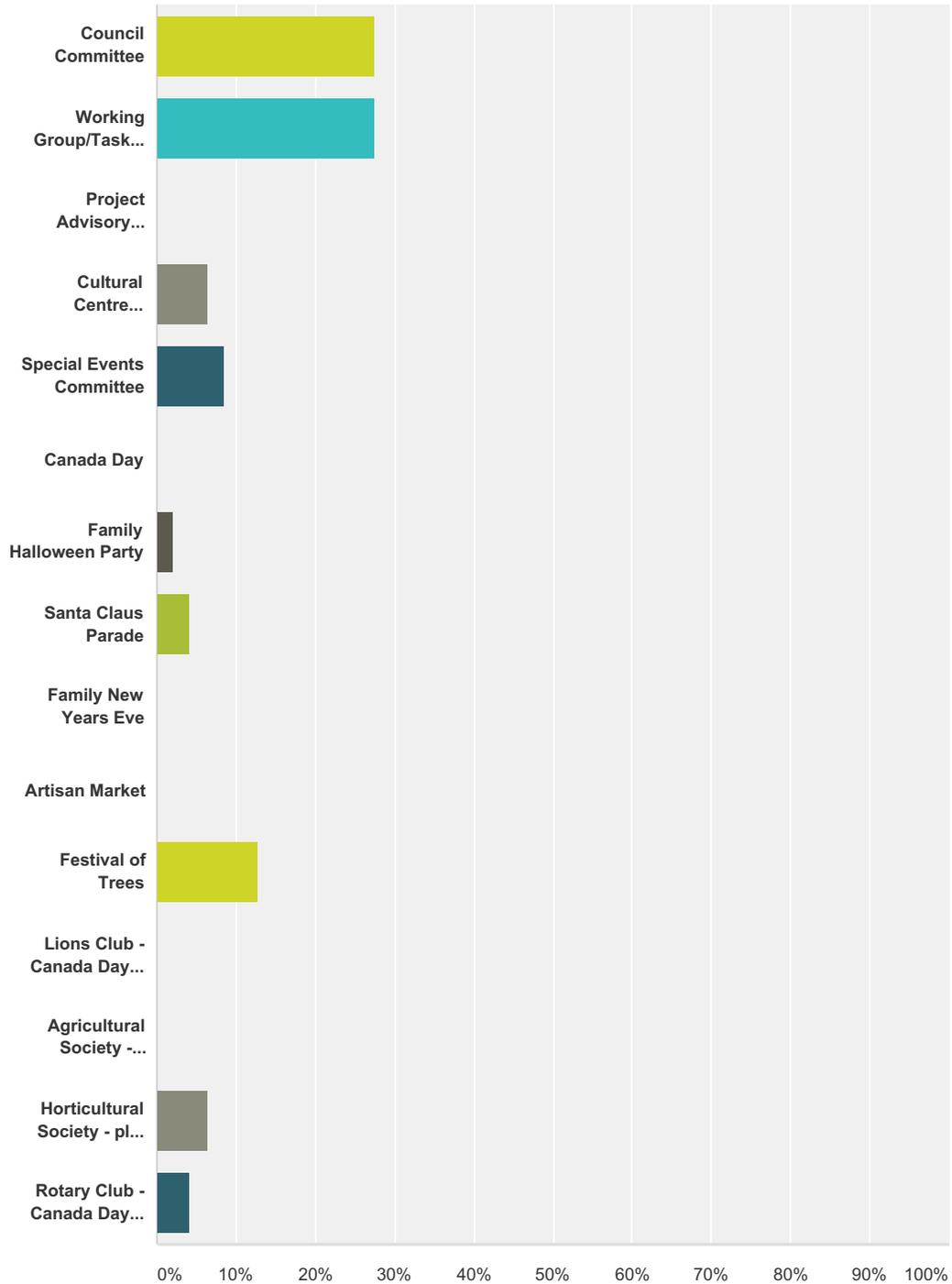


Q1 Township volunteers are involved in a number of activities throughout the year. The Township also partners with other organizations who provide their own volunteers at our activities or events. From the list below select the area that you would consider your primary volunteer role.

Answered: 47 Skipped: 17



Township of Minden Hills Volunteer Survey

| Answer Choices | Responses | |
|--|-----------|-----------|
| Council Committee | 27.66% | 13 |
| Working Group/Task Force/Sub-Committee - appointed | 27.66% | 13 |
| Project Advisory Committee | 0.00% | 0 |
| Cultural Centre volunteer | 6.38% | 3 |
| Special Events Committee | 8.51% | 4 |
| Canada Day | 0.00% | 0 |
| Family Halloween Party | 2.13% | 1 |
| Santa Claus Parade | 4.26% | 2 |
| Family New Years Eve | 0.00% | 0 |
| Artisan Market | 0.00% | 0 |
| Festival of Trees | 12.77% | 6 |
| Lions Club - Canada Day (food station) or Santa Parade (marshal floats) | 0.00% | 0 |
| Agricultural Society - Canada Day (food station) or Winterfest (pancake breakfast) | 0.00% | 0 |
| Horticultural Society - plant flowers around town | 6.38% | 3 |
| Rotary Club - Canada Day (food station) | 4.26% | 2 |
| Total | | 47 |

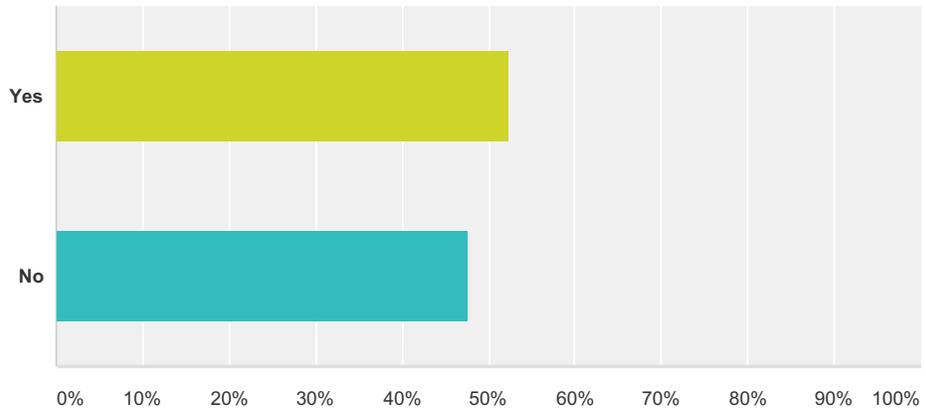
| # | Other (please specify) | Date |
|----|--|---------------------|
| 1 | Riverwalk committee, Communities in Action | 10/13/2016 10:48 AM |
| 2 | sports | 10/10/2016 8:02 AM |
| 3 | HCDC, curling club fund raiser, public school | 10/8/2016 6:03 AM |
| 4 | Volunteered for Minden Hills from 1990 to 2011 | 10/7/2016 11:50 AM |
| 5 | why wasn't this kind of survey undertaken with the pool or arena? | 10/5/2016 10:21 PM |
| 6 | Volunteers at Minden Fair/12 Mile Lake Church | 10/3/2016 3:57 PM |
| 7 | I have participated in most of the above activities over 25 yrs. | 10/3/2016 1:37 PM |
| 8 | seniors bid euchre | 10/2/2016 8:04 PM |
| 9 | MCC Bid Euchre/OSGA/ Minden Legion | 10/1/2016 9:44 PM |
| 10 | Cemetery Board | 9/30/2016 2:16 PM |
| 11 | Plus two other committees | 9/29/2016 9:10 PM |
| 12 | LOCHLIN community center | 9/29/2016 8:07 PM |
| 13 | Cemetery committee | 9/29/2016 4:10 PM |
| 14 | woodlands wildlife sanctuary | 9/29/2016 9:01 AM |
| 15 | I no longer volunteer at Minden Hills Cultural Centre except for the library | 9/28/2016 10:35 AM |
| 16 | Highland Yard, Places for People Hoedown, Refugees, RfTrails | 9/28/2016 8:48 AM |
| 17 | Banners, murals | 9/27/2016 8:15 PM |
| 18 | all things housing - Places for People, KLHHC board, PDAC, MH Housing Task Force, Highland Yard + Farmers' Market + SPARC, previously Conjurors (performing arts/theatre in collaboration w Cultural Centre) | 9/27/2016 4:54 PM |

Township of Minden Hills Volunteer Survey

| | | |
|----|--|-------------------|
| 19 | I no longer volunteer at Minden Hills Cultural Centre except for the library | 9/27/2016 3:17 PM |
| 20 | Seasonal Street Decorations | 9/27/2016 1:18 PM |
| 21 | Library | 9/26/2016 7:24 PM |
| 22 | Terry Fox Run | 9/26/2016 6:25 PM |
| 23 | Volunteer fire department | 9/26/2016 1:17 PM |

Q2 Do you volunteer for the Township at more than one event/activity?

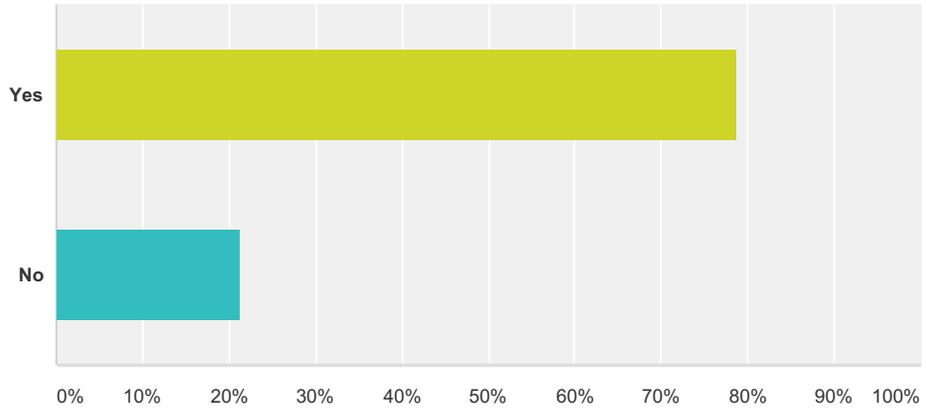
Answered: 61 Skipped: 3



| Answer Choices | Responses | |
|----------------|-----------|-----------|
| Yes | 52.46% | 32 |
| No | 47.54% | 29 |
| Total | | 61 |

Q3 Do you volunteer for another organization (school, church, service club) in the community?

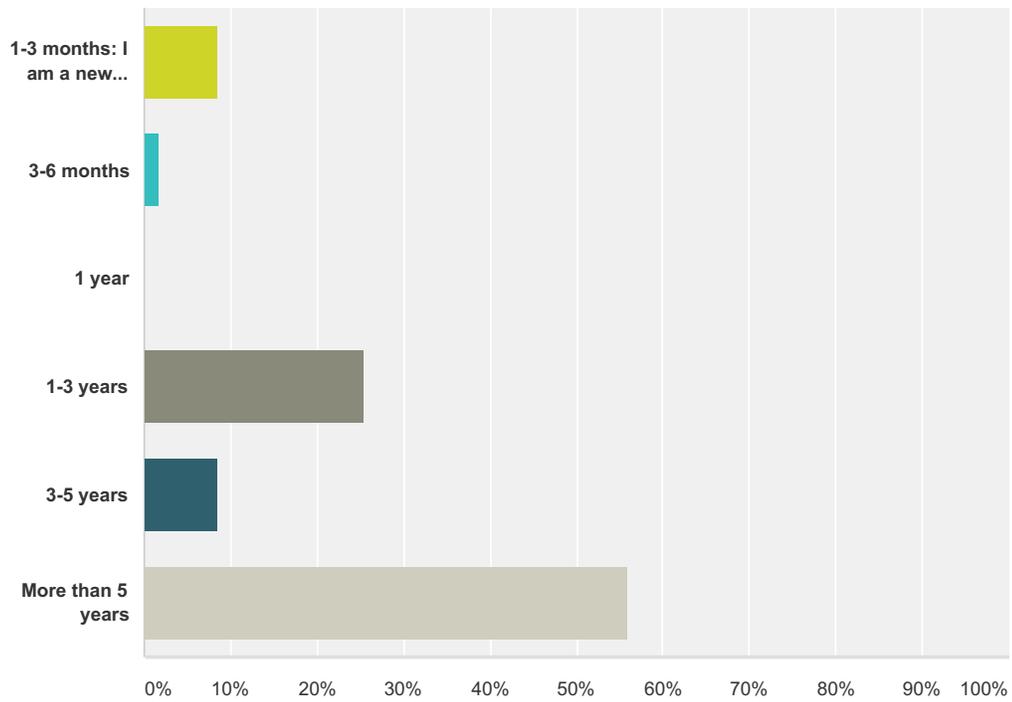
Answered: 61 Skipped: 3



| Answer Choices | Responses | |
|----------------|-----------|-----------|
| Yes | 78.69% | 48 |
| No | 21.31% | 13 |
| Total | | 61 |

Q4 How long have you volunteered for the Township?

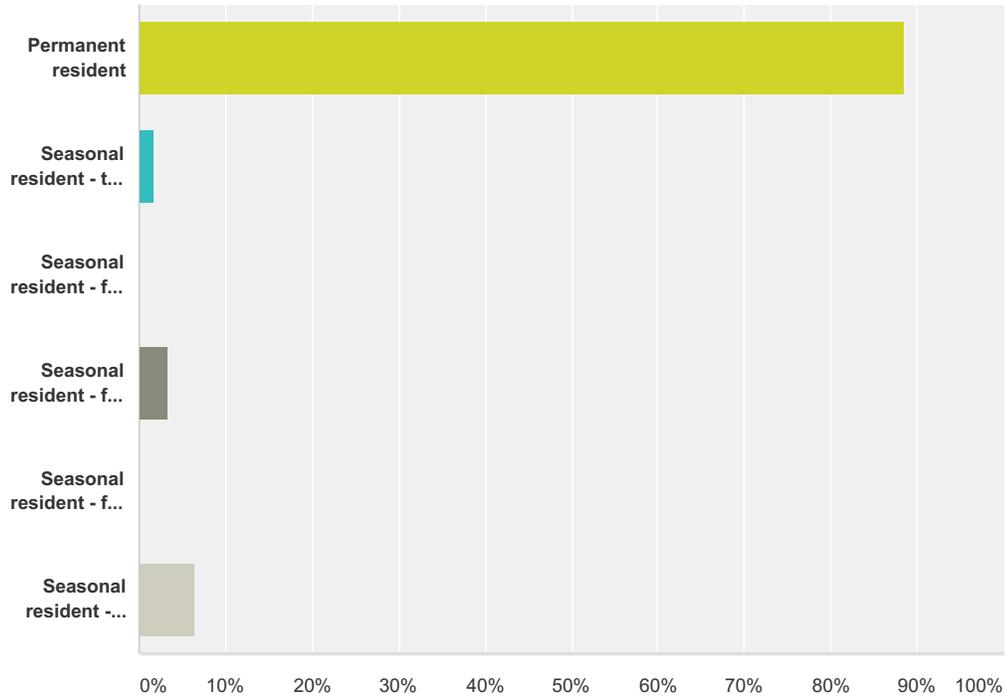
Answered: 59 Skipped: 5



| Answer Choices | Responses |
|----------------------------------|-----------|
| 1-3 months: I am a new volunteer | 8.47% 5 |
| 3-6 months | 1.69% 1 |
| 1 year | 0.00% 0 |
| 1-3 years | 25.42% 15 |
| 3-5 years | 8.47% 5 |
| More than 5 years | 55.93% 33 |
| Total | 59 |

Q5 What is your resident status in the Township of Minden Hills? Select the option that most fits your situation.

