

# Young Farmers & Ranchers Committee

## PURPOSE

The purpose of the SCFB YF&R Committee is to surface and develop the next generation of farmers and agricultural professionals in South Carolina Farm Bureau to be highly effective grassroots leaders at the local, state and national level. This Committee also serves as an advisory role between SCFB Staff and County Farm Bureau YF&R members to further develop County Farm Bureau YF&R programs and leaders.

## WHAT TO EXPECT

The intent of this program is to develop and refine participants' leadership skills through personal growth and training in effective communications strategies, legislative advocacy, professional networking and servant leadership. By participating in the trainings and experiences offered, completing assignments before and during each seminar, and developing connections with the County Farm Bureau YF&R's in their respective District, Committee members will be better prepared to confidently represent agriculture and serve as highly effective grassroots leaders in Farm Bureau.

- The SCFB YF&R Committee is comprised of 8 appointments which may be held by either an individual or a couple. Committee member appointments are staggered so that each year four members will graduate and be replaced by four new committee appointments.
- Committee members are appointed for one two-year + 2-month term which includes 16 separate seminars held over 44 days. Ten of the seminars will consist of three to four consecutive days. In addition to the seminars, committee members are expected to attend County Farm Bureau Board meetings in their county, annual Policy Development meetings in their District, and Committee Zoom meetings (as needed).
- Seminars will vary by location and setting. Hotel accommodations or other lodging will be arranged for each committee member/couple in the event that the seminar requires overnight stay.
- Each committee member/couple will be paid per diem and reimbursed for travel/mileage after each seminar. However, it is up to each committee member to submit their reimbursement paperwork to the state office.
- Dress code for each seminar will vary from Nice Casual to Business Professional. Committee members will be provided with two dress shirts to be worn during conferences and other events. The dress code will be announced via email prior to each seminar.
- Communication for the Committee will take place primarily through GroupMe and email with some virtual team meetings on Zoom, as needed.

## ELIGIBILITY

In order to be considered for participation on the SCFB YF&R Committee, applicant(s) must:

- Be a member of South Carolina Farm Bureau for at least one year, as of September 1, 2024;
- Be in good standing with their County Farm Bureau;
- Be an individual or married couple between the ages of 18-35, not having turned 36 prior to February 8, 2027;
- Be actively involved in farming or agribusiness at least part-time;
- Demonstrate active participation and leadership in their County Farm Bureau YF&R Program;
- Submit an online application no later than Friday, September 1, 2024 at 11:59pm; and
- Submit a signed letter of recommendation from their County Farm Bureau President via email to [hbarberio@scfb.org](mailto:hbarberio@scfb.org) by September 1, 2024.

## SELECTION PROCESS

- All completed applications received by the deadline will be reviewed by the State YF&R Program Coordinator to ensure that all requirements are met.
- A Selection Committee will review the applications and letters of recommendation.
- A time will be scheduled for a Zoom call with top applicants to ask any clarifying questions from the application, if needed.
- The Selection Committee will make recommendations to the South Carolina Farm Bureau Federation President who will appoint selected members to the new cohort.
- All applicants will be notified about the appointments via email by October 6, 2023. New Committee appointments will be announced during the SCFB Board of Directors Meeting at the end of October.

## APPLICATION QUESTIONS

Those interested in participating in the SCFB YF&R Committee should complete an online application with answers to the following open-ended questions:

1. Why are you interested in being a part of the SC Farm Bureau YF&R Committee?
2. If appointed to the committee, what are you specifically interested in learning through participation in the program?
3. What skills, expertise and/or experience will you bring to the YF&R Committee?
4. What are your long-term goals for involvement in Farm Bureau?
5. Tell us about yourself. Be sure to include family information, major interests or hobbies, education and personal accomplishments.
6. Tell us about your farming operation and/or involvement in agriculture.
7. Tell us about your Farm Bureau involvement (Roles/service in County YF&R, County Boards, Collegiate Farm Bureau, etc)
8. List any roles or positions you currently hold or have held in civic clubs, church, school, etc.
9. List any roles/positions you currently hold or have held in other ag organizations.
10. Please list any State YF&R Committee alumni you know.
11. Please give one example of a goal you recently accomplished and explain how you went about achieving that goal.
12. Please give one example of a time that you faced a challenge or conflict and how you handled it.

Applications also include the following agreement:

- The SCFB YF&R Committee program includes projects and activities that require participation outside of the specified training seminars (readings to prepare for trainings, team projects, county events in your district, etc). I agree to participate in these projects and training assignments, as well as the scheduled Committee seminars, in order to ensure the success of my time in the program.

## SEMINAR SCHEDULE

- 1) **New Committee Member Orientation (Via Zoom)**  
Establish a connection between the new cohort of Committee members and the YF&R Program Coordinator, review expectations for the Committee term, and discuss first steps.
- 2) **SCFB Annual Meeting**  
Lay a foundation to understand SCFB, the YF&R Committee, basic leadership development principles, and the logistics of running the SCFB Annual Meeting. Make connections with current and graduating YF&R Committee members and SCFB Staff.
- 3) **SCFB YF&R Conference**  
Learn the importance of public perception, how to engage with guests, and public speaking skills for presenting on stage. Work together as a team to ensure the sessions and activities of the State YF&R Conference run smoothly.
- 4) **Year 1 Planning & Team Building**  
Understand the role of the State YF&R Committee in building up YF&R Program participation and learn how focused goals and planning can set the path for success. Dive deeper into working effectively as a team by starting with self-awareness as a leader.
- 5) **State Legislative Advocacy**  
Develop the understanding and skills necessary to effectively communicate and advocate on behalf of agriculture in South Carolina with state-elected officials. Establish a connection with elected officials at the Statehouse and learn about the importance of continuing to cultivate those relationships.
- 6) **National YF&R Conference**  
Network and connect with other state Farm Bureaus to bring back ideas and resources to strengthen the programs of our state and county Farm Bureaus.
- 7) **Communication & Conference Planning**  
Cultivate professional etiquette and communication skills to speak on behalf of Farm Bureau with industry partners and the public. Understand the Farm Bureau policy development process before attending District meetings. Work together to plan meaningful programs and activities for the State YF&R Conference.
- 8) **Conflict Management**  
Develop the skills to handle difficult situations through conflict management. Discuss experiences and outcomes from District policy development meetings and county YF&R activities. Prepare to demonstrate skills and knowledge gained and lead by example as a second-year Committee member.
- 9) **SCFB Annual Meeting**  
Apply skills and knowledge learned during first year and learn new strategies for effectively running meetings as you step up as the leaders of the Committee. Make connections with the new cohort and help teach them about the program and logistics to ensure that YF&R competitions and activities run smoothly.
- 10) **SCFB YF&R Conference**  
Build upon skills and knowledge gained during the first year and lead by example to ensure the smooth delivery of the State YF&R Conference. Develop and practice public speaking and presentation skills on stage with and without a script.

