



# Newsletter

*Vibrant communities with a positive future.*



## July 2019 Edition

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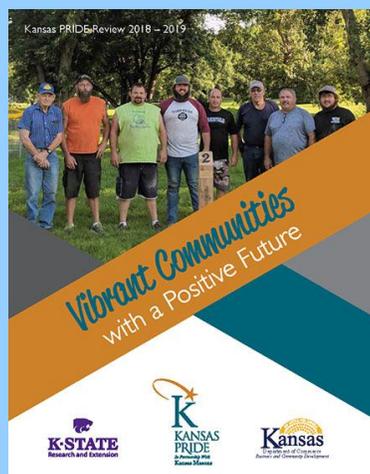
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The Kansas PRIDE Office will be closed July 4-5, 2019. We will be back July 8.

Volunteer Commission Conference on Volunteerism July 25-26 at Wichita State University? If you are just hearing about it here and now and are interested, they are taking registrations until July 10. Click on the image of their conference graphic or email Jamie Crispin at [jcrispin@ksde.org](mailto:jcrispin@ksde.org) for more information.

The reason why I ask, is Jan and I will be presenting at a session there, and if you would like to check out some of the tools we have for communities, we would love to see you there. We will also be attending there to learn about what others are doing, and we are excited about that! If you see us there we would love to see you or meet you, so be sure to stop and say "Hi!" - - **Jaime Menon, Kansas PRIDE Co-Coordinator, K-State Research and Extension** [jmenon@ksu.edu](mailto:jmenon@ksu.edu)



**2018-19 Annual Review**

### 2018-19 Annual Review

The 2018-19 Kansas PRIDE Annual Review for 2018-19 is now online in PDF format (the print version is in production at the time of this writing). In this year's issue you can learn about the great communities participating in the program across the state, their successes, partnerships, and sponsors.

Just click on the button to visit the Review's web page. Congratulations go out again to Wakefield for winning the cover photo contest! - **Jan Steen, Kansas PRIDE Co-Coordinator, K-State Research and Extension** [jmsteen@ksu.edu](mailto:jmsteen@ksu.edu)

### Ideas for Volunteer Recognition

*"I've learned that people will forget what you've said, people will forget what you did, but they will never forget the way you make them feel." - Maya Angelou*

It really is true. I know that when I feel appreciated I am more productive. I always give more, because it makes me feel good to give to those that make me feel good. That includes you, my lovely community

friends!

As promised, here is a little article on Changes in Volunteer Recognition, as promised, from my visit to the National Extension Conference on Volunteerism in May.

What I learned I came to realize applied to me, and likely many of you. You have to know the person you are recognizing before you move forward. Things to think about:



- **Statistics show that 50% of Americans regularly express gratitude to their family, and only 15% express gratitude to colleagues.** A thank you can go a long way on its own, especially since it seems like every time I hear a speech about volunteer recognition I hear these words: *"It's sometimes a thankless job."* Why does it have to be that way? Maybe peppering in more thank yous at a meeting, or while people are working can help boost the way they feel, and likely the image of your organization. Why not be known as "The most appreciative organization I ever volunteered with."?
- **Speaking of gratitude, 70% of volunteers would rather be thanked, in person, on an ongoing, an informal basis.** This goes along the same lines as the point above, people like to be recognized as they contribute.

So, how do people want to be recognized?

- **80% of volunteers like hearing how their work made a difference.** Show them the impact of their contributions through a presentation at a celebration that shows before and after, or statistics that accompanied their work ("over 40 people came out to help install the new park equipment, it took over 6 hours, so that's 240 volunteer hours in just one day! The next day the playground was covered in happy youngsters, enjoying the new equipment. It's even attracting people passing through town that are looking for a place to stop and let their kids get out and have some fun!").
- **Back to the 70% of volunteers that would rather be thanked on an informal basis...**some people don't like to be acknowledged in public. It makes them anxious, and while it makes all those giving the award feel good to get up and make such a stellar announcement, the awardee might just be a ball of nerves, even worse if they feel like they have to say a few words (ask me about the time I nearly fainted receiving an award where I had to speak. Or the time I nearly fainted getting up to give a speech to give an award. Fun times. Public speaking or being in the spotlight can be pretty scary for people who don't like attention).

