

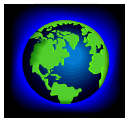
Want to Volunteer? Start Here!
www.VolunteerFrederick.org
1.800.Volunteer
301.663.5214

*Inspiring, strengthening, and
supporting volunteerism in Frederick
County.*



Bimonthly Newsletter--Volume V, Issue 2

March/April y 2005



April 22nd Earth Day!

This April 22, 2005 marks the 35th anniversary of Earth Day, a day when hundreds of thousands around the world take a stand for the environment.

The first Earth Day was in 1970 when Senator Gaylord Nelson proposed the idea of a nationwide environmental protest. It was the first of its kind and came at a time when environmental deterioration was seen as an obvious result of prosperity. Twenty million people took to the streets in an effort to speak out against pollution and show their support for a healthy, sustainable environment. By the year 2000, 184 countries were taking part in Earth Day.

The theme of this year's Earth Day is "Protect Our Children and Our Future." This focus is meant to speak to those with either environmental or humanistic concerns. Earth Day 2005 promotes the idea that a large part of helping future children is taking care of the world in which they will live. Around the world, from Gabon to Sydney and Buenos Aires to Kiev, people will celebrate Earth Day in countless ways according to various cultures but all in an effort to make the world an environmentally safe place for our children.

Volunteer Frederick's April 16th BIG Sweep comes at a time of year when the environment is on the minds of citizens around the world. An event that organizes volunteers to pick up county roads, parks and waterways, The BIG Sweep is a great way to celebrate Earth Day.

For other environmentally aligned volunteer opportunities, check out the insert in this newsletter and join the masses in the struggle for a cleaner earth and sustained environment for generations to come. ●

Agency Profile:

Community Commons

Creating balance between the needs of Frederick County's growing population and the health of our natural resources is important and one local grassroots organization offers innovative programs that address that challenge. Community Commons was founded in 1977 by members of the Federated Garden Clubs of Frederick. The important work the organization is doing is as relevant today as it was thirty years ago, if not more so. Frederick County continues to balance the commitment to preserve the past while working toward sensible growth.

Community Commons, a nonprofit membership organization, is dedicated to building a sustainable future for the Frederick region's social and natural resources through education, outreach and partnership building. In other words, according to Executive Director Hilari Varnadore, they "support community-based conservation for the common good."

When the organization was first started by founder and current board president Maggie Kline, the organization's success relied heavily on volunteers. Their work has instigated model conservation projects and provided a forum for residents on topics ranging from energy conservation to landscaping to urban sprawl. Community Commons has participated in the development of the Fountain Rock Nature Center and supported the Monocacy Water Trail initiative in partnership with the Chesapeake Bay Gateways Network. This project educates the public about the importance of the Monocacy River Watershed and the recreational opportunities the river provides (for example, the group sponsors canoe trips approximately four times per year, beginning in May).

Today, Community Commons has three full-time staff; however, the organization still counts on volunteers for much of its work.



Hilari Varnadore and Susy Thompson along the Monocacy Water Trail

Volunteers can

- Join the conservation action team,
- Monitor wayside exhibits along the Monocacy Water Trail,
- Assist with special events, including the upcoming Earth Day Festival,
- Give presentations, including one on "Building a Greener Lifestyle,"
- Serve as an archivist, or
- Work with local school initiatives.

Community Commons is currently working with 14 schools on a Seed to Tree project. Volunteers collect native tree seed and prepare school grounds to become nursery sites. Nine schools also participate in schoolyard habitat restoration.

Community Commons is participating in The Big Sweep this year, and on the following Saturday, April 23rd, they are hosting the second annual Earth Day Festival in Baker Park from 12:00-4:00 p.m. The festival will include live entertainment, children's activities, demonstrations, food, and various vendors. Volunteers are needed **to help set up, staff the information booth, demonstrate water monitoring techniques, and clean up after the event.**

To join or volunteer for Community Commons, call 301-662-3000 or visit their website www.communitycommons.org. Their office is located at 49 South Carroll Street in downtown Frederick. ●



Two special designations occur during April to encourage and recognize the importance of volunteerism in our communities. National Volunteer Week, April 17-

23rd is about thanking one of America's most valuable assets--our volunteers--and calling attention to all that they do to improve our communities.