Answered: 61 Skipped: 3

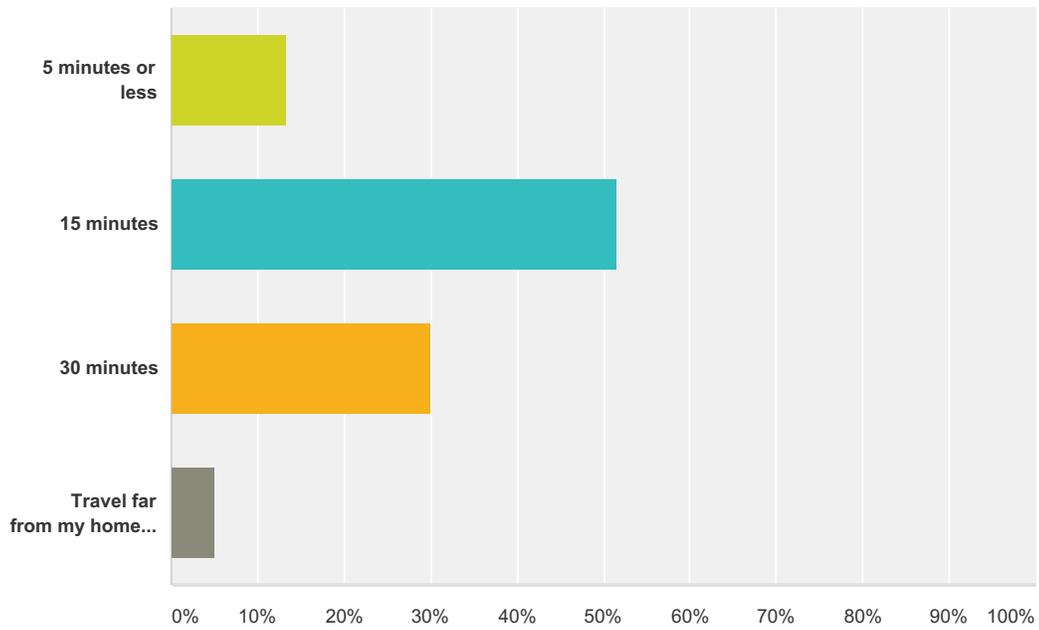


| Answer Choices | Responses |
|--|-----------|
| Permanent resident | 88.52% 54 |
| Seasonal resident - the summer months only | 1.64% 1 |
| Seasonal resident - for winter months only | 0.00% 0 |
| Seasonal resident - for summer weekends only | 3.28% 2 |
| Seasonal resident - for winter weekends only | 0.00% 0 |
| Seasonal resident - anytime | 6.56% 4 |
| Total | 61 |

| # | Other (please specify) | Date |
|---|---|--------------------|
| 1 | Could have done this with the ATF survey - instead of pretending it was inclusive | 10/5/2016 10:21 PM |
| 2 | Now a non resident....was permanent resident | 9/29/2016 7:56 PM |
| 3 | Main Street Property owner and landlord | 9/27/2016 1:18 PM |

Q6 How far do you travel when you do volunteering?

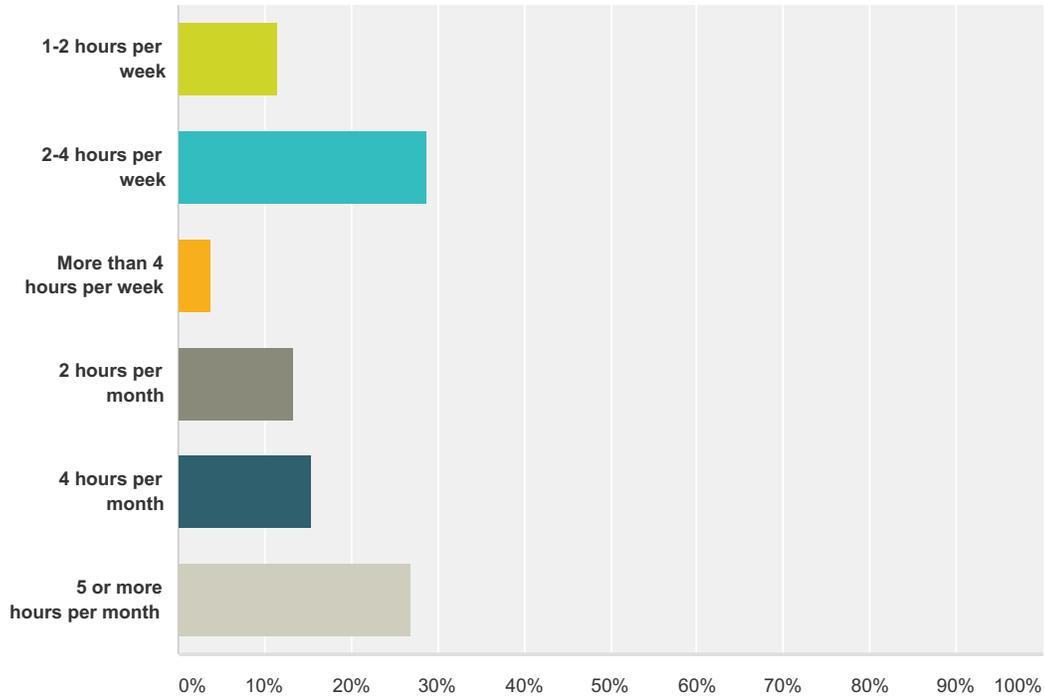
Answered: 60 Skipped: 4



| Answer Choices | Responses |
|--|-----------|
| 5 minutes or less | 13.33% 8 |
| 15 minutes | 51.67% 31 |
| 30 minutes | 30.00% 18 |
| Travel far from my home base to volunteer here in Minden during my cottage/recreation time | 5.00% 3 |
| Total | 60 |

Q7 Volunteers give a great deal of time to volunteering. Thinking about your own situation, is there a maximum amount of time that we should be asking you to commit and not ask for any more? Select the time you feel appropriate from the list below.

Answered: 52 Skipped: 12



| Answer Choices | Responses |
|----------------------------|-----------|
| 1-2 hours per week | 11.54% 6 |
| 2-4 hours per week | 28.85% 15 |
| More than 4 hours per week | 3.85% 2 |
| 2 hours per month | 13.46% 7 |
| 4 hours per month | 15.38% 8 |
| 5 or more hours per month | 26.92% 14 |
| Total | 52 |

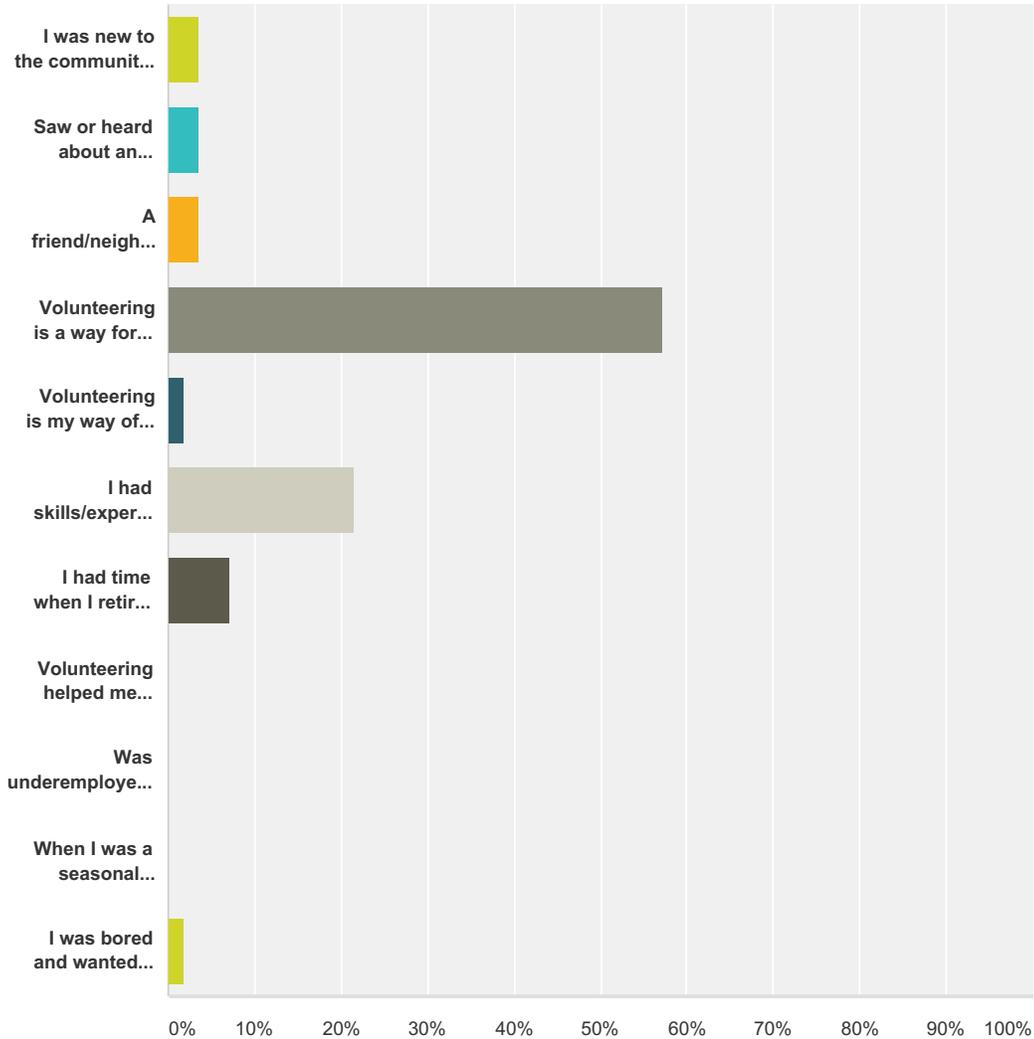
| # | Other (please specify) | Date |
|---|--|--------------------|
| 1 | The amount of volunteer time expected needs to be clearly communicated | 10/11/2016 8:50 PM |
| 2 | Pool survey was never given this option. | 10/5/2016 10:21 PM |
| 3 | Or as requested | 10/4/2016 2:58 PM |
| 4 | as time allows. | 10/3/2016 1:37 PM |

Township of Minden Hills Volunteer Survey

| | | |
|----|---|--------------------|
| 5 | should be no requirements | 10/3/2016 12:54 PM |
| 6 | I do not think there should be a strict requirement, Minden Hills should take what they can get from people willing to volunteer | 10/3/2016 12:45 PM |
| 7 | volunteers should be able to volunteer as much time as they can give, there should be no requirement | 10/3/2016 10:56 AM |
| 8 | There should be no time requirement, appreciate volunteers whether they help 1 hour per year or 100 hours per year | 10/2/2016 12:23 PM |
| 9 | This question has no answer that is appropriate. The time involved is dictated by both the subject and the commitment to the cause. Sometimes a lot of time is required but then things happen/are solved and the time can be reduced by the volunteer. | 9/28/2016 2:10 PM |
| 10 | Depends on the activity that you volunteer for...seasonal, weekly. | 9/28/2016 10:35 AM |
| 11 | Situational, depends on the project and importance. | 9/28/2016 7:54 AM |
| 12 | depends on what / when the task is | 9/27/2016 4:54 PM |
| 13 | People should be able to volunteer what time they can | 9/26/2016 1:17 PM |

**Q8 People volunteer for many reasons.
From the list below, select your primary
reason for volunteering.**

Answered: 56 Skipped: 8



| Answer Choices | Responses |
|---|-----------|
| I was new to the community; volunteering is a way to meet people | 3.57% 2 |
| Saw or heard about an opportunity to volunteer and I thought it sounded interesting | 3.57% 2 |
| A friend/neighbor/partner/spouse asked me to volunteer | 3.57% 2 |
| Volunteering is a way for me to give back to the community | 57.14% 32 |
| Volunteering is my way of staying socially connected | 1.79% 1 |
| I had skills/experience to share and found a good match | 21.43% 12 |
| I had time when I retired and wanted to stay active | 7.14% 4 |
| Volunteering helped me complete my high school 40 hours community service | 0.00% 0 |

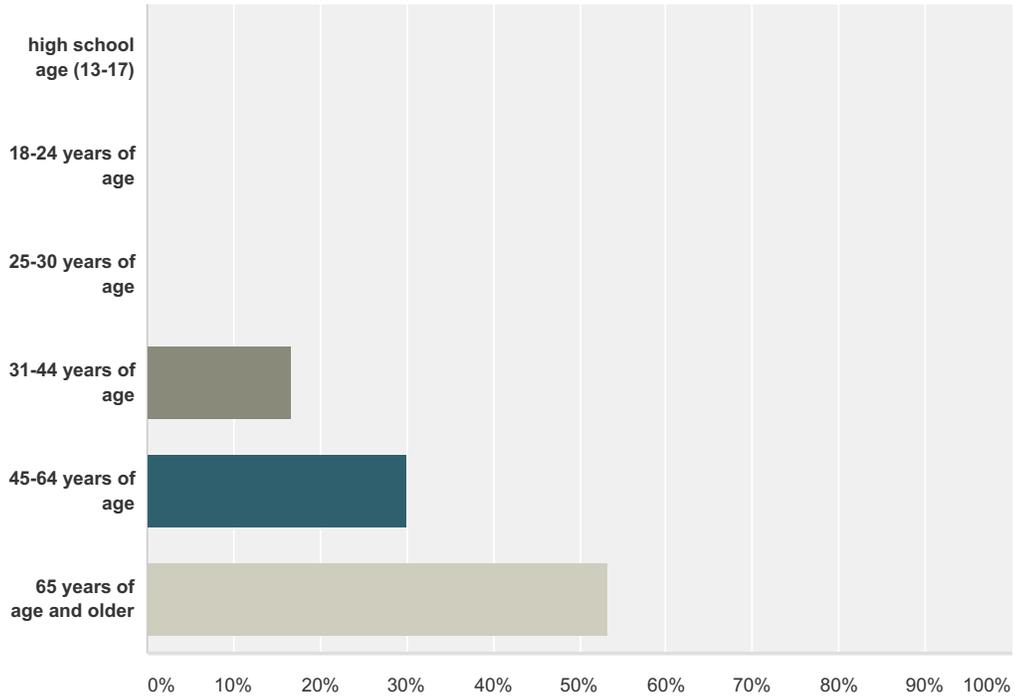
Township of Minden Hills Volunteer Survey

| | | |
|--|--------------|-----------|
| Was underemployed and saw volunteering as a way to employment | 0.00% | 0 |
| When I was a seasonal resident, I participated in community events and loved the activity. So when I retired here, I wanted to contribute. | 0.00% | 0 |
| I was bored and wanted something meaningful to do | 1.79% | 1 |
| Total | | 56 |

| # | Other (please specify) | Date |
|---|---|--------------------|
| 1 | Wanted to make sure community centre was tied in with church to keep town connected | 10/6/2016 11:37 AM |
| 2 | Might have done this with the pool survey. | 10/5/2016 10:21 PM |
| 3 | My spouse and I have volunteered on sveral committees because we felt that there was a need to be involved in that specific subject to help provide a balanced approach/solution. | 9/28/2016 2:10 PM |
| 4 | there are many talents/resources available from retired people. Take advantage. | 9/28/2016 10:35 AM |
| 5 | attended a council meeting on a topic of interest and was asked to volunteer after it. | 9/28/2016 7:54 AM |
| 6 | why only one motivation? people are more complex than that | 9/27/2016 4:54 PM |
| 7 | Tired of things not happening. | 9/26/2016 10:55 AM |

Q9 How old are you?

