



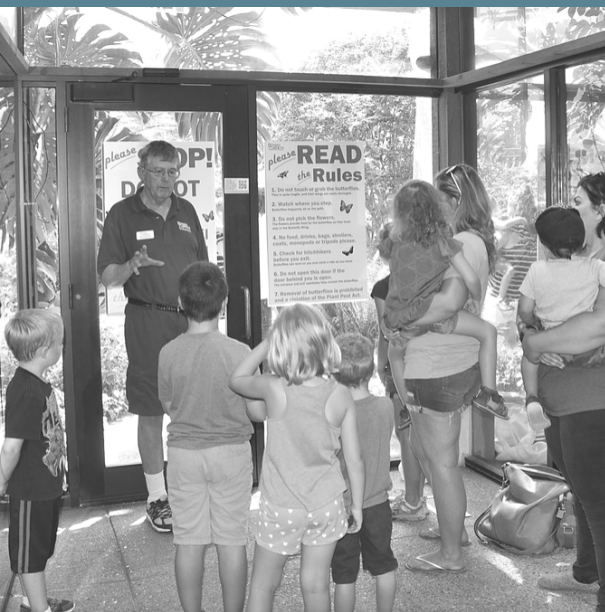
VOLUNTEER IMPACT REPORT 2017

REIMAN
GARDENS
IOWA STATE UNIVERSITY



340

INDIVIDUAL VOLUNTEERS
CONTRIBUTED HOURS IN 2017



49

SERVICE GROUPS DONATED TIME

12,648

CONTRIBUTED HOURS BY INDIVIDUALS
AND GROUPS



727

HOURS SPENT TRAINING OUR
VOLUNTEERS

A BIG YEAR AT REIMAN GARDENS

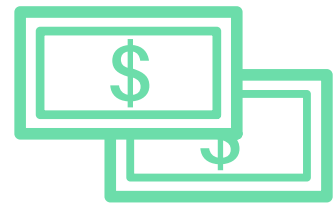
Our volunteers generously donate their time, talents, and enthusiasm every day at Reiman Gardens. Volunteering with the Gardens is a creative and effective way for residents and students to learn and give back to their community. It is hard to measure their impact, but it is easy to see and feel the difference our volunteers make every day.



VOLUNTEER HOURS
ARE VALUED AT
\$290,272.55 OF
CONTRIBUTIONS IN
KIND



VOLUNTEER
HOURS CONTRIBUTED
IS EQUIVALENT TO SIX
FULL-TIME EMPLOYEES



FOR EVERY \$1.00 WE INVESTED
IN OUR VOLUNTEER PROGRAM
WE RECEIVED A RETURN ON
VOLUNTEER INVESTMENT OF
\$5.38.



WHO ARE OUR VOLUNTEERS?

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.



OUR YOUNGEST VOLUNTEER
IS 12 YEARS YOUNG AND OUR
OLDEST VOLUNTEERS IS 91
YEARS YOUNG



58 ARE MASTER
GARDENERS



74% ARE
FEMALE



28% OF INDIVIDUAL
VOLUNTEERS ARE ISU
STUDENTS

62% LIVE IN
AMES



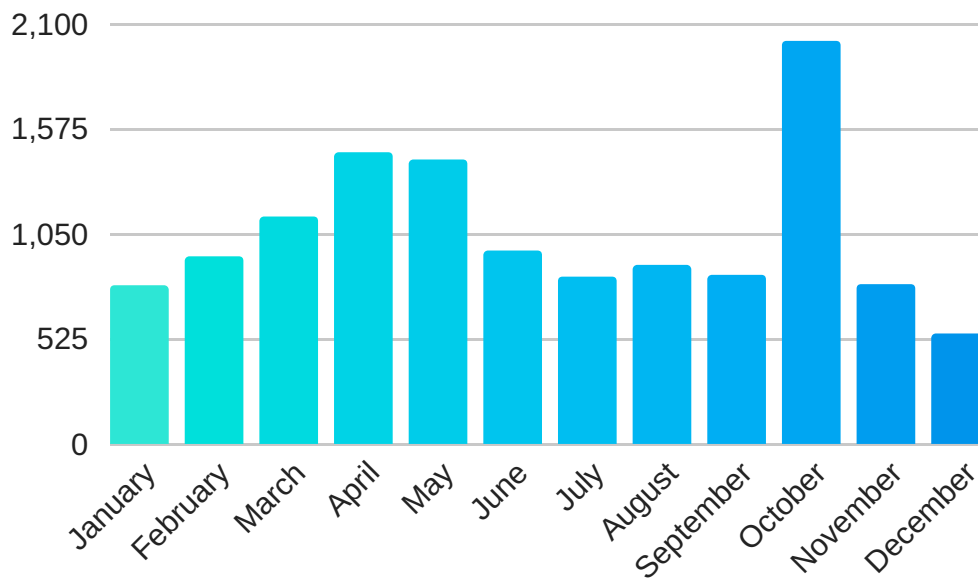
VIRTUAL VOLUNTEERS
HELPING WITH OUR IOWA
BUTTERFLY SURVEY NETWORK
COVER 22 IOWA COUNTIES

VOLUNTEER HOURS

- 340 individuals and 49 service groups contributed time. Many of our volunteers participated in more than one department.
- 12,648 service hours were contributed
- 125 potential volunteers were interviewed for regular or short-term positions; 111 volunteers completed new volunteer orientation; 106 new volunteers contributed 2,816 hours

NUMBERS BY THE MONTH

- April and May were busy months with spring planting, education tours, and Plant Sale.
- October was our busiest month with times in the Butterfly Wing and carving pumpkins.



