



**VOLUNTEER
ALBERTA**



Volunteer (Re)Engagement

2020 Volunteer Screening Series



What is VSP?

The Volunteer Screening Program

- Provides educational resources and tools designed to help nonprofit organizations improve their volunteer screening processes and procedures
- Offers financial opportunities, including the Vulnerable Sector Check Fee Waiver and Volunteer Screening Development Grants, to aid organizations in their volunteer screening efforts
- Is managed by Volunteer Alberta and funded by The Government of Alberta



Introduction

Engagement and Re-engagement

- **Relationship** building
- **Continuous** improvement
- Defines **future** screening efforts





Supervision and Support

Why

- Why would your volunteers need supervision and support?

What

- What does supervision and support of your volunteers look like?

Who

- Who will be supervising and supporting volunteers?

When

- Do you have a timeline for any related activities?

Where

- Where will the supervising need to be done and what are your boundaries?

Supervision and Support

Volunteer leadership Qualities

- Honest
- Forward-thinking
- Competent
- Inspiring



Credit: [Volunteer Supervision](#), blog from Volunteer Pro.

Supervision and Support

Anticipating needs

- Preventative work
- Informed by past feedback
- User experience





Engagement and Recognition

Example Engagement Activities

- Getting PICs redone every few years
- Workshops for existing vols
- E-learning or webinar content for existing vols
- Vol Symposiums or PD
- Offering new roles (committees, board, etc.)
- Yearly evaluations

Example Recognition Activities

- Dinners or parties
- Gift cards or baskets
- Providing statistics on impact
- Crediting in communications
- Letters or cards
- Saying thank you

Feedback

Soliciting Feedback

- Surveys
- Focus groups
- Individual discussions
- Check-ins
- Anonymous feedback



Feedback

Soliciting Feedback

- Surveys
- Focus groups
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- Check-ins
- Anonymous feedback

1. Only gather information you'll use
2. Keep it short
3. Pick question formats that suit the information you need



Feedback

Soliciting Feedback

- Surveys
- Focus groups
- Individual discussions
- Check-ins
- Anonymous feedback