The 2005 theme is "Inspire by Example" because it truly represents the power volunteers have to inspire the people they serve and encourage others to serve as well. President Richard Nixon initiated the first National Volunteer Week in 1974 when he signed an executive order establishing the week as an annual celebration of volunteering. Since then, every U.S. President has done the same. In addition, governors, mayors, and other elected officials recognize and support the effort in communities across the country. In Frederick County, local mayors and county commissioners annually proclaim National Volunteer Week in the community. During that week, Volunteer Frederick sponsors a youth volunteer recognition ceremony. This event will take place at Frederick Town Mall, April 22, 4:30 - 6 p.m.

The weekend proceeding National Volunteer Week (April 15-17) is designated as National Youth Service Day (NYSD). Young people across the country will work to fill important unmet community needs through service projects addressing literacy, hunger, public safety, the environment, and other issues as part of the 17th annual event. A program of Youth Service America (YSA), NYSD is promoted as the largest service event in the world, engaging millions of youth during the weekend. Another goal of NYSD is to raise awareness of the amazing contributions that young people make to their communities 365 days a year.



More than 100 national partners support NYSD which attracts a remarkable consortium of local, regional, and national groups, as well as the next generation of volunteers. "Millions of young people serving together on National Youth Service Day creates a tidal wave of good and sends a powerful message of hope and healing across the globe," said Steve Culbertson, YSA President and CEO.

The Big Sweep occurs on National Youth Service Day and this year Volunteer Frederick received a YSA/State Farm Foundation grant to increase involvement by local youth. Thirty-one of the 47 groups participating to date are comprised of youth under the age of 25. ●

Volunteer Recognition: Not Just an Annual Event

Are you stuck in pin-and-certificate recognition mode? Does it seem like a simple thank you just isn't enough for some occasions? If so, it's time to liven up the way you recognize your volunteers. Whether it is formal or informal, planned or spur of the moment, showing volunteers that they are appreciated is a crucial part of their experience.

Before thinking of *how* to recognize, it is important to remember *why* volunteers should be recognized. Volunteers are a vital part of your organization that you'd like to keep around. Recognition is the easiest and most effective way of doing just that – keeping them! Showing your appreciation will keep volunteers motivated, committed and active at a high energy level. Retention is always on the minds of volunteer managers and sincerely showing appreciation towards your volunteers is your best defense against losing these important human resources. Some things to keep in mind when recognizing volunteers' efforts are:



- 1) Frequent, small signs of appreciation are often more meaningful than only one large acknowledgement.
- 2) Sincerity is crucial so don't give praise unless you mean it.
- 3) Give recognition to the person, not the work. This is an important distinction to make so be sure to tie the volunteer's name to the accomplishment.
- 4) Recognition should be presented in a timely manner. Don't wait several weeks before letting a volunteer know that what they've done is valuable.
- 5) Individualize your praise to the recipient and address it appropriately to the achievement they've made. But remember, the personal touch is what gives the reward the most meaning.

Recognition comes in many shapes and sizes – some new, some old and some timeless. Don't overlook a simple thank you note--it can go a long way! But look beyond the note and try to think outside the box. Be creative! Imaginative ways of showing appreciation can be fun and are definitely worth the effort.

Informal recognition is the little day-to-day things that show your volunteers you're glad they're on board. Say "thank you!" Add special stripes to name badges to recognize years of service, send holiday or birthday cards, or put up a volunteer suggestion box. Fill a wine glass with jelly beans and attach a card reading "A toast to a job well done" or

prepare a box of fresh berries or jam with a note that says "You are 'berry' special."

The most common formal recognition venue is an annual appreciation dinner or event. If planning a banquet, select a fun theme. Set up 50's décor with the theme "Our Volunteers Rock" or a beach theme titled "Treasures in the Sand." "The Magic of Volunteers" theme could

include red, black and white colors, plastic top hats and other fun magician materials.

