

2018 New York-New Jersey Trail Conference Volunteer Program Assessment Survey

Throughout the following survey, you will be asked a series of questions about your volunteer experience with the New York-New Jersey Trail Conference. Your answers will be anonymous and will be vital for shaping the future of the Trail Conference, so please answer candidly. This survey takes an average of 10 minutes to complete.

We will use the input from this survey to improve our volunteer programs. Volunteers are the lifeblood of the Trail Conference; without your help, we would not be able to accomplish all that we do. Thank you for your feedback!

Volunteer Positions	
1	How long have you been volunteering with the Trail Conference? <ul style="list-style-type: none">- 0-2 years- 3-5 years- 6-10 years- 11-15 years- 16-20 years- 21-30 years- 31+ years
2	Where do you typically volunteer for the Trail Conference? (select all that apply) <ul style="list-style-type: none">- Catskills- New York East of the Hudson River Region (also includes: NYC, Staten Island and Long Island)- New York West of the Hudson River Region- New Jersey- Trail Conference Headquarters/Office

Intangible Aspects of Volunteering	
3	Do you feel there is opportunity for volunteer growth within the Trail Conference organization? <ul style="list-style-type: none">- Definitely Yes- Probably Yes- Unsure- Probably Not- Definitely Not
4	Which of the following opportunities, if any, are you interested in through the Trail Conference? Skip this question if you are not interested in any. (select all that apply) <ul style="list-style-type: none">- Training and Workshops to expand skills- Increased responsibility and/or promotion into leadership positions- Mentoring the next generation of volunteers- Leading Workshops and training sessions- Online learning/classes- Live webinars on specified topics- Other (please specify)



5	1) Please check (yes or no) if your Trail Conference volunteer position has each of the characteristics listed.			
	2) Then, check which characteristics of volunteering are important to you.			
		<u>Yes</u> , my volunteer position has this characteristic	<u>No</u> , my volunteer position doesn't have this characteristic	This characteristic is important to me
	- Fun	- Yes	- No	- Important
	- Variety in tasks or placements	- Yes	- No	- Important
	- A sense of responsibility	- Yes	- No	- Important
	- Being outside/outdoor recreation	- Yes	- No	- Important
	- Taking care of parks/ecosystems and/or trails	- Yes	- No	- Important
	- Flexibility in time/schedule	- Yes	- No	- Important
	- Structured schedule	- Yes	- No	- Important
	- Meeting new people	- Yes	- No	- Important
	- Working with a team	- Yes	- No	- Important
	- Working for the greater good	- Yes	- No	- Important

Recruitment	
6	Whose responsibility should it be to recruit volunteers? (select all that apply) <ul style="list-style-type: none"> - Staff - Volunteers in leadership positions - All volunteers - The Board - Other (Please specify)
7	Were there any barriers to you initially becoming a volunteer? (select all that apply) <ul style="list-style-type: none"> - Time commitment needed - The reporting/paperwork involved - Too many required responsibilities - Requirement to buy a Trail Conference Membership - After expressing volunteer interest, you did not hear back in a timely manner - Lack of responsiveness from Trail Conference Staff - Lack of responsiveness from Trail Conference Volunteer Supervisors and Chairs - Location of volunteer opportunities - Inability to be properly trained/guided on what to do in your volunteer role - *There were no barriers in becoming a volunteer with the Trail Conference - Any other barrier you experienced? (Please specify.)
8	In the past two years, were there any barriers when you tried to recruit others to volunteer, as expressed by the recruits? (select all that apply) <ul style="list-style-type: none"> - Time commitment needed - The reporting/paperwork involved - Too many required responsibilities - Requirement to buy a Trail Conference Membership - After expressing volunteer interest, you did not hear back in a timely manner - Lack of responsiveness from Trail Conference Staff - Lack of responsiveness from Trail Conference Volunteer Supervisors and Chairs - Location of volunteer opportunities - Inability to be properly trained/guided what to do in their volunteer role - *No barriers to becoming a volunteer were expressed to me by recruits - *I have not tried to recruit others - Any other barrier you experienced? (Please specify.)



Structure of Volunteer Roles and Programs						
9	Overall, the amount asked of you as a volunteer with the Trail Conference is: <ul style="list-style-type: none"> - Definitely too much - Somewhat too much - Just the right amount - Somewhat too little - Definitely too little 					
10	What are the top 3 changes, if any, you would make in your volunteer experience? _____; _____; _____;					
11	What can the Trail Conference staff do to help you succeed as a volunteer with the organization? _____					
12	If you ever wanted or needed to provide feedback on Trail Conference <u>Staff</u> , how would you describe that process:					
	<u>Timely</u> feedback can be provided	Strongly Agree	Somewhat Agree	Unsure	Somewhat Disagree	Strongly Disagree
	<u>Anonymous</u> feedback can be provided					
	Feedback is <u>easy</u> to provide					
13	If you ever wanted or needed to provide feedback regarding other Trail Conference <u>Volunteers</u> , how would you describe that process:					
	<u>Timely</u> feedback can be provided	Strongly Agree	Somewhat Agree	Unsure	Somewhat Disagree	Strongly Disagree
	<u>Anonymous</u> feedback can be provided					
	Feedback is <u>easy</u> to provide					