1. Keep it informal
2. Have a good facilitator
3. Try to focus on positive/actionable items



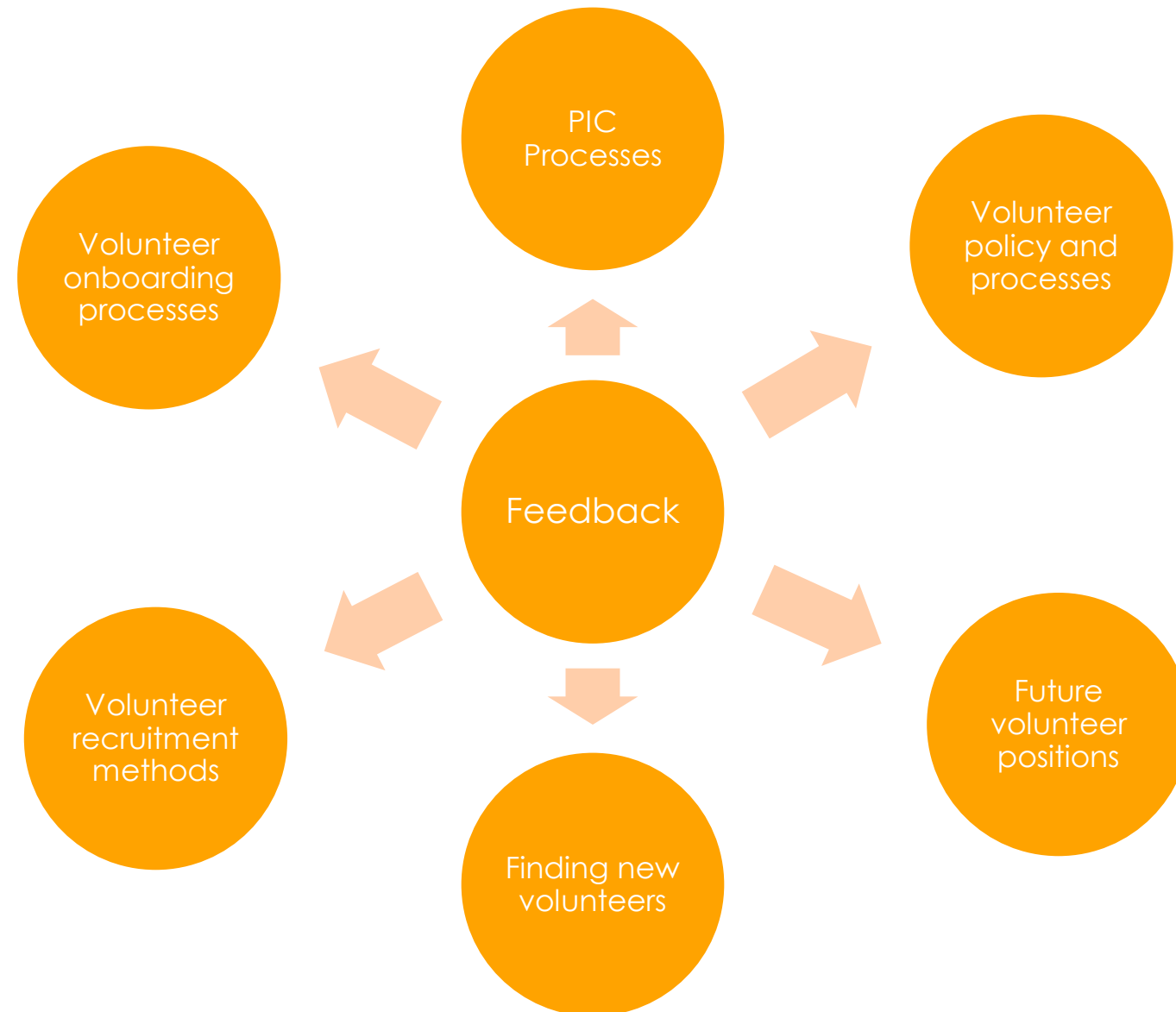
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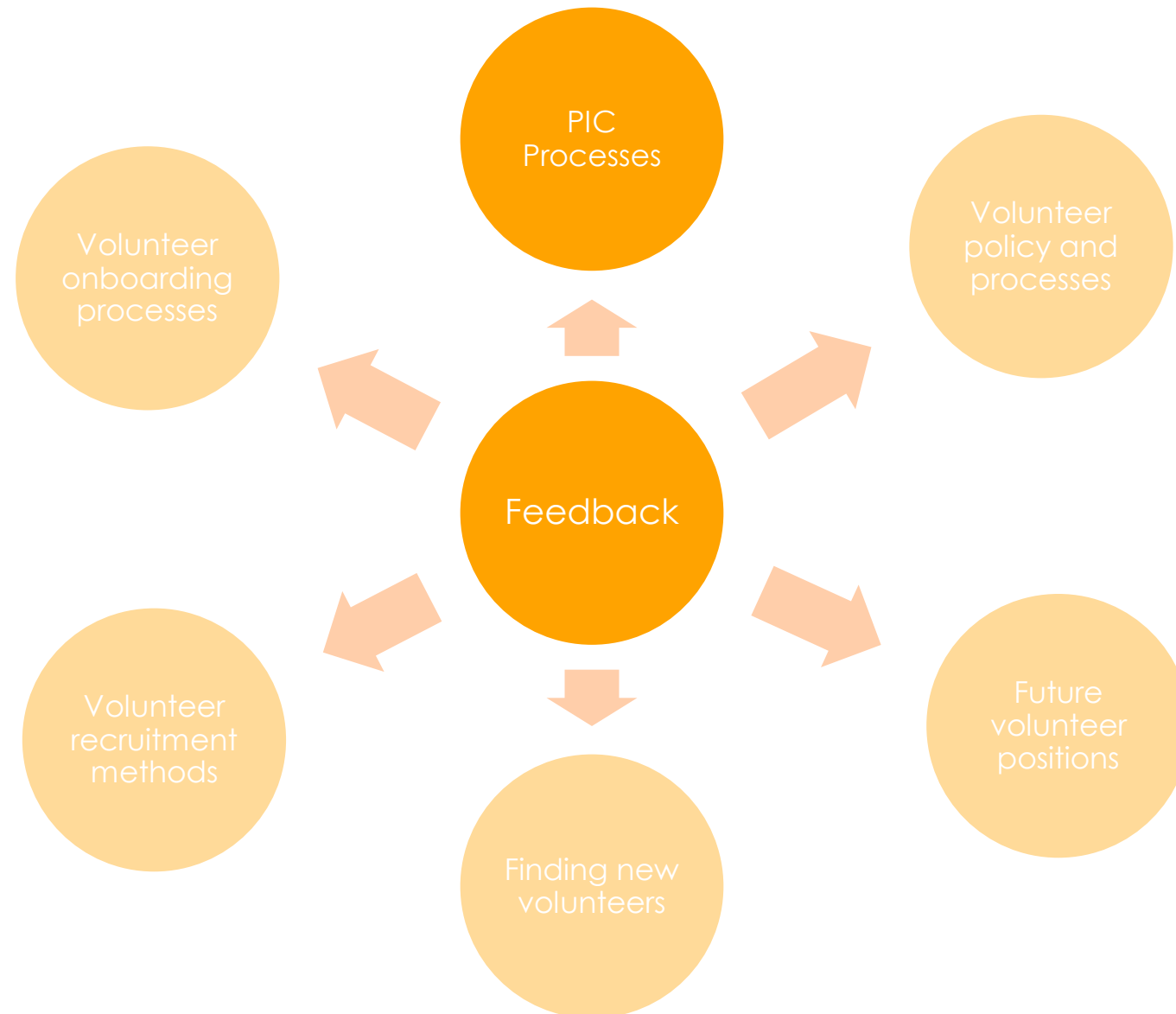
