



# GROW TRUE LEADERS

National 4-H Council 2016 Annual Report

4-H   
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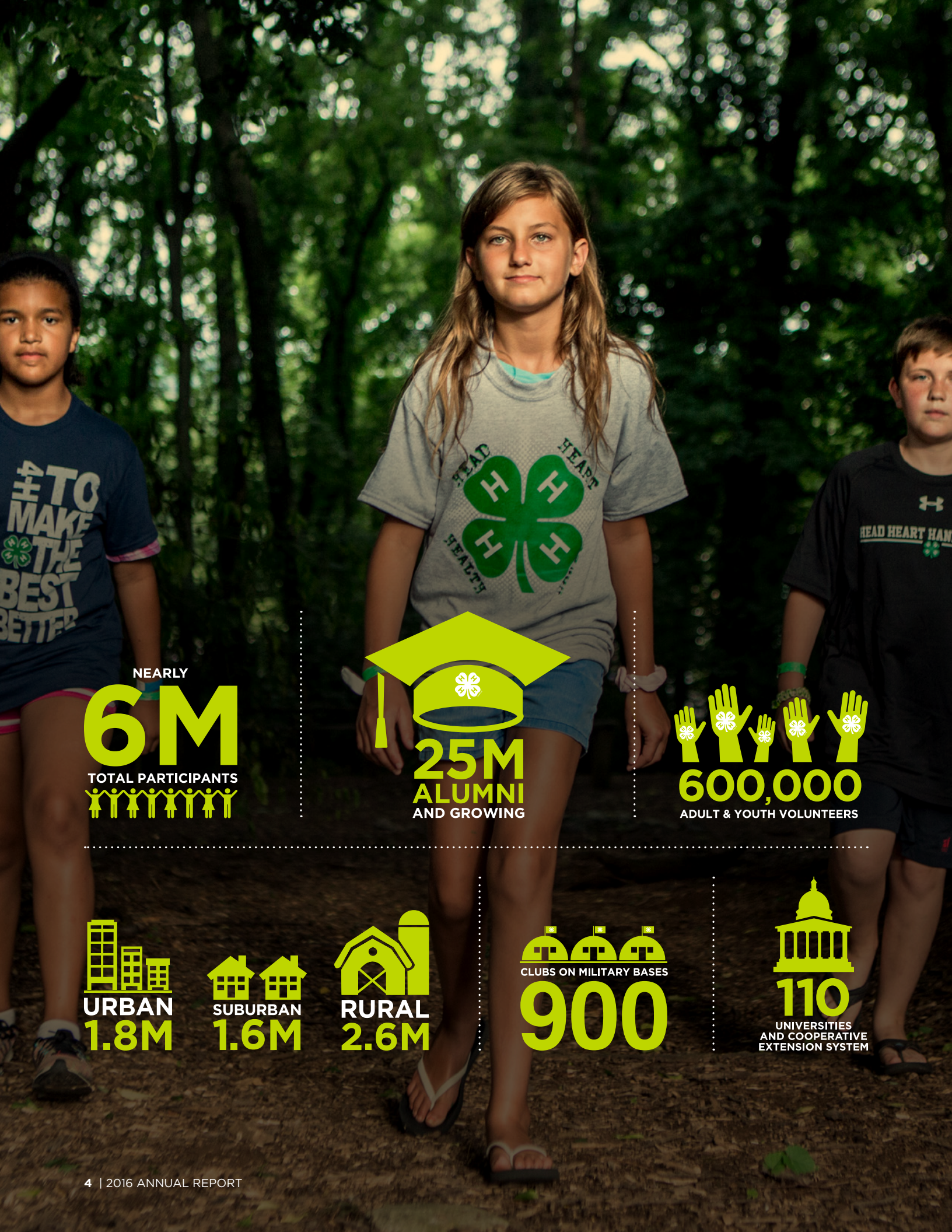


