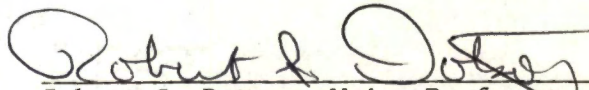
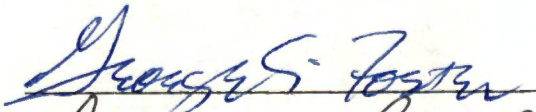
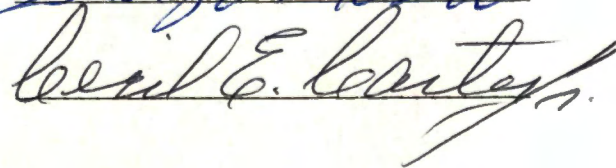


To the Graduate Council:

I am submitting herewith a thesis written by James A. Batsford entitled "A Comparative Analysis of Selected Tennessee 4-H Standards for the Years 1965 and 1975 With Projections to 1981." I recommend that it be accepted in partial fulfillment of the requirements for the degree of Master of Science, with a major in Agricultural Extension.


Robert S. Dotson, Major Professor

We have read this thesis
and recommend its acceptance:

Accepted for the Council:


Vice Chancellor
Graduate Studies and Research

Thesis
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A COMPARATIVE ANALYSIS OF SELECTED TENNESSEE 4-H
STANDARDS FOR THE YEARS 1965 AND 1975
WITH PROJECTIONS TO 1981

A Thesis
Presented for the
Master of Science
Degree
The University of Tennessee, Knoxville

James A. Batsford

December 1976

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ABSTRACT

Four-H, the youth development phase of Cooperative Extension, has grown to be one of the largest youth organizations in the world, and enrolls four million boys and girls annually in its citizen building projects and activities. Four-H in Tennessee involved 166,390 youth in 1975, but had a much larger potential. To bolster enrollments, 4-H Standards were developed in the mid-1960's. After ten years it was felt that the Standards might need re-evaluating. Therefore the purpose of this study was to comparatively examine Tennessee 4-H Club data for 1965 and 1975 regarding participation, organization and leadership, considering the utility of the 4-H Standards, namely: (1) 4-H Standard One: there should be 1,000 4-H club members, adjusted, per Fulltime Staff Equivalent in 4-H, (2) 4-H Standard Two: there should be 20-40 members per 4-H Club, (3) 4-H Standard Three: there should be 100 adult leaders per F.S.E. or one adult leader for each ten members, and (4) Proposed 4-H Standard Four: the county enrollment mix should be approximately 20 percent Explorers, 40 percent Juniors, 30 percent Junior Highs and 10 percent Seniors.

Related literature provided support for each of the Standards and the five adjustment criteria for Standard One.

Data were drawn from various sources as needed. Several aspects of data collection required special handling such as the relative economic status of counties, computation of numbers of adult leaders and basic four 4-H organizations.

Major findings included the following: (1) regarding 4-H

Standard One: (a) nearly one-half of the Tennessee counties met or exceeded the suggested 1981 enrollments compared to only one-fourth doing as in 1971, (b) 4-H enrollment had increased from the 117,516 youth of 1965 to the 168,930 youth of 1975 and was projected to 187,909 youth in 1981, (c) adjustment criteria appeared to give realistic enrollment suggestions, (d) reenrollment percents had not changed appreciably Statewide, however individual counties had changed more drastically, (e) the potential membership was and is greater than enrolled or suggested for 1981; (2) regarding 4-H Standard Two: (a) the average number of members per club had decreased since 1965 and did generally fall within the 20-40 member limit, (b) the range in the number of members per club had narrowed, the average being 33 in 1975 versus 38 in 1965, (c) the number of clubs had increased from 2,946 in 1965 to 4,971 in 1975 and the suggestion was for 5,793 clubs by 1981 to accomodate the suggested increased enrollment; (3) regarding 4-H Standard Three: (a) the number of adult leaders had decreased by 1,565 since 1965, (b) the number of Junior and Teen leaders had increased by nearly 2,000 over the ten year period, (c) the ratio of Junior and Teen leaders per adult leaders had increased from 0.3 in 1965 to 0.7 in 1975, (d) the suggested number of adult leaders called for an increase of 12,336 more leaders by 1981; (4) regarding Proposed 4-H Standard Four: (a) there had been a disproportionately high percent of Junior and low percent Senior audiences enrolled, (b) National and State figures approximated the proposed audience mix, and (c) projected

1981 numbers showed increases were needed in Explorer, Junior High and Senior audiences, especially the last. Implications and recommendations also were given.

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CHAPTER I

INTRODUCTION

I. THE PROBLEM AND ITS SETTING

The youth development phase of The Cooperative Extension Service, 4-H, has grown to be one of the largest organizations for young people in the world. Four-H grew out of a movement in the late 19th and early 20th centuries to help the rural people of America. No one person or part of the country can correctly claim to be the originator of 4-H.

Four-H, over the years has involved millions of boys and girls and at present enrolls over four million each year (9:1).^{*} Four-H has grown to be the "most highly respected" aspect of The Cooperative Extension Service (23:105).

The 4-H "Learning By Doing" projects and activities attract boys and girls from urban as well as rural farm and non-farm homes, with the aims of assisting youth to become ethical, effective citizens (25:264-266).

At the heart of 4-H is the 4-H Club, boys and girls organized formally with the guidance of a volunteer and/or professional leader. The club provides the vehicle for effective 4-H project work and activities. The leader guides and advises the 4-H youngsters through their various projects and activities.

^{*} Numbers in parentheses refer to numbered references in the bibliography; those after the colon are page numbers.

Four-H is a viable organization with access to basic knowledge resources in the University (4:141).

Four-H enrollment figures continue to climb, but the full potential of 4-H has not been reached. Despite the Nation's highest 4-H Club enrollment (29:1, 9:1). Tennessee has a potential enrollment of 635,161 boys and girls aged nine through 19 years (i.e. youth in grades 4 through 12). Tennessee enrolled 166,886 boys and girls in 4-H Clubs in 1975 (27).

II. STATEMENT OF THE PROBLEM

In the early 1960's, enrollment among the senior age 4-H members (ages 14-19 years) showed a downward trend (11). Extension agents and specialists on the State staff became concerned over the tendency for boys and girls to drop out of 4-H as they reached high school. By 1965, the future looked dark indeed. A State level program review was initiated that year to study the situation and devise a method to reach, teach and hold larger numbers of Tennessee's boys and girls.

During the same time period the Girl Scouts of America were completing a study in Middle Tennessee of the number of staff involved related to both member and adult participation. Their study concerned the basis for allocating staff and resources. Later, members of the State 4-H Program Review Committee were to consider, adapt, and/or adopt some of the same standards recommended in the Girl Scout study.

Work by the 4-H Program Review Committee eventually resulted in the development of three Tennessee 4-H Enrollment Standards (33),

namely: (1) 1,000 4-H Club members per Full-time staff equivalent (F.S.E.); (2) 20 to 40 members per 4-H Club; and (3) 100 adult leaders per F.S.E. (33).

Of course, it was recognized that counties were different and varied widely so that Standards fit some better than others (26). Consequently, provisions for adjustments were made and a goal for each county was suggested. Five primary criteria for adjustment of the enrollment Standard were established (32) including those emphasizing the farm and rural populations of the county, the economic status of the county and the past 4-H participation and organization in that county. The criteria will be explained and explored in later chapters of this thesis.

At the time of the present study, the three Tennessee 4-H Standards mentioned above had been in use for some ten years, 1966-1975. Administrative feeling was that the time had come to take another look at their utility. Certain questions had been posed. Were the Standards still feasible? How many counties had attained or exceeded such recommendations? Were other Standards needed? Were the criteria for adjustment of the enrollment Standard still applicable?

III. PURPOSE OF THE STUDY

The overall purpose of this study was to comparatively examine Tennessee 4-H Club data for 1965 and 1975 regarding participation, organization, and leadership using generally accepted State enrollment Standards and an additional exploratory Standard.

Specific objectives include those listed below.

1. To study the utility of 4-H Standard One, that there should be approximately 1,000 4-H Club members, adjusted, per Full-time Staff Equivalent in 4-H (33) giving consideration to:
 - A. Criterion #1. The percent that the rural youth population (i.e. rural farm plus rural non-farm) of the Junior 4-H age (9-13 years) in the county was of the total youth population in the same age bracket.
 - B. Criterion #2. The percent that the number representing 65 percent of the farm population of 4-H ages (9-19 years) in the county would be of the anticipated enrollment at the standard rate of 1,000 members per F.S.E.
 - C. Criterion #3. The relative economic status of the counties.
 - D. Criterion #4. The number of the "basic four" organizations reported to be active in the county, namely:
 - (1) County 4-H Leaders' Organization, (2) 4-H Citizens Committee, (3) 4-H Honor Club, (4) County 4-H Council and/or All Stars.
 - E. Criterion #5. The present (i.e. 1965 and 1975) total 4-H Club membership per F.S.E. assigned 4-H work in the county.
2. To study the utility of 4-H Standard Two, that there should be an optimum average of 20-40 members enrolled per 4-H Club.

3. To study the utility of 4-H Standard Three, that there should be 100 adult leaders per F.S.E., or one adult leader for every ten members.
4. To study the possible utility of establishing as an additional proposed 4-H Standard Four, that the county enrollment should be made up of the following approximate mix: 20 percent Explorers (i.e. 4th grade), 40 percent Juniors (i.e. grades 5 and 6), 30 percent Junior High (i.e. grades 6, 7, and 8), and 10 percent Seniors (i.e. grades 10, 11, 12).
5. To examine 4-H enrollment trends in the State of Tennessee and project future enrollment club and leader figures for 1981.

IV. DEFINITION OF TERMS

So that the author and the reader may have a common understanding of terms used in this study, the definitions presented below will apply throughout the remainder of the body of this thesis.

✓ *Full-time Staff Equivalent (F.S.E.) in 4-H.* This refers to one staff member devoting 100 percent of his or her time to county 4-H youth work. For a county it is computed by dividing the total percent of county staff time devoted to youth work by 100 (26), for this study it was determined by simply figuring the average number of staff members assigned responsibility for 4-H Agriculture and 4-H Home Economics in the July 1974, January 1975 and July 1975 Tennessee Agricultural Extension Staff Directory, Form 635 (31).

✓ *4-H Club Member.* A 4-H'er enrolled in an organized group of boys and girls with officers and a planned program which is carried on throughout all or several months of the year (12).

✓ *4-H Club.* An organized group of boys and girls, with officers and a planned program which is carried on throughout all or several months of the year (12). In Tennessee most 4-H Clubs meet in the public schools during the school day.

4-H Leader. A 4-H'er enrolled in leadership and/or adults who work with 4-H clubs, groups or individual 4-H'ers in a leadership capacity (12).

Adult Leader. Any person past 4-H age (i.e. 19 years) who serves as a 4-H leader (12).

Organizational Leader. A person who serves as a leader of a 4-H club. Where more than one person serves as a leader, the responsibilities are divided. In such cases one should be designated as the chairman or main leader (12).

Project Leader. A person who serves as a leader of 4-H'ers working on a specific project. They may work with the members individually or through project groups (12).

Activity Leader. A person who serves as a leader of 4-H'ers working on a specific activity and/or special senior opportunity. They may work with the members individually or in groups.

✓ *Tennessee Agricultural Extension Supervisory District.* Grouping of the ninety-five Tennessee Counties for administrative purposes. See Figure 1 for that grouping.

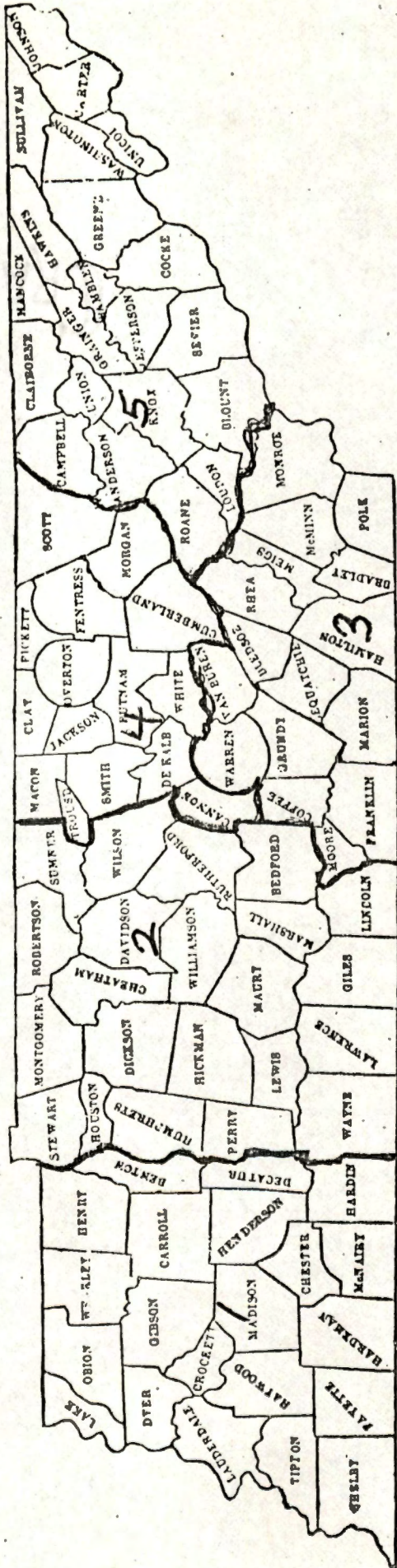


Figure 1. Map of the State of Tennessee showing the Agricultural Extension Supervisory Districts.

Junior Leader. A 4-H'er enrolled in the leadership project who works with Explorer and Junior 4-H Clubs.

Teen Leader. 4-H'er enrolled in the leadership project who works with Junior High 4-H Clubs.

4-H Standard. A measure of optimum quantity and/or quality of 4-H participation, organization, leadership, recognition or sponsorship approved and/or generally accepted.

CHAPTER II

REVIEW OF LITERATURE

Other studies related to specific guidelines for 4-H enrollment goals proved to be limited. Only available studies judged to be pertinent to the purposes of this study were reported. The major purposes dealt with five 4-H standards, namely, 4-H Standard One: There should be approximately 1,000 club members, adjusted, per F.S.E.; 4-H Standard Two: There should be 20-40 members per 4-H Club; 4-H Standard Three: There should be 100 leaders for F.S.E., or one adult leader for each ten members (i.e. two to four per club); and Proposed 4-H Standard Four: County 4-H enrollment should include approximately 20 percent Explorers, 40 percent Juniors, 30 percent Junior Highs and 10 percent Seniors.

Much of the Tennessee 4-H Program Review work done in 1965-1966 and presented in "Selected References Related to Some Suggested 4-H Standards for Use in Five-Year Program Planning" (30) and "Some Suggested 4-H Standards for Use in Five-Year Program Planning" (33) provided basic supporting information.

More recent research and literature covered related primarily to specific 4-H audiences, but is useful in the discussion of each 4-H Standard.

I. FOUR-H STANDARD ONE: THERE SHOULD BE APPROXIMATELY 1,000 MEMBERS, ADJUSTED, PER F.S.E. IN 4-H

In relation to 4-H Standard One and the five accompanying criteria, the 1965 study reported "The Tennessee State average in 1950

and other years was 1,008 members per F.S.E." thus indicated the apparent attainability of the standard (33). Also, similar youth programs in rural America (i.e. Boy and Girl Scouts) allocated professional staff members on the basis of one to 1,000 youth enrolled (33).

In his upcoming, 1976 study of factors influencing three basic 4-H staffing patterns, Long (14), working at Ball State University, Muncie, Indiana, reported he was considering the number of professional agent-days devoted to 4-H and the number of youth served per agent-day rather than F.S.E.'s as he compared three staffing modes used most commonly in 4-H in a tri-state area. Of course, F.S.E.'s would be reflected in terms of 365 day years minus weekends, leave, and holidays.

Jayaramaiah (13), in a classic 1972 study of 4-H success factors, identified 4-H Standard One with the assistance of State and National committees. They agreed that "Four-H club work should include high quality participation of an optimum number of boys and girls in each county per F.S.E." This Tennessee study dealt with useful principles in the development of effective 4-H club work in the United States. Eighty principles were identified from literature. Each was judged by the State panel and the National panel for its relative importance.

Regarding Adjustment Criteria

In 1965-1966, the Tennessee 4-H Program Review Committee developed and used five primary criteria to adjust the standard 1,000 members per F.S.E. to fit individual counties. Criteria included:

- (1) the percent that the rural youth population of the Junior 4-H age (9-13 years) in the county was of the total youth population in the

same age bracket, (2) the percent that the number representing 65 percent of the farm population of 4-H ages (9-19 years) in the county would be of the anticipated enrollment at the standard rate of 1,000 members per F.S.E., (3) the relative economic status of the counties, (4) the number of the "basic four" organizations reported to be active in the county (4-H Citizens' Committee, Leaders' Organization, Honor Club, County Council and/or All Stars), (5) the present total 4-H club membership per F.S.E.

Adjustment levels ranged from a deduction of 100 youth per F.S.E. to addition of 100 youth per F.S.E. for each criterion. Thus, total deduction could have been as great as 500 members as could additions.

The specific criteria associated with the adjustments made to Standard One for individual counties also had the backing and support of others.

Reed (21:15) in a 1970 Tennessee study of the association between selected factors of county 4-H programs and Senior 4-H enrollment concluded that Senior 4-H enrollment increased in Tennessee counties when the total number of Extension staff members increased.

Chu (6:16) and Ahmad (1:12) in 1969 and 1970 Tennessee studies of relationships between Junior 4-H and 4-H, respectively, enrollment and selected characteristics of Tennessee's county 4-H programs had similar findings. Campbell (5) stated in 1976, that in Wisconsin, 1,000 4-H members per F.S.E. was the accepted figure.

With regard to Criteria #1 and #2. Smith-Lever legislation, as amended through 1962, provides for funding for Extension work

based on farm and rural components in a given state (25:427).

With regard to Criterion #3. Campbell (5) was quick to point out that many factors affect the enrollment in specific county situations including the economic status of the people.

With regard to Criterion #4. The strong influence of having the four basic 4-H organizations, County 4-H Council, 4-H Leaders' Organization, 4-H Citizens' Committee, and 4-H Honor Club was reported by Ahmad, Jayaramaiah, and Reed (1, 13, 21). They reported finding association between the number of the basic four 4-H organizations in a county and enrollment regardless of size of enrollment (1:14).

Reed concluded that Senior 4-H enrollment in Tennessee counties increased when the "basic four" organizations, or 4-H All Stars or 4-H Honor Club members increased (21:14).

Jayaramaiah noted that there was consensus between his state and national panels, that the basic county level 4-H organizations should be formed and maintained to advise or assist in developing 4-H programs (i.e. County 4-H Club Council, 4-H Citizens' Committee, 4-H Leaders' Organization, and 4-H Honor Club) (13:190).

Ahmad also reported that counties which had relatively high 4-H enrollments tended to have the essential organizational structure (i.e. four basic 4-H organizations) (1:14).

With regard to Criterion #5. Campbell (5) also noted that the image or tradition of 4-H in the county (i.e. prior enrollment) influenced present and future enrollment suggestions. Long (14)

indicated his design included plans to calculate the percent of the potential youth actually in 4-H as one of his participation measures.

II. STANDARD TWO: THERE SHOULD BE

20-40 MEMBERS PER 4-H CLUB

This optimum club membership standard has support from several sources.

Jayaramaiah (13:190) noted that 4-H Clubs should seek to have an optimum number of members per club so as to provide the best opportunity for all members to participate. Four-H Standard Two was one of the principles approved by both of Jayaramaiah's committees. Tennessee 4-H Clubs averaged about 40 members each in 1965 with an approximate range from 11-70 members (28).

Sobrosky (24:3) in *Improving 4-H Clubs*, a 1957 Federal Extension Service Publication, states that "A good-sized club, about 20 members for out-of-school clubs, about 40 members maximum for school-based clubs provides the best opportunity for an interesting meeting."

Alexandar (2:43) noted, that those clubs with 21 plus members have less leader (member) drop-out, in a 1966 Cornell University study of first year club leaders in New York State.

Claiborne (7:9) in his 1966 Maryland study of school and community 4-H clubs in Kentucky found that school clubs averaged 44 members per club, while community clubs had an average membership of 21 members.

Ahmad (1:14) determined that many counties with large enrollments needed to investigate ways of reducing the size or number of 4-H members per club and stated that very large clubs seemed to be undesirable.

