

101 Ways to Give Recognition to Volunteers

Continuously, but always inconclusively, the subject of recognition is discussed by directors and coordinators of volunteer programs. There is great agreement as to its importance but great diversity in its implementation.

Listed below are 101 possibilities gathered from hither and yon. The duplication at 1 and 101 is for emphasis. The blank at 102 is for the beginning of your own list.

I think it is important to remember that **recognition** is not so much something you do, as it is something you are. It is **sensitivity to others as persons, not a strategy for discharging obligations.**

1. Smile
2. Put up a volunteer suggestion box
3. Treat to a soda
4. Reimburse assignment related expenses
5. Ask for a report
6. Send a Birthday Card
7. Arrange for discounts
8. Give service stripes
9. Maintain a coffee bar
10. Plan annual ceremonial occasions
11. Invite to staff meeting
12. Recognize personal needs and problems
13. Accommodate personal needs and problems
14. Be pleasant
15. Use in an emergency situation
16. Provide a baby sitter
17. Post Honor Roll in reception area
18. Respect their wishes
19. Give informal teas
20. Keep challenging them
21. Send a Thanksgivings Day card to the volunteer's family
22. Provide a nursery
23. Say "Good morning."
24. Greet by name
25. Provide good pre-service training
26. Help develop self-confidence
27. Award plaques to sponsoring groups
28. Take time to explain
29. Be verbal
30. Motivate agency VIPs to converse with them
31. Hold rap sessions
32. Give additional responsibility
33. Afford participation in team planning
34. Respect sensitivities
35. Enable to grow on the job
36. Enable to grow out of the job
37. Send newsworthy information to the media
38. Have wine and cheese tasting parties
39. Ask client-patient to evaluate the work-service
40. Say "Good afternoon."
41. Honor their preferences
42. Create pleasant surrounding
43. Welcome to staff coffee breaks
44. Enlist to train other volunteers
45. Have a public reception
46. Take time to talk
47. Defend against hostile or negative staff
48. Make good plans
49. Commend to supervisory staff
50. Send a valentine
51. Make thorough pre-arrangements
52. Persuade "personnel" to equate volunteer experience with work experience

List compiled by Vern Lake, Volunteer Services Consultant, Minnesota Dept. of Public Welfare

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| <ul style="list-style-type: none"> 53. Admit to partnership with paid staff 54. Recommend to prospective employer 55. Provide scholarships to volunteer conferences or workshops 56. Offer advocacy roles 57. Utilize as consultants 58. Write them thank you notes 59. Invite participation in policy formation 60. Surprise with coffee and cake 61. Celebrate outstanding projects 62. Nominate for volunteer awards 63. Have a "Presidents Day" for new presidents of sponsoring groups 64. Carefully match volunteer with job 65. Praise them to their friends 66. Provide substantive in-service training 67. Provide useful tools in good working condition 68. Say "Good night" 69. Plan staff and volunteer social events 70. Be a real person 71. Rent billboard space for public laudation 72. Accept their individuality 73. Provide opportunities for conferences and evaluation 74. Identify age groups 75. Maintain meaningful file 76. Send impromptu fun cards 77. Plan occasional extravaganzas | <ul style="list-style-type: none"> 78. Instigate client planned surprises 79. Utilize purchased newspaper space 80. Promote a "Volunteer-of-the-month" program 81. Send letter of appreciation to employer 82. Plan "Recognition Edition" of agency newsletter 83. Color code name tags to indicate particular achievements 84. Send commendatory letters to prominent public figures 85. Say "We missed you" 86. Praise the sponsoring group or club 87. Promote staff smiles 88. Facilitate personal maturation 89. Distinguish between groups and individuals in the groups 90. Maintain safe working conditions 91. Adequately orient 92. Award special citations for extraordinary achievements 93. Fully indoctrinate regarding the agency 94. Send Christmas cards 95. Be familiar with the details of assignments 96. Conduct community-wide, cooperative, inter-agency recognition events 97. Plan a theater party 98. Attend a sports event 99. Have a picnic 100. Say "Thank you" 101. "Smile" 102. |
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