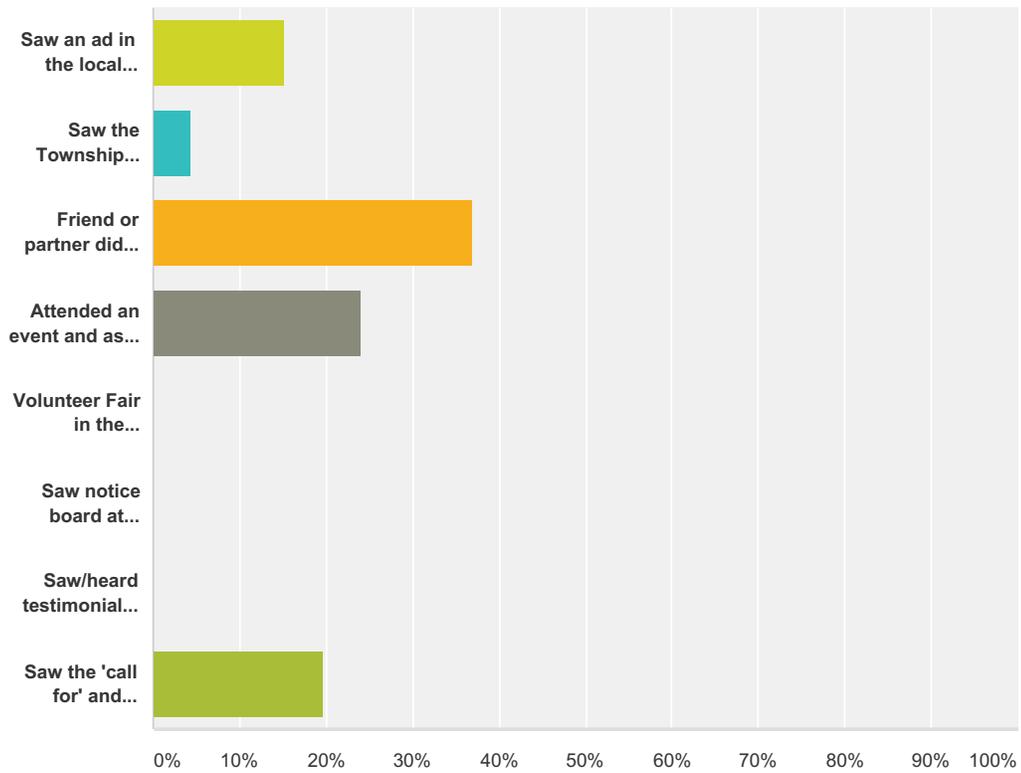
Answered: 60 Skipped: 4



| Answer Choices | Responses |
|---------------------------|-----------|
| high school age (13-17) | 0.00% 0 |
| 18-24 years of age | 0.00% 0 |
| 25-30 years of age | 0.00% 0 |
| 31-44 years of age | 16.67% 10 |
| 45-64 years of age | 30.00% 18 |
| 65 years of age and older | 53.33% 32 |
| Total | 60 |

Q10 How were you recruited to the volunteer role you currently have?

Answered: 46 Skipped: 18



| Answer Choices | Responses |
|--|-----------|
| Saw an ad in the local newspaper | 15.22% 7 |
| Saw the Township Website information about volunteering | 4.35% 2 |
| Friend or partner did personal ask | 36.96% 17 |
| Attended an event and asked how to help the next year | 23.91% 11 |
| Volunteer Fair in the community or at the high school | 0.00% 0 |
| Saw notice board at arena/community centre | 0.00% 0 |
| Saw/heard testimonial from another volunteer | 0.00% 0 |
| Saw the 'call for' and application for council/advisory/project committee work | 19.57% 9 |
| Total | 46 |

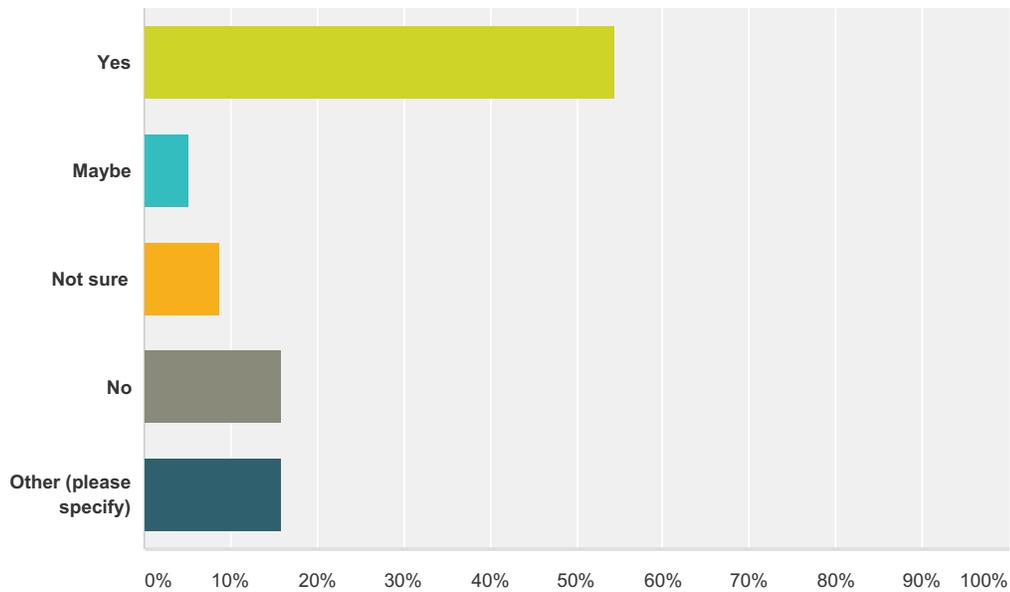
| # | Other (please specify) | Date |
|---|--|--------------------|
| 1 | I asked where I could help | 10/11/2016 8:33 AM |
| 2 | Have been involved for many years, to invested now to leave | 10/6/2016 11:40 AM |
| 3 | Instead of lying to people and pretending that it mattered, you might have done this with the ATF - er- council appointed committee to bring lies and misinformation to Council, | 10/5/2016 10:29 PM |
| 4 | Many of the above apply. | 10/3/2016 1:41 PM |

Township of Minden Hills Volunteer Survey

| | | |
|----|--|-------------------|
| 5 | looking for a facility to play pickleball/cards & other senior games | 10/2/2016 8:11 PM |
| 6 | Municipal employee in this County for over32 years | 9/29/2016 9:16 PM |
| 7 | Wanted to volunteer in artistic/cultural area so suggested an activity that I was comfortable doing and the idea was accepted & I volunteer. | 9/29/2016 5:46 PM |
| 8 | Wanted to volunteer in artistic/cultural area so suggested an activity that I was comfortable doing and the idea was accepted & I volunteer. | 9/29/2016 5:16 PM |
| 9 | Not currently a volunteer | 9/29/2016 9:22 AM |
| 10 | Moose Radio | 9/29/2016 9:04 AM |
| 11 | Interest in specific actions of council generate a desire to be engaged in the outcome. | 9/28/2016 2:31 PM |
| 12 | Created an opportunity and made it happen | 9/27/2016 8:19 PM |
| 13 | as per the small part of my volunteer life that is directly for the township | 9/27/2016 5:02 PM |
| 14 | can't remember | 9/27/2016 1:25 PM |

Q11 The Township has developed some written role descriptions for some volunteer positions. We have not done this for all of them. A written outline of volunteer roles would help clarify expectations such as time commitments; policies; screening issues; boundaries and outcomes of volunteering. Would having a written outline of the role, be helpful to your overall satisfaction and commitment?

Answered: 57 Skipped: 7



| Answer Choices | Responses |
|------------------------|-----------|
| Yes | 54.39% 31 |
| Maybe | 5.26% 3 |
| Not sure | 8.77% 5 |
| No | 15.79% 9 |
| Other (please specify) | 15.79% 9 |
| Total | 57 |

| # | Other (please specify) | Date |
|---|--|--------------------|
| 1 | HCDC HAS A WRITTEN DESCRIPTION AND THE OTHER VOLUNTEER ACTIVITIES WERE SUFFICIENTLY EXPLAINED | 10/8/2016 6:10 AM |
| 2 | Bla bla bla - not on the arena survey and no options. Lets put a committee in place with no input from the community - b/c that's a good idea, and then. lets offer this as an option for when Peter Oyler isn't the Deputy Reeve - er - Chair | 10/5/2016 10:29 PM |
| 3 | Understanding the nature of the commitment is critical. | 10/3/2016 1:41 PM |

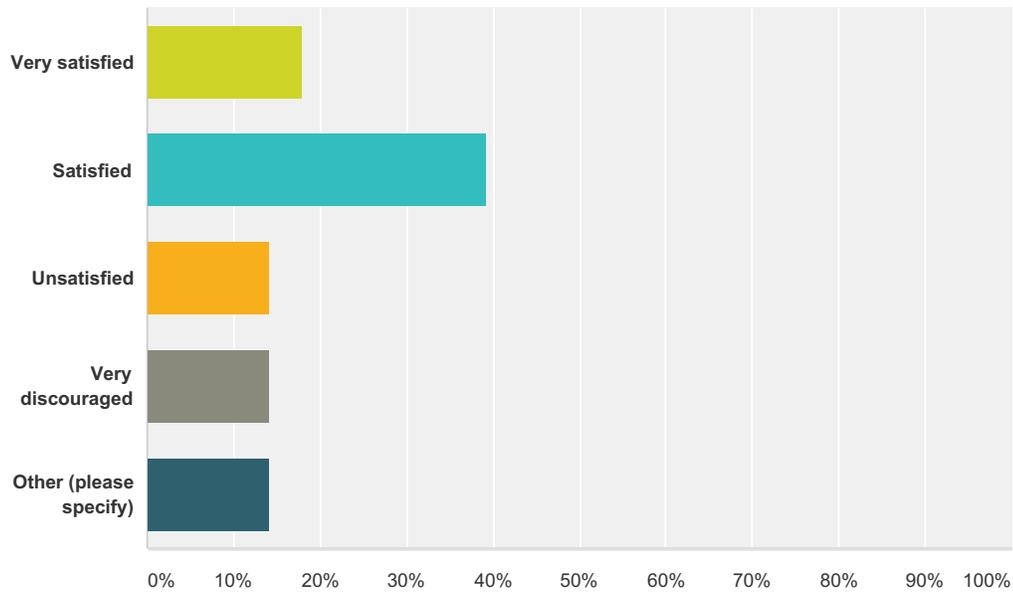
Township of Minden Hills Volunteer Survey

| | | |
|---|--|--------------------|
| 4 | The township has not done a great job with this, they seem to want more control over volunteers, but the requirements to volunteer are too much of a barrier for most. make it easier for people to volunteer. | 10/3/2016 11:02 AM |
| 5 | done this for OSGA District volunteers | 10/2/2016 8:11 PM |
| 6 | done this for our OSGA District | 10/1/2016 9:44 PM |
| 7 | Any volunteer for over 5 years should know their role | 9/29/2016 9:16 PM |
| 8 | Some committees/task forces have a somewhat transient mandate so duties and time are difficult to predict or describe efficiently. | 9/28/2016 2:31 PM |
| 9 | The advisory ctte documentation was geared to what we volunteers could/couldn't do, much less forthcoming about what the township would do to support our work, e.g., make meeting space, refreshments available | 9/27/2016 5:02 PM |

Township of Minden Hills Volunteer Survey

Q12 How satisfied or content are you in your volunteer role?

Answered: 56 Skipped: 8



| Answer Choices | Responses | Count |
|------------------------|-----------|-----------|
| Very satisfied | 17.86% | 10 |
| Satisfied | 39.29% | 22 |
| Unsatisfied | 14.29% | 8 |
| Very discouraged | 14.29% | 8 |
| Other (please specify) | 14.29% | 8 |
| Total | | 56 |

| # | Other (please specify) | Date |
|---|---|--------------------|
| 1 | Not - unless this very same option was granted to the people partaking in the poor and parks survey. Good try, but FAIL | 10/5/2016 10:29 PM |
| 2 | Somewhat satisfied. Too many bosses & unnecessary rules | 9/29/2016 8:15 PM |
| 3 | Meetings are cancelled and there is little feedback on our suggestions | 9/29/2016 4:14 PM |
| 4 | not a volunteer | 9/29/2016 9:22 AM |
| 5 | I stopped volunteer work at MHCC because volunteers were not appreciated, respected nor recognized for their contributions of 100's of volunteer hours. | 9/28/2016 10:41 AM |
| 6 | jury is still out | 9/27/2016 5:02 PM |
| 7 | I am satisfied in my current role as a library volunteer. I was totally discouraged and unsatisfied with my volunteer role at the MHCC which lasted more than five years. | 9/27/2016 3:26 PM |
| 8 | Undecided | 9/26/2016 1:21 PM |

Township of Minden Hills Volunteer Survey

Q13 Keeping current volunteers motivated and energized is important to success. Current volunteers such as yourself have committed ongoing time and experience to our community, not just once but a continued effort. What could we do as a Township that might influence your length of time with us as a volunteer? In other words, what might influence you to stay longer than expected? Post any ideas/comments in the box below.

