

RETHINKING VOLUNTEERISM: Hello Community Leadership!

**Facilitated by
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- 15 minute intro
- 15 minute break out groups for question 1
- 10 minute recap of each break out group
- 15 minute break out groups for question 2
- 10 minute recap of each group

- 20 minutes of how to move forward
- = 85 minutes

RETHINKING VOLUNTEERISM

PROBLEM: as food banks become increasingly professional, the demand for food increases and contributions decrease, we have to ask ourselves:

ARE WE TRULY SOLVING THE PROBLEMS OF OUR COMMUNITIES?

RETHINKING VOLUNTEERISM

How can food banks use unique and professional skills of members of our communities to help us solve hunger and nutrition problems?

RETHINKING VOLUNTEERISM

Food banks are generally doing well when it comes to attracting and utilizing volunteers, **but can we do better?**



RETHINKING VOLUNTEERISM

ALERT!
Radical
thought

By bringing the community into our food banks, and having our neighbors take ownership of our programs, we are making our programs sustainable and scalable



RETHINKING VOLUNTEERISM

From Stanford Graduate School of Business:
STANFORD SOCIAL INNOVATION *review*

**“The New Volunteer
Workforce”**



RETHINKING VOLUNTEERISM

Nonprofits rely heavily on volunteers, but as whole organizations, most do a poor job of managing them. When channeled correctly, volunteers can be a highly valuable asset.



President of a local bank, sorting cans.

RETHINKING VOLUNTEERISM

From, "STANFORD SOCIAL INNOVATION *review*"

1. The value of volunteer work is somewhere between \$17-\$22/hour
Volunteers can do much more than stuff envelopes and sort cans.

Wern →



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From, "STANFORD SOCIAL INNOVATION *review*"

Non-profits need more "free" talent because:

- 1. Economic downturn / money to hire is scarce & demand for services is up**
- 2. High turn over among younger staff in non-profits**
- 3. Leadership drain on organizations as baby boomers retire**

RETHINKING VOLUNTEERISM

From, "STANFORD SOCIAL INNOVATION *review*"

Opportunities to rethink volunteers:

1. **New talent pool of savvy managers is opening up, composed of retirees and the unemployed**
2. **Assist with fundraising and strategic planning**
3. **Help with non-profit leadership issues / organization turn-over**
4. **Offer training and other enrichment skills**

RETHINKING VOLUNTEERISM

Examples:
Ann & George



RETHINKING VOLUNTEERISM

CHALLENGE:

How to build a structure where traditional volunteers, advocates, contributors, agencies, elected officials all feel like a part of your food bank, beyond traditional volunteer conduits?


RETHINKING VOLUNTEERISM

1. **WHAT ARE THE POSSIBILITIES?**
2. **WHAT ARE THE PROS AND CONS OF HAVING UN-PAID PEOPLE BE DEEPLY IMMERSSED IN OUR CAUSE?**
3. **GIVEN WHAT WE CAME UP WITH FOR 1 & 2, HOW CAN WE MOVE FORWARD?**

RETHINKING VOLUNTEERISM

QUESTIONS TO ASK OURSELVES:

1. **Should all staff have to engage and interact with volunteers?**
2. **Where can we bring change?**
3. **Are there departments that should be excluded from volunteers?**
4. **Is it worth it?**
5. **Can we be a volunteer clearinghouse for our agencies?**



Please sign up with your email address so we can share sources and references after this workshop!

Thanks!

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