HOURS BY DEPARTMENT

ENTOMOLOGY

- Butterfly Wing Docent 3625.15
- Entomology Lab Assistant 58.58
- Iowa Butterfly Survey Network (offsite) 606.28

3,625
BUTTERFLY WING
DOCENT HOURS

HORTICULTURE

- Indoor Horticulture Volunteer 1385.05
- Outdoor Horticulture Volunteer 1482.14
- Plant Collections 285.11

EDUCATION AND EVENTS

- Education Assistant Volunteer 861.08
- Floral Design Program Assistant 31.95
- Tour Guide: Adult 26.92
- Tour Guide: Youth 272.98
- Events Volunteer 1328.30
- Plant Sale Volunteer 562.58

1,328
EVENTS
VOLUNTEER
HOURS

OFFICE/MEMBERSHIP, GIFT SHOP & SPECIAL PROJECTS

- Clerical Support Volunteer 13.18
- Gift Shop Volunteer 219.48
- Membership Assistant 3.52
- Special Projects Volunteer 1158.98

1,158
SPECIAL PROJECTS
VOLUNTEER
HOURS

DEPARTMENTAL HIGHLIGHTS

Each of our departments saw an increase in volunteer participation and contributed hours.

EDUCATION AND EVENTS

- 3,084 hours were contributed
- Projects included Caterpillar Club and Kids Story Time, Floral Design program, Water Days and other Washed Ashore programs, youth and adult tours, home and garden shows, Spring Egg Hunt, Bag O' Bulbs and Plant Sales, Pollinator Day, Independence Day Celebration, Garden Art Fair, Garden Quilt Show, pumpkin carving and Spirits in the Gardens, Butterfly Blizzard, and Breakfast with Santa.
- 650+ pumpkins were stenciled and carved for Spirits in the Gardens
- 68% of volunteers who helped stencil or carve pumpkins were ISU students

3,084
CONTRIBUTED
HOURS



ENTOMOLOGY

- 4,290 hours were contributed; 3,625 of those hours were in the Butterfly Wing
 - 97 volunteers helped as Butterfly Wing Docents
 - 61% of Butterfly Wing times were filled, versus 52% of times filled in 2016
 - 6 volunteers processed weekly shipments of chrysalids
 - 53 volunteers surveyed 53 statewide sites for the Iowa Butterfly Survey Network.
- These volunteers put in over 600 hours during the spring and summer months.

4,290
CONTRIBUTED
HOURS



GARDENING AND HORTICULTURE

- 3,152 hours were contributed.
- 77 individual volunteers helped with indoor projects and 66 individual volunteers helped with outdoor projects
- Projects included watering, weeding, transplanting, deadheading, pot washing, planting bulbs, Conservatory change-outs, plant propagation, plant collections, and planting the new Hillside Garden.
- 4 Conservatory displays were changed out.
- Volunteers assisted staff and students plant over 50,000 bulbs.

3,152
CONTRIBUTED
HOURS



OTHER DEPARTMENTS

- 1,395 hours were contributed to administrative/office, gift shop, membership, and other special projects
- Special projects included cutting out stencils for pumpkin carving, taking photographs, compiling wedding packets, and other miscellaneous tasks that supported all of our departments.

IN MEMORIAM

The Volunteer Program lost two loyal friends and supporters this past year: Jerry Greving and Charlie Yoerger. These individuals exemplified the true spirit of volunteerism by devoting their passion, intellect, and support to help further the goals and mission of Reiman Gardens. We are so honored to have known them over the years and it is our good fortune that they chose to spend a portion of their lives with us.

In honor of Jerry, Charlie, and all of the dedicated and talented volunteers we have lost over the years, we announce the establishment of the Volunteer Memorial Bench. The bench will be located in the newly enhanced Shade Garden and will be easily accessible, providing a private space for quiet reflection. The bench will include a plaque inscribed with a short poem or quote, but will not include individual names. We hope to have the bench placed by late spring 2018 and will have an unveiling ceremony at that time.



HOURS IN 2017

50-99 HOURS

Sarah Binder
Paula Bosselman
Mary Buck
Donna Carlson
Jan Collins
Mary Engstrom
Bud Everett
Ginny Everett
Ann Hein
Jeff Hemphill
Barbara Houston
Ginny Jackson
Saren Johnston
Alzire Messenger
Rosemary Osheim
Jen Peters
Ron Peters
Betty Salisbury
Vaughn Speer
Arlen Throne
Valerie Throne
Susy Wendler
Amy Whiteman
Beth Wunder

100-199 HOURS

Moira Bellamy
Sam Crain
Dee Draper
Susan Jensen
Carol Kenton
Dorothy Kirkland
Dick Lang
Frank Maly
Janet Moore
Rosalind Nelson
Linda Sharpnack
Eric Wiersen
David Williams

200+ HOURS

Kathleen Buchholz
Stephanie Fox
Jo Anna Heberger
Brenden Johansson
Kenneth Kirkland
Ann Malven
Carroll Marty
Jensen McElmeel
Ann McMullin
Haruko Nakagawa
Nora Nelson
Larry Steager