Answered: 43 Skipped: 21

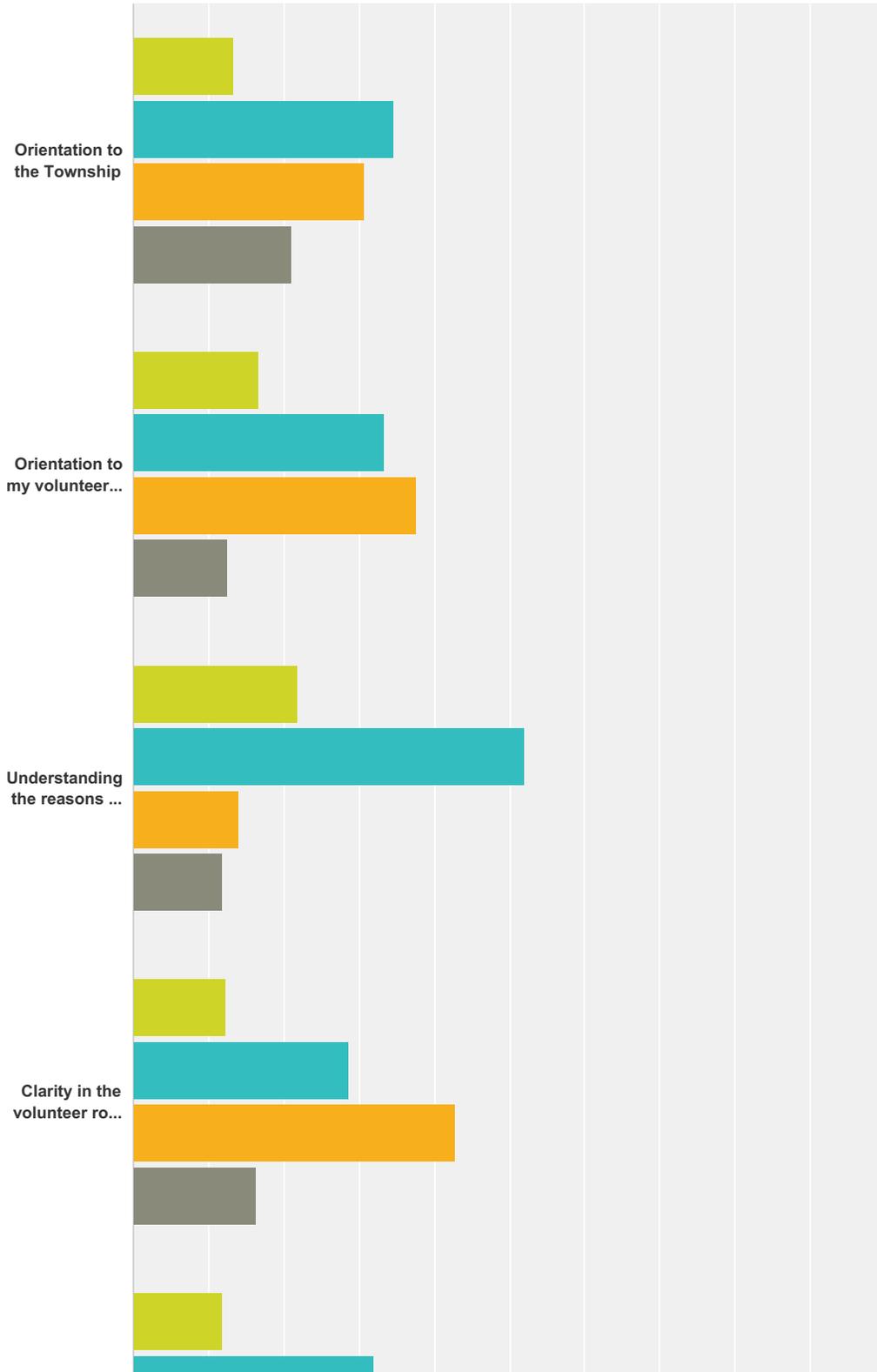
| # | Responses | Date |
|----|--|---------------------|
| 1 | successful outcomes | 10/13/2016 5:57 PM |
| 2 | I have other commitments and cannot give more time at the moment. | 10/13/2016 10:55 AM |
| 3 | Change up volunteers each township sponsored event | 10/12/2016 5:49 PM |
| 4 | Show respect and appreciation for volunteers. Don't just pay "lip service" to their efforts | 10/11/2016 8:56 PM |
| 5 | larger committees so fewer individual responsibilities | 10/11/2016 4:53 PM |
| 6 | thank you goes a long way | 10/11/2016 8:33 AM |
| 7 | more support | 10/10/2016 8:05 AM |
| 8 | Stop treating us as your personal slaves. I will wash my own dishes and I expect you to do the same | 10/9/2016 11:10 AM |
| 9 | Be better organized to be able to things done | 10/9/2016 10:56 AM |
| 10 | Training | 10/8/2016 12:12 PM |
| 11 | Recognition events, monthly profile of volunteer activities in local newspaper | 10/8/2016 6:10 AM |
| 12 | Have a strong CAO, one that will protect volunteers | 10/7/2016 11:52 AM |
| 13 | Leave us alone and let us continue to do what we have been doing | 10/6/2016 11:40 AM |
| 14 | Better defined roles for volunteers including targets or goals | 10/6/2016 11:09 AM |
| 15 | Ask the Deputy Reeve - she has never showed up for a meeting, but is always the first out of the gate to say 'the volunteers will come back - meanwhile, I am happy for the 46K I get a year to do nothing, show up at nothing, and offer no direction or suggestions. | 10/5/2016 10:29 PM |
| 16 | positive feedback from council (which was missing from previous council) | 10/5/2016 8:16 PM |
| 17 | Sponsor more community events across the township | 10/4/2016 5:40 PM |
| 18 | Council listens and acts on the recommendations. | 10/4/2016 3:03 PM |
| 19 | Thank you would be appreciated | 10/3/2016 4:03 PM |
| 20 | Being respectful of work done. | 10/3/2016 1:41 PM |
| 21 | define clear goals and objectives, and measure us on each, celebrate each accomplishment | 10/3/2016 12:56 PM |
| 22 | Celebrate all the successes and make changes to things that are not working | 10/3/2016 12:48 PM |
| 23 | Deal with issues quickly and do not let them fester. Also quit giving some volunteers unlimited, no charge access to municipal property, while expecting other community volunteers to pay rent. Treat everyone the same. And to me that means charge everyone the same rent regardless of what the property is being used for. make it black & white and fair for everyone! | 10/3/2016 11:02 AM |

Township of Minden Hills Volunteer Survey

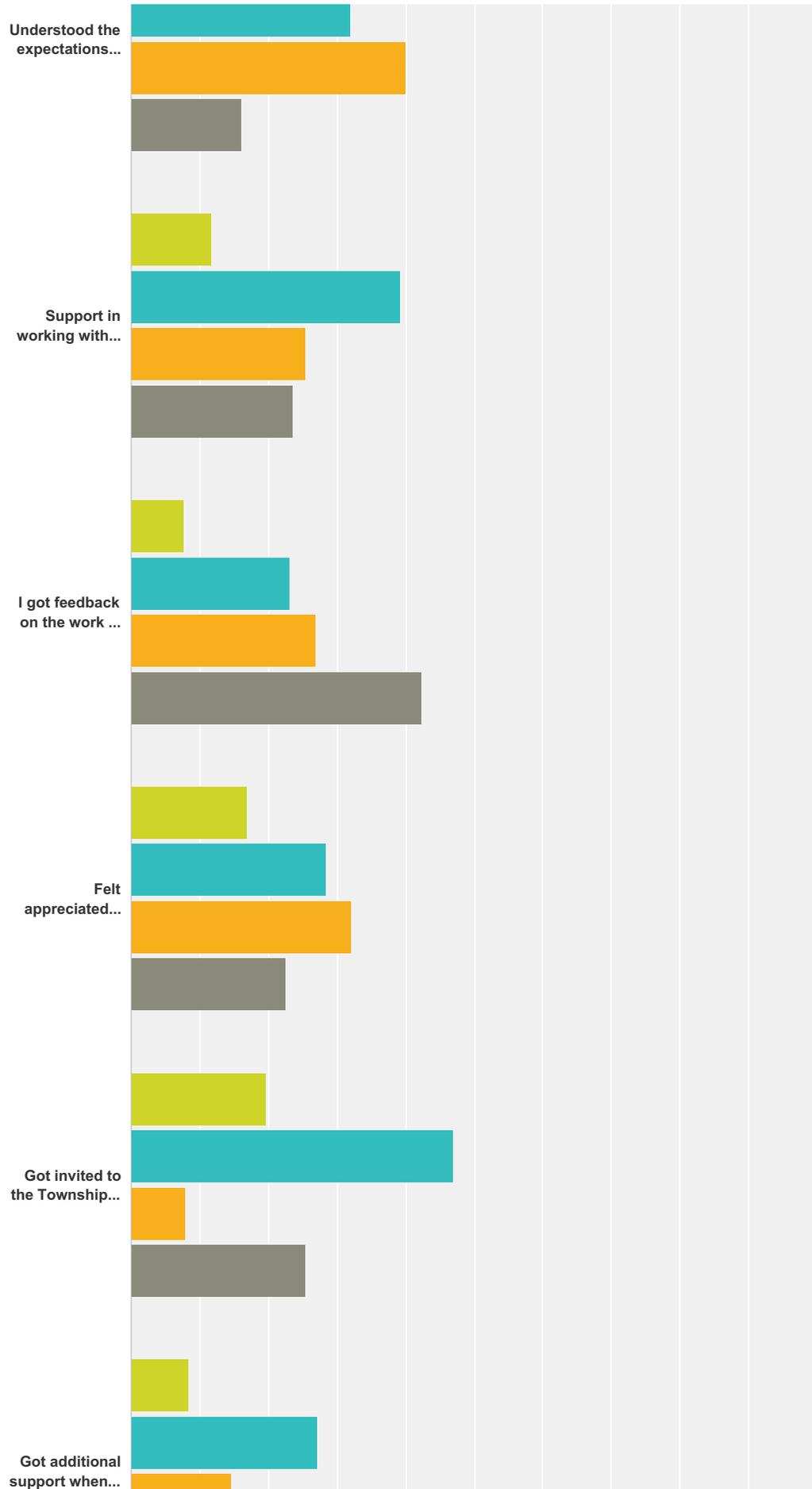
| | | |
|----|--|--------------------|
| 24 | Like developing an annual budget, committee of Council should also develop and get upfront approval for specific things they want to successfully complete each and every year. And they should be transparent and be measured on their success and failures. | 10/3/2016 10:36 AM |
| 25 | Better manage the municipal advisory committees, welcome all volunteers, and make sure that committees do not get controlled by groups within the committee who steam roll over other volunteers | 10/2/2016 12:30 PM |
| 26 | Be appreciated - be accommodating to meet after work hours. Not everyone who volunteers is retired. | 9/30/2016 2:22 PM |
| 27 | A little training for refreshing and upgrading knowledge would be great | 9/29/2016 9:16 PM |
| 28 | Not sure | 9/29/2016 8:15 PM |
| 29 | New challenges to grow MH economically, recreationally, culturally | 9/29/2016 8:05 PM |
| 30 | Additional volunteers to serve on the committee so responsibly is shared among more volunteers. | 9/29/2016 5:46 PM |
| 31 | Additional volunteers to serve on the committee so responsibly is shared among more volunteers. | 9/29/2016 5:16 PM |
| 32 | a thank you would be nice | 9/29/2016 4:21 PM |
| 33 | The opposite of the comments above | 9/29/2016 4:14 PM |
| 34 | a positive experience/s | 9/29/2016 9:22 AM |
| 35 | Volunteers donate their time and some monetary items such as fuel to attend meetings. There should be support for volunteers in not having to print reference material (ink and paper add up; not everyone should be expected to own a computer/tablet and be able to bring it to meetings). We attended a committee meeting in Dysart and they had coffee available. I'm not sure that some Councillors show much respect for volunteers. Eventually, it is nice for people to be recognized for their input. | 9/28/2016 2:31 PM |
| 36 | Appreciate, acknowledge good volunteer work, communicate, use the special resources talents and experience that retired people in the community have to offer. Tell them when they do a good job! | 9/28/2016 10:41 AM |
| 37 | Say thank you, provide coffee, LISTEN | 9/28/2016 7:58 AM |
| 38 | Make municipal resources (equipment, manpower) available when needed. | 9/27/2016 8:19 PM |
| 39 | use me wisely and efficiently - don't waste my time, don't patronize me, don't treat me like second-tier staff | 9/27/2016 5:02 PM |
| 40 | Appreciate, acknowledge good volunteer work, communicate, use the special resources talents and experience that retired people in the community have to offer. Tell them when they do a good job! | 9/27/2016 3:26 PM |
| 41 | when expert advice is given it should be taken and acted upon not ignored as is the present situation | 9/27/2016 1:25 PM |
| 42 | Clearly enunciated responsibilities, expectations and measurement metrics. Also a commitment that council will take recommendations seriously and not make decisions without committee input | 9/26/2016 2:13 PM |
| 43 | get things done!/not waste time | 9/26/2016 10:56 AM |

Q14 There are many areas of support that help volunteers to do their best work. From the list below, you can rank the support you received.

