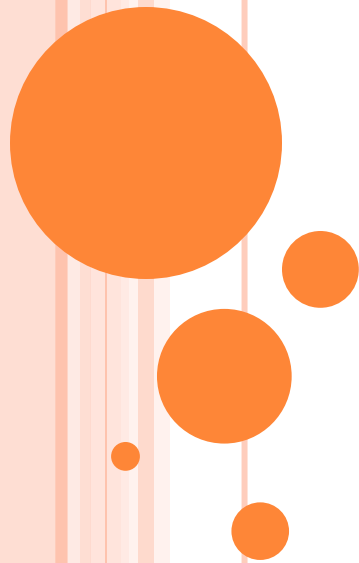


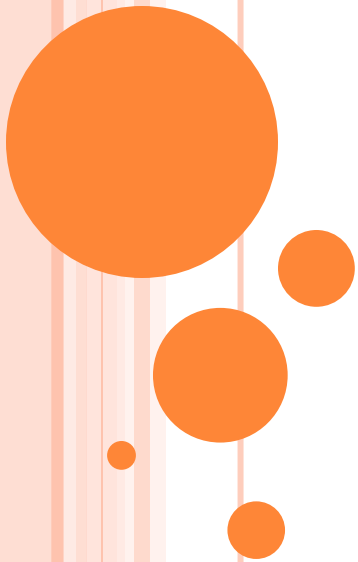
GROWING YOUR VOLUNTEER TEAM

Election 2016 and Beyond

2016 NCIL Annual Conference



Find the GOTV Manual:
www.ncil.org/votingrights



TODAY'S PRESENTERS

- **Michelle Bishop**

National Disability Rights Network

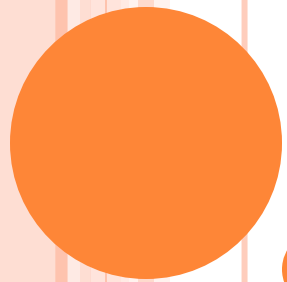
- **Sha Stephens**

Arkansas State Independent Living Council

- **Delores Tejada**

Community Resources for Independent Living





RECRUITING VOLUNTEERS

WHERE TO RECRUIT VOLUNTEERS

- Decide on the Characteristics that the volunteers should have ranging from age, gender, place of residence.
- Build a list of Consumers and members of the disability community who you see often
 - Meetings, rallies, Chamber of Commerce Events
 - Church, Colleges
 - Word of Mouth
 - Social Media, twitter

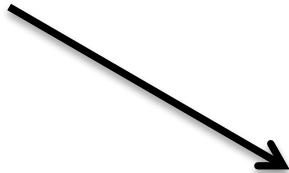


USING TOOLS TO RECRUIT

- Newsletters/Flyers
- Email blasts
- Phone Contacts
- Websites
- Business Cards



- Example: Back of Business Card:



**Volunteers
Wanted!**

Vision Mates,
Events & Community Giving,
Ambassadors,
Ambassador Assistants,
Reception,
Office Assistant





ASSIGNING VOLUNTEERS: PASSIONS & TALENTS

IN A NUTSHELL

- o Get to know volunteer candidates better
- o Find out their passion →
- o Find out what the personal motivation is for being involved in the project
- o Identify the leaders that can take on task such as



- Voter Registration Outreach →
- Coordination of the logistics for the day
- Phone Banks



BUILDING YOUR TEAM

The One-On-One Conversation

○ The Questions

- Who?
- What?
- Why? Why? Why?