VOLUNTEERS IN 2017

Cody Acevedo	Kathleen Buchholz	Carol Elliott	Marguerite Hawcott
Diana Adkins	Theresia Buchholz	Craig Elliott	Polly Hayes
Jan Aiels	Mary Buck	Mary Engstrom	Gerald Healy
Issra Al-Sager	Carly Bunkers	Sage Erdman	Jo Anna Hebberger
Abrar Al-Sager	Braden Bunting	Disa Erickson	Ann Hein
Noora Al-Sager	Lia Burchard	Kailee Ervin	Janet Heintz
Verna Appleby	Cindy Burke	Curtis Etzel	Jeff Hemphill
Raia Arbisi	Rayanne Burrack	Bernard Everett	Catherine Hill
JaQuan Bailey	Brooke Butler	Virginia Everett	Gina Hill
Donna Banker	James Caldwell	Darla Ewalt	Georganna Hinrichsen
Pratheen Barthiban	Lacie Capps-Teal	Barbara Faidley	Jean Hobbie
Susan Bartsch	Alexandra Caringer	Benjamin Faughn	Lauren Hoffman
Sue Baumhover	Donna Carlson	Scott Feddern	William Holck
Elijah Beach	Kiersten Carter	Josie Fernandez-Andersen	Brian Holmlund
Alexander Beagle	Nicole Casey	Taylor Ferrere	Ronna Hoppenworth
Moira Bellamy	Margaret Cavanagh	Joan Fitzsimmons	Barbara Houston
LeRoy Bergmann	Alyssa Clayton	Samuel Fowler	Jamie Hughet
Jenny Bethurem	Amy Collette	Anna Fox	Ginny Jackson
Tony Bever	Jan Collins	Stephanie Fox	Elisabeth Jasper
Pegi Bevins	Richard Conrad	Steven Freeborn	Susan Jensen
Sarah Binder	Andria Cossolotto	Eli Gaeta	Justin Jeziorski
Karen Block	Sean Coughlan	Beau Montana Gam-Ad	Brenden Johansson
Dr. Delwyn D. Bluhm	Dillon Coventry	Austin Garcia	Courtney Johnson
Georgia Bluhm	Samuel Crain	Daniela Gatica	Daniel Johnson
Jean Boatman	Caitlin Culich	Thea Gessler	Donna Johnson
Carolyn Bolinger	Sue Cullers	Richard Gilligan	Kara Johnson
Jim Bolinger	Reid Cummer	Marshall Godwin	Thomas Johnson
Paula Bosselman	Yalitza Curiel	Sandra Gossman	Saren Johnston
Candice Bostrom	Mary M De Baca	Garry Graham	Faith Jones
Michelle Boswell	Charles DeKovic	William Greenley	Megan Jones
Dorene Boyd	Judith Denato	Jerome Greving	Thomas Jordan
Corrine Breitsprecker	Geri Derner	Charles Hall	Jason Karimi
Beverly Brockman	Cristina Diaz	Charlotte Halley	Carol Kenton
Gregory Brockman	Jenniffer Dickens	Misa Hamanaka	Carolann Kersey
Carolyn Brown	William Dolezal	Alexander Handel	Dorothy Kirkland
Marybeth Buchele	Thomas Doyle	Lisa Harmison	Kenneth Kirkland
Kassandra Buchholz	Dianne Draper	Joshua Harris	Michael Klag
	Donald Draper	Kenneth Hartman	Jeffrey Klahn
	Cody Dvorak	Sally Hartman	Abby Klahs
	Aaron Eckley	Marguerite Hawcott	Kathleen Krogmeier

VOLUNTEERS IN 2017

James Krug	Allison McDonald	Carlton Peterson	Mary Anne Silence
Joyce Krug	Jensen McElmeel	Doris Peterson	Patricia Sindt
Richard Lang	Karla McGrail	Sally Peterson	Myah Singleton
Bonnie Lanxon	Trent McIntyre	Alina Pham	Lidia Skrynnikova
Catherine Lavrov	Ann McMullin	Matthew Pham	Toni Sleugh
Adriana Le Compte	Devin McReynolds	Matthew Phipps	Sara Smiley
Maria Lebedeva	Jody Melcher	Dayna Pitcher	Erin Snell
Kathryn Lee	Alzire Messenger	Kristen Pizarro	Jean Snyder
Lauri Lehn	Ana Mier	Pamela Plath	William Snyder
Izabella Lemus	Myron Mikita	Keith Ponto	Sheryl Soden
Ginny Lephart	Joyce Miller	Karthik Prakash	Joslin Soule Peters
Katrina Lepthien	Steven Mimnaugh	Sara Prins	Lena Sow
Terry Lewis	Sara Mitchell	Alexis Pugh	Judy Spear
Chit Lin	Brianna Monroe	Martha Rasmussen	Vaughn Speer
Leah Locke	Lillian Montabon	Janice Reutter	Tracy Stajcar
Sally Lockhart	Sheryl Montabon	Bailey Righi	Lawrence Steager
Orlan Love	Janet Moore	Daniela Rivera	Alexander Stephens
Philip Ma	Boyd Mortenson	Monique Rodriguez	Jeanne Stewart
Carol Madsen	Sumaya Mustafa	Sofia Rodriguez	Susan Stocker
Brooklyn Malchow	Tyler Myers	Beth Roof	Melody Stokke
Maggi Mallon	Sophia Nagel	Matthew Roseland	Jessica Storer
Ann Malven	Haruko Nakagawa	Carolyn Ross	Nancy Stubbs
Frank Maly	Praneeth	Ashley Roth	Gina Sturdy
Judy Maly	Narayanamurthy	Lexis Ruroden	Karthikcharan Suresh
Taylor Manemann	Nora Nelson	Katheryn Rutherford	Elisabeth Swain
Taylor Mankle	Rosalind Nelson	Bethany Sagan	Julia Tagye
Michael Martin	Christine Noel	Timothy Sagan	Tabitha Tahbo
Carroll Marty	Matthew Nowatzke	Betty Sailsbury	Miriam Takle
Fidella Marty	Tara O'Brien-Lane	Osaid Samman	Michael Tarnow
Paloma Mate-Kodjo	Megan O'Donnell	Owais Samman	Wijdan Tawfiq
Eleanor Mathews	Rosemary Osheim	Kara Sander	Lisa Thogerson
Miranda Mathiason	Laura Pagan	Dustin Sanford	Dennis Thompson
Joyce Matters	Denise Parmley	Alyssa Schaeffer	Suzanne Thompson
Jack Mauldin	Kenna Parnell	Emily Schneider	Arlen Throne
Aaron McCallum	Cal Parrott	Linda Schroeder	Valerie Throne
Kiersten McCallum	Jonette Pasley	Paola Sepulveda	Caitlyn Tibodeau
	Tony Perkins	Esteban Serna	Ann Tiedt
	Courtney Perreault	Linda Sharpnack	Judi Tjepkes
	Jen Peters	Kenneth Shaw	Meghann Toohey
	Ron Peters	Diana Shonrock	Larry Totton
	Taylor Petersen		