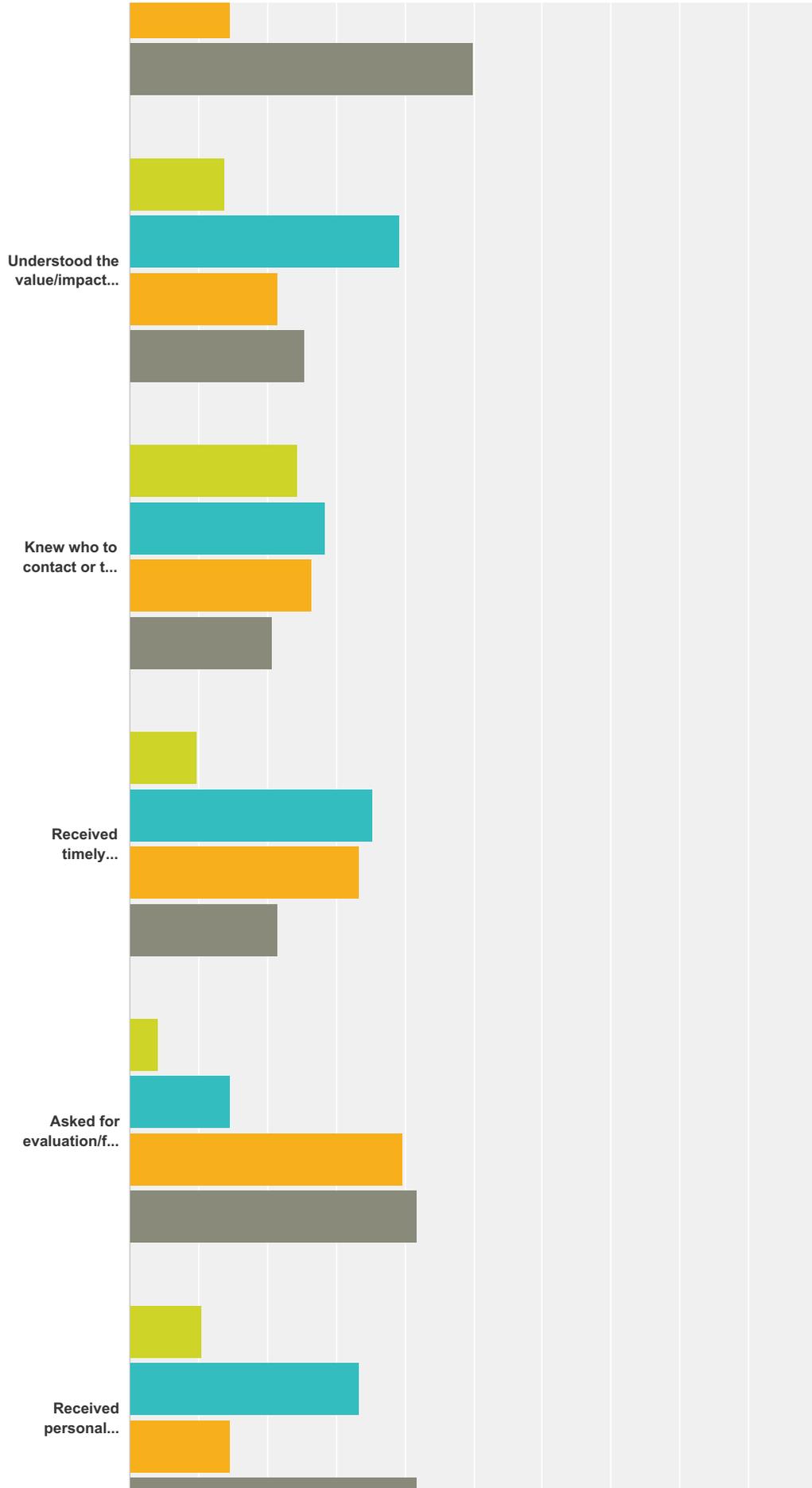
Answered: 55 Skipped: 9



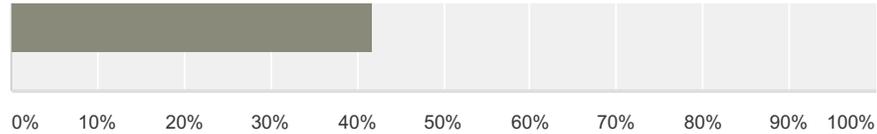
Township of Minden Hills Volunteer Survey



Township of Minden Hills Volunteer Survey



Township of Minden Hills Volunteer Survey

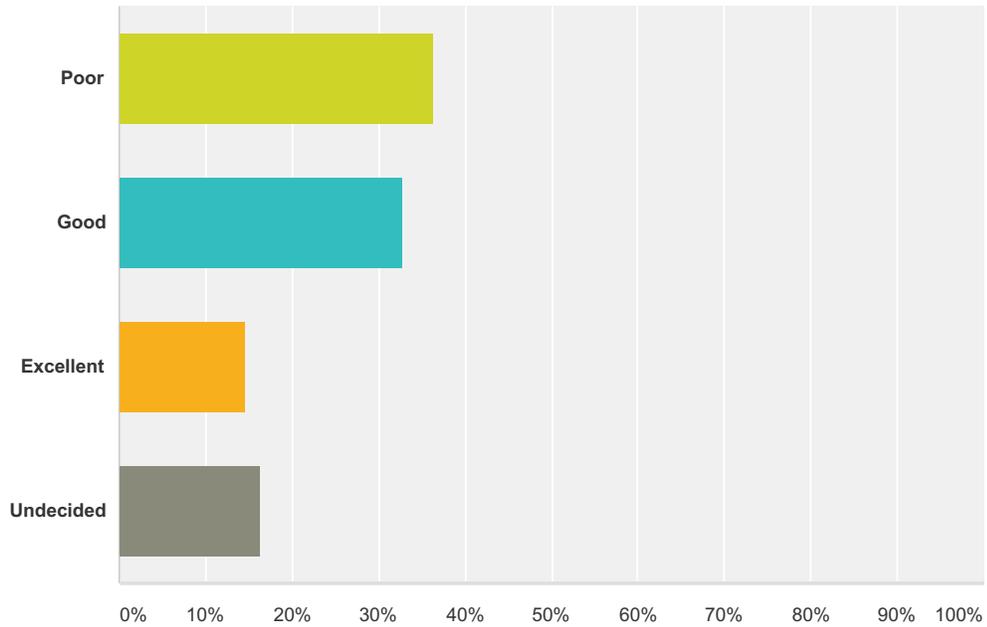


■ Well Done
 ■ Good
 ■ Could be Better
 ■ Not Done

| | Well Done | Good | Could be Better | Not Done | Total |
|---|--------------|--------------|-----------------|--------------|-------|
| Orientation to the Township | 13.46% 7 | 34.62% 18 | 30.77% 16 | 21.15% 11 | 52 |
| Orientation to my volunteer role | 16.67% 8 | 33.33% 16 | 37.50% 18 | 12.50% 6 | 48 |
| Understanding the reasons for screening of volunteers (police checks, interviews) | 22.00% 11 | 52.00% 26 | 14.00% 7 | 12.00% 6 | 50 |
| Clarity in the volunteer role description | 12.24% 6 | 28.57% 14 | 42.86% 21 | 16.33% 8 | 49 |
| Understood the expectations of me as a volunteer | 12.00% 6 | 32.00% 16 | 40.00% 20 | 16.00% 8 | 50 |
| Support in working with other volunteers | 11.76% 6 | 39.22% 20 | 25.49% 13 | 23.53% 12 | 51 |
| I got feedback on the work I did | 7.69% 4 | 23.08% 12 | 26.92% 14 | 42.31% 22 | 52 |
| Felt appreciated throughout my volunteer role | 16.98% 9 | 28.30% 15 | 32.08% 17 | 22.64% 12 | 53 |
| Got invited to the Township formal recognition event | 19.61% 10 | 47.06% 24 | 7.84% 4 | 25.49% 13 | 51 |
| Got additional support when conflict or issue arose that needed to be addressed | 8.33% 4 | 27.08% 13 | 14.58% 7 | 50.00% 24 | 48 |
| Understood the value/impact of my efforts to the community | 13.73% 7 | 39.22% 20 | 21.57% 11 | 25.49% 13 | 51 |
| Knew who to contact or talk to if an issue came up | 24.53% 13 | 28.30% 15 | 26.42% 14 | 20.75% 11 | 53 |
| Received timely communications | 9.80% 5 | 35.29% 18 | 33.33% 17 | 21.57% 11 | 51 |
| Asked for evaluation/feedback on volunteer event/activity | 4.17% 2 | 14.58% 7 | 39.58% 19 | 41.67% 20 | 48 |
| Received personal invitation to return and help again | 10.42% 5 | 33.33% 16 | 14.58% 7 | 41.67% 20 | 48 |

Q15 Think about how you answered the last question about the support you received - how would you rate your overall support as a volunteer?

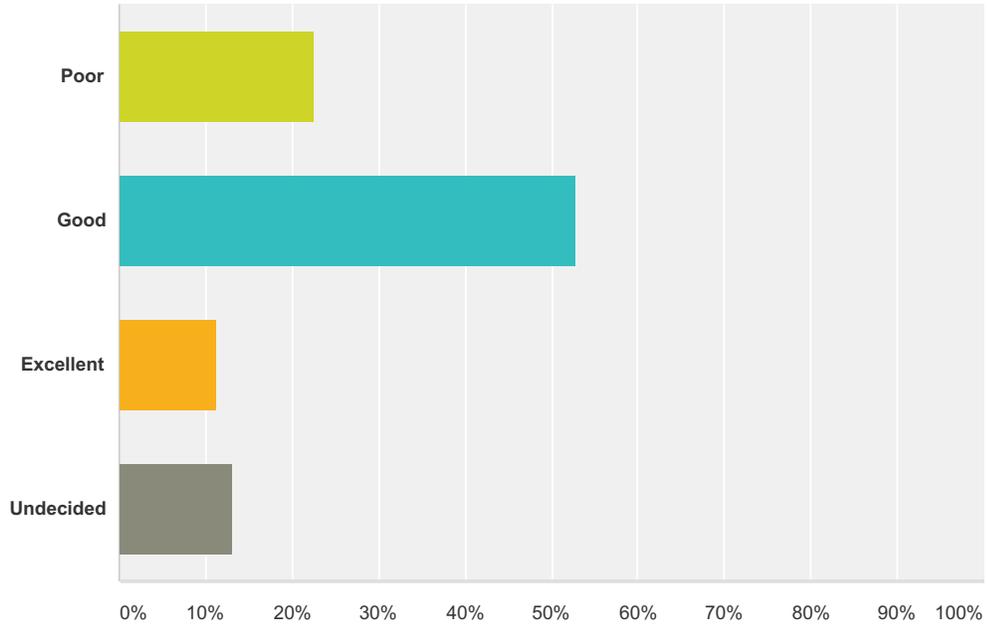
Answered: 55 Skipped: 9



| Answer Choices | Responses |
|----------------|-----------|
| Poor | 36.36% 20 |
| Good | 32.73% 18 |
| Excellent | 14.55% 8 |
| Undecided | 16.36% 9 |
| Total | 55 |

Q16 As you think about your 'overall experience' as a volunteer for the Township of Minden Hills - how would you rate your overall experience?

Answered: 53 Skipped: 11



| Answer Choices | Responses |
|----------------|-----------|
| Poor | 22.64% 12 |
| Good | 52.83% 28 |
| Excellent | 11.32% 6 |
| Undecided | 13.21% 7 |
| Total | 53 |

| # | Other (please specify) | Date |
|---|---|--------------------|
| 1 | Ask the Deputy Reeve. According to her, everyone was going to come back. | 10/5/2016 10:29 PM |
| 2 | Past experience was OK but not even recognized now! Current role is on going so not yet sure what the outcome will or is anticipated to be. | 9/28/2016 2:31 PM |
| 3 | Disrespectful. That is why I no longer volunteer in this community. I volunteer in Haliburton | 9/28/2016 10:41 AM |
| 4 | Disrespectful. That is why I no longer volunteer in this community. | 9/27/2016 3:26 PM |

Township of Minden Hills Volunteer Survey

Q17 If the Township could do one thing in the next 2-3 years to improve current volunteer relations, what would it be?

Answered: 42 Skipped: 22

| # | Responses | Date |
|----|--|---------------------|
| 1 | succession planning; perhaps a continupus intake for volunteers which would mean that a volunteer's time could overlap councils | 10/13/2016 6:16 PM |
| 2 | Provide the appropriate guidance and resources at the beginning of a volunteer's experience. Be respectful of the community-based knowledge and expertise people have to contribute. | 10/13/2016 11:05 AM |
| 3 | Share the volunteer work load with more volunteers | 10/12/2016 5:54 PM |
| 4 | Periodically highlight volunteer contributions and express clear appreciation | 10/11/2016 9:42 PM |
| 5 | Keep track of your volunteers across the board. Data base and regular contact. | 10/11/2016 5:05 PM |
| 6 | more organized more support | 10/10/2016 8:08 AM |
| 7 | Treat your volunteers as valuable assets. Do not ask us to take responsibility for a paid employees job output. | 10/9/2016 11:24 AM |
| 8 | Treat volunteers better, resolve issues quickly | 10/9/2016 11:00 AM |
| 9 | develop appropriate training for coaches for baseball. Some of the policies that the coaches were made to sign off on made no sense in relation to the act of coaching. | 10/8/2016 12:26 PM |
| 10 | Find a way to communicate with new retirees in the community. Perhaps reach out thru the various social organizations | 10/8/2016 6:18 AM |
| 11 | Good communication through the website, newspaper and flyers | 10/7/2016 1:33 PM |
| 12 | Protect volunteers, never mistreat them | 10/7/2016 12:00 PM |
| 13 | act on recommendations of volunteers | 10/7/2016 10:32 AM |
| 14 | Give us more financial aid | 10/6/2016 11:44 AM |
| 15 | Get staff more involved, identify goals and report out to community on whether we are hitting those goals | 10/6/2016 11:21 AM |
| 16 | Have more members of the community on the advisory committees and less council and staff. | 10/4/2016 8:37 PM |
| 17 | More township staff involvement and support | 10/4/2016 5:46 PM |
| 18 | Feedback from council. | 10/4/2016 3:19 PM |
| 19 | Advertise volunteer positions | 10/3/2016 4:11 PM |
| 20 | Ongoing recognition of volunteers at every opportunity. | 10/3/2016 1:47 PM |
| 21 | eliminate advisory committees promote smaller committes to get more volunteers involved | 10/3/2016 1:02 PM |
| 22 | Treat all volunteers equal. Stop giving a few too much power, unlimited "no charge" use of municipal property just because they committee members | 10/3/2016 11:17 AM |
| 23 | Define goals, give monthly status reports to improve transparency, and change committee members when things are not getting done. bring in fresh new members and ideas as soon as they are required. | 10/3/2016 10:51 AM |
| 24 | not sure | 10/2/2016 8:17 PM |
| 25 | Welcome volunteers of all kinds, do not let advisory committees control everything | 10/2/2016 12:43 PM |
| 26 | not sure | 10/1/2016 9:44 PM |
| 27 | update them more often . | 9/30/2016 8:41 AM |
| 28 | Offer some light training for some volunteer positions | 9/29/2016 9:27 PM |
| 29 | Be appreciative & say thanks to us | 9/29/2016 8:34 PM |

Township of Minden Hills Volunteer Survey

| | | |
|----|---|--------------------|
| 30 | All of Council needs to be at their comm. mtgs., All of Council needs to be attending volunteer and community and/or club and/or organization functions. | 9/29/2016 8:24 PM |
| 31 | Understand that volunteers bring life experiences to the volunteer job they do and feel they are most suited for. | 9/29/2016 6:05 PM |
| 32 | More clarity on what we are supposed to do and more feedback on our work. If we make comments either they should be accepted or we should be told why they were not accepted | 9/29/2016 4:18 PM |
| 33 | More recognition | 9/29/2016 9:13 AM |
| 34 | Improve the relationship between volunteers and the public. The same people keep getting the credit for certain things. They may have been long term volunteers but they should not lord it over others when a volunteer is required. | 9/28/2016 3:03 PM |
| 35 | Have something worthwhile to volunteer for. Have objectives and goals short term and long. COMMUNICATE! | 9/28/2016 11:24 AM |
| 36 | an appreciation event, written thank you | 9/28/2016 9:02 AM |
| 37 | Recognize that many volunteers have skills and experience far in excess of the elected councillors and that you are getting very expensive advise pro bono. | 9/28/2016 8:04 AM |
| 38 | be more precise about volunteer vs staff/council role | 9/27/2016 5:09 PM |
| 39 | relax the bureaucratic bull shit | 9/27/2016 1:40 PM |
| 40 | Have clear statement of role of committee, expected outcomes and metrics | 9/26/2016 2:18 PM |
| 41 | Make everything clearer as to expectations ect and where possible don't put a forced time commitment amount | 9/26/2016 1:28 PM |
| 42 | get organized | 9/26/2016 10:58 AM |

Township of Minden Hills Volunteer Survey

Q18 If the Township could do one thing in the next 2-3 years to increase the number of volunteers, what would it be?

