

# CONVERTING VOLUNTEER PROSPECTS INTO DEDICATED VOLUNTEERS: A PEER EXPERIENCE EXCHANGE WEBINAR

## *RESPONSES BY MEMBERS TO MEMBER QUESTIONS*

### **HAVE A LOT OF PROGRAMS HAD MANY VOLUNTEERS "AGE OUT"? – JESSICA**

- Many people volunteer while they are unemployed and leave when they get a job. – Marlene
- Aging and moving locations is the biggest reason we lose volunteers. – Margaret
- Aging is the biggest reason with retirement, knee surgery and hip surgeries. – Joan
- We lose volunteers who go south for winter. – Nancy
- We lose people to their work schedules, such as moms returning to workforce – Emily

### **DOES ANYONE HAVE EFFECTIVE WAYS TO RECRUIT OLDER VOLUNTEERS (RETIREES AGE 60S-70S, MANY OF WHICH DO NOT USE MUCH SOCIAL MEDIA)? – EMILY**

- Newspaper, social media. – Margaret
- Newspapers and church bulletins. – Kirsten
- Nextdoor.com works well, but we also have a monthly newsletter given out free throughout our county. – Laurie
- Word of mouth has been the best, but we have had an increase of applications because of March for Meals with officials delivering and media coverage. – Julie
- Word of mouth is our largest referral for new volunteers. – Pam

### **DOES ANYONE HAVE SUGGESTIONS ON MEANINGFUL WAYS TO UTILIZE A LARGE GROUP OF VOLUNTEERS FROM A COMPANY WHO WANT THEIR STAFF TO DO A SERVICE DAY TOGETHER? WE ARE A RELATIVELY SMALL MOW PROGRAM, AND WE TRY TO AVOID "KICKING OUT" ANY REGULAR VOLUNTEERS TO MAKE ROOM FOR A ONE-TIME GROUP OF VOLUNTEERS WHO DO NOT HAVE THE EXPERIENCE TO TAKE OVER FOR ALL OF OUR REGULAR FOLKS FOR A DAY. – EMILY**

- Corporate groups act as respite drivers for our regular volunteers. Our approach is more of a relief to the veteran volunteer rather than "replacing" or "kicking them out." – Kelsie
- Do a Service Day. Yard clean-up, home cleaning, etc. – Debbie
- We just had a corporate group that paired up with our regular volunteers for a one day delivery event that worked pretty well. It was a lot of scheduling but definitely doable. I am aiming for more team building/supply drive/care package events instead. Do you

incorporate a required or suggested donation for corporate groups that want to do one-time events? – Stephanie

- We use corporate volunteers to do emergency meals in the winter for us, and pack Christmas gifts for our clients. – Joan
- Deliver disaster kits! – Sherine

### **DOES ANYONE UTILIZE AN ONLINE OR VIRTUAL TRAINING PROCESS? SOMETHING THAT DOES NOT REQUIRE A VOLUNTEER TO MEET IN PERSON BUT THAT STILL THOROUGHLY PREPARES THEM FOR THE DELIVERY PROCESS? – KELSIE**

- We do all training before they ride-along. Training is conducted in a class setting; nothing online. – Julie
- We do NOT use any online training. – Joan

### **HAVE ANY PROGRAMS REACHED OUT TO THE HOMESCHOOL POPULATION FOR VOLUNTEERS? HOW DID THAT WORK? – JESSICA**

- Home school groups are great prospects for getting volunteers. I'm not sure if that is big throughout the country, but home schooling is big in the south. – Marlene

### **REGARDING VOLUNTEER TRAINING AND RIDE-ALONGS.**

- We always do training prior to going out on a ride-along. This is followed up with going out with a veteran volunteer who coaches the new volunteer on the correct delivery method. – Joan
- We do a hands-on training before any delivery. – Chelsy
- We do a one-hour, in-person training before the ride-along. Then, the ride-along is a training opportunity as well. – Michelle
- We do training and ride-alongs for a week before they go on their own. – Rebecca
- We don't do ride-alongs. Our orientation training is only for an hour, and it's in person. – Sherine
- We have volunteer orientation and give the option for a ride-along. – Ida