**Library Volunteer Leaders - Notes**

**3-3-21 1:30 EST**

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

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Hello, Friends –

Reminder, please help us learn about our peers by completing this survey about library volunteer engagement pre-covid and current times: <https://www.surveymonkey.com/r/LibraryVolunteerLeaders>.

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**

* Any outside-the-box ideas for recruitment.

I can't get people who want to come in to support the newly reopened used book store. They are fearful, have gotten comfortable “at home”, or have moved. Have already posted to VolunteerMatch, social media, and making personal calls. (Donna)

* Could any part of the work be done off-site?
* Maybe corporate groups or homeschool pods
* High school groups that require volunteer hours (National Honor Society, Key Club). Although they usually have to be evenings/weekends, they’ve been a fun group to have on our team! I know that some jobs aren’t ideal to give teens, but others suit them really well. We have several in our book store. ☺
* College sorority that needs volunteer time
* Check meetup.com to see if there are any volunteer groups and reach out to them
* MLIS/LIS students. We have an increase in inquires because they want the experience of being in a library environment.
* Realtors. See if they can include a brochure about volunteering to their clients
* Our older volunteers are wanting to be active again because they have had or will have had the shot. I think retired organizations could help now or soon too
* Rotary groups or local groups in the community – Kiwanis, Exchange Club, Jr. League, Women’s Club, Optimist, Soroptomist, Lion’s Club, DAR, etc.
* Share your opportunities with other nonprofits and share volunteers – especially if they aren’t offering in-person activities yet.
* Put bookmarks in books that are sold, the shoppers are already comfortable with the space
* Special needs groups that need to gain job experience with teachers as supervisor
* Have a volunteer brochure at vaccine clinics – “Now you’re vaccinated, come volunteer!” People being injected are beginning to think about what comes next for them.
* A box that patrons check on their library card application if they want to find out more information about volunteering
* Volunteer Return on Investment (VROI)
* From Beth Steinhorn’s Myth Busting session at Points of Light conference in 2020 – Jennifer B shared the worksheet below. Her VROI for 2019 was a $7.75 value, and for 2020 $2.44. Amazing!
* Using the market value of a volunteer’s time. Each volunteer role has a $ value assigned to it that can be used to calculate contribution to library. For instance, a volunteer from a software company is a co-teacher with a staff member. What is that person’s time worth as a professional in the field? What is the value to the community offering a free class compared to a fee-based class at a school?
  + We did this as part of Service Enterprise and each City Department did this. I found each department put together calculations for staff time and benefits differently so that is something I want to address when we do it again (Kate K)
* Difference between Assessed Value and market value
* Show value in FTEs
* What about volunteer donations?
* What about the benefit to the volunteer – health, etc.
* Use other reliable sources for values. i.e. State of Ohio studied the reading buddy program and determined that each hour a youth spent participating was a .6 increase in reading by 3rd grade. (Volunteer hours x # of students x .6 = community impact)
* Organization used the value of minimum wage as the value. Alternatively using Independent Sector for state. Although, IS includes more than wages in their number – like cost of benefits.
* We do a big check presentation with a symbolic check to City Council representing the monetary value of the service contributed to LAPL by volunteers. Volunteers are invited to attend the event and there is food and all that good stuff
* Resources: <https://www.galaxydigital.com/blog/how-to-measure-volunteer-program-roi/>

