VOLUNTEER IMPACT REPORT 2018
INDIVIDUAL VOLUNTEERS CONTRIBUTED HOURS IN 2017

SERVICE GROUPS DONATED TIME CONTRIBUTED HOURS BY INDIVIDUALS AND GROUPS HOURS SPENT TRAINING OUR VOLUNTEERS
Our volunteers generously donate their time, talents, and enthusiasm every day at Reiman Gardens. Volunteering with the Gardens is a creative and effective way for residents and students to learn and give back to their community. It is hard to measure their impact, but it is easy to see and feel the difference our volunteers make every day.

Our volunteers are ISU students, individuals, and service groups from Ames, Central Iowa, and throughout the state of Iowa. People volunteer with Reiman Gardens for many reasons, including to fulfill service requirements for a class or scholarship, to learn more about their community, to gain experience, to meet new people, to have fun, and more.

CONTRIBUTED HOURS BY INDIVIDUALS AND GROUPS

15,587

INDIVIDUAL VOLUNTEERS CONTRIBUTED HOURS

327

SERVICE GROUPS DONATED TIME

72

VOLUNTEER HOURS ARE VALUED AT $357,733.30 OF CONTRIBUTIONS IN KIND

HOURS CONTRIBUTED IS EQUIVALENT TO 7.5 FULL-TIME EMPLOYEES

FOR EVERY $1.00 WE INVESTED IN OUR VOLUNTEER PROGRAM, WE RECEIVED A RETURN ON VOLUNTEER INVESTMENT OF $5.11.

EVERY VOLUNTEER MAKES A POSITIVE AND LASTING IMPACT ON REIMAN GARDENS. WE OWE OUR ONGOING SUCCESS TO ALL OF THEIR TIME, TALENTS, ENTHUSIASM AND CONTINUED DEDICATION. WE THANK THEM FOR ALL THAT THEY HAVE DONE AND FOR ALL THAT THEY CONTINUE TO DO.
2018

Volunteer Hours

327 individuals and 72 service groups contributed over 15,500 hours. Many of our volunteers participated in more than one department. 112 volunteers are Master Gardeners. ISU students contributed over 1,650 hours. 113 potential volunteers were interviewed for regular or short-term positions; 107 volunteers completed new volunteer orientation; 97 new volunteers went on to contribute hours.

Volunteer Facts

- Education and Visitor Engagement: 693 hours
- Entomology: 4,162.5 hours
- Events and Facilities: 2,949.5 hours
- Gardening and Horticulture: 5,089 hours
- Gift Shop: 21 hours
- Iowa Butterfly Survey Network: 851.5 hours
- Membership and Administration: 275.5 hours
- Outreach: 52 hours
- Special Projects: 838 hours
- Volunteer Leadership: 15.5 hours
- Orientation: 190 hours
- Training and Continuing Education: 416.5 hours

Hours by Department

Volunteer Impact Report

Volunteer Hours

Volunteer Facts

Hours by Department
EDUCATION AND EVENTS
- Projects included Caterpillar Club and Kids Story Time, Floral Design program, Water Days, youth and adult tours, home and garden shows, Spring Egg Hunt, Spring Plant Sale, Homeschool Days, Pollinator Fest, Independence Day Celebration, Garden Art Fair, Garden Quilt Show, pumpkin carving and Spirits in the Gardens, Butterfly Blizzard, and Breakfast with Santa
- 900+ pumpkins were stenciled and carved for Spirits in the Gardens

ENTOMOLOGY
- 4,162 hours were contributed; 4,092 of those hours were in the Butterfly Wing
- 102 volunteers helped as Butterfly Wing Docents
- 69% of Butterfly Wing times were filled, versus 61% in 2017
- Iowa Butterfly Survey Network volunteers observed 26,857 individual butterflies

SERVICE GROUPS
- 72 ISU and other community groups contributed hours
- Projects included washing pots in the Headhouse, planting trees and cleaning up the outside gardens in the spring, and carving pumpkins and planting bulbs in the fall

