

HARBOUR AUTHORITY VOLUNTEER RECOGNITION

It is important to recognize the contribution your volunteers make for the harbour authority. Recognition is the art of saying 'thanks' in a way that will have impact, really resonate and have a lasting effect on your volunteers.

Taking a fresh look at recognition, to keep your most important resource: volunteers

IMPACT: "I want to know I made a difference"

- Some harbour authorities perceive they do not have the money to recognize volunteers. Yet the majority of volunteers would like to be recognized or thanked by hearing how their specific contribution has made a difference for the harbour authority.
- Some are more motivated by knowing the impact of their time than by receiving a costly gift.
- Many volunteers prefer seeing financial resources being spent on furthering the harbour authority's mission and helping the broader community.

Volunteers want recognition that is sincere, meaningful and authentic.

FREQUENCY: Recognition is not just a once-a-year event, it should be year-round.

- Offer personal expressions of thanks throughout the year, on an ongoing, informal basis.
- Create events that embed training or networking opportunities with celebrations around volunteer recognition.
- It can occur at any moment: meetings, simple thank you in email or a text, etc.

Expressing recognition is rewarding for the giver AND for the receiver.



Small Craft Harbours Recognition Program

This SCH program acknowledges the efforts and accomplishments of harbour authorities across Canada. We recognize the important role they play in the day-to-day management of facilities and in ensuring the existence of safe and accessible harbours.

DISTINCTION AWARD

These regional awards are awarded by the 5 SCH regions.

PRIX D'EXCELLENCE

These national awards are to recognize harbour authorities and individuals worthy of recognition on a national scale. These Prix d'Excellence are awarded by SCH headquarters.

VARIETY: One size does not fit all

- You don't need to spend a bunch of money to recognize volunteers.
- Offer different forms of recognition - formal and informal.
- Find out how they would like to be recognized.
- Customize by individuals:

A note saying "Thank you, I appreciate your help on this matter. You make a difference", a certificate of appreciation, going out for a coffee together, soliciting feedback on how their role could be improved, offering training, etc.

- Younger volunteers may have a preference for concrete expressions of recognition (certificates & letters of reference) as they want the skills they have acquired be recognized to support their educational or career paths.
- Different age groups may enjoy participating in informal group outings as a way to be recognized, highlighting the social appeal to volunteering:

Picnics, potlucks and small get-togethers are a meaningful way to recognize volunteers - something that is not costly, but that brings people together in an informal way.

- Making volunteers feel welcome is an important form of recognition:

Whether it is putting a volunteers' role on a name tag as opposed to simply "volunteer," there are many opportunities to create a welcoming space.

For more information:

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🌐 <https://www.dfo-mpo.gc.ca/sch-ppb/about/a-propos/apropos/recognition-reconnaissance-eng.html>