**Library Volunteer Leaders - Notes**

**10-13-21 1:30 EST**

**Host: Wendy Johnson, Indianapolis Public Library**

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Hello, Friends –

AmeriCorps, Staff Surveys, and Class & Compensation Studies, were on the agenda for today. Liza ([lizaj@multcolib.org](mailto:lizaj@multcolib.org)) and Carla ([clehn@califa.org](mailto:clehn@califa.org)) are looking for samples of Volunteer Coordinator handbooks and/or training materials.

Please, take care!

Wendy J

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…**the more smart people the better**.

Zoom:  [https://us02web.zoom.us/j/85199850785?pwd=WHorb3h2ckgvZjhZT1BOVWxEMzhlZz09](about:blank)

Meeting ID: 851 9985 0785

Access Code: Volunteer

**Topics Discussed**

**Working with AmeriCorps/Vista**

Many of our group have been part of these programs as either participants or coordinators.

* To have AmeriCorps members an application/grant request is made. Typically for a large number of participants (20+). California is just now applying for a 6-year grant for 70 AmeriCorps members. The recommendation is to collaborate with other organizations and pool together the resources OR to connect with an existing program to request a few members.
* Goal to expose librarianship and library careers in general to participants
* This is a HUGE project to undertake – LOTS of reporting and paperwork. It is possible to write into the grant funding for administrative/manager support.
* AmeriCorps members are paid a stipend in part by the host organization. Incremental increases from year to year
* Vista – Marcia Hale was a program manager. Members participated for 3 years with a measly stipend, focused on the root causes of poverty
* Projects can be short-term or long-term – Scope of the projects to be completed in the timeframe given
* AmeriCorps/Vista programs have been newly reconfigured nationally
* Participants get an educational award - $ - at the completion of the commitment know of one local organization who had a VISTA Volunteer Coordinator and that position turned into a grant funded role the year after and is now, I believe, a permanent role
* Our library has had summer VISTAs, as well as some annual VISTA placements. Unfortunately, I don't know the ins and outs of the process; Jessica Link knows all those details. But I do know they've all been great!
* CaliforniaVolunteers is currently running its funding for AmeriCorps -- due Nov 8. For those who were interested, they've started to post the webinar recordings as well. Might give folks a sense of the program and what it entails: <https://www.californiavolunteers.ca.gov/grants/americorps/2022rfa/>
* Contact your state organizer for more information: <https://www.statecommissions.org/state-service-commissions>
* Life-changing experience for participants. Liza changed career paths as a result of her experience. We’re glad she did!

**Volunteer Coordinator Handbook**

It sounds like many of us are creating/evaluating volunteer coordinator handbooks. Please send any samples you might have to Liza and Carla.

**Book Club**

Leslie asked for book/podcast/audiobook/documentary recommendation for DOVIA Sacramento Book Talk panel. It should be volunteer-centric but I think as long as it inspires you to help the world or just your neighborhood, it does not necessarily have to be all about volunteering.

* Think Again, by Adam Grant
* Rob Jackson's podcast: <https://soundcloud.com/rob-jackson-consulting>
* Carla will share the November 18 DOVIA book talk link when it’s available

**Staff Survey for volunteer needs**

Does anyone survey their staff to find out what they need and want in term of volunteer coordination support or training on working with volunteers? I would love to see a survey like this, if they exist. (Kate and Christine)

* Questions:
  + Experiences working with volunteers
  + What’s needed from volunteer resources?
  + What are the challenges?
  + What volunteer needs do you have in your branch/department?
  + What resources can we provide for your success?
  + Describe any unique situations
* We battle the institutional long memory of staff (a volunteer might have done something ‘wrong’ 10 years ago and it still lingers
* Might get better results meeting in person
* Survey of volunteers is very helpful– not staff
* Surveys in the past but not recently
* Pre-covid/post-covid – ‘try’ to qualify responses by framing the questions. “In the past 12 months…”

**Class and Compensation Study (Kate)**

System completed a study started 2-years ago and re-classified all the jobs. One note they had is that supervision does not include volunteer or consultant supervision. I am wondering if there is a precedent anywhere that creates some type of calculation or gives credit for the supervision of volunteers, even though they are not full-time staff. I understand that it is not the same as an employee but perhaps there is research or precedent on where some calculation this has been done to recognize the supervision of volunteers; maybe something like every 10 ongoing volunteers you manage would be worth .5 of a staff member. I would be curious to know this and would love to ask the group.

* Does a part-time staff member count as a year of service
* Is volunteer supervision included in any staff position descriptions. (Especially the volunteer coordinators in branches.)
* Are staff evaluated on their interactions with volunteers?
* This is a reminder. Volunteerism is a strategy not a program
* Check out The Alliance for Volunteer Engagement – maybe some resources. Especially the organizational chart that shows volunteers across your system.
* Review the Service Enterprise work you’ve done
* Check out samples of volunteer coordinator position descriptions on <https://getinvolvedclearinghouse.org/> Send yours to Carla if you’d like to share – branch volunteer leaders and/or volunteer resources managers.

**Training Opportunities**

* [ServeOhio annual conference](https://www.serveohio.org/News-Events/Ohio-Conference-on-Service-Volunteerism/Conference-Session-Descriptions), virtual, Oct 27 & 28, $50
* Niche Academy Library Online Learning Conference, January 21, 2022. [FMI](https://www.nicheacademy.com/library-online-learning-2022?utm_campaign=Library%20Online%20Learning%20Conference%202022&utm_medium=email&_hsmi=146863292&_hsenc=p2ANqtz--3cVBwJ-Q-lv0G6yXlSEDODwrLH6naND1JkxoEJ9XxptErrjMOwPp1TBWV-DM72TaQ2fTIryrwwBcq85sqF9WmpyvisA&utm_content=146525130&utm_source=hs_email)
* [MAVA Dismantling Inequities Conference](https://mavanetwork.org/content.aspx?page_id=22&club_id=286912&module_id=484644), virtual and interactive, Dec 9 & 10, 2021

**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](about:blank). Recordings are available after you sign a release.

* Better Impact User Group – online – 1st Tuesday of every other month – free!

December 7, 2021, February 1, 2022, April 5, 2022, 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](about:blank). Fabulous resource with samples, current news & updates. <https://getinvolvedclearinghouse.org/>
* VolunteerMatch. Free sessions on many of the topics we discuss in this group: [https://learn.volunteermatch.org/](about:blank)

**Future Topics**

* Boundaries with Volunteers: social media, off-property gatherings, etc.
* Volunteer Manager Ethics
* Staff working with volunteers: tips
* Volunteer Orientation/Training
* Difficult conversations
* Opportunities without onboarding barriers? Pop-up volunteering, Informal Volunteering
* Teen Advisories
* Circle Back for updates:
  + University of North Carolina – Charlotte (UNCC) Class Project Update – Chauna
  + Chauna –“that troublesome patron” update?
  + Our leadership role, what new things are we doing? Resources to share?