

Trail Volunteer Maintenance Opportunities



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DEFINE “VOLUNTEER”



Chapter 10 of the Delaware Code, section 8133 defines a “volunteer” as:

“any trustee, ex officio trustee, director, officer, agent or worker who is engaged in an activity without compensation.”

The Volunteer Program will consider anyone who assists the planning, development, or operation of parks or programs without fee to the Division as a volunteer.

definitions

Regular Volunteers

Those who carry out activities at least once a month in a 12 month period

Episodic Volunteers

Less frequent basis, ranging from every couple of months to one-time events.



WHY Engage Volunteers



- ❖ Help create ambassadors and champions
- ❖ Provide an essential link with communities
- ❖ Enable a quick reaction to change or new priorities
- ❖ Create connections for young people
- ❖ Build support for our mission
- ❖ Provide financial and in kind resources
- ❖ Foster informed activists
- ❖ Influence decision makers

VOLUNTEER PROCESS



- Identify Need
- Develop Specific Jobs (Position Descriptions)
- Recruitment
- Enrollment
- Assignment
- Supervision (follow-up)

Volunteer MYTHS



- Volunteers work for *free* out of the goodness of there hearts
- Volunteers can not be held accountable because they work for *free*
- Volunteers need to be handled gingerly- so they will keep coming back.
- If someone is willing to volunteer for you you **MUST** take him/her.



- Retention means *keeping our volunteers happy* at all costs- if they are not happy, we did something wrong
- If we get good enough at recruitment and retention, we'll have volunteers who will stay with over the long haul.



Lose the Stereotypes:

If all volunteer assignments are low-risk, window dressing positions- you perpetuate the notion that volunteers are amateurs who are essentially helpers!



ASSIGNMENT



- Notification
- On-Site Readiness
- Time Sheets
- Reports or Forms
- Volunteer should never dictate what or when they will do the job.



Orientation



- Volunteer Feel Comfortable
- Answers: ‘ Why should I give my time here”
- How will I give my time here
- How do I fit into the organization
- What would you want to know in their position?

Training



- Specific Abilities to SUCCEED
- Answers: “ What you should do to accomplish goal”
- What you should NOT do
- What to do in emergencies



Supervision



- Why volunteers are there
- Expectations
- Looking For...
- Evaluation
- Recognition



PARADIGM SHIFTS- RICK LYNCH

VOLUNTEERING HAS GONE TO AN HR MODEL....RICK SAYS IT SHOULD BE DIFFERENT...



- **Volunteer Management**

- **Model of work**

- **Recruitment**

- **Retention**

- **Placement**

- **Managing**

Partner engagement

Model of leisure

Fostering relationships

Serial engagement

Consulting

Leadership

Risk Management



- Not so much about “not getting sued” as it is keeping everyone safe
- Examination of Risks- Task Analysis
- Will NOT prevent you from being sued, it may prevent you from losing
- Duty to care and Demonstrate Due Care

Volunteer Liability

Chapter 10 Delaware Code section 8133 provides very clear limits on the liability of volunteers:



(b) No volunteer of an organization shall be subject to suit directly, derivatively or by way of contribution for any civil damages under the laws of Delaware resulting from any negligent act or omission performed during or in connection with an activity of such organization.

Exceptions....



- if injury is caused by the volunteer as a result of driving a vehicle, than the damages recovered “shall not exceed the limits of applicable insurance coverage maintained”.
- It also allows that the immunity granted in subsection (b)” shall not extend to any act or omission constituting willful and wanton or grossly negligent conduct.

Volunteer Protection Act 1997



- volunteer was acting within scope of their responsibilities (job description)
- volunteer had appropriate certification or authorization to perform work
- harm not caused by willful misconduct, gross negligence, flagrant disregard for rights and safety
- harm wasn't caused by operation of a vehicle state required special license to operate

Delaware State Park Trails



Delaware State Parks has
miles of trails to
maintain!

What do we mean by
maintain?

Invasive species removal
Trimming the corridor
Removing obstacles
Managing tread
& **much** more!



