

ORGANIZATION 101

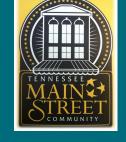
Main Street Approach Series



Jackie Swihart, Program Officer
Main Street America

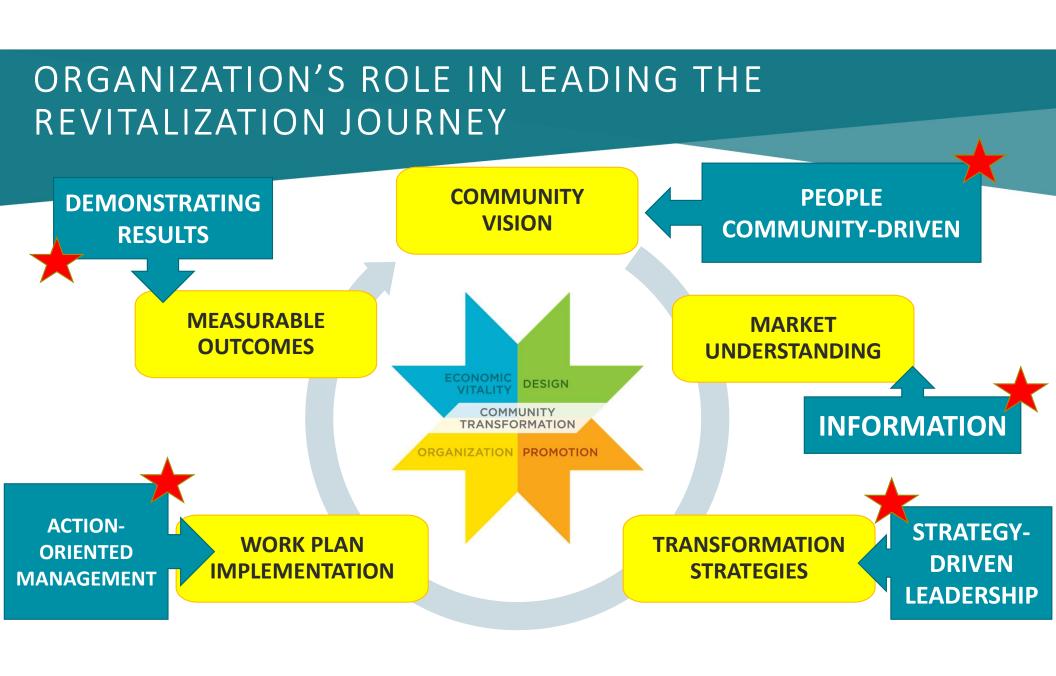
Offered by

Nancy Williams, Coordinator
Tennessee Main Street









DEFINING A COMMUNITY-LED ORGANIZATIONAL STRUCTURE



✓ Locally powered through community-driven revitalization



COMMUNITY

- Main Street Program
- Local governments(City, County)
- District stakeholders
- > Local organizations
- Corporations
- > Community members

THE POWER OF MAIN STREET'S COLLABORATIVE MODEL FOR LOCAL REVITALIZATION

- ✓ Locally powered through community-driven revitalization
- ✓ Supported by a collaborative model that guides, provides technical assistance, adds resources, and connects to a network & best practices in revitalization



Community & Local Main Street Program

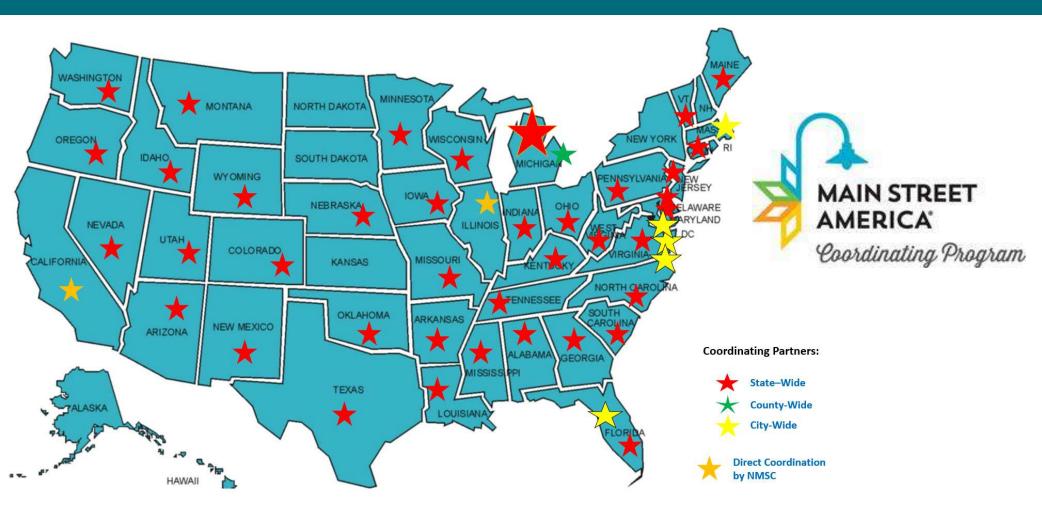
Coordinating Partner



Main Street America



THE ROLE OF COORDINATING PARTNERS TENNESSEE MAIN STREET



Madison, Ind., is one of three cities picked for downtown restoration effort

By JOE HOLWAGER
Courier-Journal Staff Writer

MADISON, Ind. — Madison is one of three Midwestern communities chosen to participate in a Main Street restoration project.

