



Action Plan

Strategies for Engaging Shorter Term Volunteers
Minnesota Association for Volunteer Administration (MAVA)

Assessment

How are shorter term volunteers are currently contributing to mission and strategic plan?

1. What portion of your volunteer roles are currently designed for volunteer less than three months?
2. What portion of your volunteer roles are for one time volunteers?
3. What reasons might you want to change this?

4. Where do you want to end up?

*No shorter
term*

7

6

5

*About half
and half*

4

3

2

*All shorter
term*

1

Strategies – List ideas to try

Organizational Preparation

1. Gain buy-in of key leaders for why shorter term volunteer positions will help achieve mission.

2. Train and support staff for working with shorter term volunteers.

Volunteer Position Design

3. Design high functioning volunteer roles for positions that are three months or less. Assess ROI before implementing positions.

4. Write position descriptions with a simplicity that reflects this is a shorter term position.

Recruitment and On-Boarding

5. Simplify volunteer application, assignment and scheduling.

6. Build a pipeline to bring volunteers to your organization.

7. Identify efficiencies in orienting and training volunteers.
8. Convey the impact of the volunteer position.
Support and Recognition
9. Develop quick ways to build personal relationships with volunteers.
10. Simplify recognition to be appropriate for the scale of time volunteered, but still meaningful to the volunteer.
Evaluation
11. Keep key data to evaluate effectiveness of shorter term volunteers
Cultivation
12. Develop systematic ways to ask volunteers to help again.

Prioritize Strategies - Circle the three to five of these strategies above that are most critical to advance involvement of shorter term volunteers in your organization now.

Work Plan

This week I will:	Over next three months I will:
1.	1.
2.	2.
	3.
	4.