Seed of Hope Foundation

Developing leaders of integrity and excellence for generations to come.

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Seed of Hope

Developing Dreams & Vision, Fulfilling Purpose

Who We Are

Jacqueline Barnes
Founder

Gwendolyn Young
Executive Director

TIME

Mother & Daughter Make Inc. 500 List

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Programs & Services

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What We Offer

Mentoring

Roundtables

> · Everything Might not go as Planned!
> · Goals get Changed
> · Everybody you start with you don't end with
>   · Life gets harder

Life Skill Workshops

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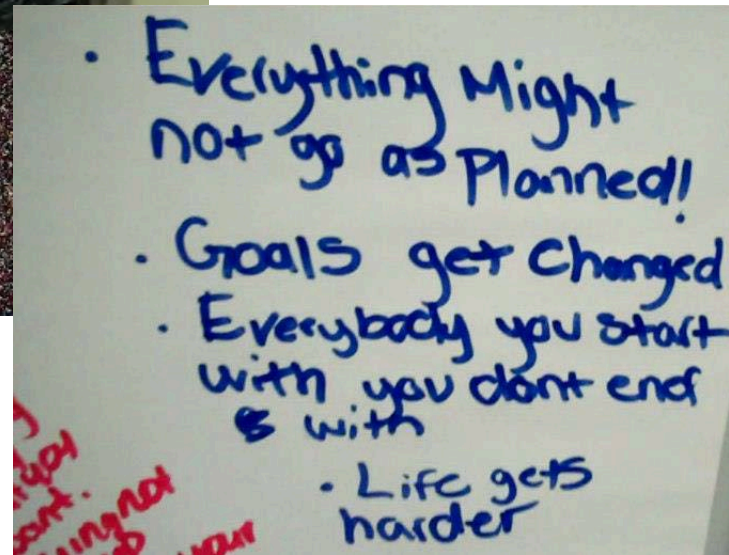
Volunteer Recruitment
Who Represents You In The Community Matters

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Objectives

- ## Participants will:

  - Be able to identify the five basic requirements of implementing an effective volunteer recruitment and screening process.

  - Have a clear understanding of how volunteer selection affects the community perception of their organization.

  - Gain some tips and tools to help with volunteer recruitment and retention.

  - Leave excited about the next steps and ready to grow and/or strengthen their volunteer base.

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Volunteer Recruitment

- **More Americans volunteered in 2011 than any year since 2005**

- **An average of 64.5 million Americans volunteer each year**

- **Volunteers provided 7.9 billion hours of service valued at $175 billion**

Corporation for National & Community Service
http://www.volunteeringinamerica.gov/national

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Discover ❀ Define ❀ Document ❀ Articulate ❀ Activate

Five Basic Requirements for Building an Effective Framework

- Don't recruit – build instead

- Conduct a needs assessment

- Develop goals and objectives

- Implement a screening process

- Create a volunteer management structure

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Don't Recruit – Build Instead

- Are your programs engaging and can show impact?

- Does your organization's brand spark life or emotion in people?

- Is it easy for volunteers to get involved?

- What is our capacity for volunteer recruitment, retention and recognition?

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Needs Assessment

- What are the needs of the organization?

- What area carries greater priority?

- What knowledge, skills, abilities and/or resources does the organization need?

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Develop goals and objectives

- What outcome are you looking for by bringing volunteers on board?

- How many volunteers do you want on the roster?

- How many total number of hours are you expecting volunteers to contribute?

- Does the dollar value of volunteer time impact your budget?

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Implement a Screening Process

- How will volunteers be vetted?

- Whose going to manage the screening process?
  - Application
  - Interview
  - Backgound checks
  - Fingerprinting
  - Reference Checks

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Create a Volunteer Management Structure

- How will volunteers be managed?
  - Volunteer overseer
  - Insurance Coverage
  - Volunteer Placement
  - Job Descriptions
  - Volunteer Orientation & Training
  - Volunteer Evaluation
  - Motivating & Recognizing

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Create a Volunteer Management Structure

- How will volunteers be managed?
  - Media and Photo Waiver Release
  - Confidentiality Agreements

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Why Is The Framework Important?

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Community Perception

- Failure to maintain trust can be devastating to an organization, leading to loss of community support, loss of funding, or even a lawsuit for negligent "selection" of a volunteer.

- According to the IRS, 85% of all charitable nonprofits have no paid staff and are run entirely by volunteers.

- 1/3 of Americans reported having "not too much" or no confidence in charitable organizations (2008 Brookings Institution survey)

- 70% felt that charitable organizations waste "a great deal" or a "fair amount" of money. (2008 Brookings Institution survey)

- Only 10% thought charitable organizations did a "very good job" spending money wisely(2008 Brookings Institution survey)

- ¼ thought charities did a "very good job" of helping people

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Community Perception

- **Volunteers represent your organization to the public, even though they are not paid employees**.

- **Knowing what volunteers have done (or hopefully *not* done) affects what they will do for you**.

- **Volunteer background screening reduces your management risk factors**.

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Community Perception

- Creating a strong recruitment and management framework:
  - It demonstrates to the community and your stakeholders that you have taken the necessary precautions to minimize risks
  - Saves you time; thereby saving you $
  - Increases the opportunity to weed out volunteers who are not serious
  - Serves as a disaster catcher
  - Systems and processes are easier to manage

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Tips & Tools

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Tips

- Understand the volunteer needs and motives for volunteering
- Have tasks/projects and expectations clearly outlined
- Make volunteering easy and flexible
- Show appreciation
- Provide meaningful and valuable training
- Check-in with volunteers

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Tools

- IRS Stay Exempt
- Google Grant
- Volunteer Match
- Causes
- 501 Commons
- GreatNonprofits.org
- LinkedIn for Nonprofits
- Hands On Network

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Tools

- Chicago NonProfits
- Google Apps for Education
- Vertical Response
- Volunteer Spot.com
- Guide Star
- Network for Good
- WGN-TV Community Calendar
- Board Source

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Tools

Volunteer Screening

- Trak 1
- Intellicorp
- True Hire

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Questions

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