The city was selected along with Galesburg, Ill., and Hot Springs, S. D., from a group of 10 semifinalists in a competition sponsored by the National Trust for Historic Preservation.

An official announcement of the three winning cities will be made in Chicago today at a two-day conference on main Street preservation.

Several Madison officials and community leaders, including Mayor Warren Rucker, are in Chicago representing the city.

The National Trust hopes that the model project will influence other communities to restore their downtown areas by demonstrating that a number of benefits, including increased sales, will result.

Robert B. Carter, Main Street project director for the National Trust, said Madison was the first choice for the project, although the competition was very close.

The other seven semifinalist cities were

Lafayette, Ind.; Marion, Iowa; Pipestone, Minn.; Marysville, Portsmouth and Tiffin, Ohio, and Ashland, Wis.

Carter, who visited each of the 10 communities, said he rated them for architectural character, economic capacity, organizational commitment and administrative ability.

He said a fifth factor, called "opportunity," then was considered in making the final selections. He said this factor assessed how effective the communities would be in demonstrating that the restoration of downtown business districts is profitable.

Carter said he expects a substantial increase in retail sales by businesses on Madison's Main Street. He said he also will be looking for improved housing in the downtown area.

"Physically, I'd like to see all the

garish signs come down on Main Street, and I'd like to see subtle changes in the painting of buildings," he said.

Carter said several consulting teams will concentrate on different projects in the cities, such as building facades, graphics, landscaping and improving business.

Some local organizations, such as Historic Madison, Inc., may be hired to do some of the consulting work.

Carter estimated that \$35,000 to \$40,000 will be spent by the National Trust on hiring consultants for the three cities. He estimated that the benefits will amount to "hundreds of thousands of dollars."

Carter said he hopes to have the cossultants working within two months. He said physical changes in the cities probably projects are expected to be completed in two years.

curred in dealing with the abnormally cold winter. The city also may have to spend an additional \$363,080 on patching potholes.

The city also needs to appropriate an extra \$273,910 to pay for a 2 per cent raise that was given to many employes on Jan. 1, he said.

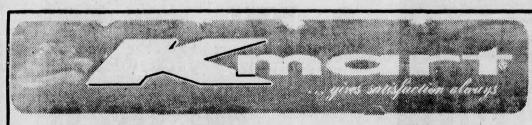
In addition, several city departments have overshot their budgets by nearly \$1.4 million. The Police Department is the largest of these with a projected deficit of \$872,000.

The committee decided to recommend to the full Board of Aldermen that money be appropriated to pay for the 2 per cent raises and the extra expenses due to cold weather.

But its chairman, 3rd Ward Alderman Jerry Abramson, said he would like to give further thought to the \$1.4 million in budget overruns.

According to Reeder's report, after the city adjusts its budget for the higher income and higher expenses, the aldermen will have about \$2.6 million left to spend for the rest of the fiscal year.

But he urged that as much as possible be saved for the new budget year starting July 1. He made a rough estimate that the city will have about \$68.8 million to spend next year and its expenses are likely to total \$68.6 million.



OPEN DAILY 10-10
SUNDAY 12-7
THURSDAY, FRIDAY,
SATURDAY SALE.

THE NATIONAL MAIN STREET CENTER

www.mainstreet.org









HAVE A RESOURCE YOU WOULD LIKE TO SHARE OR DISCUSS? **VISIT THE POINT >**







Main Street Now Conference

The Main Street Now Conference is a one-of-a-kind event, providing attendees with an opportunity to convene and learn about the innovative methods and practices that make the Main Street Approach® one of the most powerful economic development tools in the

Inclusive Backing

Services that Back Us















Main Street America Institute

The Main Street America Institute (MSAI) is our targeted professional development training program aimed to equip downtown and commercial district leaders with the tools they need to lead results-oriented and preservation-based community revitalization















New Community Accreditation Standards

A MORE HOLISTIC FRAMEWORK
FOR SUCCESSFUL & SUSTAINABLE REVITALIZATION

Broad-based Community Commitment to Revitalization Inclusive
Leadership and
Organizational
Capacity

Diversified Funding and Sustainable Program Operations

Strategy-Driven Programming

Preservation-Based Economic Development

Demonstrated Impact and Results





8 MAIN STREET GUIDING PRINCIPLES...

- 1. Comprehensive
- 2. Incremental
- 3. Community-driven
- 4. Public & Private effort
- 5. Builds on existing assets
- 6. Quality
- 7. Change
- 8. Implementation-oriented



MAIN STREET: A TWO-FOLD COMMITMENT

SUSTAINABLE DISTRICT
TRANSFORMATION

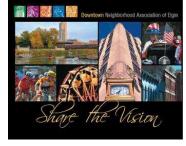
What we want to

achieve

EFFECTIVE REVITALIZATION PROGRAM

So how do we make it happen?