GARDENING AND HORTICULTURE
- 7 AmeriCorps NCCC volunteers built new raised beds, installed accessible pathways and planted a new garden
- 4 Conservatory displays were changed
- 983 hours were spent washing pots
- Volunteers and service groups helped plant over 50,000 bulbs in one week
- Volunteers began maintaining the Conservatory perimeter plantings every week
- Indoor and outdoor projects included watering, weeding, transplanting, deadheading, pot washing, planting bulbs, Conservatory change-outs, plant propagation, and plant collections

ADMINISTRATION, MEMBERSHIP AND VOLUNTEER LEADERSHIP
- 3 volunteers helped with weekly membership mailings
- Volunteers began transitioning Caterpillar Club to a completely volunteer-led program, from planning to setup to implementation and evaluation
- 7 volunteer photographers took thousands of photos of education programs, special events, outdoor garden displays, Conservatory change-outs and butterflies
This spring Reiman Gardens hosted a group of AmeriCorps NCCC (National Civilian Community Corps) volunteers. Seven volunteers, all between 20-25 years old, from all over the county were here May 7-June 5. They helped horticulture staff with major construction projects, which included building and planting the new Dee Ann Drew Shade Garden, installing a series of accessible pathways, and building raised beds for the rose gardens.

AmeriCorps NCCC is a full-time, residential, team-based program for young adults. Members develop leadership skills and strengthen communities by completing service projects and gaining life experience.
Reiman Gardens’ volunteer, Kathleen Buchholz, was presented with an Iowa Governor’s Volunteer Award on June 19 at the Southeast Polk High School in Pleasant Hill. Kathleen was presented with her award by Iowa Governor, Kim Reynolds, and Lt. Governor of Iowa, Adam Gregg, at the 35th Annual Governor’s Volunteer Award Ceremony.

Kathleen was nominated by Reiman Gardens for an individual award for her time contributed to our fall pumpkin carving event. Kathleen managed and improved the system used to process 650+ Jack-O-Lantern stencils for this annual event. Kathleen spent an obscene number of hours sorting, cutting, and organizing stencils; stencils literally covered her entire home! During 2017’s event, an arduous week involving five 12-hour days, Kathleen was there each day with a smile, determined to see the stencils used in as smooth a process as possible. Thanks to her organizational skills and dedication, the event was a great success. The week after, with many staff still recuperating, Kathleen was ready to start planning for 2018.

Launched in 1982, the Governor’s Volunteer Awards provides all Iowa nonprofit, charitable, and government organizations with a non-competitive, easy, and low-cost way to honor local volunteers with state-level recognition. State agencies, nonprofits, charitable organizations, and non-state government entities (city, county, and federal offices operating in Iowa) may recommend an individual volunteer or group of volunteers who directly assisted the organization with a project, event, or activity for a Governor’s Volunteer Award. Past Reiman Gardens volunteer recipients have included Dorothy Kirkland and Vaughn Speer.

According to the Corporation for National and Community Service’s latest Volunteering and Civic Life America Report (November 2018):

- More Iowans are volunteering, with 41.53 percent of Iowans devoting time to help others, the highest percentage reported since the Volunteering in America report was conducted for the first time in 2005
- Iowa is now ranked second in the nation in volunteer rates among parents with 58.2 percent of parents actively participating in volunteer activities
- Over one million volunteers contributed 56.2 million hours of service, worth an estimated $1.32 billion
Ken Walter was a longtime friend of and volunteer with Reiman Gardens. When the Butterfly Wing first opened, Ken attended one of the original Butterfly Wing Docent training sessions and spent many years helping in the Wing. Ken also helped outside with numerous horticulture activities. Ken was a member of the CoHort Board and took on several specialty projects, such as maintaining the frog pumps in the Children’s Garden and taking care of the bird houses on the grounds. Ken and his wife, Maureen, volunteered with Reiman Gardens for a great number of years. He will be greatly missed.

