

To Custer County Commissioners and local newspaper Editors,

Some citizens are questioning the actions of our elected officials – from the President to our County and City officials. While it is the right of every citizen to speak out and protest, it is disheartening when some encourage chaos and discontent without having all the facts. Stating anything other than facts or partially revealing facts to suit a specific agenda serves to stir up discontent by mere speculation, and potentially without cause. I encourage those exposed to such speculations to consider the source and their motives and to research the facts before forming conclusions.

The latest local issues relate to the Custer County Board of County Commissioners (BOCC) handling of personnel issues. It makes sense that unless employees involved agree to publicly release specifics, they will not be made public and the BOCC cannot comment on speculative allegations. The BOCC has an HR department and an attorney advising it. If I was an employee and had done something against policy, made a mistake, etc., I would appreciate being protected from potential public embarrassment. On the other hand, if the BOCC treated me unfairly, there are state and federal laws protecting me.

While I don't know all the reasons the BOCC requested a change in the CSU Extension Agent (CSU EA), I will share what I know as a Custer County 4H Foundation (CC4HF) Board member (2014-2017) and have discovered through research. Below are some links to the Colorado Secretary of State (CO SoS), CSU Extension (CSUE), and BOCC websites (copy and paste into your browser may be required).

1) The IRS change for non-profits with revenues less than \$25,000 and the subsequent National 4H Foundation change and CSUE change 4 or 5 years ago CSUE's Ms. Glowacki referenced at the BOCC workshop allowed for local groups to decide whether they would fall under the CO4HF or remain a separate entity, applying for 501(c)(3) status, filing IRS Form 990, with a Memorandum of Understanding (MOU) with the CO4HF to use the 4H name, emblems, etc. The excerpt below from the CSUE handbook, allows for separately incorporated 4H Foundations and granting this authority to the county, and if the county so elects, then the level of control is decided at the state level.

<http://www.ext.colostate.edu/staffres/handbook/sec5-glossary.pdf>

"Separately incorporated 501(c)(3) organizations (4-H foundations) using the 4-H name do so with our permission. Any control that Extension has regarding these organizations stems from the use of the 4-H name. The 4-H name is the property of the USDA and its use is controlled by the following chain of responsibility: USDA-NIFA-State Extension Directors-State 4-H Program Leaders-County Extension Directors-County 4-H Agents. No organization may use the 4-H name without permission. **How much control a county 4-H agent or county director wants to wield is a county decision.** How much control is allowed at the county level is a state decision. An issue arises when separate entities using the name of 4-H raise funds. Because Extension has the responsibility to assure that funds raised in the name of 4-H are raised and handled according to the law, **it is necessary to obtain annual financial statements from such entities.**"

Note this doesn't say the CSUE office or its EA have "control" over these organizations, but there is a need to obtain annual financial statements, likely and rightly to ensure the terms of the MOU are being followed. Since I wasn't a CC4HF Board member in 2012, I asked others who were if they recall being advised of this change and given a choice about the status of the CC4HF going forward. None recall that discussion. In December 2014 the CSU EA asked to add a clause to the CC4HF Bylaws stating that she is in control and can remove any board member for "any reason or no reason at all". The Board did NOT approve this bylaw change and requested multiple times that the CSU EA and/or CSUE officials provide documentation that all county 4H Foundations had this requirement. Various Board members, including myself, tried to go directly to the CSUE office and left messages and emails for Ms. Glowacki with no response. Another request is noted in the February 2015 Minutes and further discussions occurred in August, September, and October of 2016. The outgoing Board advised the incoming Board about these unresolved issues. At no time has the CSU EA or anyone from CSUE provided the information to the CC4HF Board that was discussed at last week's BOCC Workshop. If they had, the issues between the CC4HF Board and the CSU EA would not have occurred. I would have resigned as it seems a moot point to work on a Board with no authority.

2) Because of this lack of full disclosure, CC4HF Boards have been operating since this change occurred sometime in 2012 without knowledge and understanding of this change. The Articles of Incorporation and the attached bylaws give full authority for decisions to the CC4HF Board.

<http://www.sos.state.co.us/biz/ViewImage.do?fileId=19871187830&masterFileId=19871187830>

The Articles of Incorporation for the CC4HF as a non-profit organization available on this CO SoS website link state in Article II, 13 that it is "NOT subordinate to" the state organization which at the time was named Colorado 4H and Older Youth Foundation (the name was later changed to Colorado 4H Foundation (CO4HF). Additionally, the CC4HF filed annual reports with the CO SoS, had its own Federal Tax ID #, and its Registered Agent (RA) was a Board Member until July 2012.

<http://www.sos.state.co.us/biz/ViewImage.do?fileId=20121410848&masterFileId=19871187830>

This link is the Change of RA form the CSU EA sent to the state in July 2012, naming herself as RA, signed by herself, stating that the Entity (CC4HF) had been notified of this change. Sara Shields was the prior RA, since 2008. The CC4HF President after Ms. Shields was Audrey Gluschke and she told me she doesn't recall this ever being discussed or disclosed. If so, minutes prior to July 2012 would include it.

3) According to CSUE's handbook and their Financial and Legal Guidelines, EAs are restricted to having access to banking information, not control – even for those Foundations who fall under the authority of the CO4HF. <http://www.ext.colostate.edu/staffres/handbook/sec9-fiscal.pdf>

"In the conduct of CSU Extension programs, it is desirable and necessary to work with numerous groups and organizations. However, such groups should not be dependent on CSU Extension to be responsible for or handle any of the group funds. **Nor should CSU Extension be responsible for accounting for receipts or expenditures thereof.** Examples of the kind of funds which should not be handled through the authorized local non-appropriated funds are:

- - Sale and/or purchase of 4-H livestock
- - Dairy Herd Improvement Associations
- - General community associations (e.g. breed associations, seed clubs, etc.)
- - Home economic associations and clubs
- **4-H foundations and councils**

**Such groups have their own treasurers. Extension staff should have no authority to withdraw funds from or write checks on any association accounts except as noted below.**

Regular County Extension Budget, Weed Districts, and County Fairs may require extension staff to withdraw funds and/or write checks as prescribed by local/area policy."

<http://www.ext.colostate.edu/staffres/handbook/sec5-glossary.pdf>

**"Under no circumstance** should an extension agent/employee be a signer on any account other than a County Non-Appropriated account. This would include 4H club, council, and foundation accounts. Contact either the State 4H office for the CSUE HR Director language for use with banks **to allow agents access to account information.** See also Financial issues."

The wording added to CC 4H bank accounts in October 2016 states (grammatical error is theirs):

"CSU Extension and the Extension Agent in Custer County has the authority to request and obtain information, freeze, and designate authorized signatures in regard to this account."

Neither the CSU EA nor the bank notified the CC4HF Board or the 4H Clubs of this change in status, which is a bit unusual since changes for organizations generally require minutes showing approval.

The banking change made by the CSU EA effectively **granted her full control of these funds** with the ability to freeze accounts and designate signature authority **without the approval of the governing Board.** It went beyond CSUE's own guidelines allowing for only access to information and Ms. Glowacki stated at the BOCC workshop that non-profit funds should not be in control of only one person. Additionally, both State and Federal regulations for non-profits state that the use of non-profit funds are to be governed by a Board of unrelated individuals, not a single individual.

4) The CSU EA did not previously disapprove of CC4HF funds for non-educational purposes such as improvement of livestock pens. She brought similar issues to the CC4HF Board for approval for a Saddle Club tractor repair, electrical work at the fair grounds, and she worked with a former Commissioner to potentially set aside donations for Fair Grounds Capital Improvements through the CC4HF. Additionally, during the BOCC Extension Workshop, Mr. Noble agreed that this use of funds, while not specifically "educational" in nature, could be assessed either way for appropriate use of CC4HF funds and gave an example of other uses for capital purposes. Past donor groups had expressed concern about the

CC4HF hoarding funds and donors questioned why they should continue giving to the CC4HF or supporting CC4HF fundraising activities. The sitting CC4HF Board approved this donation to provide for the safety of 4H youth in their activities, to facilitate good will within the community, and to provide a lasting, visible contribution from the CC4HF to enhance its public persona. Additionally, the statement made at the BOCC Workshop that the donation used half of the funds was not accurate. The CC4HF knew there were two outstanding donations to be received, the WMVCF of over \$3,000 and the Cattlewomen 2016 APV dinner, estimated to be around \$2,000. Each Board is required to retain \$1,000 per CSUE chartering guidelines. The incoming Board would still have over \$10,000!

5) The CSU EA removed the sitting Vice President from her position on the CC 4HF Board without due process. While Ms. Glowacki stated these rules don't apply, the CC4HF is still a registered non-profit organization with CO SoS. Treatment of volunteers is provided in the previously linked CSUE handbook and due process is included in Colorado State statutes for non-profit organizations:

**"7COLORADO REVISED STATUTES 2011 TITLE 7, LABOR AND INDUSTRY, ARTICLE 121-27**

**Article 126-302. Termination, expulsion, or suspension.** (1) Unless otherwise provided by the bylaws, no member of a nonprofit corporation may be expelled or suspended, and no membership or memberships in such nonprofit corporation may be terminated or suspended except pursuant to a procedure that is fair and reasonable and is carried out in good faith. (2) For purposes of this section, a procedure is fair and reasonable when either: (a) The bylaws or a written policy of the board of directors state a procedure that provides: (I) **Not less than fifteen days prior written notice** of the expulsion, suspension, or termination and the reasons therefor; and (II) **An opportunity for the member to be heard, orally or in writing**, not less than five days before the effective date of the expulsion, suspension, or termination by a person or persons authorized to decide that the proposed expulsion, termination, or suspension not take place; or (b) It is fair and reasonable taking into consideration all of the relevant facts and circumstances."

6) The result of this clandestine takeover by the CSU EA is that funds donated by county residents and organizations were removed from county level control and given to a single, state appointed person. Many donate locally for local control to benefit the welfare of local citizens and groups. Each county has its own personality and features. Custer County's is agricultural, with a livestock focus. Those interested in furthering future generations' pursuit of these endeavors donate to local activities supporting this focus. The CSU EA harmed the reputation of the CC4HF as a locally governed organization and damaged the faith of donors that funds would be used for these purposes - as was expressed by some during the BOCC Workshop.

7) The Custer County 2017 budget allocated over \$99,000 to the CSU EA, with a separate budget item for Weed Control and the county provides office space. This partnership with CSU was the basis for the BOCC having the authority to request a change in the CSU EA.

The BOCC could be aware of other issues with the outgoing CSU EA. Commissioner Kattnig remarked to Mr. Noble at the end of the BOCC Workshop that he appreciated his support in the past couple of years in dealing with Extension issues. Again, these issues may fall under a privacy rule and cannot be disclosed by the BOCC. It would seem reasonable for the BOCC and Attorney to review the events leading to the CSU EA take over of the CC4HF and its funds to determine if this was done with the notification of options and approval of the CC4HF Board at the time. If the BOCC desires local governance of the CC4HF, the CC4HF could pursue its own 501(c)(3) status with the IRS, file its own annual postcard Form 990, and enter into a MOU with the CO4HF for use of the name, emblems, etc., agreeing to provide annual reporting to the CO4HF, but not grant CSUE control. Alternately, donors will likely look for other local youth-oriented organizations to support to retain control with a local Board.

In all regards, it is a sad course of events for our community and especially for our 4H youth who innocently got caught up in this drama. I hope this has helped to clarify and provide additional facts for those who wonder what in the world is happening.

Respectfully,  
Cheryl Laramore  
Rural Custer County

March 7, 2017

To the Board of Custer County Commissioners and Guests present

Dear Sirs and Madam,

I apologize for not being able to attend in person as this meeting falls during my working hours. I thank you for the opportunity for someone to read this letter on my behalf in regards to the decision made about the Extension Agent.

Many in the community have expressed shock, outrage, disbelief and sadness over this decision. I would like to say that all of those feelings are valid, but only if both sides of the story are known. In this particular case, there are truly more than two sides of the story as the Extension Agent was involved with not only 4H, and the Fair Board. I hope that the public is open to hear the information provided by the different organizations, boards and individuals the Extension Agent worked with in order to make a more informed decision about how they feel about the BOCC's decision. Without all the information one could easily interpret the decision as being a "personal attack". I will state that the Extension Agent has always been very supportive and encouraging to my step-daughter, and that compassion has not and will not be forgotten. That beings said, the following is not personal by any means...it is quite simply business.

I served as Secretary for the Custer County 4H Foundation from 2014-2017. Historically, there has been miscommunication, misuse of information, and lack of communication between the Extension Agent and the Foundation Board. I would like to provide examples at this time.

