



University of Nevada
Cooperative Extension

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Clover CLIPS



VOLUME 24 • ISSUE 4 • APRIL 2016

University of Nevada Cooperative Extension • Northern Area/Western

Establishing Consensus Around Volunteers

We can't expect all 4-H program staff and all volunteers to agree on everything, but it is vitally important for staff and volunteers to share a common philosophy when it comes to volunteer involvement in program management. 4-H.org, an online volunteer training aspect of National 4-H, offers a list of philosophy statements around volunteers involved in program management. Take a look at the statements below and see if you agree or disagree. The hope is that staff and volunteers will begin to see how each group views the idea of volunteer middle management and will help lead both groups to a further understanding that 4-H does "manage a system, but also develops a person."

Do you believe.....

- Youth-serving organizations can have middle management volunteers?
- Volunteers can educate other volunteers with quality education?
- Staff will be able to allow volunteers the freedom to be managers of other volunteers?
- Volunteer middle managers will assume a role between staff and local volunteers?
- That it is important to have continued and regular contact between salaried staff and volunteer middle managers?
- Management is accomplishing something through other people?
- Volunteers can do anything staff can do given the same information?
- Volunteer middle managers need to be regarded as staff and have a position established on the organization chart?
- That role descriptions must be written for all volunteer managers?
- Volunteers need opportunities for growth?
- That our program has a responsibility to:
 - A. give information
 - B. educate
 - C. assist with problem solving
 - D. provide opportunities for human development

- 4-H has two primary audiences, youth *and* adults?
- Volunteers need to represent target audiences and under-represented populations?

It is important for volunteers and staff to come to some middle ground around the questions above if 4-H programming is to grow and prosper during unstable financial situations where volunteer managers will be vital to program success. There are numerous benefits for volunteers and the local 4-H program when volunteers take on more management responsibilities.

Benefits to Volunteers:

There are many benefits for the volunteers in a volunteer/middle manager system. With more experienced

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Think about your beliefs, understanding and behavior in relationship to middle management. Mark an X on the line where you would place yourself on each of the following continuums.

Do not believe in concept of volunteers managing other volunteers	Beliefs	Volunteer management is the way to go

No understanding of volunteer management	Understanding	Complete & comprehensive knowledge of volunteer management

Don't do volunteer management	Practice/behavior	Highly developed visionary, empowered volunteer management system in my organization

To visually clarify where your participants literally "stand" on these questions, ask them to position themselves along an imaginary line in the room, according to their position on the continuum of beliefs.

Comstock Hot Shots Begin Spring Season

Rich Knight has set aside three dates in April for Comstock Hot Shots members and their parents to get 4-H Shooting Sports Student Safety Training in the discipline they want to shoot this year and practice on the range. New members will receive their manual and returning members must bring their manual for a refresher course.

On Sunday, April 3, Saturday, April 16 and Sunday, April 17 members will meet at the Ice House Range located at the end of Toll Road in Gold Hill from 10 a.m. to 3 p.m. There will be an hour break for lunch in between classroom training and range shoots. Everyone is encouraged to dress in layers, bring water and sunscreen. All equipment is supplied. If you have purchased a new firearm, please contact Rich to have him check it.

For more information call Rich Knight at 775-847-0382 or Sandy Wallin at 775-887-2252.



Northern Area/Western 4-H Camp Dates

As summer approaches, many families are already preparing for 4-H Summer Camp. Here are some dates and information.

Northern Area/Western 4-H Camp is Sunday, July 10 to Saturday, July 16 at the Nevada State 4-H Camp at Lake Tahoe. This is a week-long, overnight camp filled with fun and education including: swimming, kayaking, archery, camp fires, and good food and new friends.

Current 4-H club members ages 9-12 (as of July 10, 2016) will be mailed camp applications during the first week of May. Camp fills quickly so be sure to return your application promptly with the camp fee, no missing information and include all shot record dates on the form. Tip: You may wish to get a copy of your child's shot records from your school nurse now, before school is out. (Applications for Non 4-H members will be available May 16, space permitting).