Chu (6:16) reported that the number of Junior 4-H members enrolled per F.S.E. increased when either the number of Junior 4-H Clubs, number of Senior 4-H clubs, or number of total 4-H clubs increased.

Finally, with regard to Standard Two, a look at the 1975 National 4-H Enrollment Summary (9) indicates that the average number of 4-H club members per 4-H club for the Nation was approximately 23 and the average number of 4-H members per 4-H unit was 30.

III. STANDARD THREE: THERE SHOULD BE APPROXIMATELY
100 LEADERS PER F.S.E. IN 4-H OR ONE ADULT
LEADER FOR EACH TEN MEMBERS

The leadership standard also was justified in the original work (30, 33) and has been further supported by the following studies and reports mentioned below.

Two of Jayaramaiah's (13:191-194) principles emphasized the aspect of a standard for the number of 4-H leaders. First, his committees agreed that agents doing 4-H Club work should seek to enroll a standard number of adult leaders (i.e. organizational, project, and activity) in each county per F.S.E. and second, that at least one organizational leader and one project leader should be enlisted to work with each club.

Based on Standard One and Two above, divisions of 1,000 members per F.S.E. by 20 members per club gives 50 clubs per F.S.E. If each club were to have two leaders besides the professional agent,

100 leaders per F.S.E. (i.e. 50 clubs per F.S.E. multiplied times two leaders) would be needed. Dividing 100 leaders per F.S.E. by the 1,000 members per F.S.E. yields one adult for each ten members.

Ahmad (1:14) concluded that in terms of number of leaders per club, counties with larger enrollments could conceivably increase the number of clubs and still maintain as many leaders per club as counties having smaller enrollments. Obviously, an increased number of total leaders would be necessary.

Chu (6:16) found that the number of Junior 4-H members enrolled per F.S.E. increased when either the number of adult 4-H leaders or number of Honor club members increased.

Long (14) in his upcoming Indiana study also has identified the leader-member ratio as a measure of quality in 4-H programming.

The importance of leaders in the 4-H program has been stressed by many others. For example, Alexander (3) in his article entitled "Personality of 4-H Leaders" which appeared in the Summer 1969 issue of the *Journal of Extension*, notes that since one of the main objectives of the 4-H program is personal development, the impact of the leader's personality on boys and girls who participate is probably one of the most significant influences which the program may exert on their development.

Four-H Century III (10:22), a recent 4-H projection statement as we enter America's third century, contends that the key to the success of 4-H in America's third century is volunteer leaders. It notes that:

Major emphasis should be placed on increasing the number and quality of volunteers and expanding their functions and responsibilities. It is recognized that the number of youth served and the quality of their 4-H experience are dependent upon an increased number of volunteers having more training and specialized roles.

Pinches (19:4) emphasized the importance of working with and through others in doing 4-H work as he compared the percent of 4-H youth related time working with and through others to the numbers of volunteer leaders, and the numbers of 4-H youth enrolled. He found that agents spending 40.2 percent of their time working with and through others involved 214 leaders and 1,104 youth, whereas, those averaging only 12.7 percent of their time working with and through others only involved 82 leaders and 852 youth.

The summary of the (FY 1975) Annual 4-H Youth Development Enrollment Report (9) indicated a National average of 2.69 volunteer adult leaders per 4-H unit, however, no indication of professional time input was given in agent-days or F.S.E.

IV. PROPOSED STANDARD FOUR: THERE SHOULD BE AN ENROLLMENT
MIX OF APPROXIMATELY 20 PERCENT EXPLORERS, 40 PERCENT
JUNIORS, 30 PERCENT JUNIOR HIGH, 10 PERCENT SENIORS

Literature relating to Suggested Standard Four brings clearer meaning to this proposed enrollment guideline.

In "Youth Audiences Redefined" Powell (20) explains the five Tennessee 4-H Audience plan and gives seven advantages of this breakdown. Those advantages included:

1. Members will be grouped more nearly according to development tasks.
2. Members will compete with members of similar ability, making programs more effective.
3. Members will have more levels for which to strive, especially in competition. More members will receive recognition.
4. This plan should encourage agents and leaders to organize members into clubs by audience. Club meeting presentations can be planned to meet the needs of a specific audience.
5. The largest drop-out in 4-H occurs between the eighth and ninth grades; the next largest between the ninth and tenth grades. Grouping the 7-8-9 grades together and 10-11-12 grades together may help decrease this drop-out rate.
6. This system will enable the Extension staff to study a different youth audience each of the five years when developing and revising the Plan of Work Projection (POWP).
7. This system will fit the pattern toward which many school systems are moving (6-3-3).

In "Guidelines for Determining 4-H Youth Participation Goals" (26), specific recommendations are made for the allocation of total 4-H enrollment per 4-H audience which match the suggested Standard. These recommendations include the following: Explorers (grade 4) 20 percent; Juniors (grades 5 and 6) 40 percent; Junior High (grades 7, 8, and 9) 30 percent; Seniors (grades 10, 11, and 12) 10 percent; and Young Farmers and Homemakers, no specific recommendations.

Other studies which support this thinking include those by Warren (37) and Jayaramaiah (13).

Warren (37:71), in his 1972 Tennessee study of the influence of selected factors on the level of 4-H participation by seventh, eighth, and ninth grade boys and girls in Cannon County, Tennessee, indicated that since 4-H'ers who joined at an early age or grade had higher participation levels, participation could be increased by enrolling a larger proportion of boys and girls when they first became eligible for 4-H membership. Some of the factors that he considered were: age when first joined, interest, and family background.

Jayaramaiah (13:188) found the authorities agreed that youth participate best in 4-H when grouped according to their stage of development and suggested that county staffs consider suggested Tennessee standards in developing goals for each of their 4-H audiences (13:195). Committees in his study agreed that minimum enrollment (participation) goals should be stated for each county 4-H audience and gave as examples: Explorers (grade 4) 20 percent, Juniors (grades 5 and 6) 40 percent, Junior Highs (grades 7, 8, and 9) 30 percent, and Seniors (grades 10, 11, and 12) 10 percent (13:193).

National figures in 1975 showed total membership for those ages 9 years and under to be 19 percent, for those 10 and 11 to be 35 percent, for those 12, 13, and 14 years to be 32 percent, and for those 15 and over to be 14 percent (9:2, 3).

CHAPTER III

METHODS OF PROCEDURE

I. SCOPE AND NATURE OF THE STUDY

The scope of this study is limited to a comparison of data from 1965 and 1975 based on work done in 1966 by the 4-H Program Review Committee and using its recommended Standards. Annual 4-H Enrollment and Participation Reports (28, 27) for 1965 and 1975 provided base data for this study as they relate to four 4-H Standards, three currently in use and one proposed.

Trends and five-year projections for 4-H enrollment in Tennessee were undertaken in an attempt to foresee the future and provide insight for those who will have responsibility for leading the Tennessee 4-H program in the 1980's.

II. COLLECTION OF DATA

Because various sources of data were used, efforts were spent compiling the information and converting it to forms useful for this study.

Data for each of the ninety-five counties of Tennessee were secured from many different sources as necessary.

Interview sources included interviews with core members of the 1965-1966 4-H Program Review Committee for information on the history of the 4-H Standards and their use to this point in time. Telephone interviews with Robert Pinches, ES-USDA, provided information on other

studies and information on a National level related to this study. Norman Long, Indiana State 4-H staff member, in a telephone interview provided information on a three-state study undertaken in 1976 regarding the effectiveness of different staffing modes used in 4-H. He was using some of the same factors for determining effectiveness as those used in this study. Dr. Frank Campbell, Wisconsin State 4-H staff member provided information on similar work being done in Wisconsin and by the national committee on which he served. Dr. Charles Lifer, Ohio State 4-H staff member, in a telephone interview gave helpful information concerning the Ohio 4-H program which is useful to this study. Other telephone interviews with R.K. Kelly, Tennessee State Planning Office, Nashville, and Mary Currence, Business and Economic Research, College of Business Administration, University of Tennessee, Knoxville, provided information relating to relative economic status of Tennessee counties.

Because of the complexity of the economic factor related to criteria for adjusting Standard One for counties, advice was sought from various individuals including: Dr. Frank Leuthold, Department of Rural Sociology and Agricultural Economics, Institute of Agriculture, University of Tennessee, Knoxville, and Dr. Charles Cleland also of that department, and Dr. William Hicks, Extension Agriculture Economics. Phone contact was made with Mr. Herman Bluestone, Economic Research Service, United States Department of Agriculture (USDA) and Mr. Fred Woods, Extension Service USDA for information about the availability of data regarding the relative economic status of counties for 1970 so as to update one for 1960 and used in the initial work.

Other data sources included: the *1970 Census of Population, Vol. I, Characteristics of the Population, Part 44 Tennessee, 1969 Census of Agriculture Vol. I, Area Reports Part 31, Tennessee, Section 2*; "1965 and 1975 Tennessee 4-H Club Mid-year Reports"; the "Staff Directory for the University of Tennessee Institute of Agriculture, Agricultural Extension Service" for July, 1974, January, 1975 and July, 1975; the *Regional and Local Economics of Tennessee, Vols. I and II, the Per Capita Personal Income in SMSA's, Counties and Independent Cities in Selected Years 1929-1969, and 1966-1974*; and the National "Summary of Annual 4-H Youth Development Enrollment" (1975 Fiscal Year).

III. HANDLING OF DATA

Data related to enrollment, organization, and leadership were tabled for the periods studies (i.e. 1965 and 1975 and projected to 1981) with particular reference to the 4-H Standards concerned. County, Extension Supervisory District, and State numbers, percents and averages were tabled as appropriate. Figures for F.S.E.'s by county were taken for 1965 from original 4-H Program Review Committee tables and for 1975 were computed as averages based on agent assignments in July, 1974, January, 1975, and July, 1975. National data also were used when available.

Census data were used in calculating the numbers of rural youth and farm youth for Criteria One and Two. Because 1960 and 1970 Censuses were used, numbers of youth were determined for 1965 and 1975 by recording those in ages 5-14 years estimating that those youngsters would be of 4-H age (9-19 years) by 1965, and 1975 respectively.

Attrition and migration were not accounted for in this computation.

In 1965, the "1960 Relative Economic Status for Counties" (Neg. ERS 138-64(10)) was used in determining the ranking of counties for Criterion #3 of 4-H Standard One. This material had not been updated at the time of the study and, so, Per Capita Personal Income data were substituted to comparatively rank the counties of Tennessee as recommended by those individuals mentioned above under the "Collection of Data" section of this study.

For the determination of groupings of counties for Criterion #3, National, Regional, and State (Tennessee) average per capita personal incomes were used. The group receiving an additional 100 youth per 1,000 per F.S.E. included those counties at or above the National per capita personal income of \$2,770 in 1965 and \$5,401 in 1975; the group receiving an addition of 50 members included counties with incomes falling between the National average and the Regional average of \$2,120 in 1965 and \$4,285 in 1975; the group receiving a deduction of 50 members included counties with incomes between the Regional average and that for Tennessee, \$2,067 in 1965 and \$4,095 in 1975; and the group receiving a deduction of 100 members included counties with incomes below the Tennessee state average for 1965 and 1975.

A change was made in the computation of Criterion #4 from the 1965 work. Because emphasis on counties having a County 4-H Council has changed, the 4-H All Star organization was substituted in this study. Adjustments made in 1965 were altered in keeping with counting 4-H All Stars as one of the "basic four," 4-H organizations. Other

members of the "basic four" and used for both 1965 and 1975 computation were: 4-H Leaders' Organization, 4-H Citizens' Committee and 4-H Honor Club.

County Projections of adult leaders to 1981 were computed using the projected 1981 county enrollments, as adjusted, at the rate of one adult leader for each ten 4-H members.

CHAPTER IV

FINDINGS OF THE STUDY

Tabled data and discussion in this Chapter will center around the aforestated purposes of the study and be presented under headings related to each of the four 4-H Standards concerned. Trends and tentative projections will be included and presented for each standard.

- I. REGARDING 4-H STANDARD ONE: THERE SHOULD
BE 1,000 MEMBERS, ADJUSTED, PER F.S.E.

Suggested Enrollment Figures for 1971 and 1981

Reference to data in Tables I and II, respectively, shows the actual 1965 and 1975 enrollment adjustments of Tennessee Counties on the five adjustment criteria, the number of F.S.E.'s in 1965 and 1975, respectively, and suggested 1971 and 1981 enrollments, respectively, per F.S.E. and per county by District and for the State.

Regarding Criterion #1. Criterion #1, the percent that the rural youth populations of Junior 4-H ages (9-13 years) in the county is of the total youth population in the same age bracket, reflects the importance of the rural youth population in the 4-H program as provided for in the Smith-Lever Act of 1914 as amended through 1962 (25:427). As seen in Tables I and II, adjustments were as follows: (1) 100 youth were added to the 1,000 members per F.S.E. Standard for six counties in 1965, compared with 11 in 1975, where 13 through 39 percent

Table 1. Actual 1965 4-H Enrollment Adjustments of Tennessee Counties on Selected Criteria, Numbers of Full-time Staff Equivalents and Suggested 1971 Enrollments per County and per F.S.E. by Districts

District and County	Adjustment on Criterion Item *					Suggested ** Enrollment (Per F.S.E.)	F.S.E.	Suggested 1971 Enrollment (Per County)
	1	2	3	4	5			
District I								
Benton	+ 50	- 50	-100	+ 50	- 50	900	1.1	990
Carroll	- 50	+ 50	-100	+100	- 50	950	1.6	1,520
Chester	- 50	- 50	-100	+ 50	-100	750	1.1	825
Crockett	-100	+ 50	-100	+100	- 50	900	1.6	1,440
Decatur	-100	-100	-100	- 50	-100	550	2.0	1,100
Dyer	+ 50	+ 50	-100	+100	- 50	1,080	2.3	2,415
Fayette	-100	+100	-100	+100	- 50	950	2.8	2,660
Gibson	+ 50	+100	-100	+100	+ 50	1,200	2.0	2,400
Hardeman	- 50	- 50	-100	+50	+ 50	900	2.7	2,430
Hardin	- 50	- 50	-100	+ 50	- 50	800	1.2	960
Haywood	- 50	+100	-100	- 50	+ 50	950	2.1	2,629
Henderson	- 50	- 50	-100	+100	- 50	850	1.9	1,615
Henry	+ 50	- 50	-100	+100	-100	900	1.8	1,620
Lake	-100	+100	-100	-100	- 50	750	0.1	96
Lauderdale	- 50	+100	-100	+ 50	- 50	950	1.6	1,520
Madison	+ 50	+ 50	-100	+100	- 50	1,050	2.6	2,730
McNairy	-100	+ 50	-100	+ 50	- 50	850	1.2	1,163
Obion	+ 50	- 50	-100	+100	- 50	950	2.0	1,900
Shelby	+100	+ 50	+ 50	+100	+ 50	1,350	4.0	5,400
Tipton	+ 50	+100	-100	+100	+ 50	1,200	1.9	2,280
Weakley	- 50	- 50	-100	+ 50	- 50	800	1.9	1,520
District Averages	- 21	+ 18	- 98	+ 52	- 32	919	1.9	1,729

Table I (Continued)

District and County	Adjustment on Criterion Item *					Suggested ** Enrollment (Per F.S.E.)	F.S.E.	Suggested 1971 Enrollment (Per County)
	1	2	3	4	5			
District II								
Bedford	+ 50	-100	+ 50	+100	-100	1,000	2.5	2,500
Cheatham	-100	- 50	-100	- 50	+ 50	850	0.6	500
Davidson	+100	-100	+ 50	+100	- 50	1,100	3.1	3,410
Dickson	- 50	- 50	-100	+100	- 50	850	1.8	1,530
Giles	+ 50	+ 50	-100	+100	- 50	1,150	1.6	1,680
Hickman	-100	-100	-100	- 50	-100	550	1.8	990
Houston	-100	-100	-100	-100	- 50	550	0.6	531
Humphreys	- 50	- 50	-100	- 50	+ 50	800	0.8	1,013
Lawrence	- 50	+ 50	-100	+100	- 50	950	1.8	1,710
Lewis	-100	-100	-100	-100	-100	500	0.8	400
Lincoln	+ 50	+ 50	-100	+100	-100	1,000	2.0	2,000
Marshall	+ 50	- 50	-100	+100	- 50	950	1.3	1,235
Maury	+ 50	- 50	- 50	+100	-100	950	3.0	2,850
Montgomery	+ 50	- 50	+ 50	+100	- 50	1,100	2.5	2,750
Perry	-100	+100	-100	- 50	-100	750	1.1	825
Robertson	+ 50	- 50	-100	+100	- 50	950	3.1	2,945
Rutherford	+ 50	- 50	+ 50	+100	+ 50	1,200	2.1	2,520
Stewart	-100	- 50	-100	-100	- 50	600	0.8	585
Sumner	- 50	+ 50	+ 50	+100	+ 50	1,200	2.6	3,120
Wayne	-100	- 50	-100	+100	- 50	800	1.5	1,200
Williamson	- 50	+ 50	+ 50	+100	- 50	1,100	2.0	2,200
Wilson	+ 50	- 50	+ 50	+100	- 50	1,100	2.5	2,750
District Averages	- 18	- 32	- 45	+ 45	- 45	905	1.9	1,691

Table I (Continued)

District and County	Adjustment on Criterion Item *					Suggested ** Enrollment (Per F.S.E.)	F.S.E.	Suggested 1971 Enrollment (Per County)
	1	2	3	4	5			
<u>District III</u>								
Bledsoe	-100	-100	-100	+100	-100	700	1.9	1,330
Bradley	+ 50	-100	+ 50	+100	- 50	1,050	2.0	2,100
Coffee	+100	- 50	+ 50	+100	-100	1,100	1.8	1,980
Franklin	- 50	- 50	-100	+100	- 50	850	2.0	1,900
Grundy	-100	-100	-100	+ 50	-100	650	1.7	1,105
Hamilton	+100	-100	+ 50	+100	+ 50	1,200	2.1	2,520
Marion	- 50	-100	-100	+100	- 50	800	1.2	960
McMinn	+ 50	- 50	-100	+100	- 50	950	2.0	1,900
Meigs	-100	+ 50	-100	+100	-100	850	0.5	425
Monroe	- 50	- 50	-100	+ 50	- 50	800	1.8	1,440
Moore	- 100	-100	-100	- 50	-100	550	0.7	385
Polk	-100	-100	-100	+ 50	-100	650	2.1	1,365
Rhea	- 50	-100	-100	+100	- 50	800	1.6	1,280
Sequatchie	-100	-100	-100	- 50	-100	550	0.8	440
Van Buren	-100	- 50	-100	- 50	- 50	650	0.5	325
Warren	+ 50	- 50	-100	+100	- 50	950	2.0	1,900
District Averages	- 34	- 72	- 72	+ 63	- 66	819	1.5	1,264

Table I (Continued)

District and County	Adjustment on Criterion Item *					Suggested ** Enrollment (Per F.S.E.)	F.S.E.	Suggested 1971 Enrollment (Per County)
	1	2	3	4	5			
District IV								
Cannon	-100	- 50	-100	+100	-100	750	1.4	1,050
Clay	-100	+ 50	-100	- 50	- 50	750	1.0	750
Cumberland	- 50	- 50	-100	+100	- 50	800	2.0	1,600
DeKalb	-100	+ 50	-100	+ 50	+ 50	950	0.8	1,053
Fentress	-100	-100	-100	+ 50	- 50	700	1.6	1,120
Jackson	-100	- 50	-100	+100	- 50	800	1.1	880
Macon	-100	+ 50	-100	+100	- 50	900	1.6	1,440
Morgan	-100	-100	-100	+ 50	+ 50	800	1.6	1,722
Overton	- 50	- 50	-100	- 50	-100	650	1.3	845
Pickett	-100	+100	-100	- 50	+ 50	900	0.8	720
Putnam	- 50	- 50	-100	+100	- 50	850	1.8	1,530
Scott	-100	-100	-100	- 50	-100	550	0.8	440
Smith	-100	+ 50	-100	+100	- 50	900	1.3	1,170
Trousdale	-100	- 50	-100	-100	- 50	600	1.0	600
White	+ 50	+ 50	-100	+ 50	- 50	1,000	1.8	1,800
District Averages	- 80	- 17	-100	+ 33	- 40	795	1.3	1,055

Table I (Continued)

District and County	Adjustment on Criterion Item *					Suggested ** Enrollment (Per F.S.E.)	F.S.E.	Suggested 1971 Enrollment (Per County)
	1	2	3	4	5			
District V								
Anderson	+ 50	-100	+ 50	+100	- 50	1,050	2.0	2,100
Blount	+ 50	- 50	-100	+100	+ 50	1,050	1.7	2,451
Campbell	- 50	-100	-100	+100	- 50	800	3.0	1,600
Carter	- 50	- 50	-100	+100	- 50	850	2.0	1,700
Claiborne	-100	+100	-100	+ 50	+ 50	1,000	1.1	1,500
Cocke	- 50	+ 50	-100	+ 50	- 50	900	1.4	1,260
Grainger	-100	+ 50	-100	+ 50	- 50	750	1.2	1,125
Greene	- 50	+100	-100	- 50	+ 50	1,100	1.5	2,420
Hamblen	+100	-100	-100	+100	- 50	950	1.6	1,520
Hanceck	-100	+100	-100	+100	+ 50	1,050	0.4	570
Hawkins	- 50	+ 50	-100	+100	-100	1,050	2.2	3,880
Jefferson	- 50	- 50	-100	+ 50	- 50	700	1.5	1,050
Johnson	-100	+ 50	-100	- 50	- 50	850	0.9	1,275
Knex	+100	- 50	+ 50	+100	- 50	1,150	2.2	2,530
Loudon	+ 50	- 50	-100	+ 50	- 50	900	1.4	1,260
Roane	+ 50	- 50	-100	-100	- 50	950	1.9	1,805
Sevier	- 50	+100	-100	+ 50	+ 50	1,050	1.1	1,575
Sullivan	+ 50	- 50	+ 50	+ 50	- 50	1,050	2.2	2,310
Unicoi	+ 50	+ 50	-100	+ 50	+100	1,150	0.7	1,235
Union	+ 50	+ 50	-100	+ 50	- 50	850	0.9	765
Washington	+ 50	+ 50	-100	+100	- 50	1,050	2.0	2,100
District Averages	- 2	+ 5	- 79	+ 64	- 21	967	1.6	1,593

Table I (Continued)

District and County	Adjustment on Criterion Item *					Suggested Enrollment** (Per F.S.E.	F.S.E.	Suggested 1971 Enrollment (Per County)
	1	2	3	4	5			
State Averages	- 28	- 17	- 77	+ 52	- 40	890	1.7	1,513

* The Criteria listed below were used for adjusting Standard One, 1,000 4-H members per F.S.E., as indicated.

