**Proposed Questions**

1. Can you explain the difference between the **six** volunteer opportunities?

1)Homework helpers 2)Bedtime Readers 3) Volunteer Groups 4)Activities Volunteer

5) Group Service Opportunities 6) Wind Down Helpers

1. Do any of the volunteer opportunities require additional training beyond the information session and the orientation?
2. What areas are in the most need of volunteers? >which of the six volunteer opportunities are the easiest to fill?
3. Is there an emotional aspect that drives volunteers to invest their time spent with the children? (personal stories/experiences)
4. How many volunteers will continue to volunteer beyond the requested six month commitment?
5. Do you have prerequisites or an interview process in addition to the information requested and provided in the volunteer application that might help you determine if volunteers qualify or would be a good fit?
6. Is there a time of year when there is in influx or shortage of volunteers?
7. What is the most common avenue to reach out to SAFE email/phone/in person
8. What is the most common way volunteers sign up, find you, or contact your organization?
9. What type of time requirements do most potential volunteers express they are comfortable investing?
10. How do you encourage individuals to volunteer and what are the hurdles to recruiting volunteers?
11. The volunteer application is a PDF, any particular reason why? Would it be helpful in any other format?

**Interview with HHH (Jasmin Reardon)**

>there are two super common types: very young college students (typically 18-22 years old) and business projessionals who range from late 20;s into their 40’s

>All of our primary service opportunities are fairly similar, meaning that thye work directly with the children we serve. Our area of need is often on the weekend, as most volunteers reserve that for familycentered time. When we have large groups ovolunteer, they prefer to do behind the scenes projects, such as maintenance and organization.

>That is the maximum level of training required (which is about 4 hours workth of training hours). Group volunteers are often 1 tiem visitors, so their amount of training is much less to none. Basically they are informed about safety protocols and confidentiality.

>there are a handful of primary categories: 1. College students interessted in the social work field 2. kProfessionals or individuals who want to contribute to the community 3. Survivors of childhood trauma

>potential volunteers are fairly respectful to the process because the state mandates specific aspects to be included in the training and information

>some volunteers will turn in their applications in person after printing their PDF in person and filling it in by hand writing the responses

>Jasmin/HHH hold 1 to 3 sessions a year with about 50 people(ish), most people can use the PDF, this is kept only for the sake this is done in the past three years having a bit of difficulty with the PDF

>Difficulty finding the volunteer tab, with folks unfamiliar with internet and drop down menus, her perception of folks who struggle with the the PDF or website in general are 40’s and older and those who may be ESL

>Volunteers who struggle to find the volunteer tab or have general questions will call split with email their questions, \*Jasmin states that email is the best way of getting a hold of her and she prefers so she can keep track of correspondence to refer back to when speaking to people

>Jasmin would like the volunteer page to have its own menu tab on the home page

>a large number of volunteers are college students which kind of puts a limit on the length of time people will volunteer because they will base this by semester, however a number of those will return even if they do not need it for class, Jasmin states a class requirement is a common motivator for her volunteers

>They have a number or long time volunteers, one has been volunteering for 20 years another for over seven years and specifically as a night time reader

>most of the volunteers plan to stick around past the six month time frame, Jasmin finds that life style changes end up being the most common factor of volunteers leaving, having their own children, moving, etc.,

>There are specific items in the PDF that are required and that they would not want to remove, a professional evalutated their PDF for the volunteers and designed it in a way that would help, the interview “Jasmin” to identify potential child predators

>other items in the PDF are required and left in to reiterate the confirmation of being emotionally ready and set up front the requirments and behavioral expectations of the volunteers

>This is also a bit of CYA (my words) so that if something comes up with a volunteer the documentation is available to support the fact that HHH did their part in laying out expectations of volunteers

>The summer is when HHH is shortest of volunteers

>Prerequisites are criminal background, drug test, etc.,

>Jasmin aims to be as transparent up front with the volunteer process and expectations as possible

Steps for sign up process

1. Send in application
2. Jasmin will respond with and email
3. They sign up for information session by RSVP- references are called at this time
4. They sign up for an interview
5. Drug test and background check
6. Sign up for orientation session which is 3 hrs. – aim is to demystify any misconceptions about the organizations such as, 1. They are not an orphange 2. They kids have specific rules and expectations of behavior and interactions with the staff 3. (my insight) These children are at the home because they have specific bahavioral issues which makes it difficult for them to attend a traditional school or stay and a traditional foster home or foster care,