



Volunteer Recognition

Volunteer Recognition & Retention go hand in hand

- Retention begins in the interview process
- Find out the volunteer's motivation to volunteer and honor this during their time with the organization.
- People are motivated by different reasons to volunteer
 - Affiliation Achievement Influenced

Affiliation Motivated Volunteers

Characteristics

- Gets involved with group projects
- Enjoys a more personal relationship with supervisor
- Likes to be perceived as a good person
- Seeks socialization opportunities

What Keeps Them Motivated?

- Cards on their birthdays, or special holidays
- Unexpected thank you notes
- Awards that are personalized or recognized group
- Opportunities to give input
- Banquets, luncheons, picnics, social outings, or attending community events as a group
- Volunteer photos in slide shows of agency

Achievement Motivated Volunteers

Characteristics

- Desire to achieve unique accomplishments
- Needs to measure success by seeking goals
- Likes face to face interaction with clients served
- Seeks responsibility
- Needs tangible rewards

What Keeps Them Motivated?

- Letters to the Editor & Kudos in newspapers
- Summary of Program accomplishments & stats
- Opportunity to use their own ideas to tackle problems
- Include in future plans; Nominate for awards



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Influence Motivated Volunteers

Characteristics

- Needs to impact and influence others
- Enjoys teaching others
- Can respond to needs of people or programs
- Seeks position of authority and responsibility
- Responds to titles that depict authority

What Keeps Them Motivated?

- Impressive position title
- Send them to seminars for volunteers and ask them to train others
- Provide leadership roles/ utilize as consultants
- Introduce them to people of influence and media contacts.
- Give them the opportunity for input into the agency direction and decisions



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Recognition Ideas & Examples

Communication:

- Pen handwritten Thank You note
- Send a Thank You note to the Volunteers Supportive Spouse, Parent or Family (use cards with pictures/message specific to your organization)
- Send out a thank you postcard after each event featuring a photo from the event, hand address for personal touch
- Email - Provide specific example of appreciation
- Recognize via Tweet or on Facebook, Website, etc.
- Spend personal time together to get to know your volunteer
- Send a card signed by the entire office
- Share an impact report showing how their contributions helped achieve goal
- Create video featuring Executive Director sharing appreciation to be emailed to volunteer
- Recognize Volunteers at existing events
- Include Volunteer Impact in Annual Reports
- If budget allows, take out a newspaper ad recognizing volunteers
- Sponsor Volunteer Spotlight in each Newsletter with special name “Hero”, etc.
- Give Volunteers a Voice – Encourage feedback and comments
- Send Flowers as thank you
- Remember Birthday, send Get Well card following surgery, Thanksgiving and Holiday greeting cards, etc.
- Have your volunteer complete a “Favorite” list such as candy bar, place to eat, etc. so that you can personalize gifts to them
- Share upcoming improvements, changes, etc. so they are in the know ahead of time.



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Photo Opps:

- Create a photo gallery with pictures of your volunteers individually or interacting with clients. Add short story, tidbits, Q & A, hours served, personal info, etc.
- Create a personal photo album for each. (\$6.99 at Walgreens for 20 pics bound)
- Create a Slide Show of your volunteers in action to run in your lobby or other public space. Tie into music such as “Thank You For Being a Friend”
- Give a framed photo where the staff has signed the matting around the photo

Food Related:

- BBQ/Picnic/Grill out – Have an All Stars Game – Volunteers vs. Staff
- Build food, entertainment, etc. around a theme such as Western, Beach, etc.
- Recognition Dinner or Brunch with Celebrity Speaker. Create your own awards, (Attached)
- Host a “Build Your Own” Sundae Bar, Taco Bar, Dessert Bar, Pizza Party, Pasta Bar, etc.
- Hold a Thank You Tea Party
- Have your staff make x dozen cookies each and invite your volunteers in to assemble a cookie box

Volunteer Night Out to Include the Family:

- Zoo Visit
- Bowling Event
- Mini Golf
- Fantasy of Lights Night
- Komets/TinCaps/Pacers
- Host a Thank You party following a large event
- Host an “Un” Talent Show



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Additional Recognition Ideas:

- Individual parking spot
- Volunteer of the Month
- Volunteer Plaque-either revolving or ongoing
- Engraved name tags
- Nominate volunteers for Regional or National Awards
- Plaster their workspace with sticky notes full of your favorite things about them. Or cover a poster board and leave it where they'll find it.
- Encourage employees and others to write a special message for the volunteer and place in a Thank You box.
- Provide Child Care
- Plant trees, bushes, etc. in volunteers honor
- Create a "heirarcy" of volunteers with special titles, allowing volunteers to train others, etc.
- Host a Volunteer Support Group (especially effective for hospice volunteers)

Gifts:

- Volunteer Cookbook- include anecdote about each volunteer. (Sell to raise \$ for your Non-Profit)
- Custom T-shirts or polos
- Car Wash
- Gas Gift Cards
- Appreciation Certificates
- Provide Incentives for Bringing on Additional Volunteers
- Snap a photo of your clients holding signs spelling out THANK YOU! Enlarge and frame for your volunteer.
- Tote bags, coffee mugs, coasters, water bottles, etc. personalized with volunteer group photo
- Host a monthly raffle of theatre tickets, dinner or movie passes
- Present new volunteers with a welcome gift
- Stemless imprinted wineglasses filled with candy



