

VOLUNTEER IMPACT REPORT 2018



REIMAN
GARDENS
IOWA STATE UNIVERSITY





2018 VOLUNTEER IMPACT REPORT

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



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



INDIVIDUAL VOLUNTEERS
CONTRIBUTED HOURS



HOURS CONTRIBUTED IS EQUIVALENT
TO 7.5 FULL-TIME EMPLOYEES



SERVICE GROUPS
DONATED TIME

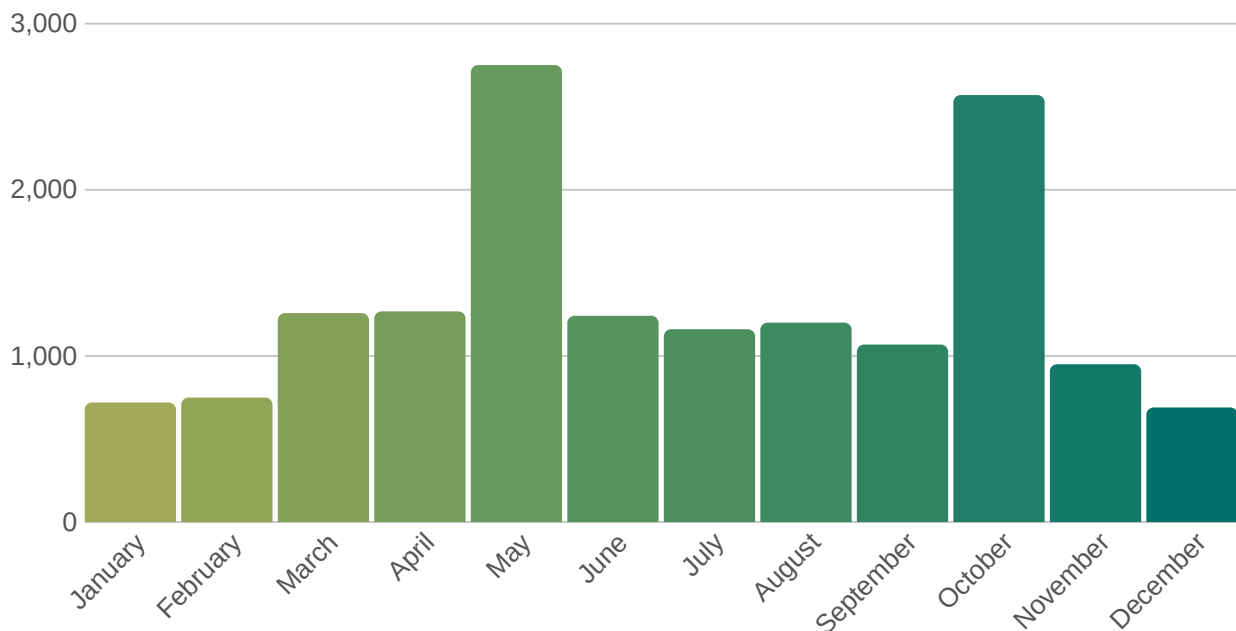


FOR EVERY \$1.00 WE INVESTED IN
OUR VOLUNTEER PROGRAM,
WE RECEIVED A RETURN ON
VOLUNTEER INVESTMENT OF \$5.11.

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



VOLUNTEER FACTS

- 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

HOURS BY DEPARTMENT

- 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

2018

DEPARTMENT HIGHLIGHTS

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

2018

AMERICORPS NCCC TEAM

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.



2018 IOWA GOVERNOR'S VOLUNTEER AWARD

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% of parents actively participating in volunteer activities
- Over one million volunteers contributed 56.2 million hours of service, worth an estimated \$1.32 billion

2018 IN MEMORIAM

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



VOLUNTEER MEMORIAL BENCH

On September 20, we dedicated the Volunteer Memorial Bench in the new DeeAnn Drew Shade Garden. With this memorial bench, we honor all of our dedicated and talented volunteers who have passed away. Volunteers, family members and staff helped to unveil the bench and plaque.

