**Library Volunteer Leaders - Notes**

**12-8-21 1:30 EST**

**Host: Wendy Johnson, Indianapolis PL**

**wjohnson@indypl.org**

Hello, Friends,

We’ll be taking a break on December 22nd and 29th. Happy Holidays to you and your family! I hope you find an opportunity to slow down and recharge.

Thank you Jessica Link for leading the group discussion last week. As we already knew, she’s AWESOME!

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

Meeting ID: 851 9985 0785

Access Code: Volunteer

**Topics Discussed**

**Housekeeping**

* “Sticky Situations: Applying Ethics to your work with Volunteers” with Katie Campbell. Breakouts will take the session to 90 min. Is that okay? Yes. The group voted to extend our session from 60 to 90 minutes for Katie’s presentation.

**Special project – volunteer vs. paid staff**

The situation: the holiday collection will be returning to its storage location in the next few weeks. Hourly staff has been offered overtime (with manager approval) to receive, shelve, and curate the collection. The collection manager has also asked for volunteers. Is this okay? If volunteers are utilized, are we taking away an opportunity from staff to increase their pay? Does this look/feel like supplanting staff.

* Isn’t this fiscally responsible? To utilize volunteers and not pay staff?
* You’re not removing a staff person, so not really supplanting
* Union contract is explicit for one – Volunteers can do anything staff can do. What does the Union contract say?
* There’s enough work for everyone.
* Staff should have first-right-of-refusal. Schedule staff first and fill in with volunteers.
* Follow standard labor laws for your municipality
* The task is supplemental to staff role, therefore not supplanting
* Similar situation with processing student cards. We’ve called in corporate/civic volunteer groups to do the work. The staff coordinator also called in staff for overtime (without volunteer resources’ knowledge.)

**Literacy/Tutoring Programs**

Situation 1: The volunteer and student are supposed to meet 100% virtually. However, we’ve learned that some volunteers are meeting outside of the library, or inside the library per the program manager’s request. They have decided to not document the sessions stating it’s volunteer personal time.

Situation 2: The volunteer is comfortable with having the student in her home for tutoring.

* Students are not screened
* Clearly publish library’s position…during volunteer training, student sign-up, on the webpage, and position description

Situation 3: Tech Tutor was hired by the student/parent as a babysitter or tutor on other subjects.

* Remove the Tech Tutor from their assignment. They can still volunteer in other areas.
* Discuss outside relationships with tutors during onboarding/orientation/training. Ask the tutor to communicate any relationship changes to you (before they happen).
* Pick up the phone and have the conversation. This is not a time for an email string.

**COVID**

* Doing in-person adult and youth programs for the past few months. Not sure if there has been any conversation about changing due to the new variant. Probably will depend on the infection rates.
* We’ve been doing some in-person programming – our population wants all in person
* We’ll be starting youth programming the 1st of the year
* <https://www.ctvnews.ca/world/runny-nosed-hippos-test-positive-for-covid-19-in-belgium-1.5694780>

**Bonuses:**

Consider student cards being digital instead of physical cards.

* We have something similar where students use their student ID as a library card https://multcolib.org/libraryconnect

Salary

* The salary schedule for 2022 was released. Pages have been significantly bumped to 12.50 – 17.50/hr
* Our paid internship program is $20/hr

**Training Opportunities**

* 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)

**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!

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. 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**

* End of the year reflection/inspiration list – have a salon sharing opportunity – something you’re proud of in your library/volunteer program from the last year; something new you’re doing; a new way you’ve engaged volunteers; what are you up to? – Could be good for end of the year or to start the new year
* MAVA DEI conference recap - Lesli
* When a **big change** is coming to their Library, how do you keep volunteers excited/encouraged/looking forward to the change? (Steven)
* Volunteer Manager Ethics presented by Katie Campbell
* How to deeply establish library values across the system (especially volunteers)
* Impact vs. Output
* Working in a union library
* Staff working with volunteers: tips, not tricks
* Volunteer Orientation/Training
* “Home Delivery Models” Presented by IndyPL scheduled for February 9th
* Opportunities without onboarding barriers? Pop-up volunteering, Informal Volunteering
* 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?