Teens ages 14-18 (as of July 10, 2016) will be mailed applications during the first week of April, and can apply to be Teen Counselors. All teen applications (including letters of reference) are due back to their respective county 4-H Office by May 20. Teens must also attend an in-person interview in Reno on June 4. Additional mandatory training dates will be listed on the application.

Douglas County Teens Counselors will create and host Parent & Camper Info Night 2 p.m. to 7:45 p.m. on June 15, at the Douglas County 4-H Office.

Adults may apply to be a Camp Chaperone by filling out an application available at county 4-H offices. However approval requires a standard volunteer background check and references. Positions are limited and filled at the discretion of the Camp Coordinator.



2016 Capital City Farm Days

Capital City Farm Days returns to Fuji Park Exhibit Hall and Carson City Fairgrounds April 21 and 22. A yearly learning experience for over 20 years, the event runs from 8:30 a.m. – 2 p.m. Thursday and Friday.

Twenty-eight presenters teach pre-K through 5th grade students in this area where their food and fiber come from and the importance of ranching and farming in Nevada. Students, their teachers and parents also learn how the environment affects ranching and farming and how ranching and farming impact the environment. Area 4-H and FFA youth show off their livestock project animals and talk about what it takes to raise a market animal.

Presentations include, water, native pollinators, Nevada Beef Council, invasive weeds, Moolissa the demonstration milk cow, raptors, rangeland resources, spinning and weaving fiber, using goats for fire suppression in urban areas and many more. The event is free and attendees are encouraged to come early in order to see and chat with all presenters. Call Sandy Wallin, 775-887-2252 for information or to sign up.

National 4-H Paper Clover Campaign

National 4-H Council has announced the launch of the Spring 2016 *4-H Paper Clover* fundraiser in partnership with Tractor Supply Company (TSC). This event is a national in-store fundraiser, benefiting state and local 4-H programming in each of the communities where a TSC store is located.

The event will be held April 13-24. Shoppers at TSC stores in Carson City (2035 E. Williams St.) or Minden (1645 Hwy 88) will have the opportunity to support 4-H by choosing to purchase paper clovers for \$1 or more at checkout. All funds raised will be donated to 4-H, and will support 4-H youth development program activities locally.

The TSC *4-H Paper Clover Campaign* has raised more than \$4.8 million for 4-H across the country. All proceeds raised directly benefit 4-H, with 70 percent of funds being returned to state and local 4-H programs. The effort has provided direct support for local camps, after-school programs and other activities where youth can explore their interests in everything from animal science to robotics.

Funds donated during the national campaign will be tracked online and recorded by state and by store. Visit www.tractorsupply.com/4-H for information on the *4-H Paper Clover Campaign* and to view the donation tracker. For more information on Tractor Supply, go to www.TractorSupply.com.



Washoe 4-H Horse Events All Throughout April

There are 4-H horse club events all through April. It starts with the **Mounted Horse Clinic**



on April 2 at the Reno Livestock Events Center. It starts with an opening presentation by Joneux Mensler *Introduction to Jumping*; followed by three rotating sessions:

Ground Work for Jumping, Showmanship and Reading Class Sheets / Completing Entries.

Then on April 9 is the **Diamonds in the Rough Novice Horse Show**, presented by Silver Knolls Spurs 4-H Club, at the Lemmon Valley Horsemen's Arena, at the corner of Chestnut and Alaska in Lemmon Valley north of Reno.

This is an open show offered specially for the novice rider, the novice horse and the green horse.

There are two more 4-H horse events coming in April. The annual **1-Stop Fuzzy Wuzzy Open Warm-Up show** on April 23 and **The Back Country Horsemen of Nevada Guided Trail Ride** on April 30.