Two hours of volunteering can create a street lined with flowers.



Be Invested.

A \$25.00 investment can provide a community event under the stars.



Be Together.

Together we can enhance appearances, strengthen the downtown economy, and pave the way to an exciting future.



How do you answer the question:



WHAT IS ORGANIZATION?

Strong bones – (drink your milk!)

Incentivizing creative partnerships to build <u>sustainable</u> capacity

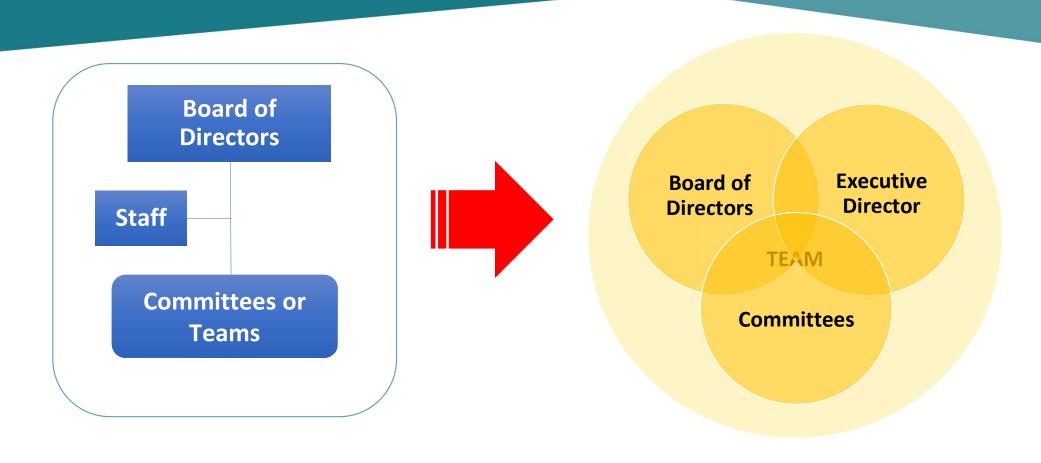
Listening to understand people's experience and the current environment

Describes the Dream <u>and</u> the Results

Organization
Committee "sells"
the MS philosophy

Strengthening from the ground up (sometimes less is more!)

BUILDING A STRONG "TEAM" CULTURE WITHIN OUR ORGANIZATIONS...



BUILDING AN INCLUSIVE - TEAM CULTURE

FROM WITHIN...

- ➤ An empowering leadership structure —with defined leadership roles and accountability
- ➤ Active **on-boarding** and staff and leadership development / trainings
- ➤ Organizational flexibility

OUR LEADERSHIP BASESTRENGTHS & OPPORTUNITIES FOR GROWTH

MAIN STREET VOLUNTEER LEADERSHIP)	DOWNTOWN						COMMUNITY				CURRENT ROLE (s)									
(BOARD, COMMITTEES)	Age	Gender	Race / Ethnicity	Education / S	Skills / Talents / Experience	Prop	Bus	Org	Res	Emp	City / County	Prop	Bus	Org	Res	Emp	Во	ard	Comm	ittee	Sub- Committee	Proj	ect
												ì	MAIN STREET BOARD COMPOSITION										
										CURRENT BOARD MEMBERS POTENTIAL BOARD MEMBERS													
													Boa memb	per									
					Population																		
					Population Estimates, July 1 2021, (V2021)							NA.	T-	T	Ţ	T T		T		1 1			
					Population estimates base, April 1, 2020, (V2021)																		
					Population, percent change - April 1, 2020 (estimates base) to July 1, 2021, (V2021))													
					Population, Census, April 1, 2020																		
					Population, Census, April 1, 20	10															2 00		
				Age and Sex																			
Comparing our leadership base to our				Persons under 5 years, percent																			
Companing our leadership base to our				Persons under 18 years, percent																			
community and district's demographics				Persons 65 years and over, percent																			
		J 0. U.			Female persons, percent																		
a. Identify strengths				Race and Hispanic Origin						owne													
				White alone, percent						Swile													
b. Recognize gaps & opportunities				Black or African American alone, percent (a) American Indian and Alaska Native alone, percent (a)						nent													
and a series of the commence				Asian alone, percent (a)																			
c. Define the next steps				Native Hawaiian and Other Pacific Islander alone, percent (a)																			
				Two or More Races, percent																			
d. Take actions				100	Hispanic or Latino, percent (b)																		
					White alone, not Hispanic or Latino, percent												-						

STANDING ON SOLID GROUND



...must have the skills and foresight to build, maintain, and convey a unified voice for the organization

...and **be clear** about what the program should be involved in and how best to advance the strategy for the district.

