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Executive Summary

- From July 1, 2008 to June 30, 2009 the Volgistic database has increased the number of records by 20% containing a total 6,226 records at the end of this period.
- Website activity this year averaged 63,590 hits per month, with an average of 5,290 pages viewed per month.
- The IVP team presented a summary of their accomplishments to the SNAP board.
- The team attended 13 community outreach events resulting in 2,501 direct contacts and 394 new mailing list records.
- How to Succeed with Volunteers training was held for SNAP personnel.
- The IVP team met with four SNAP teams to develop plans for assisting them with their volunteer needs.
- The Interagency Volunteer Program (IVP) completed a total of 29 volunteer events contributing a total of 4,504 volunteer hours.
- A total of 125 volunteers completed orientations and trainings with the IVP.
- The IVP team assisted the Fish and Wildlife Service with three grant proposals with one being awarded and the remainder pending review.
- A total of 205 volunteers attended the recognition banquet.

Summary of Attachments

- SNAP board assessment
- How to Succeed with Volunteers evaluation summary

Task 1. Refine and maintain a quality Web-based volunteer database.

- The Volgistics volunteer database is now populated with 6,226 records, representing an increase of 1,055 individuals from July 1, 2008, a growth of 20%. An annual archiving and deletion of volunteers who signed up for the mailing list
more than two years ago but never volunteered took place in January 2009, resulting in a temporary decrease of 26%. (See Figure 1 on next page).

Fig. 1

![Graph showing increase in database volunteers](image)

Fig. 1 above shows increase in number of records in the database of volunteers.

Task 2. Manage, update, and administer an IVP Website.

Website activity tends to fluctuate depending on the time of year. Website averages for July 1, 2008 through June 30, 2009 are as follows:

- An average of 63,590 hits per month.
- An average of 5,290 pages viewed per month. (See Fig. 2 below)

Fig. 2

![Graph showing website activity](image)
Fig. 2 illustrates activity on the Website.

**Task 3. Evaluate and revise, as appropriate, Standard Operating Procedures (SOPs) for all areas of interagency volunteer management.**

The Interagency Volunteer Team (IVP) met twice each month to coordinate volunteer events, develop training agendas, establish recruitment strategies, plan the recognition event and coordinate support for other SNAP teams.

The IVP team reported their successes, lessons learned, and plans for the future during their assessment by the SNAP board. Preparation for this assessment provided the team with an opportunity to reflect upon what has worked well and how the IVP team can continue to expand their effectiveness. The information provided to the SNAP board during the assessment is attached.

**Task 4. Evaluate and update strategies and tools for volunteer recruitment.**

The IVP team launched a new website at the beginning of February 2009 in conjunction with delivering the first Get Outdoors Nevada electronic newsletter. The e-newsletter replaces the monthly text-only email updates, which all active volunteers and mailing list recipients receive. It is a dynamic HTML based newsletter that is archived at the Get Outdoors Nevada blog spot, and accessible from the home page of the website. The newsletter compliments the website and contains the following sections:

- Upcoming events
- Current volunteer positions
- Current trainings
- A volunteer spotlight
- A list of work accomplished by volunteers in the previous month
- A safety tip
- A SNAP conservation project spotlight
- A desert ecosystem spotlight

The format of the newsletter was well received as evidence by the increase in website activity immediately following the release of the inaugural edition.

As the need for operational volunteers increases the IVP team has re-examined their recruiting strategies which largely focused on attracting attendance to one-time volunteer events. The team decided to target their messaging campaign at recruiting volunteers to fill on-going positions. To ensure the messaging reached the appropriate audiences the team distributed an online survey to individuals in their agencies, gathering information about specific agency operational volunteer needs. Results were analyzed by the team and shared with Aztec Communications and Brown and Partners to facilitate the development of marketing materials and media buys that would reach the appropriate audience. The operational volunteer recruitment will begin in the fourth quarter of the federal fiscal year 2009 to prepare for the fall volunteer season.
In addition, 10 community outreach events were attended. Staffed by the Public Lands Institute, these events are an opportunity to personally meet and recruit new people to volunteering with Get Outdoors Nevada. Table 1 contains a summary of the contacts made.