We operated under the impression that we were a 501(c)3 , and in fact the Foundation *is* and has been since the early 1960's as seen on the Colorado Secretary of State website! The board was not informed that the Chartering process would take away our ability to function as a community board. Polly Miller was voted in this year as Vice President and Bill Baker as President. After the passing of the baton to Bill, he requested the Extension Agent stop payment on a check for \$4,000 to go towards livestock pen repairs and improvements that our board had voted on and approved. Polly questioned whether the Extension Agent was even on the Foundation's bank account. We as a board had never approved her as a signer, and therefore had never presented minutes to the bank stating that she could be on the account. Just because Polly questioned the validity and legality of the Extension Agent on the bank account, she was removed from the board! She was removed by Bill and the Extension Agent because she was "Untrustworthy". Come to find out, that behind the 4-H Foundation's back and every 4-H club in the county, the Extension Agent presented a letter of authority (from who I have no idea) to the bank to give her access to financial records and the power to freeze any and all of their funds. The Extension Agent did this in October of last year. She did not inform any of the clubs or organizations, no minutes or board approvals were given. How trustworthy, informing and transparent is that? Why the secrecy? I feel that as a non-profit, which the Foundation IS, Polly deserved the fair and reasonable process for removing a board member as stated in the Colorado State Statutes regarding non-profits. I also would like to know who had the authority to add the Extension Agent to several bank accounts without any current signers authorizing her?

The Extension Agent attempted to make changes to the bylaws that stated that she could remove any member at any time for any reason or no reason at all and the she would have the final decision on

everything the board did. She stated that the change came from the CSU Extension and State Foundation. This would essentially give a non-voting member the ability to make all the decisions and veto anything and everything the board voted to do. Wouldn't that jeopardize a non-profit status? Why even have a board if *one* person can make all of the decisions? Because the suggested change to the bylaws raised so many questions we asked the Extension Agent for the correspondence from the CSU Extension and State Foundation. That correspondence was never provided and no other examples of that verbiage in other Foundations or 4H Club bylaws could be found. Several Board members emailed and called both Jean G. and Bill N. (the representatives who were present at the Workshop). Neither responded after several attempts. Unable to prove that this change to the bylaws was an actual State requirement or suggestion, and not being able to find that change in any other counties bylaws our board did not approve that change.

In the past meetings which the Extension Agent was in attendance, the Foundation donated funds to the Saddle Club to help with tractor repairs. The Saddle Club really helped out with the arena ground for the horse show. The Extension Agent did not oppose that decision to donate to them, she did not inform us that under the Chartering we were not allowed to donate to another non-profit, or question whether or not we could, she was in support of that donation to say "thank you". These funds were pulled out of a different line item in the budget, and there was no issue expressed by the Extension Agent.

In past meetings which the Extension Agent was in attendance she herself discussed how the Foundation could work as the avenue through which donations could be collected to go to the Fair Ground Capital Improvement Fund. There were electrical issues, and other building repairs that needed to be done to improve safety. She was in support then, why was she against donating now? She didn't state any problems in the past when giving money to help Fair Grounds and even suggested and encouraged it. She never expressed a concern or problem moving funds around and pulling money from other areas in the budget to cover a new steer clinic or donations to other groups in the past. If monies donated were earmarked for certain things such as "camp" or "Scholarships" that is where the money went, and wouldn't be spent on anything but that determined by the earmark. This \$4,000 check for livestock pen improvement *isn't* a "budget issue", it *isn't* a "it's not allowed" issue or a "misuse of funds" issue. It *is* an issue of the board being led to believe that donating to the Saddle Club (another non-profit) using money from another line item is ok. It *is* an issue of the Extension Agent not personally liking the idea of spending funds for the repairs and improvement of the livestock pens. If what Jean G. and Bill N. stated at the workshop that the Extension Agent makes the final call...how would we know to operate any different than we had over the past few years? They never responded to us when we requested a definitive answer as to the Extension Agents role on the Foundation Board.

The Custer County Cattlewomen have always been the Foundations biggest donors every year. They decided one year to give the funds to the Extension Agent specifically for the new 4H Membership and Project Scholarships. They were unimpressed with the lack of reporting on how the money was spent and how many youth actually utilized the funds that the next year Cattlewomen donated directly to the Foundation, feeling better having a community board managing the funds rather than one individual.

All of the literature I have found through the CSU Extension Agent Employee Manual and Memorandums state the 4H Agents role in the community is to "support", help "Facilitate" and "Educate". Nowhere does it state "control", "dictate" or "have the final say".

