

## 2011 Chairman's Presentation

**Jo:** Hi, my name is Jo and I'm a rookie on the Holy Cows.

**Kristin:** Hi, my name is Kristin and it has been my honor and joy to have been on the Holy Cows for two years now.

**Stephen:** Hi, my name is Stephen and this is my third year on the team.

One of the philosophies of the Holy Cow's is "Continual improvement" and as such we don't shy away from feedback in any form. Last year, one of the comments on our Chairman's Feedback Form was that we should not be content with our previous successes. In the past year, we have grown within our team, our community outreach, and our support of FIRST. We have truly become the "go-to" team in SD

**Kristin:** This past year we've gained 35 rookie members and now represent 15% of our student body at High Tech High, ironically this was also one of the first challenges we encountered.

**Jo:** To better involve all rookie members within our team, we've implemented a unique internal mentoring program called Calf to Cow to train rookies and prepare veteran members for future leadership roles.

Calf to Cow begins with five week rotations taught by team managers to introduce new members to all departments of our team. The rotations varied from mechanical and electrical engineering to award submissions and outreach. As a calf on the team, I was glad to have the chance to be exposed to all aspects of the Holy Cows, and I found that I wanted to work within the PR division of our team, which is why I'm now a Chairman's presenter!

In addition, two internal VEX teams were created, 1538b and 1538w. Veteran members lead these teams and acquire the necessary skills to be team leaders in the future. These teams were a great asset before build season as they involved rookie members in the engineering and design process. Because of Calf-to-Cow's distinctive approach of involving new members, I felt very welcomed on the team and prepared for my next few years on the team.

**Stephen:** Our success over the years is completely due to our large network of dedicated members, mentors, sponsors, parents, and community. One of the problems we faced this year was figuring out how to connect with all these people on a personal level - both consistently and effectively.

**Kristin:** Our unique solution to this problem is we're using new technologies, specifically social media, such as Facebook and Twitter, in order to communicate with our network of supporters as well as the community at large. Also, our team uses Google Groups, Documents, and Calenders are the hub of team communications and serve to contact all members, mentors, alumni, sponsors, and supporters.

**Jo:** Over the past few years we've intensified our efforts to give back to the communities of both San Diego and FIRST in order to create an environment where STEM professionals are truly celebrated.

**Kristin:** Through our constant media and community appearances, our team has amassed nearly 10,000 hours of community service over the past three seasons. We spread the message of FIRST and promote positive culture change, in the hopes of inspiring more young people to get involved in STEM and fill the deficit of technical education in this country.

**Jo:** We wanted to find a way to help all FLL teams in San Diego, especially the six teams which we mentor.

**Stephen** To solve this problem, we hosted our own FLL qualifying tournament at High Tech High. This was an incredible experience and brought fourteen FLL teams to our school, seven of which were rookies. Our students acted as the referees the judges and even built the fields. I personally was one of the judges and it was incredible to watch these students gain passion for STEM just like I did. Another way we support and help FRC teams is by hosting one-on-one workshops and fall workshops to support rookie and struggling teams.

**Kristin:** Teams that travel to regional competitions frequently don't have access to the fabrication and machining resources. Fortunately, one of our strengths as a team is machining a fabrication. In the past, we have wanted to address this issue at the San Diego Regional by building a Mobile Machine shop in the spirit of co-opertition and gracious professionalism, which has finally come to fruition. Teams now have access to complex machinery in case of a broken part. As of now we have helped over 50 teams.

**Jo:** In the future, we plan to increase our support of rookie teams by creating a rookie curriculum or kit to help them teams succeed. We will be working with the San Diego Unified School District to extend FIRST opportunities through out schools.

**Stephen:** I've personally been impacted by being on the Holy Cows by gaining a passion for science and engineering. I've applied to colleges that have engineering and this is a profession I seek for the future. The Holy Cows have impacted every single one of their members and have become the go-to team in San Diego. We'll continue to pursue excellence in the future. Thank you very much!