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United Future Leaders (UFL) began in 2007 as a partnership between United Supermarkets and Texas Tech University for the purpose of developing young leaders in the Lubbock community. As a result of consistent momentum and program growth in recent years, we on the UFL staff have expanded our worldview of where our program mission fits within the grander scheme of things (including the youth population, families, university environment, local community and society as a whole). Upon reflection, it is evident that our program goes beyond serving youth in their leadership development and increasingly serves undergraduate and graduate students, youth practitioners, professional educators, community leaders, and diverse special populations. Our theme for this year’s annual report addresses this multi-generational approach to leadership and service. We invite you to join us in a review of the highlights, excitements and new beginnings experienced throughout 2015-2016, which have encouraged our entire team to become better leaders of leaders!
Our Program... What do we do?

Where we Fit @ TTU
We are often asked where we fit within the large and diverse colleges and programs offered by Texas Tech University. UFL is one of three youth outreach programs provided by the Center for Adolescent Resiliency (CAR). Although CAR is not directly tied with an academic department, we are recognized as a center within the College of Human Sciences (COHS) due to a shared mission to “improve and enhance the overall human condition.”

Our Mission
The United Future Leaders program develops young leaders who positively impact the individual, peer and social culture of their community through ongoing program participation.

Our Values
UFL promotes qualities such as civility, ethics and leadership, empowering students to “Take it out to the World” through service, mentoring and relationship building.

Civility—I treat others as I would want them to treat me.

Ethics—I do the right thing, even when no one is looking.

Leadership—I bring out the best in myself and others.
Our “Grander Vision”

United Future Leaders aspires to create environments of success where all leaders thrive.

By “environments” we mean:
- a culture that demands excellence, while meeting people where they are;
- a commitment to embrace and welcome diversity of backgrounds, beliefs, goals, perspectives, thoughts and personalities;
- a dedication to deep collaboration, where each person supports the next.

By “all leaders” we mean:
- individuals in various stages of growth (youth and adults, emerging and professional);
- the listeners and the speakers;
- the doers and the thinkers,
- those seeking new opportunities and those actively involved.

By “thrive” we mean:
- motivated to improve self and others;
- constantly seeking opportunities to learn and take action;
- gaining personal fulfillment from empowering and leading those around them;
- feeling connected, supported, challenged, and mentored;
- set up to be more and do more than one ever dreamed.

Almost ten years into my role as director of the United Future Leaders program I remain passionate and committed to our vision—to create environments of success where all leaders thrive.

With focused attention, we continue our pursuit of developing young leaders to be the best they can be. A wonderful and natural result of these efforts are the partnerships formed among families, schools and organizations, which serve to provide optimal environments for youth to thrive.

The great results and success experienced by UFL are certainly due to the hard work of our staff and volunteers, as well as the generosity and support of so many like you. Together, with your continued partnership, we can help youth grow their leadership to advance our mission of impacting the individual, peer and social culture of their community through ongoing program participation.—Gloria Gonzales, M.Ed.
For more than 100 years, United Supermarkets has held fast to the core belief that it is our job to give back to the communities that we serve and we are proud that there are tangible examples of this foundation all across our trade area. More specifically though, we believe that in addition to selling groceries and taking care of our guests and their families, it is our job to develop the future leaders of those communities.

One of the shining examples of United’s commitment to developing youth is the United Future Leaders program. Born a decade ago, the idea of this program grew from the knowledge that for many youth in the Lubbock area, United Supermarkets provides a first job and the early training and development that leads to future career success.

Now in United’s 100th anniversary year, it is more evident than ever that we have a responsibility to lead and teach young team members. Our model at United Supermarkets is rooted in service and the unwavering importance of doing the right thing. The United Future Leaders program is rooted in those same core values of civility, ethics and leadership.
We are proud to have made a difference for the hundreds of future leaders who have grown through the program. We know from student and parent feedback that this partnership makes a real difference for those lucky enough to participate. Its lasting impact is seen throughout the middle school and high school years and even into college when UFL alumni cite the foundation they learned here.

