Recruiting Volunteers

He aha te mea nui o te ao. He tangata, he tangata, he tangata

*What is the most important thing in the world? It is the people, it is the people, it is the people*

Volunteers choose to contribute time, skills and experience, for no payment, to benefit their community. So how can you find and hold on to these amazing people who help your organisation thrive. Volunteers need to inspire other people to be part of your club either as a member or a fellow volunteer. They are often the shop front to your club, if they are enjoying their experience your club will benefit.

Importance of a volunteer coordinator

It is highly recommended that you find a volunteer coordinator. The ideal person buys into the concept of creating a great volunteer culture and environment, passionate about supporting other people and preferably would have been a volunteer to bring their personal experience to this role. Being able to motivate and influence are important skills, as are being enthusiastic and friendly.

Understand your people

Consider surveying your members.

What skills and experience do members of your organisation have which could be tapped into?

What motivates your current volunteers?

What do they value and what benefit do they get from volunteering?

What would improve their experience? What stops people from volunteering?

Understand your organisation

What tasks and roles exist?

Are there role descriptions for all positions?

Outline your volunteer workforce.

Who is currently responsible for volunteers?

Are they easily contactable?

What are the next steps?

Bring your people together to help create/affirm the culture of your club. Club Culture Programme (insert link here)

Create opportunities to have face to face conversations through an event or gathering.

Oganise a pre-season event to bring volunteers together and show your appreciation.

Use your club website and newsletter to advertise volunteer opportunities.

Place posters and flyers at your club to advertise opportunities. Advertise on social media and community sites. Work with your club coach to id members with the attributes you are looking for.

Outline the role and time commitment to allow for a better understanding

Ask members and parents if there are jobs they would like to assist with around the club

Welcoming your new volunteers

Holding a welcome to new members, volunteers and sponsor social function e.g. afternoon tea

Have a of "Meet and Greet" for new volunteers

Establish a mentoring system for new volunteers

Team new members up with someone who can support them and show them the ropes

Develop club apparel that people can purchase to build an affiliation with the club

Source: