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Secrets to Making Your Volunteer Program Effective and Sustainable



USYOUTHSOCCER.ORG

Good Program Design

- Decreases administrative costs (time, energy, and turnover)
- Engages members
- Increases program support
- Shares the workload
- Improves support for coaches so they can devote more time and energy to players



Volunteers Are Not Free



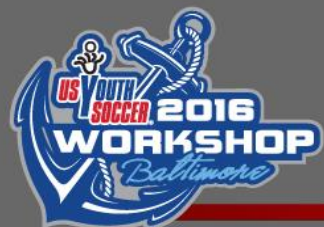
In 2014, the average value of a
volunteer hour in the United States
was \$23.07

See *www.IndependentSector.org*
for a state by state listing



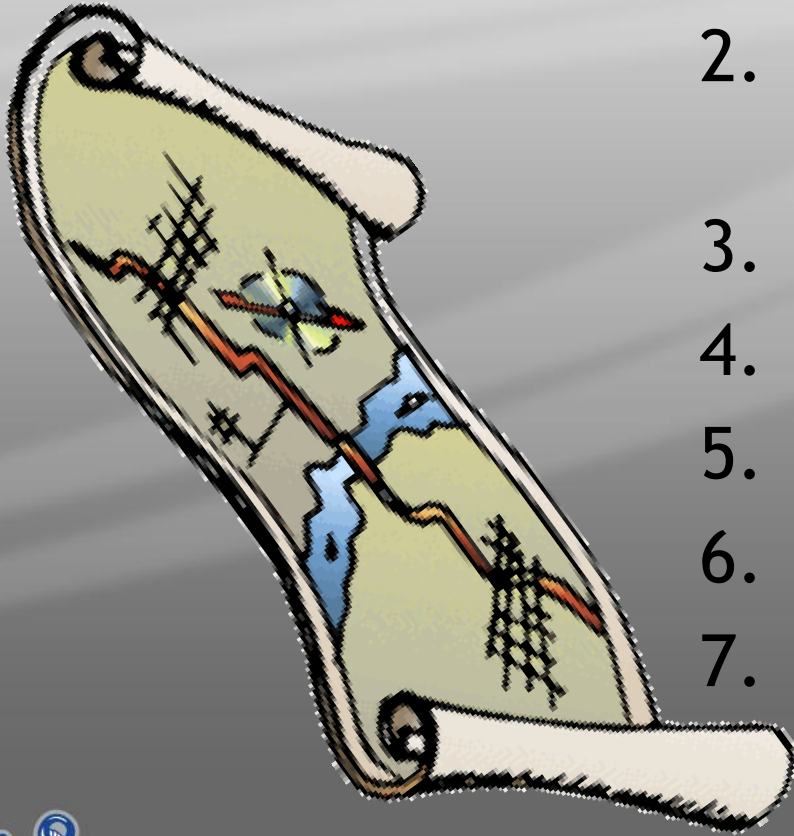
The Value of Volunteer Time

- An indication of the amount of community support for an organization
- Can be used in annual reports, grant proposals, and financial statements
(see <http://www.fasb.org/pdf/fas116.pdf>)
- *When someone with a specialized skill volunteers, the value of the work is based on the volunteer job, not the volunteer's professional earning power*

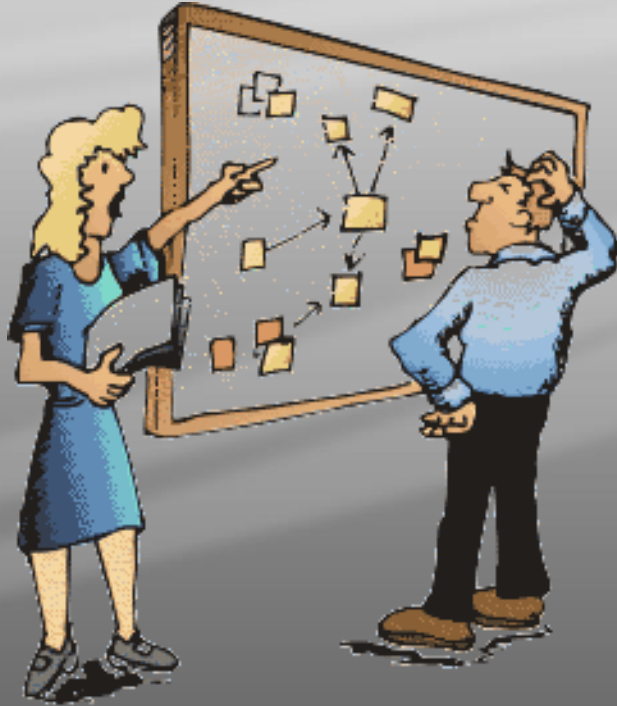


Workshop Roadmap

1. Know what you need
2. If you don't ask, they can't say "YES!"
3. Preparation and Training
4. Get stuff done
5. Say "THANK YOU!"
6. The Real Secret to Success
7. Questions and Discussion



1. Know What You Need



- What is the organizational structure?
- What volunteer jobs need to be filled?
- Develop written job descriptions for ALL jobs

Example: Team Volunteers



Elements of a Job Description

1. What skills and abilities are needed?
2. What are the tasks?
3. With whom will the volunteer work?
4. What supplies are needed?