How do they *not* want to be recognized?

- **Only 15% of volunteers like to be recognized at formal gatherings or banquets, meaning 85% would rather not.** While the meal might be delectable, many don't like the public acknowledgement (as noted above).
- **Rethink certificates.** Some people see them as somewhat pointless. Pair them with a document offering a letter of reference or recommendation and that might change their view.

Generate some ideas to get past the usual recognition of "pins, plaques and parties". But how...?

Here are some thoughts:

- **Give them opportunities to share the impact of their work themselves.** Ask them to make a presentation to the board, write an article for your newsletter, represent the organization at meetings, or even offer to write a letter of recommendation to the volunteers workplace, school or other organizations where it might benefit them.
- **Find opportunities to help them gain new skills.** Offer to send a volunteer to a conference, provide training on software, pair them with a mentor, or even send them to a lecture or program where an expert can give them new ideas to contribute to the organization.
- **Give them small, but meaningful tokens of appreciation.** Ideas: Donate a book to the library in the volunteer's name. Distribute cute gifts such as mini flashlights with little notes that say "thanks for making our future brighter", a glass filled with candy with a note "a toast to a job well done!" Create survival kits for big events that include things that are always welcome during stressful situations, such as energy bars, water, schedules, etc.
- **Create a photo album or digital slide show.** We know you have plenty of great photographers out there! Show a slide show of great action pictures at a meeting or event, and make it accessible to the volunteers featured to be able to share with family and friends.
- **Make things fun!** Create humorous awards, such as "best attendance", "best food", "best sense of humor". I once worked at an office that passed around a "trophy" of a smiley face doll fitted with a crown each week to the person who was noted for providing the best customer service. The doll was a bit worn and stared at you in a somewhat creepy way, but the entire office would bend over backwards for a chance to have that thing sitting on their desk for the week. It brought a lot of laughs and smiles, that's for sure...and I suppose it was memorable enough to have me smiling right now.
- **Gift cards.** No kidding, and the most popular in terms of recognition. Millennials and Generation Z LOVE gift cards as a sign of recognition to their work, and heck, in truth, who doesn't? You can even make it local, why not give out gift cards for local businesses?

These are a few take aways that I thought might benefit us all on the recognition front. Have ideas that work for your community? Shoot us an email at [PRIDE@ksu.edu](mailto:PRIDE@ksu.edu) and we are happy to share them! In closing, I would just like to say, like I have so many times in the past, Thank You for All That You Do (and I mean it, every single time!)! - **Jaime Menon, Kansas PRIDE Co-Coordinator, K-State Research and Extension**  
[jmenon@ksu.edu](mailto:jmenon@ksu.edu)

## Volunteer Needs Assessment

If you saw the newsletter last month you'll remember that I spoke about some resources from Volunteer Strategies ([VQStrategies.com](http://VQStrategies.com)), one of the keynote presenters at a recent conference Jaime and I attended. Here are some questions adapted from one

of those resources that your local PRIDE group might use to determine if additional volunteers or skills are needed to address challenges:



1. What is your PRIDE organization doing that you would like to increase, replicate, or expand?
2. What problems or challenges is your group currently experiencing?
3. What is an area of your group that is always underutilized or understaffed?
4. What specific skills and resources would your PRIDE group need to meet its challenges? How about to fulfill its goals and dreams?
5. How would you utilize a consultant or specialist in your organization to help you, now and in the future, as you work to fulfill your vision and mission?

Based on your answers to the above questions, what are three direct-service, skills-based, or leadership positions that would be an asset to your local PRIDE group? - *Jan Steen, Kansas PRIDE Co-Coordinator, K-State Research and Extension*  
[jmsteen@ksu.edu](mailto:jmsteen@ksu.edu)



Quarterly Reports are due **July 15th** if you wish to be eligible for potential funding. Click on the Reports image on the left to get started reporting if you have not as yet...

