

Volunteering 101



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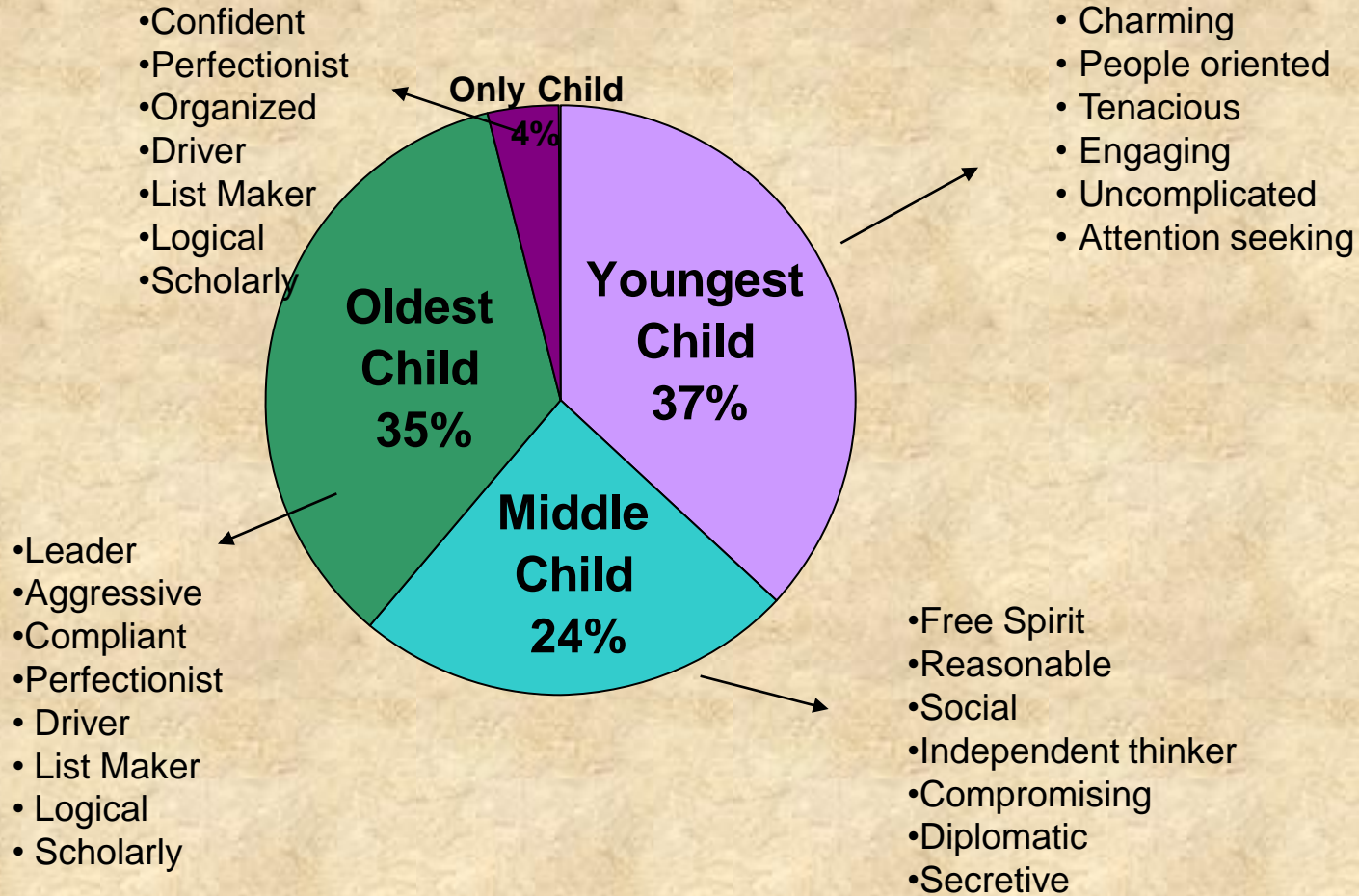
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Agenda

- First – Birth Order and some things done by corporate America (understanding yourself)
- What research has to say/making a difference in our communities
- How I operate in the volunteer arena
- Q&A

But first... Getting to know you

Birth Order Data



Knowing Your Strengths and Myers Briggs to understand where I am coming from

In the Strengths review each person has a top five themes. Mine were:

- 1) Activator
- 2) Developer
- 3) Belief
- 4) Responsibility
- and 5) Arranger

In Myers Briggs my dominant traits make me an ENTP. They are innovative, strategic, versatile, analytical, and entrepreneurial. They enjoy working with others in start-up activities that require ingenuity and unusual resourcefulness. Although the descriptors below generally describe ENTPs, some may not fit you exactly due to individual differences within each type.