Some people work hard  
Some people work smart  
4-H  
MAKE IT HAPPEN



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NEARLY  
**6M**  
TOTAL PARTICIPANTS  


  
**25M**  
ALUMNI  
AND GROWING

  
**600,000**  
ADULT & YOUTH VOLUNTEERS

  
**URBAN**  
**1.8M**

  
**SUBURBAN**  
**1.6M**

  
**RURAL**  
**2.6M**

  
CLUBS ON MILITARY BASES  
**900**

  
**110**  
UNIVERSITIES  
AND COOPERATIVE  
EXTENSION SYSTEM

# From our Chairman and CEO

At nearly six million strong, 4-H is America's largest youth development organization. We have the strength and the capacity to grow even more 4-H youth with the confidence, curiosity and life skills they need to succeed.

**The key is leadership.** Alarming, America is facing a critical need for true leadership. Eighty-nine percent of business leaders are concerned that college graduates do not have the necessary skills for success.

According to today's young people, true leaders are in short supply. Only one in three young people say they are ready today with the skills they need to lead.

And that's why 4-H matters.

In 4-H, we believe every child has the potential to be a true leader. And they need our support. According to a 4-H National Youth Survey on Leadership, many say they don't feel encouraged by the adults in their lives—with more youth (86%) saying adults recognize the negative in their generation. Youth say they need more encouragement from adults that will help them build confidence and grow skills.

This is the focus of the *Grow True Leaders Campaign* we launched in 2016. We must and will empower young people with the life skills to thrive in life today and career tomorrow.

Together, National 4-H Council, America's land-grant universities, Cooperative Extension System and the United States Department of Agriculture are committed to empowering 10 million true leaders over the next decade, up from nearly six million young people today.

To do something this big, we need the help of our 25 million alumni—volunteering, giving, telling the 4-H story. And many already are as you will see on the following pages.

That's what the *Grow True Leaders Campaign* is all about—to grow 4-H; to grow the true leaders our nation needs to succeed in the years to come.

That's what every kid deserves.



*Jennifer L. Sirangelo*

**Jennifer L. Sirangelo**  
President & CEO  
National 4-H Council



*Landel C. Hobbs*

**Landel C. Hobbs**  
Chair, National 4-H Council  
Board of Trustees  
Chairman, LCH Enterprises

# Board of Trustees

National 4-H Council is governed by a diverse leadership board comprised of corporate executives and youth leaders as well as representatives from the nation's land-grant universities, Cooperative Extension System and federal government agencies.



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University of Florida/IFAS Extension  
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Cooperative Extension and Outreach  
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Newark, DE

**THE YOUTH CLASS**

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State College, PA

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Student  
University of Georgia  
Athens, GA

**LAZARUS LYNCH\***

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Buffalo State College  
Buffalo, NY

**ANDREA VESSEL**

American University Alumna  
Cincinnati, OH

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LIAISONS**

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Research, Education and Economics  
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Washington, DC

**MUQUARRAB QURESHI\*\***

Deputy Director  
Institute of Youth,  
Family, and Community  
U.S. Department of Agriculture/  
National Institute of Food and  
Agriculture  
Washington, DC

\*Executive Committee member

\*\*Ex officio member

# 4-H GROW TRUE LEADERS CAMPAIGN

The *Grow True Leaders Campaign* is the first of its kind for 4-H—a national, multi-channel initiative that supports the goal of reaching and empowering 10 million young people by 2025.

In 2016, hundreds of young people put their voices into action, calling on the nation to invest in the next generation of true leaders during the 4-H Grow True Leaders Rally. Those youth voices, combined with the powerful results of a national youth survey on leadership and alumni engagement efforts, received significant news coverage across the country. And thanks to 4-H alumni, young people, parents, professionals, volunteers and many others in communities nationwide, 4-H trended on Twitter during the campaign launch and **#trueleaders** exceeded 100,000 shout-outs.

We invite you to check out the many elements of the campaign by clicking on the links to the right and stay connected in the weeks and months ahead as we continue to tell the 4-H story and grow even more true leaders.



