



2025

**NATIONAL GRANGE YOUTH
AND YOUNG ADULTS**

PROGRAM BOOK



nationalgrangeyouth2@gmail.com



www.nationalgrangeyouth.org

Revised January, 2025

The 2025 Grange Youth & Young Adult Program Guide offers contests and leadership programs in which all youth and young adults can get involved. This guide goes into effect January 1, 2025.

Please note that several rules for some of our long-time contests have been changed or adapted to increase participation and to allow participation for those who cannot attend the National Grange Convention Cruise.

For any additional updates or for more information, visit the National Grange Youth Website at www.nationalgrangeyouth.org

National Grange Youth Advisory Team Members

Jennie Gentry, Chair ~ North Carolina

Samantha Hanson ~ Iowa

Matthew and Lynn Clark ~ New Hampshire

Ken and Jennifer Danko ~ Pennsylvania

For questions, comments or more information, please contact the team:
nationalgrangeyouth2@gmail.com

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2025 EVENTS

National Convention @ Sea: November 8-16, 2025

Ship: Carnival Horizon

Places: From Miami, FL, through the Caribbean

Regional Conferences: Check website for dates

Great Plains Regional Conference – Colorado

Eastern Regional Conference – Maryland

Midwest Regional Conference – Indiana

Northeast Regional Conference – Rhode Island

Western Regional Conference – May 15-17, 2025 (Montana)

AGE REQUIREMENTS

- Grange Youth – Age 14-20
- Grange Young Adult – Age 21-30

Although the National Grange Programming ages have changed, we encourage all State Granges to continue their own Young Adult programs to any age range that they see fit.

The age range above includes the age participants can serve as Young Adult Ambassadors for their state at the national level. Members older than 25 should now be stepping into the role of a Grange mentor and encouraging the younger generation to become involved members as they make the transitions into full adulthood.

FINANCIAL DISCLAIMER

CHECK POLICY: All checks written on bank accounts for the National Grange and The Grange Foundation are valid for six (6) months from the date of issue. Checks not cashed by the recipient within six (6) months will be credited back to the organization as a donation.

The preferred way for the National Grange to distribute monetary contest winnings and stipends is electronically. Those who are eligible to receive such earnings will receive an ACH Form, which will need to be completed and submitted to the National Grange so that your money will be deposited electronically.

**THE YOUTH PROGRAMMING IS BASED ON THE
Y. O. U. T. H acrostic:**

Young Americans

(LEGISLATIVE ADVOCACY)

On the Move (MEMBERSHIP)

Utilizing Talents and Communication Tools

(COMMUNICATION)

Training Future Leaders (LEADERSHIP)

Helping in their Communities (SERVICE)

National Grange Lecturer's Creative Writing Contest

Deadline: September 1, 2025

Enter Online: <https://grange.biz/grangereativewriting2025>

STATEMENT OF INTENT

To inspire members and friends of the Grange to submit their writings which will promote creativity, encourage writing skills, and provide exposure for writers. Submitted writing entries will become the property of the National Grange and may be used in National Grange publications, marketing, merchandise, and virtual media.

RULES

A. The National Grange Creative Writing Contest is open to all Grangers and yet-to-be Grangers.

B. Writing entries must be received electronically as a single (1) file no larger than 10 MB via Google Forms at <https://grange.biz/grangereativewriting2025> by September 1, 2025. Complete the entry form when submitting your entry.

C. Classes – there are three classes in this contest:

Class 1 – Poetry, maximum 300 words. Theme “The Grange of the Future”

Class 2 – Essay, maximum 1000 words. The purpose is to inform the reader. Theme “The Grange is Important Today Because...”

Class 3 – Short Story, maximum 1000 words. The purpose is to entertain the reader. Theme “It Happened In/At Grange”

D. Each individual is limited to one entry in each class.

E. Judging criteria: originality and organization; adherence to topic and contest rules; and grammar, spelling, punctuation, and neatness.

