

Members make your organization work; their value and contributions are vital to your very existence. It is important to create an atmosphere where members feel good about their involvement with your organization so they are willing to continue giving of themselves. Remember that rewards can take many forms. They don't need to cost money or consume hours of time. Rewards let people know that you care about them and recognize and appreciate the things they're doing for you.

Some rewards are obvious, others more subtle. First of all, SMILE!

S mile	Be pleasant, treat people with respect and courtesy.
M eaningful	Have a clear vision which allows members purposeful and worthwhile participation.
I mage	Model what you want members to do and project a positive image.
L isten	Interrupt yourself in order to focus and actively listen; displaying your interest and concern.
E mpathy	Relate to each person with warmth and sensitivity, acknowledging discomfort as well as joy and success.

Here is a list of some other ideas. Try some and add your own! Remember to give rewards when they are appropriate. Always be sensitive to people and sincere in your reactions.

1. Accept their individuality.
2. Allow freedom of expression.
3. Arrange for discounts to events.
4. Ask for a report.
5. Be a real person.
6. Be available and approachable.
7. Be courteous and respectful.
8. Be fair, honest, and consistent.
9. Be familiar with details of member's work.
10. Be tactful.
11. Be willing to learn from others.
12. Celebrate outstanding projects and achievements.
13. Communicate standards and be consistent.
14. Create pleasant surroundings.
15. Demonstrate confidence in members.
16. Enable to grow in job.
17. Enable to grow out of job.
18. Encourage idea sharing.
19. Enlist to train other volunteers.
20. Explain organization history and traditions
21. Get t-shirts advertising your group.
22. Give additional responsibilities.
23. Give individual attention when possible
24. Give notes of support when things aren't going so well.
25. Give notes of thanks for a job well done.
26. Give praise in public when appropriate.
27. Greet members by their name.
28. Have a picnic.
29. Have clear goals and objectives.
30. Have refreshments.
31. Help members evaluate, understand and learn from failures.
32. Help them develop skills.
33. Help them gain self-confidence.
34. Hold discussion and feedback sessions.
35. Involve members in goal setting.
36. Keep challenging them.
37. Keep members informed.
38. Let them know where they stand.
39. Permit the group to solve its own problems.
40. Plan annual ceremonial occasions.
41. Plan occasional extravaganzas.
42. Plan social events.
43. Provide opportunities for conferences and training.
44. Provide useful tools in good working conditions.
45. Recognize members by their names at meetings.
46. Respect sensitivities.
47. Respect their wishes.
48. Say "Good morning."
49. Say "Good night."
50. Say "We missed you."
51. Say "Thank You!"
52. Send a birthday card.
53. Send holiday cards.
54. Send impromptu fun cards.
55. Take time to talk.
56. Treat to a beverage.
57. Use in an emergency situation.
58. Use team-building exercises to re-energize members