Other formal recognition strategies include profiling outstanding volunteers in a newsletter or nominating them for a service award (see box). Especially great for high school and college aged volunteers is your willingness to write a letter of recommendation or serve as a job reference. Young

volunteers might benefit from a resume writing workshop and in doing so you're combining your appreciation with something they can use.

Last but not least is recognizing volunteers by being an available, receptive, fair supervisor. While annual recognition is nice, it lacks the same impact as 365 days of good working relationships. Daily recognition in this sense is as simple as involving volunteers in decisions that affect them, offering them greater responsibility, including them in staff meetings, providing open communication and honestly listening.

So give credit where credit is due and ensure your volunteers' commitment to your organization. And keep in mind that volunteers are not paid – not because they are worthless, but because they are priceless. ●

Some Volunteer Recognition Programs

- Governor's Volunteer Service Award
www.gosv.state.md.us/
- Daily Points of Light Volunteer Award
www.pointsoflight.org/awards/dpol/
- The President's Volunteer Service Award
www.presidentialserviceawards.gov/
- Maryland You are Beautiful - Frederick County
www.dnr.state.md.us/myab/
rsantangelo@fredco-md.net

For Youth

- Do Something's Brick Award
www.dosomething.org/awards/brick/index.php
- Volunteer Frederick Annual Youth Volunteer Recognition
RebeccaP@VolunteerFrederick.org



1,000 Volunteers Expected!

The 4th annual BIG Sweep is less than one month away! At least 47 community organizations will be participating - ten more than last year! And we expect as many as 1,000 volunteers! The event is attracting more and more volunteers each year; twice as many volunteers are participating in 2005 as did in 2002. The increase is due in part to a concentrated effort to recruit youth participants. This year The BIG Sweep is an official service site for Youth Service America's National Youth Service Day sponsored by the State Farm Foundation.

New participants this year include two 4-H clubs, Boy Scout Troops 1011 and 1062, Evangelical Lutheran Youth Group, Frederick and Gov. Thomas Johnson High Schools, FCC students for International Studies, Grace Community Church, Habitat for Humanity, Hood College, Maryland School for the Deaf, New Market Middle School, New Play House, Oakdale Middle School, and Penn Laurel Girl Scout Troops 1024.

New types of clean-up sites have been added this year. In addition to roadsides, volunteers can clean up along streams and in parks. This year we're collaborating with Cunningham Falls State Park, Catoctin Mountain Park, and various sites along streams throughout the county.

We've even made fundraising easier this year by giving volunteers the ability to set up websites to accept credit card donations. The sites, provided by Justgiving.com, can be set up through a link on our website, www.theBIGSweep.org or at www.justgiving.com/PFP/BigSweep. It takes just a few minutes for volunteers to set up a site and email the link out to their friends and relatives. Teams can decide whether they'd like to have one site for the team, or have each team member set up their own site. It's a quick and easy way to raise funds!

It's not too late to get involved with The BIG Sweep! Contact Jeanne at 301.663.5214, ext. 0# or jeannem@VolunteerFrederick.org.

New Partner Agencies

- Frederick Community College Tutorial Services
- Frederick County Landmarks Association
- Frederick County Mental Health Association
- Frederick County Public Schools
- Frederick Rescue Mission
- Meals on Wheels
- Tranquility Farm Equestrian Education & Renewal Center

New Community Hub Lite Users

- Community Foundation of Frederick County
- Greyhound Welfare
- FCPS ESL Outreach
- Life Skills Workshop
- Our House

On the horizon...

Youth Make a Difference through SummerServe

Volunteer Frederick's Youth Service Department has begun planning for our *eighth* annual SummerServe program! SummerServe and SummerServe Express give youth opportunities to serve the Frederick community through two-week or six-week summer programs that operate between July 5 and August 12. Research shows that youth who volunteer are three times more likely to volunteer as adults, and SummerServe is a great way for young volunteers to get started!



For many SummerServe youth, the experience begins before the summer even starts. Youth who have participated in SummerServe in the past have been invited to be Counselor's Assistants (CA's) in this year's program. The CA's have already met with Rebecca Pack, Youth Service Director, to begin planning this year's projects. These young people will be involved in deciding which agencies SummerServe will partner with this year, as well as meeting with those agency partners to develop the service activities.

