Recruitment
Why do people volunteer?

- Give back to the community
- Spend time with their family
- Learn new skills
- Meet new people
The Golden Circle

WHAT
Every organization on the planet knows WHAT they do. These are products they sell or the services.

HOW
Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

WHY
Very few organizations know WHY they do what they do. WHY is not about making money. That’s a result. WHY is a purpose, cause or belief. It’s the very reason your organization exists.
Creative places to find volunteers

- Businesses with like-minded missions
- Tabling at Community Events
  - Find the people who believe what you believe
- Civic Groups
- Unique partnerships with local businesses
  - PCC in Columbia City
Management
Elk Run Farm Management Philosophy

We belong to the community

Everyone can contribute

Connect to our mission

Constantly ask for feedback

Try to say yes
Preparing volunteers before they arrive

- Let them know who to contact
- Send paperwork ahead of time
- Make sure they have clear physical directions
- Send roles/responsibilities
- Have a plan
Volunteer Self-Management

- Present the goals of the project
- Encourage volunteers to talk to each other
- Check back in to support
Retention
Preventing Problems

- Buddy system
- Treat volunteers as individuals
- Pay attention, take the time to watch your volunteers
- Help people find their strengths
Volunteer Appreciation

- Constant encouragement
- Thanking in person, often
- Figure out long term goals of returning volunteers and how to meet them
- Let them be creative