Criterion #1. The percent that the rural youth population (farm plus rural nonfarm) of the Junior 4-H Club ages (9-13 years) in the county was of the total youth population in the same age bracket, was used for adjustment as follows: (1) 100 youth were added to the 1,000 per F.S.E. for counties with from 13-39 percent of the designated youth in rural residence; (2) 50 were added for counties with from 40-69 percent rural; (3) 50 were deducted for counties with from 70-99 percent rural, and (4) 100 were deducted for counties with all in rural residence.

Criterion #2. The percent that the number representing 65 percent of the farm youth population of 4-H ages (9-19 years) in the county would be of the anticipated enrollment at the standard rate of 1,000 members per F.S.E., was used for adjustment as follows: (1) 100 youth were added to the 1,000 per F.S.E. for counties with 65 percent of the farm youth population equal to from 75-100 percent of the anticipated enrollment at the rate of 1,000 per F.S.E.; (2) 50 were added for counties from 50-75 percent; (3) 50 were deducted for counties 25-50 percent, and (4) 100 were deducted for counties from 1-25 percent.

Criterion #3. The relative economic status of the county in 1965 and 1974, respectively, in terms of per capita personal income compared to State, Regional and National averages, was used for adjustment as follows: (1) 100 youth were added to the 1,000 per F.S.E. for counties having per capita personal incomes at or above the National average; (2) 50 were added for counties between

Table I (Continued)

the National and Regional averages; (3) 50 were deducted for counties between the Regional and State averages; and (4) 100 were deducted for counties below the State average.

Criterion #4. The number of the "basic four" organizations reported to be active in the county, namely 4-H All Stars, county 4-H Club Leaders' Organization, county 4-H Honor Club and county 4-H Club Citizens' Committee, was used for adjustment as follows: (1) 100 youth were added to the 1,000 per F.S.E. for counties with three or four of the "basic four" organizations; (2) 50 were added for counties with two of the "basic four"; (3) 50 were deducted for counties with one of the "basic four"; and (4) 100 were deducted for counties with none of the "basic four" 4-H organizations.

Criterion #5. The present (i.e. 1965 or 1975) total 4-H Club membership per F.S.E. assigned 4-H responsibility in the county, was used for adjustment as follows: (1) 100 youth were added to the 1,000 per F.S.E. for counties having 1,500 or more members per F.S.E.; (2) 50 were added for counties having 1,000-1,499 members per F.S.E.; (3) 50 were deducted for counties having 500-999 members; and (4) 100 were deducted for counties with less than 500 members per F.S.E. *Total Possible Adjustments to Standard One* ranged from an addition of 500 youth to the 1,000 per F.S.E. to a deduction of 500.

** Where Suggested Enrollment figures are less than actual, it is recommended that counties maintain actual figures and devote any extra attention or staff effort to increasing reenrollment percents and/or other quality factors.

Table II. Actual 1975 4-H Enrollment Adjustments of Tennessee Counties on Selected Criteria, Numbers of Full-Time Staff Equivalents and Suggested 1981 Enrollments per County and per F.S.E. by District

District and County	Adjustment on Criterion Item *				Suggested ** Enrollment (Per F.S.E.)	F.S.E.	Suggested 1981 Enrollment (Per County)	
	1	2	3	4				
	5	6	7	8				
District I								
Benton	+100	-100	+ 50	+ 50	- 50	1,050	1.5	1,575
Carroll	+ 50	- 50	-100	+ 50	+ 50	1,000	2.0	2,016
Chester	+ 50	-100	-100	- 50	- 50	750	1.5	1,125
Crockett	- 50	- 50	-100	+100	- 50	850	1.5	1,433
Decatur	- 50	-100	-100	- 50	- 50	650	2.0	1,300
Dyer	+ 50	-100	+ 50	+100	- 50	1,050	2.0	2,100
Fayette	- 50	+100	-100	-100	+100	950	1.0	2,083
Gibson	+ 50	- 50	- 50	+ 50	+ 50	1,050	2.0	2,492
Hardeman	+ 50	-100	-100	- 50	- 50	750	2.0	1,983
Hardin	+ 50	-100	-100	+ 50	- 50	850	1.5	1,395
Haywood	+ 50	- 50	-100	- 50	- 50	800	2.0	1,600
Henderson	+ 50	-100	-100	-100	- 50	700	2.0	1,400
Henry	+ 50	-100	-100	+ 50	- 50	850	2.0	1,700
Lake	-100	+100	-100	-100	-100	500	0.0	0
Lauderdale	+ 50	-100	-100	- 50	+ 50	850	1.5	1,514
Madison	+100	- 50	+ 50	+100	+ 50	1,250	2.0	2,500
McNairy	+ 50	-100	-100	- 50	+ 50	850	1.5	1,775
Obion	+ 50	-100	- 50	+ 50	- 50	900	2.0	1,800
Shelby	+100	-100	+100	+100	+100	1,300	5.5	9,654
Tipton	- 50	- 50	-100	-100	-100	600	2.0	1,200
Weakley	+ 50	-100	-100	+100	- 50	900	3.0	2,700
District Averages	+ 31	- 69	- 64	- 5	- 17	891	1.9	2,175

Table II (Continued)

District and County	Adjustment on Criterion Item*					Suggested Enrollment** (Per F.S.E.)	F.S.E.	Suggested 1981 Enrollment (Per County)
	1	2	3	4	5			
District II								
Bedford	+ 50	-100	+ 50	+100	- 50	1,050	2.0	2,100
Cheatham	- 50	-100	-100	-100	+100	750	1.0	2,033
Davidson	+100	-100	+100	+100	+ 50	1,250	5.0	6,622
Dickson	+ 50	-100	-100	+100	+ 50	1,000	1.5	1,654
Giles	+ 50	-100	+ 50	+100	- 50	1,050	2.5	2,625
Hickman	+ 50	-100	-100	+100	- 50	900	2.0	1,800
Houston	- 50	-100	-100	-100	-100	550	2.0	1,118
Humphreys	+ 50	-100	-100	+ 50	- 50	850	2.0	1,700
Lawrence	+ 50	- 50	-100	+100	+ 50	1,050	2.0	2,100
Lewis	+ 50	-100	-100	- 50	- 50	750	1.0	750
Lincoln	+ 50	- 50	-100	+ 50	- 50	900	2.0	1,800
Marshall	+ 50	-100	+ 50	+100	- 50	1,050	1.5	1,575
Maury	+100	-100	+ 50	+100	- 50	1,100	3.0	3,300
Montgomery	+100	-100	+ 50	+100	+100	1,250	2.5	3,125
Perry	- 50	-100	-100	- 50	-100	600	1.5	900
Robertson	+ 50	- 50	- 50	+100	+ 50	1,100	2.5	2,750
Rutherford	+100	-100	- 50	+100	+ 50	1,100	2.5	3,710
Steward	- 50	-100	-100	+ 50	- 50	750	1.0	750
Sumner	+ 50	- 50	- 50	+100	+100	1,150	2.0	4,871
Wayne	- 50	-100	-100	+ 50	- 50	750	1.5	1,338
Williamson	+ 50	- 50	+ 50	+ 50	+ 50	1,150	2.5	2,875
Wilson	+ 50	-100	+ 50	+100	+ 50	1,150	2.5	2,875
District Averages	+ 36	- 89	- 41	+ 57	- 25	938	2.1	2,415

Table II (Continued)

District and County	Adjustment on Criterion Item *					Suggested Enrollment** (Per F.S.E.)	F.S.E.	Suggested 1981 Enrollment (Per County)
	1	2	3	4	5			
<u>District III</u>								
Bledsoe	- 50	-100	-100	+100	- 50	800	1.5	1,200
Bradley	+ 50	-100	-100	+ 50	+100	1,000	2.0	3,883
Coffee	+ 50	-100	+ 50	+100	- 50	1,050	2.0	2,100
Franklin	+ 50	-100	-100	+ 50	- 50	850	2.0	1,892
Grundy	- 50	-100	-100	+ 50	- 50	750	1.5	1,125
Hamilton	+100	-100	+100	+ 50	+ 50	1,200	3.0	3,646
Marion	- 50	-100	-100	-100	+ 50	700	1.5	1,845
McMinn	+ 50	-100	-100	+ 50	+ 50	950	2.0	2,261
Meigs	- 50	-100	-100	+100	-100	750	1.0	750
Monroe	+ 50	-100	-100	+ 50	+ 50	950	2.0	2,007
Moore	- 50	-100	-100	+ 50	-100	700	1.0	700
Polk	- 50	-100	-100	+ 50	- 50	750	1.5	1,125
Rhea	+ 50	-100	-100	+ 50	-100	800	2.0	1,600
Sequatchie	- 50	-100	-100	+ 50	-100	700	1.0	700
Van Buren	- 50	-100	-100	+ 50	-100	700	1.0	700
Warren	+ 50	-100	- 50	+100	- 50	1,050	2.0	2,100
District Averages	+ 3	-100	- 75	+ 53	- 31	850	1.7	1,727
<u>District IV</u>								
Cannon	- 50	-100	-100	+100	- 50	800	1.5	1,200
Clay	- 50	-100	-100	+ 50	- 50	750	1.5	1,125

Table II (Continued)

District and County	Adjustment on Criterion Item *					Suggested Enrollment** (Per F.S.E.)	F.S.E.	Suggested 1981 Enrollment (Per County)
	1	2	3	4	5			
Cumberland	+ 50	-100	-100	+100	- 50	900	2.0	1,800
DeKalb	+ 50	-100	-100	+ 50	- 50	850	2.0	1,700
Fentress	- 50	-100	-100	+ 50	- 50	750	1.5	1,387
Jackson	- 50	- 50	-100	- 50	- 50	700	1.0	827
Macon	+ 50	- 50	-100	+ 50	- 50	900 -	1.5	1,350
Morgan	- 50	-100	-100	+ 50	- 50	750	1.5	1,261
Overton	- 50	- 50	-100	+ 50	- 50	800	1.5	1,354
Pickett	- 50	-100	-100	- 50	-100	600	1.0	600
Putnam	+ 50	-100	-100	+100	+ 50	1,000	2.0	2,119
Scott	- 50	-100	-100	-100	+100	750	1.0	1,527
Smith	- 50	-100	-100	+ 50	- 50	750	2.5	1,875
Trousdale	- 50	-100	- 50	+100	- 50	850	1.0	850
White	+ 50	-100	-100	+ 50	- 50	850	2.0	1,700
District Averages	- 17	- 90	- 97	+ 40	- 37	799	1.6	1,378
District V								
Anderson	+100	-100	+ 50	+ 50	+ 50	1,150	2.0	2,300
Blount	+ 50	-100	- 50	+ 50	- 50	900 -	2.0	1,994
Campbell	+ 50	-100	-100	+ 50	- 50	850	2.0	1,941
Carter	+ 50	-100	-100	+100	+ 50	1,000	2.0	2,258
Claiborne	- 50	+ 50	-100	+ 50	+ 50	1,000	1.5	1,880
Cocke	+ 50	- 50	-100	+100	+ 50	1,050	1.5	1,665
Grainger	- 50	- 50	-100	+100	- 50	850	1.5	1,447

Table II (Continued)

District and County	Adjustment on Criterion Item *					Suggested Enrollment** (Per F.S.E.)	F.S.E.	Suggested 1981 Enrollment (Per County)
	1	2	3	4	5			
Greene	+ 50	+ 50	-100	+ 50	+ 50	1,100	2.0	2,200
Hamblen	+ 50	-100	- 50	+100	-100	900	2.5	1,350
Hancecock	- 50	+ 50	-100	+ 50	- 50	900	1.0	900
Hawkins	+ 50	- 50	-100	+100	+100	1,100	2.0	3,586
Jefferson	- 50	- 50	-100	+100	+100	1,000	1.5	2,119
Johnson	- 50	- 50	-100	+ 50	- 50	800	1.5	1,200
Knox	+100	-100	+ 50	+100	- 50	1,100	3.0	3,300
Loudon	+ 50	-100	-100	+ 50	- 50	850	1.5	1,480
Roane	+100	-100	-100	+100	+ 50	1,050	2.0	2,357
Sevier	- 50	- 50	-100	+ 50	+ 50	900	1.5	1,661
Sullivan	+ 50	-100	+100	+100	+ 50	1,200	3.0	3,686
Unicoi	+ 50	- 50	-100	+ 50	+ 50	1,000	1.0	1,139
Union	- 50	- 50	-100	+ 50	+ 50	800	1.0	912
Washington	+ 50	- 50	+ 50	+100	+100	1,250	2.0	3,607
District Averages	+ 24	- 57	- 64	+ 74	+ 12	989	1.8	2,047
State Averages	+ 18	- 78	- 66	+ 46	- 18	902	1.9	1,999

* The Criteria listed below are used for adjusting Standard One, 1,000 4-H members per F.S.E., as indicated.

Criterion #1. The percent that the rural youth population (farm plus rural nonfarm) of the

Junior 4-H Club ages (9-13 years) in the county was of the total youth population in the same age bracket, was used for adjustment as follows: (1) 100 youth were added to the 1,000 per F.S.E. for counties with from 13-39 percent of the designated youth in rural residence; (2) 50 were added for counties with from 40-69 percent rural; (3) 50 were deducted for counties with from 70-99 percent rural; and (4) 100 were deducted for counties with all in rural residence.

Criterion #2. The percent that the number representing 65 percent of the farm youth population of 4-H ages (9-19 years) in the county would be of the anticipated enrollment at the standard rate of 1,000 members per F.S.E., was used for adjustment as follows: (1) 100 youth were added to the 1,000 per F.S.E. for counties with 65 percent of the farm youth population equal to from 75-100 percent of the anticipated enrollment at the rate of 1,000 per F.S.E.; (2) 50 were added for counties from 50-75 percent; (3) 50 were deducted for counties 25-50 percent; and (4) 100 were deducted for counties from 1-25 percent.

Criterion #3. The relative economic status of the county in 1965⁴ and 1974, respectively, in terms of per capita personal income compared to State, Regional and National averages, was used for adjustment as follows: (1) 100 youth were added to the 1,000 per F.S.E. for counties having per capita personal incomes at or above the National average; (2) 50 were added for counties between the National and Regional averages; (3) 50 were deducted for counties between the Regional and State averages; and (4) 100 were deducted for counties below the State average.

Criterion #4. The number of the "basic four" organizations reported to be active in the county, namely 4-H All Stars, county 4-H Club Leaders' Organization, county 4-H Honor Club and county 4-H Club Citizens' Committee, was used for adjustment as follows: (1) 100 youth were added to the 1,000 F.S.E. for counties with three or four of the "basic four" organizations; (2) 50 were added for counties with two of the "basic four"; (3) 50 were deducted for counties with one of the "basic four"; and (4) 100 were deducted for counties with none of the "basic four" 4-H organizations.

Criterion #5. The present (i.e. 1965⁴ or 1975) total 4-H Club membership per F.S.E. assigned 4-H responsibility in the county, was used for adjustment as follows: (1) 100 youth were added to the 1,000 per F.S.E. for counties having 1,500 or more members per F.S.E.; (2) 50 were added for counties having 1,000-1,499 members per F.S.E.; (3) 50 were deducted for counties having 500-999 members; and (4) 100 were deducted for counties with less than 500

Table II (Continued)

members per F.S.E.

Total Possible Adjustments to Standard One ranged from an addition of 500 youth to the 1,000 per F.S.E. to a deduction of 500.

~~**~~ Where Suggested Enrollment figures are less than actual, it is recommended that counties maintain actual figures and devote any extra attention or staff effort to increasing reenrollment percents and/or other quality factors.

of the designated youth were in rural residence; (2) 50 were added for 28 counties in 1965 compared with 34 in 1975 where 40 through 69 percent of the designated youth were in rural residence; (3) 50 were subtracted for 27 counties in 1965 compared to 34 in 1975 where 70 through 89 percent were rural; and (4) 100 were subtracted for 34 counties in 1965 and one in 1975 where all youth were in rural residence.

Study of Criterion #1 data discloses that District averages ranged in 1965, from minus two in youth in District V to minus 80 youth in District IV with an overall State average of minus 28.

Ranges in averages in 1975 were from minus 17 youth in District IV to plus 36 youth in District II with an overall State average of plus 18 youth.

Regarding Criterion #2. Criterion #2, the percent that the number representing 65 percent of the farm youth population of 4-H ages (9-19 years) in the county would be of the anticipated enrollment at the standard rate of 1,000 members per F.S.E., emphasized the importance of the farm youth audience in the 4-H program as provided for in the Smith-Lever Act of 1914 as amended through 1962 (25:427). As seen in Tables I and II, adjustments were as follows: (1) 100 youth were added to the 1,000 members per F.S.E. for 12 counties in 1965, compared with one county in 1975, where 65 percent of the farm youth population was equal to from 75 to 100 percent of the anticipated enrollment at the rate of the standard 1,000 members per F.S.E.; (2) 50 were added to 24 counties in 1965 and six counties in 1975 when the figure fell within the 50 to 75 percent range; (3) 50 were

subtracted in 38 counties in 1965 compared with 19 counties in 1975 when the figure fell within the 25 to 50 percent range; and (4) 100 were subtracted from 21 counties in 1965 and 69 counties in 1975 when the figure fell within the one to 25 percent range.

Study of Criterion #2 data discloses that District averages ranged in 1965, from minus 72 youth in District III to plus 18 youth in District I with an overall State average of minus 17 youth.

Ranges in averages in 1975 were from minus 100 youth in District III to minus 57 youth in District V with an overall State average of minus 78 youth per 1,000 members per F.S.E.

Regarding Criterion #3. Criterion #3, the relative economic status of the county in 1965 and 1974 based on a rank order of the per capita personal income in 1965 and 1974, relates to the importance of the economic situation in each county to the 4-H program.

As seen in Tables I and II, adjustments were as follows:

- (1) 100 youth were added to 1,000 members per F.S.E. for no counties in 1965, compared with four counties in 1975 where county per capita personal income exceeded the National average per capita personal income for that year (1965 and 1974, respectively); (2) 50 were added to 14 counties in 1965 and 14 counties in 1975 where per capita personal income fell between the National average and the average for this region; (3) 50 were subtracted for one county in 1965 compared with nine counties in 1975 where per capita personal income fell between the average for the Region and the average for Tennessee; (4) 100 were subtracted for 80 counties in 1965 compared with 68

counties in 1975 when the per capita personal income fell below the average for Tennessee.

Further study of Criterion #3 discloses that District averages ranged from minus 100 youth in District IV to minus 45 youth in District II in 1965 with an overall State average of minus 77 youth.

