WELCOME

CULTIVATING VOLUNTEERS
JUNE 10, 2020

CASEY WEIMER

Nonprofit Leadership Virtual Workshop Series

brought to you by

COMMUNITY FOUNDATION of NOBLE COUNTY

THE DEKKO FOUNDATION

United Way
Crossroads United Way
Serving Elkhart, LaGrange & Noble Counties

WHAT WE WILL TALK ABOUT…

- Why use Volunteers?
- Types of Volunteers
- Plan
- Recruit & Screen
- Orient & Train
- Supervise & Evaluate
- Recognize and Celebrate
- Retain

WHY USE VOLUNTEERS AT ALL?

TYPES OF VOLUNTEERS

- Policy Volunteers (Board & Committees)
- Event Volunteers
- Project Volunteers
- Ongoing/ Longer Term Volunteers
- Volunteers with Unique Skills

HOW DOES YOUR ORGANIZATION CURRENTLY UTILIZE VOLUNTEERS?

PLANNING

- Engage Staff
- Assess Needs
- Define Volunteer Policies
- Create Service or “Job” Description

RECRUIT – WHERE?

- Look Nearby - Referrals
- Already Involved
- Local Organizations/ Corporations
- Internships
- Connected to you Online
- Recruiting Sites

  VolunteerMatch.org

  Idealist.og

RECRUIT – WHY YOUR ORGANIZATION?

- Consistent Message
- Organizational Values match Individual Values
- Remove Barriers
- Sample Volunteer Recruitment Message

SCREEN - RISK

- Volunteer Application
- Manage Risk – varies by volunteer type
- Background Checks
- Insurance Considerations

SCREEN – SKILLS & INTEREST

- Interview
- Skills
- Determine Interests
- Motivation
- Not Everyone is a good fit

ORIENT & TRAIN

- Use as opportunity to educate about organization.
  Mission, values, history, programs
- Ensure their needs are met (food, restroom, etc.)
- Consider required training
- Ensure they know your policies
- Clearly outline job and expectations
- Provide a guide/ mentor

SUPERVISE & EVALUATE

- Clear staff contact
- Check in regularly (answer questions, ensure job completion, determine their satisfaction)
- Be inclusive
- Address issues quickly
- Ask for feedback
- Reassign
- Evaluate Impact

HOW DO YOU RECOGNIZE & CELEBRATE VOLUNTEERS?

RECOGNIZE & CELEBRATE

- **Thank You!**
- Recognize Individual contributions
- Demonstrate Impact to Organization
- Communicate appreciation in multiple ways
- Incentives like skill development

RETAIN

Volunteers Leave Because:

- Lack of Communication
- Belief Nonprofit was unorganized
- Did not feel a sense of professionalism
- Did not feel they were making a difference
- Did not receive any feedback
- Did not feel time was appreciated or valued