

## IT'S PAYDAY A recommendation from Don Canaday

*Their efforts are priceless, but we can still find a way to “pay” volunteers for their work.*

Why do people join volunteer organizations? Why are people willing to give of their time, talent and treasure to become involved? Some join an organization because it meets their needs. Others join because their friends ask them to. Still others—those with Kiwanis hearts—volunteer because they have a passion for a cause.

Regardless the reason people join, the reason they stay involved is generally the same: Their experiences in the organization are worth the investment of time, energy and money it takes to be a member.

One surefire way to make sure volunteers know their work is valued is to give them a “paycheck” for their efforts. I’m not talking money here. The “paycheck” volunteers receive comes in a couple forms:

- The “warm fuzzies” they get when they know they have helped someone—especially children—in a positive manner.
- The thank-yous and pats on the back they receive as recognition for the work they do.

Before “direct deposit” became popular, the one time employees were always glad to see the boss was when he or she came around passing out paychecks. Servant leaders at all levels of our organization need to take advantage of every opportunity to hand out “paychecks” to thank our members, either privately or publicly, for the good they do. This is part of the “pay” they receive as volunteers.

Thanking and recognizing volunteers improves morale, makes people feel good about themselves and the work they do, and is one of the best motivational tools a volunteer leader has to reward and encourage members. Volunteers who consistently receive a “paycheck” are much more likely to remain part of the organization.

So leaders: Don’t forget to pass out paychecks as often as possible.