VOLUNTEERS IN 2017

Bethany Trang	Maya Walker	Douglas Whittle	Robert Wise
Patricia Tuberty	Yanhua Wang	Kathy Wiederin	Estella Woitas
Ryan Tuon	Wyatt Waterbury	Eric Wierson	Susan Wolverton
Dorian Twedt	Joan Watertor	Clara Wilhelm	Sandra Woolfolk
Madeline Umphress	Nick Weiler	David Williams	Loanne Worth
Sebastian Valentin	Susanna Wendler	Sylva Williams	Beth Wunder
D'nel Van Den Berg	Jeffrey Westphal	Kacie Wintermute	Julia Zhang
Madeleine Walker	Amy Whiteman	Charles Winterwood	

SERVICE GROUPS IN 2017

Ames Jaycees	SU Chapter of Engineers for a Sustainable World
Greater IA Credit Union	ISU Multicultural Vision Program
Pack 160 Cub Scouts	ISU Senior VP & Provost Office
Nevada High School	ISU Student Volunteer Services
Fox Engineering	ISU University Studies
Central IA Garden Railroad Society	ISU Workspace
Story County Master Gardeners	Alpha Kappa Psi-Delta Omega Chapter
ISU US Air Force ROTC Det 250	Alpha Phi Omega
IA AmeriCorps 4-H Outreach Program	Chi Phi Fraternity
ISU Academic Program for Excellence	Pi Alpha Phi
CyServe	Sigma Lambda Beta
ISU Dept. of Residence	Triangle Fraternity
ISU Dept. of Ecology, Evolution & Organismal Bio	ASK Sorority
Graduate Student Organization	Delta Phi Lambda
ISU Dept. of Entomology	ISU Women's Club 'Stitchery' Division
ISU Dept. of Horticulture	ACE Mainstream Living
ISU Dept. of Landscape Architecture	Ames High School National Honor Society
ISU Dept. of Plant Pathology and Microbiology	BioLife Plasma Services L.P.
ISU Eat-Tilden Residence Hall	
ISU First Year Honors Program	
ISU Gerdin Citizenship Program	
ISU Graduate Student Horticulture Society	
ISU Horticulture Club	

VOLUNTEER MILESTONES

500+
LIFETIME
SERVICE
HOURS

Sam Crain
Don Draper
Mary Engstrom
Ken Hartman
Sally Hartman
Jeff Hemphill
Georganna Hinrichsen
Ginny Jackson
Saren Johnston
Dick Lang
Ellie Mathews
Jody Melcher
Alzire Messenger
Janet Moore
Jonnie Pasley
Pete Peterson
Martha Rasmussen
Betty Salisbury
Linda Sharpnack
Mary Anne Silence
David Williams

1,000+
LIFETIME
SERVICE
HOURS

Dee Draper
Stephanie Fox
Jo Anna Hebberger
Marcia Imsande
Ann Malven
Ann McMullin
Sara Mitchell
Rosalind Nelson
Vaughn Speer

2,000+
LIFETIME
SERVICE
HOURS

Dorothy Kirkland
Ken Kirkland
Carroll Marty
Haruko Nakagawa

10 OR MORE
YEARS OF
SERVICE

Donna Banker
Carolyn Bolinger
Jim Bolinger
Carole Bunde
Geri Derner
Sandra Gossman
Ken Hartman
Sally Hartman
Marguerite Hawcott
Janet Heintz
Georganna Hinrichsen
Marcia Imsande
Saren Johnston
Carol Kenton
Dorothy Kirkland
Joyce Krug
Judy Maly
Carroll Marty
Fidella Marty
Ellie Mathews
Jack Mauldin
Jody Melcher
Sara Mitchell
Rosalind Nelson
Jonnie Pasley
Martha Rasmussen
David Runneals
Jane Runneals
Betty Salisbury
Mary Anne Silence
Lidia Skrynnikova
Joslin Soule Peters
Vaughn Speer
Jeanne Stewart

4,000+
LIFETIME
SERVICE
HOURS

Jack Mauldin



GOVERNOR'S VOLUNTEER AWARD

Volunteers Dorothy Kirkland and Vaughn Speer received a Governor's Volunteer Award from Governor Kim Reynolds and Lt. Governor Adam Gregg during a special recognition ceremony held September 25, 2017 in Pleasant Hill. They were honored with a Group award by Reiman Gardens for their extensive help in the Headhouse where they sowed thousands of seeds.



WHAT OUR VOLUNTEERS SAY ABOUT VOLUNTEERING...



I enjoy working outside and gardening. I really like spending time with the staff and volunteers I work with.

We volunteer at Reiman Gardens for several reasons; love of the Gardens, learning opportunities, and great volunteers and staff.

I love being there doing what I love and being given the opportunity to make Reiman Gardens a beautiful garden for all to enjoy!

READING AT BREAKFAST WITH SANTA IS MY FAVORITE VOLUNTEER ROLE!

Time flies when you are having fun!