F. Any entry deemed inappropriate will not be judged or exhibited in the National Grange Creative Writing Contest.

G. Any entries received after the September 1, 2025 deadline will not be judged.

H. The National Grange reserves the right to use all entries as deemed appropriate.

PRIZES

Monetary prizes will be awarded for each division: 1st - \$50, 2nd - \$30 and 3rd - \$20. The top three winners in each division may be featured in future marketing or promotional items from the National Grange Lecturer.

Questions? Contact Tom Gwin, National Lecturer, at lecturer@nationalgrange.org

National Grange Lecturer's Design-A-Program Contest

Deadline: September 1, 2025

Enter Online: nationalgrange.org/lecturer-contests/

PURPOSE

Grange Lecturers frequently create programs for their Granges. We encourage members to share these programs so that other Granges could replicate the programming without "reinventing the wheel."

RULES

- A. The contest is open to ANY Grange member and open to Pomona, Subordinate, Junior and Statewide departments.
- B. Any program, event, fundraiser, educational event, speaker, or game are acceptable. Think outside of the box.
- C. Entries must be received by the National Grange Lecturer by September 1, 2025
- D. All entries must be received electronically as a single file.
- E. Divisions
 - a. Internal Grange Program or Event for Adults
 - b. External Community Program or Event for Adults
 - c. Program or Event for Juniors and / or Youth
- F. Entries must include a written description that includes:
 - a. The format of the event (lecturer, hands-on, fundraiser, etc.)
 - b. Goal of the program (intended main takeaway for the attendees)
 - c. Detailed plan for the program, including any preparations done in advance
 - d. Specific materials needed
 - e. Time required (Preparation, program, clean-up)
 - f. Length of program
 - g. Minimum number of participants needed (for both creating/carrying out the program and for taking part in the program)
 - h. Summary of how the program was received; feedback from attendees
 - i. Links to any videos, slideshows, or multimedia used during the event.
 - j. 2-3 photos of the program/event happening
- G. Judging criteria is as follows:
 - a. Informative and factual (30 points)
 - b. Interest Factor (20 points)
 - c. Interactive/engagement potential (15 points)
 - d. Creativity in concept (15 points)
 - e. Professional (grammar, language, approach, etc.) (10 points)
 - f. Reflective of Grange principles/values/issues of interest (10 points)
- H. Any entries received after the September 1, 2025 deadline will not be judged.
- I. By entering this contest, you understand that your program may be posted on the National Grange website for use by others.

PRIZES

- Monetary prizes will be awarded to the host Grange in each division:
 - 1st Place - \$10; 2nd Place - \$75; 3rd - \$50
- Ribbons will be awarded to all entrants.

National Grange Lecturer's Virtual Photo Contest

Deadline: September 1, 2025

Enter Online: nationalgrange.org/lecturer-contests/

PURPOSE

To encourage members and friends of the Grange to submit photos that can be used in National Grange publications and virtual media. Submitted photos will become the property of the National Grange and may be used in National Grange publications, marketing, merchandise, and virtual media.

RULES

- A. The National Grange Virtual Photo Contest is open to all Grangers and yet-to-be Grangers.
- B. Photos must be received electronically as a single (1) file no larger than 10 MB by September 1, 2025 via Google Form @ nationalgrange.org/lecturer-contests/
- C. Divisions (4):
 - a. 1. America the Beautiful
 - b. Agriculture/Farming
 - c. Say It With Flowers
 - d. Bridges
- D. Each individual is limited to entering a total of **four** (4) photos, one per division.
- E. Entries must be no more than one (1) year old at the time of submission.
- F. Any photograph deemed inappropriate will not be judged or exhibited.
- G. Any entries received after the **September 1, 2025** deadline will not be judged.

PRIZES

The top three photos in each division will be featured in future marketing or promotional items from the National Grange Lecturer.

