The Volunteer Program —
You as a manager/coordinator and recruiter of volunteers

Volunteer involvement is always discussed in highly positive ways, but underlying this belief are concerns about the best ways to coordinate the program that not only serves the interests of the program and organization but also addresses and fulfills the needs of the individual volunteers.

- How to incorporate best practices of volunteer management into daily activities
  - It’s like human resource management, without paychecks

- How to meet the demands of the program/organization while being sensitive to the needs and expectations of the volunteer(s)?
  - Clear communication is essential as is listening

- How to keep the freshness into the volunteer continuum when volunteers are at different stages: Recruitment, interviewing, training, placement, evaluation, recognition, and retention.
  - Consider having “veterans” do part of the training, encourage volunteer participation in all aspects of the program

- How to make volunteers feel part of the organization without taking it over?
  - Again, clear communication with a vision that is shared with all volunteers

What are the principles of Volunteer Management?

- Planning & Resources
- Staffing
- Volunteer Work Design
- Recruitment
- Interviewing & Screening
- Orientation & Training
- Volunteer/Employee Relationships
- Supervision
- Recognition
- Recordkeeping & Reporting
- Evaluation
- Volunteer Input

Why Volunteer? Keep in mind that no one volunteers to have a negative experience.

Alaska concerns:

- How do we keep the new volunteers while keeping the veterans happy ("We’ve always done it this way.")

- It’s hard to have a statewide consensus/viewpoint we’re so different-geographically, urban/rural, transient, roads vs. no roads

- The volunteers won’t do what I want them to do!

Learn more about these topics at Everyone Ready

VNG-Volunteerism for the Next Generation:
- Sustainability of Volunteer Efforts “Supporting the Volunteer Lifecycle”

Everyone Ready:
- Principles of Volunteer Management: No Matter What Your Job Title
- Pitfalls and Obstacles to Volunteer Involvement: Your FAQs
- Building and Sustaining Strong Volunteer Leadership