The 1-Stop Fuzzy Wuzzy Warm-Up Show is sponsored by the Spanish Springs Trailblazers 4-H Horse Club and 1-Stop Ranch & Feed. It will be at Lemmon Valley Horseman's Arena - 11400 Deodar Way in Lemmon Valley. It is open to all breeds and all riders of all ages.

The Back Country Horsemen of Nevada

Guided Trail Ride is a chance to ride on one of the many bridle trails at Washoe Lake State Park.

The event starts at 11 a.m. with a practice Trail Trial obstacle course with your horse.

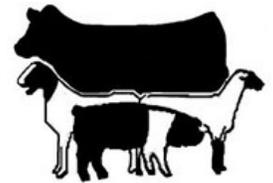
Then a trail ride in the Dunes. At 2 p.m., earn a Community Service/Service Learning credit assisting other horse groups with trail maintenance.

Find more information, flyers and forms for all four events by going to the Washoe Facebook page at www.facebook.com/washoecounty4h/ or on the Washoe County 4-H calendar at www.unce.unr.edu/calendar/washoe-county/.

Washoe County 4-H Livestock Show

The Washoe County 4-H Livestock Show, the county qualifier for the Nevada Junior Livestock Show (NJLS), is April 17, starting at 7:30 a.m..

Come to Reno Livestock Events Center (RLEC) Pavilion and see what Washoe County 4-H livestock club members have been working on. There will be sheep, goats, swine, beef and dairy goats raised by local youth.



Record books being submitted for judging must be turned in to the Washoe County 4-H (4955 Energy Way, Reno) by 5 p.m. on April 4.

And don't forget the statewide NJLS show is coming to RLEC on May 11-15.

Douglas Co. 4-H Community Club Day

All Douglas County 4-H Members are invited to the 4-H Community Club Day, the final Community Club event, on Saturday morning April 16, 10:00-11:00 a.m. Members of all ages and their families will gather for an hour of hands-on science and gardening activities at the CV Methodist Church, 1375 Centerville Lane in Gardnerville.

All activities provided free of charge by your 4-H Leaders' Council. For more information, please call the Douglas County 4-H office at 775-782-9960.

PLEASE NOTE: It's important to bring an empty 2-liter soda bottle for each youth (members and siblings), for the bottle rockets activity.

Text, Talk, Act for Mental Health

4-H is committed to helping youth across the nation respond to challenges every day in their communities and world. A key component of this is ensuring healthy minds for our 4-H'ers. Given that most mental health issues present themselves before age 24, this work is more important than ever.

Last fall, 4-H partnered with Text, Talk, Act [creatingcommunitysolutions.org] to bring the conversation to our 4-H programs. Due to the tremendous success, *Text, Talk, Act* is now available to 4-H programs such as school programs, conferences, clubs, special events and summer camp programming.

Text, Talk, Act uses text messaging to facilitate a face-to-face conversation on mental health. Participants gather in small groups (3-4 people) with one cell phone per group. They text START to the number 89800 to receive a series of text messages that guides their group through a conversation on mental health: why it is important, how to care for it, and how to help a friend in need. The text messages include videos, social media interactions, polling questions and discussion questions.

It is available for you to try right now. Find out more at <http://www.creatingcommunitysolutions.org/texttalkact>



Establishing Consensus

(Continued from page 1)

managers available, help becomes more accessible. Volunteers feel more comfortable asking other volunteers for help. Volunteerism allows the sharing of experience gained, and a better understanding of the needs of all volunteers.

Expanded responsibility helps volunteers understand the programs better as well. They take ownership of the program; growing personally and increasing self-confidence. Volunteer leadership provides a source of recognition for their hard work.

More involvement builds enthusiasm for programs. Volunteer turnover goes down resulting in more and higher quality programs. Volunteer roles can be adapted to interests and skills of individuals. Tasks can be matched with volunteers' available time.

In some situations, the leadership training, experience and relationships formed while volunteering can provide a career ladder.

Benefits to Program

There are also benefits for the programs themselves. Volunteer managers are a valuable communications link.

