

## HOW TO SHOW APPRECIATION TO VOLUNTEERS

*Sustain new volunteer involvement  
by accentuating the positive and eliminating negative actions*

- Share any blame
- Share taking credit
- Provide constructive feedback privately & avoid complaining behind their backs or to a third party
- Ask, listen, value and use diverse ideas. Take suggestions seriously
- Encourage “we” rather than “us vs. them” behaviors
- Respect their time
  
- Use their talents, avoid always assigning menial, repetitive tasks
- Keep volunteers informed about the organization’s activities, goals, and any changes
- Smile, reinforce and encourage
- Take time to celebrate successes and make sure that everyone hears the good news
- Create an open letter of thanks to your volunteers in the local newspaper or the branch/state bulletin
  
- Spotlight a volunteer or a project team in your local/state newsletter
- Take a volunteer to coffee or lunch
- Avoid constant authoritarian, ordering behaviors, instead ask and keep the bargaining friendly
- Don’t make assumptions or ignore others; show that their opinions/perspectives matter
- Know what young people seek and immediately engage them in activities. (See Recruiting Younger Members resource)