

- Time to carry out role.
- Interest in sharing knowledge and skills
- Ability to work positively with adults, youth, County Staff and Extension Staff.
- Ability to mediate conflict.
- Maintain confidentiality in all areas, including judging, member information, etc.

GROWING NEW LEADERS THROUGH ROTATIONAL LEADERSHIP

4-H is committed to cultivating the next generation of leaders by embracing a rotational leadership model that encourages growth, inclusion, and shared responsibility. This approach ensures that leadership opportunities are accessible to a broad range of members, allowing diverse voices and fresh perspectives to guide the program forward. **4-H is built on the belief that Volunteer Leadership is an act of Stewardship, not Ownership.** Leadership within 4-H is about service — caring for the program, its people, and our mission of youth development. This model reflects 4-H's belief that leadership is not a position based on power or control, but a shared journey of service, learning, and growth. Key reasons for rotational leadership:

- Adult Leadership Development opportunity
- Additional Skill-Building
- Equity and Inclusion – Engaging Diverse Voices
- Organizational Sustainability
- Mentorship
- Program Growth and Retention

ACCOUNTABILITY: Will be held to the expectations of the El Paso County Fair Board and CSU Extension program and to the 4-H/FFA members, families and volunteers that participate in the El Paso County Fair.

TRAINING:

- Read project and exhibit/contest requirements for specific area of responsibility.
- Demonstrate a strong understanding of the current premium books and general exhibit rules.
- Attend the Superintendent Meeting(s).
- Attend appropriate 4-H project area advisory committee meetings.
- 4-H Specialists available for consultation.

EXPECTATIONS:

- To organize shows, events and exhibit days that run well, while keeping a focus on education and positive youth development.
- Seek to reduce problems and conflict. When conflict arises, resolve the issue efficiently, in a timely manner, and in accordance with the approved rules, policies and procedures in place; policies which benefit the Fair, the exhibitors, and the integrity of the program, while striving to find a positive outcome for all involved parties whenever possible.
- Strive to provide a “level playing field” for fair competition that enhances the educational experiences of all participants.
- Conduct activities in a safe and conscientious manner, while enforcing the 4-H Code of Conduct and 4-H Policies.
- Maintain the standards of the County Fair and 4-H Youth Development Program by conducting oneself in a responsible manner and honoring confidentiality.
- Serve as a positive role model and willingly share knowledge with youth 4-H members.
- Support Superintendent group decisions and 4-H Policies and County Fair Policies.
- Maintain close contact with the Superintendent Liaison for the County Fair and work with the CSU Extension Office and Agents
- To coordinate and cooperate with other show superintendents, to best facilitate members that have conflicting shows or events to ensure the member can fully participate without undue stress, whenever possible.
- Work with CSU Extension to organize and implement Pre-Fair events, such as tag-in/weigh-ins, Fair clean-up, etc.

GENERAL DUTIES:

- Serve as an ambassador and advocate for the El Paso County Fair.
- Work with 4-H/FFA project area committees to make decisions and seek support.
- Work with Extension Specialists to submit fair book changes to CSU Extension and the County Fair Board.
- Coordinate with staff and departments pre-fair events and assist committee in conducting events such as tag-ins, contests, etc.
- Recruit volunteers to assist, including but not limited to: building security, fair set-up and clean up, judging day support, clerking, etc.
- Read and understand project requirements for exhibits and contests.
- Attend superintendent and/or project committee meetings (if applicable).
- Attend appropriate 4-H project area advisory committee meetings.
- Attend fair planning and evaluation meetings.
- Coordinate area set-up and clean up.
- Coordinate award needs and communicate these with the appropriate staff.
- Submit judge requests.
 - This includes names and number of judges needed by requested deadline.
- Coordinate assistant/volunteer work schedules.
- Request supplies far enough in advance that they can be reasonably provided.
- Oversee exhibitor check-in and exhibit release.
- Ensure exhibit change notices are complete and each exhibit/exhibitor has an accurate exhibit tag.
- Maintain communication with Fair Office and CSU Extension.
 - (Note: Some areas have special needs. Coordinate these special needs with the Fair Office or Superintendent Liaison)
- Submit Ribbon Request Form by CSU Extension deadline.
- Submit copy and signage requests to the CSU Extension Office or the County Fair Office (whichever is appropriate). Request photocopy jobs at least two weeks ahead of time if needed prior to the County Fair. Copy jobs may include tools such as: scoresheets, stall cards, exhibit labels, how-to information, etc.
- Prior to the start of County Fair, pick-up superintendent handbook and ribbons from CSU Extension.
- Communicate with 4-H exhibitors and families on requirements if you have something to announce to help with County Fair preparations. Please submit communication to the CSU Extension Office for distribution and/or to be included in the newsletter. Include CSU Extension on all communication with youth exhibitors and their parents/guardians.
- Arrange for volunteers and judging clerks (if needed)
- Check barns and surrounding area, arrange a work party if necessary to prepare barns for exhibits. Communicate any structural or safety issues to the Fair Staff and include the Superintendent in the communication. Collaborate with fellow Fair Superintendents if barn/building is a shared exhibit/show area.
- CSU Extension Office if applicable will e-mail entries/show sheets for your review or you can pick-up hardcopy animal or exhibit entries at the office. (4-H club Leaders and parents/guardians are responsible for guiding members in making entry deadlines, through the FairEntry program.)