WHAT OUR STAFF SAY ABOUT OUR VOLUNTEERS...



Our volunteer is a hard worker and loves coming here! We love having her!

I honestly have no idea how the Gardens would function without them, they're the best!

The diversity and enthusiasm that is consistently brought to the organization from the volunteers has made my employee experience rewarding in ways I had not expected.

Invaluable--they are necessary (if unpaid) staff



2018

LOOKING FORWARD TO THE NEW YEAR

- Adding new opportunities in communications, education, entomology, and hospitality
- Developing partnerships with local organizations to provide ongoing volunteer opportunities
- Developing more staff training for engaging with volunteers

**EVERY
DAY**

OUR VOLUNTEERS MAKE A DIFFERENCE

Whether it is reading a story to a child during Caterpillar Club, planting a tulip bulb in the Campanile Garden, educating visitors about butterflies in the Wing, or inputting figures into a spreadsheet, every volunteer makes a positive and lasting impact on the Gardens, our visitors, our staff, and our community. We owe our success to all of their time, energy, and great dedication to the Gardens. We thank them for all that they have done and for all that they continue to do.

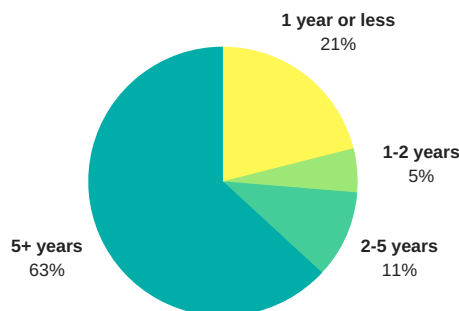


VOLUNTEERS AND STAFF SURVEYS

In 2017 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 2017; staff members consisted of full and part-time staff, front desk and gift shop staff, and part-time student workers. 19 volunteers and 22 staff responded. The results from both of these surveys are below.

VOLUNTEER SURVEY RESULTS

Q1 - HOW LONG HAVE YOU BEEN A VOLUNTEER WITH REIMAN GARDENS?



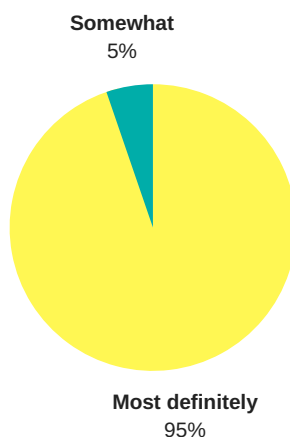
Q2 - "I VOLUNTEER AT REIMAN GARDENS BECAUSE..."

- I get satisfaction from being of help; I enjoy working alongside the staff and other volunteers; I know I make a difference; I know my time is valued and appreciated there.
- I enjoy being of help to a non-profit and enjoy being outdoors.
- It is a fun place to spend time and be useful in my community.
- I like the gardens and like to show it to other people.
- it's always warm and beautiful
- Volunteering keeps me active and it creates a community for me
- I have been involved since the Garden opened; love to show it off to family and friends!

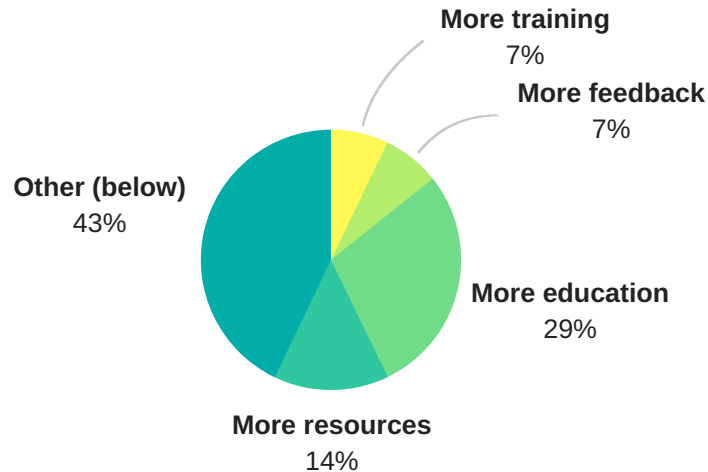
I love the friendliness of the staff and how appreciative they are of the contributions of the volunteers. In addition, the Gardens offer such beautiful, welcoming atmosphere in which to lend a hand in a variety of activities, my favorite being youth tours. It's a grand experience to work with young people and help them learn and share information about butterflies and plants. Just so much fun!

- I'm infused with a "Volunteer Spirit" through my uncle and my own innate altruism.
- I love the gardens and the staff is great to work with!
- I enjoy the outdoors and this is a good place to help while enjoying the weather!
- I enjoy the people and the fun things to do at the Gardens.
- it is beautiful with a diverse list of volunteer opportunities
- I enjoy meeting new people and sharing information about butterflies and listening to whatever is on their minds.
- It is a great place to volunteer especially for a former gardener
- I enjoy horticulture and working with the staff and other volunteers.
- I love sharing nature with other people, and want to gardens to stay around - that takes volunteers
- I like to be part of something beautiful while working with people.
- I love helping

Q3 - ARE THERE ENOUGH VOLUNTEER OPPORTUNITIES TO MATCH YOUR INTERESTS/NEEDS?



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



- I feel all of the above have been provided sufficiently for me
- provide updates about conservatory updates and butterfly wing residents
- Get the new video finished. LOL!
- I think the volunteer program is great as it is, but training and educational opportunities are always a plus!
- Doing a good job in providing help and opportunities
- The training program is wonderful

Q5 - HOW WOULD YOU DESCRIBE YOUR VOLUNTEER EXPERIENCE TO SOMEONE WHO WAS CURIOUS ABOUT VOLUNTEERING AT THE GARDENS?

