

Building Your Team

Recruitment, Retention and Succession Strategies

Department of Wellness, Culture and Sport Presentation
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Introduction and Statistics

- # Capacity Issues Commonplace.
- # 33,000 fewer volunteers in 2000 than in 1997.
- # 45-64 Age group most active in volunteerism.
- # Many volunteers unwilling to play a leadership role.
- # Increasing resistance to long term commitments.

Introduction and Statistics (cont)

- # 45-64 year olds donate more hours than any other demographic.
- # 31% of women, but only 29% of men volunteer.
- # Women volunteered 55% of all volunteer hours.
- # Employed more active, but give less time,
- # 49% of young people (15-24), do not volunteer because they have not been asked! – huge opportunity.

What Motivates Sport Volunteers?

1. Helping the Community
2. Helping Others
3. Social Interaction

And

- Younger volunteers often want to learn skills and gain experience (55%)
- Other: recognition, cultural norm, a diversion, career advancement and obligation.

Barriers to Volunteering

- # No Time (70-80% of 15 to 54 year olds)
- # Unwilling to make a long term commitment.
- # Give money instead.
- # No one asked me.

Volunteer Recruitment Audit

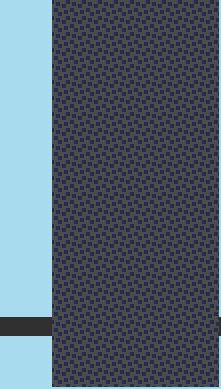
- # Use tool to assess your organization's recruitment strategies.

Position Description Tool

- # Link Operational Planning to Volunteers needed.
- # Identify Volunteer Needs as Stage in Planning Process

Position Description Tool (PDT)

- # Position
- # Term
- # Position Overview
- # Time Requirement
- # Support Persons
- # Resources
- # Decision-Making Authority
- # Skills Needed
- # Training Provided
- # Reporting Procedures
- # Expected Results
- # Notes

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- # PDT provides volunteer with security which in turn breeds confidence.
 - # Especially Useful for recruiting Youth (15-24)

Recruitment Planning

- # Boards have limited options with respect to strengthening their volunteer base. Recruit more volunteers, train existing volunteers, or a combination of the two.
- # Boards need a plan of action.
- # Review of Nominating Committee Terms of Reference.
- # Strengths and Weakness of the process.
- # Other sound practices?

Recruitment Package

- # Mission, vision, values
- # Insurance coverage
- # Relevant policies
- # Board and Staff list
- # Expectations and commitment of volunteer
- # Benefits of volunteering
- # Annual Report
- # Organizational Chart

Volunteer Retention

Volunteer Retention Audit

Best and Worst Practices

Succession

- # Staggered terms of office
- # Well known and visible
- # Efficient, well managed and productive
- # Clear mission, vision, goals and objectives

Next Steps

Tools and Next Steps

Handouts and web based information.