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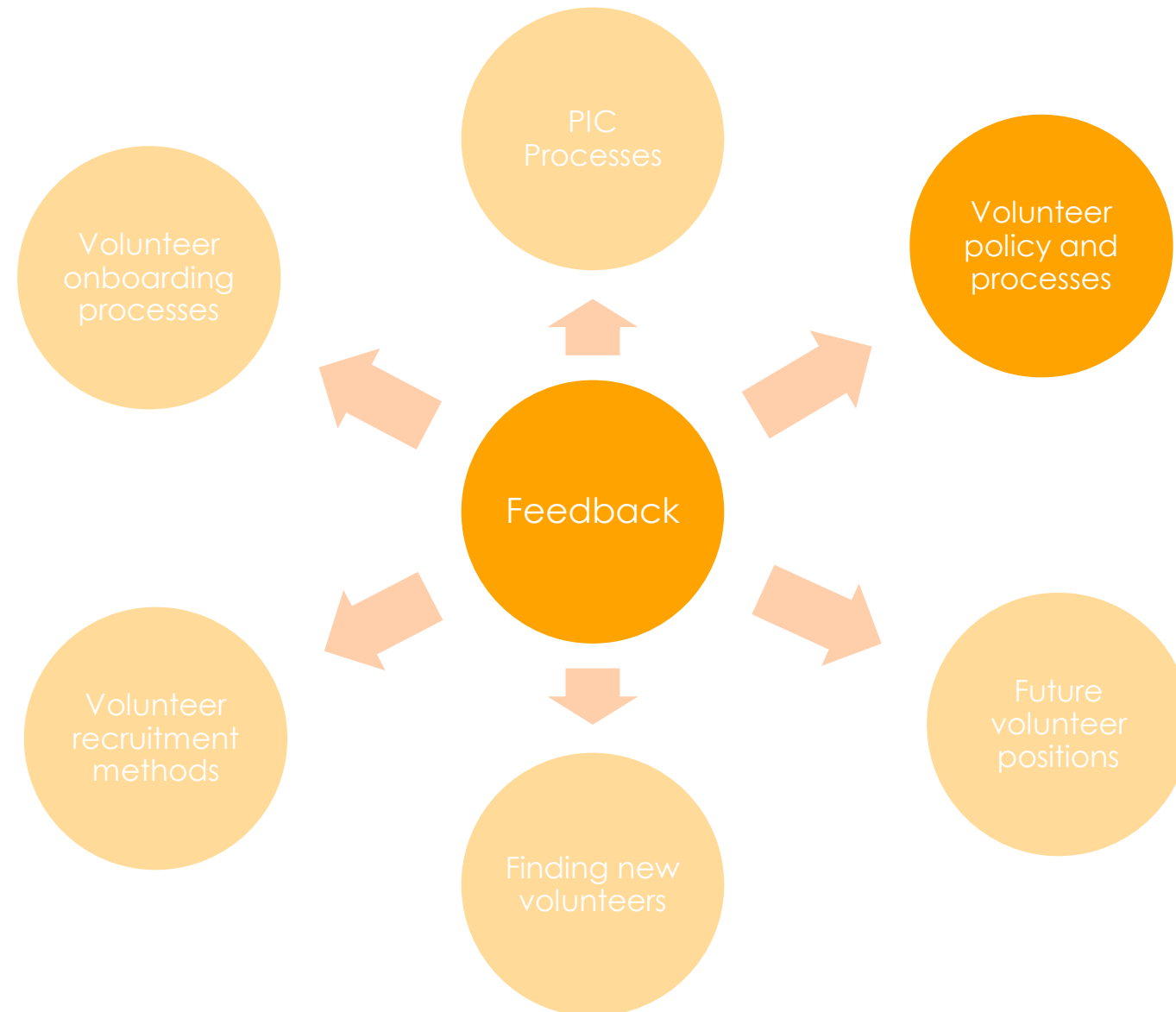
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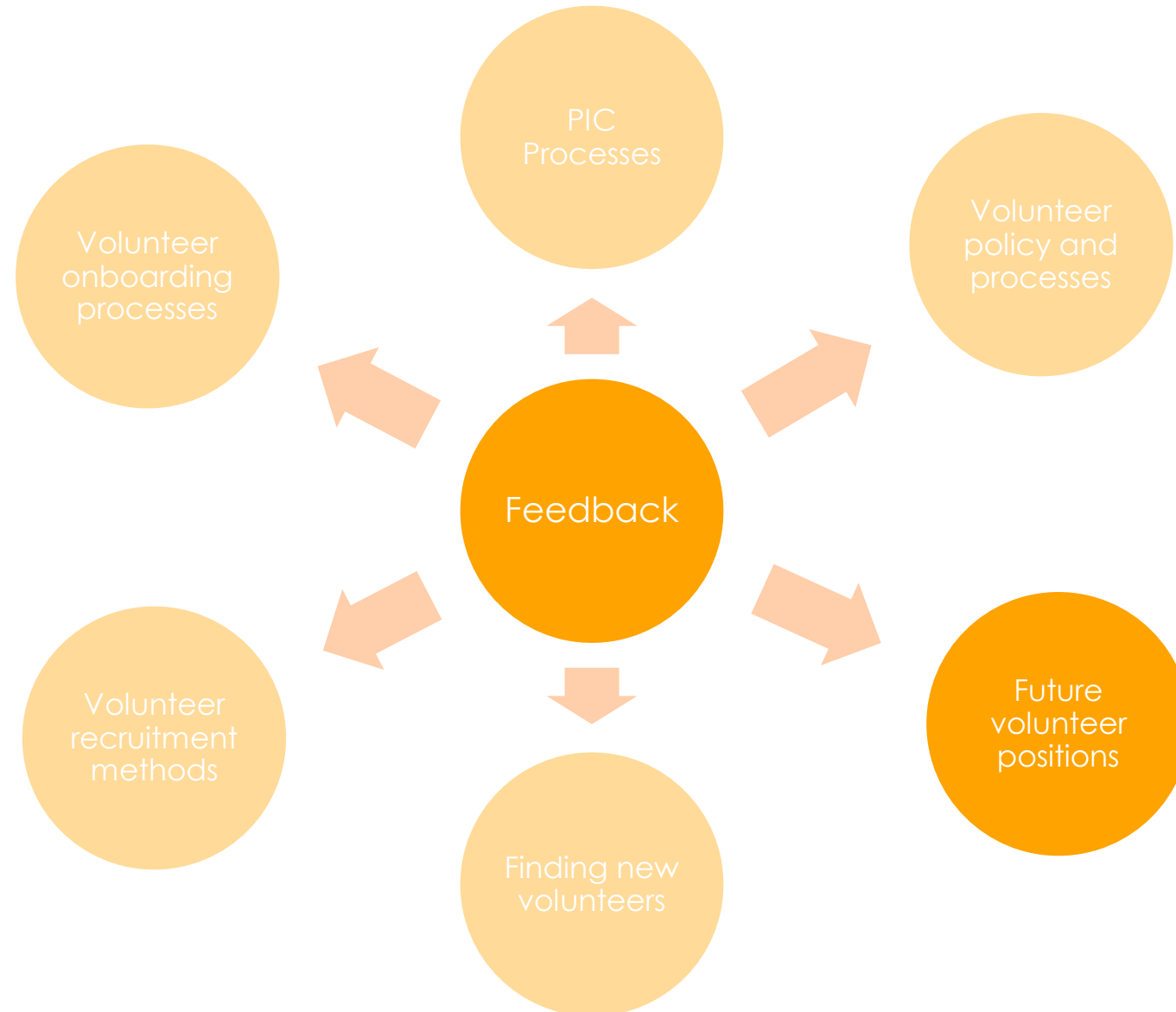