- I would use the reasons above that I like about volunteering.
- It's fun, and the staff is very supportive and appreciative of our help.
- Great place to spend time...can work with public or spend more time in horticultural endeavors. Very helpful volunteer coordinator.
- It's fun to meet other people and especially the staff.
- A fun place to volunteer filled with friendly people.
- Volunteering is a two-way street helping the garden be successful and enjoying the camaraderie with the people you work with
- A very positive experience and you get to meet so many interesting people!
- Fantastic and fulfilling!
- I'd honestly look them square in the eyes and enthuse, "There's something for everyone at RG!" - you'll find something that suits you.

- There are many different volunteer opportunities and you'll be able to find the area where you can assist, help make a difference and feel valued.
- Volunteers are needed in many different areas of the garden and are appreciated by the staff.
- You can volunteer whenever you want and also pick what you would like to do.
- Outstanding. Very organized, easy to select opportunities, great staff to work with
- Everyone you meet at Reiman Gardens from staff to visitors are nice to be around. The butterfly wing is not only peaceful but always warm and green. Volunteering is a place to go if you are feeling lonely and it not only puts a smile on your face it does other people too.
- Satisfying
- Good place to volunteer
- I am learning to so much and love to watch peoples faces as they enter the butterfly wing for the first time
- It's a great opportunity

Q6 - WHAT HAVE YOU LEARNED FROM YOUR EXPERIENCE? WHAT ELSE WOULD YOU LIKE TO LEARN?

- Some of the inside workings of the garden; plans for the future; plant names and growing conditions; about the ecosystems working to make a successful garden; the kind of work different staff do.
- Learned more about the Garden in general.
- What it takes to keep such an operation functional on a high level within the community.
- I have learned about some of the butterflys and would like to identify more.
- I know far more about butterflies than I had ever thought possible
- Learning about butterflies plants and other people
- I've come to realize more and more each year what an immense effort it is to manage the Gardens. It involves such a huge amount of creative dedication and physical effort to keep things fresh and new with each season, and the Reiman team always proves more than up to the task!
- My learning experiences have been abundant. I truly feel I learn something every time at RG.
- I have gained gardening knowledge - some tricks of the trade!
- Not sure I've learned anything other than how many opportunities are available thru Reiman Gardens.
- I enjoyed being in the greenhouse in the spring.
- I've learned a lot about butterflies. There is always more to learn
- I've learned a lot about butterflies and people of all ages, countries, and conditions. I would like to learn of a way to use what I've leaned to find an income.
- There are many moving parts to Reiman
- I am learning more about plants and insects.
- More about butterflies

Q7 - WHAT DO YOU THINK YOU HAVE CONTRIBUTED? WHAT ELSE WOULD YOU LIKE TO CONTRIBUTE?

- Time, effort, support to staff, friendship to others.
- Contributed help with physical labor that some people are unable to due to age, etc.
- Limited so far but hope to continue with volunteer opportunities available.
- I think I have represented Reiman Gardens in a positive manner. I might like to try to be a tour guide.
- I hope that I've made Reiman Gardens into a beautiful and interesting place to visit
- Hopefully I've contributed to excitement and knowledge of young visitors to the Gardens, imparting the sense of joy that lives in this beautiful place. Who knows when a single fact or the opportunity to view something strange and new might spark an interest in a child and lead to further investigation. And to have it happen when they're having fun, well that's the best!
- Humor, an appetite for talking and, in turn, listening to people, an appetite for snacks (see Humor), "Sweat Equity", and a multi-faceted volunteer approach. I may dabble in the Gift Shop or Butterfly House.
- Hopefully, I've been helpful to staff in accomplishing projects.
- I've provided valuable help in the outside and inside hort areas.
- Enthusiasm, professionalism, creativity. Would like more opportunities for creativity.
- My friendly interactions with visitors helps them feel good about the gardens and wanting to become members and/or return several times a year.
- Hopefully assistance in needed areas
- I would like to be able to sign up for things like weeding. I cannot do it on a regular basis but each horticulturist seems to have their select group and there is never a sign up available on the computer. Same goes for transplanting.
- I HOPE I am offering a warm welcome to the gardens and to ISU, offering ways to involve guests in gardening and conservation. I plan to become more knowledgeable and informative.
- Time with doceting in the BFW

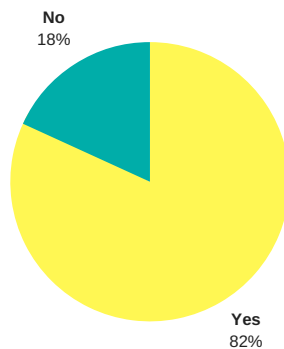
Q8 - WHAT SUGGESTIONS MIGHT YOU OFFER THE VOLUNTEER PROGRAM AT REIMAN GARDENS?

- Hard to imagine making any significant suggestions when all looks like it works so well with staff care, concern, and appreciation.
- Keep doing what you are doing!
- Keep up the good work.
- Notifications about events early in the week.
- Keep up the good work!