They have regular communication with 4-H staff, and offer more access to the community. Volunteers can be objective policy makers. By not having financial ties to 4-H, as opposed to paid staff, volunteer managers add credibility. But as private citizens they are free to be powerful advocates.

Volunteers offer greater community visibility to 4-H programs. They offer diversity in age, race, social background, income and educational levels to the programs. They each bring in different viewpoints and skill sets. They are pioneers in creative new ideas.

All of this leads to improved program quality. With more people being reached and more programs being offered. And in the event of a 4-H staff change they offer some continuity, making the transition easier.

Volunteers have been with 4-H since its inception. It only makes sense to recognize that adult volunteers are also a primary audience for 4-H and that those volunteers can be trusted to give information, educate youth and adults, assist with program problem solving and provide opportunities for personal development for youth and other adults.

-Material for article derived from 4-H.org

Northern Area/ Western April Dates to Remember

April 1 – Lyon County Junior
Livestock Show Entries due

April 15 – Lyon Co. Leaders' Council
Scholarship Applications due

April 16 – Douglas Co. 4-H Community
Club Day, 10-11 a.m.

April 17 – Washoe County 4-H
Livestock Show, RLEC

April 21-22 – Capital City Farm Days



Your 4-H Mission Minute

This month Mission Minute will cover organization, the second of six domains in the Volunteer Research Knowledge Competency Taxonomy (VRKC). It is the second most vital domain (the most important, communication, was covered last month).

A well organized volunteer should demonstrate the ability to engage others in planning, providing and delivering positive 4-H youth development programming in a community. This includes skills in planning and organizing, time management, service to the community, marketing and publicity.

A good way to achieve these goals is recruiting parents, involving them in 4-H activities and delegating tasks to them. These can be tasks that utilize their current skills or ones that provide a learning and training experience for them as well.

-With text from 4-H.org/4-H Volunteer Development/



4-H is a program of University of Nevada Cooperative Extension

NORTHERN AREA/WESTERN

**Carson City/
Storey County**
(775) 887-2252
2621 Northgate Lane
Suite 15
Carson City, NV 89701

Douglas County
(775) 782-9960
1325 Waterloo
Gardnerville, NV 89410
PO Box 338
Minden, NV 89423-0338

Washoe County
(775) 784-4848
4955 Energy Way
Reno, NV 89502

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Unless stated differently, all meetings are held at your local Cooperative Extension office.

