



Key Element One: Developing Volunteer Resources (VR)



Building your professional resources and that of your program is key to SELF ADVOCACY. It will expand your capacity and showcase you are developing a volunteer infrastructure in your organization. You are expanding your tool shed and adding new possibilities. This could be a bigger team, budget, salary, software, leadership or title that enhance your organization's ability to professionally engage and utilize volunteers.

Knowledge

To develop VR for your organization a Leader of Volunteers must develop:

Organization, community and sector expertise

Key Questions: – Do I network locally? – Who are some key contacts I can reach out to?

Research, evaluation and analysis methods

Key Questions: – Do I measure program impact? -Do I seek out evaluation methods for volunteer programs?

Volunteer resources management theory and practice

Key Questions: - Have I taken any Volunteer Management Professional Development? – Do I have a group of peers and or mentors to work with to sharpen my skills

Skills

Communication

Key Questions: Have I had my communications skills and methods evaluated? Do I know my thoughts, ideas and plans are coming across clearly?

Consulting

Key Questions: Am I building up a give and take in my network where I can act as the expert for others, and they can engage my organization the same way? Do I have a clear and concise plan of action in place and audiences to speak to and gain traction on VR development?

Team building

Key Questions: What is my track record and skill level in building teams? What teams currently exist in my environment, how are they doing and what new teams need to be built?

Abilities

Effectively introduce volunteer resources management practices to an organization

Key Questions: Who can I speak to, to get a seat at the table? Do I have my mission, plan and content ready to share?

Secure the support of senior management and board

Key Questions: What have I tried and what haven't I tried, what steps can I take to gain influence to gain resources? What does the leadership care about, what are the pain points that your ask will help to fulfill?

Develop goals and objectives for Volunteer Resources

Key Questions: Have I tied my goals and objectives to the organization's strategic plan? Are my goals SMART, and my objectives clear and thought through from communications to evaluation?

Case Study

Starting on the right foot.

Adam began his Volunteer Management journey like many having Volunteer Engagement as part of his job, off the side of his desk and finding that side of the desk tipping. Spending much of his office time seeking, screening and meeting Volunteers, Adam began to advocate that a volunteer coordination role be created for the organization.

Along with a job description that clearly outlines the responsibilities was a list of resources required. One of the key pieces was volunteer management software that could deliver online applications and cloud storage security of Volunteer information.

Knowing ahead of time the needs of the future team, this would be essential to the running of the volunteer program.

Advocacy Thoughts

Project Time: Have you ever asked for time away from regular duties to tackle a project or innovate one aspect of your program or build a new resource?

Professional Development: Do you know what your policy says? Do you have one? Some organizations offer up to 10% of a person's salary in professional development and allot time to take and engage in those opportunities. If you haven't negotiated your professional development needs, this is a great action point for your next budget year.

The VMPC Advocacy Tool Kit is derived from:

https://www.vmpc.ca/Library/employment_package/Skill_Sets_FINAL_2016_Formatted.pdf