

## LEADERSHIP DEVELOPMENT

KEHA's educational focus deals with developing a strong leadership base for the organization and community. By doing this we will strengthen our community outreach efforts. All chairpeople should take the following ideas into consideration when planning their own programs and projects.

Consider the following ideas when planning programs and projects:

- Promote officer and chairman training using available training materials for membership statewide.
- Encourage members, as individuals and groups, to volunteer in the community.
- Encourage members to learn about how local and state government works and what they can do to affect decisions and actions.
- Encourage voter registration and voter participation.
- Encourage donations to and applications for the Evans/Hansen/Weldon and KEHA Homemaker Scholarship funds.
- Encourage and promote applications to the KEHA Endowed Scholarship at the University of Kentucky.

### **KEHA Leadership Development Chairperson – 2024-2026 (partial term)**

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# **LEADERSHIP DEVELOPMENT**

## ***2024 – 2027 PROGRAM OF WORK***

The Leadership Development program of work consists of four ongoing programs: Leadership, Citizenship, Scholarships, and Volunteerism.

### **1. LEADERSHIP**

KEHA Leadership is not what one leader does. Skills of individual leaders are important, however, the correct meaning of KEHA leadership is about what Homemakers do together. Influencing, guiding, and inspiring others to achieve goals is the definition of a leader regardless of whether they are an elected officer, appointed chair or dedicated member. KEHA and the University of Kentucky strive to motivate, encourage, and enhance the abilities of all Homemakers to achieve success for themselves and the association.

Leadership Development is an opportunity for KEHA members to build experience through training and practice, recognize potential, and lift each other up. All members are encouraged to participate in opportunities for training and education to empower effective, energetic involvement and better serve our families and communities.

#### **Focus:**

To encourage all Homemakers by providing opportunities to develop and sharpen leadership skills within the regular homemaker year, as well as a more deliberate leadership training program at the county, area, and state level.

#### **Goals:**

1. Continue leadership lessons at county, area and state levels expanding the knowledge of the KEHA organization.
2. Provide wider selections of leadership “mini courses” at the state meeting and make them open to all members, including elected officers.
3. Instill the importance of and the benefits of using parliamentary procedure during meetings.
4. Provide job descriptions to all Homemakers in a leadership position.

#### **Suggested Activities:**

1. Schedule a training day for all Homemakers specifically targeting the elected officers.
2. Review current or write job descriptions for each position in the club.
3. Use the featured lesson for a day activity; invite local community leaders for added interest.
4. Encourage members to participate in Leadership Development training and lessons.
5. Use the theme-based materials provided by KEHA at county and area leadership events.
6. Incorporate leadership training into area and county meetings.
7. Encourage Homemakers’ interest and participation in the Leadership Academy when offered.

**Featured Lesson:**

The featured lesson, *Robert's Rules Refresh*, covers the use of parliamentary procedure and includes the following materials:

- Publication – IP-15 – Simple Parliamentary Procedure  
<http://www2.ca.uky.edu/agcomm/pubs/ip/ip15/ip15.pdf>
- Facilitator Guide – IP-15.FG KEHA Focus
- Overview Presentation
- Parliamentary Procedure Trivia – Activity Guide
- Parliamentary Procedure Trivia Quiz – Presentation Slides
- Parliamentary Procedure Trivia Team Contest – Presentation Slides
- Parliamentary Procedure Mock Meeting Activity – KEHA Focus
- Lesson Evaluation

The publication is available publicly online. Contact your county agent for the additional materials.

## **2. CITIZENSHIP**

Three significant ways all Americans can express their citizenship are: serving in the military, participation in the judicial process by serving on juries when called, and voting. While many can't or choose not to join the military service, all can serve on a jury, witness a trial, or observe any city/town/county or national level governmental process.

**Focus:**

Homemakers should become the best citizen they can be. Homemakers should be involved in our local government.

**Goals:**

1. All eligible family members will register to vote and participate by voting in all elections.
2. Participate in local government by attending meetings such as council, fiscal court, and school board; become familiar with community leaders.
3. Incorporate what you hear and see at these meetings into discussions for the dinner table, with club members, etc.; talk about local issues.
4. Encourage community leaders to serve on the County Extension Council, Family and Consumer Sciences Advisory Council or other community organizations.