Monetary prizes will be awarded for each division:

- 1st Place - \$50
- 2nd Place - \$30
- 3rd Place - \$20.

Public Speaking Contest

Deadline: September 1, 2025

Enter Online: <https://form.jotform.com/250185689746169>

Purpose:

To offer the opportunity for members of all ages to hone their public speaking skills in a contest format.

Description:

NEW: States and Regions are responsible for hosting their own public speaking competitions. First Place Winners in each age group for both state and regional contests will qualify to compete in the National Contest via video submission.

Age Categories:

- Youth: 14-20
- Young Adult: 21-30
- Alumni: 31+

Prepared Speech:

- **Topic:** Contestants may choose any topic of their liking.
- **Time:** Minimum of 3 minutes and a maximum of 5 minutes.
- **Presentation:** For 2025, the use of PowerPoint or Slides will not be allowed.
- **Outline:** 3 copies of a speech outline must be provided for the judges.
- **Question:** Each contestant will be asked a question after their speech relating to the speech topic and will have one minute to answer. **NEW:** Because the national contest will be conducted by video submission, contestants in the national contest will not be asked a question for their speech.

Rules:

- **NEW:** The contestants entering the National Grange Contest may include both the Regional Winner AND State Winners.
- **NEW:** State and Regional Contests can be conducted in person at an event. However, to enter the 2025 National Grange Contest, contestants will submit their speeches by video.
- Contestant must be a Grange member in good standing.
- Speeches must meet time requirements: 3 to 5 minutes
- Outlines must be submitted to the National Youth Team by completing the online entry application.
- Contestants will be judged on: content, topic, delivery, stage presence, and time limit.

Entry:

- **NEW:** For 2025, all contestants must record themselves presenting their speech and will submit the video through an online application process. Contestants can include both state and regional winners.
- **NEW:** Videos must be audible and must show the contestant's upper body without zooming in so that hand gestures can be seen.

Winners:

1st – 3rd place winners will receive a cash prize.

Sign-a-Song Contest

Deadline: September 1, 2025

Enter Online: <https://form.jotform.com/250185735967166>

Purpose:

To offer the opportunity for members of all ages to hone their sign language and showmanship skills in a contest format.

Description:

NEW: States and Regions are responsible for hosting their own sign-a-song competitions for which contestants perform a song using sign language. First Place Winners in each category for both state and regional contests will qualify to compete in the National Contest via video submission.

Categories:

- **Novice** – is beginning to learn sign, has had no more than three sign language classes, and has entered the sign-a-song contest no more than two times.
- **Hobbyist** – signs on an occasional basis and strictly for fun. One who has entered the sign-a-song contest more than two times.
- **Group** – Two or more people signing the song.

Rules:

- **NEW:** The contestants entering the National Grange Contest may include first place winners in both State AND Regional Contests.
- **NEW:** State and Regional Contests can be conducted in person at an event. However, to enter the 2025 National Grange Contest, contestants will submit their sign-a-song performances by video.
- Contestants must provide song lyrics when they enter their contest online.
- Contestants will be judged on:
 - Communication skills: Utilization of skills, sign language ability and clarity.
 - Expression: body expression, displays emotion, mouthing words
 - Overall Presentation: Dressed appropriately, Confident, Timing, Uniform
- Props and Costumes are permitted.
- Contestants must sign their own name and song title before beginning, which must be shown on the video submission.
- The contestant must inform the audience and judge what type of sign language they will be using (Pidgin, ASL, ESL, etc.)
- Anyone who is a professional instructor or receives money for signing may not enter and will be deemed ineligible for the contest, but are encouraged to participate on state and regional levels for demonstration purposes or mentoring.

Entry:

- **NEW:** For 2025, all contestants must record themselves or their group performing their sign-a-song and will submit the video through an online application process. Contestants can include both state and regional winners.
- **NEW:** Videos must be audible and must show the contestant's upper body without zooming in so that hand gestures can be seen.