<table>
<thead>
<tr>
<th>Event Name</th>
<th>Number of Direct Contacts</th>
<th>Number added to Mailing List</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNLV Spring Volunteer Fair</td>
<td>52</td>
<td>25</td>
</tr>
<tr>
<td>United Way Kids and Cops</td>
<td>161</td>
<td>18</td>
</tr>
<tr>
<td>Wings and Wildlife Festival</td>
<td>93</td>
<td>23</td>
</tr>
<tr>
<td>Clark Co. Fair &amp; Rodeo</td>
<td>362</td>
<td>53</td>
</tr>
<tr>
<td>2009 Party for the Planet</td>
<td>193</td>
<td>3</td>
</tr>
<tr>
<td>2009 UNLV Earth Week</td>
<td>64</td>
<td>34</td>
</tr>
<tr>
<td>2009 UNLV Earth Day</td>
<td>307</td>
<td>19</td>
</tr>
<tr>
<td>City of Las Vegas Project: Volunteer</td>
<td>138</td>
<td>32</td>
</tr>
<tr>
<td>Lummis Elementary Science Night</td>
<td>100</td>
<td>42</td>
</tr>
<tr>
<td>Earth Day at Red Rock Canyon</td>
<td>218</td>
<td>58</td>
</tr>
<tr>
<td>2009 Clark County Earth Day Rendezvous</td>
<td>200</td>
<td>61</td>
</tr>
<tr>
<td>Spring Mountains Spring Cleaning</td>
<td>118</td>
<td>26</td>
</tr>
<tr>
<td>Live Well, Go Green 2009</td>
<td>495</td>
<td>n/a</td>
</tr>
<tr>
<td>Totals</td>
<td>2501</td>
<td>394</td>
</tr>
</tbody>
</table>

Table 1 shows the number of contacts made at community outreach events and the mailing list sign ups that resulted from these contacts.

**Task 5. Support Agency Departments and SNAP Teams with conservation projects that require volunteer workforce on the public lands.**

To empower other SNAP teams to enhance the sustainability of their programs through volunteerism, the IVP team conducted a two-day training entitled *How to Succeed with Volunteers*. Fourteen individuals representing all four agencies attended the training. Evaluations of the course indicated all the sessions of the training were useful and applicable to team members’ jobs (see Attachments for summary).
Prior to this training a representative from the IVP team requested a short amount of time at each SNAP team meeting to re-acquaint the teams with the volunteer resources available to them as they look to the sustainability of their programs. Table 1 contains a summary of these meetings. Due to calendaring variability in the meetings of the SNAP teams, an IVP representative was not able to meet with every team. As the fiscal year continues the IVP team will make every effort to meet with the remaining SNAP teams to ensure all teams are aware of the assistance in recruiting, registering, retaining and recognizing what the IVP team can provide.

Table 2. Summary of SNAP team meeting attendance

<table>
<thead>
<tr>
<th>Date</th>
<th>SNAP team</th>
<th>Outcomes</th>
</tr>
</thead>
</table>
| Jan. 13, 2009   | GIS                   | - Assistance requested in recruiting volunteers for scanning of aerial imagery  
                      | - GPS training topics discussed                                           |
| Jan. 16, 2009   | Science and Research  | - Brainstormed list of seven volunteer position possibilities and identified development of position descriptions as next step |
| Jan. 22, 2009   | Restoration           | - Identified general needs: seed collection, removing tamarisk, equipment operators, palm tree trimmers, big horn sheep monitoring, cacti monitoring  
                      | - Identified potential challenges: need for professionals to volunteer time (e.g., heavy equipment operators, tree trimmers), remote and rugged locations, liability in use of volunteers own equipment (e.g., vehicles), confidentiality requirements  
                      | - Identified potential opportunities: adopt a stream volunteers could collect additional information while monitoring streams, Cultural Site Stewards serve as a model for vegetation monitoring |
| Feb. 11, 2009   | Recreation/OHV        | - Brainstormed list of potential positions: grant writing, GPS trail route inventory assistants, RAMP implementation assistants, air quality monitors  
                      | - Request made to collaborate on development of a regional volunteer trail watch system in conjunction with the Regional Open Space and Trails workgroup consisting of multiple |

Table 2. Summarizes the results of IVP outreach to SNAP teams

The Interagency Volunteer Program (IVP) completed a total of 29 volunteer events contributing a total of 4,504 volunteer hours.

