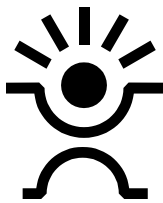


Getting a volunteer interested initially is a lot easier than keeping them returning each week.

Tips to keep ‘em:

- Provide food at the orientation and at every get together.
- Speak to them honestly about the pros and cons of volunteering.
- Listen closely to why they are volunteering. You need to feel that need.
- Your training/orientation should be one on one, people love the personal attention. This way you get to know them better as well.
- Hold the training when they are available and at a location convenient for them.
- Acknowledge them in a way that’s valuable to them. Example: send a letter to their principal, teacher, parents or boss complimenting their hard work.
- Show a passion for your program, they will acquire that passion as well.
- Accommodate them in any way you can and show them that you go out of your way for them.
- Remind them that: **THEY ARE THE PROGRAM. YOU JUST HAPPEN TO RUN IT.**



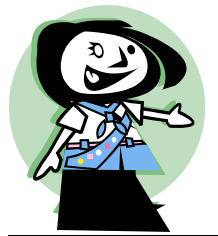
The Benefits of Volunteering

- ✓ Gain satisfaction from helping others
- ✓ Learn new skills
- ✓ Meet new people
- ✓ Improve their community
- ✓ Create change
- ✓ Feel pride in child’s accomplishments
- ✓ Accept a challenge
- ✓ Fulfill service of school or shul
- ✓ Gain status
- ✓ Have fun and feel good
- ✓ Test skills
- ✓ Support a cause
- ✓ Ensure a change
- ✓ Feel like they are needed

The Costs of Volunteering

- Time away from loved ones, hobbies, and school or career related activities
- Expenses related to travel, parking and food
- Emotional costs that come when working with special needs children

Successful volunteer recruiters are honest about the costs of volunteering, but are able to emphasize to applicants that those costs are outweighed by the benefits of volunteering.



What’s In It
for me?

Volunteers, although motivated by the need to do good deeds, have their self-interests in mind. Playing to these self-interests will ensure that volunteers choose *your* organization over others. Possible selling points include:

- Enjoyable and satisfying tasks
- Honest communication between staff and volunteers
- A comfortable workplace stocked with tools that volunteers need
- Low negative impact on volunteer’s time and resources
- Personal rewards
-

How would you answer a volunteer who asked, “What’s in it for me?”

- 1.
- 2.
- 3.
- 4.

H.S. Program System

Marketing Speech: 15 minutes

- 1) 10 matches per school only=20 visits per school year.
- 2) Report back after each visit, our funders need to know what were doing.
- 3) Collect application forms.
- 4) Ask teachers to rate names of applicants according to responsibility 1-10.
- 5) Get school calendar.

Return to office:

- 6) Go through names based on location and personality.
- 7) Fax sheet to school leader stating who is accepted & arrange training.

Give training to new volunteers.

School leaders are very important in schools, they are our assistants. It’s an honor to be a school leader, they need to feel that.

- Take out to spend time together.
- Train them about program, expectations as school leader.
- Each leader has personal binder of volunteers’ names and people they visit. Volunteers must sign paper after each visit.

Meeting with Director to check in with leaders:

October	February	April
Café K training	Our Name is Mud	Ice Cream/Slurpees
Will begin visiting	10 visits	20 visits

High Schools have a 7 month school year that they can be active volunteers. It’s important to keep this in mind when projecting the amount of total visits for the year.

January	February	March	<i>April</i> (from schools)
May	<i>June</i>	<i>July</i>	<i>August</i>
<i>September</i>	<i>October</i>	November	December