ADDITIONAL ANIMAL SUPERINTENDENT DUTIES:

- Assign stalls to each 4-H club/exhibitor in space allotted. Mark space with club and/or exhibitor names prior to haul-in.
- Coordinate and supervise for initial weigh-in/tag-in and weigh-in at the Fair.
- Coordinate the Animal Sale Pictures with the Sale Committee.
- Turn-in premium cash request form to the Fair Office to receive cash for awards.

ENTRY DAY/HAUL-IN AT FAIR:

- Collaborate with appropriate committees, other superintendents, volunteers and staff to ensure smooth haul-in and unloading of animals, check-in of exhibits etc. Create a welcoming environment for exhibitors as they arrive. Animal project committees will work with fair superintendents and exhibitors to ensure animals have the proper health paperwork before unloading into the barns.

- Note any changes or “no shows”
- Ensure 4-H members exhibits are in correct pen/stall/space as assigned (by club or individual)
- Conduct an orientation if necessary to notify all exhibitors and families of barn rules, show procedures, and any safety requirements (Sheltering in Place, Evacuation Protocols, and Incident Report Form) Post in the barn for reference or distribute handouts
- Bring questions and potential problems to the attention of the CSU Extension Office representative on duty
- In case of your absence, delegate your responsibility and notify 4-H Office/Information Booth at the Fairgrounds
- Brief the club leaders and parent helpers on order of showing so they can help keep the show moving smoothly. Ask each club to nominate a representative to help with the show.
- Check show-ring procedures prior to show day. Have showing procedures clearly in mind.

DAILY:

- Post and maintain barn/exhibit area hours. If you are unable to open or close the barn/exhibit area ensure one of your assistants are able to.
- Oversee barns/stalls/displays/exhibit areas. Ensure they are clean and safe.
- Oversee exhibit displays to maximize public appeal.
- Enforce County Fair and 4-H Program Policies/Code of Conduct
- Notify exhibitors of scheduled events and post class lists as soon as reasonably possible.
- Notify County Fair Staff/Fair Board and/or CSU Extension Office representative of any potential problems as appropriate.
- Serve as a decision-maker for questions and conflicts with CSU Extension. In extreme cases please refer to Fair Treatment Policy and Procedure.

SHOW/EXHIBIT DAY:

- Post schedule of events in barn.
- Greet, orient, and introduce judge.
- Recruit and assign clerks to record placing and present ribbons and other awards.
- Pick-up premiums and return extra premium money.
- Ensure judging results and awards paperwork is accurate and submitted to the CSU Extension Office and Fair Office in a timely fashion. Results entered in Fair Entry program. Award selection documentation includes: ribbon placing, special awards that are department specific, state fair selection, awards of excellence, champions, etc.

END OF FAIR:

- Return any check-out equipment and supplies to the 4-H Office/Information Booth.
- Inventory leftover ribbons and return them to the CSU Extension Office.
 - Include a list of future ribbons needed.
- Coordinate and assist with Load-out.

Superintendent Signature

Date

CSU 4-H Extension Signature

Date