Winners:

1st – 3rd place winners will receive a cash prize.

National Grange Sticker Design Contest

Deadline: September 1, 2025

Enter Online: <https://form.jotform.com/250185974280159>

Purpose:

To use your creativity and design skills to design a sticker promoting the Grange while creating new Grange swag.

Description:

Youth and Young Adults are invited to design a sticker that promotes the Grange. Using the Grange name, participants are encouraged to use color and creativity to develop a sticker. The winning sticker will be printed and used as a fundraiser for the Grange Foundation. A panel of judges who enjoy design will select the winning sticker.

Requirements:

- Designs can use any number of colors.
- Designs must be original artwork created by the participant and non-copyrighted work.
- Designs must be submitted as a .PNG or .JPEG image using the online application.
- Designs must use the Grange name and be in good taste.
- Applicants must sign a Waiver of Release that is included in the online application to enter the contest.

Entry:

Submit using the online application by September 1.

National Grange Social Media Reels Contest

Deadline: September 1, 2025

Enter Online: <https://form.jotform.com/250187172585159>

Objective:

To encourage members to promote the Grange using social media technology.

Rules:

1. Create a 30-60 second video, designed for social media channels.
2. The video should serve as a commercial for your Grange or a Grange program at any level (Junior, Youth, Subordinate/Community, County/Pomona, State, or National).
3. Must be filmed vertically/portrait.
4. Must be posted to a public profile on TikTok, Facebook, or Instagram.
5. Must adhere to National Grange standards as prescribed in the Communications Handbook, as well as the standards and terms of use of the site on which the video is posted. Anything deemed objectionable or profane by the judges will be disqualified.
6. Use of any outdated or unofficial Grange logos/emblems will also result in disqualification. If you have questions about the current logos or need one, please contact Philip Vonada pvonada@nationalgrange.org.
7. Must include captions for Deaf/hard-of-hearing audiences.
8. Must be posted between January 1, 2025 and August 31, 2025.
9. To enter, complete the Jotform on the National Grange Youth Website, and include the link to your video.
10. Use the hashtag #growwithgrange in your posts and tag the National Grange TikTok account @nationalgrange.
11. Youth may have their TikTok/Reels posted on an adult's profile.

Tips:

Make it short, snappy, and engaging. This is designed to be a public video that will encourage people to get involved in the Grange.

Categories:

- Youth (ages 15-21) (1st-3rd place)
- Young Adult (ages 22-30) (1st-3rd place)

Prizes:

Prizes will be awarded to each age group category: 1st - \$100, 2nd - \$75, and 3rd - \$50

Entry:

Submit using the online application by September 1.

13 Carnival HORIZON



2025 NATIONAL GRANGE CONVENTION

The National Grange Youth Team invites you to join us aboard the Carnival Horizon as we set sail from Miami. Group activities will be planned, but also allowing time for you to explore the islands with your friends and family!

JOIN US ON BOARD:

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> Waterworks | <input checked="" type="checkbox"/> Ropes Course | <input checked="" type="checkbox"/> Sky Ride |
| <input checked="" type="checkbox"/> Cornhole Tournament | <input checked="" type="checkbox"/> Pickleball | <input checked="" type="checkbox"/> Leadership Training |
| <input checked="" type="checkbox"/> 80's Rock n' Glow PARTY | <input checked="" type="checkbox"/> Ice Cream Social | <input checked="" type="checkbox"/> Youth Team Competition |



November 8 - 16, 2025

CONTACT US



nationalgrangeyouth2@gmail.com

G.R.O.W. Club: “Go Right On Working”

The G.R.O.W. Club is an elite club that is made up of Grange members who have participated in the National Grange Prince, Princess, Young Couple, Young Adult or Youth Ambassador, or have served as past National Youth Team members or as a National Grange Youth Director.

