**Library Volunteer Leaders - Notes**

**3-2-22 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**

**Partners volunteering together**

Wife and Husband volunteering together… What happened? The wife will have “the conversation” with the husband.

**Niche Academy**

Judy England, [judye@deschuteslibrary.org](mailto:judye@deschuteslibrary.org) would like to connect with anyone using Niche Academy. She’s contemplating using the tool and has questions.

Folks who are currently using Niche Academy:

* Tammy Steffens
* Heidi Port
* Jeanie Ziegler
* Jessi Bishopp
* Kelsey Sprys
* Jessica Link
* Leslie Goto
* Emily Fleming
* Wendy Johnson and Amber Bourekslater have access but are currently not using

**GetInvolved education offering** (see the list below)

Great news! These sessions will count toward CVA continuing education. Continuing education for librarians is different from state to state. (Oregon does not have a continuing education requirement for librarians; Indiana does.)

**Unions and Volunteers**

* Example:
  + The library has a 20-year long collective bargaining agreement
  + All volunteer descriptions are reviewed by the union for alignment with contract
  + 2-year review cycle
  + 17 active position descriptions, only created by request from staff. They are very broad so they don’t have to be reviewed regularly. Ie Adult program support, Youth program support
  + Volunteer Coordinator is not union eligible
* Example:
  + Collective bargaining will open in March
  + Union is not involved with volunteer engagement
  + Volunteer coordinator is a member of union
* Example:
  + Pages are union and pushing for volunteers to “not shelve materials”
  + Volunteer Coordinator is classed as union but is in conflict with union members in her role recruiting volunteers
  + Librarians absolutely won’t let go of direct patron service
  + Volunteers are very much background players to a large degree. I'm slowly changing the thinking of that, but honestly I don't think I'll live long enough to accomplish it.
* Example:
  + We are not union, but volunteers are not allowed to shelve in our three libraries that still have "Shelver" only positions. This is because volunteers may perform pieces of staff duties, but shelving would be doing the essential functions of those particular staff members, which is not allowed. In most of our libraries, shelving only positions have been phased out, so volunteers are allowed to help with shelving at those locations.
* Volunteers can do parts of staff jobs? computer support. A booking system helps to sort patrons based on their needs into “a volunteer can help” or this question is for a staff member.
* Union Rep is on the internal volunteer engagement committee
* HR would review all volunteer descriptions as the liaison with the union
* <https://tobijohnson.com/what-is-a-volunteer/?utm_source=ActiveCampaign&utm_medium=email&utm_content=ProNews%3A+What+s+the+Difference+Between+Volunteers+%26+Employees%3F&utm_campaign=3%2F2%2F22+ProNews>
* For Union resources in the Clearinghouse, click on Training Materials, then from the dropdown menu select Engaging Staff and Unions — <https://getinvolvedclearinghouse.org/>
* We are unionized, our pages are part of the union, but volunteers are able to shelf read, just not shelve books. Same story, except for two sections Media (movies, video games, music) and YA Fiction. Those have been carefully planned with leadership and key unionized staff support.
* Not union, but I am struggling to get circulation volunteers in all our branches that used to have them too. I'm hearing that some of the reason is that they are trying to justify getting more staff.
* I am part of our “Admin Exempt” group, meaning exempt from the union.

**Volunteer Engagement Staff and Programs**

Does the volunteer engagement staff also create and run a program including recruiting & training volunteers for that program?

* I’ve been explicitly told, “program creation is not in your position description”. (2 similar responses)
* Homebound delivery program
* Reading to Seniors
* Internship Program
* Seed Library Program

**Seed Library tips for volunteer recruitment**

* Autism Consultant – this population loves this project
* College Horticulture students – there’s a fraternity for this group – school credit
* Casino workers – they are super fast at counting!
* Grange Hall
* We have seed libraries, but a staff member at each library oversees the program and the volunteers for that program
* We’ve recruited Master Gardeners to package seeds and support the branch collections – They love it!
* Girl Scout Project
* Rotary Club was great!
* 4H groups
* Contact your local Master Gardener clubs & certifying entity
* Partner with a local community garden

## **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](mailto: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, [at clehn@califa.org](mailto: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**

* Do we want to have a user group for Niche?? Maybe even just one meeting?
* Can you add this question to a future meeting please? taking an informal poll -does your library take on court ordered volunteer hours? (Leslie)
* Impact vs. Output (possible guest speaker)
* Staff working with volunteers: tips, not tricks
* Burnout: How to put out the fire. Marcia Hale will present! Yea!
* 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)