

WORKING WITH VOLUNTEERS

OR

**HOW TO MOTIVATE PEOPLE TO MEET
EVERY OBLIGATION TO WHICH
THEY HAVE AGREED**

DEALING WITH THE “INNER CHILD”

SELF-ACTUALIZATION

(Achievement)

ESTEEM

(Self-worth)

ACCEPTANCE

(Belonging to Group)

SAFETY

(Security, protection from harm)

PHYSIOLOGICAL

(Hunger, Thirst)

Dysfunctions of a Team

Absence of Trust

Avoidance of Accountability

Lack of Commitment

Fear of Conflict

Inattention to Results

INCENTIVES FOR VOLUNTEERING

- Achievement
- Recognition and feedback
- Personal growth
- Giving something back
- Bringing about social change
- Family ties (Friendship, support, bonding and a feeling of belonging)

TURNOFFS

- Disorganized management
- Lack of board support & Staff indifference
- Limited training and orientation
- Lack of contact and support
- Wrong assignment
- Perks that are withdrawn
- Insufficient funding

REASONS VOLUNTEERS BALK

- I don't have time
- I don't believe in the cause/purpose of project
- I used to volunteer, but got burned out
- I really don't want that much responsibility
- I don't want to get into any long-term commitment
- I don't like the people (or person) involved
- I volunteered once, but never even get a thank you
- No one ever contacted me about volunteering
- I am not sure I have the knowledge or skill

KEEPING – VOLUNTEERS

- **Newsletters** - (valuable intro to potential volunteers)
- **Get youngsters involved with parents**
- **Find technical volunteers**
- **Familiarizing them with the organization:** Provide names of key members who can assist them.
- Helping new members join committees and assume volunteer responsibilities.
- **Develop and maintain** appropriate materials: Be sure to keep your website up to date and detailed manuals should be developed. It is wise to have a new-member packet

- **The number one reason people volunteer is to Contribute to a cause in which they believe**
- Question: What “cause” do you market in your district to attract volunteers?

- **Eight out of ten people want to put their skills and experience to use.**
- Question: Do you know the specific skills and abilities are needed to be an effective volunteer with the BHS?

- **People say they don't have enough time to volunteer.**
- Question: What mechanisms are in place to ensure volunteers do not commit too many hours per week?

- **People are unable to make a year-round commitment.**
- Question: What types of “short-term projects” are there that can be assigned to those who are not able to make a long-term commitment?



- **Most people don't volunteer simply because "they were never asked"!!**
- Question: How does your district go about asking people to take on a task or project?

- **On average, volunteers contribute 162 hours over the year or only 3 hours per week.**
- Question: Do you ask volunteers to commit to more than that? If so, what can you do to balance the workload to avoid overextending your volunteers?

- **Typically, a small volunteer group contributes most of the volunteer hours: (Canadian study found 7% of Canadians contributed 73% of all volunteer hours).**
- Question: What recruitment measures have you put in place to attract new volunteers and avoid “volunteer burnout?”

KEYS TO VOLUNTEER SUCCESS:

- Planning (group mission, needs assessment, Quality policies and procedures)
- Recruitment & Selection
- Orientation & Training
- Supervision & Evaluation and
- Most Importantly Recognition & Motivation

• QUESTIONS??