

# PAID VOLUNTEERING

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An oxymoron is when you have two words that are used together but are inherently in opposition to each other. Examples are *jumbo shrimp*, *civil war*, *same difference* and we'd like to add: paid volunteering. Though it may seem counterintuitive, BS&L has been doing just that for many years now—allowing our staff to put their efforts where their values are.

Being a community bank, service is literally our mission, but that mission doesn't end when the bank closes. We encourage our staff to go out into the world and serve as they can to make things better for all. At the same time, we value our



employees' time and we know that, though they might like to be more active in their community, it's not always financially feasible. That's why we have made a practice of allowing paid time off (PTO) for volunteering in the community. This is how we "walk the walk" of serving others.

"It's a vital part of what the bank does," says **Dan Yates**, President of BS&L, "Our team members are the best examples of what this bank means to the community and giving them the opportunity to make a difference where they live is the bank living its values." BS&L staff has volunteered around 3000 hours over the past 3 years to get involved and do good. "It's a big part of why being a community bank matters," says Yates, "we live and work here and making a positive difference right here in Southern Vermont is how we measure success." 🐝