ORGANIZATION

- **Communicates the value of Main Street**
- Engage ALL sectors of your community
- ***** Fosters community investment in the program



Main Street Bristol

- Where do district stakeholders go for help?
- What do district stakeholders and the community know about the Main Street program?
- How do they get engaged or invest in the program's efforts?



Main Street Jonesborough

Why Should We Invest In Downtown?

Here are a few reasons why downtown Cleveland is an important and worthwhile investment in the economic health and quality of life in your community.

MainStreet Cleveland is a symbol of community economic health, local quality of life, pride, and community history. These are all factors in industrial, commercial and professional recruitment.

A vital downtown retains and creates jobs, which also means a stronger tax base. Long-term revitalization establishes capable businesses that use public services and provide tax revenues for the community. Downtown Cleveland is also a good incubator for new small businesses the building blocks of a healthy economy. Strip centers and malls are often too expensive for new entrepreneurs.

MainStreet Cleveland, along with a healthy and vibrant downtown, protects property values in surrounding residential neighborhoods. The traditional central business district is an ideal location for independent businesses, which in turn:

MainStreet Cleveland

ORGANIZATION

- Partnership Building (public and private)
- Public Relations and Outreach / Communications
- Fund-Raising (projects & operations)
- Volunteer development

Sponsorship flier from Bolivar Main Street









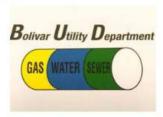
























LOCAL ROLES IN MAIN STREET



Executive Director



Board of Directors



Committees







EMPOWER PEOPLE TO LEAD

Use the Main Street Approach to Identify & define leadership needs & opportunities within board & committees

ORGANIZATION

- Communications
- Public Relations
- Volunteer development
- Organizational branding
- Financial management
- Fund-development





DESIGN





- ☐ Historic Preservation
- ☐ Architecture / Engineering / Planning
- Construction / Landscaping / Gardening
- ☐ Arts / Design
- Education

ECON/VITALITY

- ☐ Small Business / Entrepreneurship
- Business planning / financing
- Marketing / advertising
- ☐ Interior Design / Merchandising
- Real estate development





- ☐ Event coordination / logistical management
- Marketing / Advertising
- Branding

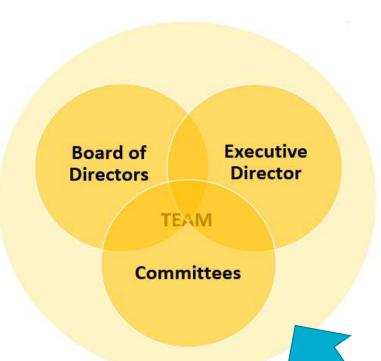


TYPICAL MAIN STREET PARTNERS

- + Property Owners
- + Retail & Restaurant Business Owners
- + Service Business Owners
- + Financial Institutions
- + Utilities
- + Preservationists
- + Residents
- + Corporations and Industry
- + City and County







BUILDING STRONG RELATIONSHIPS

Within our District

- Spend time "on the street"
- Take time to learn
- Be a CONNECTOR
- Be an ADVOCATE
- Be a RESOURCE
- Be a PARTNER

Within our Organization

- "1-1" to understand their background, interests, perspectives, strengths, and needs / weaknesses
- Avoid silos connect your leadership base with each other – at all levels!
 - Your Board with Committees
 - Committees with Committees
 - And with other organizations / groups

BUILDING STRONG RELATIONSHIPS

Within our <u>Community</u> (and surroundings)

- Understand your community's make up
- Identify connectors to your district & organization
- Recognize challenges



WORKING WITH BUSINESS OWNERS

Learn

 about their products and services, their needs, market reach

Educate

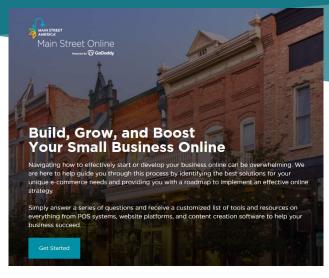
share about market trends and opportunities

Advocate

- market presence (e-commerce)
- partnerships that offer resources & support

Bring together

 build collaborations, opportunities to work together



★ EVENTS GET INVOLVED ▼ ABOUT US MEMBERS CONTACT MAIN STREET

Main Street Members

Herman Jenkins Motors Rotary Club Historic Ann's Scooter's

JD Distributors, Inc.

Searcy Builder – Contractor Inc.