Answered: 41 Skipped: 23

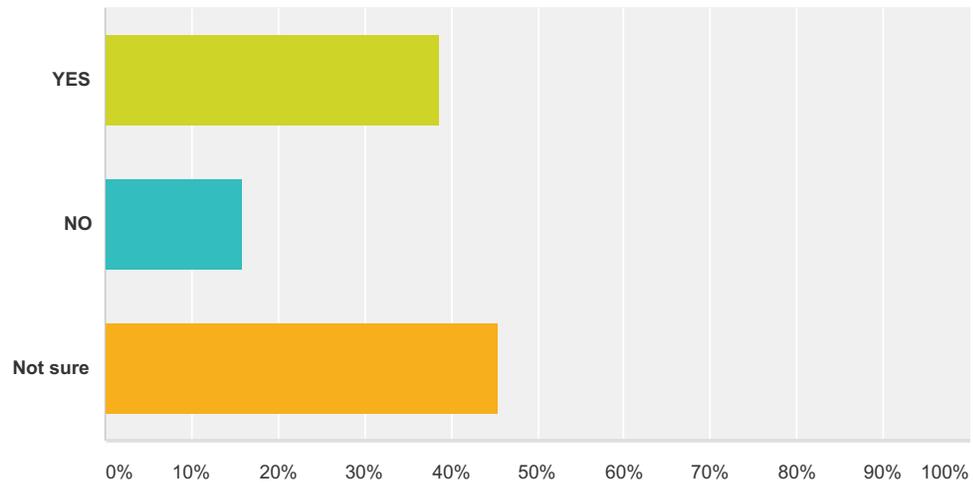
| # | Responses | Date |
|----|---|---------------------|
| 1 | focus on recruiting younger volunteers which would suggest evening and weekend meetings and identify areas where volunteers are needed and design specific recruitment strategies | 10/13/2016 6:16 PM |
| 2 | Host a volunteer fair; clearly identify the volunteer opportunities that are available; facilitate a matching process between volunteers and roles with the Township | 10/13/2016 11:05 AM |
| 3 | See above | 10/12/2016 5:54 PM |
| 4 | Focus more on attracting younger volunteers by clearly outlining volunteer duties and expectations and by clearly letting potential volunteers know what benefits they might receive from the experience | 10/11/2016 9:42 PM |
| 5 | Promote in the media that you need help and then put them to work. We have loads of people show up sometimes and not enough work to do. Be organized and make good use of the volunteers time. If we have more show up than you need, take down names, numbers, thank them and put those that walked away at the top of the next event list. People want to help and they want to make good use of their time. | 10/11/2016 5:05 PM |
| 6 | more organized | 10/10/2016 8:08 AM |
| 7 | Make sure there are some rewards for donating time and money. | 10/9/2016 11:24 AM |
| 8 | Improve townships handling of volunteers, reach out to volunteers who were poorly treated | 10/9/2016 11:00 AM |
| 9 | give training to interested individuals - Baseball NCCP level 1 | 10/8/2016 12:26 PM |
| 10 | I think a job fair would be a good idea | 10/7/2016 1:33 PM |
| 11 | When four of us were removed from an advisory committee it was without warning and no one from Minden Hills ever even met with us before hand to try to resolve! | 10/7/2016 12:00 PM |
| 12 | better recognition | 10/7/2016 10:32 AM |
| 13 | New volunteers cause problems, let us take on new volunteers that we want | 10/6/2016 11:44 AM |
| 14 | Sign up volunteers one event at a time, instead of getting the same people every time, year after year. You are blocking out a lot of new volunteers and new ideas | 10/6/2016 11:21 AM |
| 15 | Host more events requesting volunteers to help support | 10/4/2016 5:46 PM |
| 16 | Find Township is acting responsible in requests | 10/4/2016 3:19 PM |
| 17 | Advertise | 10/3/2016 4:11 PM |
| 18 | Introduce a skills matrix for groups to identify what skills would best benefit each group so targeting those skills can be useful. | 10/3/2016 1:47 PM |
| 19 | eliminate advisory committees, accept every volunteer in every capacity | 10/3/2016 1:02 PM |
| 20 | Clear define the yearly goals of the committee in detail, be transparent and list those goals, and report back to the entire community the details on how well the committee is hitting those goals. To give you an example, can Minden Hills even report out to the community how many times the Irondale Community Centre was used in 2016? and out of those times how many times was rent collected by Minden Hills and how many times did committee members use this municipal property rent free? Be more transparent and it will benefit everyone as information like this provides direction on what that committee is doing well and doing poorly with. | 10/3/2016 11:17 AM |
| 21 | Open up every committee to new members, regardless of what the members on the current committees say | 10/3/2016 10:51 AM |
| 22 | not sure | 10/2/2016 8:17 PM |
| 23 | Eliminate advisory committees, and work with individual volunteers or clubs, to let them host events, fundraiser, etc in whatever way they wish | 10/2/2016 12:43 PM |
| 24 | not sure | 10/1/2016 9:44 PM |

Township of Minden Hills Volunteer Survey

| | | |
|----|--|--------------------|
| 25 | Accommodate meeting in evenings and/or weekends. | 9/30/2016 2:35 PM |
| 26 | promote the need through the media. | 9/30/2016 8:41 AM |
| 27 | If present volunteers are enjoying their role they could spread the word to others that may be suited. | 9/29/2016 9:27 PM |
| 28 | Make them feel wanted | 9/29/2016 8:34 PM |
| 29 | Road trips - interaction with schools, organizations in the community, approaching friends of current volunteers (with their permission) | 9/29/2016 8:24 PM |
| 30 | Coffee hour get togethers for those thinking of volunteering to let people know where volunteers are needed. | 9/29/2016 6:05 PM |
| 31 | Not sure | 9/29/2016 4:18 PM |
| 32 | offer more choices for volunteers. I love working with animals and didn't even know Minden Hills had a wildlife rehab till I heard it on the Moose | 9/29/2016 9:13 AM |
| 33 | There are too many pressures placed on volunteers. The key word is "volunteer" not employee. Volunteers should not be paid, nor get stipends but they should not be out of pocket for materials to do the volunteering; paper, ink for printers, gloves for horticultural society etc. | 9/28/2016 3:03 PM |
| 34 | Communicate. Discuss your needs, and promote the value of volunteers. | 9/28/2016 11:24 AM |
| 35 | List all committees, needs, time involved on website, in paper, on Canoe(Where To Find) | 9/28/2016 9:02 AM |
| 36 | Reach out to the community better, in print, on the radio, and on social media. | 9/28/2016 8:04 AM |
| 37 | recruit for specific roles/tasks, give on-going feedback, fine-tune role as tasks are accomplished, be appreciative | 9/27/2016 5:09 PM |
| 38 | relax the bureaucratic bull shit | 9/27/2016 1:40 PM |
| 39 | Cut through the red tape. | 9/26/2016 7:31 PM |
| 40 | Rethink roles of committees | 9/26/2016 2:18 PM |
| 41 | get organized | 9/26/2016 10:58 AM |

Q19 Would you recommend the Township as an organization to volunteer for?

Answered: 44 Skipped: 20

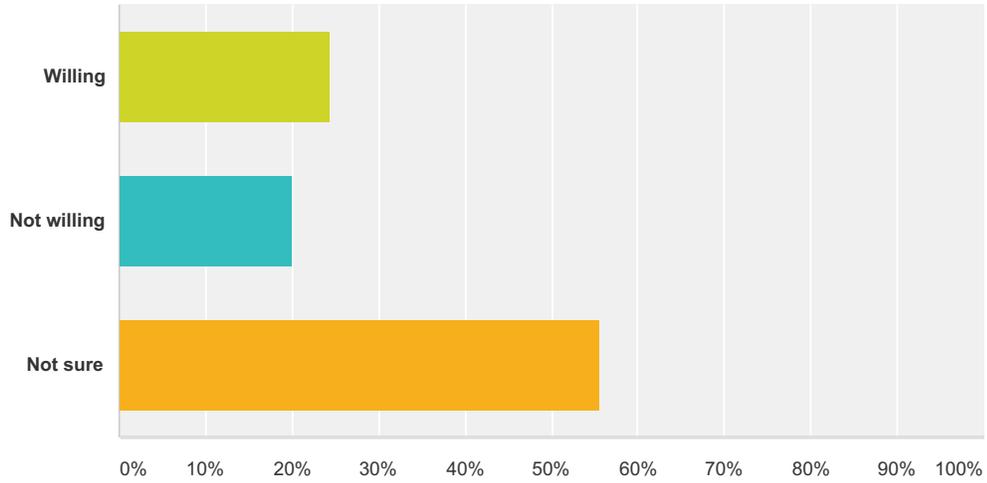


| Answer Choices | Responses | |
|----------------|-----------|-----------|
| YES | 38.64% | 17 |
| NO | 15.91% | 7 |
| Not sure | 45.45% | 20 |
| Total | | 44 |

| # | Other (please specify) | Date |
|---|--|--------------------|
| 1 | depends on person and position | 10/13/2016 6:16 PM |
| 2 | I indirectly support the municipality thru my other volunteer work. Also approach various social clubs like the Haliburton Easy Ryder's and other similar clubs. Perhaps ask to attend their AGM and do presentation | 10/8/2016 6:18 AM |
| 3 | Not currently, things need to get much better | 10/3/2016 10:51 AM |
| 4 | Perhaps if attitudes change. | 9/28/2016 11:24 AM |
| 5 | of all the groups with which I volunteer, township is the least appreciative/supportive | 9/27/2016 5:09 PM |

Q20 How willing would you be to help us recruit additional volunteers from the community?

Answered: 45 Skipped: 19



| Answer Choices | Responses |
|----------------|-----------|
| Willing | 24.44% 11 |
| Not willing | 20.00% 9 |
| Not sure | 55.56% 25 |
| Total | 45 |

| # | Other (please specify) | Date |
|---|---|---------------------|
| 1 | Currently recruiting | 10/13/2016 11:05 AM |
| 2 | Because of my lack of available time. | 10/11/2016 5:05 PM |
| 3 | Only the good ones | 10/6/2016 11:44 AM |
| 4 | You need to create something interesting/stimulating for volunteers to get excited about. Many past volunteers are still devastated with the rebranding/restructuring at MHCC after they spent more that five years fundraising and volunteering for the R.D. Lawrence Place. It was an exciting place to volunteer evry day. Meeting people from around the world was stimulating and encouraged volunteers to brag about our community. | 9/28/2016 11:24 AM |

Township of Minden Hills Volunteer Survey

Q21 Do you have any suggestions that would help us recruit new volunteers from the youth sector (age 14-20 years)?

Answered: 33 Skipped: 31

| # | Responses | Date |
|----|---|--------------------|
| 1 | use social media | 10/13/2016 6:16 PM |
| 2 | Sponsor events for this age group and solícite volunteers from the same | 10/12/2016 5:54 PM |
| 3 | see answer to 18 above | 10/11/2016 9:42 PM |
| 4 | Approach the youth that are enjoying the programming offered. Start the "give back" philosophy early! | 10/11/2016 5:05 PM |
| 5 | Give them work experience or recommendations when appropriate | 10/9/2016 11:24 AM |
| 6 | Actively pursue volunteers and make it worth their time | 10/9/2016 11:00 AM |
| 7 | Develop a working relationship with the High School and provide training to youth | 10/8/2016 12:26 PM |
| 8 | More contact with the high school | 10/8/2016 10:44 AM |
| 9 | incentives like completing volunteer hours, awards, recognition | 10/7/2016 1:33 PM |
| 10 | I would warn them to stay away | 10/7/2016 12:00 PM |
| 11 | None around | 10/6/2016 11:44 AM |
| 12 | Target volunteers from these age groups one event at a time | 10/6/2016 11:21 AM |
| 13 | Work through schools to get students involved | 10/4/2016 5:46 PM |
| 14 | I'm not involved with Community Services | 10/4/2016 3:19 PM |
| 15 | No | 10/3/2016 4:11 PM |
| 16 | Disappointing that student volunteer hours are not enforced more effectively. | 10/3/2016 1:47 PM |
| 17 | eliminate advisory committees and promote volunteering to local schools and youth groups | 10/3/2016 1:02 PM |
| 18 | make it easy and ask committees to make it happen for every single event, advertise at the local schools and sign off on community hours | 10/3/2016 11:17 AM |
| 19 | Make it easy for them to volunteer, insist that every committee actively get local youth involved in every activity they do. | 10/3/2016 10:51 AM |
| 20 | Eliminate advisory committees and let the community volunteer in their own way | 10/2/2016 12:43 PM |
| 21 | Do high school presentations. Students can use their time with the Township, toward their high school volunteer hours. Mentoring. Approach youth groups such as the Lakeside Baptist Church's Friday night high school age group. | 9/30/2016 2:35 PM |
| 22 | promote the need via high school and university | 9/30/2016 8:41 AM |
| 23 | Have them attend some of our volunteer sessions | 9/29/2016 9:27 PM |
| 24 | Have a member with a great communications skills & fun approach the high schools & talk about how much they are needed & how important they are to the community | 9/29/2016 8:34 PM |
| 25 | Get Council and current staff involved in talking WITH youth about involvement in THEIR community | 9/29/2016 8:24 PM |
| 26 | Make volunteer hours available and once they are there, maybe they will want to stay. | 9/29/2016 6:05 PM |
| 27 | No | 9/29/2016 4:18 PM |
| 28 | No | 9/28/2016 11:24 AM |
| 29 | Approach high school for vol hours early in the year or groups scouts etc | 9/28/2016 9:02 AM |
| 30 | improve your social media presence greatly and recognize the immediacy is key to relevance. This requires an uncomfortable level of autonomy by those posting. Set a policy and get on with it. | 9/28/2016 8:04 AM |

Township of Minden Hills Volunteer Survey

| | | |
|----|--|--------------------|
| 31 | create interesting jobs that take advantage of their perspectives and skills | 9/27/2016 5:09 PM |
| 32 | make the jobs seem to be more fun and edgy | 9/27/2016 1:40 PM |
| 33 | ask? | 9/26/2016 10:58 AM |

Township of Minden Hills Volunteer Survey

Q22 Do you have any suggestions that would help us recruit new volunteers from the recently retired older adults relocating to our community? (age 55+ years)