2. If you don't ask,
they can't say
"YES!"



Be Specific About What You Need



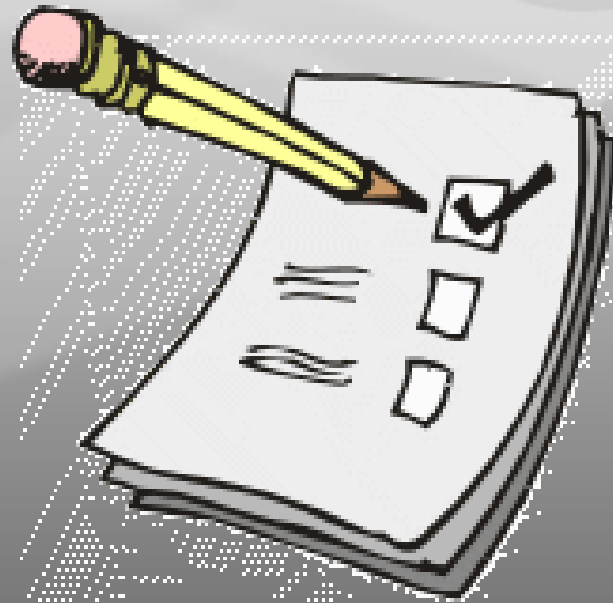
- Use the job description to frame The Ask
- How does the job benefit the organization?
- What is in it for the volunteer?

Make It Meaningful and Manageable



If your volunteer job requires more than an average of 10 hours a week, you are setting yourself up for volunteer burnout and turnover

3. Preparation and Training



Supplies and Logistics

- What supplies are needed?
- Who provides the supplies?
- How are supplies acquired, purchased, and delivered?
- What happens to leftover supplies?



Train and Explain



What do your volunteers need to know to do their jobs?

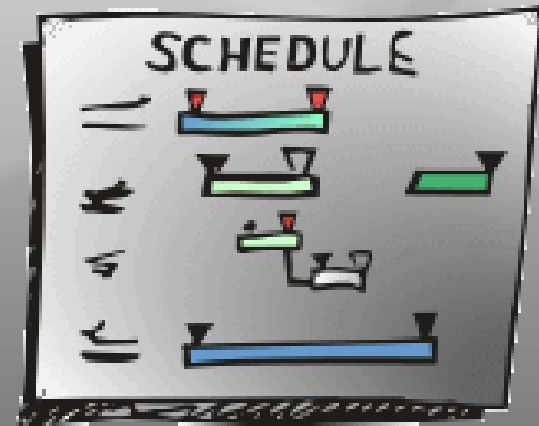
- Written instructions or diagrams
- Oral explanations
- Demonstration of tasks
- Explanation of “the way we do things here”
- Who do I go to for help?



4. Get stuff done

Doing the Work

- Who will support and supervise volunteers?
- Set priorities and know the back up plan(s)
- Incorporate volunteer feedback and suggestions into the job
- *Engagement is often more important than perfection*



5. Say “THANK YOU!”



Gratitude that Reflects how Volunteers See Themselves

Connected and resourceful - Know who to call and how to get things done



Technically competent - Experts

Team builders, peacemakers, and caregivers
- Looking out for the people on the team



6. The Real Secret to Efficient and Sustainable Volunteer Programs is in the Math



The Preparation Payoff

3 Parts Planning



1 Part Work



1 Part Gratitude

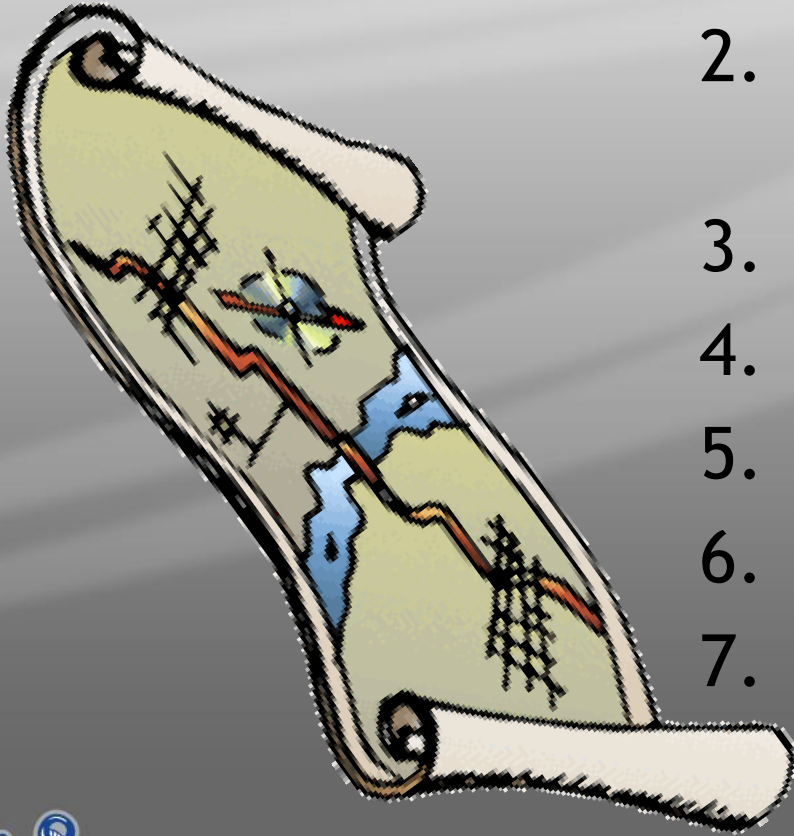


An Effective Volunteer Program
that engages and
retains volunteers



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For an email copy of the session handout,
text the word **Volunteers** to 44222



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