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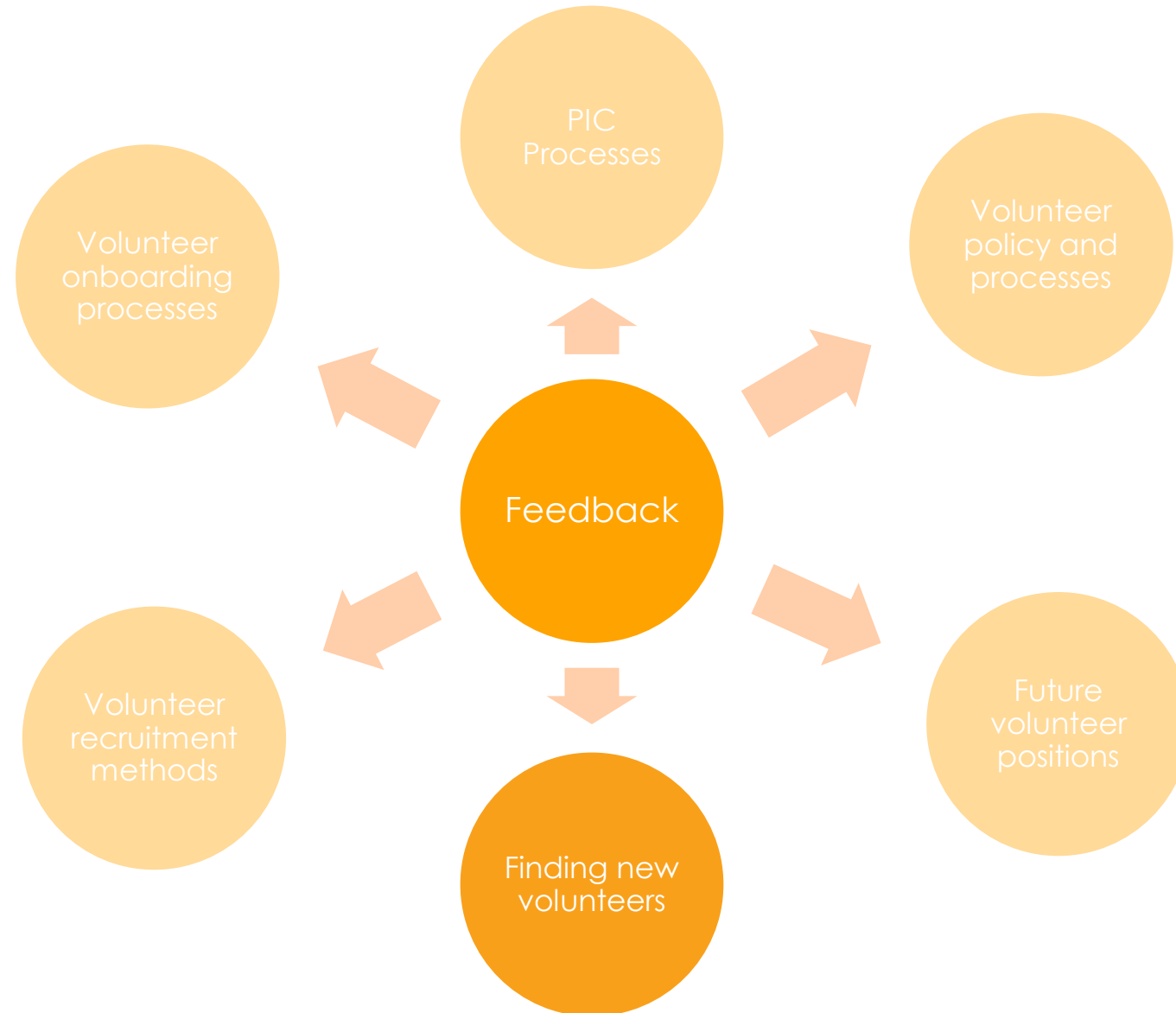
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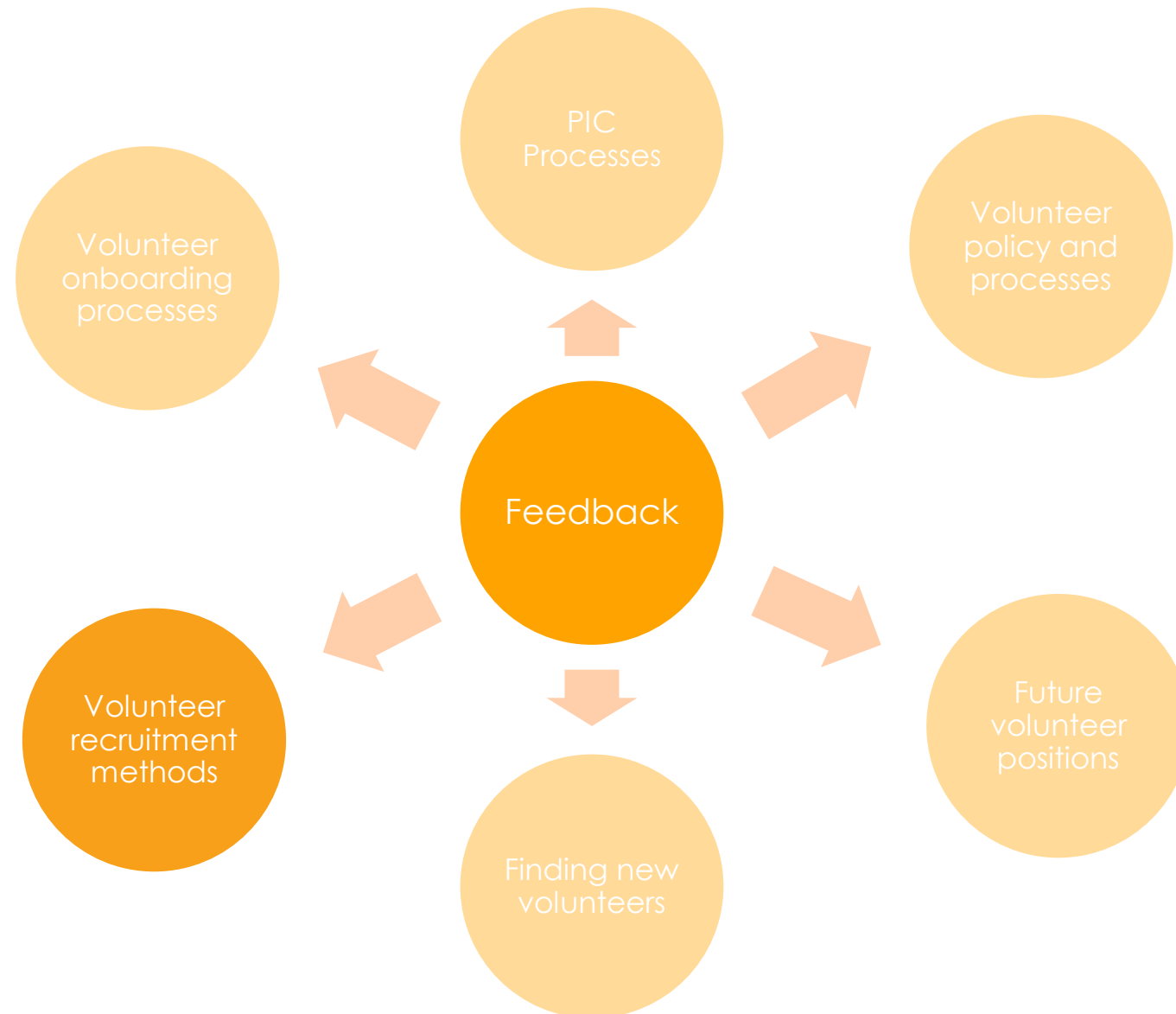
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