I am saddened that the Extension Agent did not inform the Foundation Board that the Chartering process would possibly take away from the autonomy of its non-profit status, or that the Board had a choice in the matter. I am saddened that the Extension Agent did not inform the Foundation Board that with the Chartering, the board would have all of the responsibilities and roles of a non-profit, but none of the rights for its dedicated volunteer board members. I am frustrated, confused and baffled as to how the Extension Agent was able to go behind all of the Clubs and the Foundation and add herself to the bank accounts. If it was a simple, innocent, non-threatening process that needed to be done, why hide it and not disclose that information? I am confused that the Extension Agent stood by and supported and encouraged our decisions on donations in the past, and did a complete 180 now.

I understand that the community is seeing the BOCCs decision as "personal attack" and over a \$4,000 check. That's mostly due to timing and misinformation being spread around. If that *is* the sole basis of the BOCCs decision then I will gladly join those who are crying injustice. I believe however, that over the course of several years the Extension Agent has had poor communication, miscommunication, and misuse of information in various boards and aspects of her work which ultimately may have led to this decision.

As I am not present I look forward to listening to the recording of this meeting, how others in the community have responded, and other information presented so I can make an informed decision about how I feel about the BOCC's decision.

I thank the board and all guests present for listening.

Respectfully,

McKenzie Huffman

March 7, 2017

Custer County Board of County Commissioners

Dear Sirs and Madam,

My Name is Deborah Fischer. I have served on the Sales Committee for Custer County Fair Board for 6 years. I believe in 4H and FFA completely, but I believe that our current Extension Agent, Robin Young, has been a detriment to our community. Please allow me a moment to explain.

In the last six years I have witnessed some extreme and completely unprofessional behavior from our Extension Agent. Robin Young has told me in person and in front of Beverly Goertz that "If I could get rid of livestock at the county fair, I would do it in an instance" She then said "You livestock people are a pain in my ass" I reminded her that she took a job in a community that is predominantly agriculture and that it was a large and important part of our county fair. She responded with "well it won't be for long".

Another example was when Robin Young decided that Fremont County children may not be allowed to show at the Custer County Fair unless she determined that they could. Fremont County Children have shown at our county fair long before she became the Extension Agent. She also did this at a time that our number of livestock exhibits were at an all time low. She did this because she was angry at a few of the parents that lived in Fremont County. The only reason she backed down on this one is because I personally asked a County Commissioner to show up and question this decision she had made. Her anger towards parents impaired her judgment as an Extension Agent.

At another meeting, I sat right next to Robin. A decision was made that she disapproved of, she literally threw her pen down and pushed the table we shared. Had I not grabbed the table it would have tipped over. Present at this meeting was some of the 4H youngsters.

A last example I wish to share with you happened at last year's fair. I currently work at Town And Country Auto located in Salida Colorado. She called my boss Ron Taylor and requested the 4H truck she wanted to display for the raffle. She

indicated that she would display a sign with our logo near the truck. Ron agreed. He had one of our brand new Ford Trucks detailed inside and out. She gave a date that she would pick the truck up. The date came and went and Robin had not called. Ron placed a call to her, she indicated that the fire that had started in Coaldale made it impossible for her to get to Salida. Ron then indicated that he lived in Texas Creek and I lived near Hillside. The roads had never closed. She said she would be there the following day to pick up the truck. Two days went by and not a word. Ron called her again. Told her I would deliver the truck. She said no, she would be there the next day. Again she was a no show. Ron made several calls and left several messages. She never returned his call. The day of our sell, sitting out in front of everyone was a Fairicy Ford Truck. The problem with all of this is very simple. Town and Country Auto spends anywhere from \$18,000 to \$20,000 a year at our fair. Fairicy Ford spends 0 The day of the fair, Ron Taylor said he almost walked away when he saw that truck.

Robin Young was willing to anger one of the county's best supporters because of her dislike for me. She puts her personal feeling for people before the kids of this county. That is unprofessional.

I could continue this for several more pages....I could include how she has conveniently lost my Childs registration forms, how she somehow managed to forget to add my name to list of board members that the Fair Board approved. How she failed to follow the bylaws and had an individual put on the Fair Board that never had been approved.

I will leave you with a last thought. Our society is ran on rules. We have rules for driving, voting and we have rules for who can hold what job or profession in life. Robin was hired with the agreement that she would obtain her Master's Degree within a certain time frame. That time has long come and gone. To my knowledge she still has not obtained her Masters. That alone should disqualify her from her current position. If we choose not to hold people to the job requirements than I will encourage you to hire me as the County Attorney next time the position is available. No, I am not an attorney....but apparently that does not matter.