<https://volpro.net/freebie-volunteer-roi-calculator/>

<https://getinvolvedclearinghouse.org/content/whats-new-may-2019>

* Part two: What about community impact of the library as whole
  + Project Outcome from PLA. <http://www.ala.org/pla/data/performancemeasurement> (Visuals are nice.)
  + Rebecca H’s MLIS program is emphasizing community impact in all courses as well as making evidence based decisions
  + The library has provided online library cards to students 6-12 in several of the districts. We can see who uses these cards
* Volunteers are returning…slowly. What are they doing?
  + Vaccinated volunteers are feeling safer in book stores
  + Maker space – 3D printer
  + Shelf reading, covering books, pull list
  + Homebound program delivery
  + Genealogy tutoring
  + Youth service crafts
  + Volunteers will not come back until we are at 100% capacity. A long way to go for that.
  + Setting up volunteer for Summer Reading Program – With a “we miss you” video from staff.
  + We brought some roles back in early February. (They'd been back in the fall, and then put on hold again in November.) They are so happy to be back. I asked for testimonials from them to share in our March board packet. My favorites: 1. It was wonderful to feel like I’m doing something again and contributing to the Library. So good to see the staff, and they were happy to see me. I’ve never seen so many shelves holding so many holds in my four years volunteering. I also felt safe, even safer than in the grocery store. I hope the protocols will stay in place, especially requiring masks, for a long time. 2. Everything was perfect, from the minute I stepped in the doors, to when I left. All of the staff was so welcoming and kind. When I got the news that we could go back in and pull holds, my first thought was, "Finally, I can get out of my house." But now, after a week under my belt, it's not the getting out of my house that I needed, it was the staff at Ladd that I needed! I am so lucky to be a part of the …

**Resources and Training Opportunities**

* [“The Volunteer Value Proposition: Capturing Numbers and Impact”,](https://www.eventbrite.co.uk/e/the-volunteer-value-proposition-capturing-numbers-and-impact-tickets-137873895533?aff=ebdssbonlinesearch&keep_tld=1) Sue Carter Kahl, March 11, 1:00-2:00 EST, Free. Provided by TVMC.
* “[Retaining Volunteers Amid Uncertainty: Converting One-Timers to Repeat Volunteers](https://emails.sterlingvolunteers.com/e2t/tc/VWmsPL7jSg9qW4NzyVR68S8JfW6wcfC_4ntWG1N8kT_Bh7SKycV5X_Kf7CgBg_W7MrP3C8_-rFLN7FKWbrML7dXN8XjKSHT8HbhW2T_ldw418RSQW3cXHNn7RV411VcQDQg50GZ0JW7S0_lr4SyX3sW6Fvcpx2VFXY9N2ZBfwvWsWHzVsSMVy6CzfPnW1rpx4_77NZJFN5_fWDQMM0R6W1lk3fm7dcG6NVL8Ywr2G23pqW7r-9vf51bTw3W3Bv-JJ4xHj2sW872zWZ3NXGBSW1Sc1Nx4p4Y1dW17jygB7rK7h0W8-FQXp1gwKbXW5yfWRv4TrWyGW6K5x3v4j7qKpW2Q7-WH765xDVW8T0qc34hm5hpW6Dr_464pwyfTF4XDZXXVQVqW7TZ22y7NT4dpW44PRdc81BRFsW3d7t2p547jFDW4hDrWC2ggXFsVVhfN291zNtfW4T5sKy8cFXTyV2ZwnP3yQJTSW3950Rb33PCmVW1p8Cc720sQ--W31nzWn8xNxhZW3jK656112DrgW4P0j1S8kVQFvW3l0VnD8ggswzW5cWx5c3p-41VN75PL278XS3DW4Bm7259dV3pdW3M_QCJ2qt9GTW1v5MbM35yl_nW6hcNKw25C7YFW5RX3Gj61JQ58N7H8Vd1Fcl2LW40Tfbv5WKdNdW8sW0WH2_Wmb8Vn2WP27vJm1PW2g-p7-1ThTt0N3Hv_q0CZZjG35Kd1)”, Beth Steinhorn, President of VQ Volunteer Strategies, March 11, 2:00 EST, Free, Register here to watch live or receive a link for on-demand viewing.
* “[2021 Texas Volunteer Management Conference, Shaping the Future of Volunteerism](https://www.texasvmc.org/)”, 100% Virtual, May 13 & 14. $20 for Student/AmeriCorps, $35 General Admission.
* Texas Volunteer Management Conference 2020 Past Webinar recordings – FREE – <https://www.texasvmc.org/webinars/>
* 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 after you sign a release.

* Join the GetInvolved list serve by emailing Carla, [clehn@califa.org](mailto:clehn@califa.org). Fabulous resource with samples, current news & updates.
* Association for Rural & Small Libraries: <https://www.arsl.org/>

**Future Topics**

* International volunteers –Screening, schedules? (Liza)
* Our leadership role
* Teen Advisories / Summer Program
* Circle Back for updates:
  + University of North Carolina – Charlotte (UNCC) Class Project Update – Chauna
  + Reinventing volunteer engagement in our libraries – removing barriers

