



Kansas 4-H Shooting Sports has just announced changes in organizational structure statewide for the Kansas 4-H Shooting Sports Program. The following frequently asked questions are to assist in understanding the reasons behind the decision. (Please note as revision on 12/20/17)

**1. Change brings challenges was there a person or group responsible for initiating the efforts for realigning the Kansas 4-H Shooting Sports?**

Throughout his first year of listening across the state, Wade Weber, Kansas 4-H State Leader heard repeated concerns from varied constituents about the current 4-H Shooting Sports governance model structure not working effectively to address organizational needs and educational opportunities for youth and volunteer participants. Additionally, the perception from KSRE Administration has been that the Shooting Sports committee has been dysfunctional and changes need to be made for how to best position the organization into the future for growth that focuses on a balance of educational opportunity and competitive events.

**2. The 4-H Shooting Sports Program has been in existence for more than 30 years why is this change necessary?**

Granted the 4-H Shooting Sports Committee has passionate teens and volunteers that serve on the committee with a wealth of knowledge and experiences. However, there are times when an organization must take a step back and rethink priorities and refocus on organizational needs and educational opportunities for youth and volunteer participants.

**3. For a 30 year plus committee that has been associated with Kansas 4-H has the committee been doing things wrong?**

Unfortunately, committee dynamics can persuade individual members' perceptions and actions. 4-H Shooting Sports is first and foremost about teaching life skills, over time regrettably the committee has become more disproportionately focused on planning and facilitating competitive activities and therefore lessen the educational value of teaching and learning.

**4. During the October 28, 2017 meeting members spent considerable time discussing issues concerning the 2017 Fall Matches is the reorganization of the committee the direct outcome/result of that meeting?**

Timing would lead one to believe this dismissal of the Shooting Sports Committee was indeed connected. However, no the termination of the committee was not based on the one-day meeting. Overtime, the loss of the primary educational focus led to the decision of disbanding the committee as well has the lack of cohesiveness demonstrated by the group.

- 5. Because Kansas 4-H Shooting Sports has many pending activities in the near future who will be responsible for the things that need to be dealt with immediately?**

Currently Kansas 4-H has three positions working with the Kansas 4-H Shooting Sports program. The 4-H State Shooting Sport's Liaison, Coordinator and Events Coordinator will assure that qualifying matches, events and trainings will be handled in an appropriate timeframe. Additionally, a transitional task force will be appointed to provide input for growing the program forward.

- 6. The immediate responsibilities of the 4-H Shooting Sports program who will be responsible until the task force meets?**

The goal is to have the task force appoint in early January, however the 4-H State Liaison, Coordinator and Events Coordinate all will provide leadership for assuring necessary task are met.

- 7. If a teen or volunteer is interested in assisting with the transition process of the Kansas 4-H Shooting Sports program who would they contact?**

All interested 4-H teens or volunteers may contact the Kansas State 4-H Liaison, Pam Van Horn.

- 8. With Spring requests to host qualifying matches being submitted who will assure that matches are reviewed and approved?**

In the short-term, the State 4-H Liaison will supervise the approval process for request to host qualifying matches with assistance from the Events Coordinator. Additional volunteer(s) maybe contacted to assist in the review with the final decision made by the State Liaison.

- 9. The Spring Match scheduled for April 28 in Garden City would have previously been the 4-H Match Committee's responsibility who will be oversee the planning, organizing and facilitating for the Spring Match?**

The 4-H Shooting Sports Events Coordinator along with appointed volunteers will utilize the 4-H Shooting Sports task list and recruit additional volunteers to host the competitive event. Furthermore, once the transitional task force is appointed, the members will discuss facilitation of events.

- 10. We have a Match Committee and SSC meeting scheduled for January 6, will that still happen?**

It is cancelled for now. The appointed task force will be meeting at some point to take up the issues that have been submitted for the original meeting.