

Recipe for the Right Volunteer

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The key to Success in a Food Pantry is 3 words

- Volunteers
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- But like a good recipe, you have to have the right ingredients, mixture, passion and compassion and provide a meaningful relationship.

Recipe

First Step: Look for the best Recipe



- How many volunteers will you need to create the agency
- Do an analysis to determine the number of people you currently need and how many you will need in the future?
- Sometimes you may have to start from scratch

Looking for the number of volunteers you will need to feed your community

- Ask Yourself:
 - Who are my potential volunteers/target audience
 - What do you have to offer the target audience to convince them to volunteer
 - Do you need to repackage your volunteer recruitment plan to reach more people with various skills?
 - Where are new places to look for volunteers

Second Step: Choose the Right Ingredient/Choose the Right Volunteers

- You want to choose quality ingredients... Recruit quality volunteers!



Ways to find the right volunteers

Make potential volunteer opportunities very clear when advertising

You want the person to be in the right seat on the bus

Look outside your comfort zone, church, organization

- College students

- Stay at home moms

- Seniors

- Girl Scouts and Boy Scouts

- Businesses and Corporations in your community

- Offer both short term and long term opportunities

Why do people Volunteer?



- Personal growth
- Giving Back
- Bring about change
- Family ties
- Feeling of belonging
- Helping others

Find a life's purpose

Connect with the community

Find Friends

Use your skills in a positive way

Have Fun

Because you were asked!

Why don't people volunteer?

- Too many requirements
- They don't feel qualified
- They do not have time
- Intimidation and misunderstanding
- Don't know about your organization
- They are not asked!



Third Step: Time to Blend and Mix



When finding the right volunteer....

- Make sure they are a good mix/fit for your organizations
- Build teams who will be able to blend and mix together using their talents for the greater good of the organization
- Train them on their responsibilities but also educate them on the organization as a whole

Fourth Step: Cook at 350



Bring on the Heat...Love

- Don't just offer volunteers an opportunity, offer them an experience
 - If they feel what they are doing is valued they will come back for more
 - If they find satisfaction and have a passion for what they are doing they will stay
 - Show them love and appreciation whenever given the opportunity

Fifth Step: Best Food Ever!!!



Best Volunteers Ever

- Volunteers will stay if
 - You thank them again, and again and again
 - Give rewards: little tokens of appreciation
 - Create a team culture
 - Share their success stories or mission moments with other so they feel they are recognized for making a difference in their community
 - Ask them to recruit a friend!

What happens when you have to double your
recipe (volunteers) because of growth?

The Faith Neighborhood Story



FAITH

Neighborhood Center

Feed and Instruct the Hungry