**11) Year 2 Planning & Team Building**

Step up to lead the new committee as you assess outcomes and experiences from the first year of planning and develop goals to continue to improve statewide engagement in the YF&R Program. Dive deeper into becoming a stronger team through self-awareness as a leader.

**12) Communication & Conference Planning**

Refine communication skills for speaking with on behalf of Farm Bureau with industry partners and the public. Prepare to work within your Districts to propose a resolution during the policy development process. Work together to plan meaningful programs and activities for the State YF&R Conference.

**13) National Legislative Advocacy**

Exhibit communications skills and cultural etiquette as you communicate and advocate on behalf of agriculture with federal elected officials, agency leaders and Ag ambassadors from across the globe.

**14) Leadership Project Presentation & Assessment**

Demonstrate growth and leadership development through projects designed to further advance and strengthen the programs of our state and county Farm Bureaus.

**15) SCFB Annual Meeting**

Create a legacy as you lead the two newest cohorts of the YF&R Committee through the logistics of running YF&R competitions and activities at the State Annual Meeting. Understand opportunities for continued growth and involvement as a grassroots leader of the state and county Farm Bureau, with and without a title.

**16) SCFB YF&R Conference**

Apply skills and knowledge learned throughout the leadership development program in facilitating the State YF&R Conference. Leave your legacy from the stage and through servant-leadership as you complete the two-year program.

## WHO WE ARE: YF&R COMMITTEE IDENTITY AND COMMITMENTS

Members of the SCFB YF&R Committee are committed to practicing:

- **Servant Leadership.** We lead our team and our programs by example and take initiative to meet the needs around us through collaboration, service and hard work.
- **A Growth Mindset.** We embrace an attitude of curiosity to learn new things, consider new ideas, and proactively look for ways to apply what we learn to make our programs and ourselves better than they were before.
- **Constructive Communications.** We actively listen to understand then speak with one another honestly and respectfully, addressing ideas and concerns directly with humility.

## WHAT WE DO: DUTIES AND RESPONSIBILITIES

YF&R Committee members are expected to:

- Attend and actively participate in all scheduled meetings of the committee and complete assignments before, during and after each meeting.
- Respond in a timely manner to committee communications held primarily through GroupMe, email and occasional Zoom calls.
- Develop and maintain positive working relationships with fellow committee members, District Directors, State YF&R Coordinator and other SCFB staff in order to work effectively as a team.
- Form a relationship and regularly communicate with County YF&R Chairs in their respective district in order to:
  - Surface needs and interests of young farmers and ranchers;
  - Share district activity updates with the committee; and
  - Disseminate information and ideas to County Chairs that can build program participation.

Committee members should communicate with County Chairs in their district at least before and after each quarterly committee meeting.

- Work with District Directors and State YF&R Coordinator to recommend and assist in activating programming that benefits young farmers and ranchers including:
  - County YF&R Programs and YF&R Clusters (as needed) in their District
  - YF&R Awards & Competitions
  - YF&R Activities at the SCFB Annual Meeting
  - YF&R Annual Conference
  - YF&R Day at the Statehouse
  - YF&R District Events
- Continue Farm Bureau involvement in their county/district by attending:
  - County YF&R meetings (in your county)
  - County board meetings (in your county)
  - County Farm Bureau Annual Meetings (in your county)
  - District legislative and policy development meetings (in your district)
- Represent agriculture and Farm Bureau at the local, state and national level while maintaining a positive and professional public perception.

## COMMITTEE AUTHORITY:

- Each committee member (individual or couple) will have one vote in committee decisions and officer elections. Only second-year and graduating committee members may vote on the Committee Chair.
- The committee may recommend activities and programs to meet the needs of young farmers and ranchers in the YF&R program to the State YF&R Coordinator and SCFB District Directors.

## OFFICER POSITIONS:

**Chair** – One-second year committee member (male or female) will be elected annually at the SCFB Annual Meeting and will begin their service as Chair at the State YF&R Conference. They will serve for one year until they graduate at the next State YF&R Conference. Only second-year and graduating Committee members may vote on the Chair position.

Duties include:

1. Attend the SCFB Board Meeting on Saturday at the SCFB Annual Meeting in Myrtle Beach
2. Complete the New State Directors Training with your field staff before January Board meeting.
3. Preside over meetings of the SCFB YF&R Committee – Quarterly
4. Serve as a voting member of the SCFB Board of Directors – Quarterly (The last Tuesday of the month in January, April, July & October)
  - a. Say the pledge at each meeting
  - b. Give a quarterly YF&R report
5. Chair the SCFB YF&R Conference that the committee plans during your term as Chair

**Vice Chair** – One committee member in either their first or second year will be elected annually at the SCFB Annual Meeting and will begin their service as Vice-Chair at the State YF&R Conference. They will serve for one year until the next State YF&R Conference. All Committee members may vote on the Vice-Chair position.

Duties include:

1. Fill in for the SCFB YF&R Chairperson if he/she is not able to preside over any of the SCFB YF&R Committee meetings
2. Fill in for the SCFB YF&R Chairperson if he/she is not able to attend any of the quarterly State Board meetings
3. Collaborate with the SCFB YF&R Chairperson and YF&R staff advisor when making decisions pertaining to the SCFB YF&R Committee and/or program.
4. Represent the SCFB YF&R Committee at meetings and/or events, as needed.

**Secretary** - One committee member in either their first or second year will be elected annually at the SCFB Annual Meeting and will begin their service as Secretary at the State YF&R Conference. They will serve for one year until the next State YF&R Conference. All Committee members may vote on the Secretary position.

