**Library Volunteer Leaders - Notes**

**1-27-21 1:30 EST**

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

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Hello, Friends -

Recognition season is right around the corner! Even in a time when we can’t count on meeting in person for an event we have some amazing ideas! Bookplates are pretty popular; if you have a bookplate used for volunteer recognition, please send a picture to Carla for posting in “Hot Topic” on the Get Involved Clearinghouse ([clehn@califa.org](mailto:clehn@califa.org)). We also briefly touched on how to navigate engaging volunteers with different abilities.

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 meeting 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>

Access Code: Volunteer

If you’d like add/check/update your contact information on our shared Google doc: <https://docs.google.com/spreadsheets/d/19blg00lShuMShHK2ab1TGeiK6kYqGfpvxz8qO9F8nnM/edit?usp=sharing>

**Topics Discussed**

Volunteer Recognition – year round and April

* Usually a luncheon in April/May. Not in 2021. Looking for a “homecoming spirit week” kind of appreciation.
* Dinner for 2021 cancelled, usually have awards, hand out pins 5-10-15 yr., game, staff join
* Survey of volunteers: One system had an overwhelming response for a virtual event, another the opposite
* Video presentation in Oct 2019 for service awards. Vols still received certificates and gifts.
* Harrisburg, PA has decided that nothing will be done, there’s “no need”. (Note: they no longer have an active volunteer coordinator.)
* Big event in August - plans underway. Going virtual but considering a hybrid event in the chance that LA County lifts restrictions. Investigating an event planning group called Encore Global who can make the logistics happen.
* Emailing certificates, pins and letters this year.
* Friends annual symposium
* Considering pre-recorded awards via zoom
* Doing a Make & Take project to all do together on zoom
* Mini-parade: decorate van, deliver awards to volunteers’ homes, record delivery and include in a zoom presentation. (volunteers live fairly close to the library)
* Activities throughout the year – notes, games on line, delivered flowers, thinking that for Valentine’s Day asking staff to call. Any ideas for St. Patty’s Day are welcome!
* Breaking the bigger event down into smaller pieces:
  + Panel discussion re Library Science degree – a person currently in the program, the City Archivist, a representative from a school, information science graduate.
  + Rare book discussion, tour of room
  + Selection, Curation and weeding process (Volunteers loved this and became stronger advocates)
  + Discussions with Adult and/or Youth collection manager
  + Book talks – give away ARCs
  + Generally things behind the scene
* We have an author talk for our community-wide reading event every year and usually get tickets for a small number of volunteers (it sells out every year). This year it's online and our partner organization who's holding the author talk is offering free tickets for anyone who would face barriers in attending due to cost. I'm excited to be able to promote it to all volunteers this year! (Liza)
* Event has a big raffle with fun gifts from Out of Print. People love the socks, mugs and pins for their lanyards. <https://outofprint.com/>
* In 2018, we did an open house where department heads set up stations to showcase their department - programming with a 3D printer and virtually reality, collections with their circulating kits (knitting, sewing, coloring, etc.), altered books crafting, tours and "pick a free book" from the Friends, a local historian talking about the history of the Library and city. Lots of engagement with staff and volunteers - everyone walked away feeling more connected. We rented a popcorn machine and soft-serve ice cream machine. Low cost but lots of fun. (Jessica)
* Mail teens certificates once a year, and then make the PDF available to the staff for printing additional copies.
* Teen event: Name that tune game – there’s a DJ app that makes this easy - prizes
* Since last year was cancelled…should this year be a recognition of two years? We think “yes”.
* Swag
  + Touchless door opener keychain
  + T-shirts with logo and “volunteer”, very well received
  + New award created on 3D printer – medallion - with volunteer names
  + Travel mug, brass book mark, Bookend with photo frame
* Bookplate
  + 10 hrs. in the year, children’s book – super cost effective. Book plate is cut out of book when it goes to book sale. Records of books/names are kept on-line for all to see. The book with the plate is noted in the ILS so if the volunteer really wants to see the book, they can be provided the branch where it is currently located.
  + For hours or years – 100 hrs. or 10 years
  + For our bookplate program we ask volunteers to select a genre or two and then the bookplates would go into a new book that was already being purchased by our collections folks
  + Printed in-house
  + Most of the books used for this are already on the to-be-purchased list
  + Special collection addition – book is purchased in their name ($25), purchase is determined by special collection librarian who can combine funds into one book (i.e. 4 volunteers give them $100 to spend)
* Coffee Hour – started this last year, weekly for sorting site volunteers. Keeping the social connections, includes a question of the day to get to know each other, big hit was “what’s the 1st historical event that you remember living through”, board members are invited, and volunteer coordinator’s supervisor. This has been a win-win.
* Book club, book bingo
* Event formula: Executive Director welcome, Public Services update, author speech, everyone receives a signed copy of the author’s book. Hors d’oeuvres to start and dessert at the end (no meal)
* Each branch can also give 4 unique awards: Shining Star, Homework Helper, Customer Care and/or Team