The plaque has a poem written by one of our volunteers, Georganna Hinrichsen:

*We shall never see
Those who rested here before us.
Their gaze across the green beyond-
They shall be recalled by
Wide-eyed visitors to this spot.*

*We dedicate this bench in remembrance of our
volunteers.*



2018

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 Sharpnack
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
Theresia 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 Wierson
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
Bethurem, Jenny
Bielecki, Grant
Billings, James
Blood, Luke
Bluhm, Dr. Delwyn D.
Boehmer, JoAnn
Bolinger, Carolyn
Bosselman, Paula
Bostrom, Candice
Boyd, Dorene
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, Elisa
Clayton, Alyssa
Cohen, Laura
Coll, Emily
Conrad, Richard
Cossolotto, Andria
Coverdale, Judy
Crain, Samuel
Cullers, Sue
Curiel, Yalitza
Derner, Geri
DeVall, Julie
Diew, Nyamal
Diggins, Kaitlin
Dolezal, William
Doyle, Thomas
Eide, Carol
Erdman, Sage
Erickson, Tim

Ervin, Kailee
Ewalt, Darla
Faidley, Barbara
Ferrere, Taylor
Field, Eleanor
Fisher, Kelsey
Fortin, Angie
Freeborn, Steven
Frey, Lydia
Gaeta, Eli
Gam-Ad, Beau Montana
Garcia, Gunnar
Gaskill, Mikaela
Gibson, Derek
Goh, Tian Wei
Gossman, Sandra
Gowan, Connie
Graham, Garry
Groskurth, Lynne
Hall, Charles
Halverson, Pat
Hansen, Laura
Harmison, Elizabeth
Harris, Joshua
Hatland, Michael
Hawcott, Marguerite
Hayes, Polly
He, Shan
Heald, Vickie
Hein, Ann
Heintz, Janet
Hickman, Christina
Hinkle, Karen
Hinrichsen, Georganna
Hipp, Kathy
Hirsch, Emma
Hou, Emily
Houston, Barbara
Huff, Tessa
Hughet, Jamie
Huntimer, Ronald
Hutchings, Charlie
James, Andre
James, Myra
Jancaric, Jessica
Jensen, Susan
Johnson, Donna
Johnston, Saren
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
Mathiason, Miranda
Matlock, Haili
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
Oberoi, Rajdeep
O'Donnell, Megan
O'Hare, Tyler
Osheim, Rosemary
Owens, Gracianna
Palodhi, Lopamudra
Parmley, Denise
Pasley, Clarke
Pasley, Jonette
Patricio, Antonio
Perales, Alyssa

Peters, Jen
Peters, Ron
Petersen, Karenna
Petersen, Taylor
Peterson, Doris
Peterson, Duane
Peterson, Sally
Phipps, Matthew
Pine, Kate
Ponto, Keith
Pool, Gina
Powell, Emily
Power, Mia
Prakash, Karthik
Pugh, Alexis
Que, Suyu
Rahe, Emily
Randall, Emily
Rasmussen, Martha
Ray, Pratik
Raymond, Helen
Reed, Kathleen
Requejo, Guillermo
Reutter, Janice
Richardson, Annastasia
Righi, Bailey
Rivera, Daniela
Rivera, Hector
Roads, Abbegeal
Robinson, Cydney
Rodriguez, Anthony
Rodriguez, Sofia
Rogers, Brooke
Roof, Beth
Roseland, Matthew
Roth, Aubrey
Rule, Brittany
Ruroden, Lexis
Sackpraseuth, Ashley
Savage, Kaila
Schilling, Sydney
Schwartz, Colleen
Schwering, MaryAnn
Sepulveda, Paola
Shirk Tewes, Angie
Shy, Cassy
Siegner, Ashley
Silence, Mary Anne
Simmons, Carole
Sindt, Patricia
Skrynnikova, Lidia
Slimak, Joseph
Snell, 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
Stickley III, Arthur
Stoffel, Emily
Stohlmeyer, Maureen
Storkamp, Meg
Swager, Preston
Szuda, Kristin
Tan, Hui Siang
Tan, Yinghong
Taylor, Cayla
Thoeming, Laura
Thogerson, Lisa
Thompson, Suzanne
Tjepkes, Judi
Totton, Larry
Tuberty, Timothy
Tuon, Ryan
Umphress, Madeline
Underwood, Lori
VanBuren, Cameron
VanScoy, Savannah
Vasquez, Rebecca
Vaubel, Amanda
Vega Van Auken, Aideen
Vock, Kimberly
Vongpanya, Saiyothin
Walker, Maya
Walston, John
Walston John
Walter, David
Weber, Josie
Wendler, Susanna
Wessels, Allison
Westphal, Mandalyn
Wiederin, Kathy
Wilbur, Ann
Wilhelm, Clara
Winterwood, 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.