-Nathan Brockman, Butterfly Wing Curator
### TOP VOLUNTEER HOURS

#### 200+ HOURS

- Rick Bartosh
- Sarah Binder
- Kathleen Buchholz
- Matt Darbyshire
- Stephanie Fox
- Jo Anna Hebberger
- Tom Johnson
- Ken Kirkland
- Carroll Marty
- Ann McMullin
- Haruko Nakagawa
- Nora Nelson
- Linda Nelson
- Larry Steager

#### 100-199 HOURS

- Mary Anderson
- Dee Draper
- Don Draper
- Ginny Jackson
- Lynnette Jensen
- Carol Kenton
- Dorothy Kirkland
- Dick Lang
- Ann Malven
- Frank Maly
- Rosalind Nelson
- Pete Peterson
- Madeleine Walker
- David Williams
- Beth Wunder

#### 50-99 HOURS

- Moira Bellamy
- Susan Boll
- Michelle Boswell
- Kasi Buchholz
- Theresa Buchholz
- Bob Catus
- Jan Collins
- Mary Engstrom
- Bud Everett
- Ginny Everett
- Sharon Hart
- Jeff Hemphill
- Gina Hill
- Brenden Johansson
- Gage Kelly
- Jean Marsden
- Alzire Messenger
- Don Ohde
- Heather Perry
- Betty Sailsbury
- Jim Stewart
- Natalie Welter
- Eric Werson
- Loanne Worth

### SERVICE GROUPS

- ACE Mainstream Living
- American Heritage Girls
- Ames Community Members
- Ames Community Preschool Center
- Ames High School
- Ames Jaycees
- AmeriCorps NCCC
- BioLife Plasma Services L.P.
- Lowe's Home Improvement, Ames
- Barilla America
- Boy Scout Troop 140
- Cherokee, Dallas, Jefferson, O'Brien, Pocahontas, Polk, Warren, and Winneshiek County Conservation Boards
- Central Iowa Garden Railroad Society
- Nevada High School
- DMACC Interpersonal Communications
- Farm Credit Services of America
- Friendship Ark
- Green Iowa AmeriCorps, Fairfield
- Harvest Vineyard Church
- Iowa AmeriCorps 4-H Outreach Program
- Kingland Systems Corporation
- Mary Greeley Medical Center
- Reiman Gardens Members
- Community pumpkin carvers
- Story County Master Gardeners
- ISU Agricultural Business Club
- ISU Athletics Department
- ISU Campus Service Crew
- ISU Dept. of Ecology, Evolution & Organismal Bio Graduate Student Org.; Graduate Student Horticulture Society; and Horticulture Club
- ISU ECON 101/Agr Business class
- ISU Environmental Education Club
- ISU First-Year Honors Program
- ISU AGC Student Chapter
- ISU George Washington Carver Scholars
- ISU Gerdin Citizenship Program
- ISU Greenlee School of Journalism and Communication
- ISU Honors Seminar
- ISU ISSO Cultural Ambassadors
- ISU Multicultural Vision Program
- ISU Pay It Forward
- ISU Love Your Melon
- ISU College of Liberal Arts and Sciences
- ISU Department of Economics
- ISU Extension/4-H County Council Kids
- ISU Fraternities and Sororities: Alpha Chi Omega, Alpha Kappa Psi-Delta Omega Chapter, Alpha Phi Omega, ASK Sorority, Chi Phi, Delta Upsilon, Phi Beta Chi, Pi Alpha Phi, Sigma Lambda Gamma, Sigma Tau Gamma, Tau Beta Sigma, and Triangle Fraternity
- ISU Learning Communities: Communication Studies, Food Science & Human Nutrition, and LEAD
- ISU Workplace Learning Community-Writing Opportunities
- ISU Program for Women in Science and Engineering
- ISU Barton-Lyon-Freeman and Wilson-Webber Hall
2018 VOLUNTEERS