Placement for volunteers with differing abilities

* Example: a volunteer was asked to call donors to remind them about upcoming events – yes this took more time to manage – however the volunteer was able to find employment in a call center.
* Example: We've partnered with a school as well and hosted students with developmental disabilities and they helped us train volunteers for specific placement. We ended up hiring one of the students following her volunteer experience and she has been promoted twice!
* Partnerships with adult day programs and the local community college for volunteers with varying levels of disabilities
* “What may seem like something easy to you may be an accomplishment to someone else.”
* More direct interview
  + What skills do you have that fit an opportunity… or what smaller piece of a role could be done
  + Are there any behaviors we should be prepared for should we find an opportunity?
  + Is it okay to share this disability with appropriate staff?
  + Try the skill during the interview
* Job coach teams only, we train the coach, the coach stays with their consumer
* Has anyone gone to organizations that support volunteers with disabilities to do a listening session or anything? To find out what would make volunteering at your library possible for their members/clients/community? (Liza)

**Resources and Training Opportunities**

* Volgistics National Peer Group – on-line – 2nd Tuesday of the Month – free!

FMI contact Jessica Link, [linkj@crlibrary.org](mailto:linkj@crlibrary.org). Recordings are available.

* Join the GetInvolved list serve by emailing Carla, [clehn@califa.org](mailto:clehn@califa.org). Fabulous resource with samples, current news & updates.
* VolunteerPro. Keep Remote Volunteers Engaged: 5 Simple Tactics to Keep Your Supporters Connected, Inspired, and Ready to Roll When COVID is (finally!) Over  
  February 2, 3, or 10, 2021, Seats are limited and we generally sell out for our free trainings.    
  So, [SAVE YOUR SPOT Now >>](https://volunteerpro.lt.acemlnb.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZ2b2xwcm8ubmV0JTJGd2ViaW5hci1rZWVwLXJlbW90ZS12b2x1bnRlZXJzLWVuZ2FnZWQlMkY=&a=1000506578&account=volunteerpro%2Eactivehosted%2Ecom&email=kqYTq9rMKDivUJHM9eRsWcPHscJHbbOnxyOvPlnI2kE%3D&s=e54af8fa673c7c311c1b07c7b9ff2ed6&i=863A958A1A6181)
* ALIVE membership ($50/yr.) upcoming monthly training looks great! And new Communities of Practice starting.
* 2021 Texas Volunteer Management Conference, Shaping the Future of Volunteerism,

100% Virtual, May 13 & 14. $20 for Student/AmeriCorps, $35 General Admission. <https://www.texasvmc.org/>

* Texas Volunteer Management Conference 2020 Past Webinar recordings – FREE –

<https://www.texasvmc.org/webinars/>

**Future Topics**

* Volunteer advisory groups
* Volunteer mission statement & vision
* Our leadership role
* Volunteer communication – newsletters, Facebook group, or ??
* Volunteer Coordinator Training. What’s covered?
* Circle Back for updates:
  + January. University of North Carolina – Charlotte (UNCC) Class Project Update – Chauna
  + Reinventing volunteer engagement in our libraries – removing barriers