Possible SummerServe projects range from teaching literacy classes to developmentally disabled adults at the Jeanne Bussard Center to building a lift for handicapped riders at Tranquility Farm. Two week SummerServe Express projects include serving with growers with developmental disabilities at the Red Wiggler Foundation's organic farm, painting a community mural, and engaging in activities with senior citizens at Heartfield's Assisted Living. The youth will learn the skills they need to successfully implement their projects, whether that means learning communication skills or techniques for motivating fellow volunteers. SummerServe also helps the young people learn background information about the community issues they are helping to address.

For more information about these programs and to download an application, visit www.volunteerfrederick.org/summerserve.html.

Youth volunteering in the United States has gone up 12% over the last 10 years, and Volunteer Frederick hopes to increase that number even more by sustaining SummerServe, SummerServe Express, and all its youth service programs. To find out what you can do to support youth service in Frederick County, go to <http://www.justgiving.com/pfp/YouthAction>.

Technology strengthens Volunteer Recruitment and Management... Community Investment Tax Credit Program

In February 2005, Volunteer Frederick implemented its new *Community Hub* on-line database for recruiting and referring volunteers to local agencies. Another goal for 2005 is to provide any interested local agency with a *Volunteer Impact* license to assist with the efficient management of internal agency volunteer programs. To do so, Volunteer Frederick must raise funds to pay for a county-wide license.

Volunteer Frederick is pleased to announce that we have been accepted into the Maryland Department of Housing and Community Development's Community Investment Tax Credit Program. Volunteer Frederick has been awarded \$10,000 in tax credits that can be used to leverage corporate donations for this initiative. Through this program a business will receive a 50% tax credit in addition to the normal charitable deduction. Depending on the size of the donation, which must be \$500 or more, the actual cost of each donated dollar could be as low as \$0.26 - \$0.37!

Participating businesses will receive county-wide promotion by having their logos prominently displayed throughout Community Hub. Interested in taking advantage of this tax-credit program? Contact Lisa Orr at 301-663-5214 ext. 3# or LisaOrr@VolunteerFrederick.org.

Volunteer Outdoors!

Ready to get outside now that Spring has arrived? We've assembled a variety of volunteer opportunities that can get you and your family out of house. Help restore a historic building, clean up a local park or animal habitat or get local trails ready for hiking season. There are plenty of opportunities for you to get outside, have fun, and do good. Try one today!

Horsing Around



Days End Farm Horse Rescue needs volunteers for barn chores; training horses; farm inspections; maintenance/construction; marketing/public relations/fundraising; data entry/filing; internet research/web site updating; events, booths and farm days.

Volunteer training is mandatory and is held on the second Saturday of every month at Days End. The next one will be April 9 from 11:00 am to 1:00 pm.

Contact 301-854-5037 or 410-442-1564, www.defhr.org or defhr@erols.com.



Great Strides Therapeutic Riding, Inc., an organization which provides equine assisted psychotherapy programs, would like to invite the public to learn about their programs, meet the people and horses, hear stories of the benefits of the horse-human therapeutic experience, and *find out how to volunteer* in an environment that thrives on team spirit. The next event is Saturday, April 16, 1:45-3:00 pm, at Great Strides Farm in Damascus, MD. The event is free, but registration is required and space is limited. To find out more, go to www.greatstrides.org. To R.S.V.P., call (301) 253-1166.



The Therapeutic and Recreational Riding Center in Glenwood, an organization that provides therapy and riding lessons for children and adults with special needs, is looking for volunteers to help them create new paddock areas. Many volunteers can be accommodated and they are very flexible about hours. Call the center at 410-489-5100 or email trrc01@aol.com.

Festivals and Fundraisers



The American Cancer Society will be holding their annual **Relay for Life**, an overnight event designed to raise money for research and programs, on June 3rd and 4th. Participants will gather at the Great Frederick fairgrounds and take turns walking or running laps. Each team tries to keep at least one team member on the track at all times. To participate contact Dawn Snyder Richards at dsnyder@cancer.org or 410-781-6904.