Adkins, Diana
Aiels, Jan
Arambula, Jasmin
Banker, Donna
Bapat, Amruta
Barrenechea, Maite
Barrera, Maribel
Bartsch, Susan
Baumhover, Sue
Beach, Elijah
Beckett, Sarah
Bernardi, Isabel
Bethey, Jenny
Bielecki, Grant
Billings, James
Bloom, Luke
Boehmer, JoAnn
Bolinger, Carolyn
Bosselman, Paula
Bostrom, Candice
Boyd, Dane
Braasch, Mary
Breitsprecker, Corrine
Brent, Ashley
Bristow, Donna
Brockman, Max
Brown, Carolyn
Buck, Mary
Burke, Alyssa
Burke, Dianne
Burrack, Rayanne
Carlson, Donna
Cavanagh, Margaret
Chadima, Elizabeth
Chapin, Susan
Chau, Elsa
Clayton, Alyssa
Cohen, Laura
Coll, Emily
Conrad, Richard
Cossoloto, Andria
Coverdale, Judy
Crain, Samuel
Cullers, Sue
Curiel, Yalitza
Dernier, Geri
DeVall, Julie
Diew, Nyammal
Diggins, Kaitlin
Dolezal, William
Doyle, Thomas
Eide, Carol
Erdman, Sage
Erickson, Tim
Ervin, Kaliee
Erwalt, Darla
Ewald, Barbara
Eydal, Taylor
Field, Eleanor
Fisher, Kelsey
Fortin, Angie
Freeman, Steven
Frey, Lydia
Gaeta, Eli
Gam-Ad, Beau Montana
Garcia, Gunnar
Gaskill, Mikaela
Gibson, Derek
Goh, Tian Wei
Gossman, Sandra
Gowan, Connie
Graham, Garry
Groshur, Lynne
Hall, Charles
Halverson, Pat
Hansen, Laura
Harrison, Elizabeth
Harris, Joshua
Hatland, Michael
Hawcotte, Marguerite
Hayes, Polly
He, Shan
Heald, Vickie
Hein, Ann
Heintz, Janet
Hickman, Christina
Hinkle, Karen
Hirshagen, Georganna
Hipp, Kathy
Hirshman, Emma
Hou, Emily
Houston, Barbara
Huff, Tessa
Hughes, Jamie
Huntimer, Ronald
Hutchings, Charlie
James, Andre
James, Myra
Jancaric, Jessica
Jensen, Susan
Johnson, Donna
Johnson, Sarah
Jones, Faith
Jones, Marissa
Jordan, Thomas
Katz, Cassidy
Ketterer, Annaka
Kim, Yujin
Kin, Christar
Klag, Michael
Klahs, Abby
Kozakova, Maria
Krishnan, Niranjana
Krogmeier, Kathleen
Krug, James
Krug, Joyce
Lavrov, Catherine
Lemus, Izabella
Lewis, Donald
Lindsay, Robin
Liveston, Nichole
Locke, Leah
Lockhart, Sally
Lorenz, Gabrielle
Lorenz, Mia
Madsen, Carol
Maly, Judy
Marlene Michel
Marrero, Steven
Mate-Kodjo, Paloma
Mathews, Eleanor
Mathiasen, Miranda
Matlock, Halli
Matt, Catherine
Matt, Jennifer
Matters, Joyce
Mauldin, Jack
McDonald, Allison
McGuire, Isabella
McLean, Lakisha
Melcher, Jody
Miller, Dhyana
Mimnaugh, Steven
Mitchell, Sara
Montabon, Lillian
Moreno, Michael
Mottet, Aleta
Myers, Lee
Myers, Tyler
Nelson, Sanora
Newman, Angel
Noel, Christine
Noriega, Joezel
O'Donnell, Megan
O'Hare, Tyler
Osheim, Rosemary
Owens, Gracianna
Palodhi, Lampadura
Pamley, Denise
Pasley, Clarke
Pasley, Jonette
Patrizio, Antonio
Perales, Alyssa
Peters, Jen
Peters, Ron
Petersen, Karren
Petersen, Taylor
Petersen, Doris
Petersen, Duane
Petersen, Sally
Phipps, Matthew
Pine, Kate
Ponto, Keith
Pool, Gina
Powell, Emily
Power, Mia
Prakash, Karthik
Pugh, Alexis
Que, Suya
Rahe, Emily
Randall, Emily
Rasmussen, Martha
Ray, Pratk
Raymond, Helen
Reed, Kathleen
Requejo, Guillermo
Reutter, Janice
Richardson, Annastasia
Righi, Bailey
Rivera, Daniela
Rivera, Hector
Roads, Abegael
Robinson, Sydney
Rodriguez, Anthony
Rodriguez, Sofia
Rogers, Brooke
Roff, Beth
Roseland, Matthew
Roth, Aubrey
Rule, Brittany
Ruroden, Lexis
Sackpraseuth, Ashley
Savage, Kaila
Schilling, Sydney
Schwartz, Colleen
Schwering, MaryAnn
Sepulveda, Paola
Shirk, Even
Shirley, Angie
Shy, Cassy
Siegenthaler, Andy
Silence, Mary Anne
Simmons, Carole
Sindt, Patricia
Skrynnikova, Lidia
Slovak, Joseph
Snow, Erin
Snyder, Jean
Snyder, William
Sojka, Jennifer
Solsma, Claire
Sorensen, Tigerlily
Soule Peters, Joslin
Sow, Lena
Speer, Vaughn
Spikes, Madeline
Stabler, Jessica
Stajcar, Tracy
Stephenson, Jill
Stewart, Jeanne
Stickley, Susan
Stickle, Susan
Stickle III, Arthur
Stoffel, Emily
Stohlmyer, Maureen
Storkamp, Meg
Swager, Preston
Szuda, Kristin
Tan, Hui Siang
Tan, Yinghong
Taylor, Cayla
Thoeing, Laura
Thogerson, Lisa
Thompson, Suzanne
Tjeppes, Judi
Totten, Larry
Tuberty, Timothy
Tuon, Ryan
Umphress, Madeline
Underwood, Lori
VanBuren, Cameron
VanScoy, Savannah
Vasquez, Rebecca
Vaubel, Amanda
Vega Van Auen, Aideen
Vock, Kimberly
Vongpanya, Sayothin
Walker, Maya
Walston, John
Walston John
Walter, David
Weber, Josie
Wendler, Suzanna
Wedell, Allison
Westphal, Mandalyn
Wiederin, Kathy
Wilbur, Ann
Wilhelm, Clara
Wooten, Charles
Wise, Robert
Woodcock, Jacob
Woodruff, Katharine
Yadav, Akshay
Zarkevich, Nikolai
Zhang, Julia
WHAT OUR VOLUNTEERS SAY...