4-H Events Calendar April 2016



DATE	WESTERN AREA AND OTHER COUNTIES	CARSON CITY/STOREY COUNTY	DOUGLAS COUNTY	WASHOE COUNTY	
1	Lyon County: Entry forms for NJLS and LCJrLS due to Extension Office	Carson Hot Shots, Capital City Gun Club, 6-9 p.m.			
2			Please note: Due to the number of project meetings in Douglas County, we cannot list them all here. Please consult the project calendars that you received at Sign Up Night.	Horse Clinic, RLEC Pavilion	
3		Comstock Hot Shots, Ice House Range, 10 a.m. - 3 p.m.			
4		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.			Please note: Due to the number of club meetings in Washoe County, we cannot list them all here.
6		Bouncing Bunnies, Fuji Exhibit Hall, 6:30-8 p.m.			
7		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m. Arrowhead Livestock, 6:30-8 p.m.			
9				Diamonds in the Rough 4-H Horse Show, Lemmon Valley Arena	
10		Children's Day in the Park, Miners Park V.C., 10-3 p.m.			
11				Livestock Leaders' Mtg., 6 p.m.	
12				Horse Leaders' Mtg, 5:30 p.m.	
13		Carson Cluckers, Fuji Exhibit Hall, 6:30-8 p.m.			
14	Lyon County: Northern/Central Area Camp Teen Counselor Interviews	4 Paws, Fuji Exhibit Hall, 6:30-8 p.m. Arrowhead Livestock, 6:30-8 p.m.			
15	Lyon County Leaders' Council Scholarship due	Carson Hot Shots, Capital City Gun Club, 6-9 p.m.			
16			Comm. Club Day for all members and their families, CV Methodist, 10 a.m. (bring a 2 ltr. Soda bottle) Teen Leadership end of year party, noon		
16-17		Comstock Hot Shots, Ice House Range, 10 a.m. - 3 p.m.			
17	Qualifying Visit Day (For members who have an excused absence from LCJrLS)			Washoe County Livestock Show and Qualifier, RLEC Pavilion, 7 a.m.	
18		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		Small Animal Leaders' Meeting, 6 p.m.	
19	Lyon County Leaders' Council meeting				
20		Farm Days set up, Fuji Exh. Hall, 10 a.m.-noon			
21		Capital City Farm Days, Fuji Exhibit Hall/ Carson Fairgrounds 8 a.m.-2 p.m.	4-H Kiwanis and Norm Sharkey Memorial Scholarships due, 4:30 p.m.		
22	For more information on any Lyon County events, please call 775-463-6541 or email schnoork@unce.unr.edu	Capital City Farm Days, Fuji Exhibit Hall/ Carson Fairgrounds 8 a.m.-2 p.m.			
23				Spanish Springs Trailblazers' Fuzzy Wuzzy Open Warm-up Show, Lemmon Valley Arena	
25			No Leaders' Council	Leaders' Council Meeting, 6 p.m.	
28		Arrowhead Livestock, 6:30-8 p.m.			
29	Lyon County: Northern/Central Area Camp Scholarships due	Carson Hot Shots, Capital City Gun Club, 6-9 p.m.			

Upcoming 4-H Events Calendar



DATE	WESTERN AREA AND OTHER COUNTIES	CARSON CITY/STOREY COUNTY	DOUGLAS COUNTY	WASHOE COUNTY
May 2016				
1	Lyon County Junior Livestock Show (LCJrLS)			Please note: Due to the number of club meetings in Washoe County, we cannot list them all here.
2	Northern Area/Western 4-H Summer Camp Active Member forms avail.	Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.	Please note: Due to the number of project meetings in Douglas County, we cannot list them all here. Please consult the project calendars that you received at Sign Up Night.	
4	For more information on any Lyon County events, please call 775-463-6541 or email schnoork@unce.unr.edu	Bouncing Bunnies, Fuji Exhibit Hall, 6:30-8 p.m.		
5		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
10		Horse Leaders' Mtg, 5:30 p.m.		
11		Carson Cluckers, Fuji Exhibit Hall, 6:30-8 p.m.		
11-15	NJLS, Reno Livestock Events Ctr.			
12		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
16	Northern Area/Western 4-H Summer Camp non-Member forms avail.	Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		Small Animal Leaders' Meeting, 6 p.m.
17				Livestock Leaders' Mtg., 6 p.m.
19		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
20	Northern/Western Area 4-H Camp Teen Counselor Applications due by 5 p.m.			
23			Leaders' Council, 7 p.m.	
27		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
30	MEMORIAL DAY HOLIDAY - OFFICES CLOSED			
June 2016				
1		Bouncing Bunnies, Fuji Exhibit Hall, 6:30-8 p.m.		
2		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
4	Northern/Western Area 4-H Camp Teen Counselor interviews			
6		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		
8		Carson Cluckers, Fuji Exhibit Hall, 6:30-8 p.m.		
9		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
10		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
14				Horse Leaders' Mtg, 5:30 p.m.
15			Douglas Teen Camp Counselors, 2:00-7:45 p.m. Camper/Parent Info Night Event, 6:30 p.m., 4-H Office	
16		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
18		Rabbit & Cavy Show, Fuji Exhibit Hall, 7:30 a.m.- 4 p.m.		
20		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		Small Animal Leaders' Meeting, 6 p.m.
21				Livestock Leaders' Mtg., 6 p.m.
24		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
27			Leaders' Council, 7 p.m.	