

Volunteer Recruiting Do's and Don'ts

When recruiting individuals for your program, here are some reminders of dos and don'ts.

- Do be enthusiastic. Potential volunteers will be excited about your program if they see you are.
- Do allow people to say no gracefully. If the volunteer feels pressured to participate, his commitment may be half-hearted or filled with resentment.
- Do make an attempt to involve more people than repeatedly asking those who have volunteered time before. You don't want burnout.
- Do be honest about time commitment, position requirements and program expectations.
- Remember volunteer positions that are well designed will fulfill needs for the volunteer, as well as your organization. Be careful you don't fall into the trap of feeling you have to snag people to get the position filled.
- Don't try to grab people who are the last ones out of a meeting area.
- Don't recruit by guilt. "I've tried everyone else and you're my last hope!"
- Don't start with unrealistic expectations. This will be a lose-lose situation. For example, don't tell the prospective volunteer it will only take an hour a week when in reality it will take four.

Source: Good Samaritan Ministries, 2005