

VOLUNTEER RETENTION

Tips for Retaining Volunteers

1. Establish positive relationships - this is the key to working successfully with volunteers.
2. Support and encourage your volunteers through open communication.
3. Work harder to retain your volunteers once they have been recruited.
4. Ensure their volunteer position meets their expectation. Is there a good fit between the volunteer and the job?
5. Treat the volunteers with respect and friendliness.
6. Provide orientation and training.
7. Ensure program information is accessible and shared.
8. Ensure volunteers receive both formal and informal recognition.

Four Best Practices

1. Creating a quality volunteer experience.
 - Meet volunteer expectations
 - Provide the right amount of supervision, support and recognition
 - Make volunteers feel part of a team
 - Give volunteers respect and involve them in decision-making
 - Provide meaningful work
 - Ensure their time is well spent
2. Developing a 'true believer' in the cause of the program. This means that:
 - Volunteers see value in their contribution
 - Volunteers see the impact of what they do and the positive effects on the students
 - Volunteers who have personally experienced hunger and understand the importance of proper nourishment



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3. Providing organizational support. Volunteers know and understand that:
 - The school community is committed to and supports the program
 - Orientation and training will be provided
 - They are part of a team of people working together to ensure children attend school well-nourished and ready to learn

4. Ensuring the volunteer gets more than they give. When volunteers:
 - Gain additional skills you have given them “added value”
 - See positive change has occurred
 - Feel wonderful about their contribution