- Notifications about events early in the week.
- Keep up the good work!
- Just keep it up, Taylor! Excellent job that you've done in only a year, Mrs. Woodcock. Oh, if I were to nitpick, I might continue to kvetch for meatier snacks such as Roast Beef sandwiches (au jus would be a bonus), but that's probably a reach, so I'll continue to peruse the Open Break / Snack Table off of the Garden Room for possible goodies.
- I feel the program is great!
- Some activities like pot washing have no training and there has been conflict among the volunteers on what constitutes adequate cleaning. All volunteer opportunities should have clear standards.
- Every once in awhile it would be nice to have a coupon for a snack from the gift shop, a free pass to the gardens for friends/family, or anything as a surprise to know how important we are to the operations of Reiman Gardens.
- Keep up the good work
- Do away with the select groups of the horticulturists.
- non credit online courses

STAFF SURVEY RESULTS

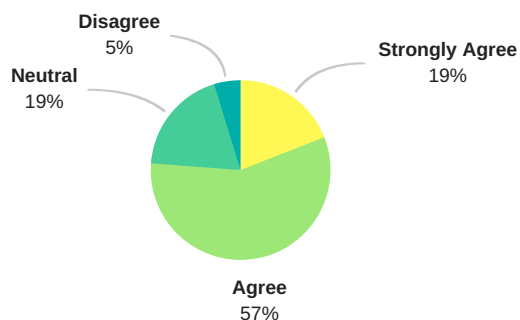
Q1 - DO YOU CURRENTLY USE VOLUNTEERS IN SOME CAPACITY?



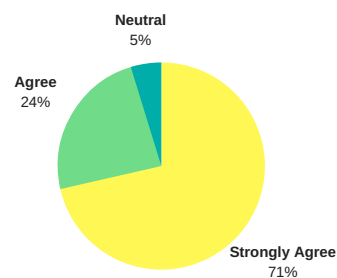
Q2 - IF YES, WHEN DID YOU DECIDE OR WHAT WAS THE NEED THAT PROMPTED YOU TO USE A VOLUNTEER?

- Added coverage in Gift Shop where we had some holes in our schedule
- There is always more work than hands or hours, so involving volunteers can mean faster completion of projects or getting additional projects done in a season.
- gardening help
- I've always used volunteers. Many volunteers were here before my arrival.
- Department always worked with volunteers (before I worked here)
- Butterfly Wing Docent
- During clean ups and planting
- Butterfly wing staffing
- bridal packets
- So I could avoid having to ask other staff for assistance
- Special projects from before my time
- They are offered opportunities of all sorts that are similar to most processes completed by both, part-time and full-time employees.
- I work with them. I don't think they would appreciate me 'using' them
- Whenever the managers have them working with us.
- a job to be done and I don't have time to do it
- Butterfly Wing shifts, butterfly surveys

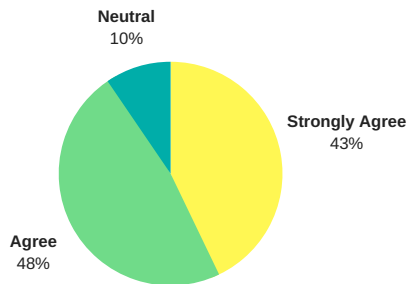
Q3 - PLEASE SELECT THE OPTION THAT BEST DESCRIBES YOUR EXPERIENCE WITH VOLUNTEERS.



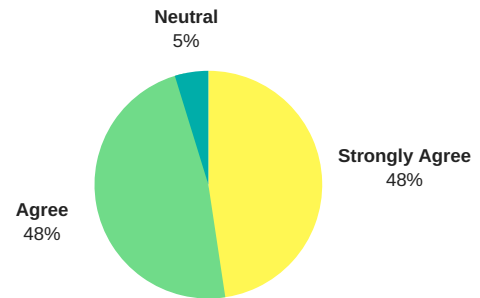
THE VOLUNTEER(S) WERE ABLE TO
HANDLE COMPLEX AND SKILLED WORK.



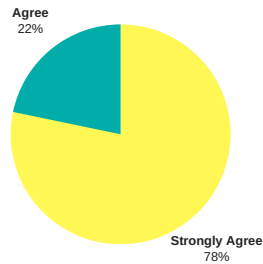
THE VOLUNTEER(S) PRESENTED A
POSITIVE IMAGE AS A REPRESENTATIVE
OF THE ORGANIZATION.



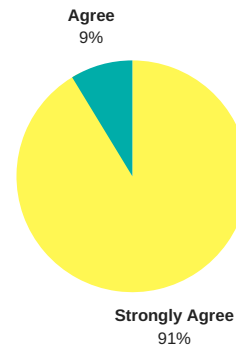
THE VOLUNTEER(S) WERE ABLE TO FOLLOW DIRECTIONS, COMPLETE ASSIGNMENTS AND WORK COOPERATIVELY.



THE VOLUNTEER(S) WERE PROMPT AND DEPENDABLE.



THE VOLUNTEERS OFFER VALUABLE ASSISTANCE TO MEETING OUR MISSION.



I THINK VOLUNTEERS PLAY AN IMPORTANT ROLE IN OUR ORGANIZATION.

Q4 - PLEASE SELECT THE OPTION THAT BEST DESCRIBES YOUR EXPERIENCE WITH VOLUNTEERS.

- Invaluable - they are necessary (if unpaid) staff
- None
- I do not know how the volunteers performed while in the wing, but I have not received complaints except a very few anxious people who are waiting while the volunteers rotated to the entrance door
- We assume they know how we do things, and don't always communicate our wishes clearly.
- The diversity and enthusiasm that is consistently brought to the organization from the volunteers has made my employee experience rewarding in ways I had not expected.
- I honestly have no idea how the gardens would function without them, they're the best!
- Most of them are great to work with!