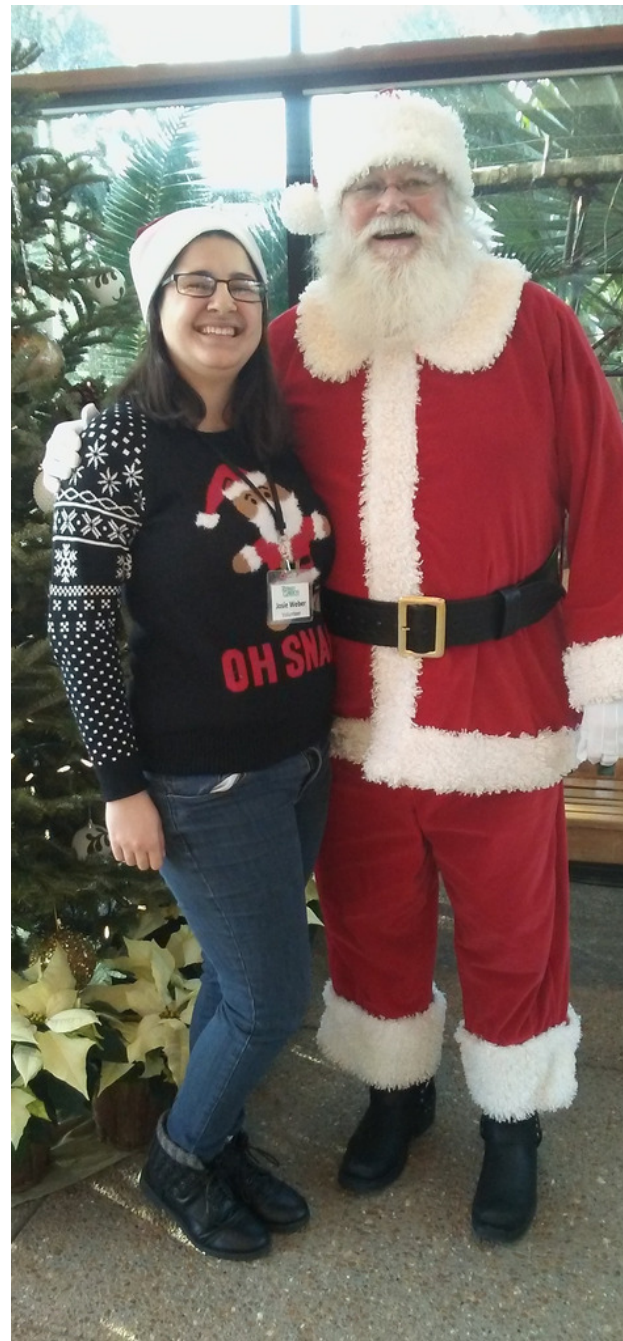
Our volunteers as a whole are beyond great and allow us to accomplish a ton more.

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

Volunteers are indispensable to Reiman Gardens.









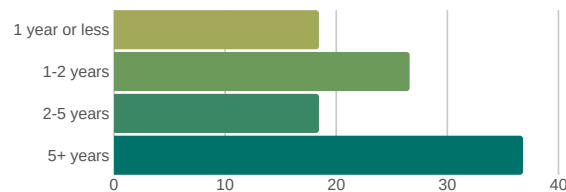
2018

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?

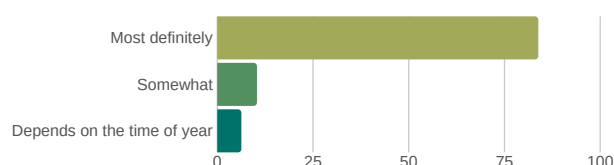


Q2 - "I VOLUNTEER AT REIMAN GARDENS BECAUSE..."

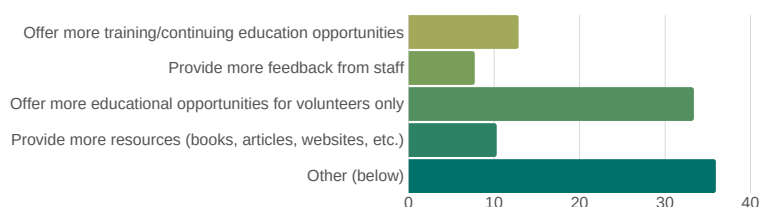
- I love the people working there and love doing anything at the gardens.
- I love everything about the garden: The environment, the green, the butterflies, and the workshops!
- I enjoy spending time in the Garden and meeting new people
- like to meet people, especially youngsters
- The Garden is a great place and I want to my part to make 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 lik butterflies, plants and in fly people 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 resourses.
- 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 I'm 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!

- 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!