G.R.O.W. Club Members:

- A. Uphold the theme of the Club by assisting in developing and promoting local, state, and national youth programs.
- B. Are encouraged to wear their G.R.O.W. Club pin.
- C. Are invited to attend an annual reunion/meeting held at the National Convention with the induction of its newest members.
- D. Are expected to encourage their local Grangers, Grangers, Pomona Granges, and State Granges to support the Foundation Leadership Fund.
- E. Have benefitted from the Youth Leadership Fund; therefore, they realize its value of the Fund. Members will act as a ‘Booster Club’ for the Fund and are encouraged to submit fundraising ideas and may be utilized in fundraising efforts.
- F. Will elect a board, which will consist of six elected members and two ex-officio members. One representative from each of the following five regions shall be elected by a majority vote at the annual meeting along with a 6th at-large board member: Eastern, Great Plains, Midwest, Northeast, and Western. This rotating board has been established to allow each member to serve for three years. The board shall elect their own officers. The National Grange President and the National Youth Development Team Chair will serve as ex-officio members.
- G. The board will be instrumental in planning the annual activity for the Club.
- H. A database will be continually updated with current members’ information.

National G.R.O.W. Club Travel Scholarship:

Deadline: September 1, 2025

Enter Online: Check website for more information

The G.R.O.W. Club has established a scholarship to assist the National Youth/Young Adult Ambassadors and Officer Team participants to cover some of their costs to attend the National Grange Convention.

National Grange Youth Officer Team

Deadline: May 1, 2025

Enter Online: <https://form.jotform.com/250187190100041>

Description:

The National Grange Youth Officer Team is a group of youth and young adults from across the nation that have the opportunity to represent not only their State Grange, but the National Grange as a National Youth Officer for the National Grange Convention. The team will partake in opening and closing drills, opening a morning session of the convention, and conducting an order of business for the convention delegation. This is a great opportunity for the youth and young adults officers to grow as leaders and to serve as a representative of all youth and the future of our organization.

Purpose:

- To allow youth and young adults the opportunity to learn from the Officers of the National Grange and gain perspective of the duties those officers hold.
- To engage in leadership growth and learn what it means to hold such an important leadership position.

Requirements: **UPDATED FOR the 2025 Convention Cruise**

- Must attend all youth activities while attending the National Grange Convention including workshops, service projects, rehearsal and other events such as a Meet-and-Greet with the National Officers and the *Leadership Academy at Sea*.
- Must be prepared before convention with officer duties specific to your office. Officers will be notified early of the office in which they will serve.
- Officers are responsible for funding their own transportation, rooming, as well as any costs associated with attending the National Convention. A small stipend will be awarded to youth officers who show exemplary participation.
- **NEW:** To allow time to book your room for the cruise, the deadline has been updated. As soon as your application is sent, assuming requirements are met, you will receive a confirmation email letting you know that you've been selected so that you can move forward with planning your trip.
- **NEW:** Officers must enter at least ONE contest from the program guide, whether it's a youth contest or a Lecturer's Contest. You'll be asked to note which contest you entered on the application.

Application Requirements

Please complete the online application which will require you to also submit the following:

- A 4X6 headshot photo of yourself
- A letter of recommendation from State President or State Youth Director
 - In the letter, note if applicant is an active member in good standing
 - State why you recommend the applicant to serve as an officer
- Contest you have entered for 2025 (see above requirements)
- A 4 - 5 sentence bio about yourself
- A paragraph (4-5 sentences) on how the Grange has impacted you.

Entry:

Submit using the online application by May 1.

Youth & Young Adult Ambassador Program

Deadline: May 1, 2025

Enter Online: <https://form.jotform.com/250187311334146>

Purpose:

To provide the opportunity for Youth and Young Adults to become a representative of their state Grange and a mentor to their peers across the country.