60 Second PSA



NBC Weekend Today  
Craig Melvin



Grow True Leaders  
Rally Highlights





CAMPAIGN REACH:

685M

MEDIA VALUE:

\$9.4M



A TRUE LEADER  
FINDS A WAY.



A TRUE LEADER TAKES  
RESPONSIBILITY FOR  
OTHERS.



A TRUE LEADER  
SEES LIFE AS A  
TEAM ACTIVITY.



THE WALL STREET JOURNAL

The Washington Post



Advertising Age



# Alumni

Research proves the unparalleled impact of the 4-H experience. 4-H alumni show it. They live it. 4-H'ers have reached the highest points of achievement in virtually every industry and sector.

There are an estimated 25 million 4-H alumni—many of whom remember the day he or she first took the 4-H pledge. And how it helped them take off in ways some never dreamed possible. Annually, National 4-H Council recognizes their contributions with the prestigious Alumni Medallion Award. In 2016, Council honored Congresswoman Terri Sewell (Alabama 4-H alumna) and NBC Weekend TODAY Anchor Craig Melvin (South Carolina 4-H alumnus) during the 7th annual Legacy Awards that also featured 4-H celebrity spokesperson and GRAMMY award-winning singer/songwriter Jennifer Nettles.

Also in 2016, with the help of the *Grow True Leaders Campaign*, a long list of alumni, including those you see here, stepped up in numerous ways to give back to the organization that helped inspire them when they were kids in 4-H. Because they want to help grow the next generation of true leaders.



**ARE YOU 4-H GROWN? RECONNECT WITH 4-H.**

## Videos:



**Jennifer Nettles**  
Georgia 4-H



**Peggy Whitson**  
Iowa 4-H



**Honorable Terri Sewell**  
Alabama 4-H

*Legacy*





# 2X THE IMPACT

4-H'ers are 2X more likely to participate in STEM activities outside of school\*

# STEM

SCIENCE, TECHNOLOGY, ENGINEERING AND MATH

## PROGRAMS:

4-H National Youth Science Day: Motion Commotion

STEM 4-H Career Pathway

Maker Summit

4-H Connecting Youth to Nature

## 5 MILLION ANNUAL PROJECTS

From robotics and rocketry to the world's largest youth-led science challenge, 4-H STEM programs use hands-on activities to teach problem solving, creative and critical thinking, and build excitement for engineering and technology.

## DONORS:



## Thaddeus 'Thad' Hughes

ILLINOIS 4-H | YOUTH IN ACTION AWARDEE

Every day, 4-H'ers seize opportunities to improve their local communities, taking the initiative to create lasting solutions. Thad Hughes epitomizes the 'can-do' attitude that is found in 4-H clubs around the world. Upon noticing that his classmates were indifferent to engineering, he set out to invigorate science and robotics programming through Illinois 4-H (University of Illinois Extension). As a mentor for FIRST Lego League and the Illinois State Robotics Competition, Thad has demonstrated new technologies and the engineering process for four years. He also developed an after-school program called Spinning Robots, in which he taught 50 middle schoolers basic circuitry and how to build simple robots. Through talks, demonstrations, and workshops, Thad has engaged more than 6,000 youth in the wonders of science.



**WATCH THAD'S VIDEO**

\* Tufts University: Comprehensive Findings from the 4-H Study of Positive Youth Development



# 2X

THE IMPACT

4-H'ers are 2X  
more likely to make  
healthier choices.\*



# Healthy Living

## PROGRAMS:

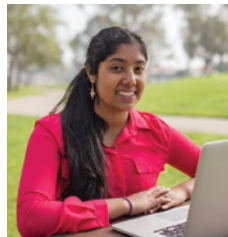
4-H Food Smart Families  
Youth Voice: Youth Choice  
Healthy Living Summit  
Health Rocks®

## DONORS:



## 2.5 MILLION ANNUAL PROJECTS

The health and well-being of America's kids is a 4-H priority. And it's 4-H youth who are leading programs that are changing and improving families and communities.