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Length of Service Awards:

- Award certificates or ribbons for volunteering
- Volunteer Pins for number of years
- Gifts in value with service – Recognize 1, 2, 3, 4, 5, 10, 15, etc. years of service
- Provide a gold coin for each hour of service, place in vase and award to volunteer

Inexpensive Thank You's

- Gold Coins in small bag – “You’re Worth Your Weight in Gold”
- Extra Chewing Gum – “Thanks for Going the Extra Mile”, “Thanks for Doing a Little Extra”
- Starbucks Gift Card or Frappuccino – “Thanks a Latte”
- Jr. Mints, Tic Tacs or Peppermints – “Thanks for Your Commitment”, “I Mint to Tell You How Much I Appreciate You”
- 100,000 Bars – “You are Worth a Hundred Thousand Grand” Donut – “We Donut Know What We’d Do Without You”, “Donut Ever Forget We Appreciate You”
- Note Card – “Take a Note, We Love You”
- Smore Kit – “We Need Smore Volunteers Like You!”
- Microwave Popcorn – “Thanks for Popping in To Help”
- Lifesavers – “You Are a Lifesaver”
- Individual Bag of Peanuts – “We’d Go Nuts Without Your Help”/“We’re Nuts About You”
- Box of Frosted Flakes – “You’re Gr-r-reat”
- Butterfinger Candy Bar – “Things Are so Much Butter with You Here”
- Starburst – “Thanks for Being a Star Volunteer”, “Bursting with Appreciation for Your Star-Studded Efforts”
- Whoppers – “You Were a Whopper of a Help”
- Muffin – “Muffin to Do But Appreciate You”
- Mounds – “We Have Mounds of Appreciation for You”, “Mounds of Thanks for All You Do”
- Bag of Hugs Candies – “Thanks for All You Do-These Hugs Are for You”
- Milky Way – “You’re Out of This World – Thanks for Your Help!”



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Inexpensive Thank You's (Continued)

- Twix Bar – “Betwix You and Us - We Couldn't Have Done It Without You”
- Candle – “No One Holds a Candle to You”
- KIND Bars – “We Appreciate Your Kind Efforts”
- Tootsie Rolls – “Thanks for Your Roll in Our Mission”
- Pen – “Thanks for Being De-PEN-dable
- Hand Sanitizer – “Thanks for Lending a Helping Hand”
- Comfy Slipper Socks – “You Knock our Socks Off”
- Puzzle pieces around photo frame – “You Are a Great Fit”- “You Make Our Puzzle Complete”
- Chips – “You're All That and a Bag of Chips”
- M & M's – “Thank You for Being So Marvelous & Magnificent”
- Bath Bomb – “You Are the Bomb”
- Animal Crackers – “We're Glad You Are a Part of Our Three Ring Circus”
- Cheez It's – “This Might Be a Bit Cheez-y But We Appreciate All You Do”
- Reece's Bar or Pieces – “There Are So Many REESE-ons We Appreciate You”
- Simply Juices – “You're Simply the Best”
- Hand Soap – “We're in Good Hands with You”
- Mentos – “We Mento Tell You Thanks for All You Do”

Creative Award Names

Above and Beyond

Diamond Club

Gold/Silver/Platinum/Bronze Achievement

Pinnacle Award

President's Circle

Rookie of the Year

Shining Star

Newbie of the Year

The Great Beginnings Award

Safety Star Award

For Going “Above & Beyond”

Hall of Fame

Platinum Service Award

Top Performer

Fast Start Star

Fast Adaptor

Rising Star

Excellence in Service



Creative Award Names (Continued)

Happy Face
Top Dawg or Dog
Excellent Performance
Circles Above the Rest
Standing Ovation
Count You In
Consistently Present
Aced Attendance
Perfectly Present
Dedicated Service
All You've Done
Chairman's Award
Circle of Joy Award
Consider it Done Award
First Class Service
For Keeping Customers Satisfied
High Five Award
Spotlight Award
WOW Award
Absolute Attendance
All Day Everyday
Extraordinary Service
Service and Dedication
Thanks for ____ Great Years
Expert Accuracy
Good Addition Award
Rockstar Rookie
Safety Achievement
Safety Recognition
Five Star Customer Service Award
Excellence in Customer Satisfaction

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Honorable Customer Service
Top Gun Award
Over the Top
Super Star
Gold Medal of Excellence
Never Miss a Beat
No Missed Opportunities
Always Marked Present
Passing the Baton
Ace of Initiative
Calmer of Storms
Circle of Excellence
Client Comforter
Customer Whisperer
For Always Reaching Out
Hero Award
Leadership Award
Standing Ovation
Your Performance Inspires Us
Aces all Day
Amazing Dedication
Perfect Presence
Star Service
Bright Beginning
Fast Starter
Prospect Award
Safe Driving
Safety Goal Setter
Safety Star Award