or volunteer-facilitated).
- Identify youth/volunteers/club in your unit with interest in advancing DEI goals and design a local response (consider applying for DEI funds through State 4-H Office to support this new effort)

*What is your intended goal?	What actions will you take to meet the goal?	Intended outcomes or indicators of success (be specific as to how you will track or measure)	What unit staff will be working toward this goal or actions?
<p><i>Club Member Retention Goal:</i> Maintain 2022-2023 4-H clubs and volunteers, while also stabilizing membership</p>	<ul style="list-style-type: none"> • Create a new 4-H Family Toolkit, designed to help improve communication and retention of first year 4-H families. • Support current volunteers and families with additional training and resources to engage families in a virtual format. 	<ul style="list-style-type: none"> • Distribute a 4-H satisfaction survey to 1st year families following implementation of the new 4-H Family Toolkit. * • 4-H families will report an increase of enrollment, exhibition, and completion of 4-H records due to increased training. 	<p>Melissa Wilson, Nancy Lambert, Paula Hatfield, Amy McCarty, Kassy Scates and Kendra Vaughn.</p>
<p><i>**Improved Diversity/Equity/Inclusion Goal:</i> The Unit 24 Expansion & Review committee membership will be reflective of community</p>	<ul style="list-style-type: none"> • Pull Headwaters Economics and Census Data to study updated demographics. • Work with local community partners and share our DEI goals. 	<ul style="list-style-type: none"> • 4-H membership will become cultural reflective of the communities we serve. • Gather informal feedback through conversation and surveys with 	<p>Angie Messmer, Melissa Wilson, Nancy Lambert, Paula Hatfield, Amy McCarty, Kassy Scates and Kendra Vaughn.</p>

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demographics across our six county Unit.	<ul style="list-style-type: none"> • Connect with 4-H volunteers and stakeholders to offer inclusion training. 	minority groups to identify barriers to 4-H participation.	