## Ruwanthi 'Ru' Ekanayake

**CALIFORNIA 4-H | NATIONAL YOUTH IN ACTION AWARDEE**

Healthy lifestyle choices, which often go unheeded in today's society, are truly central to leading a balanced life and setting yourself up for success. 4-H'ers recognize the value of healthy living and Ru Ekanayake is a testament to this. Ru launched the first-ever 4-H Healthy Living blog, allowing 4-H'ers to share their stories, build bridges and create national discussions about health, from nutritional habits to mental and emotional well-being. She also organized a Healthy Living Summit across nine counties in California, which led to more youth starting local healthy living programs, including farm-to-table gardening and cyber-safety programs made possible by California 4-H (University of California Agriculture and Natural Resources).



**WATCH RU'S VIDEO**

\* Tufts University: Comprehensive Findings from the 4-H Study of Positive Youth Development



# 40%

40% of 4-H'ers are more interested in science and ag.\*





# Agriculture

## PROGRAMS:

4-H Ag Innovators Experience  
Commodity Carnival  
Ag Science Summit

## DONORS:



## 3 MILLION PROJECTS IN 2016

4-H programs engage and excite young people in agricultural science topics and career possibilities, including veterinary science, biotechnology, raising and training animals and forestry.



### Jacob Shuman

OHIO 4-H | YOUTH IN ACTION AWARDEE

While 4-H develops each individual member in a unique way, no personal achievement would be possible without a positive club and community environment. A commitment to collaboration and empathy are critical components of 4-H, and Jacob Shuman is a wonderful example of how this concern for others can generate an incredible impact. Through his work in Ohio 4-H (Ohio State University Extension), Jacob became an advocate for honey bee pollination given its importance to agriculture and his community's health and food supply. In response to these findings, he developed the Teens Educating Adults and Children about Honey Bees program, through which he provides education and demonstrations on the importance of bees to agriculture, the economy and individuals' health.



**WATCH JACOB'S VIDEO**

\*40 percent of 4-H'ers are more interested in science and agriculture after participating in National 4-H Council's Honey Bee Challenge



# 4X

THE IMPACT

4-H'ers are 4X  
more likely to  
contribute to their  
communities\*

# Citizenship

## PROGRAMS:

4-H National Mentoring Program

Juntos 4-H

Citizenship Washington Focus

Leadership Washington Focus

## DONORS:



## 2.5 MILLION PROJECTS IN 2016

4-H citizenship programs empower young people to be well-informed citizens who are actively engaged in their communities and the world.



## Alexandria 'Lexie' Lerblance

**OKLAHOMA 4-H | YOUTH IN ACTION AWARDEE**

It is often said that today's youth are the leaders of tomorrow, but in 4-H, our members are already leaders. Around the globe, 4-H'ers use their citizenship skills to spark real change in their communities without waiting to be asked. Lexie Lerblance is one such leader through her work with Oklahoma 4-H (Oklahoma State University Extension). Her commitment to community service became evident when she co-founded the Teresa Lane Compton Memorial Wig Closet, which provides free high-quality wigs, head coverings, bras, and prostheses to cancer patients. Inspired by the legacy of her grandmother, Lexie works tirelessly to spread cancer awareness through various speaking engagements, including the Pink Ribbon Luncheon and the Federal Board of Education.



**WATCH LEXIE'S VIDEO**

\* Tufts University: Comprehensive Findings from the 4-H Study of Positive Youth Development

# Partnership with States

It's an exciting time to be a part of 4-H as we grow our reach and relevance in new and innovative ways. In 2016, National 4-H Council created a new communications infrastructure—arming the entire movement with consistent messages and branded materials to speak with a unified voice. With the support and investment of Cooperative Extension—4-H leadership, volunteers and youth are working hard to engage 4-H alumni through the *Grow True Leaders Campaign*. The ultimate goal of these collective efforts is to provide millions more young people with the power of a 4-H experience—delivered by 110 land-grant universities across the nation.