Speaking of funding, **August 15th** is the deadline for grant applications. A reminder was sent out to communities on July 8th, but if you are interested and did not receive the email, click on the button below to go to our Funding Page.

[Funding Page](#)



### 50th Anniversary - Two Opportunities

Don't forget! As we approach Kansas PRIDE Program's 50th anniversary, we're asking for your top **1-3 projects** any time from 1970 to today, and we also have a **logo contest** happening. Questions? Be sure to e-mail us at [PRIDE@ksu.edu](mailto:PRIDE@ksu.edu).

Have a local event going on? Got great places to visit? Eat? Play?

Why not send your ads here and we will place them

in our newsletter? You just have to send a high quality photo and the verbiage you want to use and we will place them in our newsletter for one month!



**Send Your Ad Here!**



### **ENROLL FOR 2019**

Just a reminder, there is still time to enroll if you haven't had the chance!

**Enrollment and Reporting**



### **First Friday e-Calls: Check'em Out!**

K-State Research and Extension offers entrepreneurship webinars every first Friday of the month, and there have already been several great sessions this year. If you missed them, they've been recorded and are available to view at your convenience along with the slides and some notes. Visit: <https://www.ksre.k-state.edu/community/business/entrepreneurship/> for all past sessions. There are some great new sessions on Angel Investing, the Technology Development Institute at K-State, and New Market Tax Credit Strategies.



### **EVENTS CALENDAR**

#### **Quarterly Report Dates:**

- July 15th, October 15th, January 15th, April 15th

#### **Opportunity Dates:**

- August 15, 2019 - Award Applications Due

**2019 Kansas PRIDE Communities**



The following communities have enrolled in the Kansas PRIDE Program for the year of 2019. If you want to see who was all enrolled last year, go to: <https://kansasprideprogram.k-state.edu/about/2018%20Kansas%20PRIDE%20Communities.pdf>

And if you'd like to enroll this year, go here and click on the blue "Enroll "button: <https://kansasprideprogram.k-state.edu/enrollment-reporting/index.html>

- Admire
- Agra
- Alton
- Arlington
- Ashland
- Assaria
- Axtell
- Basehor
- Baxter Springs
- Belleville
- Blue Rapids
- Burden
- Bushton
- Caney
- Centralia
- Clifton
- Columbus
- Conway Springs
- Council Grove
- Delia
- Dover
- Elk City
- Ellis
- Fort Scott
- Frontenac
- Glasco
- Grainfield
- Grinnell
- Haysville
- Herndon
- Highland
- Humboldt
- Independence
- Iola
- Kinsley
- La Harpe

- Lakin
- Larned
- Lecompton
- Lenora
- Leonardville
- LeRoy
- Lewis
- Lincoln
- Linn Valley
- Lucas
- Luray
- Macksville
- Marion
- McFarland
- Melvern
- Moran
- Mount Hope
- Norton
- Olsburg
- Overbrook
- Ozawkie
- Park City
- Perry
- Potwin
- Quenemo
- Randolph
- Riley
- Rossville
- Rozel
- Russell
- Savonburg
- Stockton
- Vermillion
- Wakefield
- Wilson



### **FACEBOOK NEWS**

Don't forget to like us on Facebook if you haven't already. We post there often, and some of that information isn't available in the newsletter – webinar announcements, community news, alerts.

Hit the button below to check us out, or “Like” us to see opportunities that are upcoming! Also invite us to “Like” your page if you have one!

**Find Us on Facebook**



### **Interested in a FREE Face to Face Community Visit!**

Needing guidance or help transitioning/organizing?

Wanting to show off your community?

Need strategic planning, ripple effects mapping or other resources?

Send us an email at [\*\*PRIDE@ksu.edu\*\*](mailto:PRIDE@ksu.edu) and we will get one scheduled with you!

**Community Visit**

### ***FOLLOW US***