Answered: 32 Skipped: 32

| # | Responses | Date |
|----|--|--------------------|
| 1 | develop a welcome wagon kit that includes volunteer opportunities | 10/13/2016 6:16 PM |
| 2 | Same as above | 10/12/2016 5:54 PM |
| 3 | clearly outline volunteer roles/positions and expectations from volunteers. Clearly convey the importance of the role/project/committee the volunteer is being recruited for | 10/11/2016 9:42 PM |
| 4 | Participate in the Volunteer Recruitment Fair at the high school. | 10/11/2016 5:05 PM |
| 5 | Make the experience fun and educational | 10/9/2016 11:24 AM |
| 6 | Keep changing things up to get more volunteers involved | 10/9/2016 11:00 AM |
| 7 | Put additional information in the tax bill mail out | 10/8/2016 12:26 PM |
| 8 | Pls see note above about approaching social clubs. Also reach out to lake associations and do request thru their newsletter or web site | 10/8/2016 6:18 AM |
| 9 | Word of mouth works really well, so asking present volunteers to help recruit their peers | 10/7/2016 1:33 PM |
| 10 | Warn them to stay away | 10/7/2016 12:00 PM |
| 11 | We are all in that bracket now | 10/6/2016 11:44 AM |
| 12 | Target volunteers from this age group | 10/6/2016 11:21 AM |
| 13 | Give them roles they can manage, this will vary person to person | 10/4/2016 5:46 PM |
| 14 | Stir the pot for towns ideas through questionnaires | 10/4/2016 3:19 PM |
| 15 | Advertise - flyer included with tax Bill | 10/3/2016 4:11 PM |
| 16 | Most new retirees want to just socialize for a few years before they realize they have capacity to volunteer. Placing volunteer posters in curling clubs etc would help. | 10/3/2016 1:47 PM |
| 17 | eliminate advisory committees and have different smaller committees split up the work load | 10/3/2016 1:02 PM |
| 18 | advertise, make it easy for them to be able to volunteer in any capacity, ask your committees to make it happen, and appreciate all volunteers not just full time committee members | 10/3/2016 11:17 AM |
| 19 | Make it easy for them to volunteer in even small roles and/or limited capacity. | 10/3/2016 10:51 AM |
| 20 | Same | 10/2/2016 12:43 PM |
| 21 | communicate the need via service clubs. | 9/30/2016 8:41 AM |
| 22 | word of mouth, public meeting for future persons who wish to volunteer | 9/29/2016 9:27 PM |
| 23 | Maybe let them know you need their help | 9/29/2016 8:34 PM |
| 24 | Sponsor an open house partnering with service clubs and organizations in the community which promote the community. MH also needs a ' hook' to get people out. | 9/29/2016 8:24 PM |
| 25 | Invite someone to attend a meeting/event with the idea of continuing on the committee. | 9/29/2016 6:05 PM |
| 26 | No | 9/29/2016 4:18 PM |
| 27 | There needs to be programming that meets the needs and differences of an ageing population. Create programs that people young and old are interested in, and volunteers will be there to help. | 9/28/2016 11:24 AM |
| 28 | Speak at groups, advertise on Canoe, neighbours ask | 9/28/2016 9:02 AM |
| 29 | Try to get mentions on the CBC (e.g. Ontario Morning) and do advertorials in the three papers. | 9/28/2016 8:04 AM |

Township of Minden Hills Volunteer Survey

| | | |
|----|---|--------------------|
| 30 | not sure | 9/27/2016 1:40 PM |
| 31 | Treat them as honest adults. Not as potential criminals | 9/26/2016 7:31 PM |
| 32 | ask? | 9/26/2016 10:58 AM |

Township of Minden Hills Volunteer Survey

Q23 Do you have any suggestions that would help us recruit 'families' as a volunteer group.

Answered: 29 Skipped: 35

| # | Responses | Date |
|----|---|--------------------|
| 1 | Same as above | 10/12/2016 5:54 PM |
| 2 | You could suggest to parents that they would be good role models if they volunteered as a family | 10/11/2016 9:42 PM |
| 3 | Approach the food bank and again apply the "give back" opportunity. | 10/11/2016 5:05 PM |
| 4 | no | 10/9/2016 11:24 AM |
| 5 | More family oriented events | 10/9/2016 11:00 AM |
| 6 | more event style projects similar to TD Tree | 10/8/2016 12:26 PM |
| 7 | Volunteer time would have to be in the evenings, after school or weekends | 10/7/2016 1:33 PM |
| 8 | Warn them to stay away | 10/7/2016 12:00 PM |
| 9 | This committee is mostly made up of the same family now | 10/6/2016 11:44 AM |
| 10 | Switch up volunteers often to share the load instead of having the same volunteers taking up the positions year after year | 10/6/2016 11:21 AM |
| 11 | Host more family oriented events | 10/4/2016 5:46 PM |
| 12 | I'm not involved in Community Services | 10/4/2016 3:19 PM |
| 13 | No | 10/3/2016 4:11 PM |
| 14 | eliminate the advisory committees and allow families to get more involved one activity or event at a time, spread it around to include everyone | 10/3/2016 1:02 PM |
| 15 | make it easy, ask committees to make it happen, get everyone involved as much as possible | 10/3/2016 11:17 AM |
| 16 | Having multiple families involved across all committees would be OK, but Minden Hills has to do better in avoiding situations where by a committee has a majority of members who are not "at arms length". That allows them to direct votes and steer the committees decisions in only their direction. | 10/3/2016 10:51 AM |
| 17 | Eliminate advisory committees | 10/2/2016 12:43 PM |
| 18 | Send invitations to apply to local children's groups, such as Scouts, children's after school groups, Point in Time, as well as agencies that help children and families. | 9/30/2016 2:35 PM |
| 19 | no idea. | 9/30/2016 8:41 AM |
| 20 | have to think about this one | 9/29/2016 9:27 PM |
| 21 | Families are so busy with children... Not sure | 9/29/2016 8:34 PM |
| 22 | As above | 9/29/2016 8:24 PM |
| 23 | No | 9/29/2016 4:18 PM |
| 24 | No | 9/28/2016 11:24 AM |
| 25 | advertise on Canoe, attend groups and speak, schools | 9/28/2016 9:02 AM |
| 26 | No | 9/28/2016 8:04 AM |
| 27 | most family activities already run on volunteer labour | 9/27/2016 5:09 PM |
| 28 | not sure | 9/27/2016 1:40 PM |
| 29 | ask? | 9/26/2016 10:58 AM |

Township of Minden Hills Volunteer Survey

Q24 "Virtual volunteering" is where a person volunteers to do task/work from their own location and not necessarily be on the site during the event/activity. Can you think of any roles/activities that could be done this way that might be attractive to volunteers with limited time? Think about the role/event or committee you help...is there any work that might be done virtually?

Answered: 31 Skipped: 33

| # | Responses | Date |
|----|--|--------------------|
| 1 | There must be something | 10/12/2016 5:54 PM |
| 2 | If volunteer roles and their importance, are clearly explained, and expectations and time requirements are clearly outlined, anybody interested should be glad to do so in person. | 10/11/2016 9:42 PM |
| 3 | Yes, virtual marketing, preparing flyers and pamphlets, mailers, phone calls, researching items that need to be purchased, and anything else people can do from the computer. | 10/11/2016 5:05 PM |
| 4 | Decorations for the trees are all made at the owners location. Many prevent hours are already spent in preparation for meetings and other events | 10/9/2016 11:24 AM |
| 5 | Advertising | 10/9/2016 11:00 AM |
| 6 | Design flyers or handouts. Call sponsors for donations, call other volunteers to remind them of their committment | 10/7/2016 1:33 PM |
| 7 | ? | 10/7/2016 12:00 PM |
| 8 | Not much | 10/6/2016 11:44 AM |
| 9 | Event planning, advertising, reporting on success | 10/6/2016 11:21 AM |
| 10 | Advertising events, searching for event volunteers | 10/4/2016 5:46 PM |
| 11 | I have no other ideas | 10/4/2016 3:19 PM |
| 12 | No | 10/3/2016 4:11 PM |
| 13 | Maintaining data bases, telephoning, historian etc. | 10/3/2016 1:47 PM |
| 14 | help the township be more transparent, advertising, reporting back on success | 10/3/2016 1:02 PM |
| 15 | transparency is clearly lacking, maybe these types of volunteers could help Minden Hills track performance and help report out on it, to improve the transparency? | 10/3/2016 11:17 AM |
| 16 | Helping wit the transparency, book keeping, reporting, managing committee websites, key performance indicators, etc. | 10/3/2016 10:51 AM |
| 17 | Advertising community events, managing sections of the municipal website | 10/2/2016 12:43 PM |
| 18 | Crafts, making posters, etc. | 9/30/2016 2:35 PM |
| 19 | ? | 9/30/2016 8:41 AM |
| 20 | cant imagine having an interest and not attending the activity | 9/29/2016 9:27 PM |
| 21 | When we have dinners at the LOCHLIN CC, we phone & invite anyone that has been out previously. This could be done. | 9/29/2016 8:34 PM |
| 22 | ? | 9/29/2016 8:24 PM |
| 23 | Someone with computer skills to design posters, compose letters, keep a data base of names etc. of people associated with an activity. | 9/29/2016 6:05 PM |
| 24 | Don't knoe | 9/29/2016 4:18 PM |

Township of Minden Hills Volunteer Survey

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|----|--|--------------------|
| 25 | Promotion, networking, newsletters, visit out of area communities and promote and advertise. | 9/28/2016 11:24 AM |
| 26 | Creating posters, Fb, emails, | 9/28/2016 9:02 AM |
| 27 | There are many once your internet reaches a useful speed. | 9/28/2016 8:04 AM |
| 28 | tons of it is already being done virtually | 9/27/2016 5:09 PM |
| 29 | absolutely | 9/27/2016 1:40 PM |
| 30 | No | 9/26/2016 7:31 PM |
| 31 | Email flyers. Design flyers and posters ect. | 9/26/2016 1:28 PM |

Township of Minden Hills Volunteer Survey

Q25 What could we do to make ourselves more attractive to people thinking about volunteering, but perhaps have not done so?

Answered: 30 Skipped: 34

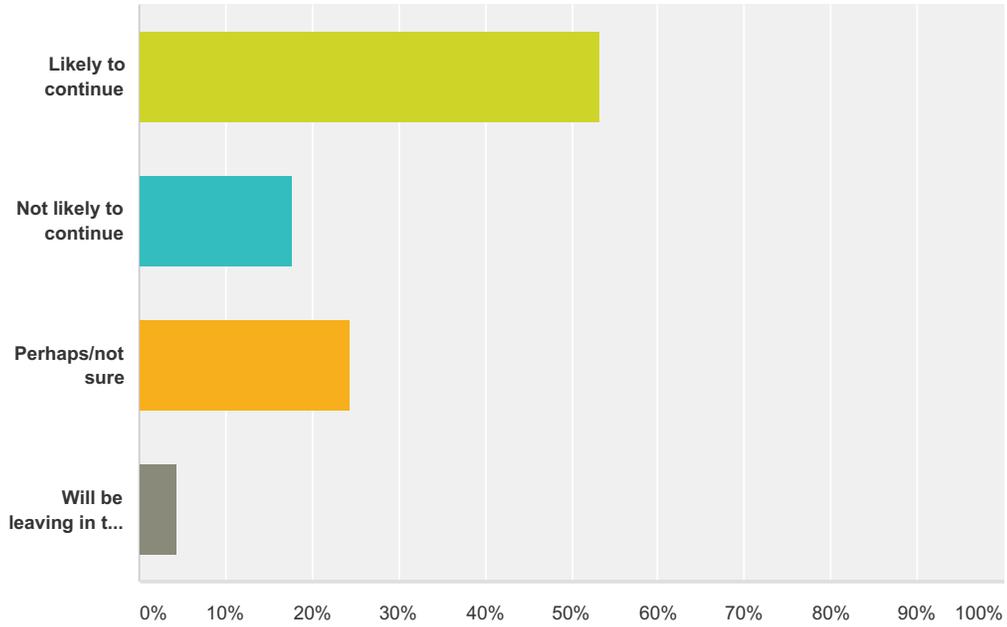
| # | Responses | Date |
|----|---|--------------------|
| 1 | maybe a volunteer corner in local paper where volunteers can write about their reasons for and experience of volunteering | 10/13/2016 6:16 PM |
| 2 | Change it up more often instead of relying on the same volunteers all the time | 10/12/2016 5:54 PM |
| 3 | See answer to previous question | 10/11/2016 9:42 PM |
| 4 | Have a summer picnic. There are seasonal volunteers that are south for the Christmas party. | 10/11/2016 5:05 PM |
| 5 | Remember your volunteers have no obligation to you but you have an obligation to them. | 10/9/2016 11:24 AM |
| 6 | Yearly Volunteer Fairs for our township | 10/8/2016 12:26 PM |
| 7 | could do a needs assessment of the community and post it in the newspaper and around the township | 10/7/2016 1:33 PM |
| 8 | Investigate when volunteers have been mistreated and take immediate corrective action. Four of us were wrongly removed, the township was sued for defamation, yet those responsible were never held accountable, they are still volunteering while us four who were mistreated no longer volunteer and we have never received a formal apology! | 10/7/2016 12:00 PM |
| 9 | More funding | 10/6/2016 11:44 AM |
| 10 | Better define the roles and goals and support the committees for them to be successful | 10/6/2016 11:21 AM |
| 11 | One member of council on a committee. more general public. an advisory committee should be just that but with more input from the public. Committee members from the general public are not interested in listening to political lingo. | 10/4/2016 8:37 PM |
| 12 | Keep it simple, one event at a time | 10/4/2016 5:46 PM |
| 13 | Council listens to the the recommendations of the advisory group members and not the council agenda | 10/4/2016 3:19 PM |
| 14 | Ask seasonal residents to help | 10/3/2016 4:11 PM |
| 15 | Current volunteers could be trained to be 'champions' of volunteering and be able to extoll the benefits. | 10/3/2016 1:47 PM |
| 16 | work hard to improve townships image for not treating volunteers well in the past | 10/3/2016 1:02 PM |
| 17 | Treat volunteers better, be more open to everyone, take the power away from the committees who have their own personal objectives, and let volunteers help when, where, and how they can. | 10/3/2016 11:17 AM |
| 18 | Appreciate volunteers of all shapes and sizes, be more accommodating to having people decide how they want to volunteer, instead of forcing restrictions and an unclear mandate on them | 10/3/2016 10:51 AM |
| 19 | Openly accept all volunteers, stop advisory committees from making all the decisions | 10/2/2016 12:43 PM |
| 20 | ? | 9/30/2016 8:41 AM |
| 21 | volunteer shirts, caps etc (Minden Hills) at a reasonable price | 9/29/2016 9:27 PM |
| 22 | Be friendly | 9/29/2016 8:34 PM |
| 23 | ? | 9/29/2016 8:24 PM |
| 24 | List volunteer opportunities on the Minden page in the paper. Not only Township committees but County groups as well - Historical Society or Hike Haliburton. | 9/29/2016 6:05 PM |
| 25 | Don't know | 9/29/2016 4:18 PM |
| 26 | Respect the volunteers. Praise volunteers. Create events /programs that everyone would like to get involved with. At the present time you are not meeting the needs and differences of the community.We are poverty stricken and full of seniors local, transient and imported. | 9/28/2016 11:24 AM |
| 27 | Get the message out what the need is and time commitment | 9/28/2016 9:02 AM |

Township of Minden Hills Volunteer Survey

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| 28 | become clearer about the value of volunteers | 9/27/2016 5:09 PM |
| 29 | appear more understanding and less rigid | 9/27/2016 1:40 PM |
| 30 | Ensure that committee recommendations are made public and invite public input before council finalizes decisions | 9/26/2016 2:18 PM |

Q26 How likely are you to continue volunteering with the Township over the next 2 years?

