



Creating the Welcome

Richmond Cares, Richmond Gives



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Agenda

- Benefits of Volunteering
- Barriers to Volunteering
- Boosting Engagement
- Best Practices
- How welcoming is your committee?
- Why people Volunteers
- Why Volunteers stay with an organization
- Why volunteers leave
- Retaining Volunteers





“Everything you do as a volunteer manager is either an invitation for the volunteer to stay or an invitation to go”

- Tobi Johnson





Benefits of Volunteering



- Explore Careers / Work Environments
- Gain work experience and obtain references
- Meet new people / create connections / connect with your community
- Learn new skills / receive training and education
- Give back to your community
- Stay Active
- Reduce stress, anxiety and depression
- Increase self-esteem



Individual Barriers to Volunteering



- Time Constraints
 - Lack of available time to commit to volunteering
- Health Limitations
 - Health issues restrict individuals' ability to participate
- Information Gaps
 - Insufficient information about volunteering opportunities limits awareness and participation
 - Lack of confidence / feeling they lack the skills required
- Language Barriers
 - Limited proficiency in the language required for volunteering can prevent people from contributing



Environmental Barriers to Volunteering



- Accessibility
 - Volunteer opportunities may be far from where they live
 - Poorly served public transit
 - Physically inaccessible to those with disabilities
- Scheduling
 - Volunteering options may not align with the available times of potential volunteers
- Technological Barriers
 - Online applications, training or communication requirements can exclude those without digital access / skills



Systemic Barriers to Volunteering



- Organizational Practices
 - Rigid or exclusionary screening processes
 - Unrealistic roles expectations
 - Lack of flexibility
- Cultural and Societal Attitudes
 - Some groups face discrimination or lack of a sense of belonging with traditional volunteer settings
- Socioeconomic Inequity
 - Poverty, insecure employment and systemic racism can limit both awareness and access to volunteer opportunities
- Lack of Institutional Support
 - Lack of resources to accommodate or recruit diverse volunteers, offer necessary training or provide incentives



Recommendations to Boost Engagement



- Reduce Barriers
 - Identify and minimize obstacles that prevent participation
 - This will look different for each community
- Enhance Motivations
 - Develop incentives and recognition to motivate volunteers
- Boost Volunteer Engagement
 - Implement policies and supportive programs



Best Practices



- Welcome Package
 - Current projects / Goals
 - Committee Contact Information
 - Task specific committees
 - Collect their name and email address

- Orientation
 - Review the technology and tools you use (if any)
 - Standards or practice / protocols
 - What to expect during your meetings
 - Overview of the space, bathroom locations, water/snacks
 - Collect their name and email address



Best Practices



- Review last meetings happenings at the beginning of each meeting
- Reduce the use of Jargon / Acronyms
 - Explain it to the new volunteer
 - Supply a terminology hand out to new volunteers
- Touch base with newer volunteers after meetings
 - Assign a committee member to do this
 - If you don't already have someone overseeing new volunteers, it's time to create a welcoming committee



Best Practices



- In person meet ups
 - Even if it is only twice a year
 - connecting in person helps solidify relationships and connections
 - Ignites individuals' passions and reinstates their drive to assist in your mission
- Remember Volunteering should be fun!



**Why would someone
volunteer with HUB Cycling?**



Why HUB Cycling?



Your **Cycling** Connection

- Care about the issues
- Health benefits
- Environmental benefits
- Safer walking spaces
- Meet likeminded people
- Make a difference



A Volunteer Experiences Must Be



- **Inclusive** – Offering inclusive opportunities and experiences
- **Flexible** – adapt to the variety of volunteers
- **Impactful** – Maximizing the impact volunteering has on the volunteer and those they help
- **Connected** – Build strong connections
- **Balanced** – Ensuring an appropriate level of information
- **Enjoyable** – Make the experience enjoyable for volunteers
- **Voluntary** – Ensure it always feels truly voluntary
- **Meaningful** – Support volunteers to give in ways that are meaningful to them



“We don’t pay people with money –
we pay with meaning”

- Rob Jackson





How Welcoming is your Committee?



- How welcomed do volunteers feel?
 - Do you know?
- Why do you continue to volunteer with HUB Cycle?
- What would improve upon your experience of joining a committee?
- How can you make someone feel more welcomed?



People Volunteer Because



- They want to make a difference
- Personal growth / skills development
- Social connection or sense of belonging
- Career advancement
- Health and wellbeing



Volunteers Stay Because

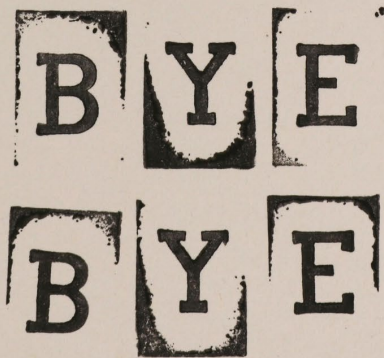


- **Enjoyment** – Positive experience
- **Sense of contribution** – Satisfying experiences
- **Pride in the organization** – Strong connections



Volunteers Leave Because

- Unmet expectations – Motivations aren't met
- Time constraints – actual time commitment differs
- Changing circumstances – cannot accommodate changes





Retaining Volunteers



- Ensure volunteers feel **valued** and **appreciated**
- Provide opportunities for **growth** and **development**
- Build a **positive** and **supportive** environment
- Encourage **meaningful engagement**



Valued and Appreciated



- Show appreciation for one another
- Build relationships
- Highlight the impact
 - Celebrate your successes



Growth and Development

- Offer training and support
- Create mentorship opportunities
- Offer diverse roles and opportunities





Positive and Supportive Environment



- Set clear expectations
- Offer flexibility
- Create an inclusive culture
- Communicate effectively



Meaningful Engagement



- Match role with skills and interests
- Foster sense of purpose
- Encourage collaboration and teamwork



Questions?



“You make a living by what you get.
You make a life by what you give”

- Winston Churchill

