

Selecting Volunteers for Needed Roles

With a clear mental picture of the volunteer qualities needed for your program and with a written role description in hand, you're ready to actually find the people you need. With over 50% of the U.S. population already volunteering and millions of others who just haven't quite found the right volunteer opportunity yet, you can begin matching people to roles.

Why People Volunteer

Who volunteers?

Homemakers • Students • Professionals in their area of expertise • People in transition from one career or life phase to another • Employees of corporations with active programs • Retired people • Working people seeking enrichment or new skills • People recovering from disease addiction, or emotional trauma • People caught up in enthusiasm for a cause • Parents interested in their children's activities • People with particular interest or hobbies, e.g., the arts • People in self-help groups, like co-ops, neighborhood associations • Singles seeking social contacts • Agency clients or former clients • People new in the community • People serving alternative sentences (Court Referral Programs)

Who Volunteers in your community?

List 10 specific groups. _____

Why do they volunteer?

The 43 reasons listed in McCurley and Vineyard's **101 Tips of Volunteer Recruitment**, may give you ideas for matching people's needs to your own program needs. People volunteer to:

Fill time • repay a perceived indebtedness • benefit someone they love • be with an involved loved one • set an example for children • work as a family • meet people • please someone else • have fun • gain skills • gain experience • be visible • gain "credit" • express their religion or belief • find happiness • use otherwise unused gifts or skills • carry on tradition • be a part of a group • maintain health • explore new learnings, ideas, etc. • heal grief, personal pain, abuses, etc. • avert loneliness • pursue an interest • show concern for a cause • get a tax benefit • counter-point paid work • extend their job into the community • fulfill an assignment • survive tragedy • test leadership skills • gain recognition • acquire self-confidence • be a change agent • right a wrong • work in a safe place • save money • have a purpose • be a 'good neighbor' • get out of the house • keep active • experience new lifestyles • feel a sense of power or success or accomplishment.

Why did you volunteer?

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Volunteerism for the Next Generation