Averages in 1975 ranged from minus 97 youth in District IV to minus 41 youth in District II with an overall State average of minus 66 youth.

Regarding Criterion #4. Criterion #4, the number of the "basic four" organizations reported to be active in the county, emphasizes the effect of organization of the 4-H program. As seen in Tables I and II adjustment were as follows: (1) 100 youth were added to the 1,000 members per F.S.E. for 52 counties in 1965 compared with 36 counties in 1975 where three or four of the "basic four" organizations were reported to be active; (2) 50 were added to 22 counties in 1965 compared to 41 counties in 1975 where two of the "basic four" were active; (3) 50 were subtracted from 15 counties in 1965 compared with 10 counties in 1975 where one of the "basic four" was active; and (4) 100 were subtracted from five counties in 1965 and eight counties in 1975 where none of the "basic four" were active.

Study of Criterion #4 data discloses that District averages ranged, in 1965, from plus 45 youth in District II to plus 64 youth in District IV with an overall State average of plus 52. Ranges in averages for 1975 where five youth in District I to 74 youth in District V with an overall State average of 46.

Regarding Criterion #5. Criterion #5, the present total 4-H Club membership per F.S.E. assigned in the county reflects the importance of the traditional strength (or weakness) of 4-H in the county.

Tables I and II reflect adjustments as follows: (1) 100 youth were added to the 1,000 members per F.S.E. for one county in 1965 compared to ten counties in 1975 where counties had 1,500 or more members per F.S.E.; (2) 50 were added to 18 counties in 1965 compared to 26 counties in 1975 where counties had 1,000 to 1,499 members per F.S.E.; (3) 50 were subtracted for 55 counties in 1965 and 48 counties in 1975 where counties had 500 through 999 members per F.S.E.; and (4) 100 were subtracted from 21 counties in 1965 compared to 11 counties in 1975 where counties had less than 500 members per F.S.E.

Further study of Criterion #5 data discloses that District averages ranges from minus 66 youth in District II to minus 21 youth in District V for 1965 and from minus 37 youth in District IV and plus 12 youth in District V for 1975 with overall State averages of minus 40 and minus 18, respectively.

Regarding suggested enrollments per F.S.E. New reference to Tables I and II with focus on "Suggested Enrollment per F.S.E." shows 1965 county ranges in 1965 figures from 500 youth for Lewis County to 1,350 for Shelby County compared with 1975 county ranges of from 550 youth for Houston County for 1,300 for Shelby County.

District averages in 1965 ranged from 795 in District IV to 967 in District V with a suggested State average of 890 youth per F.S.E.

In 1975, District averages ranged from 799 in District IV to 989 in District V with the suggested State average of 902 youth per F.S.E.

Regarding F.S.E.'s per county. Tables I and II further present data regarding the number of F.S.E.'s per county, District and State. F.S.E.'s per county ranged from 0.1 F.S.E.'s in Lake County in 1965, and 0.0 in the same county for 1975, to 4.0 in Shelby County in 1965 and 5.5 in the same county in 1975.

District averages per county in 1965 ranged from 1.3 F.S.E.'s in District IV to 1.9 in Districts I and II for a State average of 1.7 F.S.E.'s per county.

In 1975, District averages per county ranged from 1.6 F.S.E.'s in District IV to 2.1 in District II for a State average of 1.9 F.S.E.'s per county.

Regarding suggested enrollment per county. Finally, data in Tables I and II present 1965 and 1975 suggested enrollment figures per county, District and the State.

Suggested enrollment for counties in 1965 ranged from 75 youth for Lake County to 5,400 youth for Shelby County as compared to a range in 1975 of from no youth in Lake County to 9,654 youth in Shelby County.

Tanges for 1965 for the Distrcits were from 1,055 youth per county for District IV to 1,729 youth per county for District I with an overall State average of 1,513 youth suggested per county.

In 1975 ranges for Districts were from 1,378 youth per county for District IV to 2,415 youth per county for District II with an overall State average of 1,999 youth per county.

Actual Enrollment Figures for 1965 and 1975

Reference to data in Table III shows the actual 1965 and 1975 enrollment figures by total enrollment, average enrollment per county, number of F.S.E.'s, average enrollment per F.S.E. and a count of the number of counties reaching or exceeding 1,000 members per F.S.E., number of counties reaching or exceeding suggested enrollment per F.S.E. and the number of counties reaching or exceeding suggested enrollment per county by Agricultural Extension Supervisory District for the State.

Regarding total enrollment. As seen in Table III total enrollment ranged from 12,128 youth in District IV to 31,868 youth in District I in 1965 with a total for the State of 117,561 members. In 1975 ranges were 18,436 youth in District IV and 46,256 youth in District with a State total of 168,390 youth.

Regarding average enrollment per county. Data from Table III indicate a range of from 809 youth in District IV to 1,518 youth in District I with a State average of 1,238 in 1965 and a range of from 1,229 youth in District IV to 2,103 youth in District II with a State average of 1,791 youth in 1975.

Regarding the number of F.S.E.'s. Referring to Table III, the number of F.S.E.'s ranged from 19.9 F.S.E.'s in District IV to 39.5 in District I with a State total of 159.8 F.S.E.'s in 1965. Ranges for 1975 were from 23.5 F.S.E.'s in District IV to 46 F.S.E.'s in District II with a State total of 175 F.S.E.'s.

Table III. Comparison of 1965 and 1975 4-H Enrollments by Districts for Tennessee

	District I		District II		District III		District IV		District V		State	
	1965	1975*	1965	1975	1965	1975	1965	1975	1965	1975	1965	1975
Number of Counties	21	20*	22	22	16	16	15	15	21	21	95	94
Total Enrollment	31,868	38,531	30,026	46,256	14,251	24,021	12,128	18,436	29,288	41,146	117,561	169,390
Average Enrollment per County	1,518	1,927	1,365	2,103	891	1,501	809	1,229	1,395	1,959	1,238	1,791
Number of F.S.E.	39.5	40.5	41.1	46.0	24.7	27.0	19.9	23.5	34.6	38.0	159.8	175.0
Average Enrollment per F.S.E.	807	951	731	1,006	577	890	609	785	846	1,083	736	962
Number of Counties Reaching or Exceeding 1,000/F.S.E.	4	7	5	10	1	5	2	2	7	12	19	36
Number of Counties Reaching or Exceeding Suggested Enrollment per F.S.E.	4	9	6	7	0	6	2	6	7	15	19	43
Number of Cos. Reaching or Exceeding Suggested Enrollment/County	4	9	6	7	0	6	2	6	7	15	19	43

* Lake County not counted because information not available.

Regarding average enrollment per F.S.E. As seen in Table III the average enrollment per F.S.E. had a range of from 577 members for District to 846 members in District V with a State average of 736 members per F.S.E. in 1965 and a range of from 785 members in District IV to 1,083 members in District V with a State average of 962 members per F.S.E. in 1975.

Regarding the number of counties reaching or exceeding 1,000 members per F.S.E. Reference to Table III shows ranges in the number of counties reaching or exceeding 1,000 members per F.S.E. for 1965 to be from one county in District III to seven counties in District V with a State total of 19 counties. Ranges for 1975 are from two counties in District IV to 12 counties in District V with a State total of 36 counties.

Regarding the number of counties reaching or exceeding the suggested enrollment per F.S.E. As seen in Table III the range of the number of counties reaching or exceeding the suggested enrollment per F.S.E. in 1965 is from no counties in District III to seven counties in District V with a State total of 19 counties. Range for 1975 is from six counties in Districts III and IV to 15 counties in District V with a State total of 43 counties in 1975.

Reenrollment Percents for 1965 and 1975 with Percent Change

Reference to Table IV shows the calculated reenrollment percents for 1965 and 1975 with percent change by county with District and State averages.

Table IV. Comparison of 1965 and 1975 Tennessee 4-H Reenrollment Percents* by Counties and Districts with State Average and Percent Change

Name of County	Reenrollment %		% Change
	1966	1975	
<u>District I</u>			
Benton	59.0	78.7	+19.7
Carroll	60.8	81.6	+20.8
Chester	70.4	77.0	+ 6.6
Crockett	<u>64.6</u>	<u>83.3</u>	+18.7
Decatur	83.2	78.8	- 4.4
Dyer	65.3	97.0	+31.7
Fayette	68.8	75.0	- 6.2
Gibson	63.3	63.2	- 0.1
Hardeman	60.4	72.7	+12.3
Hardin	71.4	68.0	- 3.4
Haywood	67.5	67.8	+ 0.3
Henderson	71.9	73.1	+ 1.2
Henry	68.3	77.2	+ 8.9
Lake	11.5	00.0	-11.5
Lauderdale	73.3	49.3	-24.0
Madison	69.7	71.1	+ 1.4
McNairy	80.7	68.1	-12.6
Obion	81.2	62.5	-18.7
Shelby	33.1	39.7	+ 6.6
Tipton	75.9	39.8	-36.1
Weakley	79.0	61.9	-17.1
District Average	64.3	67.2	+ 2.9

District II

Bedford	75.2	75.0	+ 0.8
Cheatham	74.1	49.0	-25.1
Davidson	51.6	39.1	-12.5
Dickson	69.5	72.8	+ 3.3
Giles	82.5	75.5	- 7.0
Hickman	67.8	88.2	+20.4
Houston	58.0	73.3	+15.3
Humphreys	76.5	76.6	+ 0.1
Lawrence	69.4	76.6	+ 7.2
Lewis	83.7	68.1	-15.6
Lincoln	68.4	63.1	- 5.3
Marshall	65.0	73.1	+ 8.1

Table IV (Continued)

Name of County	Reenrollment %		% Change
	1966	1975	
Maury	82.8	62.4	-20.4
Montgomery	59.2	99.9	+40.7
Perry	83.9	70.7	-13.2
Robertson	73.5	42.1	-31.4
Rutherford	63.7	64.6	+ 0.9
Stewart	66.0	75.8	+ 9.8
Sumner	66.1	76.1	+10.0
Wayne	75.7	85.3	+ 9.6
Williamson	72.7	64.7	- 8.0
Wilson	62.1	64.8	+ 5.7
District Average	69.7	69.3	+ 0.4

District III

Bledsoe	53.4	76.7	+23.3
Bradley	71.0	74.9	+ 4.9
Coffee	72.4	51.3	-21.1
Franklin	65.7	72.0	+ 6.3
Grundy	71.2	75.2	+ 4.0
Hamilton	56.7	37.0	-19.7
Marion	55.6	87.7	+32.1
McMinn	78.3	55.7	-22.6
Meigs	88.0	54.5	-33.5
Monroe	60.7	75.0	+14.3
Moore	80.3	73.0	- 7.3
Polk	57.5	55.6	- 1.9
Rhea	72.6	31.5	-41.1
Sequatchie	66.7	69.5	+ 2.8
Van Buren	82.1	94.1	+12.0
Warren	66.6	75.2	+ 8.6
District Average	66.1	62.8	- 3.3

District IV

Cannon	84.8	69.8	-15.0
Clay	81.8	93.2	+11.4
Cumberland	68.3	65.0	- 3.3
DeKalb	86.4	77.9	- 8.5
Fentress	81.9	73.6	- 8.3
Jackson	68.9	90.1	+21.2
Macon	68.7	80.4	+12.7
Morgan	73.4	68.0	- 5.4
Overton	55.8	75.4	+19.6

Table IV (Continued)

Name of County	Reenrollment %		% Change
	1966	1975	
Pickett	87.3	75.6	-11.7
Putnam	79.3	67.9	-11.4
Scott	28.8	51.7	+22.9
Smith	73.0	77.0	+ 4.0
Trousdale	79.0	90.9	+11.9
White	71.0	80.2	+ 9.2
District Average	78.2	73.3	- 5.9
<u>District V</u>			
Anderson	64.1	69.4	+ 5.3
Blount	60.4	66.9	+ 6.5
Campbell	75.0	80.6	+ 5.6
Carter	69.6	69.8	+ 0.2
Claiborne	61.4	66.3	+ 4.9
Cocke	58.4	72.2	+13.8
Grainger	71.8	82.4	+10.6
Greene	59.1	92.9	+33.8
Hamblen	69.8	69.6	- 0.2
Hancock	77.5	82.6	- 0.2
Hawkins	79.8	73.1	- 6.7
Jefferson	77.8	72.0	- 5.8
Johnson	68.7	63.6	- 5.0
Knox	40.1	56.8	+16.7
Loudon	62.5	60.9	- 1.6
Roane	66.1	82.5	+16.4
Sevier	72.7	70.1	- 2.6
Sullivan	58.4	29.6	-28.8
Unicoi	68.2	73.3	+ 5.1
Union	81.5	91.1	+ 9.6
Washington	63.0	76.7	+13.7
District Average	66.4	67.4	+ 1.0
State Average	67.9	68.0	+ 0.1

*Reenrollment percents figures in the following manner: (1966) (1975) 4-H enrollment--First year enrollment/ (1966) (1975) ÷ Total 4-H enrollment/ (1965) (1974) = Reenrollment %.

Regarding reenrollment percents for 1965. Reenrollment percents for 1965, as seen in Table IV, ranged from 11.5 percent for Lake County to 88.0 percent for Meigs County. District average ranges were from 64.3 percent in District I to 79.2 percent in District IV with an overall State average of 67.9 percent reenrollment.

Regarding reenrollment percents for 1975. Reenrollment percents for 1975, as seen in Table IV, ranged from 0 percent in Lake County to 99.9 percent in Montgomery County. District average ranges were from 62.8 percent for District III to 73.3 percent for District IV with an overall State average of 68.0 percent reenrollment.

Regarding reenrollment percent change between 1965 and 1975. Table IV indicates reenrollment percent changes from 1965 to 1975 ranging from minus 41.1 percent in Rhea County to plus 40.7 percent in Montgomery County. District average percent changes ranged from minus 5.9 percent for District IV to plus 2.9 percent for District I with an overall State average percent change in reenrollment of plus 0.1 percent.

Potential, Actual and Suggested 4-H Enrollments for Counties, Districts and State for 1965, 1971, 1975 and 1981 for Tennessee

Reference to data in Table IV shows the potential and actual 4-H enrollments for 1965 and 1975, suggested enrollments for 1971 and 1981 and the differences between the actual and suggested enrollments for 1965-1971 and 1975-1981, respectively, for counties, Districts and the State.

Regarding Potential Enrollments. As seen in Table V potential enrollments ranged from 657 youth in Moore County to 131,444 youth in Shelby County in 1965 with district ranges from 40,907 youth in District IV to 227,090 youth in District I with an overall State total of 734,342 youth ages 9-19 in 1965.

In 1975 potential youth ranged from 701 youth in Moore County to 166,585 youth in Shelby County. District ranges were from 112,154 youth in District III to 269,647 youth in District I with an overall State total of 1,009,523 youth.

Regarding actual enrollments. Reference to Table V shows ranges of 96 youth enrolled in Lake County to 4,158 youth enrolled in Shelby County with District ranges from 12,128 youth in District IV to 31,868 youth in District I with State enrollment at 117,561 youth in 1965.

In 1975 county enrollments ranged from 0 youth in Lake County to 9,654 youth in Shelby County with District ranges from 18,436 youth in District IV to 46,256 youth in District II for a total State 4-H enrollment of 168,390 youth.

Regarding suggested enrollment. As seen in Table V ranges for suggested county enrollment for 1971 were from 75 youth in Lake County to 5,400 youth for Shelby County District suggested enrollments ranged from 16,278 youth for District IV to 38,535 youth in District II with an overall suggested State enrollment of 147,273 youth.

The 1981 suggested enrollments ranged from 0 youth for Lake County to 9,654 youth in Shelby County with District suggested

Table V. Potential, Actual and Suggested 4-H Enrollments for Counties, Districts and State for 1965-1971 and 1975-1981 for Tennessee, with Differences between Actual and Suggested Shown

District and County	Potential Enroll. 1965*	Actual Enroll. 1965	Suggested Enroll. 1971**	Dif.	Potential Enroll. 1975*	Actual Enroll. 1975	Suggested Enroll. 1981**	Dif.
<u>District I</u>								
Benton	2,071	614	990	+ 376	5,071	1,131	1,575	+ 444
Carroll	4,394	948	1,520	+ 572	4,854	2,016	2,016	0
Chester	1,865	514	875	+ 361	1,806	981	1,125	+ 144
Crockett	3,158	1,347	1,440	+ 93	3,082	1,433	1,433	0
Decatur	1,651	957	1,100	+ 143	1,767	1,123	1,300	+ 177
Dyer	6,059	1,351	2,415	+1,064	6,352	1,326	2,100	+ 744
Fayette	6,689	2,564	2,600	+ 36	6,491	2,083	2,083	0
Gibson	8,996	2,166	2,400	+ 234	9,879	2,492	2,492	0
Hardeman	4,534	2,476	2,476	0	5,154	1,983	1,983	0
Hardin	3,780	929	960	+ 31	3,745	1,395	1,395	0
Haywood	6,022	2,629	2,629	0	5,015	1,179	1,600	+ 421
Henderson	3,216	1,062	1,615	+ 553	3,437	1,323	1,400	+ 77
Henry	4,131	817	1,629	+ 803	4,628	1,684	1,700	+ 16
Lake	2,270	96	96	0	1,884	0	0	0
Lauderdale	4,796	1,073	1,520	+ 447	4,625	1,514	1,514	0
Madison	12,344	2,533	2,730	+ 197	13,847	2,143	2,500	+ 357
McNairy	3,691	1,163	1,163	0	3,678	1,775	1,775	0
Obion	4,888	1,175	1,900	+ 725	5,733	1,294	1,800	+ 506
Shelby	131,444	4,158	5,400	+1,242	166,585	9,654	9,654	0
Tipton	6,977	1,935	2,280	+ 345	7,145	601	1,200	+ 599
Weakley	4,114	1,361	1,520	+ 159	4,769	1,401	2,700	+1,299
District Totals	227,090	31,868	36,852	+4,984	269,647	38,531	43,493	+4,962

Table V (Continued)

District and County	Potential Enroll. 1965*	Actual Enroll. 1965	Suggested Enroll. 1971**	Dif.	Potential Enroll. 1975*	Actual Enroll. 1975	Suggested Enroll. 1981**	Dif.
<u>District II</u>								
Bedford	4,487	1,011	2,500	+1,489	5,071	1,250	2,100	+ 850
Cheatham	1,954	866	866	0	3,132	2,033	2,033	0
Davidson	75,500	2,728	3,410	+ 682	94,113	6,622	6,622	0
Dickson	3,758	1,295	1,530	+ 235	4,804	1,654	1,654	0
Giles	4,341	1,203	1,680	+ 477	4,341	1,276	2,625	+1,349
Hickman	2,435	841	990	+ 149	2,452	1,118	1,800	+ 682
Houston	974	531	531	0	1,209	733	1,100	+ 367
Humphreys	2,415	1,013	1,013	0	2,926	1,635	1,700	+ 65
Lawrence	6,018	1,478	1,710	+ 231	6,383	2,067	2,100	+ 33
Lewis	1,393	115	400	+ 285	1,425	721	750	+ 29
Lincoln	4,872	806	2,000	+1,194	5,097	1,372	1,800	+ 428
Marshall	3,304	882	1,235	+ 353	3,320	1,069	1,575	+ 506
Maury	8,549	1,450	2,850	+1,400	9,634	1,921	3,300	+1,379
Montgomery	10,069	2,238	2,750	+ 512	13,609	3,917	3,917	0
Perry	1,018	453	825	+ 372	952	487	900	+ 413
Robertson	5,598	2,024	2,945	+ 921	6,462	2,629	2,750	+ 121
Rutherford	9,977	2,614	2,614	0	12,258	3,710	3,710	0
Steward	1,569	585	585	0	1,398	695	750	+ 55
Sumner	7,488	3,138	3,120	0	13,213	4,851	4,851	0
Wayne	2,717	844	1,200	+ 356	2,695	1,338	1,338	0
Williamson	5,447	1,984	2,200	+ 216	7,928	2,561	2,875	+ 314
Wilson	5,373	1,813	2,750	+ 937	8,070	2,571	2,875	+ 304
District Totals	169,256	30,026	38,535	+8,509	210,492	46,256	53,125	+6,869

Table V (Continued)