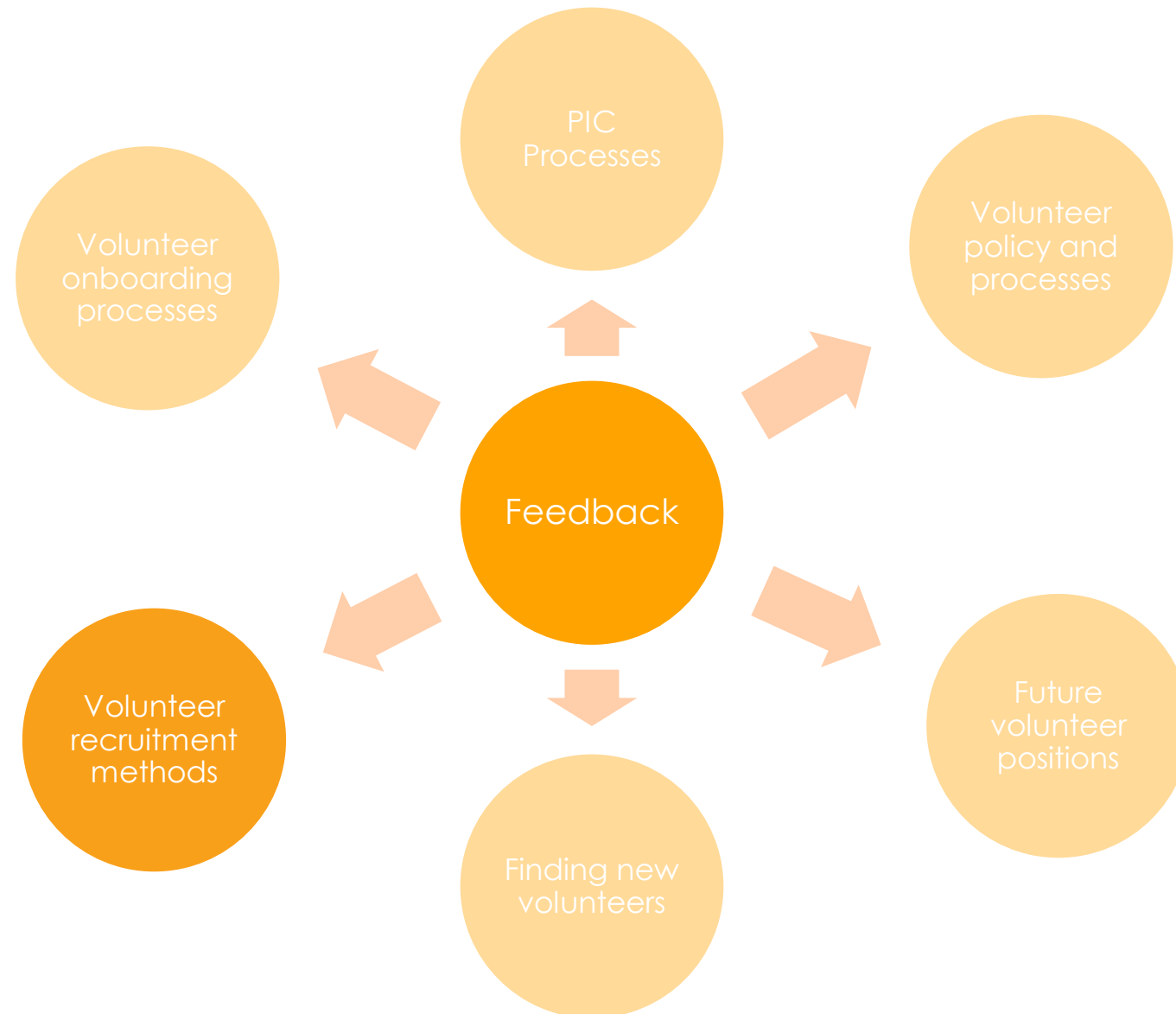
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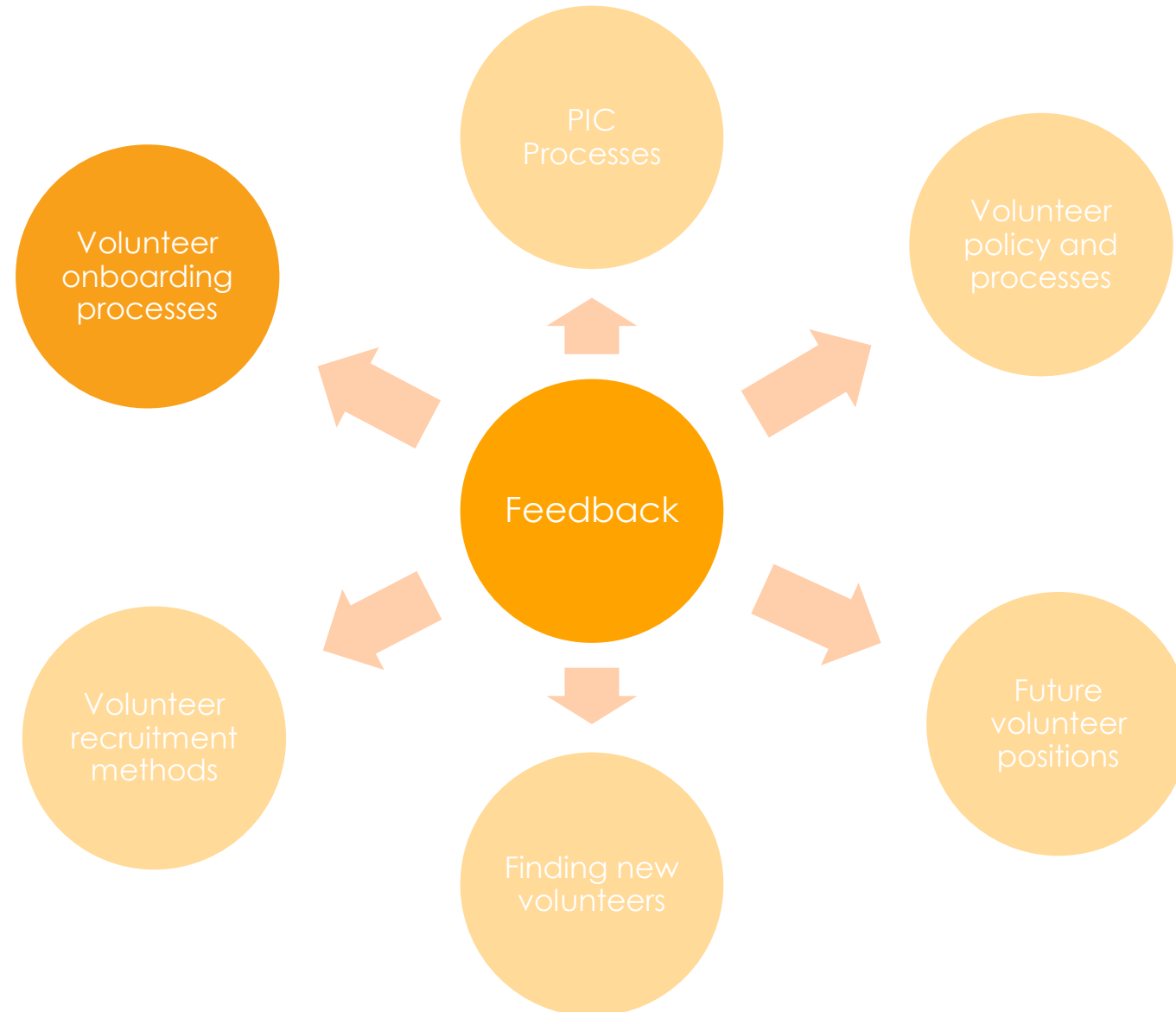
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Re-Engagement