United Supermarkets is proud to be part of a program that is a springboard for greatness. We believe in these future leaders and congratulate the students and staff that are committed to developing the future. — Mary Myers, Communications and Community Relations Manager, The United Family
The 5th and 6th grade after school program remains the main component and heart of the UFL program. Over the past nine years the program has grown from two host campus sites in Lubbock to 13 sites in Lubbock ISD, Shallowater ISD and Brownfield ISD. In addition, average campus size has increased from 12-15 student participants to 18-22 allowing more students the opportunity to become involved, while maintaining the quality programming that has become a trademark of the organization among its stakeholders. Each weekly programming session (5th grade = 18 sessions; 6th grade = 12 sessions) includes 1.5 hours of interactive, hands-on leadership training encompassing a healthy snack, basic nutrition spotlight, physical activity and theme-based leadership lesson. Students engage in active whole and small group discussion, teambuilding, problem solving and application of knowledge and skills to their daily lives as young leaders.
In January 2016 the UFL staff hosted the first annual UFL Ambassador Leadership Conference at Texas Tech University as a means of connecting with past, present, new and interested youth and their families. The conference provided valuable information about the importance of service-leadership experiences for success in life beyond high school.

**Parent Breakout Sessions:**
- **What is the Ambassador Program?** - Parents gained information about Ambassador program goals, resources for student support and opportunities for parent involvement.
- **Service-Leadership Panel**—Q&A with former UFL Ambassador participants, parents, TTU Scholarship Coordinator, TTU Admissions Personnel and TTU faculty members.
- **UFL Leadership Style Assessment**—Parents discovered their own leadership style and discussed how it compares with their student, family, coworkers and friends.

**Youth Breakout Sessions (grades 6-12):**
- **Teambuilding Activities**—Opportunity to apply one’s leadership and communication skills in group challenges to build group connectedness and leadership development.
- **“What I wish I had known!” Leadership Panel**—Q&A with college-aged UFL Ambassadors, UFL volunteers and staff members.
- **UFL Ambassador Online Service Log**—Working session to practice using the new online format for the UFL Ambassador Service Log to document hours served with UFL, other organizations and individually for independent use throughout the year.

Over the past three years, the UFL staff have worked diligently to improve and streamline the UFL Ambassador program to make it easier for youth and their families to maintain involvement. We understand that our young leaders are some of the most involved students in their schools and communities. We aim to offer a program that both supports students in their individual endeavors, while providing consistent opportunities for leadership development, mentoring and service. This year we offered two new leadership development opportunities for Ambassadors, the Youth Voice “Think Tank” (July) where students participated in curriculum planning and brainstorming and the UFL Ambassador Leadership Conference (January) for students and their families. Active participation and enrollment in the Ambassador program continues to rise and we are excited about the new opportunities ahead!
The UFL program is currently comprised of two full-time, certified staff members, three TTU graduate assistants and two undergraduate student assistants. Due to the large amount of program growth, UFL relies heavily on TTU student volunteers to assist with curriculum implementation and program facilitation at 13 campuses each week. These student volunteers encompass a wide variety of majors and fields of study, including human development and family studies, engineering, pre-med, nursing and media and communications. The UFL staff believe having volunteers with diverse career and personal interests benefits program participants by providing adult mentors they can relate to and learn from.

Research shows that providing youth the opportunity to form relationships with positive adult mentors and role models, in addition to those already present in their daily lives (parents and teachers), increases their likelihood to make positive choices. The UFL facilitators offer the same positive messages that parents, teachers and principals share every day, but students may be more likely to listen and implement these behaviors when taught by a "cool Tech student".

The need to recruit additional college student volunteers grows each year with increasing numbers of youth participants served by the UFL after school program. In 2015-2016, the UFL staff incorporated new recruitment strategies, including presentations in freshman/transfer student seminar courses, participation in non-profit volunteer fairs and partnerships with student organizations. As the graph below demonstrates, these methods were extremely effective with a significant number of volunteers remaining active from the fall to spring semester. Each volunteer dedicates three hours per week with the program with a minimum commitment of one semester.

Student volunteers frequently report the positive benefits of UFL participation in their own lives and the influence on their future plans. The relationships established through ongoing participation in UFL provide lasting positive benefits to both young leaders and adult facilitators.
ABOUT:
In order to meet the growing demands and fulfill the UFL mission of developing young leaders, the UFL staff developed an original curriculum for the purpose of replicating and expanding the UFL program beyond after school host campus sites in 2013. The UFL 10-Session Leadership Curriculum for Adolescents focuses on the original UFL themes, with adaptations to better fit the needs of the school classroom environment. In addition, this curriculum can be utilized in various settings including enhancements to school elective or core subject curriculum, extracurricular clubs and organizations, and community youth and outreach programs.