I absolutely love volunteering at the Gardens...Everyone is so nice and welcoming, so thank you for creating such a positive atmosphere!

I enjoyed my summer at Reiman Gardens. Thanks for the opportunity to spend time in such a beautiful environment.

I take this opportunity to thank you for the support, inspiration and giving us the opportunity to volunteer in Reiman Gardens.

It [volunteering at Reiman Gardens] gives me a feeling of belonging and community.

The Gardens is the best place in Ames and I want to be part of it!

I had a lot of fun with the kids and story reading! What a perfect volunteer activity!

WHAT OUR STAFF SAY ABOUT OUR VOLUNTEERS...

Have always found them to be extremely helpful and capable.

The Garden is an important part of their lives. They are proud to volunteer here & love getting first hand information on the Gardens.

Our volunteers as a whole are beyond great and allow us to accomplish a ton more.

Reiman Gardens could not function without the help of our volunteers!

Volunteers are indispensable to Reiman Gardens.
2018

Volunteer and Staff Surveys

In December 2018 we sent out one survey to our volunteers and one to our staff to help inform us on the current state of our Volunteer Program and to help us make better decisions going forward. All volunteers contacted were active in 2018; staff members consisted of full and part-time staff, front desk and gift shop staff. Fifty-one volunteers and fifteen staff responded. The results from both of these surveys are below. Responses are reported as originally written.

Volunteer Survey Results

Q1 - How long have you been a volunteer with Reiman Gardens?

- 1 year or less
- 1-2 years
- 2-5 years
- 5+ years

Q2 - "I volunteer at Reiman Gardens because..."