Jerry and Ann Cheatham

Security Bank

Jerry Ward Autoplex Simmons Bank
Jiffy Steamer Snappy Tomato Pizza
Jim Douglas Southern Suite Salon
JoAnn's Sullivan Dentistry

Jordan & Bondurant, Optometrist

Judy Barker, Attorney at Law

Kevin & Candy Whipple

Tri-State International

Historic Downtown Union City ↑ ©2022 National Main Street Center

WORKING WITH PROPERTY OWNERS

PRANKLIN ASSOCIATION

Learn

- about their vision for their property, space
- commitment & limitations about investment

Educate

- about market trends and strategic opportunities for use of space and business recruitment
- perceived versus real value of their space

Advocate

- maintenance, repairs, investment
- partnerships that offer resources & support

Bring together

build collaborations, work together



Building Owners Mastermind with Eric Elmquist



Building Owners Mastermind with Marla Albert



Join the Rising Tide!

DFA Masterminds are round table gatherings to discuss common interests, collaborate, and grow together in a small group setting. Enjoy thoughtprovoking discussion around strategic questions, build relationships, and collaborate while learning from the collective genius of the group!

WORKING WITH ECONOMIC DEVELOPMENT PARTNERS

"We must stop allowing absentee / neglectful property owners from holding our downtowns hostage..." (Don Rypkema, Place Economics)

Addressing the absentee property owners challenge...

- Vacancy tax
 - Actively marketing it
 - · Building habitable
 - For sale for not more than 25% of the appraised value
- > Transparency no boarded windows
- Health Safe Codes enforced
- > Fully insured

What's going on in downtown Maryville? Developers have plans for vacant buildings, lots



The Maryville Downtown Association has also fronted efforts to brand downtown, which is supposed to help usher new businesses into the area. MDA Chair Christy McDonald Slavick said the association has spent nearly a year collaborating and strategizing.

"The City of Maryville and the MDA will plan an event to preview the new brand identity for the downtown very soon," Slavick said. "The collaborations amongst the city, downtown businesses, investors, the college, community members and the MDA has been remarkable and we've only just begun."

WORKING WITH PUBLIC SECTOR PARTNERS (CITY/COUNTY)

- To improve & maintain public space
- To assemble resources
- Educate and instill historic preservation ethics and best design practices
- Promote sense of pride, community spirit



WORKING WITH THE COMMUNITY

- To foster a strong sense of ownership and pride in the heart of their community
- Promote positive perceptions
- Foster support to "local", small businesses



PARTNERING WITH SCHOOLS

DOWNTOWN CHARLEVO

live - life - local

The volunteers at Charlesoit Main Street work to build partnerships that will enhance be
development and create a mere sibrant war-round destruction community.

JUNIOR MAIN STREET COMMITTEE





MAKE AN IMPACT IN DOWNTOWN CHARLEVOIX.

Join Junior Nain Street to have your voice heard and warn volunteer hours making a positive impact on your community. Email Lindsey Dotson if you're interested!

MONTHLY MEETINGS DURING AIM HOU

LINDSEY DOTSON, MAIN STREET DOA BIRECTOR (231) 547-3257 | lindseyd⊘charlevoixmi.go



Laramie Main Street Alliance (LMSA) Honors Internship - Fall 2021 \$2,000 Award Stipend Provided in Partnership with the UW Honors College

Work with a dynamic, community Write Your Own Job Description

Laramie Main Street Alliance (LMSA) desires to provide an intern a customized experience based on the professional career goals of the student. Opportunities will align with the mission of LMSA; as a 501(c) 3 non-profit, we strive to preserve historic Downtown Laramie while enhancing its economic and social vitality.

LMSA serves as the voice for Downtown Laramie. We assist the businesses, residents and consumers who believe the heart of our great community lies in a vibrant downtown. We are a high energy, passionate group of volunteers working with a fearless executive director striving to make a difference in our community.

For more information, visit www.laramiemainstreet.org

The intern can choose to work within one or more areas of interest:

- Economic Development, Entrepreneurship, and/or Business Outreach
- 2. Non-Profit Management, Fundraising, Community Building and/or Volunteer Coordination
- 3. Design, Public Art, and/or Historical Preservation

COMMUNITY OUTREACH

Group Meetings

- Specific stakeholders- businesses and property owners
- Civic, city and corporate

Public Relations

- Social Media
- Main Street brochure
- Newspaper articles/columns
- Annual reports
- Newsletters
- Posters



Historic Downtown Pulaski ^

About Events



Get in Touch

Are you a business owner looking to connect? Or a potential visitor looking for cool things happening Downtown? We'd love to help you find what you're looking for just fill out the form below and we'll get back to you ASAP!

Downtown Jackson →

Name	*

BOARD OF DIRECTORS & EXECUTIVE DIRECTORS

Confirm expectations early-on

- Communicate preferences, priorities, meeting schedules
- Confirm roles and accountability

Meet with purpose

- Confirm agenda in advance
- Highlight strategy, focus on alignment
- Avoid routine / rubber-stamping projects

Regular communication – crucial!

- With the entire Board monthly if possible
- Board Chair with ED more often



BUILDING A SOLID FUNDING STRUCTURE FOR REVITALIZATION

Public Sector

Private Sector

BALANCE

- Diversified funding sources
- BUDGET for operations and programming, aligned with WORK PLANS
- Strategic fund-development plan / activities
- Appropriate financial management / practices



Public Sector

FUNDING DOWNTOWN REVITALIZATION & ITS PROGRAM

Public Sector Partnership

Organization

Philosophical

downtown

Philosophical

and financial

commitment to

the downtown

revitalization

program

and financial

commitment to

Design

Economic Vitality

Promotion

* Programming for Downtown

- Downtown plans for physical, economic, and promotional improvements
- Small business/entrepreneurship development/job creation initiatives
- · Downtown branding and marketing
- · Events for the community

* Resources for implementation

- · Contract Agreements purchase of service, sponsorships
- Incentive programs for physical improvements, econ/bus development
- · Tax-based mechanisms, tools
- · Access to grants, resources

Public Sector

Specific Benefits of Successful Downtown Revitalization

Organization

Design

Economic Vitality

Promotion

- Organization focused on downtown management
- Increased and direct access to district stakeholders
- Increased community engagement, communication
- Partnership with other organizations
- Private sector investment
- Access to resources state, national
- Private sector investment in downtown improvements – buildings and public space
- Increased property values, tax base
- Active preservation of heritage, authentic fabric

- Private sector investment in downtown business and real
- estate development

 Expansion of market reach
- > More jobs, increased tax base
- Viable downtown draw interest in other areas – larger industry/employment
- Increased level of community activity
- > Increased tourism
- A hub for arts

Private Sector

FUNDING DOWNTOWN REVITALIZATION & ITS PROGRAM

- Partnerships Foundations, corporations
- Memberships / Investors Programs
- Fundraising Events / Activities
- Capital / Special Campaigns
- Sponsorship Packages
- Special Events Revenue
- Product Revenue
- > Grants

Support Main Street Collierville

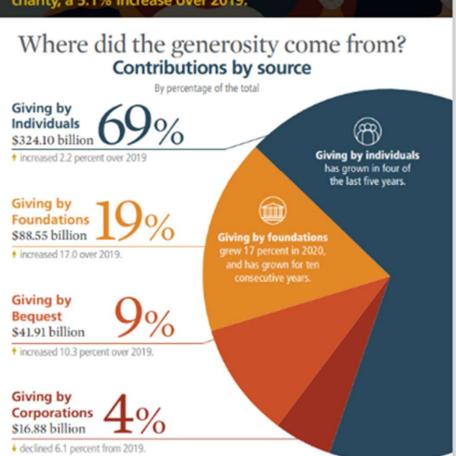
By supporting Main Street Collierville, you become a part of a nationally proven program for historic downtown preservation and promotion. Main Street Collierville joins more than 1,600 Main Street communities across the United States that rely on their citizens, businesses, industries and local governments for support. Main Street members appreciate the landmarks of the past which give us a sense of stability and belonging. We are concerned with our community's heritage and all that is worth preserving from our past as a living part of the present.







\$471.44 billion In 2020, Americans gave \$471.44 billion to charity, a 5.1% increase over 2019.

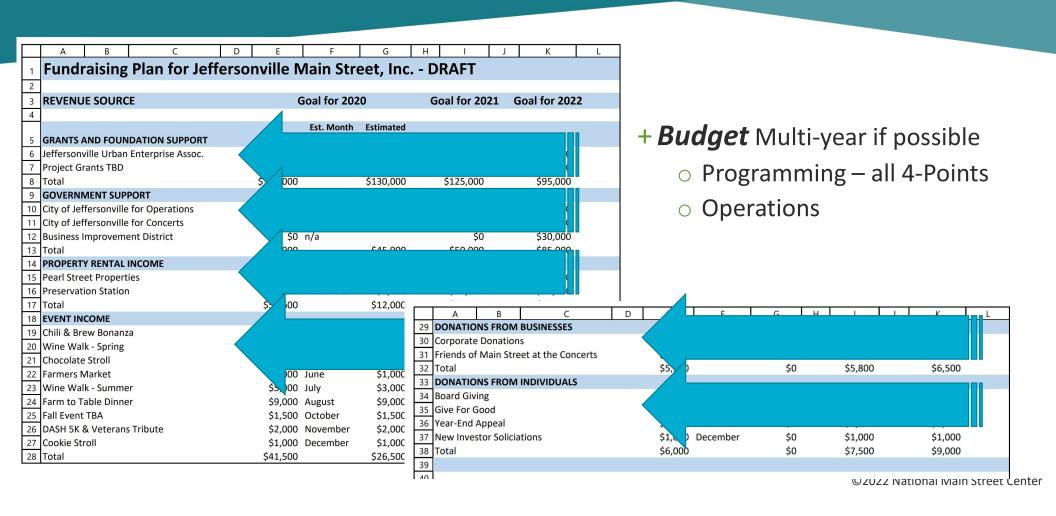


https://givingusa.org/trends-that-will-shape-philanthropy-in-2022/

*All figures on this infographic are reported in current dollars unless otherwise noted.

Center

FOSTERING BROAD COMMUNITY INVESTMENT



FOSTERING BROAD COMMUNITY INVESTMENT

Before going after money...
understand funding needs,
partnership alignments, and most
appropriate fund-development
tools!



TRANSFORMATION BENEFITS ALL STAKEHOLDERS

For Property Owners

Increased occupancy rates
Rent stabilization or increase
Increased property values
Increased stability
Reduced vandalism/crime deterrent
Assistance with tax credits, grants, loan
programs, design and cooperative
maintenance
Communication medium with other property
owners
Better image
New uses on upper floors

For Local Residents and Consumers

Enhanced marketplace (better shopping and the benefits of shopping locally) Sense of price in Downtown Social/cultural activities Opportunities to keep kids in town Sense of hometown community Opportunity to participate/volunteer Better communication Political advocate Home values increase

For Retail Business Owners

- Better business mix
- New market groups Downtown
- Community pride
- Have needs/issues addressed

For Service Business Owners

- Image building/improvement
- New/renewed/repeated exposure
- Increased variety of services
- Healthier economy generates new/more businesses
- Increased competition means more aggressive business styles
- Tapping leakage
- Increased population, new customers
- · Improved image, creates new market

For Financial Institutions

- Community Reinvestment Act compliance
- Potential growth for loans, deposits, and other services (bank cards, financial services)
- · Improved image and good will
- Survival of community, critical to bank success and economic stability
- Central location more cost effective

For Municipal Government

- Increased tax base
- More tourism
- Increased property values
- Increased number of jobs
- Better goals and vision
- Healthy economy
- Better services available
- Positive perception of Downtown and community
- Better relations between local government and private sector
- Increased volunteer base for city
- Takes political heat, develops consensus for political requests
- Industrial recruitment
- Impetus for public improvements
- Grant solicitation
- Information resource for city leaders

For County Government

- · Increased public relations for county
- Viable Downtown increases tax base
- Multiplier effect
- Viable Downtown is a draw for industry
- Develops partnerships with city hall
- Builds pride Heritage preservation
- · Alternative to redevelopment district
- · Quality of life issues
- Help with parking issue

et Center

REMEMBER...

+ Partnerships / Investment / Membership Programs

- Within Downtown (businesses and property owners)
- Community-wide (corporations, utilities, businesses outside of downtown making money in downtown and Friends of MS)

Key Partnerships

- Community Foundations
- Local, State, Fed Grants

+ Other Tools

- Hospitality Tax Share
- Special Tax Assessments
- Fund-raising Campaigns, events
- Special Events sponsorship, fees
- Property Ownership



VOLUNTEERS ARE ESSENTIAL!

- + Gain community support and provide community outreach
- + Community members take ownership
- + Gain more expertise
- + Accomplish more with limited funds
- + Demonstrate community support for the program
- + Help prevent manager/director burnout!
- + Develop tomorrows' leaders
- + Respect and train them



Fayetteville Main Street



Main Street Murfreesboro

ENGAGE PEOPLE & BUILD LEADERSHIP

• **Engagement** is about connecting **WITH** people's interest, skills, experience through clearly defined opportunities

Rogersville Historic C

Our volunteers are the backbone of our organization, providing the neces activities and quality events on track. Volunteers are asked to donate a m and/or event. If you are unable to make a commitment at this time, we will you as a volunteer when your schedule allows. We look forward to workin our hometown!

Name			
Address			
Town/State/Zip			
Home Phone	Work Phone		Ema
Occupation			
Do you receive our newslette	er, The Dispatch?	Yes	No

Areas of Interest for Main Street Volunteer:

Events	Special Areas Marketing Com./Economic Dev.
Rogersville in Bloom (April-May	Preservation/Design Committee
Taste Of Rogersville (May 17) Cruise-In on the Square (May 23)	Special Fund Raising Projects
Cruise-In on the Square (June 13)	Promotion/Community Relations
Cruise-In on the Square (July 4)	Membership
Cruise-In on the Square (August 8)	Office/Clerical
Cruise-In on the Square (September 12)	Heritage Tourism
Cruise-In on the Square (October 10)	Historic District Merchant
Trunk or Treat (October 31)	Volunteer Outreach
Rogersville Christmas Parade	Marker Committee
(Always first Saturday in December)	Mural and Brick Committee
	Real Estate Committee

6 More Volunteer Trends to Watch in 2022



Back in 2019, we predicted six volunteer trends that would make waves in 2020 and beyond. While those trends are still accurate, we see some new and exciting innovations on the horizon. Volunteerism has taken a hard hit coming out of this global pandemic, but there's hope! Here are six more volunteer trends that we see for 2022 and ahead.