So is there.....

Magic in Recruiting Volunteers???



Volunteering 101 – My viewpoint

Listen to what people are saying.

What are their interests?

Be passionate – passion works!

Find topics of personal interest for the volunteer

Who doesn't want to help kids – Welcome Warehouse

Helping handicapped/disabled – TAASC

Gathering items/cards for the Dec. military project

AHA – we care about our hearts (selling ice cream)

Network, network, network!

This is what I am known for and I'm accused of having a *velvet hammer* in my bag of tricks.

Volunteering 101 – My viewpoint

Just ASK!

I hear so many times – gee, no one asked me.

Ask face to face – friend to friend or say, bring a friend!

Try to expand your volunteer base

Don't ask the same person to help all the time.

Many advantages to asking new people to help.

Let people do things to feel important

Don't think you need to do it all.

Delegate and trust they will do what is asked.

Brainstorm, let others help to plan and to decide what they want to do.

Volunteering 101 – My viewpoint

Let volunteers feel important about their roles

Don't micro-manage, give them timelines and only offer to help if asked or if the clock is ticking.

Be ready and open for change

The military project for example – it started as signing holiday cards and grew into sending packages and including AT&T calling cards.

- Did I mention the ASK? Don't be shy!

Remember to say Thank You and share all recognition.

Make all feel they were important with their contributions

Keep a list of those who helped with each project.

It is not about I it is about We! Make it a Team Effort.

Making a Difference in Our Communities - What Research Has to Say

http://ctb.ku.edu/en/tablecontents/sub_section_main_1107.aspx

Making a Difference

Define volunteer – One who offers his/her time freely to support a program or project on an unpaid basis

Volunteering provides an exciting opportunity for individuals to experience development outside of their usual environment and at the same time they are helping a worthy cause.

Making a Difference

Encourage volunteering

Make it a part of their personal and team development

Identify the volunteer role

People volunteer for different reasons – target your volunteering opportunities with a specific message

Research tells us that most people volunteer because they were asked to. Don't be afraid to ask!!

Making a Difference

Volunteers are invaluable because they symbolize the community's ownership in the organization.

They become advocates for the organization.

They help to reach new audiences.

They become financial donors.

They can become staff or board members.

First impressions count! - Be a part of a non-profit's "vital central nervous system"...

Making a Difference

Create job descriptions for the volunteer jobs.

Have enough details for the volunteer to understand what the job is. Don't overwhelm them.

Leave room for innovation and creativity.

People care and want to make a difference.

What we do every day matters... it's essential!

Find ways to say Thank You!!!!!!!!!!!!!!

Recruitment is a sales job

Unlike military recruiting, however, volunteer recruiting offers no guarantee that someone will stick as a volunteer just because she's signed up. Your sales job has to accurately point out the advantages of volunteering with your organization, so that people will not only be eager when they begin, but will stay enthusiastic and continue to volunteer for a long time.

- **Not if you have a Velvet Hammer....**



Why might you recruit volunteers?

- To give your organization the power to do more work
- To reduce the burden on paid staff members
- To give your group a larger, more diverse membership
- To increase awareness and understanding of your organization through your recruiting as well as through the work the volunteers do
- To get as much done as possible within the confines of your budget
- To act together to achieve a shared purpose



Remember that both everyday experience and well-documented research suggest that the best way to recruit a potential volunteer is to make personal contact.

Ideally the contact should be:

Face-to-face (a phone call is second best with a personal letter falling third);

With someone the volunteer knows, likes, and respects.

In other words, talk to people and build trust!

Q&A

Thank you!

Volunteer Opportunities



**“NEVER DOUBT THAT A SMALL GROUP
OF THOUGHTFUL, COMMITTED CITIZENS
CAN CHANGE THE WORLD;
INDEED, IT’S THE ONLY THING
THAT EVER HAS.”**

-MARGARET MEAD