



## Considerations for Recruiting Volunteer Leaders

### VOLUNTEER CANDIDATE PROFILE

*What should we look for in volunteer applicants?*

- **Unquestionable integrity**
- Charitable intent
- Interests match your mission, goals and values
- Interests and skills match your project/program/activity
- Demonstrated commitment to your NPO
- Uncommitted time to dedicate to your project
- Effective recruiter and motivator of others
- Able and WILLING to delegate
- Good at follow-through – do what they say they will do
- Peer of your target audience
- Name recognition in the community being solicited

### VOLUNTEER BENEFITS

*What benefits can we offer our volunteer “employees?”*

- Provide a vehicle for their passionate cause
- Satisfy their charitable intent through shared core values
- Help them make a difference in the community
- Match their interests with our mission and/or specific event activity
- Give them pride and credibility by association with a highly-regarded nonprofit organization
- Provide recognition in the community, especially with their peers
- Create networking opportunities
- Recognize them publicly as a leader
- **Have FUN!**

### RESPECT FOR VOLUNTEERS

- Treat each volunteer as an individual
- Communicate clear expectations, guidance and goals
- Use written, transparent communication
- Allow for creative control and input; allow them to test new ideas/trends
- Appreciate their unique talents, professional advice and experience
- Seek their counsel
- Be good stewards of their gifts of time, talent, treasure and influence
- Respond promptly to questions and concerns
- Do an evaluation, seek feedback
- Implement adjustments, as needed
- Have realistic expectations
- Have strong infrastructure; be organized
- Frequently recognize and acknowledge their valuable contributions to the organization
- Say, **“Thank you, thank you, thank you!”**