



University of Nevada  
Cooperative Extension

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# Clover CLIPS



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## Removing Barriers for Volunteers

4-H volunteers, can work with their county 4-H staff to help create programs that youth are enthusiastic about and that the volunteer enjoys presenting. The pressure of, and your enthusiasm for, 4-H member and co-volunteer recruitment can blind us to barriers which may discourage or even prohibit participation. Here are some tips to removing barriers for volunteer participation.

Barriers can be real or imaginary. When we identify the barriers that keep adult volunteers from participating, we can start doing something to lower those mountains. Our challenge is to lower the barriers after we identify them. Not all barriers can be removed some must be acknowledged, dealt with, or even circumvented.

The 5 P's of marketing: place, product, promotion, price and people, apply to our barrier identification and removal process. For each category, list specific situations in your program which could be possible barriers.

Bringing varied, individual, experiences together into a review committee.

**Place** Are our places of meetings and get-togethers accessible? Are they suitable for people with special needs to gain access? Comfortable? Well-equipped? Safe?

Are there barriers that we could remove in our place?

**Product** Do we offer variety in programs, projects and activities that spark interest?

Do we have unreasonable or impractical policies... such as meeting times that do not cater to most volunteers schedules (such as during work hours)?

Do we offer programs that perpetuate stereotyping, such as clothing strictly for girls and woodworking strictly for boys?

Are there barriers we could remove in our product?

**Promotion** Do we have a marketing plan for our program?

Do people know how to contact the local groups? Are leaders visible within the community? Do we make ourselves known on a regular basis?

Are there barriers we could remove in our promotion to involve under-represented populations?

**Price** How much time are we requiring from members or other volunteers? At what cost? What resources are we requiring, demanding, using?

What price policies have we set? Do they impede participation?

Are there barriers we could remove in price?

**People** How many leaders and parents are involved? Do we have adequate numbers?

What about the quality of the involvement? Are they receiving enough training? Do we welcome people? Are there barriers we could remove for greater participation?

Each of us has a perspective on our organization that is related to our experience. Where we live, the 4-H people we interact with, our previous experiences with groups and education, our age are among the things that influence our current perspective and should help in our effort to identify barriers and work



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# Removing Barriers

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to reduce them.

**A Few Tips** The following tips to remove barriers came from volunteers in Wisconsin's Central District and from the Wisconsin 4-H Marketing Plan:

1. Only offer quality programs.
2. Use term "volunteers," not "leaders", so the idea of being "an expert" doesn't scare away volunteers.
3. Make 4-H easier to find online, or in any other platform
4. Give print materials an up-to-date look with modern artwork, pictures, typestyles.
5. Clean up county 4-H welcome signs.
6. Make meeting times work for volunteers and families with children in general.
7. Make meetings more accessible; be on time, don't cancel and make meetings count!
8. Welcome visitors. Treat them kindly.
9. Use 4-H and Extension logos constantly and consistently.

As you review these suggestions to removing barriers, start thinking of some additional ones you may use in your county. How else is 4-H perhaps unknowingly blocking participation? Don't forget that our ultimate goal in barrier removal is to stress the benefits and cut the costs.

Think of two ways you can help clubs and other groups lower barriers to participation.

**Methods to Remove Barriers** When the barriers have been identified, there are several methods to use in planning to attack these problems. One method is brainstorming, followed by nominal group techniques.

Another useful approach is "Force Field Analysis," a method of identifying driving forces and restraining forces as they relate to a particular objective, goal, problem or need. In Force Field Analysis you: define the problem or barrier to involvement; define the driving forces which suggest the need for change; define the restraining forces which resist change; work on strategies for both driving and restraining forces. The following example shows a barrier to participation, the driving forces which increase the need for change, and the restraining forces which support the status quo with resistance to change.

**Problem:** The Program's enrollment policy restricts membership to a certain age and number of youth.

**Strategy:** Many Programs must restrict the age and number of youth in order to maintain a safe and en-

gaging environment. Some programs might be appropriate for wider age ranges and larger numbers. Try to offer a variety of programs for both.