Duties include:

1. Take minutes & discussion notes at the meetings of the SCFB YF&R Committee.
2. Identify a committee member to fill-in if you are unable to attend a meeting
3. Submit the minutes of each meeting to the SCFB YF&R staff person within 7-business days

**Standards Subcommittee** – The purpose of this subcommittee is to investigate and address any issues concerning decorum, participation or conflicts involving members of the State YF&R Committee that are deemed detrimental to the purpose and reputation of the program and SC Farm Bureau Federation. The subcommittee will be comprised of three individuals from the State YF&R Committee. One representative from each of the first, second and graduating cohorts will be elected annually at the SCFB Annual Meeting and will begin their service immediately. They will serve for one calendar year until the next SCFB Annual Meeting. Each cohort will nominate and vote on the representative from their cohort to serve on the subcommittee. Members of the subcommittee may not concurrently serve in any other officer role.

Duties include:

1. Convene only when called by the State YF&R Committee Chair if a need arises to discuss issues concerning decorum, participation, or conflicts with State YF&R Committee members.
2. If the issue or concern is regarding the Committee Chair, the subcommittee may be called to convene by the Vice Chair.
3. The subcommittee will convene with those involved in the conflict or issue to gather all the facts of the situation and determine the recommended course of action. If a mediated solution can not be reached by all parties, the committee will reach a consensus on what actions should be taken and those recommendations brought to the South Carolina Farm Bureau Federation President for approval.
4. If after investigating and deliberating the subcommittee determines a member of the YF&R Committee should be removed from their position, this recommendation will be brought before the South Carolina Farm Bureau Federation President to determine final action.

\*Only 1 officer position is permitted per household; spouses cannot both run for the same position.

## APPROPRIATE DRESS FOR MEETINGS & EVENTS:

- **Spring, Summer and Fall Committee Meetings:** Nice Casual
- **Annual Meeting, State YF&R Conference, National YF&R Conference, and Legislative Events:** Dress code will range from business casual (button up shirt and dress pants/khakis for guys or a dress for ladies) to business professional (coat and tie for guys and nice dress or pant suit for ladies). Dress will be announced via email prior to each event. Committee members will be provided with two dress shirts to be worn during conferences and other events.

## REIMBURSEMENT GUIDELINES:

For all scheduled committee meetings and events, SC Farm Bureau will cover or reimburse committee members' expenses for:

- Overnight room for the duration of the meeting/event (Does not apply to 1-day committee meetings/events). Room incidentals (i.e. room service, paid television programming, etc) are not covered by SCFB.
- Registration fees for the State & National YF&R Conference
- Mileage to/from in-state meetings/events at a rate of \$0.585/mile for one personal vehicle.
- Business-class airfare or mileage to/from the meeting/event location at a rate of \$0.585/mile for out-of-state travel.
- Meals (not included in the program). Allowance per meal will be announced prior to meeting based on event/location.
- Per diem of \$125 per individual/couple for each of the 4 quarterly committee meetings plus the SCFB Annual Meeting and State YF&R Conference.
- Miscellaneous expenses as approved by YF&R Coordinator.

A sign-in sheet will be provided to record attendance and mileage for reimbursement for quarterly committee meetings and the State Annual Meeting and YF&R Conference. It is up committee members to submit their reimbursement paperwork and receipts for other expenses to the State YF&R Coordinator.

# YEAR 1 - SEMINAR 1

## NEW COMMITTEE MEMBER ORIENTATION

Fourth week of October 2024 – via Zoom

**GOAL:** Establish a connection between the new cohort of Committee members and the YF&R Program Coordinator, review expectations for the Committee term, and discuss first steps.

### **OBJECTIVES:**

#### **Module 1:**

- Introductions
- Review Committee Guidelines
- Upcoming Committee Seminar Dates
- Schedule Of Activities at SCFB Annual Meeting
- Getting Started Guide

### **SCHEDULE:**

1-hour via Zoom on scheduled date

**WARM UP QUESTION:** What is your background in agriculture?

### **GETTING STARTED GUIDE:**

<u>Action Step</u>	<u>Details</u>	<u>Completion Date</u>
1) <b>Submit a Family Photo &amp; Bio</b>	Send in a good quality photo and 2-3 sentence bio that we can use on social media to announce your appointment to the committee	November 1, 2024
2) <b>Plan for Annual Meeting</b>	Send Heather your check-in/check-out dates & room type preference (single room vs suite)	November 1, 2024
3) <b>Mark Your Calendar</b>	<ul style="list-style-type: none"><li>▪ Put scheduled seminar meeting dates on your calendar.</li><li>▪ Let us know your availability for 2025 meeting dates using the link sent to you via email.</li></ul>	November 1, 2024
4) <b>Online Training</b>	Use the attached guide to complete your introductory training modules on the Farm Bureau University platform.	November 28, 2024
5) <b>Connect on Social</b>	(Based on Social Media Platforms You Use) <a href="https://www.facebook.com/SouthCarolinaFarmBureau/">www.facebook.com/SouthCarolinaFarmBureau/</a> <a href="https://twitter.com/scfarmbureau">twitter.com/scfarmbureau</a> <a href="https://www.instagram.com/scfarmbureau/">www.instagram.com/scfarmbureau/</a> <a href="https://www.facebook.com/groups/scyoungfarmers/">www.facebook.com/groups/scyoungfarmers/</a>	November 28, 2024



# YEAR 1 - SEMINAR 2

## SCFB ANNUAL MEETING

Wednesday, December 4 – Saturday, December 7, 2024 – Myrtle Beach, SC

**GOAL:** Lay a foundation to understand SCFB, the YF&R Committee, basic leadership development principles and the logistics of running the SCFB Annual Meeting. Make connections with current and graduating YF&R Committee members and SCFB Staff.