○ Probing Questions

- Transparent and Truthful: Reciprocal
- Personal but Professional

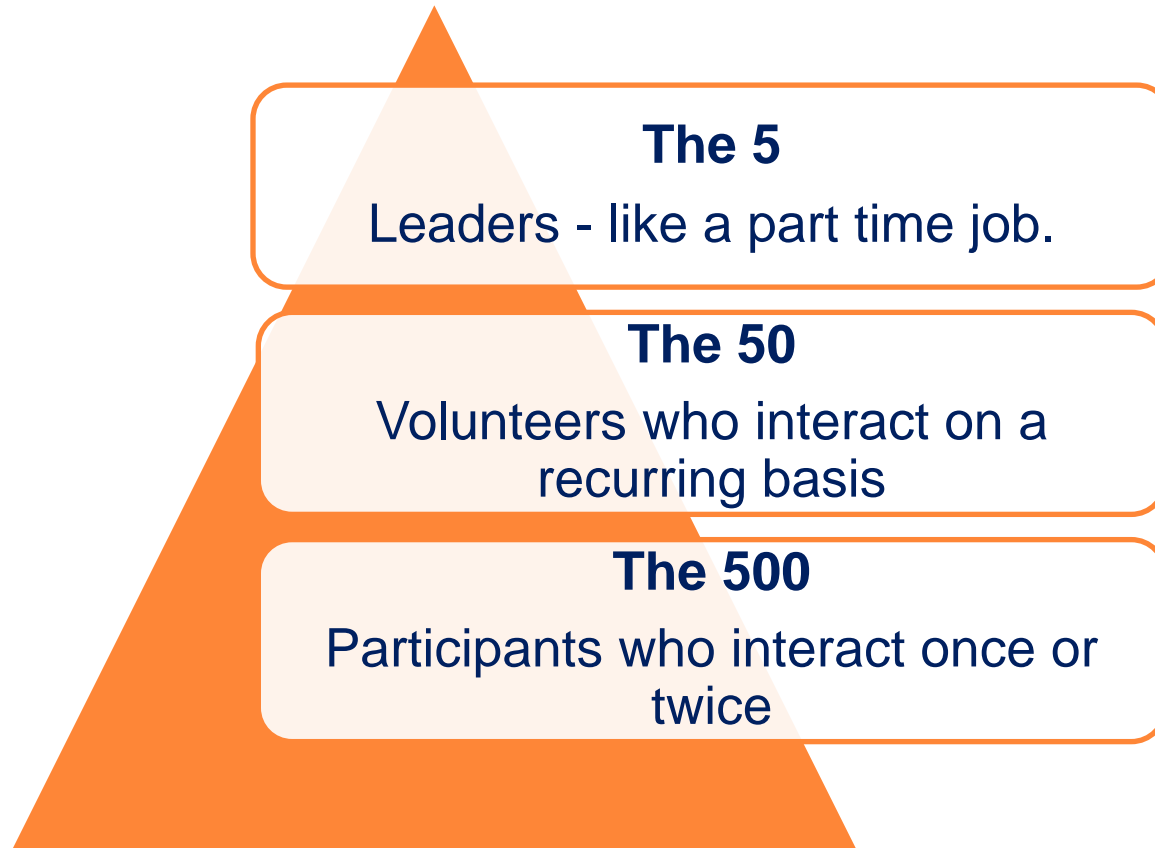
○ Round 2: The Catch Up 1 on 1

- Holding accountable



BUILDING YOUR TEAM

Pyramid Identification



They Choose: Self Identification = Accountability





MANAGING "PROBLEM" VOLUNTEERS

STARTING STRONG TO AVOID PROBLEMS

- Recruit enough volunteers to avoid volunteer fatigue/wearing out who you've got
- It is tempting to save time by skipping the one-on-one conversation, but...
 - Volunteers will feel less connected to you
 - It will be much harder to place volunteers effectively
- Evaluate continually
 - If a volunteer placement is challenging, consider moving the volunteer to other tasks
 - “Level up” volunteers who are thriving to avoid volunteer boredom



PROBLEM-SOLVING YOUR VOLUNTEERS

What to do when your volunteer...

- Doesn't play well with others
- Runs hot and cold
- Won't do "menial" work
- Offers services you can't use or who has "brilliant" ideas and insists you adopt them
- Becomes indispensable...and obnoxious
- Doesn't remember he or she volunteered





BUILDING A BASE:
KEEP 'EM COMING BACK

KEEP VOLUNTEERS COMING BACK

- Appreciation of the time
 - Provide membership benefits
 - Investment of Time = to financial investment
 - Recognize top volunteers



KEEP VOLUNTEERS COMING BACK

- Thank Volunteers
 - Always provide lunch and/or snack
 - Depending on length of event
- Spend time interviewing Volunteers
 - Personality (shy or outgoing)
 - No facial judgement (looks can be deceiving)
- Match Volunteer to Ability



KEEP VOLUNTEERS COMING BACK

- Bringing out the Reinforcements

- People reinforce People
- TEAM WORK IS DREAM WORK
- Volunteers are not Robots
 - Spend time with volunteers
 - Join in on duties that you are asking them to do
 - Aspire others to act by leading the way



KEEP VOLUNTEERS COMING BACK

- Always feed volunteers
- Provide name tags
- Have volunteers to sign in for documentation
- Mention volunteers during closing remarks or at other meetings
- Always let the volunteer coordinator of the organization /college know how well volunteers assisted
- As the leader of your organization, learn your volunteers by name if possible to give them a sense of ownership and pride.



QUESTIONS?

Find the GOTV Manual:
www.ncil.org/votingrights

2016 NCIL Annual Conference