I am not a Custer County resident. Three of my children have graduated from Custer County High School and one is in Middle School. My husband works for



the Custer County School. Up until a year ago, I worked in Custer County. I say this to illustrate that we are just as embedded into this community as anyone of you. Even though I did not vote for the current Commissioners I support the decision they made regarding Robin Young.

They made a decision in favor of our youth. Robin Young does not support the livestock kids of our community. With Robin out of that office, 4H will be bigger and better.

Sincerely,

Deborah Fischer

Dear Custer County Commissioners,

My name is Audrey Gluschke and I have had significant involvement with our 4-H program for the last 10 years. My affiliation has been as 4-H Foundation member and president, Fair Board member, co-leader of our largest club, and most importantly parent of a 4-H member.

Others have touched on the misinformation being spread regarding the Foundation spending, again all under Robin's consent.

My experience with our agent has been consistently frustrating. In all capacities she has not led, but rather manipulated her way with many to satisfy herself and her friends. There are rules that need to be applied and we all respect them. Our former EA has conveniently bend the rules for those she prefers and created new rules for one's she would like to see leave the program.

An example is my daughter. She has been a solid, successful member since she was 8 years old. For her high school years we decided to send her out of the county, in spite of our family living here full time.

Robin proceeded to create her own rules:

- My daughter had to write a statement as to why she wanted to remain in the CC4-H program

- write a monthly journal on her horse project, even though the horse designation is not made till May 1 every year before Fair. She did this for 2 years

- was asked if she would be happier in another county

*discrimination & harassment?*

Please know that at the time, there were several other kids living outside of our county participating in our program not being required to do anything in addition to the program.

This kind of action is unacceptable for an agent who selectively chooses to try and have an exclusive instead of an inclusive program.

This is not an overnight decision that our commissioners have made. As you can see these issues have been going on for years and finally we have a board that is willing to have an honest program, an honest agent for honest kids. This was not an easy decision but I am grateful that

we now have a board that is listening to an issue that has festered for many years.

Thank you.

To Whom It May Concern:

I am writing you this letter with concern for our current Horse Program. I was Horse Superintendent last year and saw the lack of basic safety taught to the kids. I did a one-time basic safety and horsemanship clinic at the start but it was never done any further. The leaders we have do not teach safe handling or basic horsemanship so the students were never ready to move on. I also noticed the practices were never held at the same location or on the same time planned, so when this happened a number of kids missed practiced. I took my daughter to all practices and watched the practices as well. I am surprised there weren't more wrecks, I saw not very broke horses with novice riders and little coaching on how to get better.

I went to the fair board with my concerns on how poor the horse show was and how unsafe the year went. I volunteered to take the program over and I had some awesome ideas on how we could make fun, safe, and effective practices as well as a great horse show. All in attendance as well as the extension agent were in agreement. I later went to apply to be a leader and was told by Robin that the program was fine the way it was and no changes were needed, even though at the fair board meeting she said I would be able to take the program over.

The way it is now I will not let any of my three daughters be in the program. There are numerous parents who will not let their kids take horse any more either.

I have been involved in the horse business all my life I have an associates degree in equine management. My business was starting colts for close to ten years I have showed and rodeoed at all levels including several national championships so I do have a little knowledge in the horse industry. In other words I'm not just a whiny parent.

I have noticed that our current extension agents' passion is not in the livestock end of things that is fine but it concerns me in the direction she wants to steer our 4h program. We live in a livestock community and we need to make sure progress in our livestock at the fair is going in the right direction.

I am also on the FFA advisory board and there have been several times when she has undermined the FFA program, because she only supports certain 4H programs. The FFA committee wants her off the board, because she says one thing to your face and turns around and completely changes what she said, or what the board said.

If anyone wants to get ahold of me to discuss any of the concerns I mentioned or any I may have forgotten to write down please call me.

Jake Shy

719-429-0846



Dear County Commissioners,

I will be unable to attend the public meeting. I am unsure why Custer County needs an extension agent at all. According to several extension agent roles and responsibilities this is a summary of what an extension agent does: Custer County is mainly an agricultural community focused on raising animals. The job description should look like this:

Agricultural extension agents travel throughout their region or district to provide the latest industry information to farmers, ranchers, community groups, and youth groups. They may present information on scientific advances, farm management, marketing, production, and other topics that are relevant to agricultural businesses operating in their area.

