

# VOLUNTEERS

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Long Tom Watershed Council

[www.longtom.org](http://www.longtom.org)

# Outline

- Volunteer roles and volunteer pools
  - Packets
    - ▣ Steering Committee/Board of Directors
    - ▣ All Volunteers
  - Lessons learned
  - Q&A
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- Relevant LTWC characteristics –university in town, urban population and less populous rural areas. No volunteer coordinator.

# Volunteers with LTWC

Volunteer roles	Volunteer Pools
Board, Tech Team, Standing committees	Community leaders
Individual projects (e.g. conservation strategy crosswalk)	Skilled and service-oriented people
Surveying/monitoring (more depth/longer term)	Retired professionals, college students, landowners, board members, church groups, service organizations , clubs
Planting and Mulching	Groups of students, boy scouts, bank & corporate employees, church groups, service orgs, clubs
Meeting host, Greeters, set-up & take down, information and resources librarian	Individuals that “just want to help”

# Sample materials

- Board member packet – can use for tech team, standing committees
  - ▣ Application and press release
  - ▣ Recruitment tracking
  - ▣ Skills profile
- Volunteers packet – recruit, keep, re-engage
  - ▣ Interviewing: Support them in interviewing you (2-way)
  - ▣ Interest & Involvement form (document interest and skills)
  - ▣ Decision support flowchart (it's okay to say you can't think of anything specifically at this time)

# Lessons Learned

- Committees –
  - ▣ Staff them (or don't bother), consider alternatives (1 or 2 person committees), be efficient (day time meetings 7am or 4pm, 1 hour, 2 topics with extra “pocket” items)
- Thank you's and Gifts –
  - ▣ Say specifically how they helped; try for story of benefit to someone else (besides you/staff or generally “council”)
  - ▣ Create system and track date/ person/ reason
  - ▣ Fish pins from WM Spear @ 50 hours or unusual contribution (fiddlers)
  - ▣ Framed pictures of projects, engraved cutting boards
  - ▣ Logo and/or stuff that advertise commitment to principles/values/mission. Hold t-shirt design contest.

# More lessons and ideas

- Decide how to use alumni and high-level supporters for the most challenging work
- Use relationship with college profs instead of broad call to students
- Keep a searchable member/volunteer database
- Keep board candidate nomination list
- Create officer roles as separate PDs. Have officers adjust as group each year?
- Job titles. Interweave committees. Personal recruitment.

# Volunteer Pyramid

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**Innovators / Advisors / Friends**  
(e.g. donors)

**Dedicated / core volunteers**  
(e.g. board, tech team)

**Ad-hoc volunteers**  
(e.g. committee members, special projects)

**Ad-hoc volunteers**  
(e.g. events, issues)

**Drop – in volunteers**  
(e.g. event participation)

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