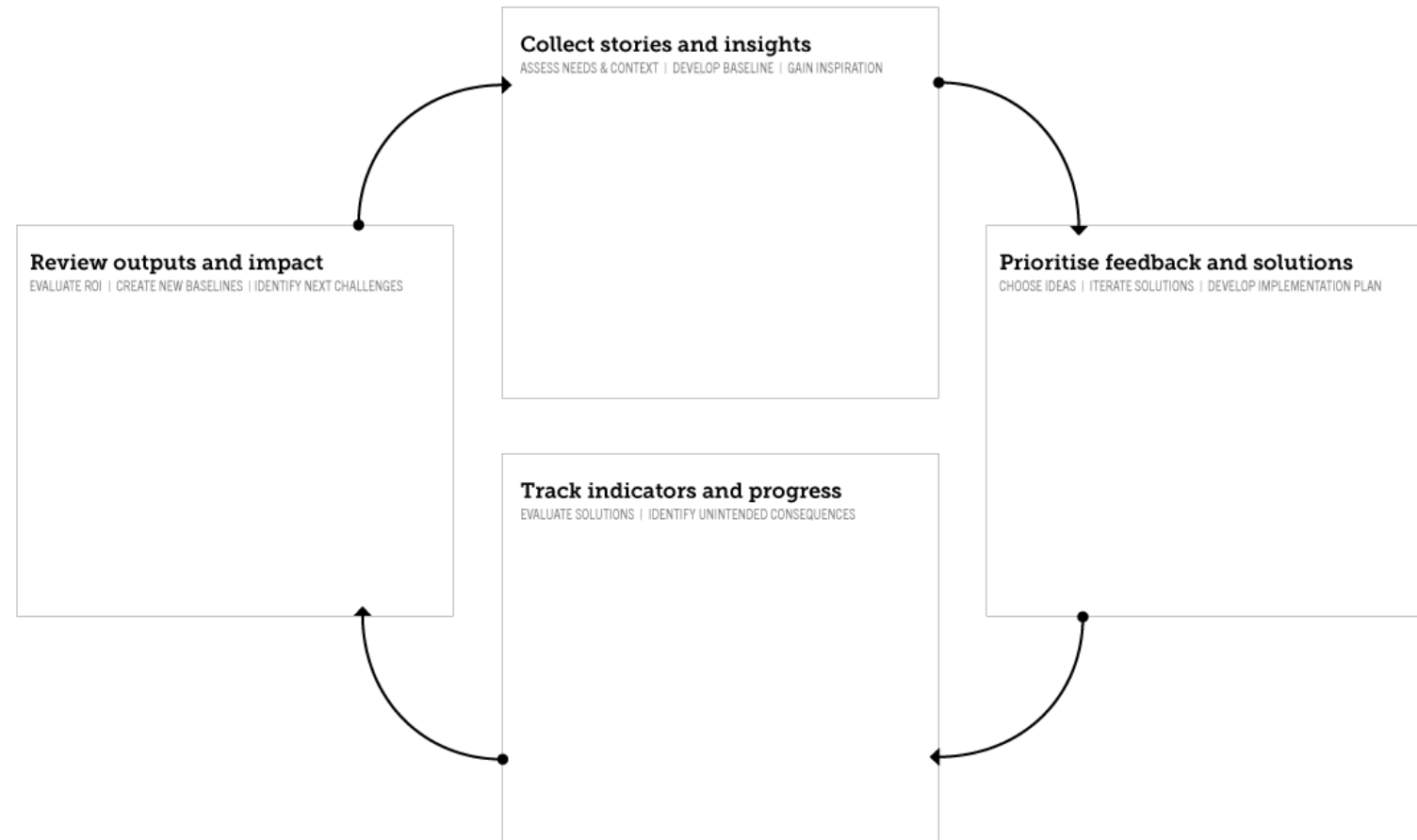
Learning Loop

- Tool to aid in growth

I want to develop a clear plan
by improving upon what I've done before

DIY 06

LEARNING LOOP



Re-Engagement

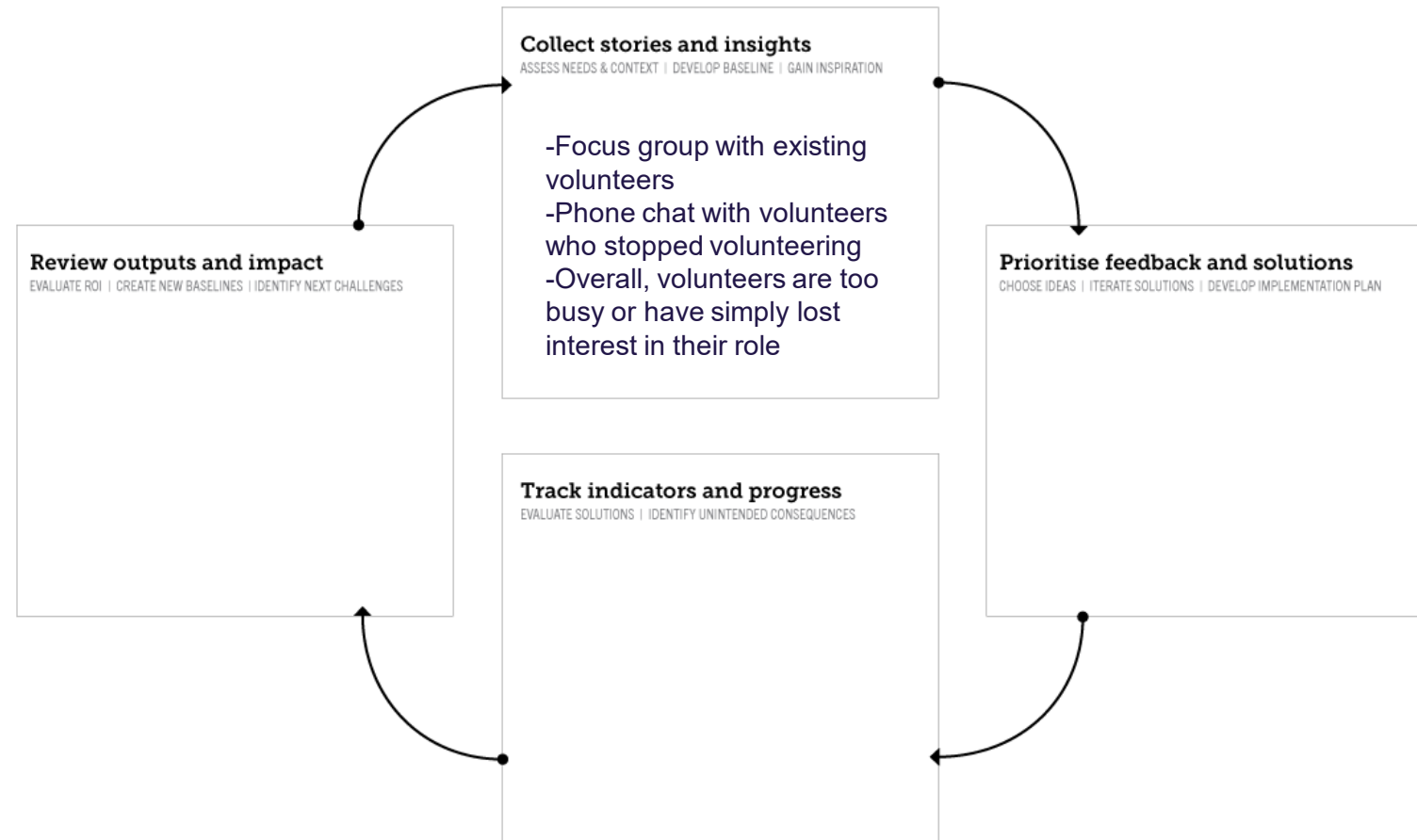
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- Tool to aid in growth
- **Example: drop in volunteer participation**

