**Volunteer Involvement**

In thinking about volunteer work, how can we:

* Make sure needed work gets done in the most efficient way possible by people who are equipped to do it?
* Alleviate the burden on staff who are working too much and/or are not able to make their strongest contributions?
* Create opportunities for people to develop their skills and knowledge and deepen their level of involvement, if that aligns with their own desires and the needs of the organization?
* Provide opportunities for people we’ve bonded out to become involved, or increasingly involved with the work if they desire?
* Create a sense of cohesiveness and positive identification with the organization? (people feel a sense of community, and feel good about the group and their participation)?
* Other goals?

Questions:

* What would you do more of if you had the time?
* What is working in our current processes of recruiting, orienting, and putting volunteers to work?
* What is not working in our current processes?
* What tasks should be open to volunteers based on self-selection? What tasks should be open to volunteers based on invitation? (Who makes those invitations? How much transparency is desirable?)
* Looking at the matrix below, where do you think most of the work that volunteers currently do falls?
* Are we neglecting any of these quadrants (not providing opportunities in those quadrants)?
* Could any of our volunteer tasks be better accomplished if we thought of them as falling in a different box?
* How do we describe our volunteer work to people? Are we accurately representing the prerequisites and commitments required?
* Where do most volunteers who come to us fall in this matrix, in terms of their skill level and availability?
* Where do we tend to plug new people in along this spectrum? Based on what? Are we plugging people in to the appropriate quadrant? How do we know?

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|  | Requires only enthusiasm or availability | Requires developed skills, knowledge, or sensibilities |
| One-off or short-term tasks |  |  |
| Requires sustained involvement |   |  |

Note that this can be completed as a grid with quadrants or as more of a spectrum, with tasks moving from least experienced/specialized to most experienced/specialized. Time commitments can also be examined on a spectrum.

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| Task (either current or possible volunteer task) | What is needed to do this task? | Who currently does this task? |
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