#1 People Are Ready To Get Back To Ordinary

It's time. Screen fatigue is a real thing. People are sick and tired of lockdown. They're ready to get back into the routine of daily life. Some researchers argue that normal is actually a good thing as having daily habits can ease cognitive energy and provide feelings of safety.

Organizations can trigger that feeling of "ordinary" by offering volunteering opportunities. Be it through virtual or in-person experiences, giving people the chance to serve allows them to feel the routine of normalcy. Plus, participating in rewarding activities like volunteering has been proven to lift your mood naturally and help remove negative emotions like stress.

#2 Training is VITAL

There's plenty of research to back up why training is so critical for organizations. From increased productivity to lower turnover, the best-performing organizations train their teams. And don't get us started on the benefits of a happier staff, with better product knowledge, higher self-confidence, and essential skills for the job.

https://volunteeru.org/6-more-volunteer-trends-to-watch-in-2022/

6 More Volunteer Trends to Watch in 2022



#3 Volunteers want something new

Coming out of lockdown has shifted people's perspectives. We've reimagined what it means to connect, thought more deeply about life and loss, and evaluated our most fundamental priorities.

One of the biggest trends we've experienced with volunteers recently is the craving for "something new." Whether that is a different task, new team, or fresh opportunity, volunteers are looking for novel ways to use their giftings and skills, particularly in a way that seems valuable to them after the perspective shift of the pandemic.

Something new may look different to each volunteer. It's up to volunteer managers to think outside the box and give volunteers the chance to redefine what serving looks like to them. Take this time to have in-depth conversations with your team to see where they would best fit in your organization during this season of their life. Asking questions or giving the team surveys are easy ways to get an idea of where to place them.

https://volunteeru.org/6-more-volunteer-trends-to-watch-in-2022/

6 More Volunteer Trends to Watch in 2022



#4 Volunteers are waiting for a personal invitation

One of the biggest pitfalls to recruiting is people thinking, "They don't need me. I'm sure someone else will do it." Again and again, we hear new volunteers telling us that they didn't apply earlier because they assumed someone else would fill the role.

People are waiting for a personal invitation from you. Research shows that a face-to-face request is 34 times more successful than an email. As each trend in this list proves, people are looking for a more personal connection than ever before. In-person recruiting will be a massive trend in the coming years. Organizational leaders should prepare to make personal appeals in the future.

#5 Virtual volunteering is here to stay

If we've learned anything over the pandemic, it's that remote work, well, works. Volunteers can now serve their favorite organizations across time zones and continents with ease. Programs like Zoom, WhatsApp, Dropbox, and Trello help global workforces tackle projects as a team from any location in the world.

Graphic designers, photographers, writers, accountants, web designers, engineers, lawyers, and social media gurus (to name just a few) are taking to the web to serve by donating their unique skill sets. And this is just the beginning.

But beware of burnout. While virtual work may be here to stay, high productivity can be masking exhaustion. Without the normalcy of leaving the office, it's easy to work 24/7 without stop. Leaders need to pay attention to virtual volunteers. Not only to keep them connected to the rest of the team but to ensure they observe healthy work boundaries.

6 More Volunteer Trends to Watch in 2022



#6 Authentic connection is crucial

If there were one word to describe the year 2020, it would be "disconnected." People are over the impersonal and artificial connections that have been the norm since the pandemic. Volunteer leaders need to take the initiative to create a real bond with their team members.

One study found that texts and messages just don't cut it. We crave the *sound* of connection. A research group had girls solve math problems in front of a stranger (a stressful situation). They then asked participants to text their mothers and others to call their mothers or talk in person. The girls who texted their moms had no change in stress levels. However, the girls who heard their mom's voice experienced a clear reduction in stress levels.

The moral of the story? Volunteers need to experience REAL connections. A text, email, or letter won't do the job. Phone calls, in-person conversations, and, yes, high-fives or hugs are what we need. Those little connection points make us human. Let's get back to the basics.

https://volunteeru.org/6-more-volunteer-trends-to-watch-in-2022/

INVEST IN VOLUNTEER RECRUITMENT TOOLS







SCHEDULING



VOLUNTEER MATCHING



TRACK VOLUNTEER DATA

https://www.galaxydigital.com/blog/volunteer-retention

BALANCING OUR FOCUS AND ATTENTION



NECESSARY INGREDIENTS FOR A SUSTAINABLE DOWNTOWN REVITALIZATION PROGRAM

- 1. Building a Sense of Ownership that results in a culture of engagement from everyone in the community.
- 2. Building an Organizational Culture that fosters and rewards community engagement.
- **3. Building a Program Worth Giving** (time, money, and other resources) for offer **value**.





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