TRAINING OPTIONS:
The only criteria for implementing the UFL 10-Session Curriculum for Adolescents is that all program facilitators receive training by the UFL program directors. The UFL program currently offers two training options for the convenience of partnering organizations and school districts:

⇒ Face-to-Face—Two-hour, personalized training session hosted by the curriculum developers. UFL staff will dedicate time within the training to brainstorm and provide recommendations for lesson adaptations to best meet the needs of community partners.

⇒ NEW Online Training Modules—Long-distance partners now have the ease of completing the required training using 12 interactive online modules developed in 2015. Modules include a comprehensive review of curriculum and philosophy (available to all parties on the UFL website) as well as brief, personalized models for each curriculum session and an optional service enhancement.

In addition to encouraging our young leaders to “take it out to the world”, the UFL staff also works to improve the field of youth leadership and youth education by contributing to the growing body of knowledge and sharing program concepts, frameworks and practices with other educational practitioners. A few of these accomplishments by the Center for Adolescent Resiliency (CAR) and UFL staff are highlighted below.

Book Chapters—one published; one in press
⇒ Mentoring the mentors: A systematic approach to formal and informal training of collegiate leaders. In F. Salamone & M. Snipes (Eds.), Mentoring and mentorship in the arts and humanities.

Presentations—national and international
⇒ Myth busters: Student assets, commitment to learning and self-selected leadership programming. Paper accepted to the annual meeting of American Educational Research Association, Washington, DC.

Current Projects—in progress and in review
⇒ Submission of Application Brief to the Journal of Leadership Education highlighting the UFL Ambassador program.
⇒ Proposal to present an educator workshop at the annual Association of Leadership Educators Conference.—Recently Accepted!
For the United Future Leaders program, no opinion matters more than that of our essential stakeholders. We rely on the administrators of our host campus sites, parents of UFL participants, community partners and college student volunteers to help us evaluate our program quality and ensure we are meeting the needs of those we are charged with leading. We believe sharing a variety of perspectives demonstrates our commitment to provide a program that addresses the daily lives of our students, their families and the community as a whole. Our stakeholders are our best advocates and we greatly appreciate all who help make our program better with each coming year.

**Ronda White**,  
**Texas A&M AgriLife Extension Agent**

“As a participant in the pilot project for the UFL program I found it very easy to implement this program for 9th through 12th grade students. The curriculum is well written and contains fun and engaging activities that can easily be implemented in different settings with different age groups. Texas Tech has done an outstanding job in providing resources and hands on training for educators as they prepare to teach each of the foundation concepts. This program is a great resource to utilize as we empower youth to become future leaders of tomorrow.”

**Dr. Kenny Border**,  
**Superintendent, Shallowater ISD**

“It is both an honor and privilege to partner with United Future Leaders. This partnership is truly reflective of the quote, ‘It takes a village to raise a child.’ UFL affords my students opportunities for leadership tools acquisition that my campuses would not be able to expose our children to during the school day. Through participation in UFL, we have seen the difference that UFL can and does make in the lives of the children who are served by SISD.”

**Jesse Rincones IV**,  
**TTU Student Volunteer**

“Volunteering with UFL has provided me with the opportunity to speak into the lives of students and give back to my former elementary school. It has been a pleasure to see the growth of volunteers as individuals, as well as the development of students who are now young leaders impacting their college campuses and communities because of the program. Being a part of an organization that has benefited myself, my siblings, and so many others in a variety of ways has been one of the most rewarding experiences of my college career.”

**Daun Lipetska**,  
**UFL Ambassador Parent**

“As a parent of 3 children (ages 11, 14, and 17), we have enjoyed having them all be a part of the UFL program. I feel that it’s our job as parents to be intentional in providing opportunities for our children to go out and serve others. UFL has been an outstanding resource in helping us to do this. The UFL program and staff have provided great instruction and fun activities for our children to learn how to be a positive leader and have reinforced the importance of serving others and our community.”

**CiCi Nunez**,  
**Service Coordinator, Volunteer Center of Lubbock**

“United Future Leaders is a wonderful organization who serves youth in the community and encourages volunteerism among their students. We are glad to partner with UFL and be a resource as they work to carry out their mission. It’s always exciting to see their students involved in the Volunteer Center’s Youth Connection programming and serve as participants in national days of service!”
When we asked our high school UFL Ambassadors about ideas of ways our organization could serve the Children’s Home of Lubbock, they suggested a school supply drive. Students recognized that purchasing school supplies is often a financial stressor on their own families, and therefore became passionate about the need to ensure fellow Lubbock area students had what they needed to begin the school year. Since that time, UFL has held an annual school supply drive to collect new supplies that are commonly needed by high school students, as well as new and gently used backpacks. Students and families drop off their donations in a container marked for the event at a TTU parking booth over a 2-week period in August and donations are picked up by the CHOL staff to distribute as needed. This annual drive serves as a way for youth to indirectly serve peers in need.

