

# Volunteer Service Value Report

## 2014-2015 Fiscal Year Report

Misty Klotz, Volunteer Coordinator

The volunteer coordinator's role is to recruit, process, and match the skills, experiences and expectations of volunteers to available positions and to address any concerns that may arise for volunteers and/or mentors. The total number of volunteer's recorded in the Volgistics system is 344 individual records. The status of these 344 volunteers ranges from active, inactive, applicant, and prospective volunteers. The following numbers are for active volunteers who have volunteered 3 or more hours in the last 15 months.

- The total number of active volunteers in the fiscal year 2014 equals 183 individuals. This is up from 160 volunteers the previous year.
- A total of 40 new volunteers joined KBS this fiscal year and donated 959.48 hours of their time, a value of \$15,477.85
- Volunteers across all KBS units contributed a total of 5,360 hours. This is the equivalent of funding two full time and one half time employees at 2,080 hours (the number of hours in 52 workweeks of 40 hours)
- Combined the volunteers saved the Kellogg Biological Station \$76,189.\* the value of volunteer time is based on the independent sector's value of volunteer time. \*\*

The volunteer unit summary below shows the total number of volunteers, total time and service value for each unit. Many volunteers give their time to more than one unit, so the total number of volunteers will not equal the sum of this column. The service value was estimated according to the [Occupational Employment and Wage Estimates \(OES\)](#) \*\*

### W.K. Kellogg Biological Station, Volunteer Unit Summary

KBS - Unit	Volunteer Count 2014	Total F.Y for Hours 2014-2015	Service Value for F.Y. 2014 -2015
Bird Sanctuary	62	2,224.29	\$ 26,901.41
Farm/Dairy	6	105.18	\$ 1,461.47
Forest	27	480.10	\$ 10,607.90
Grounds - MCTI	27	171.35	\$ 2,004.10
KBS - General	28	692.87	\$ 9,893.59
Manor House	41	1,686.25	\$ 25,320.91
<b>Grand Total</b>	<b>191</b>	<b>5,360.04</b>	<b>\$ 76,189.38</b>

The primary outlets for recruiting volunteers include the following; Volunteer Kalamazoo, Hands on Battle Creek, and the Kellogg Biological Station's webpages. In addition KBS advertises in the printed Volunteer Kalamazoo guidebook.

## Volunteer Program Report 2014-2015 Fiscal Year Report

### Volunteer Program Accomplishments:

- ✓ Created a new volunteer manual and handbook to include updated policies, regulations and guidelines. Training was held in the spring of 2015. The manual and handbook is posted on the KBS volunteer webpage.
- ✓ Partnered with the Kalamazoo Nature Center and the Michigan Butterfly Network to establish an additional butterfly monitor route at the W.K Kellogg Bird Sanctuary. This route runs parallel with the Bluebird Trail.
- ✓ Added a skills section to your online application as the first step to move toward a skills-based volunteer model.
- ✓ Initial meetings with staff and volunteers to create a KBS ambassador program. An ambassador program would train volunteers to attend community table opportunities at local events and environmental festivals.

### Goals for FY 2015 -2016

**Develop skill-based volunteer management.** Skills-based volunteerism utilizes the skills, experience, talents and education of volunteers and matches them with the needs of an organization. By focusing on building a skills-based volunteer management style, KBS can utilize volunteers past professional experience to support staff with tasks that there is little time to perform, or help with programs that need additional support. Skills-based volunteering is an innovative approach that is rapidly gaining recognition as a powerful driver of both social impact and business value.

**Create a KBS volunteer ambassador program.** A KBS ambassador would serve as an official representative of KBS in an enhanced volunteer capacity. Ambassadors would be KBS message-bearers. They would be specially skilled and committed volunteers who are responsible for attending trainings, meeting and represent KBS at external events like local schools, community events and environmental festivals and are a resource for the community. They are empowered to represent KBS in their day-to-day lives as employees, students, family members and friends.

A KBS ambassador program would benefit not only the KBS mission to increase our understanding of natural and managed ecosystems and the linkages to society by sharing this research. It would also achieve the KBS outreach mission of 1. Create, reinforce and enhance a sense of place and environmental awareness through interaction with KBS 2. Understand what KBS studies, the importance our research to society and the environment.

The benefit of volunteers to KBS is measured in dollars and cents, but the truth is that KBS would not be able to offer our quality or quantity of programming to the public if volunteers did not donate their time and energy to the KBS mission. In return, volunteers assist with our outreach mission to better understand what KBS studies, the importance of our research to society and the environment, by sharing their experience and gained knowledge with their friends, family and community members.

## Volunteer Program Report 2014-2015 Fiscal Year Report

\*The Value of volunteer time (\$22.14/hr) is based on the hourly earnings (approximated from yearly values) of all production and nonsupervisory workers on private, nonfarm payrolls average (based on yearly earnings provided by the Bureau of Labor Statistics). It is very difficult to put a dollar value on volunteer time. Volunteers provide many intangibles that cannot be easily quantified. For example, volunteers demonstrate the amount of support an organization has within a community, provide work for short periods of time, and provide support on a wide range of projects.

[https://www.independentsector.org/volunteer\\_time#bottom](https://www.independentsector.org/volunteer_time#bottom)

\*\*For metropolitan and nonmetropolitan area definitions used by the Occupational Employment and Wage Estimates (OES) survey, see the [metropolitan and nonmetropolitan area definitions](#) page. These estimates are calculated with data collected from employers in all industry sectors in Kalamazoo-Portage, MI, a metropolitan statistical area in Michigan. Additional information, including the hourly and annual 10th, 25th, 75th, and 90th percentile wages and the employment percent relative standard error, is available in the [downloadable XLS file](#). [Links to OES estimates for other areas and States](#). Volunteer assignments not listed given the independent sector's value of volunteer time for Michigan, a value of \$22.13 per hour of service.

**May 2014 State Occupational Employment and Wage Estimates – Michigan  
Percentile wage estimates for this occupation:**

<b>Percentile Wage Estimates for This Occupation:</b>	<b>50% Mean hourly wage for occupation</b>
<a href="#">Farmworkers and Laborers, Crop, Nursery, and Greenhouse</a>	\$11.70
<a href="#">Landscaping and Grounds keeping Workers</a>	\$11.68
<a href="#">Resource Center Volunteer - (Counter and Rental Clerks)</a>	\$9.16
<a href="#">Tour Guide / Educator</a>	\$11.51
<a href="#">Clerical Assistance</a>	\$13.78
<a href="#">19-4021 Biological Technicians - KBS Lab Assistant</a>	\$16.89
<a href="#">Nonfarm Animal Caretakers</a>	\$9.73
<a href="#">Independent Sector's Value of Volunteer Time</a>	Michigan: \$22.13