### **OBJECTIVES:**

#### **Module 1:**

- Introductions to Committee Members and Staff
- Purpose & Vision of the State YF&R Committee
- Election of Officers
  - Chair
  - Vice-Chair
  - Secretary
  - Standards Committee (3 people)
- Prepare Committee for Annual Meeting

#### **Module 2:**

- Learn about Logistics of AITC Golf Tournament Fundraiser and Help Facilitate
- Learn about Logistics of Silent Auction and Help Facilitate

#### **Module 3:**

- Farm Bureau Mission, Purpose & Structure
- Define Leadership & Identifying Leadership Styles
- Describe Effective Leadership Qualities
- Daily Reflections

#### **Module 4:**

- Attend Convention sessions including General Session, at least one Workshop, and the Leadership Luncheon
- Attend YF&R Competitive Events
  - Discussion Meet (Timekeepers)
  - Excellence in Agriculture Finalist Presentations (Timekeepers)
- Attend the Voting Delegates Session and District Caucus

#### **Module 5:**

- Conference Planning
  - Selecting Theme and Focus Areas for Following Year's Conference
  - Group Discussion of Logistics Pertaining to Upcoming Conference
- Assist with Annual Meeting Cleanup

### **SCHEDULE:**

*\*End times are approximate and subject to change.*

Wednesday, November 29: 4:00pm – 10:30pm (Dinner included)  
Thursday, November 30: 7:30am – 10:30pm (Breakfast, lunch & dinner included)  
Friday, December 1: 8:00am – 10:30pm (Breakfast & lunch included; dinner on your own)  
Saturday, December 2: 8:30am – 12:30pm (Breakfast & lunch on your own)

**WARM UP QUESTION:** What is one area you want to grow in while on the Committee?

### **ACTION STEPS:**

- Save Committee phone numbers in your phone
- Create a pictorial of your family / farming operation using foam board posters provided.
  - Include a paragraph describing your family and farm (if applicable)
  - Include photos of you, your family, farm, equipment, etc
  - Posters should be oriented vertically for display at State YF&R Conference in February
- Work together to create/approve a logo to use for the next YF&R Conference

# YEAR 1 - SEMINAR 3

## SCFB YF&R CONFERENCE

Thursday, February 6 - Sunday, February 9, 2025 – Hilton Head Island, SC

**GOAL:** Learn the importance of public perception, how to engage with guests, and public speaking skills for presenting at the podium. Work together as a team to ensure the sessions and activities of the State YF&R Conference run smoothly.

### **OBJECTIVES:**

#### **Module 1:**

- Work Together as a Team to Prepare for Conference
- Group Discussion on Logistics Pertaining to Registration, Running Sessions, Tours, Activities and Networking Opportunities
- Importance of Professional Etiquette and Public Perception
- Understand Leadership Responsibility
- Team Building Activity

#### **Module 2:**

- Develop Confidence to Engage Audience and Welcome Guests
- Podium Training, Public Speaking, Providing Introductions & Thank You's
- Team Building Through Community Service
- Build Awareness of Ag Industry (Ag Tour)

#### **Module 3:**

- Work as a Team to Ensure Conference Sessions, Activities, Contests and Tours Run Smoothly
- Practice Public Speaking as Breakout Session Moderators
- Network with Guests to Create an Inclusive Atmosphere
- Daily Reflections (On-Going)

#### **Module 4:**

- Conference Debrief
  - Event Highlights and Focus Areas to Incorporate Moving Forward
  - New Networking Opportunities or Insights Gained

### **SCHEDULE:**

*\*End times are approximate and subject to change.*

Thursday, February 1:	4:00pm – 10:30pm (Dinner included)
Friday, February 2:	7:00am – 11:00pm (Breakfast, lunch & dinner included)
Saturday, February 3:	7:30am – 11:59pm (Breakfast, lunch & dinner included)
Sunday, February 4:	8:00am – 12:00pm (Brunch included)

**WARM UP QUESTION:** How many Conferences have you attended? Which one was your favorite?

### **ACTION STEPS:**

- Complete Working Genius Assessment & review your results
- Identify options and prepare to share ideas for keynote speaker, general sessions, entertainment, and for next year's State YF&R Conference.

# YEAR 1 - SEMINAR 4

## YEAR 1 PLANNING & TEAM BUILDING

February 22, 2025 – Columbia, SC

**GOAL:** Understand the role of the State YF&R Committee in building up YF&R Program participation and learn how focused goals and planning can set the path for success. Dive deeper into working effectively as a team by starting with self-awareness as a leader.

### **OBJECTIVES:**

#### **Module 1:**

- Conference Debrief & Planning for Next Year
  - Keynote
  - General Sessions
  - Entertainment
  - Other Contracts (Photographer, DJ, other)
- Adopt Committee Vision, Purpose, & Identity
- Understand Role in Supporting County YF&R Programs

#### **Module 2:**

- Working Genius Model & Assessment Review
  - Developing Self-Awareness as a Leader
  - Identifying and Promoting Quality Leadership Skills in Others
  - Building a Stronger Team through Collaboration
- SMART Goals Model
  - Identifying Strategies for Effective and Measurable Goals
- Set Goals for Statewide Program Development
- Work with District Leaders to Develop Plan for District Activity

#### **Module 3:**

- Team Building Activity
- Debrief

### **SCHEDULE:**

Saturday, February 22: 10:00am – 5:00pm

**WARM UP QUESTION:** What is one strength you bring to this team?

### **ACTION STEPS:**

- Save your district's YF&R Chairs' phone numbers and emails in your phone / email account
- Establish communication with the YF&R Chairs in your district. (Email or phone/text)
- Continue working with your District Leader to develop plan of district activity for the year

# YEAR 1 - SEMINAR 5

## STATE LEGISLATIVE ADVOCACY

*Wednesday, March 2025 (Dates TBD) – Columbia, SC*

**GOAL:** Develop understanding and skills necessary to effectively communicate and advocate on behalf of agriculture in South Carolina with state-elected officials. Establish a connection with elected officials at the Statehouse and learn about the importance of continuing to cultivate those relationships.

### **OBJECTIVES:**

#### **Module 1:**

- Understand Grassroots Advocacy as a Key Function of SCFB
- Develop Awareness of Current Issues Affecting Agriculture in South Carolina
- Identify Effective Communication Strategies to Advocate for Agriculture and “Tell Your Farm Story” with Elected Officials

#### **Module 2:**

- Dive Deeper into SCFB Government Relations Team’s Work on Current Ag Issues
- Identify Specific Legislators for Your District
- Practice Communications Strategies While Speaking with Members of the House and Senate
- Guest Speaker
  - Importance of Maintaining a Relationship with Your Elected Officials
- Debrief

### **SCHEDULE:**

Day 1: 1.5 hours via Zoom in evening (Date TBD)

Day 2: 9:00am – 3:00pm on Wednesday (Date TBD. Lunch included)

**WARM UP QUESTION:** What is the #1 challenge you face in the agricultural industry?

### **ACTION STEPS:**

- Use the resources provided in the Zoom training to develop your personal message before YF&R Day at the Statehouse.
- Afterwards, send a thank you note to your state legislators.

