

Volunteer Recognition

Volunteer Toronto

Who We Are

We are a charitable organization striving to increase the positive impact that volunteering has on the City of Toronto. We inspire, inform and connect volunteers and the organizations that need them.

What We Do

We provide in-house, online and on-demand training and have a resource library covering a wide range of volunteer management topics.

How We Learn

We stay up to date on current legislation and best practices, conduct original research, learn from sector experts, and get feedback from our extensive network of non-profits.

Why Recognize Volunteers?

Without recognition, volunteers feel...

- Underappreciated
- Unnoticed
- Like their work isn't meaningful
- Low commitment and motivation

With recognition, volunteers feel...

- Valued
- Appreciated
- Like integral members of your team

How to Recognize

Volunteer recognition can be

Inexpensive and effective
Personal and significant
Relevant to volunteer roles

Volunteer recognition should be

Meaningful to the volunteer
Honest and sincere
Delivered in a timely manner

How do
you
recognize?

Formal & Informal Recognition

Formal Recognition

Delivered consistently

- Events
- Certificates
- Reference letters
- Awards
- Milestones
- Announcements

Informal Recognition

Timely, appropriate & sincere

- Say thank you
- Ask for input
- Allow room for growth
- Treat volunteers as team members
- Maintain open communication

Involving Others in Recognition

Direct supervisors, senior management, program staff and the Board should be a part of recognition



Shows volunteers that their contributions are acknowledged, appreciated & valued

Including Impact

Impact statements

```
graph LR; A([Impact statements]) --> B([Integrated into other forms of recognition]); A --> C([Target motivations of volunteers]); A --> D([Time, skills, strengths put to good use]);
```

Integrated into other forms of recognition

Target motivations of volunteers

Time, skills, strengths put to good use

How to Include Impact

Volunteer Recognition Banquet

- Give a thank you speech, and include a major accomplishment of each volunteer project.

