**Library Volunteer Leaders - Notes**

**2-16-22 1:30 EST**

Host: Wendy Johnson, Indianapolis Public Library, wjohnson@indypl.org

Meetings will be held every Wednesday at 1:30 EST for an hour until further notice. We’ll use the same Zoom link each week. Please share the link with fellow library volunteer leaders.

Zoom:  https://us02web.zoom.us/j/85199850785?pwd=WHorb3h2ckgvZjhZT1BOVWxEMzhlZz09

Meeting ID: 851 9985 0785

Access Code: Volunteer

# **Topics Discussed**

**Volunteer Proclamation**

Looking for language to use regarding volunteers/volunteering during the pandemic. (Tammy S.)

* Pre-pandemic sample at the end of the notes
* Please send any samples to Tammy S., Wendy J., and Carla L. for distribution

**Systemic Racism in Libraries**

"A new [report](https://www.stangreensponcenter.org/wp-content/uploads/2022/01/SystemicRacismInMecklenburgCountyGovernment.pdf), researched and written by public library staff, lays bare the history of racist policies implemented by the Mecklenburg County government since its founding. The nonprofit group that organized the report’s publication now want the city of Charlotte to commission a similar undertaking. The report, finished in September and written by the Charlotte Mecklenburg Library and the Robinson-Spangler Carolina Room, covers more than 150 years of racial injustices, focusing primarily on actions by white government officials and elected members of the Mecklenburg Board of County Commissioners. ..."

<https://www.charlotteobserver.com/news/politics-government/article258291813.html>

**Volunteer Engagement Goals**

What are we doing this year to move volunteer engagement forward? We’re going to be busy!

* Revise and post volunteer handbook on-line
* Niche Academy platform –
	+ Add training: General orientation for all volunteers, Summer Reading Program training for Teen volunteers, Discovery Garden Guidelines, COVID Safety, Intellectual Property, Diversity/Equity/Inclusion, Virtual opportunities, How to use new vol mgmt tool, Conversation circle facilitator, staff training to work with volunteers,
	+ Access can be set to public or private
	+ Editing tool (not free) that Jessica L likes Camtasia Studio - <https://www.techsmith.com/video-editor.html>
	+ Taking our orientation virtual. There will still be an in-person competent, but I want about 50% to be in Niche Academy
	+ We've been using Niche academy for the volunteers since 2020, when everything had to go virtual. They have their own channel and most people have been able to access it and view from home. Our library is moving away from niche, as the city is going to a different city-wide training platform. I'm hoping that I will be able to keep my volunteer niche channel
	+ Volunteer Celebration “thank you” recordings
* Transition to new volunteer management product
	+ Does anyone have a Better Impact transition plan? Send to Becky B, Liza D, and Wendy J. Thanks!
* Bring back in-person Summer Reading Volunteers after 2 long years away AND keeping virtual model (Teen street team)
* Reconfigure volunteer structure – centralized vs decentralized across a large library system
* Construct and implement an Internship Program for high school and college students
* Increase role with the foundation/Friends/Book sale
* Move book sale from Annual to bi-annual
* Create marketing pieces to increase eBay book sales
* Work my Service Enterprise plan
* Create a handbook for volunteer supervisors
* Increase the number of volunteers who speak another language (other than English)
* Cultivating new Teen opportunities that will work in the COVID world

**Professional Development Goals**

* Advocate for departmental growth (staffing) and self-sanity
	+ Saying “no”
	+ Realizing when we are the bottleneck in the process
	+ Setting priorities
* Obtain CVA – Hints for studying
	+ Read the book, go over the material
	+ Remember – You do this work every day. You know what you’re doing.
	+ Join a study group –The more diverse the type of industry the better.
	+ Groups: FB, Alive, Canadian Facebook study group page, it's super helpful; <https://www.facebook.com/VMPC.Certification/>
	+ The test is broad knowledge for many types of organizations – don’t overthink it.
	+ Some are able to have work pay for test and study materials. It’s part of my Professional Development plan.
* Renew CVA (due every 5 years)
* Cutting back on Webinars – focusing on quality speakers and new topics
* Conferences
	+ Texas Volunteer Management Conference (TVMC)
	+ Minnesota Alliance for Volunteer Advancement (MAVA)
		- Volunteer Engagement Leadership Conference
		- Equity and Inclusion Conference
* Managing burnout – Marcia offered to do a session for us. Yes, please!