# YEAR 1 - SEMINAR 6

## AFBF FUSION CONFERENCE

March 7-10, 2025 – Denver, Colorado

**GOAL:** Network and connect with other state Farm Bureaus to bring back ideas and resources to strengthen the programs of our state and county Farm Bureaus.

### **OBJECTIVES:**

#### **Module 1:**

- Importance of Professional Networking
- How to Get the Most Out of Networking Opportunities
- How to Engage in Active Listening
- Power of Asking Relevant Questions
- Expectations During the Conference

#### **Module 2:**

- Exercise Professional Networking Skills
- Identify Unique Program Components Implemented in Other State and County YF&R Programs
- Explore New Topics, Activities or Resources to Implement at the State YF&R Conference
- Daily Conference Debriefing (Ongoing)

#### **Module 3:**

- Conference Recap (\*Zoom meeting with full committee one week after Conference)
  - Group Discussion on Favorite Sessions, Speakers, Activities, New Networking Experiences and Contacts Made with Other States

### **SCHEDULE:**

TBD based on AFBF Event Schedule

**WARM UP QUESTION:** What is the furthest you have been away from home?

### **ACTION STEPS:**

- Identify one unique program or event from outside of SCFB that can be implemented in your county Farm Bureau or at the State YF&R Conference.
- Identify and prepare to share at least 3 breakout session topics and speakers during the Summer planning meeting.
- Work with your District Leader to connect with YF&R Chairs in your district and prepare to share an activity update during the next meeting.

# YEAR 1 - SEMINAR 7

## COMMUNICATION & CONFERENCE PLANNING

Thursday – Sunday, June 2025 (Location & Dates TBD)

**GOAL:** Cultivate professional etiquette and communication skills to speak on behalf of Farm Bureau with industry partners and the public. Understand the Farm Bureau policy development process before attending District meetings. Work together to plan meaningful programs and activities for the State YF&R Conference.

### **OBJECTIVES:**

#### **Module 1:**

- District Activity Updates
- Understanding State YF&R Award Eligibility & Processes
- Identifying Potential New Members of the State YF&R Committee

#### **Module 2:**

- Conference Planning
  - Identifying Target Audiences and Developing Meaningful Breakout Sessions & Activities
  - Identifying Valuable Speakers
  - Creating an Effective Agenda & Program

#### **Module 3:**

- Build Awareness of Ag Industry (Ag Tour)
- Etiquette Dinner

#### **Module 4:**

- Developing Communication Skills to Build Bridges in Agriculture
  - Practice Interviewing Each Other
- Developing Effective Communication Skills with Industry Partners
  - Professional Requests of Speakers & Sponsors
  - Writing a Letter/Thank You Note

#### **Module 5:**

- Advocacy at the Local Level – Working with Local Governments
- Understanding the Policy Development Process
- Daily Reflections

### **SCHEDULE:**

*\*End times are approximate and subject to change.*

Thursday:	7:00pm – 10:00pm (Dinner included)
Friday:	8:00am – 9:30pm (Breakfast, lunch and dinner included)
Saturday:	8:30am – 3:00pm (Breakfast, lunch & dinner included. Free time after 4pm)
Sunday:	8:00am – 10:00am (Breakfast included)

**WARM UP QUESTION:** What made you want to get involved in YF&R?

### **ACTION STEPS:**

- Encourage YF&R's in your District to apply for each of the YF&R awards.
- Work with Program Coordinator and District Directors to identify and contact speakers for breakout sessions
- Contact potential new Conference sponsors and connect them with Program Coordinator
- Attend the Policy Development meeting in your District and invite at least one other YF&R to join you.
- Identify your local government representatives and look for opportunities to develop a relationship with them.

# YEAR 1 - SEMINAR 8

## CONFLICT MANAGEMENT

*Saturday, October 2025 (Location & Date TBD)*

**GOAL:** Develop the skills to handle difficult situations through conflict management. Discuss experiences and outcomes from District policy development meetings and county YF&R activities. Prepare to demonstrate skills and knowledge gained and lead by example as a second-year Committee member.

### **OBJECTIVES:**

#### **Module 1:**

- Conference Touch Point
  - Confirming Speakers
  - Progress Toward Sponsorship Goal
  - Promoting to YF&R Attendees
  - Launching Registration
- District Activity Updates
- Group Discussion on Policy Development Experience

#### **Module 2:**

- Conflict Management Training
  - Understanding Communication Barriers
  - Difference between Truth & Feelings
  - Finding Common Ground & Developing Solutions
  - Conflict Management Styles & Strategies
  - R.E.S.E.T Method

#### **Module 3:**

- Capstone Project Introduction
- Observe 2<sup>nd</sup> Years' Presentations on Projects
- Consider Nominations for Officer Roles to be Elected at Next Meeting

### **SCHEDULE:**

Saturday, October 2024: 10:00am – 5:00pm (*Date and Location TBD*)

**WARM UP QUESTION:** How do you manage conflict in your personal or work life?

### **ACTION STEPS:**

- Continue to identify and contact potential Conference speakers & sponsors
- Promote YF&R Conference registration to counties in your district & invite at least one new person
- Promote AITC Golf Tournament sponsorships & teams
- Consider nominations for Officer roles & Standards subcommittee
- Prepare your topic and outline for your 2<sup>nd</sup> year Capstone Project

## YEAR 2: SEMINAR 9

### SCFB ANNUAL MEETING

Wednesday, December 3 – Saturday, December 6, 2025 – Myrtle Beach, SC

**GOAL:** Apply skills and knowledge learned during first year and learn new strategies for effectively running meetings as you step up as the leaders of the Committee. Make connections with the new cohort and help teach them about the program and logistics to ensure that YF&R competitions and activities run smoothly.

