

Volunteer Service Report

2015-2016 Fiscal Year Report

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This report outlines the impact of volunteer service at W.K. Kellogg Biological Station (KBS) for the 2015-16 fiscal year. Their donation of time and energy impacted hundreds of students, families and community members in connecting to science and the history of the W.K. Kellogg Estate. The human resource power behind the 192 people that donate their time to our mission is critical for KBS to meet and exceed our outreach goals. In the 2015-2016 fiscal year:

- 65 new volunteers were recruited
- Contributions were made from 192 volunteers
- Service hours donated to KBS were 5,041, equal to 2.41 Full-time equivalent (FTE)
- According to the independent sector's value of volunteer time**, the 5,041 hours worked is valued at \$65,994.57.*

The 2015 - 2016 service summary displays the service hours and value hours for each KBS unit. The service value was estimated according to the [Occupational Employment and Wage Estimates \(OES\)](#) **

KBS Fiscal Year (FY) 2015-2016 volunteer service summary by unit

KBS - Unit	Total Hours	Hours Value
Bird Sanctuary	2380.53	\$ 29,450.21
Farm/Dairy	103	\$ 1,461.47
Forest	136	\$ 2,967.94
Grounds - MCTI	151	\$ 1,763.68
Grounds - Land and Water	33.75	\$ 394.20
KBS - General	345.68	\$ 6,694.75
Volunteer Office	148	\$ 2,254.48
Manor House	1,712.27	\$ 21,007.84
Grand Total	5,085.23	\$ 65,994.57

Without volunteers contribution of their time and energy to the KBS mission it would be harder to reach our outreach mission of connecting people to our natural and managed environments through education and stewardship.

What Volunteers Do:

- Over 45 different jobs: Including every units' volunteer opportunities we have over 45 volunteer assignments underway throughout the year.
- Work independently and alongside staff: lead volunteers passionately put in more hours and have been able to make progress in areas of need – such as carving trail signage or improving and implementing a docent training program.

What Volunteers Do: continued

- Increase educational opportunities for visitors: volunteers at the Manor House and the Bird Sanctuary are trained to lead tours and help with programs. With this leadership 3243 visitors participate in 115 tours in 2015.
- Become donors: 5% of volunteers not only donate their time but also donate dollars to benefit undergraduate student's educational opportunities and improve the visitor experience.
- Support sustainability: Michigan Career and Technical Institute (MCTI) is supporting sustainability by assessing and providing energy-saving suggestions at number of houses and outbuildings surrounding our campus.

Interrelationship with financial donors: When it all comes together, Overlook Overhaul at the Kellogg Bird Sanctuary:

Thanks to donations of time, money and creativity the Sanctuary's Overlook has been updated! A memorial gift from volunteer Shirley Wood and family, in honor of her husband, Jack Wood, created momentum on this big project. This gift, along with the Conservation Legacy Fund, has allowed for an update to the plantings, deck and interpretive artwork at the Overlook. Volunteers have been there at every step of the process: landscape design, planting, watering, mulching, cleaning windows and finally using the Overlook's upgraded deck and waterfowl identification signs during tours and events!

Figure 1: Carol Ashely leading a tour



The numbers:

- Percentage of donors that are volunteers (21/187): 11.22%
- Percentage of volunteers that are donors (21/414): 5.07%

Behind the scenes, what does a Volunteer Coordinator do?

The volunteer coordinator's role is to: recruit, process, and match the skills, experiences and expectations of volunteers to available assignments. As well as address any concerns that may arise and provide training and focus program offerings to the KBS mission.

- New 'all KBS training': the 'Who, What, When, Where and Why of Volunteering' program is co-presented by volunteers from each unit and helps build a greater understanding of KBS and the audiences we serve.
- Skills-based Volunteer Model adopted: Building upon volunteers' past professional experiences and offering trainings to improve skills has increased the skilled volunteer assignments across KBS.
- Recruitment: Maintaining the volunteer webpage, guidelines and assignment descriptions to reflect the growing needs.

What's next?

Increase Volunteer Engagement and Retention:

- Offer additional trainings to the volunteer community.
 - Pilot an interpretive training for tour guides and docents (spring 2017) this will be available to education volunteers. The goal of this training is to foster a mission-based communication process the forges emotional and intellectual connections between the interest of the audience and meanings inherent to the resources.

- The National Association for Interpretation (NAI) – [Certified Interpretive Guide \(CIG\)](#) (fall 2017) This will be offered to volunteers that meet service time requirements as stepping stone to foster lifelong learning and interpretation.
- Assess volunteer assignments.
 - Work with KBS staff to explore new volunteer opportunities.
- Increase Lead Volunteer and KBS ambassador opportunities:
 - A KBS ambassador would serve as an official representative of KBS in an enhanced capacity. Ambassadors would be KBS message-bearers. They would be specially trained and committed volunteers who are responsible for attending trainings, meeting and representing KBS at external events like local schools, community events and environmental festivals.

*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

**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](#)

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

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