Certificate of Service

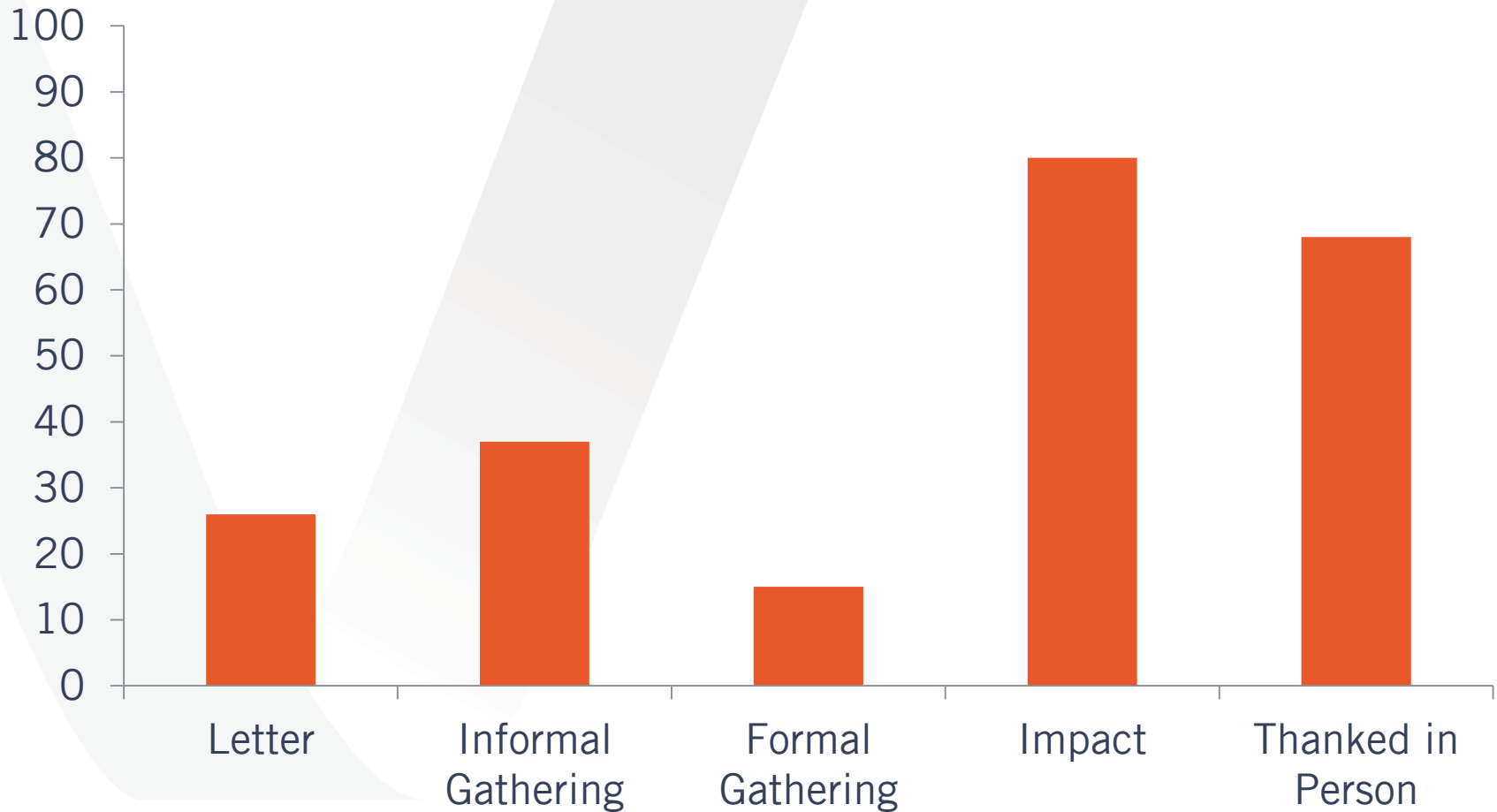
- Include a line about how the specific volunteer role helps the organization or its clients.

In-Person Thank You

- If you get positive feedback from a client, let the volunteer know that they made a difference that day.