The following is a compilation of all volunteer events from July 1, 2008 through June 30, 2009:

**September 25, 2008 – The Great Unconformity – BLM**

During this event, 56 students worked for four hours and removed 5 cubic yards of waste.
September 27, 2008 – Red Rock NCA, White Rock – BLM
A total of 36 Volunteers joined Don’t Trash Nevada for this National Public Lands Day event. The volunteers constructed steps to improve a hiking trail. The work was difficult but three new erosion control steps were built.

October 4, 2008 – Lake Mead National Recreation Area – National Park Service
The Interagency Volunteer Program collaborated with the Take Pride Interagency Program (Don’t Trash Nevada) to promote and recruit 134 volunteers for a litter clean-up at the Government Wash Area. Volunteers contributed 670 hours and collected 20 cubic yards of litter and debris. The efforts put forth by the volunteers enhanced the beauty of this significant recreational area. Their hard work made it possible for this area to be more fully enjoyed by all.

Sunrise Mountain Clean Up
October 11, 2008 -- Sunrise Mountain— Bureau of Land Management
The Interagency Volunteer Program collaborated with the Take Pride Interagency Program (Don’t Trash Nevada) to promote and recruit 23 volunteers for a litter clean up at Sunrise Mountain. Volunteers contributed 115 hours and collected 40 cubic yards of litter and debris. The efforts put forth by the volunteers allowed this significant geographical area to be restored back to its well-kept state.

National Public Lands Day Event:
October 18, 2008—Ash Meadows—U.S. Fish and Wildlife Service
The Interagency Volunteer Program collaborated with the Take Pride Interagency Program (Don’t Trash Nevada) to promote and recruit five volunteers for a restoration event to help restore Ash Meadows. Volunteers contributed 25 hours and collected 400 pounds of green cattails. The removal of this species provides opportunities for other native species to re-vegetate the area, increasing biodiversity of the refuge.

Make a Difference Day Events
October 25, 2008–Lake Mead National Recreation Area – National Park Service
The Interagency Volunteer Program collaborated with the Take Pride Interagency Program (Don’t Trash Nevada) to promote and recruit twelve volunteers for a litter clean-up event at Crawdad Boxcar. Volunteers contributed 48 hours and collected four cubic yards of litter and debris.

October 25, 2008- Red Rock Canyon Conservation Area - Bureau of Land Management
Three hundred and twelve volunteers contributed 1,906 hours. Seventeen projects completed include:

- Trail Marking at Grand Circle Trail
- Graffiti removal at Calico Hills and Lost Creek
- Remove benches at Fire Ecology and Dales Trails
- Reconstruction of trails at four locations
- Place posts at White Rock turn around
Vegetation trimming at Lost Creek, Ice box, Loop Road, and Fire Ecology
Complete children’s projects at the fire station, campground and Red Springs
Created 3,500 native seed balls

October 25, 2008 -- Davis Dam
The Interagency Volunteer Program collaborated with the Take Pride Interagency Program (Don’t Trash Nevada) and the National Park Service to promote and recruit 12 volunteers for a litter and debris clean-up to help restore the Davis Dam area. Volunteers contributed 60 hours and collected 3 cubic yards of litter and debris. The efforts put forth by the volunteers ensured that this significant cultural site will continue to be protected and preserved.

National Family Day Events
November 15, 2008-- Red Rock Canyon Conservation Area - Bureau of Land Management
The Interagency Volunteer Program collaborated with the SNAP restoration and education teams to promote and recruit 46 volunteers to create black brush seed balls for a restoration project at Red Rock Canyon Conservation Area. Volunteers contributed 230 hours and created 4,500 seed balls. This service learning opportunity attracted curious day use visitors, providing opportunities for educating the public about future volunteer events and the important role of volunteers in caring for the public lands. Some of these visitors signed up for the other black brush events.

November 22, 2008-- Lake Mead National Recreation Area – National Park Service
The Interagency Volunteer Program collaborated with the SNAP restoration and education teams to promote and recruit 52 volunteers to create native seed balls for a restoration project at Red Rock Canyon Conservation Area. Volunteers contributed 260 hours and created 7,000 seed balls. Volunteers at this event spontaneously broke out in song as they worked together to help restore this native plant that has been devastated by recent wildfires. The volunteers’ hard work will allow for easy re-vegetation of disturbed areas in the Red Rock Canyon Conservation Area.