Description:

State Ambassadors will have the opportunity to attend the National Grange Convention as a representative of their state. During the Convention they will build their leadership skills, broaden their view of the Grange from a National perspective, receive educational training to be utilized in their own states, and build relationships with Grangers across the nation.

Each State Ambassador will have the opportunity, if they choose, to run for the National Grange Ambassador Team. Individuals selected for the team will have the opportunity to be the voice and face of the National Grange Youth Department for a one-year term. Term includes travel, leading workshops and youth activities, attending Ag Day and helping plan programming for the year.

Criteria:

- Each state may send up to four (4) representatives from their state, two youth and two young adults.
- Youth Ambassadors must be between the ages of 16 and 20 and cannot turn 21 before the end of the National Session that they attend to represent their state.
- If under the age of 18 they must have their parents' consent to participate and must have a guardian or chaperone attend as well.
- Young Adult Ambassadors must be between the ages of 21-30 and will not turn 31 before the end of the convention that they will attend to represent their state.
- Ambassadors must have been a Grange member in good standing for a minimum of one year at the time they attend the National Grange Convention.
- Ambassadors may only run for the National Grange Ambassador Team one time as a youth participant and one time as a young adult participant.
- Participants will be required to attend the National Grange Convention youth activities.
- All Ambassador participants who have yet to be inducted into the G.R.O.W. Club will be invited to become a member of this elite alumni association of the Grange.
- A small stipend may be awarded to each candidate based on their participation
- **NEW:** To allow time to book your room for the cruise, the deadline has been updated. If your state selects Ambassadors after this date, please let us know.
- **NEW:** Ambassadors must enter at least ONE contest from the program guide, whether it's a youth contest or a Lecturer's Contest. You'll be asked to note which contest you entered on the application.

Entry:

- Online Application
- A 4x6 headshot photo
- Letter of Recommendation from State President or State Youth Director
- A 4-5 sentence bio about yourself.
- A 4-5 sentence statement on how the Grange has impacted you.
- Ambassador Resume – two-page maximum document to include:
 - Grange involvement: current and past leadership positions, awards, and events
 - Non-Grange involvement: extracurricular activities, leadership positions, awards
- Name of one contest you entered in 2025
- Submit application online by May 1, 2025

Wib & June Justi Community Service Award

Deadline: September 1, 2025

Enter Online: <https://form.jotform.com/250187650317153>

Purpose:

To honor a Youth or Young Adult who has gone above and beyond to serve his or her community.

Description:

Community Service is an integral part of the Grange that allows local members to interact and serve the communities where they reside. Wib Justi served as the very first National Grange Director of youth activities. He and his wife, June, served in that role for 18 years, finding it their calling to serve young members. This award will be given to a youth or young adult that exemplifies the life of the Justi's, serving others with positivity and dedication.

Nomination Requirements:

- Subordinate, Pomona or State Granges can nominate a young person for this award as well as State Presidents and State Youth Directors.
- Nominations can be made for a Youth or Young Adult, age 14-30.
- Nomination applications will be reviewed by a panel of judges who will select the award recipient.
- Recipient will be announced at the National Grange Convention and will receive a special award.

Entry:

- Online Application includes the following:
 - How nominee possesses an attitude of service
 - Description of a particular service project in which they participated
 - Impact made as a result of nominee's service
- All online applications must be received by **September 1, 2025**.

National Grange Junior Mentor Award

Deadline: September 1, 2025

Enter Online: <https://form.jotform.com/250186775771164>

Purpose:

To honor a Youth or Young Adult who makes an impact by serving and mentoring Junior Grange members.

Description:

Grange Youth and Young Adults can have a powerful impact on the Grange experience with our Junior members by investing in their lives on all levels of the Grange. This award is designed to recognize the youth and young adults that go above and beyond to guide and mentor Junior Grangers.

