

Volunteers: Who Wants (and Needs) Them?

Big Picture

- You may say you want them
- But what do your actions say?
- A miracle happened: 25 people contacted your association and want to volunteer for you!

Yeah! The Pros!

- New perspectives
- More bodies to do the work. More ideas to use.
- Introduce new skills to association
- We'd be able to reach more about our mission
- Longevity for the organization & mission
- Chance to add to existing teams to train and expand services
- Greater buy-in from membership
- Workforce for our to -do and wish list for things for our organization.
- A break for "tired" volunteers
- Diversity brings diversity; strengthens the organization

Wow! The Cons and Challenges

- Training on new tasks will take time from projects
- Matching skills to needs
- Finding meaningful work for them
- Not being ready to use them, they get discouraged.
- Intro to our culture
- You have more volunteers than positions
- Coordinating and keeping them engaged
- Disruption to the system?
- Some retired in place volunteers will resist
- They need valuable action; need to see what their work produces
- Making first tasks fun so they come back for more
- Will they affect the seniority ladder?
- Providing short term or episodic volunteering opportunities to engage them now
- Understanding their personalities and how to best interact with previous volunteers.

Final thoughts

- Pay attention to your insights
- Analysis can help you identify blocks to success in advance.

Ah-Has

- Need ways to bring on small groups of volunteers so we can absorb effectively
- You need a plan to engage, train and keep the volunteers. It is going to be work.
- Need to plan for what they would need to know about the association and the resources
- Think about your wish list---items you can have people to do
- We CAN do it better
- We need to be ready for a miracle like 25 volunteers!
- We CAN do it differently and be happy with results
- Create volunteer opportunities for different levels of time and skills
- Must define committee roles for the uninitiated
- Feeling of accomplishment with additional help and insight
- Need to be proactive, not reactive for volunteers.
- Break projects into many small tasks so they can be handed out to many
- EVERY volunteer brings value, one way or another
- Do we have the infrastructure to support more volunteers?

NOTE: This mind map reflects the opinions of the attendees of Cynthia D'Amour's Strategic Fast Chat.

The findings are not conclusive or guaranteed. They ARE a great place to start your own conversation!

Want to use mind mapping with your association? Contact Cynthia at cynthia@peoplepowerunlimited.com