December 6, 2008-- Red Rock Canyon Conservation Area - Bureau of Land Management
The Interagency Volunteer Program collaborated with the SNAP restoration and education teams to promote and recruit 31 volunteers to disperse native seed balls to help restore burned areas in the Red Rock Canyon. Volunteers of all ages contributed 155 hours and dispersed 15,000 seed balls over three acres of land. Using GPS coordinates seeds were dispersed in a grid pattern to enable the restoration team to monitor the effectiveness of this seed ball method for native re-vegetation projects. Volunteers expressed interest in continuing their restoration work by serving as monitors for the restoration team.

Restoration Event
January 24, 2009 – Ash Meadows Wildlife Refuge– U.S. Fish and Wildlife Service
The Interagency Volunteer Program collaborated with the Take Pride Interagency Program (Don’t Trash Nevada) to promote and recruit 35 volunteers for a habitat restoration event in the Ash Meadows Wildlife Refuge Area. Volunteers contributed 255 hours and removed 15 cubic yards of cattails from the area. The removal of this species provides opportunities for other native species to re-vegetate the area, increasing biodiversity of the refuge. The efforts put forth by the volunteers improved the pupfish habitat and helped to secure the ecological health of a 670 foot stretch of the outflow of the Kings Pool.

Placer Cove Clean Up  
February 21, 2009 – Placer Cove—National Public Lands Institute  
The Interagency Volunteer Program collaborated with the Take Pride Interagency Program (Don’t Trash Nevada) to promote and recruit 23 volunteers for a litter clean up at Placer Cove in the Lake Mead NRA. Volunteers contributed 69 hours and removed over 1200 pounds or 7 cubic yards of litter and debris. The efforts put forth by the volunteers allowed this significant recreational area to be restored back to its well-kept state.

Bunkerville Clean up:  
February 21, 2009—Bunkerville- Bureau of Land Management  
The Interagency Volunteer Program collaborated with the Take Pride Interagency Program (Don’t Trash Nevada) to promote and recruit 15 volunteers for a restoration event to help restore Ash Meadows. Volunteers contributed 75 hours and removed 100 cubic yards of trash. The efforts put forth by the volunteers allowed this significant geographical area to be restored back to its well-kept state.

Red Rock Days Clean up and Restoration Event:  
March 28, 2009—Red Rock Canyon- Bureau of Land Management  
The Interagency Volunteer Program collaborated with the Take Pride Interagency Program (Don’t Trash Nevada) to promote and recruit 57 volunteers for a cleanup and restoration event in the Red Rock Canyon NCA. Volunteers contributed 228 hours and removed 10 cubic yards of trash. Volunteers also assisted in the mending of a gate and the removal of dangerous ropes. The efforts put forth by the volunteers allowed this significant conservation area to be restored back to its well-kept state.

Great American Clean Up  
April 4, 2009 – Government Wash – National Park Service  
The Interagency Volunteer Program assisted the National Park Service in their Great American Clean up event. One hundred twenty-two volunteers cleaned one square mile of Lake Mead National Recreation Area, removing 43 cubic yards of trash.

Earth Day Invasive Weed Removal  
April 17, 2009 – Spring Mountains National Recreation Area – U.S. Forest Service  
Six volunteers cleared an area approximately 20’x40’ of the invasive weed Bur Buttercup at the Spring Mountains to celebrate Earth day.
Greenway Road Clean up  
April 23, 2009—Greenway Road - Bureau of Land Management  
The Interagency Volunteer Program collaborated with the Conservation Education team, and the Take Pride Interagency Program (Don’t Trash Nevada) on this event. Fourteen volunteers from the public and 79 students from Mannion Middle School removed 56 cubic yards of construction debris, household furniture, and a hot tub from the Sloan Canyon area. Mojave Max was there to teach the children about the importance of a clean ecosystem.

Earth Day Clean-up Event  
April 25, 2009—Sloan Canyon- Bureau of Land Management  
The Interagency Volunteer Program collaborated with the Conservation Education team, the Take Pride Interagency Program (Don’t Trash Nevada) and the SNAP Law Enforcement team on this event. Thirteen members of the UNLV Office of Information Technology and two Bureau of Land Management law enforcement rangers removed 28 cubic yards of trash, construction debris, and household waste from three separate washes in Sloan Canyon. These washes are now fenced off, thus limiting future illegal dumping.