Nomination Requirements:

- Subordinate, Pomona or State Granges can nominate a young person for this award as well as State Presidents and State Youth Directors.
- Nominations can be made for a Youth or Young Adult, age 14-30.
- Nomination applications will be reviewed by a panel of judges who will select the award recipient.
- Recipients will be announced at the National Grange Convention and will receive a special award.

Entry:

- Application includes the following:
 - Why the nominee should be selected for this award
 - How the nominee has impacted Junior Grangers
 - List specific activities, projects, etc. that the nominee participated in or led to impact Junior Grangers
- All applications must be received by **September 1, 2025**

STATE GRANGE DISTINGUISHED YOUTH PROGRAM

Deadline: September 1, 2025

Enter Online: <https://form.jotform.com/250187691646062>

State Granges may qualify for this award by completing enough of the following requirements to earn 100 points. Requirements must be met during the qualifying period of July 1, 2024 to June 30, 2025. Please submit by September 1, 2025 using the online application.

REQUIREMENTS:

Organize a state youth committee or youth team. (5 pts)

Host a state committee organizational meeting or at least 2 committee meetings if your committee was previously organized. (5 pts.)

Have a state youth event, such as camp, lock-in, retreat, etc. (10 pts.)

Organize a youth activity at State Session. (5 pts.)

Host state youth Speech, Sign-A-Song, and/or Grange Trivia contests. (20 pts.)

Participate in an Advocacy / Legislative program as a State Grange. (20 pts.)

Host a contest to select State Youth Ambassador(s) and / or Young Adult Patron(s). (10 pts.)

Have a Youth Officer Team to open or close State Session. (5 pts.)

Submit an article or column to your State Grange newsletter. (5 pts.)

Create social media accounts and post regularly to promote youth activities in your state, as well as follow the National Grange and National Grange Youth Program. List account names below. (10 pts.)

Submit an application nominating a youth or young adult for the Wib & June Justi Community Service Award or the National Grange Junior Mentor Award. (5 pts)

Organize a youth community service project. (15 pts)

Organize a youth membership drive or a recruitment activity / program, or have at least five youth from your state participate in a membership seminar. (20 pts)

Work with your Lecturer or other state committee to have a new youth-oriented program or competition. (Have committee chair or Lecturer certify with signature.) (20 pts)

Donate at least \$200 from your State Grange to the National Grange Foundation Youth Fund. (15 pts.)

National Grange Child Protection Policy

The National Grange is committed to providing an environment that is safe for all minors, Juniors and Youth, during National Grange activities. This policy is designed to protect our young people, instill confidence in those entrusting us with their children, and protect adult volunteers and staff from allegations that may be unwarranted.

The following Youth Policy will be followed when working with minors under the age of 18 at all National Grange events. It is recommended that each state follow this policy in their own individual states as well or adapt it to your state.

SAFE GATHERINGS REQUIREMENTS

- Any individual, age 18 and above directly working with minors under the age of 18 must complete a national background check and safety training course through Safe Gatherings. All reports are kept confidential by Safe Gatherings.
- Safe Gatherings Training, background check and references must be completed and certificate submitted BEFORE arriving at the event where the adult is serving. It is suggested that adults complete the training at least one month prior to the youth event.
- It is required that Safe Gatherings training be completed every two years.
- Participants must submit a final certification email to: champ@nationalgrange.org. Fees must be paid upfront, but reimbursement is provided by the National Grange by submitting the ACH Form and payment receipt.
- Training can be found at safegatherings.com

GUIDELINES and SAFE PRACTICES:

When working with minors (youth under the age of 18) or organizing events in which minors are participants, the following guidelines shall be practiced.

General:

- All adults directly working with minors shall be background checked and shall complete the required Safe Gatherings training.
- At a National Grange Event, each state must provide its own chaperone for minors.
- There should be a minimum of two unrelated, non-cohabiting adults present in all settings. Being alone with a child at any age (other than your own) is never appropriate.
- General "Rule of 3" – At least 3 people should be present at any one time, whether it is youth together or adult chaperones with youth in and around the event.
- Minors should not be left unsupervised at any time.
- Workers should use responsible behaviors. They should not be under the influence of alcohol or drugs while volunteering.