### **OBJECTIVES:**

#### **Module 1**

- Introductions to New Committee Members
- Reminder of Purpose & Vision of the State YF&R Committee
- Election of Officers
  - Chair
  - Vice-Chair
  - Secretary
  - Standards Committee (3 people)
- Prepare Committee for Annual Meeting (step up in leadership for each team/activity)

#### **Module 2:**

- Facilitate AITC Golf Tournament Fundraiser
- Facilitate Silent Auction

#### **Module 3:**

- Understand Increased Roles & Responsibilities for Leadership in 2nd year
- Importance of Effectively Running Meetings
- Strategies for Efficient & Effective Meetings
- Discuss Capstone Project Topic and Overview for Approval
- Daily Reflections

#### **Module 4:**

- Attend the Convention sessions including General Session, at least one Workshop, and the Leadership Luncheon
- Facilitate YF&R Competitive Events (if not competing)
  - Discussion Meet (Room Chairs, Moderators)
  - Excellence in Agriculture Finalist Presentations (Moderator)
- Attend the Voting Delegates Session and District Caucus

#### **Module 5:**

- Use Skills and Experience with Conference Planning to Help Lead Group Discussion
  - Selecting Theme and Focus Areas for Following Year's Conference
  - Group Discussion of Logistics Pertaining to Upcoming Conference
- Assist with Annual Meeting Cleanup

### **SCHEDULE:**

*\*End times are approximate and subject to change.*

Wednesday, December 2: 4:00pm – 10:30pm (Dinner included)  
Thursday, December 3: 7:30am – 10:30pm (Breakfast, lunch & dinner included)  
Friday, December 4: 8:00am – 10:30pm (Breakfast & lunch included; dinner on your own)  
Saturday, December 5: 8:30am – 12:30pm (Breakfast & lunch on your own)

**WARM UP QUESTION:** What is one unexpected benefit you've found from being on the Committee?

### **ACTION STEPS:**

- Promote YF&R Conference registration to counties in your district & invite at least one new person
- Create a 5-minute presentation with photos about yourself/your family, your farm and why YF&R is important to you.



## YEAR 2 - SEMINAR 10

### SCFB YF&R CONFERENCE

February 2026 – Date & Location TBD

**GOAL:** Build upon skills and knowledge gained during the first year and lead by example to ensure the smooth delivery of the State YF&R Conference. Develop and practice public speaking and presentation skills on stage with and without a script.

### **OBJECTIVES:**

#### **Module 1:**

- Work Together as a Team to Prepare for Conference
- Apply Skills & Experience from Year 1 to Step Up in Leadership of Conference
  - Introduce and Guide New Committee Members in Logistics Pertaining to Registration, Sessions, Tours, Activities
  - Increased Role in New Committee and Guest Experience During Conference
- Reminder of Importance of Professional Etiquette and Public Perception
- Adopt a Mentality of Leading by Example
- Team Building Activity

#### **Module 2:**

- Build Awareness of Ways to Enrich Guest & New Committee Experience During Conference
- Stage Training & Effective Public Speaking Strategies for a Large Setting
- Develop Presentation & Audience Engagement Skills
- Team Building Through Community Service
- Build Awareness of Ag Industry (Ag Tour)

#### **Module 3:**

- Work as a Team to Ensure Conference Sessions, Activities, Contests and Tours Run Smoothly
- Practice Presentation Skills on Stage During General Sessions
  - “Meet the Committee” Presentations
- Network with Guests to Create an Inclusive Atmosphere
- Daily Reflections (On-Going)

#### **Module 4:**

- Conference Debrief
  - Event Highlights and Focus Areas to Incorporate Moving Forward
  - New Networking Opportunities or Insights Gained

### **SCHEDULE:**

*\*End times are approximate and subject to change.*

Thursday:	4:00pm – 10:30pm (Dinner included)
Friday:	7:00am – 11:00pm (Breakfast, lunch & dinner included)
Saturday:	7:30am – 11:59pm (Breakfast, lunch & dinner included)
Sunday:	8:00am – 12:00pm (Brunch included)

**WARM UP QUESTION:** What is one thing you have learned over the last year that you can implement to personally elevate this Conference?

### **ACTION STEPS:**

- Follow up with YF&R Chairs from your district and thank them for coming to the Conference
- Complete personality/skill assessment and review your results
- Identify options and prepare to share ideas for keynote speaker, general sessions, entertainment, and for next year’s State YF&R Conference.
- Prepare to teach SMART Goals model to new committee members

# YEAR 2 – SEMINAR 11

## PLANNING & TEAM BUILDING

February 2026 – Location & Date TBD

**GOAL:** Step up to lead the new committee as you assess outcomes and experiences from the first year of planning and develop goals to continue to improve statewide engagement in the YF&R Program. Dive deeper into becoming a stronger team through self-awareness as a leader.

### **OBJECTIVES:**

#### **Module 1:**

- Conference Debrief & Planning for Next Year
  - Keynote
  - General Sessions
  - Entertainment
  - Other Contracts (Photographer, DJ, other)
- Reminder of Committee Vision, Purpose, & Identity
- Step Up in Leadership Role in Supporting County YF&R Programs
  - District Leaders for Supporting & Building Relationships with County Chairs

#### **Module 2:**

- Personality/Skills Assessment Model & Assessment Review
  - Developing Self-Awareness as a Leader
  - Identifying and Promoting Quality Leadership Skills in Others
  - Building a Stronger Team through Collaboration
  - Build on Self-Awareness & Team Dynamics from Year 1
- Teach SMART Goals Model
  - Identifying Strategies for Effective and Measurable Goals
- Work as a Team to Set Goals for Statewide Program Development
- Serve as District Leaders to Develop Plan for District Activity

#### **Module 3:**

- Team Building Activity
- Debrief

### **SCHEDULE:**

Saturday, February 2026: 10:00am – 5:00pm

**WARM UP QUESTION:** What is one way you will share what you've learned over the last year with YF&R's in your county?

### **ACTION STEPS:**

- Serve as District Leaders and work together as a team to implement the goals and plans set forth in this meeting.
- Stay in touch with YF&R Chairs from your district and find out what their “next steps” are for planning YF&R activity in their county. Work with your staff District Director to support county programs.

## YEAR 2 - SEMINAR 12

### COMMUNICATION & CONFERENCE PLANNING

Thursday – Sunday, June 2026 (Location & Dates TBD)

**GOAL:** Refine communication skills for speaking with on behalf of Farm Bureau with industry partners and the public. Prepare to work within your Districts to propose a resolution during the policy development process. Work together to plan meaningful programs and activities for the State YF&R Conference.