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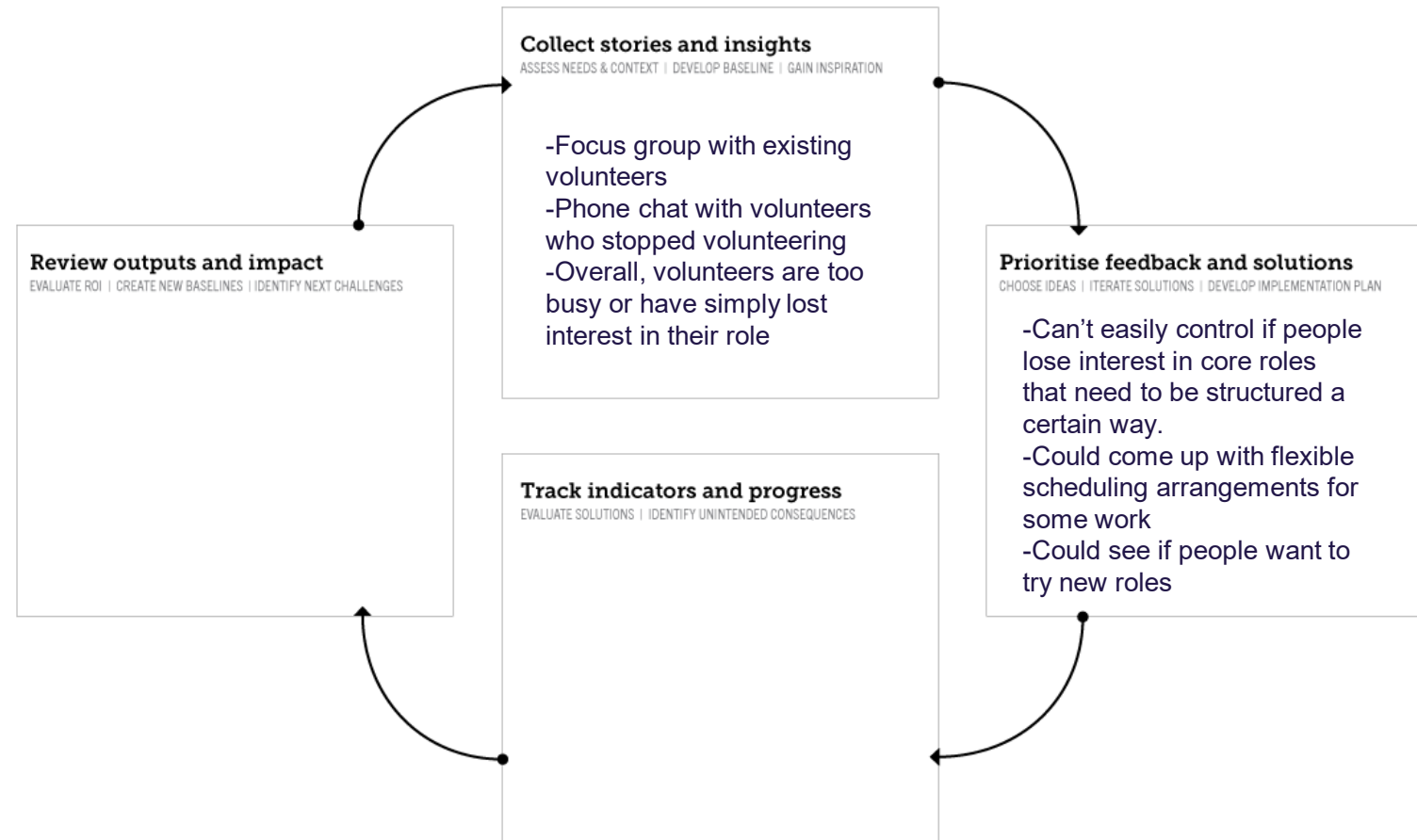
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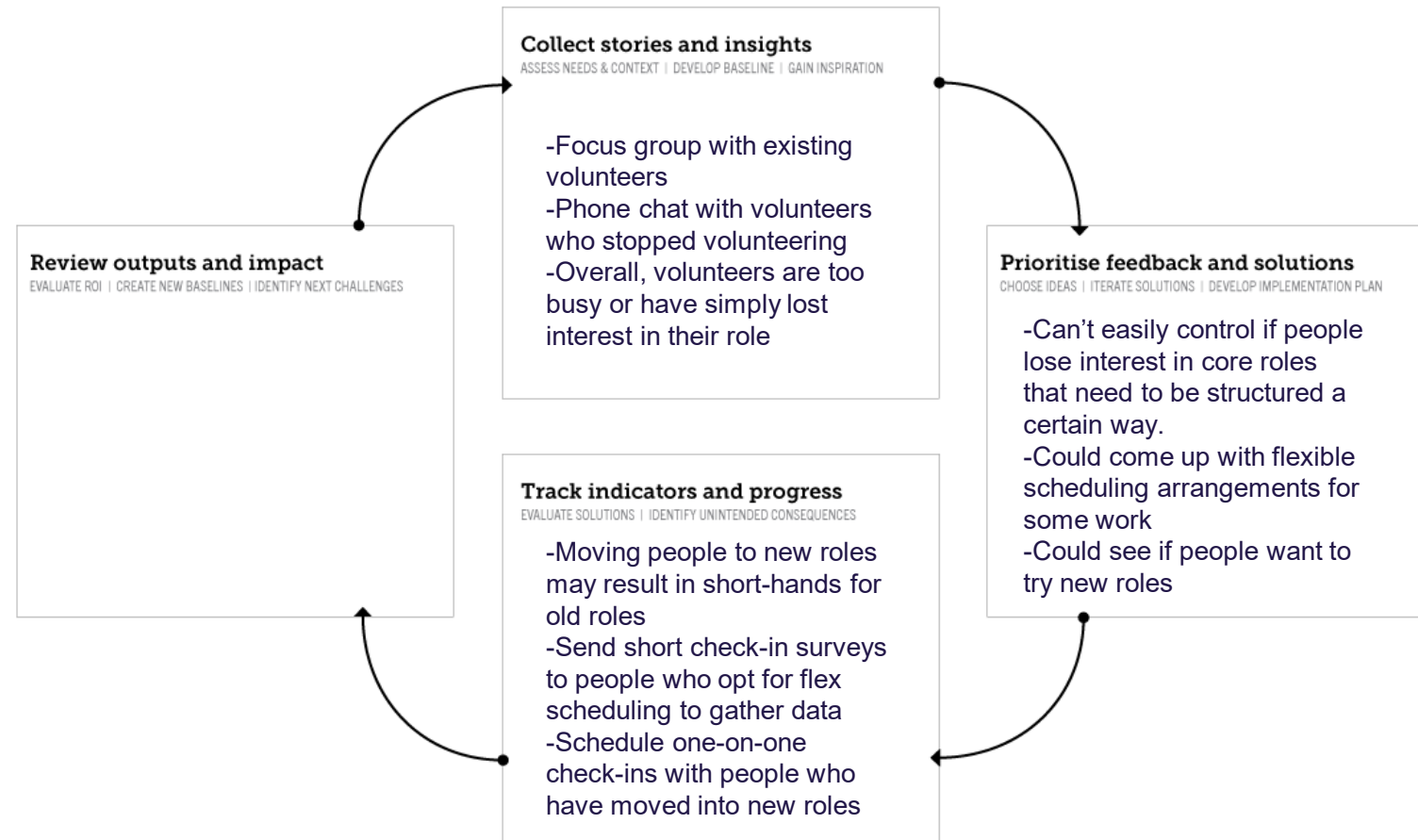
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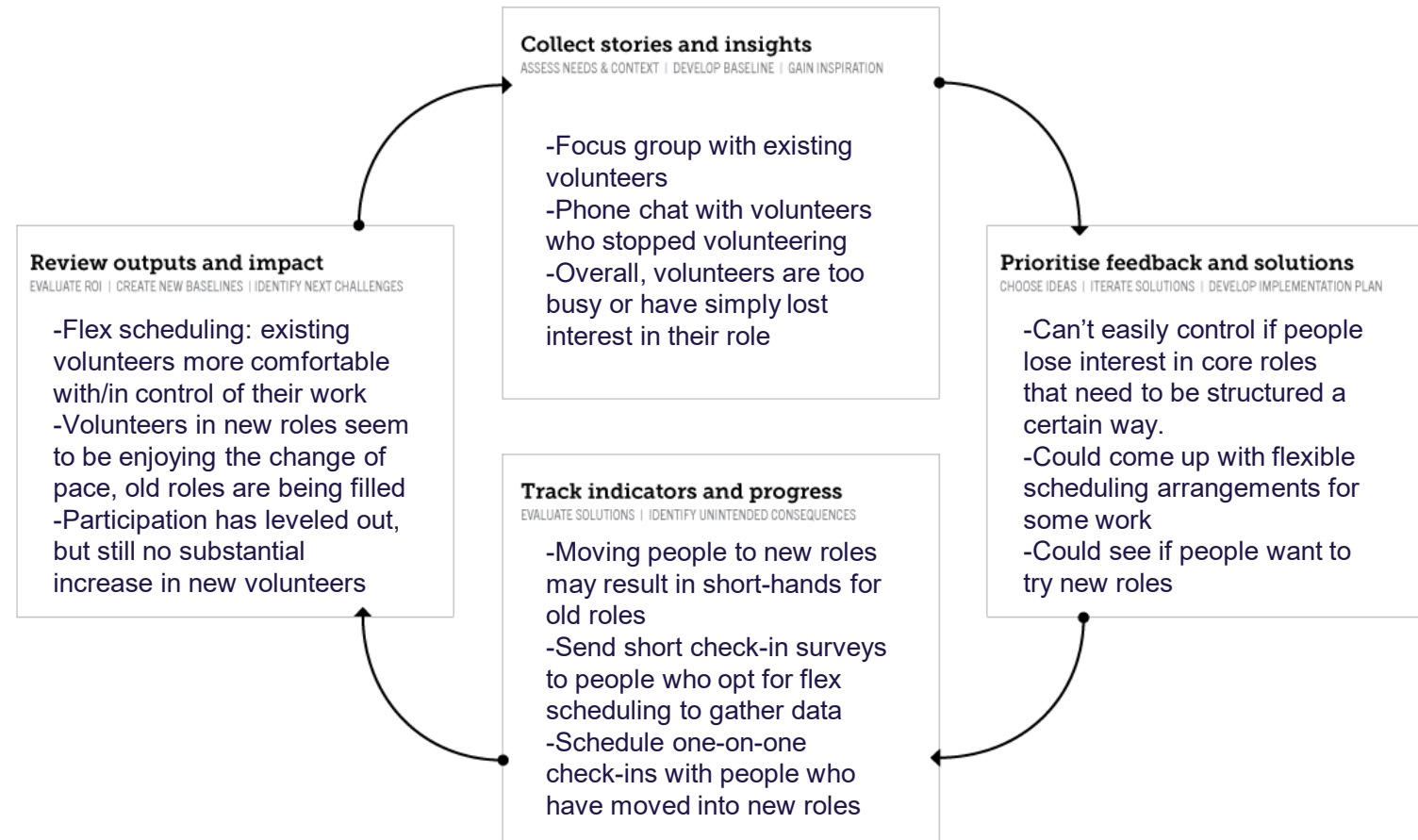
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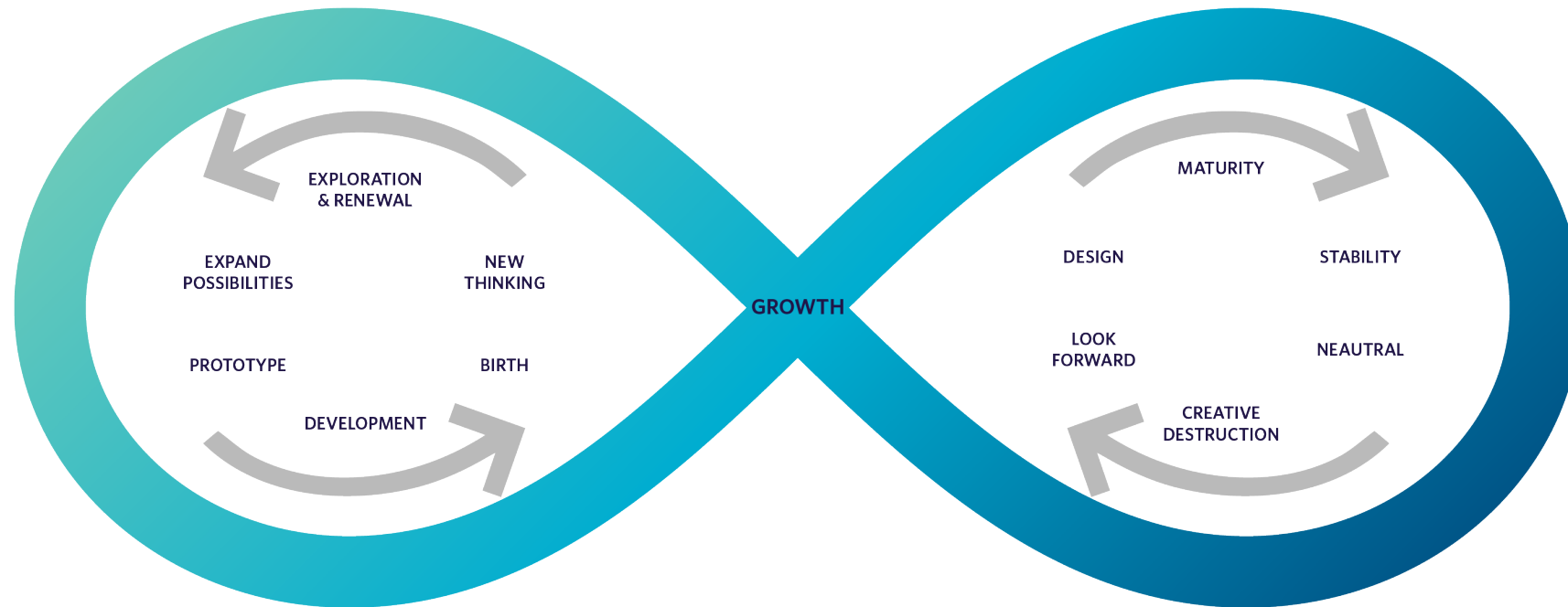
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Re-Engagement