National Public Lands Day Event  
April 27, 2009 – Great Unconformity – Bureau of Land Management  
The IVP team collaborated with the Conservation Education team and the Take Pride Interagency Program (Don’t Trash Nevada) on this event. Fifteen volunteers from the public joined 45 Bailey Middle School volunteers and Mojave Max to celebrate National Public Lands Day a little early. They removed 28 cubic yards of trash from the Great Unconformity area.

The Rock Clean-up  
The Interagency Volunteer Program collaborated with the SNAP Anti-litter and Desert Dumping team (Don’t Trash Nevada) and the SNAP Law Enforcement team on this event. Seven volunteers removed 20 yards of trash from The Rock, an off road site at Desert National Wildlife Refuge complex.

Spring Cleaning  
May 9, 2009 – Spring Mountains National Recreation Area – U.S. Forest Service  
Two hundred sixty-seven volunteers cleaned up 16 recreation sites during the Spring Mountains Spring Cleaning event. They cleaned up a total of 4310 pounds of litter which occupied 56 cubic yards. In addition to the sense of satisfaction they received from their stewardship efforts, they enjoyed a barbeque with music, art and educational activities.

Seed Ball Making  
May 9, 2009 – Red Rock Canyon Overlook – Bureau of Land Management  
The IVP team collaborated with the Conservation Education team and restoration team on this REV (restoration, education and volunteers) event. Fourteen adults and nine children made approximately 2,500 seedballs at the Red Rock Canyon overlook.
Sloan Canyon Clean up  
May 23, 2009 – Sloan Canyon – Bureau of Land Management 
The Interagency Volunteer Program collaborated with the SNAP Anti-litter and Desert Dumping team (Don’t Trash Nevada) on this event. Nine volunteers continued clean-up efforts at Sloan Canyon and removed 36 yards of debris (construction, landscape, general trash, etc.). Also, BLM law enforcement was onsite and issued 2 citations to individuals driving in a restricted area.

Conservation Transfer Area Clean up  
May 30, 2009 – Conservation Transfer Area – Bureau of Land Management 
The Interagency Volunteer Program collaborated with the SNAP Anti-litter and Desert Dumping team (Don’t Trash Nevada) on this event. Five local community members saw the hard work of 11 volunteers, including three Boy Scouts, and spontaneously joined in to clean up the Conservation Transfer Area. Fifty-six yards of debris ranging from construction and landscape materials to couches and tires were removed.

Northwest Neighborhood Clean up  
Twenty-three volunteers removed 76 cubic yards from a 12 block radius at the first ever Northwest Neighborhood Cleanup, Restoration & Preservation Day. The collaborative effort between the nonprofit group Citizens of the Northwest, Clark County, BLM, Public Lands Institute and Republic Services was a big success. Jan Valentino, the event organizer, gratefully acknowledged the efforts of these dedicated partners: “A very special thank you to Clark County Commissioner Larry Brown for his support and his many hours of "hands on" help today as well as to Kim Bush and Carrie Delatorre of Clark County who tenaciously brought this to fruition as well as for their enthusiastic participation today. Deepest thanks also to the hardworking employees of BLM, Republic Services, Don't Trash Nevada and the Public Lands Institute along with the wonderful volunteers who signed up via Get Outdoors Nevada!”

Lucky Strike Clean up  
June 20, 2009 – Lucky Strike Canyon Rd – Bureau of Land Management 
The Interagency Volunteer Program collaborated with the SNAP Anti-litter and Desert Dumping team (Don’t Trash Nevada). Eleven volunteers and a group of professional surveyors removed 28 cubic yards of debris from the Lucky Strike Canyon Road area of Red Rock Canyon.

Lovell Canyon Clean up  
June 20, 2009 – Lovell Canyon – U.S. Forest Service 
The Interagency Volunteer Program collaborated with the SNAP Anti-litter and Desert Dumping team (Don’t Trash Nevada) and the SNAP Law Enforcement team on this event. Twelve volunteers including 1 local community member, 1 target shooter, 5 UNLV Circle K Club Members, and 5 UNLV sorority members were joined by 10 interagency Law Enforcement personnel at Lovell Canyon in the Spring Mountains National Recreation Area. They removed 20 cubic yards of shot up debris including
TV’s, stuffed animals, signs, etc. 1 volunteer collected six 33 gallon trash bags of recyclable plastic.