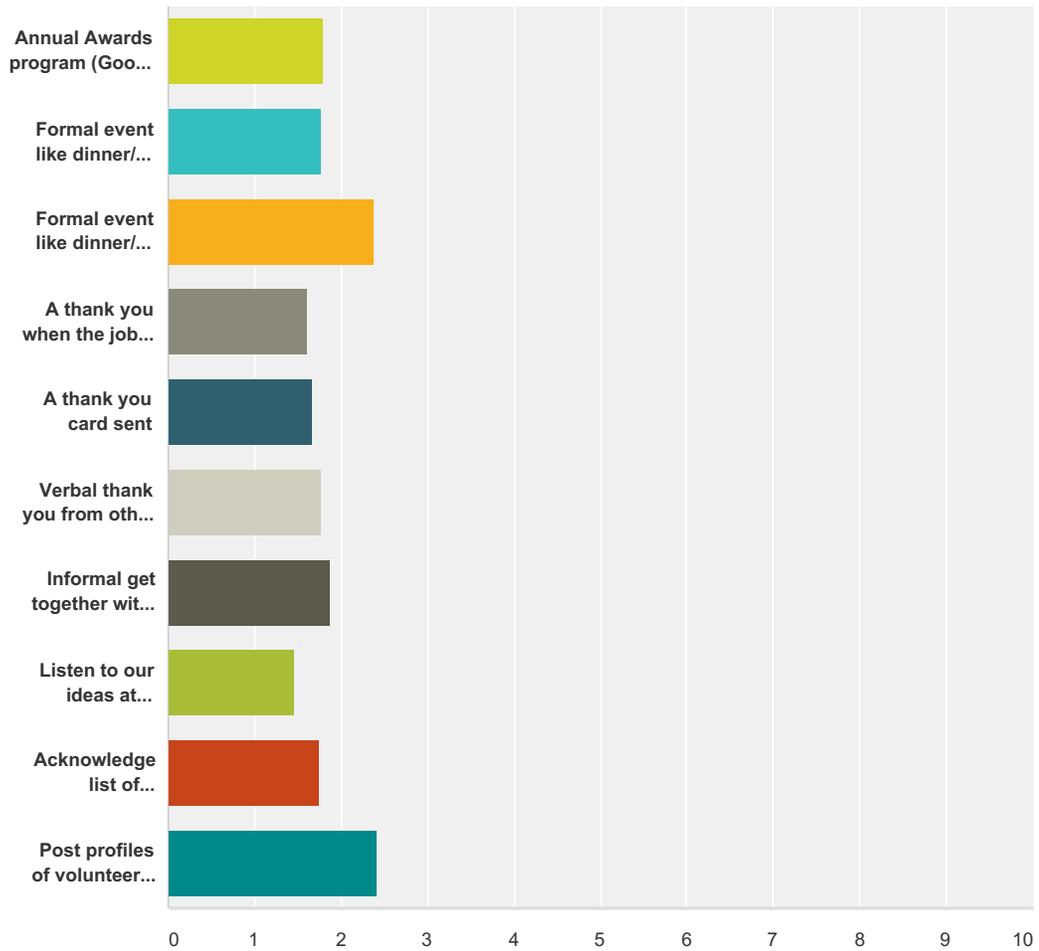
Answered: 45 Skipped: 19



| Answer Choices | Responses | |
|---------------------------------------|-----------|-----------|
| Likely to continue | 53.33% | 24 |
| Not likely to continue | 17.78% | 8 |
| Perhaps/not sure | 24.44% | 11 |
| Will be leaving in the next two years | 4.44% | 2 |
| Total | | 45 |

Q27 The Township understands that recognizing volunteers and the support they provide is important. Over the past few years applications for awards is challenging and turnout at recognition dinners has slipped. What do you think we should be doing for volunteer recognition? From the list of ideas below, please select your top three (3) choices.

Answered: 45 Skipped: 19



| | First Choice | Second Choice | Third Choice | Total | Weighted Average |
|---|--------------|---------------|--------------|-------|------------------|
| Annual Awards program (Good Neighbor Award; Ross Rigney Award; Gordon A Monk Award) | 50.00% 10 | 20.00% 4 | 30.00% 6 | 20 | 1.80 |
| Formal event like dinner/bbq to bring volunteers together once per year | 40.63% 13 | 40.63% 13 | 18.75% 6 | 32 | 1.78 |
| Formal event like dinner/bbq twice per year | 15.38% 2 | 30.77% 4 | 53.85% 7 | 13 | 2.38 |

Township of Minden Hills Volunteer Survey

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|---|---------------------|--------------------|--------------------|----|------|
| A thank you when the job is well done (underway or completed) | 56.00% 14 | 28.00% 7 | 16.00% 4 | 25 | 1.60 |
| A thank you card sent | 60.00% 9 | 13.33% 2 | 26.67% 4 | 15 | 1.67 |
| Verbal thank you from other volunteer/staff | 54.55% 12 | 13.64% 3 | 31.82% 7 | 22 | 1.77 |
| Informal get together with the volunteers I am working with | 43.75% 7 | 25.00% 4 | 31.25% 5 | 16 | 1.88 |
| Listen to our ideas at evaluation time and make changes | 64.29% 18 | 25.00% 7 | 10.71% 3 | 28 | 1.46 |
| Acknowledge list of volunteers on Township Website | 47.06% 8 | 29.41% 5 | 23.53% 4 | 17 | 1.76 |
| Post profiles of volunteers on the Township Website | 21.43% 3 | 14.29% 2 | 64.29% 9 | 14 | 2.43 |

| # | Other (please specify) | Date |
|----|---|--------------------|
| 1 | You can tell by my ranking how difficult working with volunteers can be!! | 10/11/2016 5:05 PM |
| 2 | Train you staff to treat volunteers appropriately | 10/9/2016 11:24 AM |
| 3 | The township had mistreated volunteers how can they say that they appreciate them | 10/7/2016 12:00 PM |
| 4 | Awards are not required, your a volunteer, only a recognition is appreciated | 10/4/2016 3:19 PM |
| 5 | the problem with the awards, is that they are more for committee members, some of which have been on the committees far too long, the committees do not get measured on their objectives and accomplishments, while other community minded volunteers are being blocked from being able to help out and make things happen | 10/3/2016 11:17 AM |
| 6 | Set annual committee key performance indicators, and report out on them monthly | 10/3/2016 10:51 AM |
| 7 | Last two above with volunteers's permission | 9/29/2016 8:24 PM |
| 8 | Firstly, stop with the "FORMAL" crap!! We keep trying to high brow things when it should be informal. People don't like to volunteer with a bunch of snots who think they are better than others. I know lots of locals who do not volunteer because there are people who have moved into our community and treat locals as bumpkins. Formal education does not make you smarter than some one else. Sometimes the ability to think and improvise is every bit as important as spouting what you already know!!! Start insisting social events and recognitions for effort are something reasonably available to all the demographic of our municipality! | 9/28/2016 3:03 PM |
| 9 | List volunteer names in newsletters, posters, events, newspaper, e-mails | 9/28/2016 11:24 AM |
| 10 | be more responsive to emails | 9/27/2016 1:40 PM |

Township of Minden Hills Volunteer Survey

Q28 If you have any additional comments, ideas or suggestions that would help us build volunteer resources in the community, please use the box below. All ideas are welcomed and appreciated. And again, thanks for taking the time and consideration to complete this survey. Once this question is answered you are done. The results of this survey will be used by the Township and posted on the website.

Answered: 23 Skipped: 41

| # | Responses | Date |
|----|--|--------------------|
| 1 | Have staff manage the events and get them to source different volunteers event by event | 10/12/2016 5:54 PM |
| 2 | Completely revamp how you manage volunteers | 10/9/2016 11:00 AM |
| 3 | Formal event for Recognition should happen during Volunteer week | 10/8/2016 12:26 PM |
| 4 | Give the CAO the authority and power to investigate and protect volunteers. A volunteer should never have to be mistreated! | 10/7/2016 12:00 PM |
| 5 | Continue giving us more responsibility and authority and the funding we need when we need it | 10/6/2016 11:44 AM |
| 6 | I have been on a committee that manages property for the township, we have unlimited no charge use of the property, and we host lots of our events. But the community is not using the property outside of what we offer, and they do not like the fact that we have unlimited no charge use while everyone else has to pay rent. It has led to our committee losing support, conflict and a few of us committee members questioning why Minden Hills is managing this property this way? | 10/6/2016 11:21 AM |
| 7 | Improve townships image on how they have treated volunteers, host more events managed by staff and new volunteers one event at a time | 10/4/2016 5:46 PM |
| 8 | Council recognizes the volunteers verbally at Council meetings is sufficient. We're not superstars, we're volunteers. | 10/4/2016 3:19 PM |
| 9 | Possibly people are not aware that volunteer positions are available at the township, once again advertising could be the answer. | 10/3/2016 4:11 PM |
| 10 | try to learn from the volunteers that the township has lost. conduct exit type interviews to learn from the past | 10/3/2016 1:02 PM |
| 11 | You cannot have un-elected, long term committee members being automatically on committees when there is nothing being done to track their success. Define yearly goals, and measure the committee to those goals openly, and make changes when required. Keep the committees working for the community instead of just taking up seats on the committee. | 10/3/2016 11:17 AM |
| 12 | Get away from current model of having the same individuals controlling the committees for many many years, with no way to get rid of them, with no way to measure how successful they have been, and let the committees measured and reported success determine the longevity of its members. Also make it clear that these committees are to encourage and accept volunteers for every single thing they do. make it easy for other volunteers to help out when and where they can, instead of having these small, old, dysfunctional committees to continue to have all the control, but accomplishing nothing, and driving other volunteers away. | 10/3/2016 10:51 AM |
| 13 | Eliminate advisory committees or at least make them open to anyone. Having a small group of unelected volunteers having all the control, while not being measured on their success, and no way to challenge them or remove them, puts up barriers and creates conflicts that keep most people from wanting to volunteer. Allow people to volunteer when and as much as they want, and you will get a lot more volunteers, sharing the load instead of only a few advisory committee volunteers from doing it all, pushing everyone else away | 10/2/2016 12:43 PM |
| 14 | I feel volunteers should have some shirt,coat, hat, name tag or vest to wear as a volunteer | 9/29/2016 9:27 PM |

Township of Minden Hills Volunteer Survey

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| 15 | First of all, why don't the paid municipal employees volunteer or support efforts of other volunteers. Secondly, I find, as a volunteer, we are servants & expected to make it all work with no help from the township except make sure we follow your rules & regulations. Could be more friendly & appreciated???? | 9/29/2016 8:34 PM |
| 16 | Most volunteers bring ideas, knowledge and experience to their volunteering and should be respected for that. | 9/29/2016 6:05 PM |
| 17 | Volunteering as with any job has people at the top who tend to designate all the tasks they don't want to do. Therefore, the volunteer at the bottom of the lists seems to get saddled with top ranker's cast offs. | 9/29/2016 9:24 AM |
| 18 | I would like to suggest that some of the awards be more widely distributed. Many people make contributions to our community that don't fit some of the award criteria but they none-the-less are there when called upon to help. A lot of support for events in our community comes from the momentary/temporarily necessary volunteer who does not ever receive that brief moment of recognition. Have something at the Municipal office like an Open House and so that volunteers and staff/citizens can mingle. A pic of each currently active committee could be on display and volunteers could be given a name tag to identify them as volunteers. | 9/28/2016 3:03 PM |
| 19 | It will be very difficult for volunteers to return to the MHCC after the rebranding/restructuring that took place in 2012. Hundreds of volunteers were devastated as well as members and the public at large. People including volunteers stopped visiting the MHCC and did not renew their membership. People's patterns changed, people moved on to other interests and do not visit MHCC or Minden Hills at all. I don't know how you are going to bridge this huge open sore that still alienates this community and people worldwide, but perhaps if the sustainable building were used for something that related to the community and met community needs, people might return. Perhaps the 150th birthday of Canada might be a new beginning for volunteers old and new. Our 150th birthday should pull all Canadians together, young and old. If people/volunteers were to visit the sustainable building in 2017, see spectacular displays, educational material about Canada and Canadians perhaps people patterns would change and visitation and volunteering would increase. People have to have a reason to volunteer and to visit and keep coming back. You have to create a memorable experience for people so that they want to get involved, volunteer and promote and attract others to this community. | 9/28/2016 11:24 AM |
| 20 | Thank you for asking volunteers why and how to improve their experience. There are a lot of people who volunteer in our community and their participation makes Minden Hills a richer place. It seemed, 10-15 years ago, to be easier for volunteers to make something happen for the good of the community. Lately there is a growing wall of concerns that dampen enthusiasm and drive people with volunteer intentions to other groups or activities. I am referring to concerns about liability, police checks, release forms, prescriptive role descriptions that seem to drain all the fun out of participation. If there is any way to cut the "red tape", do it. If volunteering doesn't provide an element of education, accomplishment and/or fun, it will be difficult to keep people motivated. Good luck. | 9/27/2016 8:40 PM |
| 21 | consider volunteering as a major economic and social engine in the community, whether or not it is directly 'for' the township | 9/27/2016 5:09 PM |
| 22 | Liability insurance clarity.....are volunteers covered while volunteering.....the police check is both insulting and difficult to obtain for some.....it requires two forms of Government Issued Photo ID (not OHIP) and I do not have even one without applying for a passport. | 9/27/2016 1:40 PM |
| 23 | The township fire dept is all volunteer with exception of the fire chief it should have been included in the volunteer question at the start of this survey. Everyone on the sept volunteers their time whenever the pager goes off to help the people of their town. No schedule to follow. They miss family events holidays ect to help and volunteer. Slightly disappointed that the firefighters were left out of the volunteer list | 9/26/2016 1:28 PM |