

Recruiting Volunteers

Before you begin asking for volunteers, consider these questions:

Why do you need volunteers?

What position will they hold?

What will they be doing?

What type of person are you looking for?

Do they need to be good with a checkbook?

Have good phone skills?

Enjoy talking to new people?

What can you do to support volunteers once they agree to start?

Maybe you've done the job before and can answer questions.

SmartBooks offer many tips and guidelines for FRG volunteer jobs, and your FRG Leader, Advisor, or Assistant can always answer questions, too.

What is it about the volunteer position that is likely to appeal to people?

What made you think they'd be a good volunteer a specific position?

Once you have these questions answered, you'll be ready to answer their possible questions and it's easier for you to ask people to volunteer. If you notice you have an FRG member who introduces herself to all the newcomers at the FRG meetings, ask her to head up your welcoming committee. Or she may be a great POC as well.

When you do ask, tell the person exactly why you asked them – their ready smile, they're willingness to reach out to others, their ability to answer questions about the community, etc. It's a lot easier for people to agree to take on a volunteer position if they already know they have the basic skills to do the job! Family Readiness Support Assistants can help you with more tips – just ask!

Tips for Recruiting Volunteers:

Be Descriptive. Know exactly what you're asking the volunteer to do, how much time it will take to do it, and how this job fits into the organization as a whole.

Benefits. Be prepared with the knowledge of what benefits this volunteer job has to offer the volunteer and present them clearly.

Follow-up. Be sure you check back with the person and also that you have their contact information. It is often in the follow-up that you are able to recruit the volunteer.

Four Typical Motivators of Volunteers Include:

Praise. Individuals who are motivated to volunteer by praise typically enjoy recognition for their talents and like being singled out for their accomplishments. Since others readily see these volunteer efforts, offer them public recognition at an event, a recognition spot on your web site or in your newsletter, or a letter thanking their Soldier or family.

Affiliation. Individuals who are motivated to volunteer for affiliation enjoy opportunities to get together with others with similar beliefs, backgrounds, and goals, and don't often find working alone very satisfying. As a result, you should recognize the efforts of these volunteers through social get-togethers, an official name-badge, or a public posting of all your FRG volunteers.

Accomplishments. Individuals who volunteer for a sense of accomplishment enjoy seeking concrete evidence of their work and like practical, tangible projects. To recognize these volunteers effectively, offer them certificates of accomplishment at specific stages in their work or a special place to put completed projects. Reward them by nominating them at post recognition ceremonies or other volunteer recognition opportunities.

Power and Influence. Individuals who are motivated to volunteer for power and influence typically like persuading people to see or do things their way, enjoy showing people a better, easier way of accomplishing an objective and like positions where they can help make decisions or train people. These volunteers will most appreciate titles or rank insignia, a special parking spot, or involvement as a speaker at your FRG workshop.

Make sure you show your volunteers how valuable they really are!