Design Membership options.

**Driving Force** If a 4-H member wants to sign up for a program and it is full or out of their age range, they will have other options.

A program geared for many youth of a wide age range can introduce serves as an "intro" to a topic that they may wish to explore more.

**Restraining** Managing a variety of ages and numbers within a program requires additional adult volunteers and/or staff.

Facilities to accommodate a larger program can be difficult to find.

**Strategy** Research how other programs, counties, states successfully address including larger programs and consider how it may work in your program

Rework some program's into an "intro" type of program that could work for different ages and larger numbers.

Apply "Force Field Analysis" to a problem your local program faces.

For each driving force and restraining force, a suggestion (or strategy) is shown which will lessen or eliminate the problem. This process is useful in strategizing forces affecting goal accomplishment and need fulfillment.

Apply "Force Field Analysis" to a problem your local program faces.

1. What is a major need, goal or objective?
2. What is a major problem (or barrier to involvement) related to this need, goal or objective?
3. What are the driving forces suggesting a need for change?
4. What are the restraining forces which resist change?
5. What can we do to improve our situation for each driving force?

How can we improve our situation for each restraining force?

-Excerpts are Reprinted from *Red TAXI, Selecting Volunteers for Needed Roles*, with permission of National 4-H Council.

Find out more about removing barriers at:  
<http://www.4-h.org/resource-library/professional-development-learning/4-h-volunteer-development/fact-sheet-series/>



## 4-H Camper/Parent Orientations in June

Northern Area/Western 4-H Summer Camp, at the Nevada State 4-H Camp at Lake Tahoe, is just a few weeks away. This year's camp, titled "Once upon a Camp" is focused on children's literature. Camp week is July 10-16. There are two orientation meetings for prospective campers and their families. First-time campers especially should attend one of these meetings:

In **Douglas County**, there is Camper/Parent Info Night at 6:30-7:30 p.m. on Wednesday, June 15. Teen counselors and campers attending State 4-H Camp and their parents are invited.



The evening is led by 4-H Camp Teen Counselors and includes a look at 4-H Camp activities, meals and a typical day for a camper. Meet other 4-H Campers and Counselors, tie dying info, fun & prizes.

The meeting is at the University of Nevada Cooperative Extension office, 1325 Waterloo in Gardnerville (across from Lampe Park). Please call 775-782-9960 for further information.

**Washoe and Carson City/Storey** will have a meeting linked by interactive video on Tuesday, June 21, at 6:30 p.m. Participants can go to either location in the Reno (4955 Energy Way) or Carson City (2651 Northgate Lane, Suite 15).

All youth going to 4-H camp and their families are encouraged to attend the meeting and find out about the best ways to prepare for camp.

For more information, please call Sam Mitchell at 775-336-0259 or email him at [mitchells@unce.unr.edu](mailto:mitchells@unce.unr.edu).

## Practice and Polish at Sagebrush Horse Show

The next Sagebrush Community Horse Show is Saturday, June 4, at the Lemmon Valley Horse Arena (at the corner of Alaska and Chestnut streets in Lemmon Valley). This is a great way to enjoy your horse and polish your horsemanship skills.

Sagebrush Community Horse Shows are designed for the exhibitor beginning a horse show experience, for the rider back in the ring after a hiatus, for the occasional show participant, and for the experienced rider needing a 'practice and polish' ride before a big show. The competitions are fun, affordable and rewarding adventures in the show ring. Special classes are included for novice showmen and green horses. There are seven classes for youth enrolled in recognized 4-H clubs.

The 4-H classes will count toward 2016 Washoe County Horse Participation awards as long as the 4-H exhibitor shows in a minimum of one 4-H showmanship and one 4-H rail class in a show.

4-H Members are also eligible to enter regular classes. Arabian/Half Arabian/Anglo Arabian horses are eligible to accumulate points for Comstock Arabian Association Year End Awards. All riders are welcome to ride in and be judged in the All-Breed and Colored Horse classes (if qualified as a color breed horse -- see below).

