

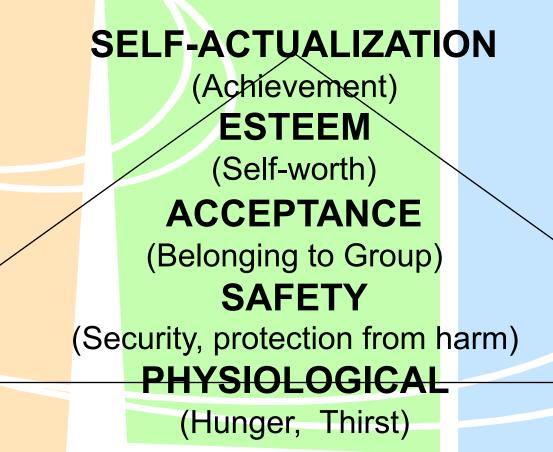
### **WORKING WITH VOLUNTEERS**

OR

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



# **DEALING WITH THE "INNER CHILD"**



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## **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- Perks that are withdrawn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 yearround 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??