### **OBJECTIVES:**

#### **Module 1:**

- District Activity Updates
- Promoting YF&R Awards & Identifying Potential Competitors for Each
  - Achievement Award, Excellence in Agriculture, Discussion Meet, Classroom Mini-Grant, Harvest for All
- Promoting State YF&R Committee Applications & Identifying Potential New Members

#### **Module 2:**

- Use Skills & Experience from Year 1 to Contribute to Conference Planning
  - Identifying Target Audiences and Developing Meaningful Breakout Sessions & Activities
  - Identifying Valuable Speakers
  - Creating an Effective Agenda & Program
- Develop a County Chair Leadership Session in which you promote the State Committee.

#### **Module 3:**

- Build Awareness of Ag Industry (Ag Tour)
- Etiquette Dinner

#### **Module 4:**

- Review Effective Communication Skills with Industry Partners
  - Share Skills, Experience & Connections Made During First Year
  - Professional Requests of Speakers & Sponsors
  - Writing a Letter/Thank You Note
- Using Storybrand to Build Bridges in Agriculture
  - Partner with First Year Committee Members for Practice Interviewing

#### **Module 5:**

- Discuss Experience Building Relationships & Working with Local Governments
- Prepare to Work Within County FB During the Policy Development Process
- Daily Reflections

### **SCHEDULE:**

*\*End times are approximate and subject to change.*

Thursday:	7:00pm – 10:00pm (Dinner included)
Friday:	8:00am – 9:30pm (Breakfast, lunch and dinner included)
Saturday:	8:30am – 3:00pm (Breakfast, lunch & dinner included. Free time after 3pm)
Sunday:	8:00am – 10:00am (Breakfast included)

**WARM UP QUESTION:** What is the most important thing you want people to know about YF&R?

### **ACTION STEPS:**

- Encourage YF&R's in your District to apply for each of the YF&R awards.
- Work with Program Coordinator and District Directors to identify and contact speakers for breakout sessions.
- Contact potential new Conference sponsors and connect them with Program Coordinator.
- Attend the Policy Development meeting in your District and invite at least two other YF&Rs to join you. Work with members and your county board to develop and propose a resolution.

# YEAR 2 - SEMINAR 13

## NATIONAL LEGISLATIVE ADVOCACY

3 Days June/July 2026 – Washington D.C. (Dates TBD)

**GOAL:** Exhibit communications skills and cultural etiquette as you communicate and advocate on behalf of agriculture with federal elected officials, agency leaders and Ag ambassadors from across the globe.

### **OBJECTIVES:**

#### **Module 1:**

- Current Federal Legislative Activity Affecting Agriculture
- Effective Communication Strategies with Elected Officials
- Prepare to Discuss South Carolina Ag and “Tell Your Farm Story”
  - Define clear, consistent message that needs to be communicated during all meetings
  - Prepare for conversations during meetings & reception
- Understanding & Practicing Cultural Etiquette
  - Importance of Asking Relevant Questions
  - Practicing a Curiosity About and Appreciation of Agriculture in Other Cultures
- Discovering Federal Political History and Leadership Styles
  - Moonlight Monument Tour

#### **Module 2:**

- Participate in Advocacy Discussions with Federal Government Entities
- Daily Reflections

#### **Module 3:**

- Discover Agricultural Practices Outside the US
- Develop Awareness of International Trade Relationships for Agricultural Products
- Debrief

**WARM UP QUESTION:** Why is it important to advocate on all political levels (i.e. local, state & national)?

### **ACTION STEPS:**

- Complete your Capstone Project and prepare a 15-minute presentation for the Fall meeting.

## YEAR 2 - SEMINAR 14

### LEADERSHIP PROJECT PRESENTATION & ASSESSMENT

*Saturday, October 2026 (Location & Date TBD)*

**GOAL:** Demonstrate growth and leadership development through projects designed to further advance and strengthen the programs of our state and county Farm Bureaus.

#### **OBJECTIVES:**

##### **Module 1:**

- Conference Touch Point
  - Confirming Speakers
  - Progress Toward Sponsorship Goal
  - Promoting to YF&R Attendees
  - Launching Registration
- District Activity Updates
- Share Policy Recommendations & Experience from District Policy Development Meetings

##### **Module 2:**

- Review Conflict Management Training
  - Share Insights Gained from First Year

##### **Module 3:**

- Demonstrate Growth & Leadership Development Through Capstone Project Presentations
- Discuss Officer Roles to be Elected at Next Meeting

#### **SCHEDULE:**

Saturday, October 2026: 10:00am – 5:00pm *(Date and Location TBD)*

**WARM UP QUESTION:** How does identifying and prioritizing what matters most impact the way you handle conflict?

#### **ACTION STEPS:**

- Continue to identify and contact potential Conference speakers & sponsors
- Promote YF&R Conference registration to counties in your district & invite at least one new person
- Promote AITC Golf Tournament sponsorships & teams
- Consider nominations for Officer roles & Standards subcommittee

# YEAR 3 - SEMINAR 15

## SCFB ANNUAL MEETING

Wednesday, December 2 – Saturday, December 5, 2026 – Myrtle Beach, SC

**GOAL:** Create a legacy as you lead the two newest cohorts of the YF&R Committee through the logistics of running YF&R competitions and activities at the State Annual Meeting. Understand opportunities for continued growth and involvement as a grassroots leader of the state and county Farm Bureau, with and without a title.