Health & Emergencies:

- Minors (ages 0-17) should complete a “health and consent to treat form” each year to use at each event. The form shall include emergency contact info. No adult can treat a child unless consent is given by parents. This form shall be up to each individual state to conduct and have on hand at youth events.
- At least one adult at the event should be certified in CPR and First Aid to provide medical care within the scope of their certification. All treatment should be logged and documented.
- In cases of emergency, the minor or youth member will be transported by at least two adults to the closest medical facility OR emergency services will be called. If the emergency contact cannot be reached, the chaperones and leaders on site will continue trying to reach the contact while treatment is enacted.

Ages and Ratios:

- Adults working with minors should be at least 18 years of age and at least FIVE years older than the youth being supervised.
- A minimum of two non-related adults with each group of youth is required with Adult to Youth Ratios as follows:
 - High School – 2:10 (two adults per every 10 kids)
 - Elementary and Middle School – 2:8 (two adults per every 8 kids)

Driving and Travel Guidelines:

- No adult should transport a youth alone to an event unless related.
- A policy should be in place regarding youth driving themselves to an event. No youth should transport other youth to and from events. A driver should be at least 7 years older than those they are transporting.

Rooming Guidelines:

- For overnight events: Participants should be provided their own beds whenever possible and youth should always room with youth of the same age range and gender or be provided with individual rooms. Participants should only room with an adult (over the age of 18) if there is a dormitory or cabin sleeping style and either another participant or two unrelated adults. Dormitory rooms should house only one gender. Youth participants should never sleep alone in a room with an adult.
- Sleeping rooms are only for the persons assigned to those rooms. Event leadership must know which rooms are being used. Even better is having a written room record that lists individual participants.
- Sleeping rooms should not be a gathering place for other youth.
- Minors may share a room with one adult ONLY if it is their parent/guardian.
- There should be a process in place for nightly check-in and assurance that all youth are in their assigned room for the night.
- Check-ins should be done in person, not by message passed through another participant or by phone or text.



BACKGROUND CHECKS

The National Grange and National Junior Grange and Youth Departments encourage you to follow the National Grange Child Protection Policy and obtain a background check through the company “Safe Gatherings” www.safegatherings.com as an alternative for having to obtain and find your own background check company. It is highly encouraged to have every person in our organization that is working in a supervisory position with our Juniors and Youth under 18 years of age to undergo this background check through Safe Gatherings as it is a National Background Check program that covers many levels of security checks as well as providing a training on working with vulnerable youth and adults.

The benefits of utilizing Safe Gatherings for the Grange:

- A No Hassle System: State Masters, Directors, and Leaders now have the pressure taken off of them to make sure these critical steps are taken appropriately in accordance with their state laws.
- Everything is handled from the National Grange office and your information is kept 100% safe and secure through the Safe Gatherings Network. (No personal information is held with the National Grange)
- Safe Gatherings provides 4 levels of background checks: Local, State, National, and Sex Offender.
- Safe Gatherings provides Professional Reference Checks.
- Safe Gatherings provides training for abuse prevention and ideas on how to appropriately work with minors who are at their most vulnerable time in life.
- LOW COST – the breakdown cost for the 2-year clearance through Safe Gatherings is less than \$2.00 a month.

BEGIN YOUR BACKGROUND CHECK TODAY:

www.safegatherings.com

Search “Grange” to register under our organization.

Our vision is for a world in which all children, youth, and vulnerable adults are protected and feel safe. Unfortunately, that’s not the world we live in, which is why Safe Gatherings has created a comprehensive system that screens and educates staff and volunteers – to help prevent abuse and make the world a safer place for those among us who are most vulnerable.