**Accountability**

* + Buddy system

## **Training Opportunities**

* Visit [GetInvolved ClearingHouse](https://getinvolvedclearinghouse.org/) for FREE volunteer leadership-focused training (and resources, too)!
* Building Back Better: Assessing Needs & Identifying New Opportunities with Beth Steinhorn, March 17. Free! Register here:<https://attendee.gotowebinar.com/register/666021892123506703>
* I just don’t have time: Prioritize your way to productivity with Becky Lunders, March 31. Free! Register here: <https://attendee.gotowebinar.com/register/3735565886781018383>
* Social Media and Volunteer Engagement with Jennifer Bennett, April 14. Free! Register here:<https://attendee.gotowebinar.com/register/4516859057848416016>
* Pushing Back on Privilege in Volunteerism with Sue Carter Kahl, May 12. Free! Register here:<https://attendee.gotowebinar.com/register/950485341438249229>
* Understanding the Multi-Gen Mix with Faiza Venzant, May 26. Free! Register here: <https://attendee.gotowebinar.com/register/956562342205268748>

## **On-going Educational Resources (just a few)**

* Volgistics National Peer Group – online – 2nd Tuesday of the month – free!
	+ FMI contact Jessica Link, linkj@crlibrary.org.
* Better Impact User Group – online – 1st Tuesday of every other month – free!
	+ April 5, and June 7, 2022, 2p EST/11a PST<https://us02web.zoom.us/j/86131303138?pwd=RlBWN2U4SWpZZEdXNEhOem9uTUZJdz09>
	+ Meeting ID: 861 3130 3138
	+ Passcode: 240307
* Join the GetInvolved listserve by emailing Carla, clehn@califa.org. Fabulous resource with samples, weekly news & updates.<https://getinvolvedclearinghouse.org/>
* VolunteerMatch. Free sessions (and recordings) on many of the topics we discuss in this group: <https://learn.volunteermatch.org/>

## **Future Topics**

* How to deeply establish library values across the system (especially volunteers)
* Impact vs. Output (possible guest speaker)
* Working in a union library
* Staff working with volunteers: tips, not tricks
* Volunteer Orientation/Training: formats (in-person/virtual), content, do you train all “jobs” or hand off to a staff member, etc.
* Opportunities without onboarding barriers? Pop-up volunteering, Informal Volunteering
* Our leadership role, what new things are we doing? Resources to share? (encore)



**Proclamation**

**Volunteer Appreciation Month**

**April 2019**

**WHEREAS**, volunteering of an individual’s time and resources is an essential part of the Sherwood community spirit; and

**WHEREAS**, individuals and communities are at the center of social change, discovering their power to make a difference; and

**WHEREAS**, National Volunteer Week was established in 1974 and has grown exponentially each year, drawing endorsement from all US presidents since 1974 and from governors, mayors and other elected officials; and

**WHEREAS**, volunteers show every day through their actions that they truly care about our community and the people who live here; and

**WHEREAS**, we continue to rely on the efforts of dedicated volunteers to enrich our community, recognizing the volunteer sector as a third partner with government and business in building strong communities; and

**WHEREAS**, by volunteering and recognizing those who serve, we can promote partnership, understanding and compassion in our community; and

**WHEREAS**, the giving of oneself in service to another empowers the giver and the recipient; and

**NOW THEREFORE**,let us honor, celebrate and thank those volunteers in our community who share their time, energy, knowledge, and abilities by proclaiming April 2019 as Volunteer Appreciation Month in Sherwood, Oregon. In so doing, I, Keith Mays, Mayor, call upon all citizens to help to renew and sustain the Sherwood community spirit by committing themselves to address the needs of our community through voluntary action.

 Keith Mays, Mayor