**Task 6. Evaluate, refine, enhance, and deliver interagency volunteer orientation and training program.**

Volunteer training sessions composed of numerous educational events are offered three times each year: fall, winter and spring. The IVP team completed a total of 17 successful training events. The trainings are as follows:

- 10 volunteers completed First Aid/CPR/AED training on April 1, 2008
- One volunteer completed the Fall Colors training on October 3, 2008
- One volunteer completed the Graffiti Removal training on October 14, 2008
- Two volunteers completed the Interagency Orientation training on October 18, 2008
- Two volunteers completed the Cultural History Brownstone training on October 28, 2008
- Four volunteers completed the Bird training on November 6, 2008
- Six volunteers completed the Cultural History of Brownstone training on November 11, 2008
- One volunteer completed the Christmas Bird Count training on November 21, 2008
- Five volunteers completed the History of Southern Nevada training on November 22, 2008
- 14 volunteers completed the Interagency Orientation training on March 4-5, 2009
- 15 volunteers completed the First Aid and CPR training on March 14, 2009
- 22 volunteers completed the Native Plant training and Wildflower hike on March 14, 2009
- Four volunteers completed the IVP orientation training on March 19, 2009
- 13 volunteers completed the Graffiti Removal training on March 21, 2009
- Two volunteers attended the bird training on April 16, 2009
- 13 volunteers completed the First Aid and CPR training on May 9, 2009
- 24 volunteers learned about the natural and cultural resources of the Spring Mountains National Recreation Area and the Desert National Wildlife Refuge on the bus tour May 22, 2009

**Task 7. Identify possible grant and donation opportunities to help support and sustain the program.**

The following accomplishments in enhancing the sustainability of the program occurred from July 1, 2008 to June 30, 2009:

- Developed 2009 media campaign targeting specific markets to meet the various SNAP team operational needs, thus enhancing the sustainability of the team initiatives.
- Began development of a portfolio of materials that will serve as a mobile open house to provide information about volunteering through Get Outdoors Nevada to local businesses and corporations. Information about sponsoring events will be included in the materials.
- Assisted the Fish and Wildlife Service in receiving a grant to recruit volunteers to assist with invasive species removal and restoration work.
- Submitted a grant to the National Fish and Wildlife Foundation to provide service learning opportunities for schools.
- Assisted the Fish and Wildlife Service in requesting regional Connecting People with Nature funds to provide families with opportunities to visit a refuge and volunteer in a restoration project.

**Task 8. Plan and implement volunteer recognition initiatives and events.**

Two hundred and five volunteers attended the fourth annual Volunteer Recognition Awards Ceremony on November 1, 2008 at the Renaissance Hotel in Las Vegas. The Recognition banquet is the Interagency Volunteer Program’s way of honoring and thanking volunteers for all of their service and dedication to Nevada’s public lands.

- Ten undergraduate students from the College of Hotel Administration coordinated logistics with IVP Volunteer Program Associate Tammy Gerber.
- Feedback from volunteers and federal land managers was positive.
- Mr. Douglas Blankinship, Volunteer.gov Portal Manager and Partnership Associate Director for Take Pride in America, traveled from Washington D.C. to be the guest speaker. With a lifelong passion for volunteerism and over 40 years of professional experience, he was an inspiration to the volunteers, as well as to the staff members. Mr. Blankinship quoted statistical data pertaining to Nevada’s low numbers in volunteerism and pointed out that the overwhelming majority of the state’s volunteer hours come from service on SNAP lands. He emphasized how important and instrumental each and every one of our volunteers are to supporting Nevada’s public lands.
- Seven awards were presented this year in the following categories:
  - **Volunteer of the Year Award** winner was Joseph Betzler. Mr. Betzler received this award for his direct support in the Interagency Blackbrush Seed Collection project.
  - **Cultural Site Steward of the Year** winner was Chuck Williams. Mr. Williams received this award for his contribution to the protection or archaeological and natural resources in Clark County.
  - **Volunteer Group of the Year Award** winner went to The Area 52s. The Area 52s received this award for volunteering over 600 hours to help support and maintain Nevada’s public lands.
  - **Lifetime Achievement Award** was Bob Kinsler. Mr. Kinsler received this award for his outstanding dedication to the Interagency Volunteer Program. With over 9,000 volunteer hours Mr. Kinsler is the epitome of volunteerism.
- Volunteer Supervisor of the Year Award winner was Dan Rose. Mr. Rose received this award for his excellent leadership abilities at Boulder Beach, Callville Bay, and Boulder Campground at Lake Mead National Recreation.

