

**2014 SURVEY
VOLUNTEER RECOGNITION AT THE LMSC LEVEL**

LMSC	Awards	
Adirondack	NO	Intermittently recognizes longevity of service - considering doing more
Alaska	NO	Informally recognizes people with t-shirts, shout-outs in news
Allegheny Mountain	NO	
Arizona	YES, but	One recognition for service over past year, not always presented
Arkansas	YES	Honors for contributions OR competitive success; varies year to year
Border	NO	When expected growth happens in the LMSC, would like to develop awards
Colorado	YES	M/F honored each year for contributions; coach award also, sends thank-yous
Connecticut	NO	Plans to discuss at a board meeting
Delaware Valley	NO	
Florida	YES	Numerous awards - presented in Feb. at post meet social for previous year
Florida Gold Coast	NO	Recently appointed awards chair
Georgia	NO	Plans to discuss at a board meeting
Gulf	YES	One LMSC award plus a Zone award - presented at a championship meet
Hawaii	?	Did not respond to survey
Illinois	YES	One annual service award; coach award also; new "legend" award - not annual
Indiana	NO, but	Numerous awards for competition or longevity, none for service
Inland Northwest	YES	2 awards, one of which can be service or competitive success
Iowa	?	Did not respond to survey
Kentucky	NO	
Lake Erie	?	Did not respond to survey
Maryland	NO	Has occasionally awarded for service but has no annual award
Metropolitan	NO	Plans to look at service awards
Michigan	YES	2 service awards (one includes swmg accomplishments); also \$\$ scholarship
Minnesota	YES	One promotes volunteerism and coaching - presented at annual meeting
Missouri Valley	NO	Occasionally nominates someone for the USMS Service Award
Montana	NO	Will bring the topic up at the annual meeting
Nebraska	NO	Likes the idea and will pursue it at a future meeting
New England	NO	Plans to institute a volunteer award in the near future.
New Jersey	YES	New award honoring significant contribution; also honors members longevity
New Mexico	?	Did not respond to survey
Niagara	YES	One "unnamed" award for volunteerism and impact on LMSC; no criteria
North Carolina	NO	"Ad-hoc" awards presented last 2 years; board to discuss criteria in future
North Dakota	NO	
North Texas	NO, but	Recently decided to have "Person of the Year" award honoring LMSC spirit
Ohio	?	Did not respond to survey
Oklahoma	YES	One award for significant volunteer effort; \$30 gift cert + USMS registration pd
Oregon	YES	4 awards for leadership, service, and contributions - presented at April banquet
Ozark	YES	Recognizes a coach or volunteer each year - presented at April meet
Pacific	YES	3 awards: contributions, appreciation, distinguished service - presented at meet
Pacific Northwest	YES	2 annual plus one "occasional" award - presented at SCY champs
Potomac Valley	YES	Outstanding volunteer - new in 2012
San Diego Imperial	YES	Recognizes long-term service by paying USMS reg fees; also thanks/gift cards
Snake River	?	Did not respond to survey
South Carolina	NO	
South Dakota	?	Did not respond to survey
South Texas	NO	
Southeastern	NO	Will discuss at board meeting
Southern	NO, but	Occasionally recognizes out-going chairs and special service to the LMSC
Southern Pacific	YES	3 service awards - presented at annual meeting in November
Utah	?	Did not respond to survey
Virginia	NO	
Wisconsin	NO	
19 LMSCS have some sort of award system in place!		

SUMMARY OF COMMENTS FOR THOSE LMSCS WITH NO AWARDS

Slowly working towards it - have discussed it - intermittently recognize longevity of service as board sees fit.

No desire for Awards coordinator as not enough volunteers; would just give to each other if there were awards.

As soon as we grow a little we'd like help in developing awards for recognition.

New chair - elected Award/Recog chair but discovered the position was not in bylaws so appointed someone as non-voting. Tasked with developing a plan for recognizing clubs, coaches, volunteers. Will discuss more.

Has small base of volunteers and are kept busy just volunteering! Will discuss at mid-year meeting.

LMSC volunteers have "too much on our plates" to add something.

Have given out service award occasionally, but no annual schedule. Will discuss at board meeting.

LMSC underwent upheaval last year and once settled down, will look at service awards.

Are in the process of discussing criteria for volunteer recognition.

New to LMSC job - still trying to get LMSC requirements satisfied. Help in future to set up volunteer recognition is OK.

Does not want help - prefers to promote and encourage putting on events. Difficult to gather members for meetings.

Say a lot of thank-yous but have no official recognition. We should address at our next meeting.

Small LMSC with few active members - but interested in ideas for recognizing hard-working volunteers.

Small LMSC with 4 people doing business and 5 or so running meets. Provided gift cert to long-time editor once.

Numerous LMSCs stated that they would like help with volunteer awards - and suggestions.

SUGGESTIONS GENERATED FROM SURVEY RESPONDENTS

Honor long-time or deceased volunteers by naming an award after them. Use some of the things that made the person's contributions so significant as part of the criteria for the award.

Coaches often volunteer beyond their own club so an award for coaches whose volunteering stands out might be appropriate.

Awards for service (volunteering) do not necessarily have to be given on an annual basis. You might recognize people for their efforts in a given year and others for long-time service, less often.

Consider recognizing officials and others who work your meets with gift cards, logo merchandise, thank yous. Thank the meet directors as well.

Consider presenting awards at a banquet or gathering associated with a swim meet, where recipients can get appropriate recognition. Introduce and comment on all current board members, to give them recognition. Consider having a motivational speaker at the banquet.

Honor all out-going board members in some way - regardless of how long they served. Budget for some small memento at the very least.

Recognize volunteers from all aspects of the organization in newsletters and on website. Give thanks when due - and often!

Use your website to provide descriptions, nomination procedures, and a list of past recipients for all awards that are given. Use newsletters, websites, and social media to generate nominations for awards. Encourage board members and club leaders to nominate as well.

Develop some USMS or LMSC branded "swag" that can be available for purchase at cost and given to volunteers on the spot - such as thank-you cards, pins, pens, notebooks, clipboards, note pads, luggage tags, license plate frames, certificates, etc..

AWARD TYPES or titles :

Distinguished Service or Significant Contributions - could be for previous year and/or a longer period.

Inspirational - often due to perseverance, sportsmanship, overcoming hardships or adversity.

Most Dedicated - volunteer who put forth the most effort the previous year on the LMSC's behalf.

Special Services - an individual, organization, business that goes the extra mile in service to the LMSC.

Contributor of the Year - outstanding contributions in past year.

Lifetime Contributor - outstanding volunteer contributions over a designated period of time (i.e. 15+ yrs).

Honorary Emeritus - presented to long-time members when they become 80 yrs old (often paid mbrshp).

Coach of the Year - presented to coaches who contribute well beyond the duties they might do for pay.

Legend Award - named after an LMSC "legend" and given to those who come close to that status.

Appreciation - special thanks to individuals or groups who have made significant contributions.

SUGGESTIONS FOR AWARDS OR GIFTS:

Plaques or trophies (individual and/or perpetual)

Engraved items that can be used or displayed (dishes, mugs, clocks, paper weights, etc.)

Embroidered shirts or towels, equipment bags, patches/badges, pins, etc.

Lifetime or yearly registration.

Gift cards.

SUGGESTIONS FOR THE NOMINATION PROCESS:

Develop criteria, publish it on your website and/or in your newsletter and spread the word any way you can.

Designate an LMSC award coordinator or a nominating committee to help generate nominations.

Run a story of the recipients in your newsletter and maintain history of award recipients on your website.