District and County	Potential Enroll. 1965*	Actual Enroll. 1965	Suggested Enroll. 1971**	Potential Enroll. 1975*	Actual Enroll. 1975	Suggested Enroll. 1981**	Dif.
<u>District III</u>							
Bledsoe	1,858	549	1,330	1,593	783	1,200	+ 417
Bradley	8,101	1,957	2,100	11,216	3,883	3,883	0
Coffee	6,174	261	1,980	4,393	1,645	2,100	+ 455
Franklin	5,541	1,420	1,900	5,934	1,892	1,892	0
Grundy	2,705	601	1,105	2,381	1,084	1,125	+ 41
Hamilton	48,201	2,251	2,520	53,375	3,646	3,646	0
Marion	4,941	862	960	4,775	1,845	1,845	0
McMinn	6,816	1,468	1,900	7,496	2,261	2,261	0
Meigs	1,290	225	425	1,109	393	750	+ 357
Monroe	5,247	1,140	1,440	4,972	2,007	2,007	0
Moore	657	188	385	701	317	700	+ 383
Polk	2,796	854	1,365	2,474	768	1,125	+ 357
Rhea	3,402	876	1,280	3,718	888	1,600	+ 712
Sequatchie	1,445	273	440	1,446	436	700	+ 264
Van Buren	894	263	325	794	368	700	+ 332
Warren	4,768	1,068	1,900	5,777	1,804	2,100	+ 296
District Totals	104,836	14,251	21,355	112,154	24,021	27,634	+3,613
<u>District IV</u>							
Cannon	1,620	584	1,050	1,598	919	1,200	+ 281
Clay	1,628	521	750	1,333	798	1,125	+ 327

Table V (Continued)

District and County	Potential Enroll. 1965*	Actual Enroll. 1965	Suggested Enroll. 1971**	Dif.	Potential Enroll. 1975	Actual Enroll. 1975	Suggested Enroll. 1981**	Dif.
Cumberland	4,503	1,042	1,600	+ 558	4,843	1,703	1,800	+ 97
DeKalb	2,048	1,053	1,053	0	2,160	1,165	1,700	+ 535
Fentress	3,439	1,108	1,120	+ 12	2,974	1,387	1,387	0
Jackson	1,865	657	880	+ 223	1,576	827	827	0
Macon	2,409	1,053	1,440	+ 387	2,254	1,186	1,350	+ 164
Morgan	3,314	1,722	1,722	0	3,166	1,261	1,261	0
Overton	3,188	217	845	+ 628	3,052	1,354	1,354	0
Pickett	1,026	393	720	+ 327	781	381	600	+ 219
Putnam	5,473	1,302	1,530	+ 228	6,302	2,119	2,119	0
Scott	3,948	342	440	+ 98	3,517	1,527	1,527	0
Smith	2,210	756	1,170	+ 414	2,517	1,520	1,875	+ 355
Trousdale	989	352	600	+ 248	1,016	638	850	+ 212
White	3,247	1,026	1,800	+ 774	3,441	1,651	1,700	+ 49
District Totals	40,907	12,128	16,278	+4,150	210,492	18,436	20,675	+2,239
District V								
Anderson	13,939	1,853	2,100	+ 247	13,596	2,053	2,300	+ 247
Blount	12,532	2,451	2,451	0	12,847	1,994	1,994	0
Campbell	6,527	1,825	1,825	0	5,553	1,941	1,941	0
Carter	8,901	1,502	1,700	+ 198	8,333	2,258	2,258	0
Claiborne	4,186	1,334	1,334	0	4,023	1,880	1,880	0
Cocke	5,125	842	1,260	+ 418	5,741	1,665	1,665	0
Grainger	2,688	1,594	1,594	0	2,981	1,447	1,447	0

Table V (Continued)

District and County	Potential Enroll. 1965*	Actual Enroll. 1965	Suggested Enroll.** 1971	Dif.	Potential Enroll. 1975*	Actual Enroll. 1975	Suggested Enroll. 1981**	Dif.
Greene	8,574	2,073	2,420	+ 347	9,702	2,113	2,200	+ 87
Hamblen	6,498	866	1,520	+ 654	8,395	1,063	1,350	+ 287
Hancock	1,760	570	570	0	1,460	655	900	+ 245
Hawkins	6,402	3,388	3,388	0	7,097	3,586	3,586	0
Jefferson	3,926	1,072	1,072	0	5,177	2,119	2,119	0
Johnson	2,411	611	1,275	+ 614	2,328	1,039	1,200	+ 161
Knox	48,212	1,820	2,530	+ 710	54,392	2,492	3,300	+ 803
Leudon	4,962	816	1,260	+ 450	4,884	1,480	1,480	0
Reane	8,918	1,450	1,805	+ 355	8,731	2,357	2,357	0
Sevier	5,132	1,431	1,575	+ 144	6,046	1,661	1,661	0
Sullivan	24,083	1,252	2,310	+1,058	26,065	3,686	3,686	0
Unicoi	3,194	1,245	1,245	0	3,220	1,139	1,139	0
Union	1,838	600	765	+ 165	2,078	912	912	0
Washington	12,445	1,142	2,100	+ 958	14,089	3,607	3,607	0
District Totals	192,253	29,288	34,253	+4,965	206,738	41,146	42,982	+1,836
State Totals	734,342	117,561	147,273	+29,712	1,009,523	168,390	187,909	+19,519

* Potential Enrollments computed using 1960 and 1970 census data, respectively, boys and girls ages 5-14 years counted allowing that these youth would be of 4-H age (9-19) in 1965 and 1975. Attrition not considered.

** Figures taken from Table I for suggested 1971 and Table II for suggested 1981.

enrollments ranging from 20,675 youth for District IV to 53,125 youth in District II. Suggested 1981 State 4-H enrollment is 187,909 youth.

Regarding enrollment differences. Reference to Table V data shows the differences between the actual 1965 and 1975 4-H enrollments and the suggested 1971 and 1981 enrollments, respectively. Ranges between 1965 and 1971 were no youth in 21 counties to 1,719 youth in Coffee County. District ranges were from plus 4,150 youth in District IV to plus 8,509 youth in District II with an overall State difference of plus 29,712 youth. Ranges between 1975 and 1981 were from 0 youth in 42 counties to 1,379 youth in Maury County. Districts ranged from plus 1,836 youth in District V to plus 6,869 youth in District II with an overall State enrollment difference of plus 19,519.

Trends and Tentative Projections to 1981

In the preceding Tables (Tables I-V) various factors have been noted which lead to the projected county, District and State 4-H enrollments for the year 1981. It has been noted that 42 counties had already met or surpassed their suggested enrollments. In the future these counties need to hold the line as far as enrollment goes and concentrate on other factors contributing to a quality 4-H program such as reenrollment, as seen in Table IV (page 47), and other elements such as number of clubs, number of leaders, and audience mix. These elements will be discussed in depth in later sections of this study.

Counties that have not yet reached the suggested 4-H enrollments should strive to meet or exceed these enrollment suggestions by 1981. However, it is not within the realm of this study to suggest procedure to follow in accomplishing this end.

It would appear that the statewide trend is in the direction of reaching 4-H Standard One. Referring to Table III (page 45), this trend is evident when it is noted that there was a shift from only 19 counties meeting or exceeding the suggested 1971 enrollments in 1965 to the 42 counties meeting or exceeding the suggested 1981 enrollments in 1975.

II. REGARDING 4-H STANDARD TWO: THERE SHOULD
BE 20-40 MEMBERS PER CLUB

Data in Table VI include average numbers of members per club, numbers of 4-H Clubs, suggested enrollment and suggested club figures and changes needed for the study period, 1965-1975, with projections to 1981.

Suggested Average Numbers of Members Per Club for 1981.

Reference to Table VI shows that average number of members per club ranged from 17 youth in Coffee County to 116 youth in Sumner County in 1965, with District ranges from 34 youth in District IV to 44 youth in District V. The overall State average, in 1965, was 39 youth per 4-H Club.

In 1975, the number of 4-H members per club ranged from no youth in Lake County to 69 youth in Lawrence County. District averages ranged from 30 youth in District IV to 38 youth in District II, with an overall State average of 33 youth per 4-H Club.

The suggested 1981 number of members per club was considered to be the same as in 1975 as long as it fell between the 20-40 members

Table VI. Comparison of the Average Numbers of Members per 4-H Club and Numbers of Clubs for 1965 and 1975 by Counties with District and State Averages for Tennessee and Club Number Projections to 1981

District and County	Average Members Per Club*			Number of 4-H Clubs		Suggested 1981 Enrollment Per County**	Suggested Club Numbers 1981***	1975- 1981 Change Needed
	1965	1975	Dif.	1965	1975			
District I								
Benton	36	45	+ 9	17	25	1,575	39	+14
Carroll	45	35	+10	21	58	2,016	58	0
Chester	22	31	+ 9	23	32	1,125	36	+ 4
Crockett	41	45	+ 4	33	32	1,433	36	+ 4
Decatur	34	30	- 4	28	38	1,300	43	+ 5
Dyer	22	21	- 1	62	63	2,100	100	+37
Fayette	60	60	0	43	35	2,083	52	+17
Gibson	48	36	-12	45	69	2,492	69	0
Hardeman	32	34	+ 2	78	58	1,983	58	0
Hardin	32	48	+16	29	29	1,395	35	+ 6
Haywood	51	44	- 7	51	27	1,600	40	+13
Henderson	26	28	+ 2	41	48	1,400	50	+ 2
Henry	26	27	+ 1	32	62	1,700	63	+ 1
Lake	24	0	0	4	0	0	0	0
Lauderdale	47	30	-17	23	51	1,514	51	0
Madison	38	32	- 6	66	68	2,500	78	+10
McNairy	25	30	+ 5	46	59	1,775	59	0
Obion	45	56	+11	29	23	1,800	45	+22
Shelby	67	32	-35	62	298	9,645	320	+ 4
Tipton	41	27	-14	47	22	1,200	44	+22
Weakley	54	34	-20	25	41	2,700	79	+38
District Averages	40	34	- 6	805 ^t	1,138 ^t	43,493 ^t	1,337 ^t	+199 ^t

Table VI (Continued)

District and County	Average Members Per Club *			Number of 4-H Clubs		Suggested 1981 Enrollment Per County **	Suggested Club Numbers 1981***	1975- 1981 Change Needed
	1965	1975	Dif.	1965	1975			
District II								
Bedford	46	38	- 8	22	33	+ 11	2,100	+ 22
Cheatham	30	32	+ 2	30	64	+ 34	2,033	0
Davidson	46	32	-14	59	207	+146	6,622	0
Dickson	34	38	+ 4	38	43	+ 5	1,654	0
Giles	42	31	-11	29	41	+ 12	2,625	+ 44
Hickman	30	33	+ 3	28	34	+ 6	1,800	+ 20
Houston	31	41	+10	17	18	+ 1	1,118	+ 10
Humphreys	34	33	- 1	30	50	+ 20	1,700	+ 2
Lawrence	42	69	+27	35	30	- 5	2,100	+ 23
Lewis	24	28	+ 4	10	26	+ 16	750	+ 1
Lincoln	45	37	- 8	18	37	+ 19	1,800	+ 12
Marshall	49	56	+ 7	18	19	+ 1	1,575	+ 20
Maury	43	34	- 9	52	57	+ 5	3,300	+ 40
Montgomery	64	68	+ 4	35	58	+ 23	3,125	+ 20
Perry	30	33	+ 3	15	15	0	900	+ 12
Robertson	45	33	-12	45	79	+ 34	2,750	+ 4
Rutherford	39	41	+ 2	67	90	+ 23	3,710	+ 3
Steward	29	30	+ 1	20	23	+ 3	750	+ 2
Sumner	116	31	-85	27	158	+131	4,871	0
Wayne	28	32	+ 4	30	42	+ 12	1,338	0
Williamson	46	42	- 4	43	61	+ 18	2,875	+ 11
Wilson	39	61	+22	47	42	- 5	2,875	+ 30
District Average	42	38	- 4	715 ^t	1,229 ^t	+514 ^t	53,125 ^t	+274 ^t
							1,503 ^t	

Table VI (Continued)

District and County	Average Members Per Club *			Number of 4-H Clubs		Suggested 1981 Enrollment** Per County	Suggested Club Numbers** 1981	1975- 1981 Change Needed
	Number in 10 Years. Suggested							
	1965	1975	Dif.	1965	1975			
District III								
Bledsoe	28	29	+ 1	29	20	27	+ 7	+ 14
Bradley	50	37	-13	37	39	106	+ 67	0
Coffee	17	38	+21	38	15	43	+ 28	+ 12
Franklin	35	29	- 6	29	41	64	+ 23	0
Grundy	40	32	- 8	32	15	34	+ 19	+ 1
Hamilton	40	28	-12	28	57	132	+ 75	0
Marion	39	47	+ 8	40	22	39	+ 17	+ 7
McMinn	42	30	-12	30	35	75	+ 40	0
Meigs	38	66	+22	40	6	6	0	+ 13
Monroe	27	30	+ 3	30	43	67	+ 24	0
Moore	31	29	- 2	29	8	11	+ 3	+ 13
Polk	43	27	-16	27	20	28	+ 8	+ 14
Rhea	24	23	- 1	23	37	38	+ 1	+ 31
Sequatchie	68	36	-32	36	4	12	+ 8	+ 7
Van Buren	29	18	-11	20	9	20	+ 11	+ 15
Warren	46	35	-11	35	23	51	+ 28	+ 9
District Average	36	32	- 4	31	394 ^t	753 ^t	+359 ^t	+136 ^t
District IV								
Cannon	27	31	+ 4	31	22	30	+ 8	+ 9
Clay	26	30	+ 4	30	20	27	+ 7	+ 11

Table VI (Continued)

District and County	Average Members Per Club *			Number of 4-H Clubs		Suggested 1981 Enrollment Per County**	Suggested Club Numbers 1981***	1975- 1981 Change Needed
	1965	1975	Dif.	1965	1975			
Cumberland	32	30	- 2	33	56	1,800	60	+ 4
DeKalb	41	53	+12	26	22	1,700	43	+ 21
Fentress	25	30	+ 5	45	46	1,387	46	0
Jackson	25	29	+ 4	26	29	827	29	0
Macon	88	31	-57	12	38	1,350	44	+ 6
Morgan	45	21	-24	38	60	1,261	60	0
Overton	24	27	+ 3	9	51	1,354	51	0
Pickett	28	27	- 1	14	14	600	22	+ 8
Putnam	27	30	+ 3	48	70	2,119	70	0
Scott	31	29	- 2	11	52	1,527	52	0
Smith	47	31	-16	16	49	1,875	60	+ 11
Trousdale	27	35	+ 8	13	18	850	24	+ 6
White	41	30	-11	25	55	1,700	57	+ 12
District Average	34	30	- 4	358 ^t	617 ^t	20,675 ^t	695 ^t	+ 88 ^t
District V								
Anderson	65	32	-33	30	64	2,300	72	+ 8
Blount	61	44	-17	40	45	1,994	50	+ 5
Campbell	61	23	-38	30	84	1,941	84	0
Carter	52	38	-16	29	60	2,258	60	0
Claiborne	35	34	- 1	38	55	1,880	55	0
Cocke	38	48	+10	22	35	1,665	42	+ 7
Grainger	39	30	- 9	27	48	1,447	48	0
Greene	45	40	- 5	46	53	2,200	55	+ 2

Table VI (Continued)

District and County	Average Members Per Club *			Number of 4-H Clubs			Suggested 1981 Enrollment Per County**	Suggested Club Numbers 1981***	1975- 1981 Change Needed
	Number in 10 Years Suggested		1981	1975		Dif.			
	1965	1975		Dif.	1965				
Hamblen	33	26	- 7	26	41	+ 5	1,350	52	+ 11
Hancock	20	27	+ 7	28	24	- 4	900	33	+ 9
Hawkins	40	29	-11	85	126	+41	3,586	126	0
Jefferson	55	42	-13	19	50	+31	2,119	54	+ 3
Johnson	24	27	+ 3	28	38	+10	1,200	44	+ 6
Knox	49	33	-16	37	75	+38	3,300	100	+ 25
Loudon	45	32	-13	18	46	+28	1,480	46	0
Roane	44	50	+ 6	33	47	+14	2,357	59	+ 12
Sevier	65	43	-22	22	39	+17	1,661	42	+ 3
Sullivan	31	25	- 6	40	145	+105	3,686	147	+ 2
Unicoi	69	36	-33	18	32	+14	1,139	32	0
Union	33	37	+ 4	18	25	+ 7	912	25	0
Washington	29	35	+ 6	40	102	+ 62	3,607	102	0
District Averages	44	33	-11	674 ^t	1,234 ^t	+560 ^t	42,982 ^t	1,357 ^t	+123 ^t
State Averages	39	33	- 6	2,946 ^t	4,971 ^t	+2,025 ^t	187,909 ^t	5,781 ^t	+822 ^t

* Numbers are rounded to nearest whole number. Suggested number of members per club for 1981 were left at 1975 level if they fell between 20-40 members per club. Counties exceeding 40 members/club were lowered to that number; counties with fewer than 20 members per club were raised to that number.

** Where actual 1975 enrollment exceeded 1981 suggestions, actual figures are used.

Table VI (Continued)

***Suggested club members for 1981 were computed by dividing suggested 1981 enrollment by suggested 1981 members/club.

^tIndicates District and State totals.

per club limits. Averages in several counties exceeded the limit of 40 members per club, and were adjusted downward to the maximum of 40 youth per club. Those of less than 20 members per club were adjusted upward to that limit.

Perusal of suggested 1981 numbers of members per club shows the range of from 20 members per club in one county to 40 in 22 counties.

District averages ranged from 30 youth per club in District IV to 35 youth per club in District II. The overall State average in 1981 is suggested to be 33 members per club.

Suggested Number of 4-H Clubs for 1981

Table VI also shows that actual numbers of 4-H Clubs in 1965 ranged from four clubs in Lake and Sequatchie counties to 85 clubs in Hawkins County, and from no clubs in Lake County to 298 clubs in Shelby County in 1975. District actual numbers of clubs ranged from 358 clubs in District IV to 805 clubs in District I in 1965, and from 617 clubs in District IV to 1,234 clubs in District V in 1975. The total number of clubs from the State was 2,946 in 1965 and 4,971 in 1975, an increase of 2,025 clubs over that ten year period.

Suggested numbers of clubs for 1981 were computed by dividing the suggested 1981 enrollment figures by the suggested number of members per club. Suggested numbers of clubs ranged from no clubs in Lake County to 302 clubs in Shelby County. District total numbers of clubs ranged from 1,503 clubs in District II to 695 clubs in District IV. The total suggested number of clubs for the State in 1981 is 5,781 clubs.

To reach these suggested club numbers, changes must be made as seen in Table VI. Changes ranged from no clubs needed in 29 counties to 44 clubs needed in Giles County. Changes on the District level ranged from 88 clubs needed in District IV to 274 clubs needed in District II. For the State, 822 clubs should be added by 1981 to reach the suggested number.

Trends and Tentative Projections to 1981

Various factors have been noted in Table VI which lead to the projected county, District and State 4-H Club numbers and numbers of members per club, for the year 1981.

Note that, in 1975, 31 counties had already met the 1981 suggested club numbers and number of members per club. In the future, presumably these counties need to hold the line and concentrate on other factors contributing to a quality 4-H program.

Because 4-H Clubs in Tennessee are organized in the public school system and often meet during school hours, and often in the classroom, the club size is to a great extent determined by the size of the school classroom. Though it would appear that the trend is toward smaller classroom size as reflected by a decrease in the average size from 39 members per club in 1965 to 33 members per club in 1975, this study projects the average club size to remain at the present 1975 level of 33 members per club for the State.

The projected trend in regard to the number of clubs is toward more clubs in each county, with the exception of those 31

counties which were at an acceptable level at study time, for the near future. This was in keeping with the increase in suggested enrollment.

Counties reported as having more than 40 members per club or less than 20 members per club in 1975 should be challenged to strive to achieve the goal of from 20 to 40 members per club.

III. REGARDING 4-H STANDARD THREE: THERE SHOULD BE
100 ADULT LEADERS PER F.S.E. OR ONE
ADULT LEADER FOR EACH TEN MEMBERS

Data in Table VII includes the actual number of adult 4-H leaders in 1965 and 1975, the suggested number of adult leaders for 1981 and the change needed between 1975 and 1981 by counties with District and State totals. Data in Table VIII shows total number of leaders and the number of Junior and Teen leaders in 1965 and 1975, and the number of Junior and Teen leaders per adult leader, by counties with District and State totals.

Actual Number of Adult Leaders 1965 and 1975

Reference to Table VII shows that the numbers of adult leaders ranged from no leaders in Lewis County to 609 leaders in Haywood County in 1965. District numbers ranged from 735 adult leaders in District IV to 2,716 leaders in District I with an overall State total of 7,823 adult leaders in 1965.