Lubbock Dream Center
2-Year Partnership

The UFL staff believe it is important to expose youth to a variety of societal and community needs. The Lubbock Dream Center has been a great partner for the last 2 years in helping students to understand the needs of families and individuals in the Lubbock community such as those served by the organization. This year approximately 15 UFL Ambassadors, staff and parents decorated bags that were used to deliver Thanksgiving meal packages to neighborhood families, set up facilities for the Dream Center worship services and assisted with the preparation and distribution of weekend meal packages.

Carillon LifeCare Community
1-Year Partnership

One population that has not been previously served in a direct manner by the UFL Ambassador program included the elderly community. As such, the UFL Ambassador program established a new partnership with the Carillon LifeCare Community in Lubbock resulting in a new holiday service project for the UFL Ambassadors. In December approximately 35 youth (grades 6-12) and their families served the residents in the Belle Court section of Carillon by playing Holiday Bingo games and delivering holiday themed goodie bags to resident rooms and staff. The event concluded with elderly residents sharing their leadership and service experiences and wisdom with the UFL Ambassadors, ultimately contributing to the concept of multi-generational leadership.
Special Olympics Texas—Area 17—Spring Games Event

6-Year Partnership

Each year approximately 25-30 youth and adults serve at the Special Olympics Spring Games in April/May. UFL Ambassadors host a face painting booth for Special Olympic Athletes and spectators. In addition, Ambassadors assist event staff by serving as runners, time keepers, and field event helpers. Finally, UFL Ambassadors participate in the medaling ceremonies and provide encouragement and support to athletes and their sponsors at the individual events. This project allows youth the opportunity to participate in direct service involvement with children and adults with special needs. Students often express enjoyment of this particular event due to the conversations and hands-on experiences they have with athletes, sponsors, community members and fellow leaders.

Ronald McDonald House Charities of the Southwest

6-Year Partnership

UFL has had a long standing partnership with the local Ronald McDonald House, and completes a service project at some point each year. When we asked the organization the best way our students could be of service this year they requested involvement in February, as this is a time of year when staff are in need of assistance, but volunteers are few after the holidays. To best meet this need, the UFL Ambassadors served as the “Guest Chef”, preparing taco soup, corn bread muffins and brownies for the families and staff at RMHC. Students also completed chores around the home, such as cleaning windows, dusting, and mopping, as well as cleaning the playground area of leaves and trash to prepare for the spring weather ahead. Approximately 45 Ambassadors and UFL staff participated in this wonderful day of service.

Other Special Projects Ongoing

UFL does not only involve the 6-12 grade UFL Ambassadors in acts of service, but rather encourages the connection between leadership and service among all age groups. Using our partnership with the Volunteer Center of Lubbock as a resource, the UFL staff invite speakers from community organizations to speak to the 5th grade after school participants about the many things they can do to serve others even at a very young age. Students participate in a small-scale service project following the presentation, such as the one featured to the left of students planting starter plants for a community garden sponsored by the Lubbock United Neighborhood Association (LUNA). Presenters from Catholic Charities, Meals on Wheels, the Lubbock Dream Center and Grace Campus were all invited in 2015-2016 to expand our young leaders’ knowledge of needs throughout the community.
**Corporate Sponsor**

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Texas Tech University College of Human Sciences

**Financial Supporters**

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**Community Partners**

Carillon LifeCare Community Center
Children’s Home of Lubbock
Lubbock Dream Center
Plains ISD
Ronald McDonald House Charities of the Southwest
Special Olympics Texas—South Plains Area
Texas A&M AgriLife Extension Service
Volunteer Center of Lubbock

**UFL Host Campus Sites**

Lubbock ISD
Honey Elementary
Jayne Ann Miller Elementary
Roscoe Wilson Elementary
Rush Elementary
Dunbar College Preparatory Academy
Evans Middle School
J. T. Hutchinson Middle School
Mackenzie Middle School
Brownfield ISD
Oak Grove Elementary
Brownfield Middle School
Shallowater ISD
Shallowater Middle School

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**Check us out on the web!!**