Help **Community Commons** celebrate **Earth Day on Saturday, April 23rd**. They need volunteers to help set up for their celebration, staff the information booth, demonstrate water monitoring techniques, and help clean up after the event. Contact Kim Dixon at kim@communitycommons.org or 301-662-3000.



The **Saint Andrew's Society of Mid-Maryland** needs volunteers to help with the **Frederick Celtic Festival** - located behind the Urbana Fire Hall - on **Saturday, May 14, 2005**. Jobs include entrance fee collectors, guards, parking attendants, messengers, and assistance with logistics. Volunteers are asked to

work a four hour shifts between 8:00 a.m. and 10:00 p.m. Volunteers will be given free access to day or night events. For more information contact Wayne Young at 301-371-0954 after 5:00 p.m. week days or anytime during the day on weekends.

Parks and Trails



The **Frederick County Parks Department** needs volunteers to help with a variety of projects in county parks. They need volunteers to help paint/stain parks buildings, and also restore trail markers (an excellent project for a Scout troop). Contact Becky Clarke at RClarke@fredco-md.net or 301-696-2936.



The **National Museum of Civil War Medicine** will be participating in the Civil War Preservation Trust's Park Day on **Saturday, April 2** from 10:00 a.m. until 5:00 p.m. The museum will be participating in this event at the Pry House on Antietam National Battlefield; they need volunteers to help get the property ready for the grand opening. Projects will include painting, ground maintenance, and cleaning of the house and/or barn. All participants will receive a event t-shirt from the CWPT. For more information or to sign up to help, please contact Ryan Rokicki, NMCWM Curator, at (301) 695-1864 or collections@civilwarmed.org.



The **South Mountaineers Trail Crew of the Potomac Appalachian Trail Club** maintains 30 miles of the Appalachian Trail in Maryland, as well as the Catoctin and related trails.

Volunteers are needed for work trips—no experience necessary. Bring water, gloves, boots and lunch and plan to hike 2-5 miles. All tools provided. For more info and directions to meeting location, please e-mail mdtrail@yahoo.com (preferred) or call 301-739-0442 and mention the Appalachian Trail Club. To be on the e-mail list send a blank message to mdtrail-subscribe@yahoo.com. *The first work trips of the season are scheduled for **March 19 and April 9 and 16**.*



Thorpewood needs volunteers to help in their education programs, bird habitat, and native plant display gardens. They also need help removing invasive plants from their grounds. For more information, contact Terra DeMedici at 301-271-2823 or tdemedici@thorpewood.org.



WindStar Wildlife Institute needs spring cleanup volunteers at their 4-acre demonstration wildlife habitat. Opportunities include: pruning, cleaning flower beds, picking up brush and building brush piles, raking, cleaning out nesting boxes, fertilizing, mulching, cutting down trees with chain saw, seeding, planting and more. Volunteers are needed weekdays and weekends from March through April. Contact Tom at wildlife@windstar.org

A Vacation That Makes A Difference!

Does sitting in your car and office all day make you feel restless? Do you long to be physically active and have an adventure? Get outdoors this summer and do something beneficial for our earth! Spend a week restoring wilderness and learning about the environment. You can find volunteer projects within the United States or across the world with a variety of focuses and skill levels.



American Hiking Society

Does the idea of a volunteer vacation sound enticing, but you don't have much money to spend? All American Hiking Society trips are only \$120 (\$95 for members)!

Visit stunning backcountry locations at state and national parks throughout the country. Work on trail maintenance and reconstruction or invasive plant removal from the Californian coast to the Appalachian mountains and anywhere in between. Search by date, location and work level, from easy to strenuous.

Visit <http://www.americanhiking.org> to find the trip that is best for you!



Giving Global

Giving Global's mission is to connect volunteers and donors with effective international nongovernmental organizations, thereby devoting more resources to deserving communities across the world. Their web site allows you to search for different volunteer opportunities using a variety of subject areas, such as education and literacy, women's issues, conservation, or habitat restoration and cleanup. You can find internships and long or short-term service opportunities around the world, from working in rural communities in West Virginia to promoting AIDS prevention education in Asia or Africa.