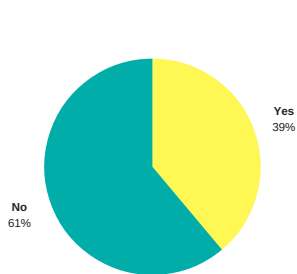
Q5 - PLEASE CHECK ANY OF THE FOLLOWING SKILL/ABILITY AREAS THAT A POTENTIAL VOLUNTEER WOULD NEED TO BE MOST HELPFUL TO YOU:

- Arts and crafts 10.53%
- Computer skills 3.16%
- Education skills/teaching 6.32%
- Verbal/language skills 10.53%
- Event planning 2.11%
- Public speaking 7.37%
- Working with adults 10.53%
- Working with children/families 10.53%
- Gardening 12.63%
- Carpentry/mechanical 5.26%
- Outdoors/environment 10.53%
- Science 7.37%
- Other: Creative/merchandising; Friendliness; The larger the population of volunteers the larger the opportunities. Again, the diverse backgrounds and life experiences on display are impressive. I believe volunteers make a greater contribution to the culture of the Gardens than many paid employees

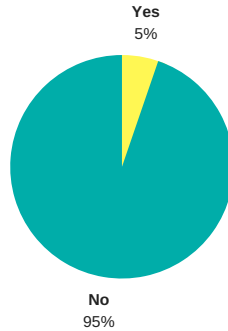
Q6 - ARE THERE ANY SPECIFIC PROJECTS OR ROLES THAT YOU WOULD FIND USEFUL TO HAVE A VOLUNTEER INVOLVED TO DO NOW OR IN THE NEAR FUTURE?

- equipment maintenance
- training others
- Watering
- maybe bridal shows?
- Everything under the sun
- Having them to help with bulb planting was great help.

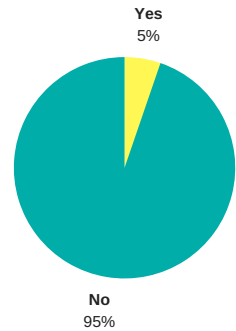
Q7 - HAVE ANY OF THE FOLLOWING CHALLENGES OR CONCERNS KEPT YOU FROM INVOLVING VOLUNTEERS MORE OFTEN?



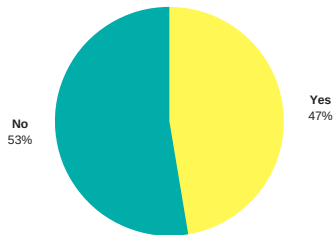
PREFER TO DO THE WORK MYSELF



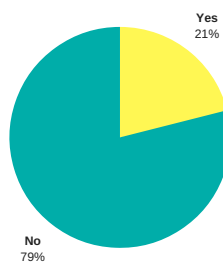
THE TYPES OF VOLUNTEERS WE NEED ARE NOT AVAILABLE



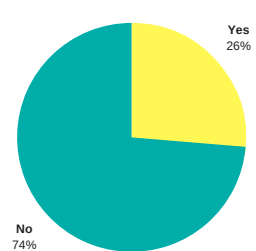
CONCERN ABOUT CONFIDENTIALITY WITH ORGANIZATION INFORMATION



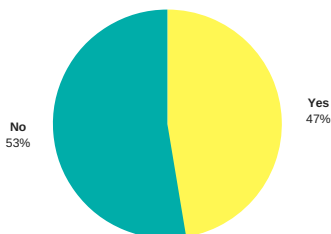
DO NOT THINK VOLUNTEERS WILL HAVE THE SKILL/ABILITY TO DO THE WORK



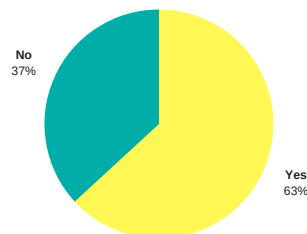
CONCERN THE COST TO TRAIN AND SUPERVISE VOLUNTEERS IS MORE THAN THE BENEFIT



CONCERN ABOUT CONFIDENCE THAT VOLUNTEERS ARE DEPENDABLE TO FOLLOW THROUGH ON THE VOLUNTEER COMMITMENTS



NOT CERTAIN HOW TO INVOLVE VOLUNTEERS



NOT HAVING PROJECTS THAT NEED HELP FROM A VOLUNTEER

Q8 - SUGGEST THE TYPES OF SUPPORT YOU WOULD NEED TO HAVE FROM THE VOLUNTEER PROGRAM TO OVERCOME SOME OF THESE BARRIERS AND USE VOLUNTEERS MORE OFTEN.

- Having volunteers with more confidence would enable me to use volunteers more frequently. We have many volunteers with the skills needed to complete projects, but they do not feel confident in themselves. Perhaps additional training would give them the confidence they need.
- brainstorming sessions to help plan volunteer projects and involvement in horticulture, instead of doing the same old thing or offering the same old thing to groups
- As many of volunteers become older their needs change. Finding tasks to still keep them engaged but also finding replacement volunteers.
- recruiting from specific populations, maybe more involvement with training
- Nothing
- Nothing - a lot of my work is very detail oriented and time consuming so I just prefer to do it myself
- I'm uncertain of the "onboarding" program used to initiate volunteers into the role of a Reiman Gardens team member. I think it would be beneficial to create one if one is not in place.
- ways to involve groups and training to allow volunteers to be more skilled in a task
- Knowledge of people looking to volunteer in the area and knowledge of skills/interests to match to fitting projects

Q9 - OTHER COMMENTS OR SUGGESTIONS YOU WOULD LIKE TO EXPRESS ABOUT THE INVOLVEMENT OF VOLUNTEERS IN OUR ORGANIZATION.

- They are a nice help to have on the job
- They are invaluable when trained well
- They are friendly and fun to work with.
- I feel that volunteers are invaluable for many departments at RG (horticulture, events, education, entomology) but find it harder to involve them in my department because the information is more confidential.
- I love my volunteers and can't wait for the Phenology program to get to a phase where we can bring more people in
- I like them and they seem to have a great deal of ownership for their roles. They are kind and respectful to me and like to engage me.
- I hope we can do more and more!
- Most volunteers have been incredible, fun to work with, and passionate about what they do in contributing to the Gardens!