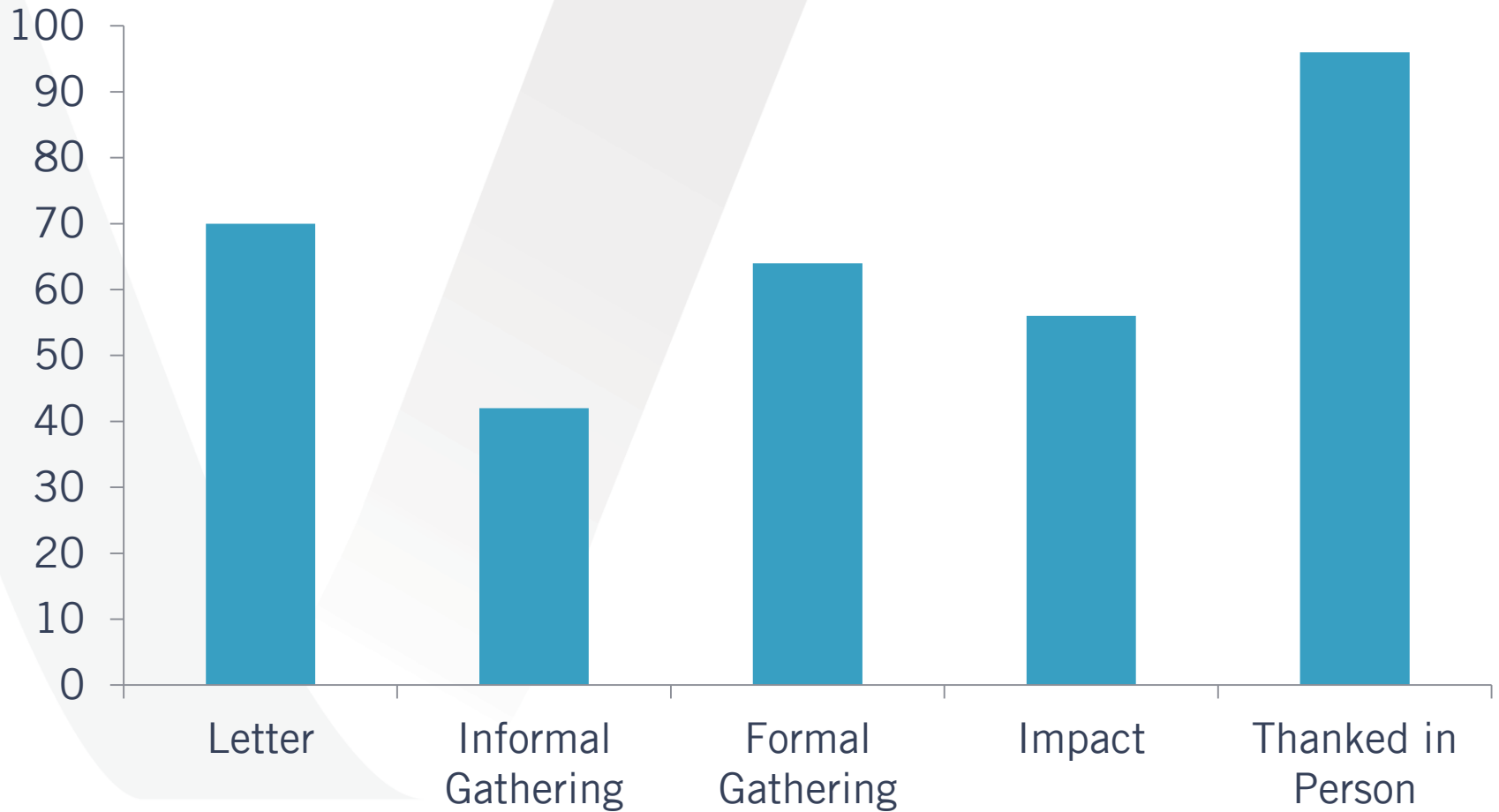
What Volunteers Want

2013 Volunteer Recognition Study, Volunteer Canada, www.volunteercanada.ca

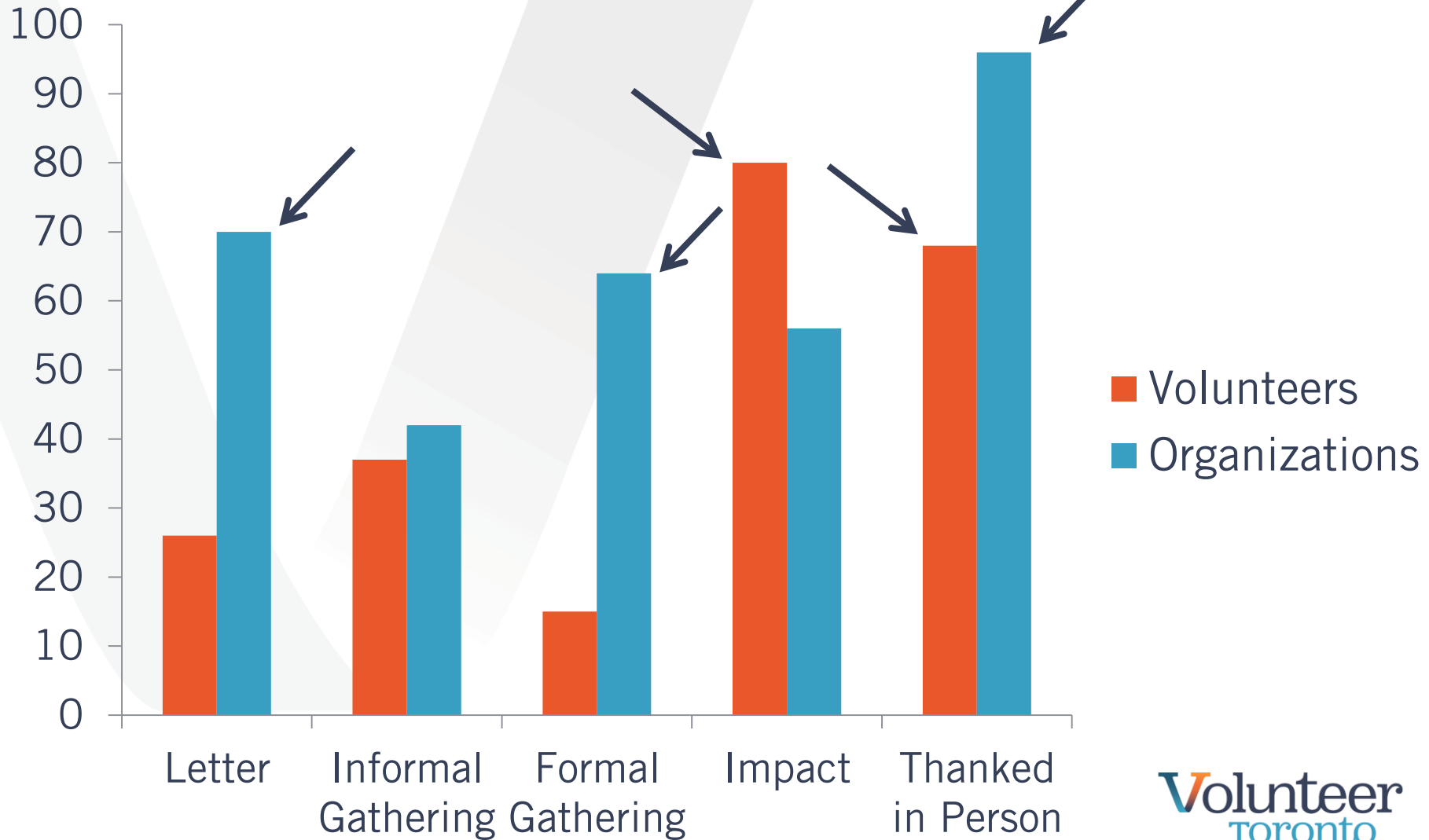


What Organizations Do

2013 Volunteer Recognition Study, Volunteer Canada, www.volunteercanada.ca



What Volunteers Want vs. What Organizations Do



Group Discussions

- How do you currently recognize volunteers?
- Who plans/implements recognition?
- How do you know your recognition is successful?
- What could you do differently?
- What barriers have you come across or do you anticipate in recognizing volunteers?

Crafting Great Recognition

1

- Identify motivations

2

- Choose achievements to highlight

3

- Determine how you'll let people know
- Make an action plan

Recognition ideas

Formal Events

- Awards event
- Party, banquet or gala
- Annual meeting
- Volunteer spotlight event
- Service recognition
- National Volunteer Week

Informal Events

- Casual meal – barbecue, potluck
- Entertainment – movie, bowling, sports
- Monthly get-togethers
- Game night, coffee night
- Every week is volunteer recognition week!
- Lunch with volunteers

Giveaways

- Cards/letters/notes
- Messages of support
- Small awards
- Exclusive coupons/promotions, vouchers
- Gift cards/financial gifts
- Charitable donations
- Scrapbook

Contribution/Community

- Digital art project (Prezi, Conceptboard)
- Physical art project/mural
- Word/sound cloud
- Weekly mail-out/e-mail out
- Impact-driven projects
- eCard pay-it-forward
- Volunteer t-shirt design contest

Volunteer
Toronto

Stay in touch!

sfeilchenfeld@volunteertoronto.ca

416-961-6888 x235

Volunteertoronto.ca