

**Implementing the Strategic Prevention Framework in Vermont
November 19-20, 2009**

**Coalition Sustainability Overview Part II- Volunteer Recruitment and
Management *Andy Robinson, Non-Profit Consultant***

Session Output

What makes an effective volunteer experience?

- Orientation and Training
- Clear Evaluations
- Organizational Development Training
- Personal Relationships Trump Everything
- Look for the Teachable Opportunity
- Recognition
- Feed 'em
- Ask for Their Input
- Joy: Have Fun!
- Specific Tasks Organized in Advance
- Create a Safe Space
- Realistic Expectations
- Empowerment Model
 - Good Matchmaking Between Tasks and Skills
 - Being Open to Feedback
- Be Ethical
- Be Organized

- Bring in New Blood
- Know Your Own Limits
- Create a Volunteer Pipeline

- Write Job Descriptions, Recruitment Sheet
- Measureable Outcomes
- Honor the Long-Timers
- Don't "Tokenize"
- Create Good Agendas and Honor Them
- Focus—Through Accountability

Know the Issues
Know the Community. Be Connected.

Be Willing to Fundraise
Be Connected to Funding
Fundraising Experience
Other Board Experience
Grants Management Expertise

Vision/Big Picture
Policy Knowledge

Be Energetic. Be Passionate.
Be Proactive. Flexible. Resilient. Creative.
Be a Quick Study
Attends Meetings
Participates
Diversity
Opportunistic/Entrepreneurial
Politically Sensitive
Diplomatic
Devil's Advocate
Altruistic
Respectful
Good Communicator
Consensus-Builder
Sense of Humor
Comfort with Conflict
Facilitation Skills
Likes Youth
Clients/Consumers
Youth
Marketing Skills