

Recruiting Volunteers

Importance of a volunteer coordinator

It is highly recommended that you find a volunteer coordinator. The ideal person buys into the concept of creating a great volunteer culture and environment, passionate about supporting other people and preferably would have been a volunteer to bring their personal experience to this role. Being able to motivate and influence are important skills, as are being enthusiastic and friendly.

Understand your people

- Consider surveying your members.
- What skills and experience do members of your organisation have which could be tapped into?
- What motivates your current volunteers?
- What do they value and what benefit do they get from volunteering?
- What would improve their experience? What stops people from volunteering?

Understand your organisation

- What tasks and roles exist?
- Are there role descriptions for all positions?
- Outline your volunteer workforce.
- Who is currently responsible for volunteers?
- Are they easily contactable?

What are the next steps?

Bring your people together to help create/affirm the culture of your club. Club Culture Programme ([Club Culture Information](#))

- Create opportunities to have face to face conversations through an event or gathering.
- Organise a pre-season event to bring volunteers together and show your appreciation.
- Use your club website and newsletter to advertise volunteer opportunities.
- Place posters and flyers at your club to advertise opportunities. Advertise on social media and community sites. Work with club coach to ID members with the attributes you are looking for.
- Outline the role and time commitment to allow for a better understanding
- Ask members and parents if there are jobs they would like to assist with around the club

Welcoming your new volunteers

- Holding a welcome to new members, volunteers and sponsor social function e.g. afternoon tea
- Have a of "Meet and Greet" for new volunteers
- Establish a mentoring system for new volunteers
- Team new members up with someone who can support them and show them the ropes
- Develop club apparel that people can purchase to build an affiliation with the club