# Financials

## SUMMARY STATEMENT OF FINANCIAL POSITION

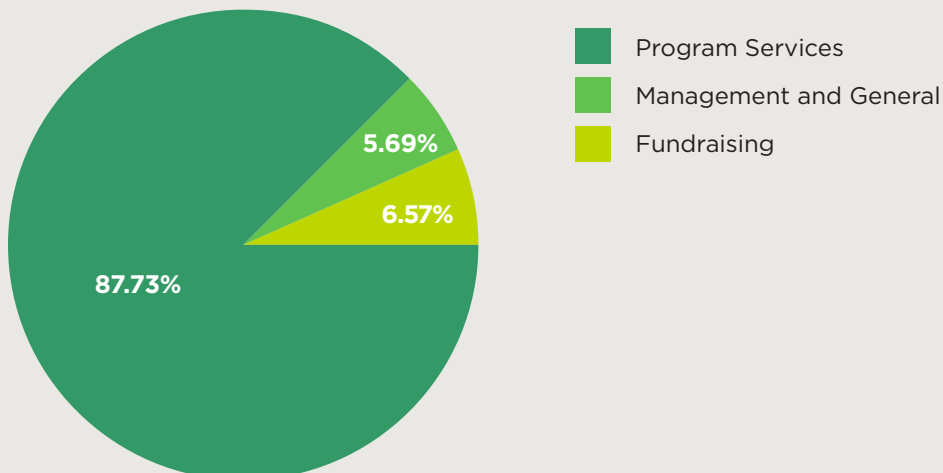
<b>Assets:</b>	<b>2015</b>	<b>2016</b>
Cash and cash equivalents	\$8,657,909	\$5,748,316
Investments	\$10,227,045	\$10,036,354
Receivables	\$9,715,031	\$12,988,745
Merchandise inventories	\$1,596,178	\$1,966,871
Property and equipment, net of depreciation	\$8,442,821	\$8,223,558
Other assets	\$255,855	\$136,499
<b>TOTAL ASSETS</b>	<b>\$38,894,839</b>	<b>\$39,100,343</b>
<b>Liabilities:</b>	<b>2015</b>	<b>2016</b>
Accounts payable and accrued expenses	\$4,810,146	\$6,279,363
Line of credit	-	-
Deferred revenue	\$1,304,675	\$2,468,838
Accrued postretirement benefit liability	\$2,860,067	\$3,278,783
Unfunded pension liability	\$2,909,535	\$5,761,070
Agency funds and other	\$1,571,310	\$643,290
<b>TOTAL LIABILITIES</b>	<b>\$13,455,733</b>	<b>\$18,431,344</b>
<b>Unrestricted Net Assets:</b>	<b>2015</b>	<b>2016</b>
Undesignated	\$3,745,841	(\$1,572,452)
Designated	\$4,014,942	\$3,960,138
<b>TOTAL UNRESTRICTED NET ASSETS</b>	<b>\$7,760,783</b>	<b>\$2,387,686</b>
<b>Restricted Net Assets:</b>	<b>2015</b>	<b>2016</b>
Temporarily restricted net assets	\$17,442,926	\$18,045,916
Permanently restricted net assets	\$235,397	\$235,397
<b>TOTAL NET ASSETS</b>	<b>\$25,439,106</b>	<b>\$20,668,999</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$38,849,839</b>	<b>\$39,100,343</b>

Fiscal Year 2016 (July 1, 2015–June 30, 2016)