Agents must be familiar with the types of agricultural operations that are taking place in their territory. These pursuits may include beef production, dairy farming, irrigated crop farming, fruit farming, egg production, horse breeding, swine production, and more. Agents must also be familiar with technical terminology, equipment, and other concerns related to each area of production.

Significant travel may be a part of the job, especially if the agent is assigned a large territory. Agents may visit farms, ranches, hatcheries, dairies, stables, orchards, fields, bee farms, aquaculture facilities, and a variety of other agricultural business locations during the course of their day. Agents may also be required to attend a variety of community activities such as conventions, fairs, college events, camps, and 4-H shows.

I have highlighted the area where I think that our current extension agent is lacking. Instead of encouraging our young 4-Hers to engage in their agricultural community, Robin Young tends to discourage that activity. It is important to encourage all aspects of 4-H but not to try to blatantly turn kids away from the livestock projects by using words like "the animal will die" at the end of the project. This type of wording is not appropriate.

Robin Young has done numerous things to inhibit the growth the livestock projects and the latest one where the 4-H Foundation gave money to for capital improvements for livestock pens and she stopped payment on the check which she has convinced Bill Baker that this is the appropriate thing to do when he was only newly elected.

Robin Young incites gossip and fuels problems between 4-H families, volunteers and boards. The extension agent should be able to remain neutral to all parties. It is inappropriate to talk about everyone behind their back and I mean everyone. I have been in the same room as she is talking about someone and makes me wonder what she is saying about others including myself.

We live in a very small community that should be focused on growing our kids in the rural way of life.

4-H motto "To Make the Best Better" Robin Young's action nor words exhibit this motto. She wants to make everyone the same, everybody is a winner. We all are not good at everything and we don't have to be it helps us grow to find our gifts in life. She continually complains how much money the livestock kids get compared to indoor projects. Livestock kids have to put so much more money, time and effort

into their livestock projects. Any of the indoor project participants have the opportunity to have livestock and vice versa. Indoor projects are wonderful but with most of us spending our days outside they are not as feasible. For example, Denver 4-H groups thrive on these indoor projects and they have found a way to encourage youth in that area.

Robin is rarely in her office or available so why pay for someone that isn't there or actively participates in encouraging rural, agricultural or livestock development in our community. Before we didn't have an extension agent and it worked out well. The Fair happened every year and with the support of a whole community things got done. I think that is the way it should be.

This is the 4-H pledge and if we have an extension agent that encompasses the motto and the 4-H pledge that would be wonderful.

I pledge my head to clearer thinking,  
My heart to greater loyalty,  
My hands to larger service,  
and my health to better living,  
for my club, my community, my country, and my world.

I would sign my name to this letter but I fear backlash in the program. And isn't that sad.....



February 13, 2017

Dear Commissioners,

I would like to address what occurred with fair board appointments during the Commissioners January meeting and would like to have clarification from the Custer County Commissioners if the By Laws that are Fair Board approved are going to be respected.

1. The Custer County Commissioners reviewed and approved our Fair Board By Laws in February of 2016. Per those By Laws (see attachment 1) the fair board has a specific process on page two for persons that are interested in becoming a member of the Fair Board.
2. In the October meeting the Fair Board voted to make the sales committee members of the Fair Board and they also voted to make George Koons a liaison member of the Saddle Club (see attachment 2).
3. Without any prior discussion with Fair Board members Robin Young took a list of Fair board appointees to the Commissioner's meeting that did not include the name of Deborah Fischer who was one of the sales committee's members and added Bill Baker who never submitted a letter of intent to the fair board or met with the fair board specifically on becoming a fair board member.

Since the Fair Board January meeting I'm also questioning the motive of Robin to add Bill Baker to the Fair Board. It appears based on a string of emails that I have received from Bill that he has a very negative preconceived opinion of the fair board members (see attachment 3). The current fair board has been a dedicated group of individuals whose focus is to improve and grow the Custer County Fair. Based on Bill's emails to me without any fair board experience on his part I'm not certain that he has those same goals.

Based on Robin's actions of revising the fair board appointment list that was presented to the County Commissioners without permission by the Fair Board. The Fair Board will be reviewing and revising the past practice of having Robin serve as a liaison for the fair board to the Custer County Commissioner meetings.

Best Regards,

Diane Rose

Custer County Fair Board President