

Frustrations that result in members leaving:

- Too much administrative work
- Too little/ too much work
- Apathy/ lack of initiative from other members or agency staff
- Lack of continuity in programming
- Lack of understanding of AmeriCorps by others (or self!)
- Lack of consistency among volunteers and other program persons
- Having to learn to deal with people where they are, not where they are “supposed to be”
- Limited resources
- Lack of support
- Lack of comfort



The following challenges that volunteers experience in themselves or others also may contribute:

- Taking failures personally
- Lack of money
- No end to the need
- Materialism
- Isolation
- Frustration
- Powerlessness
- Exhaustion
- Lone voice
- Apathy
- Negativism
- Fatigue
- Bitterness
- Personality conflicts
- Not making a difference in agency
- Ignorance
- Complacency
- Cynicism
- Anger
- Impatience
- Sadness
- “Know it all” ism
- Polarization
- Insincerity
- Depression
- Loss
- Arrogance



What people need...

- GOOD FIT!!!!!!!!!!!!!!

To make a difference

- To feel supported & have a sense of belonging
- To have benefits in the now
- To have benefits in the future
- A chance to live out their idealism
- Support in growing as an individual
- Expectations met

- GOOD COMMUNICATION!!

- Ability to feel validated in their struggle
- Safety!
- Comfort
- Ability to know what is “normal.”
- Knowledge in how to balance and handle stress