### **OBJECTIVES:**

#### **Module 1:**

- Introductions to New Committee Members
- Impart Purpose & Vision of the State YF&R Committee to New Members
- Discuss Role & Responsibilities of Officers with New Committee
- Elect Committee Officers
  - Chair
  - Vice-Chair
  - Secretary
- Discuss Role & Responsibilities of Standards Subcommittee
  - Elect Subcommittee Representatives (1/cohort)
- Prepare Committee for Annual Meeting (Team Leaders for each team/activity)

#### **Module 2:**

- Team Leaders for AITC Golf Tournament Fundraiser
- Team Leaders for Silent Auction

#### **Module 3:**

- “Creating Your Legacy”
- Opportunities & Plan for Continued Growth and Involvement
- Servant Leadership – Leading Without a Title
- Working with County Boards
- Program Evaluation & Feedback
- Daily Reflections

#### **Module 4:**

- Attend the Convention sessions including General Session, at least one Workshop, and the Leadership Luncheon
- Team Leaders for YF&R Competitive Events (if not competing)
  - Discussion Meet (Room Chairs, Moderators)
  - Excellence in Agriculture Finalist Presentations (Moderator)
- Attend the Voting Delegates Session and District Caucus

#### **Module 5:**

- Use Skills and Experience with Conference Planning to Help Guide Group Discussion
  - Selecting Theme and Focus Areas for Following Year’s Conference
  - Group Discussion of Logistics Pertaining to Upcoming Conference
- Assist with Annual Meeting Cleanup

### **SCHEDULE:**

*\*End times are approximate and subject to change.*

Wednesday, December 2: 4:00pm – 10:30pm (Dinner included)  
Thursday, December 3: 7:30am – 10:30pm (Breakfast, lunch & dinner included)  
Friday, December 4: 8:00am – 10:30pm (Breakfast & lunch included; dinner on your own)  
Saturday, December 5: 8:30am – 12:30pm (Breakfast & lunch on your own)

**WARM UP QUESTION:** What is one thing you want written about you in your obituary?

### **ACTION STEPS:**

- Promote YF&R Conference registration to counties in your district & invite at least one new person

# YEAR 3 - SEMINAR 16

## SCFB YF&R CONFERENCE

February 2027 – Date & Location TBD

**GOAL:** Apply skills and knowledge learned throughout the leadership development program in facilitating the State YF&R Conference. Leave your legacy from the stage and through servant-leadership as you complete the two-year program.

### **OBJECTIVES:**

#### **Module 1:**

- Serve as Team Leaders in Preparing for Conference
  - Introduce New Committee Members to Logistics Pertaining to Registration, Sessions, Tours, Activities
  - Work Together as a Team to Ensure All Stations are Adequately Prepared
- Remind Committee of Importance of Professional Etiquette and Public Perception
- Demonstrate a Mentality of Leading by Example
- Team Building Activity

#### **Module 2:**

- Build Awareness of Ways to Strengthen Team Comradery & Collaboration
- Scripted Public Speaking and Stage Training
- Provide Instruction and Feedback to 1<sup>st</sup> and 2<sup>nd</sup> Year Committee Members During Leadership Development Sessions on Public Speaking, Audience Engagement & Providing Instructions
- Team Building Through Community Service
- Build Awareness of Ag Industry (Ag Tour)

#### **Module 3:**

- Serve as Team Leaders to Facilitate Conference Sessions, Activities, Contests and Tours
- Demonstrate Public Speaking Skills on Stage as General Session Hosts
- Facilitate County Chair Leadership Training
- Apply Professional Networking Skills to Engage Guests
- Daily Reflections (On-Going)

#### **Module 4:**

- Conference Debrief
  - Group Discussion on Event Highlights and Focus Areas to Incorporate Moving Forward
- Final Words of Encouragement or Advice for Remaining Committee Before Saying Farewell

### **SCHEDULE:**

*\*End times are approximate and subject to change.*

Thursday:	4:00pm – 10:30pm (Dinner included)
Friday:	7:00am – 11:00pm (Breakfast, lunch & dinner included)
Saturday:	7:30am – 11:59pm (Breakfast, lunch & dinner included)
Sunday:	8:00am – 12:00pm (Brunch included)

**WARM UP QUESTION:** What is one piece of advice you would give to a new member of this Committee?

**ACTION ITEM:** Continue to advocate and educate for SC agriculture and look for ways to be involved in the county, state and national Farm Bureau.

# CAPSTONE PROJECT GUIDELINES

**GOAL:** During their second year of service, Committee members will develop and implement an event, project, or resource designed to:

- 1) Demonstrate skills and knowledge learned throughout the leadership program;
- 2) Promote involvement in the YF&R Program as a whole; and
- 3) Contribute to the development of future YF&R leaders.

## **GUIDELINES:**

- Each 2<sup>nd</sup> year State YF&R Committee member (individual or married couple) should develop and implement their own Capstone Project. If working as a married couple, both spouses should contribute to the project.
- Project topics and overview are subject to approval by the State YF&R Program Coordinator and should be presented during Seminar 9. The Program Coordinator may provide feedback to help refine or improve quality of project. Final approval will be given no later than Seminar 10.
- Each committee member (individual or married couple) will present the purpose, structure and results of their Capstone Project during Seminar 14. Presentations should last approximately 15 minutes and will be evaluated by Program Coordinator and fellow Committee members.
- Evaluations and peer-assessments will be provided during Seminar 15.

## **PRESENTATION & EVALUATION:**

Capstone Project presentations during Seminar 14 should demonstrate answers to the following:

- What main purpose or objective did you seek to accomplish during this project? What need in the YF&R Program or community did you seek to fill over the course of this endeavor?
- How was this project relevant to the mission of SCFB and the purpose of the State YF&R Committee?
- Describe the structure or nature of your project. How did the skills and knowledge you learned during this leadership program contribute to your success?
- What metrics did you use to measure the progress and success of your project?
- How did this project promote others' involvement in the YF&R Program?
- How did this project contribute to the development of future YF&R leaders?
- How did you grow as a leader and what did you learn during the course of this project?
- How can this project be replicated or continued either by you or other YF&R leaders?

## **SUGGESTIONS FOR PROJECT :**

*\*\*These suggestions are to be used as a launching point only and not as restrictions for project development.*

- Develop and distribute a digital or printed resource that YF&R leaders can use to further develop the quality of county YF&R programs and promote involvement.
- Develop and conduct a training seminar for YF&R leaders in your county or District to impart some of the skills you have developed over the course of this leadership program.
- Organize a legislative meal or farm tour in order to promote YF&R members' engagement with elected officials in their area.
- Organize an opportunity for YF&R members engage with people in the community who are not farmers and "share their farm story".
- Regularly attend a County Council, Chamber of Commerce, or other organization's meetings and invite other YF&R members to join you in order to develop community relationships and advocate for agriculture at the local level.
- Organize an opportunity for YF&R members in your District to learn about a variety of different agricultural practices than their own.