## SUMMARY STATEMENT OF ACTIVITIES

Revenue:	2015	2016
Contributions and grants	\$31,059,218	\$29,773,932
National 4-H Conference Center	\$10,348,562	\$10,796,174
National 4-H Supply Service	\$4,705,234	\$5,079,804
Investment income	\$684,996	\$500,004
Other	\$1,147,747	\$620,813
<b>TOTAL REVENUE</b>	<b>\$47,945,757</b>	<b>\$46,770,727</b>
Expenses:	2015	2016
Program services		
Educational programs	\$24,285,910	\$29,707,663
National 4-H Conference Center	\$8,233,098	\$8,474,730
National 4-H Supply Service	\$3,822,551	\$3,972,114
Management and general	\$3,319,387	\$2,734,484
Fundraising	\$2,932,460	\$3,158,665
<b>TOTAL EXPENSES</b> before Investment Gains/(Losses), Pension Costs and Post-Retirement Benefit Costs	<b>\$42,593,406</b>	<b>\$48,047,656</b>
Investment gains/(losses)	(\$486,075)	(\$375,528)
Pension related changes other than net period pension costs	(\$498,447)	(\$2,698,934)
Post retirement benefit costs	(\$77,131)	(\$418,716)
<b>CHANGE IN NET ASSETS</b>	<b>\$4,290,698</b>	<b>(\$4,770,107)</b>

## 2016 EXPENSE COMPONENTS



# Honor Roll

National 4-H Council's work on behalf of the 4-H Youth Development movement would not be possible without the generosity of our individual, corporate and foundation donors. **Thank you.**



We wish to thank the following organizations for their long term support of our work. While we have listed their support in previous annual reports, their funds continued to support our work in Fiscal Year 2016 (July 1, 2015–June 30, 2016).

AARP Foundation  
AGCO Corporation  
Altria Group  
Bill and Melinda Gates Foundation  
CME Group  
ConAgra Foods Foundation  
Disney Conservation Fund  
DuPont Company

Farm Credit  
Howard G. Buffett Foundation  
Hughes Communications Inc.  
IQ Solutions  
JCPenney Cares  
Lockheed Martin Corporation  
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Motorola Solutions Foundation  
New York Life Foundation  
Tata Consultancy Services  
Tractor Supply Company  
S. D. Bechtel, Jr. Foundation  
U.S. Cellular  
UnitedHealthcare  
Walmart Foundation

## Second Century of Excellence Club

CORPORATIONS AND FOUNDATIONS, JULY 1, 2015 - JUNE 30, 2016

### EMERALD CLOVER \$1,000,000 AND UP

Altria Group  
Tractor Supply Company  
Walmart Foundation

### PLATINUM CLOVER \$250,000 - \$999,999

Disney Conservation Fund  
Hughes Communications Inc.  
Monsanto Company  
Robert Wood Johnson Foundation  
U.S. Cellular

### GOLD CLOVER \$100,000 - \$249,999

ATK Federal Cartridge Company  
Bernadett Family Fund  
CME Group  
DuPont Company  
Farm Credit  
Target Corporation

### SILVER CLOVER \$50,000 - \$99,999

Bayer CropScience  
CHS Foundation  
Molina Healthcare, Inc.

### BRONZE CLOVER \$25,000 - \$49,999

ACH Food Companies, Inc./Fleischmann's Yeast  
Bekaert  
Coca-Cola North America  
Comcast  
JCPenney Cares  
Johnson & Johnson  
Strategic Staffing Solutions