In 1975 the number of adult leaders ranged from no leaders in Lake County to 225 leaders in Hawkins County with District totals ranging from 765 leaders in District IV to 1,702 leaders in District V giving a total of 6,389 adult leaders in 1975.

Table VII. Comparison of Actual Number of Adult Leaders in 1965 and 1975 with 1981 Suggested Number of Adult Leaders and Change Needed by County, with District and State Totals

District and County	Actual Number of Adult Leaders			Suggested* Number of Adult Leaders 1981	1975 to 1981 Change Needed
	1965	1975	Dif.		
<u>District I</u>					
Benton	47	14	- 33	158	+144
Carroll	80	62	- 18	202	+140
Chester	69	46	- 23	113	+ 67
Crockett	197	65	-132	143	+ 78
Decatur	50	91	+ 41	130	+ 39
Dyer	183	77	-106	210	+133
Fayette	138	65	- 73	208	+143
Gibson	184	130	- 54	249	+119
Hardeman	119	51	- 68	188	+137
Hardin	68	47	- 21	140	+ 93
Haywood	609	42	-567	160	+118
Henderson	50	45	- 5	140	+ 95
Henry	57	121	+ 64	170	+ 49
Lake	6	0	- 6	0	0
Lauderdale	54	74	+ 20	151	+ 77
Madison	195	75	-120	250	+175
McNairy	84	41	- 43	178	+137
Obion	149	41	-108	180	+139
Shelby	207	121	- 86	965	+844
Tipton	122	58	- 64	120	+ 62
Weakley	48	62	+ 14	270	+208
District Totals	2,716	1,318	-1,398	4,325	+3,007
<u>District II</u>					
Bedford	77	38	- 39	210	+172
Cheatham	20	0	- 20	203	+203
Davidson	66	335	+269	662	+327
Dickson	86	49	- 37	165	+116
Giles	65	57	- 8	263	+206
Hickman	11	126	+115	180	+ 54
Houston	26	28	+ 2	112	+ 84
Humphreys	56	87	+ 31	170	+ 83
Lawrence	83	36	- 47	210	+174

Table VII (Continued)

District and County	Actual Number of Adult Leaders			Suggested * Number of Adult Leaders 1981	1975 to 1981 Change Needed
	1965	1975	Dif.		
Lewis	0	26	+ 26	75	+ 49
Lincoln	31	60	+ 29	180	+120
Marshall	170	22	+148	158	+136
Maurry	70	81	+ 11	330	+249
Montgomery	83	77	- 6	313	+236
Perry	28	34	+ 6	90	+ 56
Robertson	152	66	- 86	275	+209
Rutherford	173	119	- 54	371	+252
Stewart	42	38	- 4	75	+ 37
Sumner	204	148	- 56	487	+339
Wayne	36	164	+128	164	0
Williamson	163	56	-107	288	+232
Wilson	108	46	- 62	288	+242
District Totals	1,750	1,693	- 57	5,266	+3,573
<u>District III</u>					
Bledsoe	33	63	+ 30	120	+ 57
Bradley	87	180	+ 93	388	+208
Coffee	50	139	+ 89	210	+ 71
Franklin	116	69	- 47	189	+120
Grundy	26	37	+ 11	113	+ 76
Hamilton	135	114	- 21	365	+251
Marion	21	4	- 17	185	+181
McMinn	176	109	- 67	226	+117
Meigs	16	9	- 7	75	+ 64
Monroe	19	34	+ 15	201	+167
Moore	34	23	- 11	70	+ 47
Polk	75	42	- 33	113	+ 71
Rhea	35	7	- 28	160	+153
Sequatchie	9	14	+ 5	70	+ 56
Van Buren	28	18	- 10	70	+ 52
Warren	67	49	- 18	210	+161
District Totals	927	911	- 16	2,765	+1,854

Table VII (Continued)

District and County	Actual Number of Adult Leaders			Suggested* Number of Adult Leaders	1975 to 1981 Change Needed
	1965	1975	Dif.	1981	
<u>District IV</u>					
Cannon	170	29	-141	120	+ 91
Clay	17	29	+ 12	113	+ 84
Cumberland	41	77	+ 36	180	+103
DeKalb	66	53	- 13	170	+117
Fentress	40	72	+ 32	139	+ 67
Jackson	36	24	- 12	83	+ 59
Macon	19	42	+ 23	135	+ 93
Morgan	41	49	+ 8	126	+ 77
Overton	20	66	+ 46	135	+ 69
Pickett	32	15	- 17	60	+ 45
Putnam	57	83	+ 26	212	+129
Scott	19	43	+ 24	153	+110
Smith	81	81	0	188	+107
Trousdale	24	49	+ 25	85	+ 36
White	72	53	- 19	170	+117
District Total	735	765	+ 30	2,069	+1,304
<u>District V</u>					
Anderson	131	178	+ 47	230	+ 52
Blount	95	40	- 55	199	+159
Campbell	136	43	- 93	194	+151
Carter	60	94	+ 34	226	+132
Claiborne	85	3	- 82	188	+185
Cocke	94	61	- 33	167	+106
Grainger	21	47	+ 26	145	+ 98
Greene	166	165	- 1	220	+ 55
Hamblen	80	118	+ 38	135	+ 17
Hancock	0	20	+ 20	90	+ 70
Hawkins	375	255	-120	359	+104
Jefferson	58	56	- 2	212	+156
Johnson	45	23	- 22	120	+ 97
Knox	107	156	+ 49	330	+174
Loudon	59	29	- 30	148	+119
Roane	47	29	- 18	236	+207
Sevier	48	53	+ 5	166	+113

Table VII (Continued)

District and County	Actual Number of Adult Leaders			Suggested* Number of Adult Leaders 1981	1975 to 1981 Change Needed
	1965	1975	Dif.		
Sullivan	123	119	- 5	369	+250
Unicoi	42	41	- 1	114	+ 73
Union	26	23	- 3	91	+ 68
Washington	28	149	+121	361	+212
District Totals	1,826	1,702	-124	4,300	+2,598
State Totals	7,954	6,389	-1,565	18,725	+12,336

* Computed by dividing the 1981 Suggested Enrollment (Table II, page 32) by 10 (Equal to 100 leaders/F.S.E. adjusted).

Table VIII. Comparison of Total Numbers of Leaders, Numbers of Adult Leaders, Numbers of Junior and Teen Leaders and Junior and Teen Leaders per Adult Leader for 1965 and 1975 by County, with District and State Totals

District and County	Total Leaders		Adult Leaders		Junior and Teen Leaders *		Junior and Teen Leaders per Adult Leader	
	1965	1975	1965	1975	1965 Jr.	1975 Jr.	1965	1975
District I								
Benton	58	42	47	14	11	12	.23	2.00
Carroll	102	106	80	62	22	26	.28	.71
Chester	77	58	69	46	8	12	.12	.26
Crockett	232	128	197	65	35	26	.18	.97
Decatur	68	147	50	91	18	27	.36	.62
Dyer	222	111	183	77	39	23	.21	.44
Fayette	201	90	138	65	63	0	.46	.38
Gibson	251	185	184	130	67	30	.36	.42
Hardeman	152	52	119	51	33	0	.28	.02
Hardin	80	77	68	47	12	20	.18	.64
Haywood	631	80	609	42	22	23	.04	.90
Henderson	73	85	50	45	23	14	.46	.89
Henry	69	162	57	121	12	29	.21	.34
Lake	8	0	6	0	2	0	.33	.00
Lauderdale	129	139	54	74	75	0	1.39	.88
Madison	372	114	195	75	177	24	.91	.52
McNairy	96	57	84	41	12	4	.14	.39
Obion	184	69	149	41	35	23	.23	.68
Shelby	274	168	207	121	67	23	.32	.39
Tipton	173	81	122	58	51	19	.42	.57
Weakley	69	131	48	62	21	45	.44	1.11
District Totals	3,421	2,002	2,716	1,318	705	380	.26	.58

Table VIII (Continued)

District and County	Total Leaders		Adult Leaders		Junior and * Teen Leaders			Junior and Teen Leaders per Adult Leader	
	1965	1975	1965	1975	1965	Teen Leaders		1965	1975
						Jr.	Teen		
<u>District II</u>									
Bedford	150	76	77	38	73	12	26	.95	1.00
Cheatham	24	20	20	0	4	10	10	.20	20.00
Davidson	116	367	66	335	50	16	16	.76	.99
Dickson	118	105	86	49	32	31	25	.49	1.14
Giles	92	125	65	57	27	36	32	.42	1.19
Hickman	26	207	11	126	15	45	36	1.36	.64
Houston	32	48	26	28	6	20	0	.23	.71
Humphreys	73	151	56	87	17	22	42	.30	.74
Lawrence	101	182	83	36	18	95	51	.22	4.06
Lewis	0	38	0	26	0	6	6	.00	.46
Lincoln	41	96	31	60	10	24	12	.32	.60
Marshall	197	44	170	22	27	19	3	.16	1.00
Maury	103	101	70	81	33	6	14	.47	.25
Montgomery	138	131	83	77	55	19	35	.66	.70
Perry	41	51	28	34	13	0	17	.46	.50
Robertson	204	242	152	66	52	151	25	.34	2.67
Rutherford	297	212	173	119	124	60	33	.72	.78
Stewart	46	80	42	38	4	31	11	.10	1.08
Sumner	231	228	204	148	27	45	35	.13	.54
Wayne	63	240	36	164	27	51	25	.75	.46
Williamson	183	99	163	56	20	13	30	.12	.77
Wilson	167	104	108	46	59	17	41	.55	1.26
District Totals	2,443	2,947	1,750	1,693	693	729	525	.40	.74

Table VIII (Continued)

District and County	Total Leaders		Adult Leaders		Junior and Teen Leaders *		Junior and Teen Leaders per Adult Leader	
			1965	1975	1965	1975		
	1965	1975	1965	1975	Jr.	Teen	1965	1975
<u>District III</u>								
Bledsoe	43	87	33	63	10	14	.30	.38
Bradley	123	257	87	180	36	40	.41	.43
Coffee	63	207	50	139	13	34	.26	.49
Franklin	128	108	116	69	12	28	.10	.57
Grundy	32	56	26	37	6	8	.23	.51
Hamilton	176	138	135	114	41	17	.30	.21
Marion	30	44	21	4	9	32	.43	10.00
McMinn	218	202	176	109	42	70	.24	.92
Meigs	26	17	16	9	10	4	.63	.89
Monroe	29	55	19	34	10	8	.53	.62
Moore	46	64	34	23	12	33	.35	1.78
Polk	90	96	75	42	15	35	.20	1.29
Rhea	49	19	35	7	14	6	.40	1.71
Sequatchie	11	36	9	14	2	10	.22	1.57
Van Buren	29	26	28	18	1	8	.04	.44
Warren	82	64	67	49	15	5	.22	.31
District Totals	1,175	1,483	927	911	248	352	.16	.63
<u>District IV</u>								
Cannon	200	40	170	29	30	9	.18	.38
Clay	32	56	17	29	15	16	.88	.93
								74

Table VIII (Continued)

District and County	Total Leaders		Adult Leaders		Junior and Teen Leaders*		Junior and Teen Leaders per Adult Leader	
	1965	1975	1965	1975	1965	Teen 1975	1965	1975
Cumberland	55	131	41	77	14	30	24	.34
DeKalb	92	88	66	53	26	20	14	.39
Fentress	53	108	40	72	13	26	10	.33
Jackson	44	46	36	24	8	7	15	.22
Macon	22	102	19	42	3	40	20	.16
Morgan	74	68	41	49	13	11	8	.80
Overton	42	107	20	66	22	11	30	1.10
Pickett	35	35	32	15	3	15	5	.09
Putnam	79	123	57	83	22	25	15	.39
Scott	22	51	19	43	3	4	4	.16
Smith	88	113	81	81	7	8	24	.09
Trousdale	45	91	24	49	21	17	25	.88
White	86	100	72	53	14	29	18	.19
District Totals	970	1,259	735	765	235	269	225	.32
District V								
Anderson	175	271	131	178	44	40	53	.52
Blount	137	121	95	40	42	36	45	.44
Campbell	152	46	136	43	16	0	3	.12
Carter	95	166	60	94	35	24	48	.58
Claiborne	103	14	85	3	18	7	4	.21
Cocke	109	105	94	61	15	29	15	.16
Grainger	27	91	21	47	6	28	16	.29
Greene	205	271	166	165	39	69	37	.23

Table VIII (Continued)

District and County	Total Leaders		Adult Leaders		Junior and Teen Leaders*		Junior and Teen Leaders per Adult Leader	
	1965	1975	1965	1975	1965 Jr.	1975 Jr.	1965	1975
Hamblen	95	268	80	118	15	113	.19	1.27
Hancock	0	64	0	20	0	25	.00	2.20
Hawkins	567	729	375	255	192	274	.51	1.86
Jefferson	88	76	58	56	30	8	.52	.36
Johnson	62	46	45	23	17	10	.38	1.00
Knox	130	228	107	156	23	28	.21	.46
Loudon	84	45	59	29	25	9	.42	.55
Roane	67	68	47	29	20	19	.43	1.34
Sevier	70	72	48	53	22	10	.46	.36
Sullivan	133	131	123	119	30	7	.24	.10
Union	48	101	42	41	6	52	.14	1.46
Union	33	32	26	23	7	0	.27	.39
Washington	30	169	28	149	2	9	.07	.13
District Totals	2,430	3,114	1,826	1,702	604	797	.33	.83
State Totals	10,439	10,885	7,954	6,389	2,485	2,527	.31	.70

* In 1965 all 4-H members in leadership projects were Junior leaders; in 1975 the 4-H leadership project was divided, those working with Explorer and Junior groups are considered Junior leaders, those working with Junior High groups are considered Teen leaders.

Differences between 1965 and 1975 ranged from -567 leaders in Haywood County to +269 leaders in Davidson County. District differences ranged from -1,398 in District I to +121 in District V with an overall State difference of -1,565 adult leaders for the ten-year period.

Suggested Numbers of Adult Leaders in 1981

Table VII (page 68) data also shows the suggested number of adult leaders in 1981 for each county with District and State totals. The number of suggested adult leaders was computed by dividing the 1981 suggested enrollment by 10 which would be the equivalent of 100 adult leaders per F.S.E. adjusted as per Table II (page 32).

Ranges were from no adult leaders in Lake County to 965 adult leaders in Shelby County. Ranges for the Districts were from 2,069 leaders in District IV to 5,266 leaders in District II, giving a total of 18,725 adult leaders for the State in 1981.

Changes Needed in the Number of Adult Leaders 1975-1981

Data in Table VII shows the needed changes in the number of leaders from the 1975 figures to reach the 1981 suggested numbers of adult leaders. Changes range from no leaders in Lake and Wayne Counties to plus 844 leaders in Shelby County. Ranges on a District level were from plus 1,304 leaders in District IV to plus 3,573 leaders in District V with an overall increase of plus 12,336 adult leaders for the State.

Number of Junior and Teen Leaders

Data from Table VIII (page 72) includes the total number of leaders, the number of adult leaders, the number of Junior and Teen leaders and the number of Junior and Teen leaders per adult leader for 1965 and 1975 by counties with District and State totals.

Regarding the total number of leaders. As shown in Table VIII the range in the total number of leaders was from no leaders in Lewis County to 631 leaders in Haywood County in 1965. District totals ranged from 970 leaders in District IV to 3,421 leaders in District I. The total number of 4-H leaders for the State was 10,439 in 1965.

The total number of 4-H leaders in 1975 ranged from no leaders in Lake County to 729 leaders in Hawkins County. District totals ranged from 1,259 leaders in District IV to 3,114 leaders in District V with a total of 10,885 4-H leaders in the State in 1975.

Regarding the number of adult leaders in 1965 and 1975. See detailed discussion of Table VII (page 68) presented above.

Regarding the actual number of Junior and Teen leaders. Referring to Table VIII, the data shows a range in the number of Junior leaders in 1965 of from no Junior leaders in Lewis and Hancock counties to 192 Junior leaders in Hawkins County. District totals ranged from 235 in District IV and 705 in District I with a State total of 2,485 Junior leaders in 1965.

By 1975 4-H members could enroll in two leadership projects. Junior leaders included those 4-H'ers enrolled in leadership and

working with Explorer and Junior Club. Teen leaders are those who work with Junior High Clubs. The 1975 ranges for Junior and Teen leaders was from no Junior leaders in five counties and no Teen leaders in three counties to 274 Junior and 200 Teen leaders in Hawkins County. District totals ranged from 269 Junior leaders in District IV and 220 Teen leaders in District III to 797 Junior leaders in District V and 615 Teen leaders in District V. State totals were 2,527 Junior leaders and 1,969 Teen leaders in 1975.

Regarding the number of Junior and Teen leaders per adult leader.

Data from Table VIII (page 72) also shows the numbers of Junior and Teen leaders per adult leader as computed using data in Table VII (page 68). Ranges were from no Junior leaders per adult leader in Lewis and Hancock counties to 1.39 Junior leaders per adult leader in Lauderdale County. For districts the ranges were from 0.16 in District III to 0.40 in District II. The number of Junior and Teen leaders per adult leader was 0.31 for the State in 1965. Ranges in 1975 were from 0.00 in Lake County to 10.00 in Marion County with District ranges from 0.58 in District I to 0.83 in District V. For the State in 1975 there were 0.70 Junior and Teen leaders per adult leader.

Trends and Tentative Projections to 1981

In preceding Tables VII and VIII, trends in 4-H volunteer leadership have been presented. There had been a noticable decrease (i.e. 1,565) in the total number of adult leaders since 1965, with

only District IV showing a slight increase. Only one county had met or exceeded the 1981 suggested number of adult leaders. This downward trend projects a bleak future if Standard Three is a valid measure. Projected 1981 figures show a needed increase of 12,984 adult leaders from the 1975 level. Studies previously cited point to the benefits of working with and through 4-H leaders. Therefore, a prime goal of all Tennessee Counties in the future should be that of increasing the number of volunteer adult leaders.

Junior and Teen leaders showed a positive trend with an increase of 2,011 Junior and Teen leaders over the previous ten years (1965-1975) and a proportional increase of 0.40 Junior and Teen leaders per adult leader.

No attempt is made in this study to project numbers of Junior and Teen leaders needed in 1981. However, the trend appears favorable and might prove to be an area of study interest for other researchers. Is there a trade-off value between adult and Junior and Teen leaders regarding 4-H Standard Three?

It would appear that figures State-wide and Nationally do not vary greatly with exception of the Junior and Senior audiences, however, the proposed audience mix does fall into line relatively well in both cases.

IV. REGARDING PROPOSED 4-H STANDARD FOUR: COUNTY ENROLLMENT

SHOULD BE MADE UP OF APPROXIMATELY 20 PERCENT

EXPLORERS, 40 PERCENT JUNIORS, 30 PERCENT

JUNIOR HIGHS AND 10 PERCENT SENIORS

Data in Tables IX, X and XI includes information pertaining to the four 4-H audience groups included in Tennessee, namely: explorers, Juniors, Junior Highs and Seniors.

Table IX presents data for 1975 enrollments by 4-H audiences indicating total enrollments and percents that each audience were of totals.

Table X data relate the Tennessee 4-H audience breakdown compared to National figures, by numbers and percents.

Data in Table XI consist of suggested 1981 enrollment figures indicating total suggested enrollment, and proposed enrollments for each of the 4-H audiences under Proposed Standard Four. Table XI also shows a direction of change needed for each audience from 1975 to 1981 to achieve the proposed balance.

Actual Numbers of Explorers, Juniors, Junior Highs and Seniors in 1975

Reference to Table IX shows the actual numbers of members enrolled in the various 4-H audiences in 1975.

The Explorer audience, boys and girls in the fourth grade, had ranges of from no members in Lake County to 3,301 members in Shelby County. District numbers ranged from 3,886 members in District IV to 11,399 members in District II, with a State total of 36,782 Explorers.