- Special Service Award winner was Bailey Middle School. Bailey Middle School received this award for its service – in education, containment activities, and research – related to invasion of Lake Mead by non-native mussels.

- Sponsor of the Year winner was Saxby’s Coffee. Saxby’s Coffee received this award for their donations to the Interagency Volunteer Program. This organization lives by its mission, “All owners and employees to become active in their communities and to help in any way they can.”

- Take Pride in an America Project Manager, Doug Joslin was also recognized for his contributions to the program.

Submitted by:       Date:  June 30, 2008

Margaret N. Rees, Principal Investigator
Learn and Grow with the Interagency Volunteer Team

Accomplishments

Recruitment, Marketing and Outreach
- 5500 volunteers in database, 4251 active
- Successful media campaign (requests doubled)
- Volunteer relationships support urgent needs

Interagency Projects
- Anti-litter, LE and Restoration
- SNAP team outreach (GIS, Science & Research, Restoration, Recreation)

Training
- How to Succeed training
- Interagency Orientation condensed

Recognition
- Formal volunteer awards program
- Over 200 volunteers attend the banquet
- Volunteer newsletter and website
- National Volunteer Week recognition
- Thank you notes sent after each event

Collaborative Partnerships, Grants & Donations
- Students planning banquet
- Various donation solicitations
- Corporate contacts

Lessons Learned

Recruitment, Marketing and Outreach
- Internal marketing is needed

Interagency Projects
- SNAP teams need support to work with volunteers
- Working with other teams enhances volunteer retention and builds stewardship

Training
- Orientation training could be a blend of classroom and technology based learning
- Training needs to be related to volunteer position descriptions
- Enrichment opportunities should tie into recognition and retention strategy

Recognition
- Scheduling the date for the banquet requires coordinating with other volunteer groups

Collaborative Partnerships, Grants & Donations
- Developing partnerships takes constant care and feeding
- Turn over adversely effects momentum
- Evaluation is needed to determine beneficial partnerships
Learn and Grow with the Interagency Volunteer Team

Next Steps
Recruitment, Marketing and Outreach
Shift to recruiting for operational volunteers
Target marketing for volunteers
Continued outreach to SNAP teams and agency staff with full team participation
Community outreach tracking

Interagency Projects
Responsive, on demand training schedule based on supervisory needs
Interagency volunteer needs assessment and action plan

Training
On-line orientation training modules
Explore alternative ways of delivering How to Succeed with Volunteers training

Recognition
Graduated system of recognition based on hours and years of service

Collaborative Partnerships, Grants & Donations
Development of donation contact list by PLI graduate assistant
Exploration of citizen science projects involving the public lands
Development of National Service Act and stimulus grants

Future Funding Needs
Project Management
  Database
  Website
  Marketing
Volunteer assistant positions
Volunteer support supplies and equipment
Formal volunteer recognition program
Learn and Grow with the Interagency Volunteer Team

The Value of an Interagency Team

- Establishes Southern Nevada land management agencies as innovative leaders
- Synergy of volunteer database encourages volunteers to help other agencies
- Enhanced accomplishments strengthen funding requests
- Provides continuity of institutional knowledge during staff turnover
- Timely sharing of challenges and opportunities enriches all programs
- Pooling of resources (staffing and physical resources) prevents redundancies

Support Needed

- Managers and supervisors verbal and written encouragement to work with the interagency volunteer team
- Managers support of development of volunteer needs assessment and action plan
- Managers and supervisors support for field staff to work with volunteers
- Prioritizing the use of obligated SNPLMA funds to hire volunteer assistant term positions
- Understanding of individual agency vision for interagency collaboration
How to Succeed with Volunteers
Interagency Training Evaluation
March 4-5, 2009

Usefulness and application of training to SNAP team members' jobs

5 = Very Useful
3 = Moderately Useful
1 = Not Useful