### GREEN CLOVER Up to \$24,999

AFSCME AFL-CIO, Council 2, Local 1811-CA  
AmazonSmile Foundation





American Physical Therapy Association  
 Animal Health International, Inc.  
 API  
 BAE Systems, Inc.  
 BakerHostetler  
 Bright Funds Foundation  
 Buckhorn, Inc.  
 Bucklin R-II School  
 Calibre CPA Group, PLLC  
 Charity Gift Certificates  
 Clay County 4-H Club Council  
 Cloverleaf 4-H Club  
 CMA Foundation  
 Compass  
 The Context Network  
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 Cultura Technologies, LLC  
 Custard Boys, LLC  
 Dailey & Associates  
 Daisy Outdoor Products  
 The Dickson Foundation, Inc.  
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 Farmer's Business Network, Inc.  
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 FirstPic, Inc. Consulting  
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 From the Heart Enterprises, Inc.  
 FrontStream Workplace Philanthropy  
 Georgia 4-H Foundation  
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 Great Plains Industries, Inc.  
 GSD&M  
 Hodgdon Powder Co. Inc.  
 Hornady Manufacturing Company  
 IPG Mediabrands  
 Ironmark USA  
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 New York Life Foundation  
 Oved Apparel  
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 Pfizer  
 Proper Service, Inc.  
 Raytheon Company  
 Reagent Chemical & Research, Inc.  
 Israel Montalvo & Debra Hoffman Montalvo  
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 Securitas Security Services USA, Inc.  
 Show Barn Supplies DBA Prairie View Ag Supply  
 Sierra Nevada Corporation  
 SilverStone Group, Inc.  
 Starcom Mediavest Group  
 Steven & Carisa Jones Family Fund  
 TisBest Charity Gift Cards  
 United States Hispanic Chamber of Commerce  
 UnitedHealthcare  
 VF Jeanswear  
 Vista Outdoor Sales, LLC  
 VSC Fire & Security, Inc.  
 Weaver Bros. Insurance Associates, Inc.  
 Weaver Leather  
 Wells Fargo & Company

## Second Century of Excellence Club

**INDIVIDUAL DONORS,  
JULY 1, 2015 - JUNE 30, 2016**

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Special appreciation for those individuals who have contributed \$25,000 or more during their lifetimes in support of National 4-H Council and its programs.

Anonymous (2)  
 Roger C. Beach  
 Drs. Martha and Faustino Bernadett  
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 Gary and Trudie Davis  
 Joseph and Leslie Dzialo  
 David and Paula Epstein  
 Don and Carolyn Floyd  
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 Landel and Chris Hobbs  
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 Eren and Fatih Ozmen  
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 James P. Tobin and Virginia E. Heagney  
 The Omer G. Voss Family Foundation

## Giving Levels

Council is pleased to recognize the following individuals for their generous contributions in FY 2016.

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### EMERALD CLOVER \$10,000 AND UP

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Drs. Martha and Faustino Bernadett  
Jim Borel  
Scott and Jill Bramble  
Joseph and Leslie Dzialo  
David and Paula Epstein  
Ken and Lucy Hicks  
Landel and Chris Hobbs  
Dan A, Klingenberg  
Tom Lehr  
Alison Lewis and Family  
Mr. and Mrs. William A. Linnenbringer  
Lockheed Martin Employee Giving  
Charles and Blanche Muller\* Trust  
Michelle Munson and the Serban Simu Family  
Eren and Fatih Ozmen  
Teresa Paulsen  
Larry and Brenda Potterfield  
Michelle and Steve Rodgers  
Estate of Justus W. Seaman\*  
Melvin R. & Irene M. Sheffer\* Trust  
Jennifer L. Sirangelo  
Gene and Sharon Swackhamer  
Jennifer M. Whitlow

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### PLATINUM CLOVER \$5,000 - \$9,999

Caleb K. Cheng  
Kenneth and Nancy Cheng  
Austin Pittman  
James P. Tobin and Virginia E. Heagney

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### GOLD CLOVER \$1,000 - \$4,999

Kevin Allen, Ph.D.  
John Amaya  
Drs. William J. and Bonnie Braun  
Gary and Trudie Davis  
Gary and Arlene Deverman  
Heather and Jon Elliott  
Andy and Deb Ferrin  
Don and Carolyn Floyd  
Dorothy McCargo Freeman  
William Frost  
Dr. E. Gordon Gee  
Secretary Dan Glickman  
Janet and James Golden  
Jeffery and Donna Goodwin  
K. Denise Grant  
Puff Hampson  
Lynn Henderson  
Paula Hendrickson, CFP  
IBM Employee Charitable Contribution Campaign  
JCPenney Employee Giving  
Dr. Edwin and Laura Jones  
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