Table IX. 1975 4-H Enrollment by Audience with Totals and Percents. That Each Audience Was of the Totals by Counties with District and State Totals and Percents

District and County	1975 Total Enrollment	20		40		30		10	
		Explorer Enrollment	%	Junior Enrollment	%	Junior High Enrollment	%	Senior Enrollment	%
<u>District I</u>									
Benton	1,131	231	20.4	443	39.2	415	36.7	42	3.7
Carroll	2,016	451	22.4	952	47.2	590	29.3	23	1.1
Chester	981	213	21.7	385	39.2	356	36.3	27	2.8
Crockett	1,433	130	9.1	506	35.3	637	44.5	206	11.2
Decatur	1,123	169	15.0	368	32.8	444	39.5	142	12.6
Dyer	1,326	298	22.5	500	37.7	510	38.5	18	1.4
Fayette	2,083	462	22.2	843	40.5	718	34.5	60	2.9
Gibson	2,492	19	0.8	1,313	52.7	998	40.0	162	6.5
Hardeman	1,983	470	23.7	965	48.7	522	26.3	26	1.3
Hardin	1,395	44	3.2	675	48.4	609	43.7	67	4.8
Haywood	1,179	51	4.3	536	45.5	571	48.4	21	1.8
Henderson	1,323	226	17.1	631	41.7	452	34.2	14	1.1
Henry	1,684	408	24.2	826	49.0	396	23.5	54	3.2
Lake	0	0	0.0	0	0.0	0	0.0	0	0.0
Lauderdale	1,514	0	0.0	921	60.8	547	36.1	46	3.0
Madison	2,143	567	26.5	1,057	49.3	401	18.7	118	5.5
McNairy	1,775	348	19.6	684	38.5	724	40.8	19	1.1
Obion	1,294	309	23.9	469	36.2	485	37.5	31	2.4
Shelby	9,654	3,301	34.2	5,608	58.1	691	7.2	34	0.6
Tipton	601	0	0.0	373	62.1	196	32.6	32	5.3
Weakley	1,401	336	20.8	648	46.3	376	26.8	41	2.9
District Totals	38,531	8,033	20.8	18,703	48.5	10,638	27.6	1,157	3.0

Table IX (Continued)

District and County	1975 Total Enrollment	Explorer		Junior		Junior High		Senior	
		Enrollment	%	Enrollment	%	Enrollment	%	Enrollment	%
Bedford	1,250	206	16.5	441	35.3	2,201	40.1	102	8.2
Cheatham	2,033	401	19.7	774	38.1	800	37.7	91	4.5
Davidson	6,622	2,449	37.0	3,884	58.7	259	3.9	30	0.5
Dickson	1,654	431	26.2	800	48.4	357	21.6	63	3.8
Giles	1,276	292	22.9	478	37.5	370	29.0	136	10.7
Hickman	1,118	225	20.1	442	39.5	381	34.1	70	6.3
Houston	733	141	19.2	217	29.6	277	37.8	98	13.4
Humphreys	1,635	296	18.1	617	37.7	638	39.0	84	5.1
Lawrence	2,067	426	20.6	727	35.2	797	38.6	117	5.7
Lewis	721	142	19.7	293	40.6	262	36.3	24	3.3
Lincoln	1,372	312	25.0	595	43.4	394	28.7	71	5.2
Marshall	1,069	187	17.5	443	41.4	368	34.4	71	6.6
Maury	1,921	550	28.6	971	50.5	360	18.7	40	2.1
Montgomery	3,917	1,052	26.9	1,937	49.5	697	17.8	231	5.9
Perry	487	91	18.7	164	33.7	175	35.9	57	11.7
Robertson	2,629	669	25.4	1,143	43.5	735	28.0	82	3.1
Rutherford	3,710	1,097	29.6	1,654	44.6	846	22.8	113	3.0
Stewart	695	127	18.3	277	39.9	243	35.0	48	6.9
Sumner	4,871	1,203	25.9	2,818	57.9	734	15.1	56	1.1
Wayne	1,338	232	17.3	522	39.0	479	35.8	105	7.8
Williamson	2,561	550	21.5	1,051	41.0	836	32.6	124	4.8
Wilson	2,577	257	10.0	1,418	55.0	809	31.4	93	3.6
District Totals	46,256	11,399	24.6	21,666	46.8	11,285	24.2	1,906	4.1

Table IX (Continued)

District and County	1975 Total Enrollment	Explorer		Junior		Junior High		Senior	
		Enrollment	%	Enrollment	%	Enrollment	%	Enrollment	%
District III									
Bledsoe	783	151	19.3	299	38.2	266	34.0	67	8.6
Bradley	3,883	858	22.1	1,641	42.3	1,330	34.3	54	1.4
Coffee	1,645	819	49.8	309	18.8	256	15.6	261	15.9
Franklin	1,892	452	23.9	877	46.5	533	28.2	30	1.6
Grundy	1,084	258	23.8	424	39.1	374	34.5	28	2.6
Hamilton	3,643	751	20.6	2,076	56.9	792	21.7	27	0.7
Marion	1,845	298	16.2	728	39.5	762	41.3	57	3.1
McMinn	2,261	463	20.5	888	39.3	815	36.0	95	4.2
Meigs	393	86	24.4	174	44.3	108	27.5	15	3.8
Monroe	2,007	463	23.1	763	38.0	759	37.8	22	1.1
Moore	317	59	18.6	147	46.4	95	30.0	16	5.0
Polk	768	167	21.7	281	36.6	297	38.7	23	3.0
Rhea	889	296	33.3	249	28.0	322	36.2	22	7.9
Sequatchie	436	124	28.4	126	28.9	116	26.6	70	16.1
Van Buren	368	46	12.5	116	31.5	157	42.7	49	13.3
Warren	1,804	530	29.4	846	46.9	404	21.1	24	1.3
District Totals	24,021	5,831	24.3	9,944	41.4	7,386	30.8	860	3.6
District IV									
Cannon	919	178	19.4	318	34.6	390	42.4	33	3.6
Clay	798	136	17.0	263	33.0	351	44.0	48	6.0
Cumberland	1,703	452	26.5	706	41.3	504	29.6	43	2.5

Table IX (Continued)

District and County	1975 Total Enrollment	Explorer		Junior		Junior High		Senior	
		Enrollment	%	Enrollment	%	Enrollment	%	Enrollment	%
DeKalb	1,165	223	19.1	385	33.0	475	40.8	82	7.0
Fentress	1,387	283	20.4	511	36.8	486	35.1	107	7.7
Jackson	827	126	15.2	279	33.7	275	33.3	147	17.8
Macon	1,186	238	20.1	369	31.1	412	34.7	167	14.1
Morgan	1,261	386	30.6	447	35.4	376	29.8	52	4.1
Overton	1,354	357	26.4	577	42.6	403	29.8	17	1.3
Pickett	381	73	19.2	118	31.0	166	43.6	24	6.3
Putnam	2,119	528	24.9	897	42.3	614	29.0	80	3.8
Scott	1,527	305	20.0	646	42.3	458	30.0	118	7.7
Smith	1,520	213	14.0	490	32.2	754	49.6	63	4.1
Trousdale	638	85	13.3	188	29.5	256	40.1	109	17.1
White	1,651	303	18.4	656	39.7	629	38.1	63	3.8
District Totals	18,436	3,886	21.1	6,848	37.1	6,549	35.5	1,153	6.3
District V									
Anderson	2,053	419	20.4	900	43.8	660	32.1	74	3.6
Blount	1,994	276	13.8	795	39.9	742	37.2	181	9.1
Campbell	1,941	164	8.4	878	45.2	842	43.4	57	2.9
Carter	2,258	524	23.2	932	41.3	727	32.2	75	3.3
Claiborne	1,880	355	18.9	684	36.4	690	36.7	151	8.0
Cocke	1,665	301	18.1	697	41.9	601	36.1	66	4.0
Grainger	1,447	317	21.9	544	37.6	545	37.7	41	2.8
Greene	2,113	533	25.2	929	44.0	572	27.1	79	3.8

Table IX (Continued)

District and County	1975 Total Enrollment	Explorer		Junior		Junior High		Senior	
		Enrollment	%	Enrollment	%	Enrollment	%	Enrollment	%
Hamblen	1,063	222	20.9	533	50.1	255	24.0	53	5.0
Hancock	655	93	14.2	187	28.5	212	32.4	163	24.9
Hawkins	3,586	700	19.5	1,285	35.8	1,368	38.1	233	6.5
Jefferson	2,119	451	21.3	927	43.7	711	33.6	30	1.4
Johnson	1,038	147	14.2	426	41.0	365	35.2	100	9.6
Knox	2,492	193	7.7	1,586	63.6	655	26.3	58	2.3
Louden	1,480	329	22.2	639	43.2	454	30.7	58	3.9
Reane	2,357	631	26.8	1,109	47.1	573	24.3	44	1.9
Sevier	1,661	118	7.1	844	50.8	594	35.8	105	6.3
Sullivan	3,686	1,106	30.0	2,006	54.4	540	14.7	34	0.9
Unicoi	1,139	198	17.4	544	47.8	387	34.0	10	0.9
Union	912	104	11.4	285	31.3	317	34.8	206	22.6
Washington	3,607	452	12.5	1,625	45.1	1,371	38.0	159	4.4
District Totals	41,146	7,633	18.6	18,355	44.6	13,181	32.0	1,977	4.8
State Totals	168,390	36,782	21.8	75,516	44.9	49,039	29.1	7,053	4.2

Table X. Tennessee 4-H Audience Mix Compared to National 4-H Audience Mix, 1975

4-H Audience	Tennessee		National	
	Number	%	Number	%
Explorers*	36,782	21.8	784,032	19.4
Juniors*	75,516	44.9	1,399,400	34.7
Junior Highs*	49,039	29.1	1,302,707	32.3
Seniors*	7,053	4.2	525,625	13.0
19 and Over*	-	-	21,904	.5
Totals	168,390	100.0	4,033,668	100.0

* National Enrollment Summary presents enrollment by age only. For comparison, ages 9 years and under were considered to be Explorers, ages 10 and 11 years were considered to be Juniors, ages 12, 13, and 14 years were considered to be Junior Highs and ages 15, 16, 17, and 18 years were considered to be Seniors. Those 19 years and over are considered separately.

Table XI. Proposed 1981 Enrollment by 4-H Audience (Total, Explorers, Juniors, Junior Highs, and Seniors) with Indication of Direction of Change Needed from 1975 Figures (Table IX) by County with District and State Totals

District and County	Suggested 1981 Enroll.	Proposed Explorer Enroll.*	Dir. of Change Needed	Proposed Junior Enroll.*	Dir. of Change Needed	Proposed Junior High Enroll.*	Dir. of Change Needed	Proposed Senior Enroll.*	Dir. of Change Needed
Benton	1,575	315	+	630	+	472	+	158	+
Carroll	2,016	403	-	806	-	605	+	202	+
Chester	1,125	225	+	450	+	338	-	112	+
Crockett	1,433	287	+	573	+	430	-	143	-
Decatur	1,300	260	+	520	+	390	-	130	-
Dyer	2,100	420	+	840	+	630	+	210	+
Fayette	2,083	417	-	833	-	625	-	208	+
Gibson	2,492	498	+	997	-	748	-	249	+
Hardeman	1,883	377	-	753	-	565	+	188	+
Hardin	1,385	279	+	558	-	419	-	139	+
Haywood	1,600	320	+	640	+	480	-	160	+
Henderson	1,400	280	+	560	-	420	-	140	+
Henry	1,700	340	-	680	-	510	+	170	+
Lake	0	0	-	0	-	0	-	0	-
Lauderdale	1,514	303	+	606	-	454	-	151	+
Madison	2,500	500	-	1,000	-	750	+	250	+
McNairy	1,775	355	+	710	+	533	-	177	+
Obion	1,800	360	+	720	+	540	+	180	+
Shelby	9,654	1,931	-	3,862	-	2,896	+	965	+
Tipton	1,200	240	+	480	+	360	+	120	+
Weakley	2,700	540	+	1,080	+	810	+	270	+

Table XI (Continued)

District and County	Suggested 1981 Enroll.	Proposed Explore ² Enroll.	Dir. of Change Needed	Proposed Junior* Enroll.	Dir. of Change Needed	Proposed Junior High * Enroll.	Dir. of Change Needed	Proposed Senior* Enroll.	Dir.** of Change Needed
District Totals	43,493	8,699	+	17,397	-	13,048	+	4,349	+
<u>District II</u>									
Bedford	2,100	420	+	840	+	630	+	210	+
Cheatham	2,033	407	+	813	+	610	+	203	+
Davidson	6,622	1,324	-	2,649	+	1,987	+	662	+
Dickson	1,654	331	-	662	+	496	+	165	+
Giles	2,625	525	+	1,050	+	288	+	263	+
Hickman	1,800	360	+	720	+	540	+	180	+
Houston	1,118	224	+	447	+	335	+	112	+
Humphreys	1,700	340	+	680	-	510	-	170	+
Lawrence	2,100	420	-	840	+	630	-	2,100	+
Lewis	750	150	+	300	+	225	-	750	+
Lincoln	1,800	360	+	720	+	540	+	180	+
Marshall	1,575	315	+	630	+	473	+	158	+
Maury	3,300	660	+	1,320	+	990	+	330	+
Montgomery	3,125	625	-	1,250	-	938	+	313	+
Perry	900	180	+	360	+	270	+	90	+
Robertson	2,750	550	-	1,100	-	825	+	28	+
Rutherford	3,710	742	-	1,484	-	1,113	+	371	+
Stewart	750	150	+	300	+	225	+	75	+
Sumner	4,871	974	-	1,948	-	1,461	+	487	+
Wayne	1,338	277	+	535	+	401	-	134	+

Table XI (Continued)

District and County	Suggested 1981 Enroll.	Proposed Explorer Enroll.*	Dir. ** of Change Needed	Proposed Junior* Enroll.	Dir. ** of Change Needed	Proposed Junior High * Enroll.	Dir. ** of Change Needed	Proposed Senior* Enroll.	Dir. ** of Change Needed
Williamson	2,875	575	+	1,150	-	863	+	288	+
Wilson	2,875	575	+	1,150	-	863	+	288	+
District Totals	53,125	10,625	-	21,250	+	15,938	+	5,313	+
<u>District III</u>									
Bledsoe	1,200	240	+	480	+	360	+	120	+
Bradley	3,883	777	+	1,553	-	1,165	-	388	+
Coffee	2,100	420	-	840	+	630	+	210	-
Franklin	1,892	378	-	757	-	568	+	189	+
Grundy	1,125	225	-	450	+	338	-	112	+
Hamilton	3,646	729	-	1,458	-	1,094	+	365	+
Marion	1,845	369	+	738	+	554	-	185	+
McMinn	2,261	452	-	904	+	678	-	226	+
Meigs	750	150	+	300	+	225	+	75	+
Monroe	2,007	401	-	803	+	602	-	201	+
Moore	700	140	+	280	+	210	+	70	+
Polk	1,125	225	+	450	+	338	+	113	+
Rhea	1,600	320	+	640	+	480	+	160	+
Sequatchie	700	140	+	280	+	210	+	70	+
Van Buren	700	140	+	280	+	210	+	70	+
Warren	2,100	420	-	840	-	630	+	210	+

Table XI (Continued)

District and County	Suggested 1981 Enroll.	Proposed Explorer Enroll.*	Dir. of Change Needed **	Proposed Junior Enroll.*	Dir. of Change Needed **	Proposed Junior High Enroll.*	Dir. of Change Needed **	Proposed Senior Enroll.*	Dir. of Change Needed **
District Totals	27,634	5,527	-	11,054	+	8,290	+	2,763	+
<u>District IV</u>									
Cannon	1,200	240	+	480	+	360	-	120	+
Clay	1,125	225	+	450	+	338	-	113	+
Cumberland	1,800	360	-	720	+	540	+	180	+
DeKalb	1,700	340	+	680	+	510	+	170	+
Fentress	1,387	277	-	555	+	416	-	139	+
Jackson	827	165	+	331	+	248	-	83	-
Macon	1,350	270	+	540	+	405	-	135	-
Morgan	1,261	252	-	504	+	378	+	126	+
Overton	1,354	271	-	542	-	406	+	135	+
Pickett	600	120	+	240	+	180	+	60	+
Putnam	2,119	424	-	848	-	636	+	212	+
Scott	1,527	305	o	611	-	458	o	153	+
Smith	1,875	375	+	750	+	563	-	188	+
Treusdale	850	170	+	340	+	255	-	85	-
White	1,700	340	+	680	+	510	-	170	+
District Totals	20,675	4,135	+	8,270	+	6,203	-	2,068	+

Table XI (Continued)

District and County	Suggested 1981 Enroll.	Proposed Explore r Enroll.	** Dir. of Change Needed	Proposed Junior* Enroll.	** Dir. of Change Needed	Proposed Junior High Enroll.	** Dir. of Change Needed	Proposed Senior Enroll.	** Dir. of Change Needed
<u>District V</u>									
Anderson	2,300	460	+	920	+	690	+	230	+
Blount	1,994	389	+	798	+	598	-	199	+
Campbell	1,941	388	+	776	-	582	-	194	+
Carter	2,258	452	-	903	-	677	-	226	+
Claiborne	1,880	376	+	752	+	564	-	188	+
Cocke	1,665	333	+	666	-	500	-	167	+
Grainger	1,447	289	-	579	+	434	-	145	+
Greene	2,200	440	-	880	-	660	+	220	+
Hamblen	1,350	270	+	540	+	405	+	135	+
Hancock	900	180	-	360	+	270	+	90	-
Hawkins	3,586	717	+	1,434	+	1,076	-	359	+
Jefferson	2,119	424	-	848	-	636	-	212	+
Jehonson	1,200	240	+	480	+	360	+	120	+
Knox	3,300	660	+	1,320	-	990	+	330	+
Loudon	1,480	296	-	592	-	444	-	148	+
Roane	2,357	471	-	943	-	707	+	236	+
Sevier	1,661	332	+	664	-	498	+	166	+
Sullivan	3,086	737	-	1,474	-	1,106	+	369	+
Unicoi	1,139	228	+	456	-	342	-	114	+
Union	912	182	+	365	+	274	-	91	-
Washington	3,607	721	+	1,443	-	1,082	+	360	+

Table XI (Continued)

District and County	Suggested 1981 Enroll.	Proposed Explorer* Enroll.	Dir. ** of Change Needed	Proposed Junior* Enroll.	Dir. ** of Change Needed	Proposed Junior High * Enroll.	Dir. ** of Change Needed	Proposed Senior* Enroll.	Dir. ** of Change Needed
District Totals	42,982	8,596	+	17,193	-	12,895	-	4,298	+
State Totals	187,909	37,592	+	75,164	-	56,373	+	18,791	+

* Proposed audience enrollments computed using the proposed 4-H Standard: 20 percent Explorers, 40 percent Juniors, 30 percent Junior Highs, and 10 percent Seniors.

** Direction of change needed indicates the plus or minus change needed to meet 1981 suggested enrollments as compared to 1975 figures (Table IX, page 82).

Youth in grades 5 and 6, the Juniors, ranged from no members in Lake County to 5,608 members in Shelby County. Totals for Districts ranged from 6,848 members in District IV to 21,666 members in District II, with a State total of 75,516 Juniors.

The Junior High audience includes those youth in grades 7, 8, and 9, and ranged from no members in Lake County to 1,371 members in Washington County. District numbers ranged from 6,549 members in District IV to 13,181 members in District V. A total of 49,039 Junior High members was enrolled in 1975.

The Senior 4-H audience involves youngsters in grades 10, 11, and 12. Enrollments for 1975 ranged from no youth in Lake County to 261 youth in Coffee County. District totals ranged from 860 members in District III to 1,153 members in District V. There were 7,053 Seniors enrolled State-wide in 1975.

Reference to data in Table IX (page 82) shows the relative percents of Explorers, Juniors, Junior Highs, and Seniors in 1975. Ranges for the Explorer audience were from 0.0 percent in Lake and Tipton Counties to 49.0 percent in Coffee County with District ranges from 18.6 percent in District V to 24.6 percent in District II. On the State level, Explorers made up 21.8 percent of the 1975 4-H audience mix. Junior audience percents ranged from 0.0 percent in Lake County to 63.6 percent in Knox County with District ranges of from 37.1 percent in District IV to 48.5 percent in District I. Overall, the Junior audience made up 44.9 percent of the State total in 1975. The Junior High audience ranged from 0.0 percent in Lake County to 49.6

percent in Smith County. District ranges for the Junior High group were from 27.6 percent in District I to 35.5 percent in District IV. For the State, the Junior High audience made up 29.1 percent of the 4-H enrollment in 1975. The Senior audience ranged from 0.0 percent in Lake County to 24.9 percent in Hancock County, with District ranges from 3.0 percent in District I to 6.3 percent in District IV. The senior audience was 4.2 percent of the total enrollment for the State in 1975.

Comparing State and National 4-H Audience Mixes

Table X presents information relating to the numbers and percents of members in the various 4-H audiences in 1975. It is noted that the figures presented in the National Enrollment Summary (29) were not presented by membership in various school grades. Therefore, the following ages of members were used to match the Tennessee 4-H audience groupings: ages 9 years and under were considered to be in the Explorer audience, ages 10 and 11 years were considered to be Juniors, ages 12 through 14 years were considered to be Junior Highs and those aged 15 through 18 years were considered to be Seniors. The National figure for those 19 years and over is reported separately.