14	Which of the following training/workshops have you taken in the past 5 years, and how helpful was each training/workshop?			
	I didn't take this training/workshop	Very helpful	Somewhat helpful	Not at all helpful
Trail Maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trail Supervisor Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
First Aid / CPR / AED	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chainsaw Certification	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A.T. Natural Heritage Monitoring / Corridor Monitoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Invasives Strike Force Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advanced Invasive Plant Identification	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Invasive Insect Trap Monitor Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BlockBuster Survey Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trail Chair Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
GPS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trail Layout and Design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trail Tread and Drainage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trail Structures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lean-to Maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15	<p>When you stepped into your volunteer work for the first time, did you feel prepared/like you understood your responsibilities?</p> <ul style="list-style-type: none"> - Definitely Yes - Probably Yes - Unsure - Probably Not - Definitely Not
16	<p>In what ways do you feel you could be better supported by the Trail Conference? (select all that apply)</p> <ul style="list-style-type: none"> - Better onboarding process when people initially apply to volunteer - Training/workshop opportunities to expand skills and knowledge - Physical/paper how-to manuals and guides - Online how-to manuals and guides - Better communication opportunities with other volunteers - Better communication opportunities with staff - Other _____



17	<p>You can access the following resources for support. Please select the ones you're aware of. (select all that apply)</p> <ul style="list-style-type: none"> - Volunteer Handbook - "Overview & Responsibilities" document of program/position you participate in - Online personal dashboard - Another volunteer - Staff member - Walk-in Trail Conference Headquarters - Trainings/Workshops
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Communication and Interaction with the Organization	
18	<p>Do you feel you receive enough appreciation and recognition for your volunteer work?</p> <ul style="list-style-type: none"> - Definitely Yes - Probably Yes - Unsure - Probably Not - Definitely Not
19	<p>Who do you receive appreciation and recognition from? (select all that apply)</p> <ul style="list-style-type: none"> - The Trail Conference organization, as a whole (events, publications & social media) - Trail Conference Staff - Fellow volunteers and volunteer leaders - The public/trail users - Land and park managers - I feel I do not receive recognition for my volunteer work with the Trail Conference - * Is there anyone you would specifically like to mention, who you feel you receive appreciation and recognition from (ether by name or position title)? _____
20	<p>How do you personally like to be recognized and shown appreciation? (select all that apply)</p> <ul style="list-style-type: none"> - Item acknowledging milestone years or hours of service (e.g. patch, hat, etc.) - Annual t-shirts - Thank-You letter - Events/gatherings - Being featured in a Trail Conference publication (Trail Walker, E-Walker, Social Media, etc.) - Other _____

Reporting and Database	
21	<p>Which of the following methods of reporting volunteer accomplishments and hours would you be comfortable using? (select all that apply)</p> <ul style="list-style-type: none"> - Digitally via a form on the website - Sending a Word/PDF document via e-mail - Filling out a paper form and mailing it to Trail Conference Headquarters - Filling out a paper form and dropping it off in person at Trail Conference Headquarters



22	How often do you submit your volunteer hours? <ul style="list-style-type: none"> - Once a year - Twice a year - Quarterly - Monthly - Weekly - Daily - I've only attended group events that do not require me to report hours* - I do not report my hours 				
23	Do you agree that reporting your work and hours is: [*If selected only attended group events in previous question that skip this question]				
	Very Easy				
	Very Quick/Efficient	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
	Very Clear				
	Very Important/Necessary				

24	Please select your <u>current</u> positions/roles with the Trail Conference: (select all that apply) <ul style="list-style-type: none"> - RTC Chair and/or LTC Chair - Trail Supervisor - Trail Crew Leader - Trail Crew Member - Trail Maintainer and/or Corridor Monitor - Lean-to Caretaker - Chain sawyer - Board Member - Committee Member - Office Volunteer (Development, Front Office, Store, etc.) - Invasives Office Volunteer - Insect Trap Monitor - Rare & Endangered Plant Monitor - Invasives Strike Force (ISF) Surveyor - ISF Invasives Removal Crew - Habitat Helper/Native Landscaping - Blockbuster Surveyor - Other _____ 				
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Specific for Trail Volunteer Leaders [RTC/LTC Chairs, Trail Supervisors & Crew Leaders]				
25	How important do you feel each of the following tasks are, as they pertain to your volunteer role?			
	a) Ensuring volunteer reports get collected and submitted	Not at all Important	Somewhat Important	Very Important
	b) Supporting and training my team of volunteers (maintainers, crew, supervisors, LTCs, etc.)			
	c) Recruitment of volunteers to help fill vacancies			
	d) Participating in the annual planning and budget process for my region			
	e) Working with land managers to discuss and assess the trail system needs and priorities			
	f) Attending and actively participating in meetings of the Regional Trails Council (RTC) and other groups that may exist in my region			
	g) Being familiar with my assigned trails and inspecting them on a regular basis			
h) Other _____				
26	Outside of collecting reports, how often do you generally communicate with the volunteers you're responsible for? <ul style="list-style-type: none"> - Daily - Weekly - Monthly - Quarterly - Bi-annually - Annually - I only communicate with them when reports are due 			

27. Is there anything else you want us to know? _____

Demographics	
28	Age: <ul style="list-style-type: none"> - Younger than 18 - 18-34 - 35-52 - 53-70 - 71+
29	Gender: <ul style="list-style-type: none"> - Female - Male - Prefer not to answer - Self-identify:

