



VOLUNTEER INVOLVEMENT

WHERE DO WE FIND OUR VOLUNTEERS?

- Workplace – local businesses
 - peers
- From bowling leagues
 - League executives
 - Friends
- From YBC
 - Parents
 - Grandparents
 - Graduating Seniors
- Retired senior citizens
 - Have a lot of time on their hands
 - Usually looking for things to do
 - Have been bowling for a long time and want to give something back to the game
- Bowling centre staff
 - Proprietors – they have an investment because it is their business
 - Students working part time – they have knowledge of the game
- Contact high schools
 - Community service hours
 - Special Ed classes
- Bowl For Kids' Sake
 - Local charity organization
- Advertise
 - Through Association newsletters
 - Through Association websites / face book page
 - Provide list of positions available with a detailed job description
- Utilize snap magazine
 - Go to www.snapnewspapers.com for a listing of snap magazines that are available by town/region.
- Local cable
- Interaction by board members with spectators at events i.e. Open/Youth Challenge Tournaments
- Recruit volunteers for special events only (i.e. Open qualifying rounds)
 - No long term commitment
 - Let them get their feet wet
 - May become a full time volunteer at a later date
- Complainers
 - Ask people who complain about how things are being run to come out as a volunteer and help out.

HOW DO WE RETAIN OUR VOLUNTEERS?

- Appreciation / Recognition
 - Put up posters in bowling centres with pictures of volunteers
 - Appreciation certificates – very inexpensive way to recognize volunteers. Word has a number of different templates available of certificates.
 - Volunteer of the Year award. Ask league executives to send in bios to the local association. The Zone / DC would review and select a Volunteer of the Year.
 - Give the recipient a framed picture of himself/herself along with the description of why they were chosen
 - Hold an appreciation night or luncheon
- Written recognition
 - In Association newsletter
 - On Association website or facebook page
- Start them off with something small
 - Don't overburden them
 - Have them job shadow. Mentor with an experienced volunteer
- Make them feel important.
 - Verbally thank them for a job well done. Thank you's go a long way
 - Be accessible to them. Make it easy for them to reach you if they have questions or concerns.
- If someone comes to you with a suggestion or an idea for a program, have them help develop it, and if it is viable move forward with it and keep them involved in the project.
- Invite them to Association Annual General Meetings
 - A great way for the volunteer to understand how our Association works and helps reinforce their reasons for volunteering.

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