Comparison of the percents of membership in the various 4-H audiences is included in this study. Actual numbers are presented for information only and are not compared or analyzed.

By audience, State and National percents for each 4-H audience were as follows: Explorers constituted 21.8 percent of Tennessee's enrollment and 19.4 percent of National enrollment;

Juniors constituted 44.9 percent of Tennessee's enrollment and 34.7 percent of National enrollment; Junior Highs constituted 29.1 percent of Tennessee's enrollment; and 32.3 percent of National enrollment; and Seniors made up 4.2 percent of Tennessee's enrollment and 13.0 percent of National enrollment. Those 19 years and over made up none of Tennessee's 4-H enrollment and 0.5 percent of the National enrollment figures. In Tennessee, those over 19 years are eligible for Young Farmers and Homemakers organization.

Data in Table XI (page 88) relate to the proposed numbers of 4-H members in each of the 4-H audiences in 1981 to make up the suggested 1981 enrollments.

For the Explorer audience proposed numbers ranged from no members in Lake County to 1,931 members in Shelby County with District totals ranging from 4,135 members in District IV to 10,625 members in District II. The proposed State total number of Explorers is 37,592 members.

For the Junior audience, proposed numbers ranged from no members in Lake County to 3,862 members in Shelby County. District ranges were from 8,270 members in District IV to 21,250 members in District II with a proposed 75,164 members for the State in the Junior audience.

Junior Highs ranged from no members in Lake County to 2,896 members in Shelby County. District ranges for the Junior High audience were from 6,203 members in District IV to 15,938 members in District II. The State total is proposed to be 56,323 members for the Junior High audience in 1981.

The Senior audience ranges were from no members in Lake County to 965 members in Shelby County. District ranges are from 2,068 members in District IV to 5,313 members in District II, with a State total of 18,791 members of the Senior audience, proposed in 1981.

Regarding Direction of Change Needed

The direction of change needed column of Table XI (page 88) indicates plus or minus changes needed between the 1975 4-H audience figures (Table IX, page 82) and the proposed 1981 4-H audience enrollment mix.

The numbers of counties needing to add members, indicated by a plus, in the Explorer audience ranged from 9 counties in Districts III and IV to 15 counties in District II. Across the State 60 counties should add members in the Explorer audience.

Conversely, the number of counties needing to reduce or maintain the 1975 numbers of Explorers in order to balance their enrollments ranged from five counties in District IV to eight counties in District V, with an overall total of 33 counties in the State needing to reduce or maintain the numbers of Explorers by 1981. One county required no change and Lake County was not counted.

For the Junior audience the numbers of counties needing to add members in this audience ranged from nine counties in District V to 15 counties in District II. Across the State 58 counties should add members to the Junior audience. Lake County was not counted.

Ranges in the number of counties needing to reduce or maintain the enrollment were from three counties in District IV to 12 counties

in District V, with a total of 36 counties needing to reduce or maintain numbers of Juniors across the State.

The Junior High audience also needs increases in the number of members in several counties ranging from six counties in District V to 18 counties in District II. Lake County was not counted.

Ranges in the number of counties needing to decrease or maintain Junior High membership were from four counties in District II to 12 counties in District V, with a total of 39 counties needing to reduce or maintain their Junior High membership across the State. One county required no change. Lake County was not counted.

Direction of changes needed for the Senior audience showed a need for increase in many counties ranging from 12 counties in District IV to 22 counties in District II. Across the state 86 counties need to increase their Senior enrollments to meet 1981 goals. Lake County was not counted.

Counties needing to decrease or maintain the number of Senior members ranged from no counties in District II to three counties in District IV. State-wide, eight counties needed to consider maintaining or decreasing the Senior enrollments by 1981 to achieve a balanced mix as proposed.

Trend and Tentative Projections to 1981

Data presented above in Tables IX, X and XI (pages 82, 87, and 88, respectively, propose a balance for future 4-H audiences as well as noting present audience mixes of the four primary 4-H audiences, namely: Explorers, Juniors, Junior Highs and Seniors in regard to Proposed 4-H Standard Four.

State-wide in 1975, the mix was 21.8 percent Explorers, 44.9 percent Juniors, 29.1 percent Junior Highs, and 4.2 percent Seniors. In 1975, it would appear that somewhat stronger emphasis than proposed had been placed on the Explorer and Junior groups.

In projecting to 1981, the 20 percent, 40 percent, 30 percent and 10 percent mix was used in calculating proposed enrollments. Counties with a mix far from Proposed Standard Four's recommendation might consider striving to match these recommendations. It would appear that particular attention should be given to the Senior audience. This is a matter of providing programs which will maintain the interest of the 4-H member over a longer period of years. Increased emphasis might be placed on preparation of the Junior High audience to maintain their interest and insure their later enrollment as Seniors.

CHAPTER V

SUMMARY, IMPLICATIONS, AND RECOMMENDATIONS

I. SUMMARY

This comparative study of Tennessee 4-H Standards was undertaken for the purposes of comparatively examining Tennessee 4-H Club data for 1965 and 1975 regarding participation, organization, and leadership using generally accepted State enrollment Standards and an additional exploratory and proposed Standard.

Specific objectives included those listed below:

1. To study the utility of 4-H Standard One, that there should be approximately 1,000 4-H Club members, adjusted, per Full-time Staff Equivalent (F.S.E.) in 4-H. Related research had reenforced this as an optimum number of members per F.S.E., but also pointed to the need for adjustment to this Standard. Therefore, consideration was given to five adjustment criteria. In the case of the criteria counties were placed in four groups in multiples of 50 each and adjustments made to the Standard ranging from a deduction of 100 youth to an addition of 100 youth. Thus a possible total of 500 youth could be added or deducted on the five criteria from the Standard 1,000 members per F.S.E.

- a. Criterion #1. The percent that the rural youth population (i.e. rural farm plus rural non-farm) of the Junior 4-H age (9-13 years) in the county was of the total youth population in the same age bracket, as justified in Smith-Lever legislation stressing the importance of the rural youth audience.
- b. Criterion #2. The percent that the number representing 65 percent of the farm population of 4-H ages (9-19 years) in the county would be of the anticipated enrollment at the standard rate of 1,000 members per F.S.E., as justified in Smith-Lever legislation stressing the importance of the farm youth audience.
- c. Criterion #3. The relative economic status of the counties, as computed using per capita personal incomes for the Nation, the Region, and Tennessee. Various sources have stressed the importance of the economic status in relation to 4-H programming.
- d. Criterion #4. The number of the "basic four" organizations reported to be active in the county, namely:
(1) County 4-H Leaders Organization, (2) 4-H Citizens Committee, (3) 4-H Honor Club, and (4) County 4-H Council and/or 4-H All Stars, as justified by findings of other research studies.
- e. Criterion #5. The present (i.e. 1965 and 1975) total 4-H Club membership per F.S.E. assigned 4-H work in the county, as justified by work of other researchers and specialists.

2. To study the utility of 4-H Standard Two, that there should be an optimum average of 20-40 members enrolled per 4-H Club. Other research in the area of Club enrollment had provided backing for this Standard.
3. To study the utility of 4-H Standard Three, that there should be 100 adult leaders per F.S.E., or one adult 4-H leader for each ten members, as justified by other researchers.
4. To study the possible utility of establishing as an additional Proposed 4-H Standard Four, that the county enrollment should be made up of the following approximate mix: 20 percent Explorers (i.e. grade 4), 40 percent Juniors (i.e. grades 5 and 6), 30 percent Junior Highs (i.e. grades 7, 8, and 9), and 10 percent Seniors (grades 10, 11, and 12). Other researchers had pointed out the advantages of this division and mix of the 4-H audiences.
5. To examine 4-H enrollment trends in the State of Tennessee and project future enrollment, club, and leader figures to 1981. Trends and projections were treated with each Standard as a basis for future planning.

A review of related literature found support for the three 4-H Standards in use in Tennessee since 1966 and for the one Proposed 4-H Standard studied.

Comparative analysis and simple trend and projection techniques were used to compare 1965 and 1975 4-H data relating to the Standards and develop 1981 suggestions and proposals. Data sources included:

U.S. Census, 1960 and 1970; Per Capita Personal Income for Selected Years 1929-1969 and 1966-1974; "1969 and 1975 Tennessee 4-H Club Mid-Year reports;" the "Staff Directory for the University of Tennessee Agricultural Extension Service"; and the National "Summary of Annual 4-H Youth Development." Information also was secured from various individuals through personal interview, correspondence and telephone interview.

Special data handling procedures were developed for the following situations: (1) for computing relative economic status of counties, so that a comparable method of grouping Tennessee counties could be used for the years 1965 and 1975, the ranking of per capita personal incomes was selected, (2) in the make up of the "basic four" organizations, the 4-H All Stars organization was substituted for the County 4-H Council, and (3) county projections of adult leaders to 1981 were computed using the projected 1981 county enrollments, as adjusted, at the rate of one adult leader for each ten members.

II. MAJOR FINDINGS OF THE STUDY

The major findings presented below will be listed according to study purposes mentioned earlier. Trends and projections, however, are included in discussion of each 4-H Standard.

Regarding the Utility of 4-H Standard One: 1,000 Members, Adjusted, Per F.S.E.

1. Forty-three of 95 counties in Tennessee in 1975 versus 19 of 95 in 1965 exceeded suggested enrollment goals for 1981 and 1971, respectively.

2. Four-H Club enrollment by county, District and State increased from 117,516 youth in 1965, to 168,390 youth in 1975 and is projected to increase further to 187,909 youth by 1981.
3. Four-H Club average enrollment per F.S.E. by county, District and State increased from a State average of 736 members per F.S.E. in 1965 to 962 members per F.S.E. in 1975, and was projected to 1,073 members per F.S.E. in 1981.
4. Adjustment criteria used in modifying Standard One for each county appeared to give realistic suggested enrollments per F.S.E. and per county.
 - A. Criterion #1. Rural youth proportion of the total youth population (ages 9-13 years only) averaged a change in deduction from 18 in 1975 to a deduction of 28 youth in 1965 reflecting the rural to urban population shift over that ten-year period.
 - B. Criterion #2. Rural farm youth population (ages 9-19 years) compared to 4-H enrollment, averaged a change in deduction from 17 youth in 1965 to one of 78 youth in 1975 for the State and reflected the relative ten-year decline in farm youth population.
 - C. Criterion #3. Relative economic status of the counties reflected a change in deduction from 77 youth in 1965 to 66 youth in 1975. County groupings based on National, Regional, and State per capita personal incomes indicate

Tennessee counties to be in a relatively improved economic situation in 1975 as reflected in the positive change.

- D. Criterion #4. The number of "basic Four" organizations active in counties, averaged a change from an addition of 52 youth for the State in 1965 to an addition of 46 youth in 1975 thus indicating a slight decrease in the number of the "basic four" organizations active across the State.
 - E. Criterion #5. The current 1965 and 1975, 4-H enrollments per F.S.E., averaged a change from a deduction of 40 youth for the State in 1965 to an addition of 18 youth in 1975, reflecting the fact that so many counties had met the 1981 enrollment goals suggested in Standard One.
- 5. Changes needed in enrollment for the State between 1965 and 1971 and between 1975 and 1981 ranged from an additional 29,712 members needed in 1971 over 1965 to an additional 19,519 members needed in 1981 over 1975. This indicated the current enrollment was considerably closer to the projected goal in 1975 than had been the case in 1965.
 - 6. Reenrollment percents, reflecting the capability of the 4-H program to retain its members, showed a very slight increase of 0.1 percent between 1965 and 1975. Though, certain counties had experienced dramatic changes up and down.

7. Potential versus actual and suggested enrollments showed that indeed there were more youngsters available in the counties than were enrolled in 4-H, past, present, and future, to be enrolled in the future, further establishing the feasibility of suggested enrollment goals.
8. Trends and projections supported the apparent practicality of increasing 4-H enrollment in the State of Tennessee by 1981 since nearly one-half of the counties had reached their suggested goals.

Regarding the Utility of 4-H Standard Two: There Should Be 20-40

Members Per Club

1. Average number of members per club had decreased from a State average of 39 members per club in 1965 to 33 members per club in 1975.
2. Club size was averaging within the 20-40 members per club Standard with District averages ranging from 34 youth to 44 youth in 1965 and from 30 youth to 38 youth in 1975.
3. Suggested number of members per club projected for 1981 ranged between 20 and 40 members. Only one county had to be adjusted upward to 20 members and eighteen counties were adjusted downward to 40 members per club.
4. The number of clubs had increased from 2,946 clubs in 1965 to 4,971 clubs in 1975, a notable increase of 2,025 clubs.

5. The number of additional clubs needed by 1981 was suggested to be 822 clubs for the State to accommodate suggested enrollments.
6. The trend appeared to be toward club sizes within the 20-40 member range, with more slightly smaller clubs in each county.

Regarding 4-H Standard Three: There Should be 100 Adult Leaders
Per F.S.E. or One Adult Leader for Each Ten Members

1. The number of adult leaders, State-wide between 1965 and 1975 decreased by 1,565 leaders. Proportionate losses were experienced on the county and District levels.
2. Projected 1981 numbers of adult leaders showed a needed increase of 12,336 adult leaders for the State.
3. State numbers of total leaders increased during the ten-year period by 446 leaders, mostly due to a large increase in numbers of Junior and Teen leaders from 2,485 Junior leaders in 1965 to 2,527 Junior and 1,969 Teen leaders in 1975. It should be noted that by 1975 4-H members could enroll in two leadership projects.
4. The State number of Junior and/or Teen leaders per adult leader increased from 0.31 Junior leaders per adult leader in 1965 to 0.70 Junior and Teen leaders per adult leader in 1975.
5. This study did not attempt to project numbers of Junior and Teen leaders, nor did it attempt to suggest an optimum

proportion of Junior and Teen leaders per adult leader though it raised questions regarding possible trade-offs between adults and Juniors and Teens.

Regarding Proposed 4-H Standard Four: That the County Enrollment Should be Made up of the Following Approximate Mix: 20 Percent Explorers, 40 Percent Juniors, 30 Percent Junior Highs and 10 Percent Seniors

1. Actual numbers and percents of the four Tennessee 4-H audiences showed that on a State-wide basis the Junior audience made up a disproportionately high part, 45 percent, of the total enrollment in 1975, while the Seniors made up a relatively low 4.2 percent.
2. National figures were comparatively close to the proposed 20 percent, 40 percent, 30 percent and 10 percent mix with estimated 19 percent Explorers using 9 years and under for estimation, 35 percent Juniors, using ages 10 and 11 years, 32 percent Junior Highs, using ages 12-14 years, and 13 percent Seniors, using ages 15-18.
3. Tennessee's Senior audience made up a much smaller proportion of enrollment, 4 percent, than was the case for the Nation, 13 percent.
4. Tennessee's proposed audience mixes for 1981 showed changes needed in all audience areas. Explorer levels showed the need for a slight increase of 810 youth to 1981, Junior levels showed the need for little change, possibly 352

fewer, Junior High levels need an increase of 7,334 youth to reach the proposed levels and Senior levels also need an increase of 11,738 youth, by 1981, if the proposed enrollment mix is to be reached.

III. IMPLICATIONS AND RECOMMENDATIONS

The implications and recommendations of this study presented below will be listed according to study purposes mentioned earlier.

Regarding 4-H Standard One

1. It is implied that the adjustment criteria used in determining the suggested 1981 enrollments did help present realistic goals.
2. It is implied that State-wide enrollments should continue to increase to the suggested levels.
3. It is implied that attainment of Standard One is within the realm of possibility for most counties in Tennessee.
4. It is implied that reenrollment percent is an important quality measure of 4-H participation.

Regarding 4-H Standard Two

1. It is implied that club enrollments can fall within the 20-40 member range.
2. It is implied that the number of clubs should increase by 1981 to accommodate the increased enrollments.
3. It is implied that 4-H Standard Two is closely associated with and dependent upon 4-H Standard One.

Regarding 4-H Standard Three

1. It is implied that adult leadership should be an area of concentrated effort in the future.
2. It is implied that Junior and Teen leaders may help bridge the gap between the actual number of adult leaders and the suggested number of adult leaders.
3. It is implied that the number of adult leaders is closely associated with and dependent upon 4-H Standards One and Two.

Regarding Proposed 4-H Standard Four

1. It is implied that counties should strive to achieve the proposed enrollment mix.
2. It is implied that the Senior audience is weak in comparison to other audiences across the State.
3. It is implied that county program emphasis be placed on the Senior audience in an attempt to build Senior enrollment.

Recommendations for Use of Findings

It is recommended that the findings presented in this study be considered for use in the following phases of the Tennessee 4-H Youth Development program:

1. *Allocation of staff and resources.* Putting the right number of agents in the right county with a proper work load can be a challenge to administration. Using Standards presented in this study should be of help in this process.

By comparing the enrollment Standard (Standard One) with its adjustments for a particular county as determined by the five accompanying criteria, the administrator can be guided in his decision to allocate additional staff to 4-H and, in some cases, possibly to redistribute the work of other Extension workers. Counties far exceeding suggested 1981 enrollments might consider the possibility of obtaining additional staff (i.e. professional or para-professional) or they might need to divert attention to the quality of the 4-H program in that county. A close examination of where agents put their time also might be necessary. Other counties may fall short of their suggested 1981 enrollment goals. They too might use the Standards in evaluating their staffing situation. Allocation of other material resources might be based on county attainment of the Standards. Comparisons with other counties with similar situations might be made to identify counties needing additional resource allotments.

2. *Staff performance review.* It would appear that those in the position of evaluating personnel would welcome as much information as possible concerning the performance of a given individual. How well a county 4-H program measures up to these Standards might be a reflection of the professional staff working in that county. Of course performance ratings would be based on more information

than that gained from study of 4-H participation, organization, and leadership in the county, but these factors and how well the county program measures up to the suggested Standards could be an indication that other factors need to be explored indepth in the performance review procedure.

3. *Participation quotas for certain events on District and State level.* As the popularity of certain District or State 4-H events increases (i.e. State 4-H Congress, Communications Conference and others), the need for a quota system of allowing participation may become necessary. The Standards recommended by this study could be useful in establishing these quotas. The quota system could be established on the basis of total enrollment with those counties meeting their suggested goal allowed to send a certain number of participants, probably more than counties not meeting their goals.
4. *Five-year Extension Program planning.* One of the most important uses of these Standards will be in aiding counties through the planning process, especially Five-year Extension Planning for the Plan of Work Projection and Plan of Work. The 4-H Standards outlined in this study may help county staffs and county Extension committees in taking realistic looks at 4-H participation, organization, and leadership and in arriving at attainable goals as they work through

the planning process. Though the four 4-H Standards could be met, it may take a concentrated effort of goal and priority setting in some counties. As one Standard is met and that goal achieved the next must be tackled until all become basic to the county 4-H program. Only through careful five-year planning and annual planning can this be achieved.

5. *As a basis for counties to consider large program expansion.*

The Standards can serve as a guide to counties wishing to make large expansions in their program. This will be especially true of counties already at or exceeding suggested Standards. In these instances alternative staffing methods may be necessary to divide an increased work load and ensure a higher quality program. Counties on the other end of the scale will use the guidelines as a measure of how far they may desire to go in expansion of program efforts. It would appear that no county has completely satisfied all Standards. Expansion might well be limited to reaching these goals prior to venturing out in other areas.

IV. RECOMMENDATIONS FOR FUTURE STUDY

Throughout the process of completing this study many other avenues of research presented themselves as potential topics for future researchers. The following are some possible areas of study:

1. It is recommended that this study be updated every five years with complete revision each ten years as new Census data become available.
2. It is recommended that a future study statistically analyze the data presented here to better show inter-relationships between the various factors presented.
3. It is recommended that a study be undertaken to determine other possible criteria for adjusting these 4-H Standards. For example, the racial mix of the county, the number of clubs meeting out-of-school, and work with other 4-H members not meeting in organized 4-H Clubs.
4. It is recommended that a study be undertaken to determine an ideal Junior and Teen leader per adult leader ratio.
5. It is recommended that a study be done to determine the substitution rate of Junior and Teen leaders to adult leaders as per 4-H Standard Three; 100 adult leaders per F.S.E. or one adult for each ten members.
6. It is recommended that a future study research other potential 4-H Standards, such as, one concerning numbers of project and activity groups active per club, the numbers of project and activity leaders, one concerning completion percents, and one concerning recognition programs, and sponsorship.
7. It is recommended that a future study research the utility and practicality of establishing participation Standards for other Extension programs (i.e. Adult Agriculture, Adult Home Economics, E.F.N.E.P. and Resource Development).



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