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



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



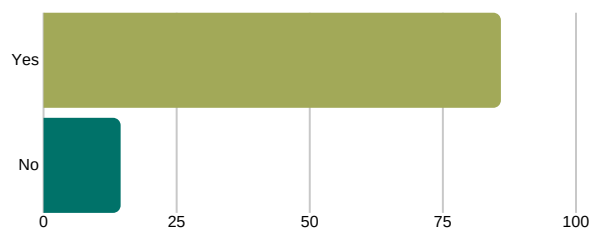
- none
- The yearly training is fine
- I can't think of a thing I'd change.
- I am pretty happy with what I do and the people that I interact with.
- I think we receive adequate training and educational opportunities.
- You do a wonderful job trying to keep us informed.
- I'll keep volunteering at Reiman 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?

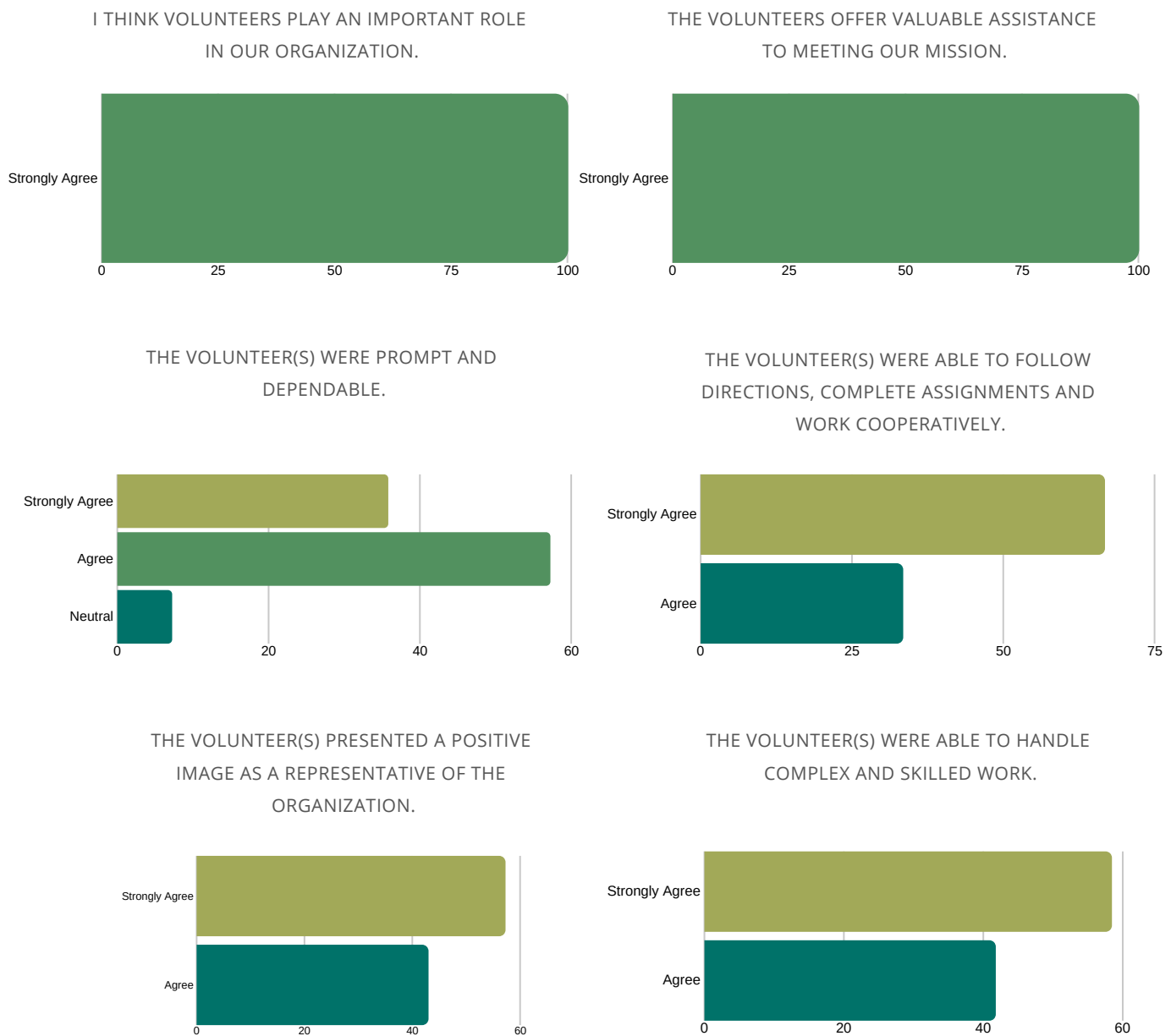
- Keep up all the good work.
- none
- post a notice if there is any special attraction in the butterfly wing so we can tell people
- You make us feel needed and appreciated. Can't ask more than that. It's a privilege to be a part of it
- None: its great!
- Since I work mostly alone, I really do not have 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?

