

Volunteer Participation

The Other Half of the Equation We Often Take for Granted

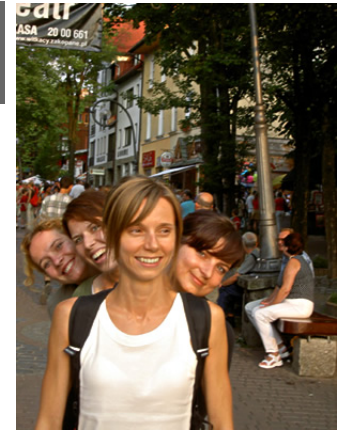
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Who is here today?

The target audience consists of everyone involved in grief camp coordination. It will be stressed that all who collaborate play a vital role in the satisfaction and performance of the volunteers.

It is not only the Manager of Volunteer Services who should be concerned with this material.



- Explain the reasons why volunteers are so vital to a successful camp
- Describe the differences in volunteers and explain how these elements influence their performance
 - demographics
 - personal interests
 - background
- Develop a plan to recruit the ideal volunteer to fit your camp
- Cater training to educate and engage your volunteers
 - scheduling
 - presentation

Goals

- Manage the performance of the volunteers during camp
- Recognize valuable volunteer contributions
- Retain the best volunteers
- Ensure a sustainable and flourishing volunteer corps for years to come

why volunteers are so vital to a successful camp

define your intended outcomes of camp for your campers ...

how will those be achieved *without* volunteers?



volunteer diversity

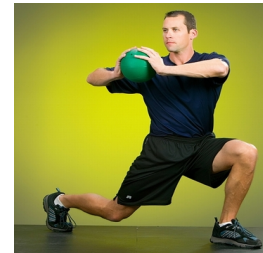
how do these elements influence volunteer performance?

- demographics
- personal interests
- background



the plan: to recruit the ideal volunteer to fit your camp

- recruitment
- ideal volunteer
- fitness
- your camp

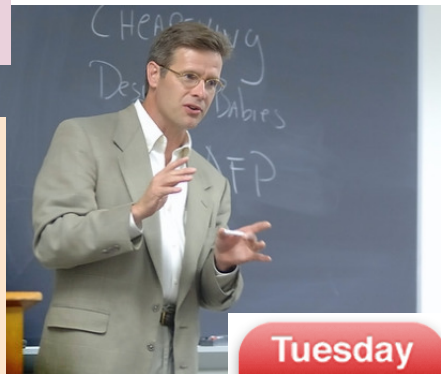


defining these elements creates your plan!

training

educate & engage
your volunteers

- scheduling
- presentation



Calendar

Manage

performance of your volunteers during camp



Recognize

valuable volunteer contributions



Retain

the **best** volunteers



Ensure a sustainable and flourishing volunteer corps for years to come

- sustainability
- flourishing
- corps



what did we learn?

- Why are volunteers so vital to a successful camp?
- What are the differences in volunteers?
- How does diversity influence volunteers' performances?
- What is your plan to recruit the ideal volunteer to fit your camp?
- How will you provide training to educate and engage your volunteers?
- How will you manage the performance of the volunteers during camp?
- How will you recognize valuable volunteer contributions?
- How will you retain the best volunteers?
- How will you ensure a sustainable and flourishing volunteer corps for years to come?



appendix



disclaimer:

- all images come from searching google images
- the speaker has received no compensation for the presentation
- all textual material is original
- all substantive content and presentation format was created by john girdwood using google documents

Learning Objectives (Required for CEU credits)

1. Develop a plan to recruit volunteers
2. Create a training course to educate and engage volunteers
3. Draft a strategic plan for volunteer retention

appendix: references



Allahyari, R. A. (2000). *Visions of charity*. University of California Press.

Fisher, R. J., & Ackerman, D. (1998). The Effects of Recognition and Group Need on Volunteerism: A Social Norm Perspective. *Journal of Consumer Research*, 25(3), 262-275. doi:[10.1086/209538](https://doi.org/10.1086/209538)

Putnam, R. D. (2001). *Bowling alone*. Simon and Schuster.

about john

John Girdwood has been enthusiastic about volunteering his entire life and was fortunate enough to realize his passion professionally in 2005 when he landed his first job managing a highly skilled set of pro bono attorneys for a non-profit legal aide organization. At the same time he was recruiting and retaining volunteer attorneys and legal interns, John began volunteering himself as a legislative assistant in the State of Michigan House of Representatives. Volunteering was such an important social issue to John that he decided to withdraw from law school to pursue and obtain a master's degree of public administration in 2008 and then went even further to begin his doctoral studies in sociology and group formation beginning in the fall semester of 2009 at Michigan State University.

about john (cont.)

Currently, as Coordinator of Volunteer services for a hospice in Michigan, John oversees a vibrant program of hundreds of volunteers. On one hand, his role includes managing a highly regulated hospice volunteer program that undergoes audits from JCAHO, Medicare, and the State of Michigan Department of Community Health. Additionally, John cultivates new initiatives that bring in community partners in the form of special events and fund development projects. From the patient companion volunteer to the hot dog vendor at NFL and PGA tour events, John ensures a mutually beneficial experience for every volunteer that walks through the doors of hospice.

Moving forward, John Girdwood aims to continue his support of volunteering through research and further publications.

He has written about "[Taking A Non-Profit From Incorporation To Sustainability](#)" and is now focusing on sociological issues as a PhD student at MSU. Researching trends on group formation and identity development of individuals, John continues to provide relevant and crucial volunteer management material to the non-profit community.