See <http://www.givingglobal.org/index.jsp> to find out how you can help.



Earthwatch

Help save leatherback sea turtles from extinction in Costa Rica, study climate change in Australian rainforests, or promote maternal and child healthcare in India! Earthwatch Institute engages people worldwide in scientific field research and education to promote the understanding and action necessary for a sustainable environment.

You can search for volunteer expeditions by location or area of interest, such as archaeology, cultural diversity, endangered ecosystems, or oceans.

Visit <http://www.earthwatch.org/expedselect.html> for more information about Earthwatch's expeditions.



Sierra Club

The Sierra Club was founded with the notion that people are more likely to work towards protecting the earth if they have experience with nature. Over 100 years ago founder John Muir stated, "If people in general could be got into the woods, even for once, to hear the trees speak for themselves, all difficulties in the way of forest preservation would vanish."

The Sierra Club has many week-long outings that touch on themes of conservation and volunteerism, but the most service-oriented outings are the Activist Trips which aim to train the next generation to fight for the wilderness, both through learning about issues and through conservation efforts. Activist Trips scheduled for this summer include:

- *Rafting the Wild Rivers of Alaska*
- *Protecting the Owyhee Canyonlands of Nevada, Oregon and Idaho*
- *Protecting Wild Nevada in the Toiyabe National Forest*
- *Vision for the Maine Woods: Restoring Valuable Wilderness*
- *Utah's Wild West Desert*

See <http://whistler.sierraclub.org/TripSearch/TripSearch.jsp> for more information on wilderness outings.



Global Volunteer Network

The Global Volunteer Network offers volunteer opportunities in community projects throughout the world through its partner organizations in Alaska, China, Ecuador, El Salvador, Ghana, India, Nepal, New Zealand, Romania, Russia, South Africa, Thailand, Uganda and Vietnam.

- *Join a small team of volunteers working to preserve, monitor, and re-establish the natural environment in New Zealand*
- *Provide education for AIDS orphans in Ghana*
- *Work in a wildlife and environmental conservation program in South Africa*
- *Teach English in the Shandong Province of China*

For more information about programs visit www.volunteer.org.nz/programs/

Many Thanks to our BIG Sweep Partners & Sponsors!

Presenting Sponsor

The Frederick News-Post



State Farm[™]
Companies
FOUNDATION



Allstate
You're in good hands.



Lilypons Water Gardens

FSK Associates

OCTÁVO
DESIGNS

The Gazette



Invitrogen
life technologies



Coca-Cola Enterprises • Costco Foods • Crabapples Deli • Dairy Maid • Frederick County Bank • Frederick Dunkin' Donuts • Market Bagel & Deli
Morgan-Keller • Noland Co. • Sandy Spring Bank • Sir Speedy • Summers Food Brokers • The Plamondon Companies • The Trail House
Timebomb Tattooing & Body Piercing • Under the Sun • Voss Creative • Woodsboro Bank

BOARD OF DIRECTORS 2004-2005

Officers

Shuan Butcher, President
Youth as Resources
Michael Planz, Vice President
The Arc of Frederick County
Lynne Brisbane, Treasurer
The Arc of Frederick County
Ed Goundry
Varner & Goundry, Secretary

Directors

Dick Franklin
Ann Fisher
Alan Imhoff
Meg Klackner
Penn Laurel Girl Scouts
William Swaney
VPC Copier & Fax Solutions
Ike Wilson
Frederick News-Post
Lindsey Younkins

STAFF

Lisa Orr

Executive Director

Carol Bliese, AmeriCorps*VISTA

Training & Projects Coordinator

Carol Haag

RSVP Director

Jack Lynch

Emergency Volunteer Coordinator

Jeanne Mahoney

Volunteer Service Coordinator

Ellen Matheny

Bookkeeper/Office Manager

Rebecca Pack

Youth Service Director

Adrian Verhulst, AmeriCorps*VISTA

Family Strengthening Coordinator



31 W. PATRICK ST., SUITE L2
FREDERICK, MD 21701
301.663.5214



Visit our web site at:

<http://www.volunteerfrederick.org>