- I love the people working there and love doing anything at the gardens.
- I love everything about the garden: The environment, the green, the butterflies, and the workshops!
- I enjoy spending time in the Garden and meeting new people.
- I like to meet people, especially youngsters.
- The Garden is a great place and I want to be a part of making it successful.
- I love the butterflies and Reiman Gardens.
- I enjoy the friendly environment.
- It's the easiest way I have found to make my volunteer hours requirement for Master Gardener certification.
- It is a chance for me to get outdoors and work with plants.
- It is fun and filled with great personnel.
- I love the butterflies and helping in the gardens. It's been a great way to meet people too.
- Reiman is beautiful. The staff is friendly and encouraging. Time there is always valued.
- It feels great to help my community and the service projects are fun.
- I enjoy the atmosphere and people I work with. There is a lot of variety and ways to volunteer.
- I think the Gardens are a great feature of Ames!
- It is a wonderful place to interact with people who have shared interests in plants, insects, and gardening.
- I like the environment and the people.
- I like butterflies, plants and being able to see and talk with.
- I want to help my community and learn about horticulture.
- It gives me an opportunity to give back, while enjoying the outdoors and companionship of others.
- I enjoy working with Reiman Garden staff and meeting visitors.
- I know they have great people and they do so much with few resources.
- I enjoy meeting people and gardening.
- I enjoy working with the other volunteers and the staff are warm and welcoming. There is never a dull moment and there is always plenty of laughter.
- I enjoy it.
- I love the gardens, interacting with people, and being involved in fun community activities.
- Fulfill master gardener volunteer requirements.
- Being the Easter Bunny was enjoyable as was reading stories to the 0-4 year olds.
- I love connecting with both nature and people.
- I want to get volunteer hours for silver cord, and I like plants.
- I enjoy working with young children and helping them learn more about our beautiful earth and the plants and creatures that inhabit it. I find volunteering for the various Reiman education programs provides a perfect opportunity to help them understand how important it is to take care of and nurture this wonderful treasure.
- Lots of reasons... feel like helping with a worthy cause; great to work with wonderful staff and other volunteers; a reason to be physically active and get out of the house!
Q3 - ARE THERE ENOUGH VOLUNTEER OPPORTUNITIES TO MATCH YOUR INTERESTS/NEEDS?

- I enjoy the holiday train exhibit
- I enjoy volunteering
- Enjoyed the work in butterfly wing and taking pictures of butterflies
- I want to educate, enchant, and inspire an appreciation of plants, butterflies, and the beauty of the natural world with the visitors :)  
- Enjoy the butterflies and the people.
- I like supporting Reiman Garden’s mission.
- It gives me a feeling of belonging and community.
- I always learn something new, have a great time with staff and other volunteers, and feel a sense of accomplishment when I’m done!
- I love The Gardens and enjoy spending time there. It’s an important part of the community.
- I enjoy the gardens and volunteering.
- It is a great place to learn, meet other dedicated volunteers, and contribute to a beautiful public garden.
- I enjoy helping out a local organization
- I love gardening, the staff is wonderful to work with
- The Garden is the best place in Ames and I want to be part of it!

Q4 - WHAT CAN WE DO TO HELP YOU IN YOUR POSITION?

- Offer more training/continuing education opportunities
- Provide more feedback from staff
- Offer more educational opportunities for volunteers only
- Provide more resources (books, articles, websites, etc.)
- Other (below)
- none
- The yearly training is fine
- I can’t think of a thing I’d change.
- I am pretty happy with what I do and the people that I interact with.
- I think we receive adequate training and educational opportunities.
- You do a wonderful job trying to keep us informed.
- I’ll keep volunteering at Reiman because I love it and I don’t think there’s anything wrong with it
- I can’t think of anything. I feel that I have a lot of great resources and opportunities.
- None
- You do pretty darn good with support
- The activities that I participate in are well organized with plenty of information
- Program seems fine.
- N/A
- I just need to volunteer more!
Q5 - WHAT SUGGESTIONS OR IDEAS MIGHT YOU OFFER THE VOLUNTEER PROGRAM AT REIMAN GARDENS?

- Keep up all the good work.
- None.
- Post a notice if there is any special attraction in the butterfly wing so we can tell people.
- You make us feel needed and appreciated. Can't ask more than that. It's a privilege to be a part of it.
- None: it's great!
- Since I work mostly alone, I really do not have any suggestions.
- Keep up the great work!
- Maybe one time a month, do a kids craft on a weekend to get kids to learn more about nature/bring more people in.
- I think it would be fun to have more social gatherings for the volunteers. Maybe coffee once a month or quarter.
- None.
- Not this time.
- I believe the volunteer program at Reiman is well-run and we know from feedback we are appreciated.
- Nothing comes to mind!
- I find it very rewarding!
- Great to see expansion of opportunities to get engaged as a volunteer.
- Provide more weekend opportunities.
- Clear and timely communication between staff and volunteers is vital to the volunteer program. In addition, all staff members need to be up to date on each program so they can be sure the communication cycle continues and that both volunteers and staff are on the same page at all times. Cohesiveness is essential and ultimately requires that those in charge (staff) plan ahead, be on time, have materials ready in advance, and have a clear plan in place in case they will not be present for a particular program/session. Volunteers should not be expected to take over at the last minute and lead a program that is the responsibility of the paid staff. This is only appropriate if both parties agree and a plan has been made in advance.
- None at this time.
- I really like the volunteer program. I believe Taylor does an outstanding job and makes every volunteer feel special and needed.
- No suggestions. I just hope that someday, my schedule will free up enough to volunteer as much as I would like to.
- Seems good as it is.
- Keep up the good work!
- Taylor is wonderful, I have lots of opportunities, planning to be more involved.