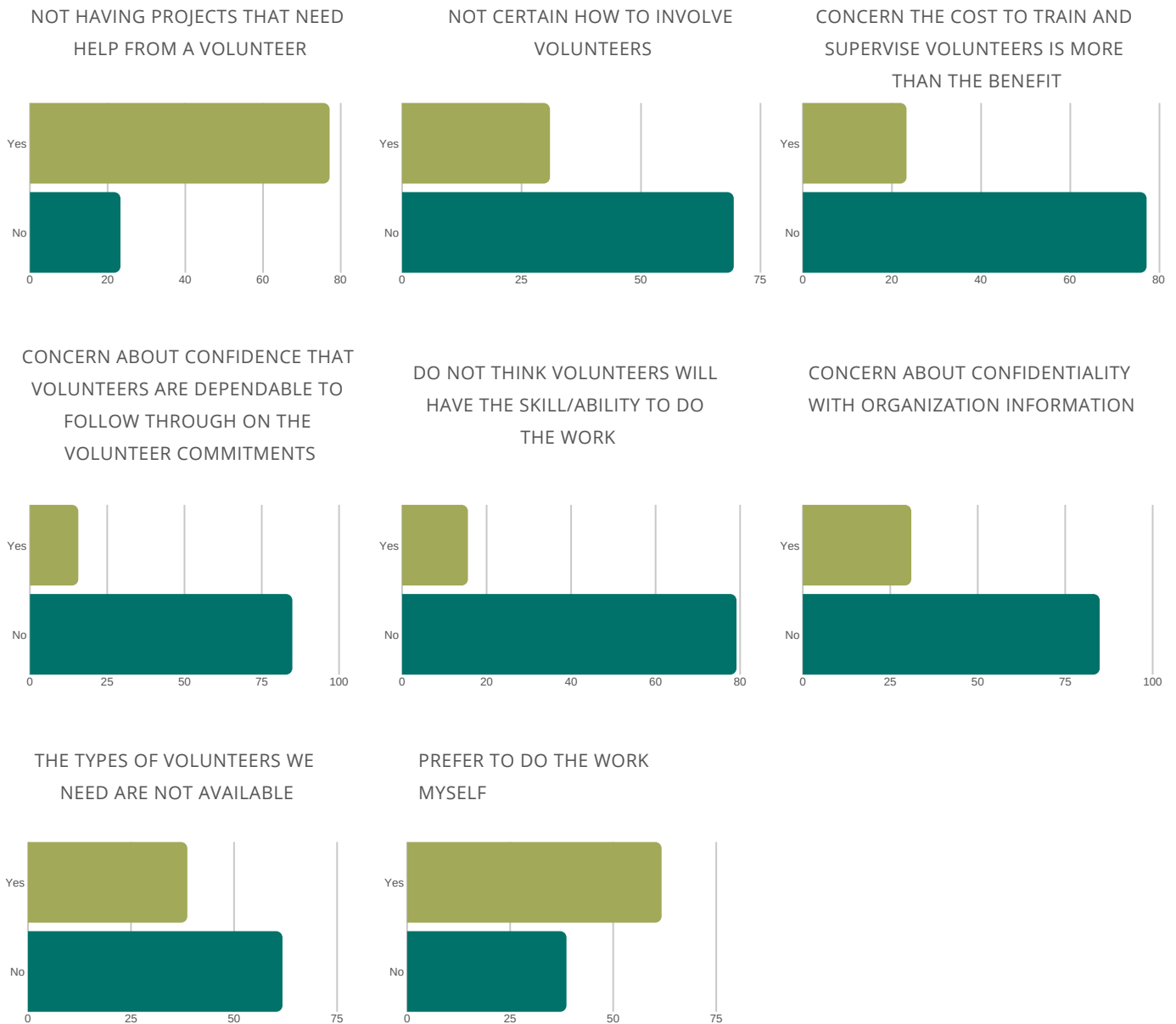


Q3 - PLEASE SELECT THE OPTION THAT BEST DESCRIBES YOUR EXPERIENCE WITH VOLUNTEERS.



- 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?



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.