



Workshop Session #1
Driving our Mission: The Impact of Retired, Experienced Non-traditional Volunteers
November 6, 2019

Exercise

Current State Assessment

- List three strategic goals for 2020-2021.
 - a) How do volunteers currently participate in the achievement of these goals?
 - b) What skills/knowledge base would be helpful in supporting your staff as they seek to achieve these goals?
 - c) How do you currently identify and track key performance indicators (KPIs) for these goals?
- List your current recruiting strategies.
 - a) Do you clearly link your organizations annual goals to methods for recruiting?
 - b) Do you clearly link your organizations annual goals/strategies/tactics to job descriptions?
- In which key area does your organization excel? Struggle?
 - a) Finance function
 - b) Strategy
 - c) Development
 - d) Communications
 - e) Religiosity
 - f) Operations
 - g) Legal
- In its current configuration, how does your volunteer program look?
 - a) Age, demographics
 - b) Reflect the people you serve
 - c) Include individuals from challenging economic circumstances



Desired State

- Link to strategic goals for 2020-2021
 - a) Volunteers will participate in the achievement of these goals.
 - b) The volunteers will fill gaps in knowledge/skills on our staff and will have explicitly defined job descriptions focused on this involvement.
 - c) We will link leadership's key performance indicators (KPIs) to volunteer expectations.
- Recruiting strategies
 - a) All recruitment will be linked to annual goals.
 - b) All volunteer job descriptions will include clear language that delineate organizations annual goals/strategies/tactics to job descriptions?
- Recruitment will include specific volunteers to augment the ability of the organization to address its areas of weakness. Recruitment will include specific volunteer opportunities targeting those seeking to work in areas in which we excel.
 - a) Finance function
 - b) Strategy
 - c) Development
 - d) Communications
 - e) Religiosity
 - f) Operations
 - g) Legal
- The configuration of the program will be modified to support the participation of experienced advisors.
 - a) Age, demographics
 - b) Reflect the people you serve
 - c) Include individuals from challenging economic circumstances
 - d) Length of service/ flexibility
 - e) Support the spiritual needs of various types of volunteers