How YOU can help!



Become an
OFFICIAL
Delaware State Parks
Volunteer

Fill out an application
Today!

Find **your fit**
in the scope of trail
maintenance!

Volunteer Trails Work



Maintenance



Construction/ Reconstructions



Scope of Trail Maintenance

Trail Volunteer Levels of Involvement

Observation & Assistance

Maintenance

Construction & Reconstruction



Observation & Assistance



Trail Traveler

Park Watch



**Mountain Bike
Patrol**

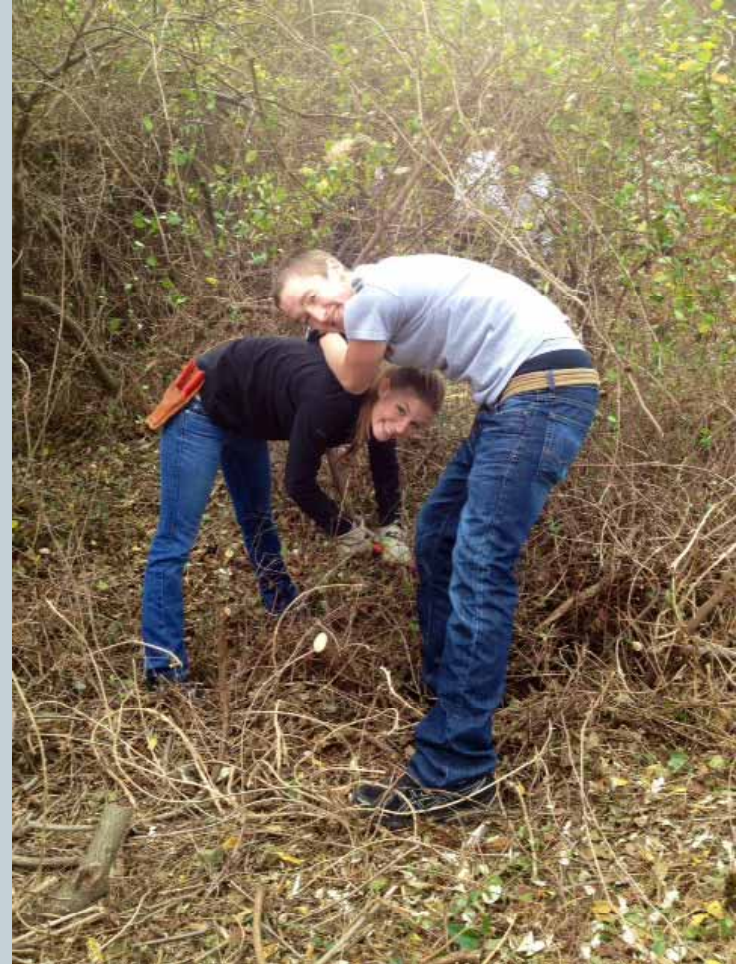
Maintenance



Join a work party

**Get certified to
lead a work party**

**Adopt your own
section of trail**



Construction & Reconstruction



**Coordinated through
our trail crew**

**Make trails or
features**

**Repair, build,
enhance or modify
existing trails and
features**

Considerations



Every volunteer
must fill out a volunteer
application

Opportunities are not available at
all parks

What if...

I can only volunteer once a month?
I've done trail work out West, why
do I need training?

I want to adopt a trail, but I am
worried about the work load?
I don't have time for training?

How YOU Can Get Started!



Volunteer Application
www.destateparks.com/volunteer

Connect with your Volunteer Coordinator

Jean Bauer

Alapocas, Auburn Heights, Bellevue, Brandywine Zoo
& Wilmington State Parks

Chrissy Palmer

Brandywine Creek & White Clay Creek State Park

Julie Lawrence

Lums Pond & Fort Delaware State Park

Ashleigh McKinney

Trap Pond and Killens Pond State Parks

Lee Temby

Cape Henlopen and Delaware Seashore State Parks

Central Volunteer Office

302-739-9193

Sign Up Today!



We will see YOU on the Trails!