STAFF SURVEY RESULTS

Q1 - DO YOU CURRENTLY ENGAGE VOLUNTEERS IN YOUR DEPARTMENT?

![Survey Results Graph]

- Yes: 100%
- No: 0%

Yes
No
0 25 50 75 100
Q3 - PLEASE SELECT THE OPTION THAT BEST DESCRIBES YOUR EXPERIENCE WITH VOLUNTEERS.

- I THINK VOLUNTEERS PLAY AN IMPORTANT ROLE IN OUR ORGANIZATION.
- THE VOLUNTEERS OFFER VALUABLE ASSISTANCE TO MEETING OUR MISSION.
- THE VOLUNTEER(S) WERE PROMPT AND DEPENDABLE.
- THE VOLUNTEER(S) WERE ABLE TO FOLLOW DIRECTIONS, COMPLETE ASSIGNMENTS AND WORK COOPERATIVELY.
- THE VOLUNTEER(S) PRESENTED A POSITIVE IMAGE AS A REPRESENTATIVE OF THE ORGANIZATION.
- THE VOLUNTEER(S) WERE ABLE TO HANDLE COMPLEX AND SKILLED WORK.

- The volunteers in my group have been wonderful to work with. They are amazing.
- The ones I've had have been wonderful for the most part
- It's been quite a while since I've worked directly with any volunteers
- Have always found them to be extremely helpful and capable.
- The garden is an important part of their lives. They are proud to volunteer here & love getting first hand information on the gardens.
- Volunteers are indispensable to Reiman Gardens.
Q4 - HAVE ANY OF THE FOLLOWING CHALLENGES OR CONCERNS KEPT YOU FROM ENGAGING VOLUNTEERS MORE OFTEN?

- NOT HAVING PROJECTS THAT NEED HELP FROM A VOLUNTEER
- NOT CERTAIN HOW TO INVOLVE VOLUNTEERS
- CONCERN THE COST TO TRAIN AND SUPERVISE VOLUNTEERS IS MORE THAN THE BENEFIT
- CONCERN ABOUT CONFIDENCE THAT VOLUNTEERS ARE DEPENDABLE TO FOLLOW THROUGH ON THE VOLUNTEER COMMITMENTS
- DO NOT THINK VOLUNTEERS WILL HAVE THE SKILL/ABILITY TO DO THE WORK
- CONCERN ABOUT CONFIDENTIALITY WITH ORGANIZATION INFORMATION
- THE TYPES OF VOLUNTEERS WE NEED ARE NOT AVAILABLE
- PREFER TO DO THE WORK MYSELF

Q5 - SUGGEST THE TYPES OF SUPPORT YOU WOULD NEED TO ENGAGE VOLUNTEERS MORE OFTEN.

- Right now, there isn’t a huge amount that volunteers can help me with in my job, aside from a few things.
- Someone to reliably come in weekly
- ?
- more/better desk space to work on projects
- Have great support. Just need more time. ;)

Q6 - OTHER COMMENTS OR SUGGESTIONS YOU WOULD LIKE TO EXPRESS ABOUT THE INVOLVEMENT OF VOLUNTEERS IN OUR ORGANIZATION?

- Our volunteers as a whole are beyond great and allow us to accomplish a ton more.
- I feel that Reiman Gardens appreciates volunteers and the diverse skills they bring.
- Reiman Gardens could not function without the help of our volunteers!
- Great to see different ages assisting. We need to keep reaching out to others in the surrounding communities... marketing is needed!
- I love seeing the progress in the Volunteer Program. I have great hopes for it to continue.