Registered Arabian/Half Arabian/Anglo Arabian horses may show in the Arabian/Half Arabian/Anglo Arabian classes as well as in the All-Breed and Color horse (If qualified) classes.

For information and entry forms go online to: [www.comstockarabianassociation.com/Sagebrush.html](http://www.comstockarabianassociation.com/Sagebrush.html)



## Join 4-H at Reno Rodeo Kids' Day

On Saturday, June 25 from noon to 3 p.m. the Reno Rodeo will host an interactive Kids' Day, at the Livestock Events Center Main Area featuring several 4-H displays as well as other kid-friendly activities.

Come see presentations by the 4-H gardening club, High Sierra 4-H K9 Club and Feathered Friends Poultry Club from Washoe County. There will be other animals on display as well.

Come enjoy fun activities like making lava lamps with staff from the 4-H Afterschool Program and the Ember House from the Living with Fire program.

For more information about the 4-H displays, please call Marissa Giampaoli at 775-336-0273 or email her at: [giampaolim@unce.unr.edu](mailto:giampaolim@unce.unr.edu)

For more information about Reno Rodeo Kids' Day, go to: <http://www.renorodeo.com/events/2016/reno-rodeo-kids-day>

# Help Sponsor "Strike it Rich" 4-H Summer Horse Series

Washoe County 4-H Horse Leaders are excited to announce the return of "Strike It Rich", their 4-H horse show series, for Summer 2016. This three event series, will celebrate our state's rich mining heritage. The program will include English and Western classes as well as Gymkhana.

Dates for the Copper, Silver and Gold shows are July 23, August 20 and September 17.

Community support is a big part of the success of a series like this. The 4-H Horse Leaders need and welcome community support for the riders. Sponsorship of full or partial days, or a specific event at all three shows will go a long way to continue this "Strike It Rich" series year after year for our area 4-H youth.

If you or someone you know has a business that might like to reach the family and friends of 75-100 riders over the course of the series, sponsoring is a great way to do it. All of our 4-H events have PA systems and announcers so your sponsorship will be noted and announced many times during the series. There are sponsorship opportunities available at many differ-

ent levels, all will be greatly appreciated. There is also the opportunity to hang Banners around the arenas.

Donations of shirts, hats, water bottles or other "swag" with company or organization logos would also be appreciated. There will be arena raffles going on throughout each event and those type of giveaway items are perfect for this raffle, keeping in mind the participants are youth.

If you have any questions please contact Sarah Chvilicek Administrative Faculty and Coordinator, Washoe County 4-H Youth Development Programs. Call 775-336-0236 or email [chviliceks@unce.unr.edu](mailto:chviliceks@unce.unr.edu).

For sponsorship forms and donations contact Show Secretary Amy Zimmerman at [silverknollsspurs@yahoo.com](mailto:silverknollsspurs@yahoo.com). 4-H is a 501C3 registered nonprofit organization and donations are tax deductible.



## Northern Area/ Western June Dates to Remember

- June 4** – 4-H Camp Teen Counselor interviews in Reno
- June 11** – 4-H Camp Training - Reno
- June 15** – Douglas County Camper/Parent orientation for Northern area/ Western 4-H Camp.
- June 17** – 4-H Camp Teen Training
- June 21** – Carson City, Storey and Washoe Counties information meeting for Northern area/Western 4-H Camp.
- June 25** – Reno Rodeo Kids' Day
- June 28** – All Camp staff mtg. - Carson City

## Your 4-H Mission Minute

Educational Design and Delivery is the fourth vital domain for volunteers according to the Volunteer Research Knowledge Competency Taxonomy (VRKC) on 4-H.org. A trained volunteer demonstrates the ability to plan, implement and evaluate research-based learning opportunities that effectively promote positive personal development.

