



El Paso County 4-H Junior Leaders Program Outline

Junior Leaders serve as supportive youth 4-H members in various 4-H project areas in El Paso County 4-H. Junior Leaders have the opportunity to serve in a variety of ways in their project areas of choice, depending on their interests and skill level.*

Junior Leaders may:

- Assist a 4-H volunteer in developing and leading 4-H project area activities.
- Assist a 4-H volunteer in developing project-based workshops/clinics.
- Assist 4-H members in a club setting, providing mentorship to their peers.
- Assist the 4-H team in designated project-related activities, as requested.
- Assist with other 4-H project opportunities, as approved by the 4-H Team.
 - *These are primary examples of the Junior Leader Program, but other areas can be considered with authorization from the 4-H Team, as necessary.*

Eligibility Requirements:

- Members must be Senior 4-H members, 4-H aged 14-18, to apply.
- First year 4-Hers, even if Senior age, are not eligible to enroll.
- 4-H members must have a minimum of 2 years of relevant project enrollment/experience before being eligible to enroll in that same project as a Junior Leader.

Application Process & Program Timeline:

- *Interested members will:*
 - **Be required to complete a [Junior Leader Application](#)**, which will highlight the member's project area interest and experience.
 - A letter of recommendation from a 4-H Volunteer (non-family member), will be required, emailed to the 4-H Team.
 - **Be required to attend a Junior Leader Training**, which will cover program safety/risk management and leadership requirements.
 - Junior Leaders will have a designated 4-H Volunteer Mentor assigned to them, to best support their Junior Leader activities that 4-H year.
 - **Be required to record their service using the [online Google form](#).**
 - **Be required to complete an end-of-year survey/summary** on their service in 4-H project areas, indicating what they did and what they gained from the experience. (This survey will be conducted during the end-of-year Junior Leader Social)
 - Junior Leaders will be expected to re-apply each year (*returning Junior Leaders will have a slightly different application process*)

Junior Leader Minimum Expectations/Requirements:

- Completed application, and letter of recommendation from a non-family 4-H Volunteer emailed to Emily Green at Emily.Green@colostate.edu and Jen Loewen at Jennifer.Loewen@colostate.edu.
- In-person Junior Leader Training: **RESCHEDULED Thursday, January 22, 2026 at 6:00 PM**
 - End-of-Year Junior Leader Social: **Tuesday, September 1, 2026 at 6:00 PM**
 - Please Note: these dates are required—there will be no available make-up dates
- Record a minimum of 10 hours of service in each project area in the Google tracking form.

Important Junior Leader Considerations:

While Junior Leaders serve in a variety of important and useful leadership roles, Junior Leaders are **not** expected to oversee project areas, programs or activities without direct and supportive oversight from a designated 4-H Volunteer.

Please Note:

- Junior Leaders are specific 4-H project-based youth leaders and so will **not** assist in County Fair Superintendent roles or duties.
- Junior Leaders are **not** meant to replace or stand in place of designated 4-H Project leaders.
- Junior Leaders may **not** serve or assist in competition-based roles where scores or tabulations are necessary, nor provide disciplinary actions or corrections to other members.

4-H Shooting Sports

- Due to the high-risk nature of the 4-H Shooting Sports Project and county/state-level safety and risk management considerations, Junior Leaders may **ONLY** apply to be a 4-H Shooting Sports Junior Leader in the 4-H Disciplines they have previously received a State-Level Training Certification in.
- Junior Leaders are not eligible to run a live-fire line or range nor directly oversee/assist other members on the line.
- Any concerns regarding a 4-H Shooting Sports Junior Leader should be brought to the immediate attention of a Certified 4-H Shooting Sports Volunteer on site during the event, and then to Jen Loewen, 4-H Specialist (Jennifer.Loewen@colostate.edu).

4-H Animal Projects:

- Due to the high-risk nature of Livestock/Horse projects, Junior Leaders may not handle livestock without express permission from the family of the owned animal, nor may they ride/handle/train **ANY** horses that belong to other 4-H members.
- Any concerns regarding a 4-H Junior Leader involved in animal projects should be brought to immediate attention to the 4-H Project Volunteer on site during the event, and then to Emily Green, 4-H Specialist (Emily.Green@colostate.edu)

**4-H Specialists reserve the right to alter/adjust/amend the Junior Leader program outline as needed for clarity, safety, etc.*