

## **Volunteer Compensation Ideas**

We asked our members...

**“How do YOU compensate your volunteers for their time before and during your festivals?”**

Below are some of the responses. Thank you to all who contributed!

We are a college town. All of the Albion College students need to perform volunteer hours as part of their “grad” requirements. So, everyone gets a “staff” tee shirt they can keep but they volunteer because they have to do something... and our event offers pretty fun volunteering...

***Festival of the Forks***

We compensate our volunteers with a t-shirt plus one \$5.00 food voucher for every 4 hours worked. These can be redeemed from our food vendors (not carnival) which helps them increase sales.

***Troy Family Daze Festival***

We’ve never considered the little thank you’s we provide to Blue Water SandFest volunteers as “compensation”, but I guess they are in a way.

We do several things to thank volunteers during our 3-day event typically held over the July 4<sup>th</sup> holiday weekend:

- Committee Chairs verbally thank volunteers for their time, talent & treasure before, during and after the event.
- SandFest volunteers receive an event t-shirt to keep that has our logo and website address on it along with logos of all the event sponsors. These are typically in a bold, noticeable color so volunteers stand out on-site for attendees to ask questions of.
- SandFest volunteers receive a Day Pass, good for any one day of attendance during the event. Obviously, they don’t pay to attend and are hand stamped for the day they work. This way, they can come back again “on us” as a thank you and enjoy the event with family & friends.
- In early July we can have some hot, humid weather, so we have volunteers take bottled water around to volunteers to make sure they get the proper hydration.
- As overall Chair of the event, I send personal thank you notes to all volunteers after the event.

***Blue Water SandFest***

Our volunteers receive the following:

Free Admission for the weekend

A Volunteer Tshirt

Free parking

A \$5.00 food or beverage voucher for each hour that they assisted

A thank you party about a month after the festival.

***Motor City Pride***

Lots of praise for jobs well done

Lots of thank yous

T-shirt free

Water & snacks during shift

***Edgin Creations***

I let them in free either night of the event and they get a t-shirt during their shift.

***Bringin' Back the 80s Festival & MI's Big Country Fest***

We have a points per hour system that we use for our volunteer program. We based the points on position descriptions that the supervisors created. The volunteers are issued a recreation points card that they can use throughout our park system on items like golf green fees, annual vehicle permits, nature center programs, campground fees, BMX track fees and rental fees.

***Oakland County Parks and Recreation Commission***

Treating them like a volunteer, appreciate they are dedicating their time to your event. Don't work behind each other work beside each other. One team one purpose. Ensuring they get some perks we do t-shirts each year and give them to our honorary retirees, the board, associate board and some volunteers. Make it a big deal to be part of something that helps the community. Feed their bellies!!!! Treat the volunteers with dignity and respect and always accept new ideas.

Change is sometimes what we all need, what may work this year may not in the future and what has been might not be able to continue to work. Implement or try to if possible new ideas.

***Four Flags Area Apple Festival***