**Suggested Activities:**

1. Host a public forum for your whole community to come together with people in office to discuss their views and answer questions.
2. Plan a trip to Frankfort to be part of the gallery, observe the process, and meet with your legislator.
3. Read about how bills are drafted, reviewed, and voted on by our legislators.
4. Conduct an outreach program to promote voter registration.

### **3. SCHOLARSHIPS**

KEHA recognizes the value of education. The cost of post-secondary education is increasing and our scholarship program offers assistance to students, both traditional and non-traditional, to obtain the education they need for success. (A non-traditional student might be a homemaker member who wants to complete or advance his/her education.)

#### **Focus:**

KEHA will support scholarships for traditional and non-traditional students and inform students of available scholarships.

#### **Goals:**

1. Ensure local schools and students are aware of the scholarship opportunities offered through KEHA.
2. Increase support for scholarships for students majoring in Family and Consumer Sciences at UK and other Kentucky colleges and universities.
3. Increase the number of applications for all scholarships offered by KEHA.

#### **Suggested Activities:**

1. Contact local schools, public, private and home-school associations, to inform students and teachers about KEHA scholarships; follow-up three months before KEHA scholarship deadlines
2. Raise funds for the KEHA educational scholarship funds.
3. Encourage homemaker clubs and counties to investigate the possibility of partnering with other organizations to award scholarships for local students.

#### **Contest/Recognition:**

Recognize the counties who contribute the largest amount of money to KEHA scholarship programs (Evans/Hansen/Weldon and/or KEHA Member Scholarships). Members are encouraged to collect donations on an ongoing basis, with emphasis on collections in November. Funds collected should be submitted to the KEHA State Treasurer annually along with dues. Information and applications for scholarships are listed on the KEHA web site, and in the KEHA Manual, Handbook.

In addition, the top three areas with the greatest dollar amount of county and area scholarships as reported on the Leadership Development Program of Work Report form also will be recognized.

## **4. VOLUNTEERISM**

**What is a volunteer?** A volunteer is an individual who agrees to do a job or perform a service for others (not a household member) for which the only pay is the personal satisfaction of a job well done. A volunteer can share time, knowledge, skills, materials, etc. with others.

**Why volunteer?** Help homemakers feel better connected to their community, develop a sense of well-being, give back to others and develop a sense of social responsibility.

KEHA members are encouraged to serve their community as a volunteer, to be aware of community needs and help find ways to fulfill those needs. Additionally, members are asked to faithfully record those hours spent in volunteer service. Recording Volunteer Service Units (VSUs) allows KEHA to calculate the organization's impact through service to the UK Cooperative Extension Service, through the program and activities coordinated by KEHA leaders and through the community involvement of our members. Documenting volunteerism provides a quantifiable value of our impact. Why do we collect these VSU hours? Because it tells the story of KEHA's involvement.

### **Focus:**

Continue to encourage volunteer service by all members, work to identify community needs, and participate in the work of helping others through that service. Report volunteer hours of all members accurately. Work with the county FCS agent to submit volunteer hours on time.

### **Goals:**

1. Continue to focus on volunteerism and service to each other and our community.
2. Improve the process and importance of recording and reporting VSUs.
3. Acknowledge VSU contributions through awards.

### **Suggested Activities:**

1. Participate in the KEHA VSU program. Report VSU hours to the Leadership Development chair by the deadline.
2. Promote and publicize the VSU program.
3. Survey members to determine what volunteer services are currently supplied by homemakers to the community.
4. Compile a listing of local organizations and agencies in need of volunteers, including contact information for each organization/agency. Share this information with local KEHA members.
5. Share the value of volunteer hours with Homemakers at the county, area, and/or state levels. Use local media outlets (radio, newspaper, and social media) to share the news with the community. The most current Kentucky dollar value is reported in the state-by-state data, <https://independentsector.org/resource/value-of-volunteer-time/>. Example: In 2023 the value of a volunteer hour in Kentucky was \$28.53, while the U.S. value was \$33.49.
6. Encourage participation in the KEHA Community Volunteerism Awards.

### **Contest/Recognition:**

Community Volunteerism Awards