This includes the use of age-appropriate activities, understanding of differences in learning styles and utilizing multiple teaching strategies. Volunteers should have a good working knowledge of subject matter, and apply experiential learning methods.

Finally, they must have team building skills, and valid program evaluation methods.

*-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 June 2016



DATE	WESTERN AREA AND OTHER COUNTIES	CARSON CITY/STOREY COUNTY	DOUGLAS COUNTY	WASHOE COUNTY
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			<b>Please note:</b> Due to the number of club meetings in Washoe County, we cannot list them all here.
6		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.	<b>Please note:</b> 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.	
8		Carson Cluckers, Fuji Exhibit Hall, 6:30-8 p.m.		
9		S.C. Shooting Sports Trailer at Cabelas, 9 a.m. - 1 p.m. 4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
10		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
11	Camp Training, Reno Office, 9 a.m.- 3 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	Horse Leaders' Mtg, 5:30 p.m.
16		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
17	Camp Teen Counselor training, Reno Office, 6 p.m.			
17-18	Nevada State 4-H Livestock Judging, Skillathon & Quiz Bowl, Churchill Co. Fairgrounds in Fallon.			
18		Youth Outdoor Expo, Cap. City Gun Club, 9 a.m. - 1 p.m.		
20		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		Small Animal Leaders' Meeting, 6 p.m.
21				
24		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
25				Reno Rodeo Kids' Day, Rodeo Grounds main arena, Noon- 3 p.m.
27			Leaders' Council, 7 p.m.	
28	All Camp Staff Meeting, Carson Office, 6 p.m.			



**Summer Solstice (First day of Summer)  
June 20**

## Upcoming 4-H Events Calendar



DATE	WESTERN AREA AND OTHER COUNTIES	CARSON CITY/STOREY COUNTY	DOUGLAS COUNTY	WASHOE COUNTY
<b>July 2016</b>				
1		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
4	<b>INDEPENDENCE DAY HOLIDAY - OFFICES CLOSED</b>			
6		Bouncing Bunnies, Fuji Exhibit Hall, 6:30-8 p.m.	<b>Please note:</b> Due to the number of project meetings in Douglas County, we cannot list them all here. Please consult the project calendars that you	<b>Please note:</b> Due to the number of club meetings in Washoe County, we cannot list them all here.
7		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
9	Teens and Adults report to Camp, 3p.m.			
10-16	Northern/Western Area 4-H Camp, State 4-H Camp Lake Tahoe			
12				Horse Leaders' Mtg, 5:30 p.m.
13		Carson Cluckers, UNCE Conf. Rm., 6:30-8 p.m.		
14		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
15		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
18		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		
19				
20				Small Animal Leaders' Meeting, 6 p.m.
21		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
23				Strike it Rich, Summer Horse Series Copper Show, UNR Equestrian Center
25				Leaders' Council Meeting, 6 p.m.
29		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
<b>August 2016</b>				
1		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		
3		Bouncing Bunnies, Fuji Exhibit Hall, 6:30-8 p.m.		
4		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
9				Horse Leaders' Mtg, 5:30 p.m.
10		Carson Cluckers, UNCE Conf. Rm., 6:30-8 p.m.		
11		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		Strike it Rich, Summer Horse Series Silver Show, UNR Equestrian Center
12		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
15		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		
16				Livestock Leaders' Mtg., 6 p.m.
17				Small Animal Leaders' Meeting, 6 p.m.
18		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
18-21	Lyon County Silver State Fair			
22			Leaders' Council, 7 p.m.	
24			Beyond Gardening Wrap-up, 4:30 p.m.	
25			Rabbits Wrap up, 6:30 p.m.	
26		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
27	State Horse Judging Contest, hosted by Washoe County, UNR Equestrian Center	Carson City Rabbit Show, Fuji Exhibit Hall, 7 a.m. - 4 p.m.		State Horse Judging Contest, UNR Equestrian Center
29			Final Teen Leadership mtg., 2:30- 4:30 p.m. Portfolio Workshop, 6:30-7:30 p.m.	