Adaptive Cycle



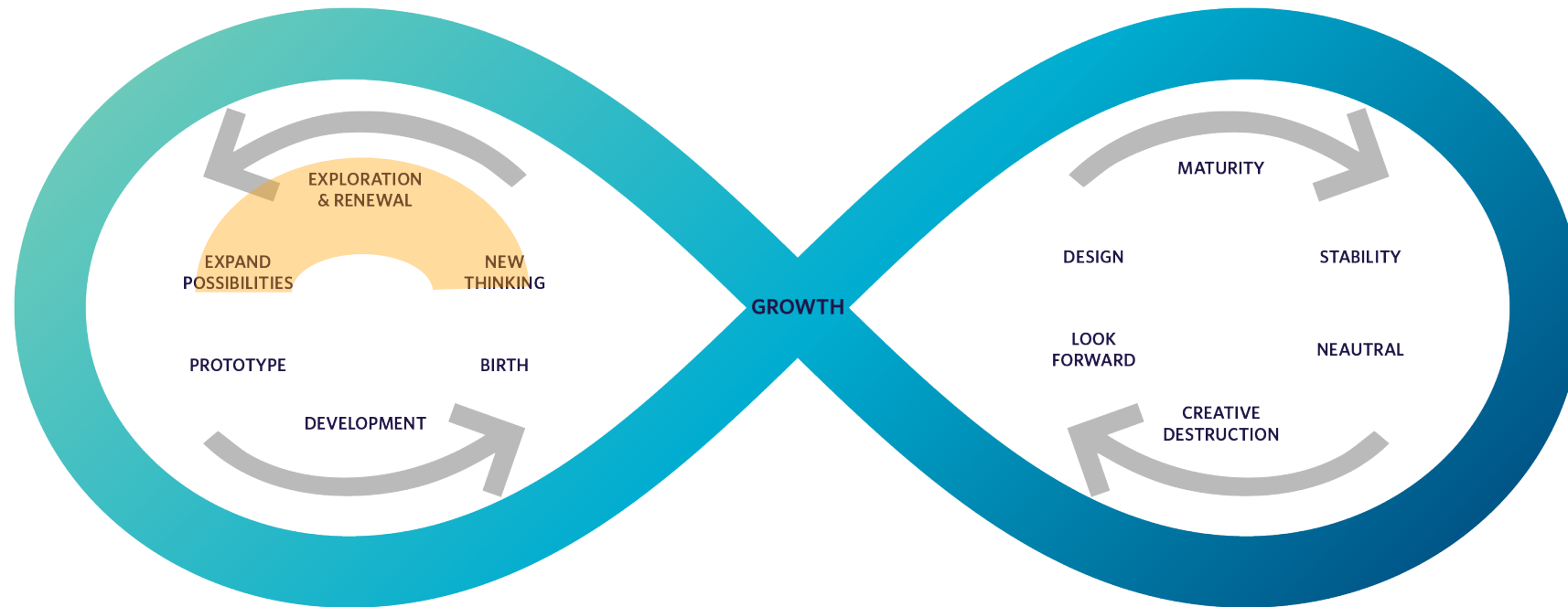
WHAT IS AN ADAPTIVE CYCLE?

The adaptive cycle (also known as the ecocycle) is meant to be sense making and planning tool. It helps us make sense of the different dynamics we see and experience as part of social systems. This tool invites us to focus also on creative destruction and exploration in addition to typical themes regarding development or maturity. The Adaptive Cycle makes it possible to spur agility, resilience, and sustained performance by including all four phases of development in sense making and planning processes.

(Adapted from: <http://www.liberatingstructures.com/31-ecocycle-planning/> and Social Innovation Generation)

Re-Engagement

Adaptive Cycle



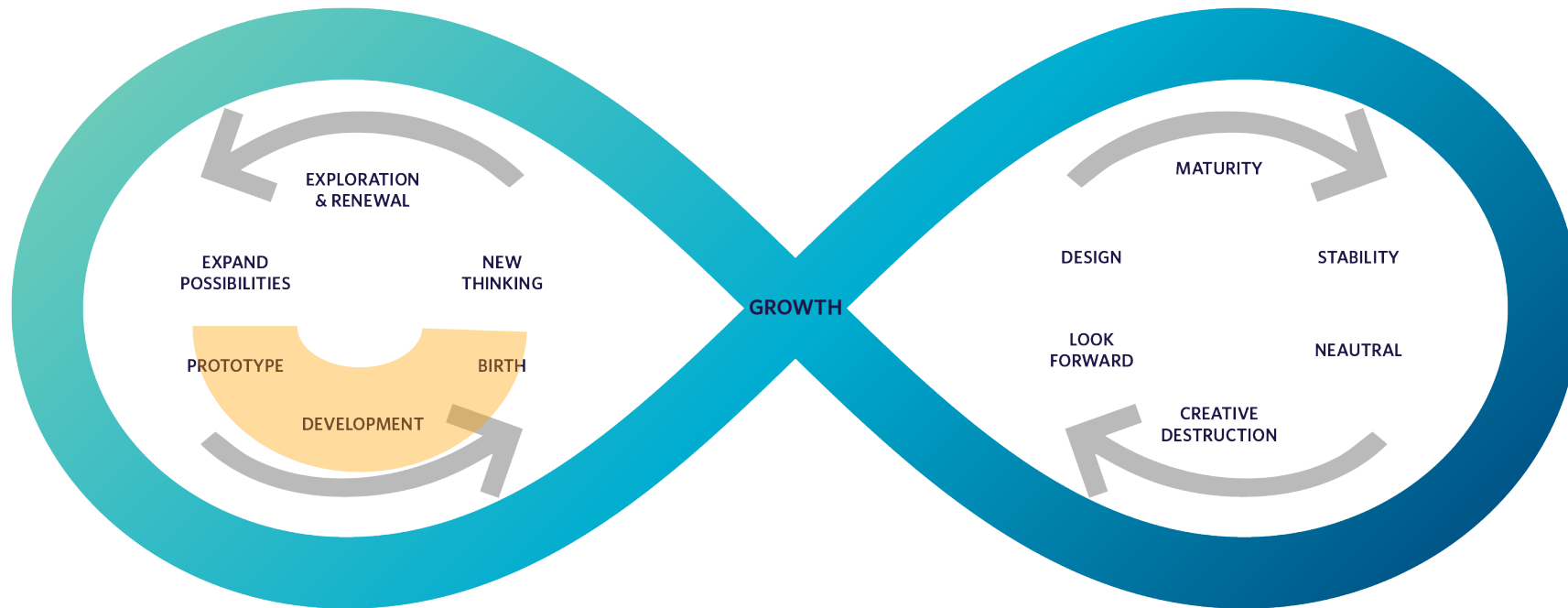
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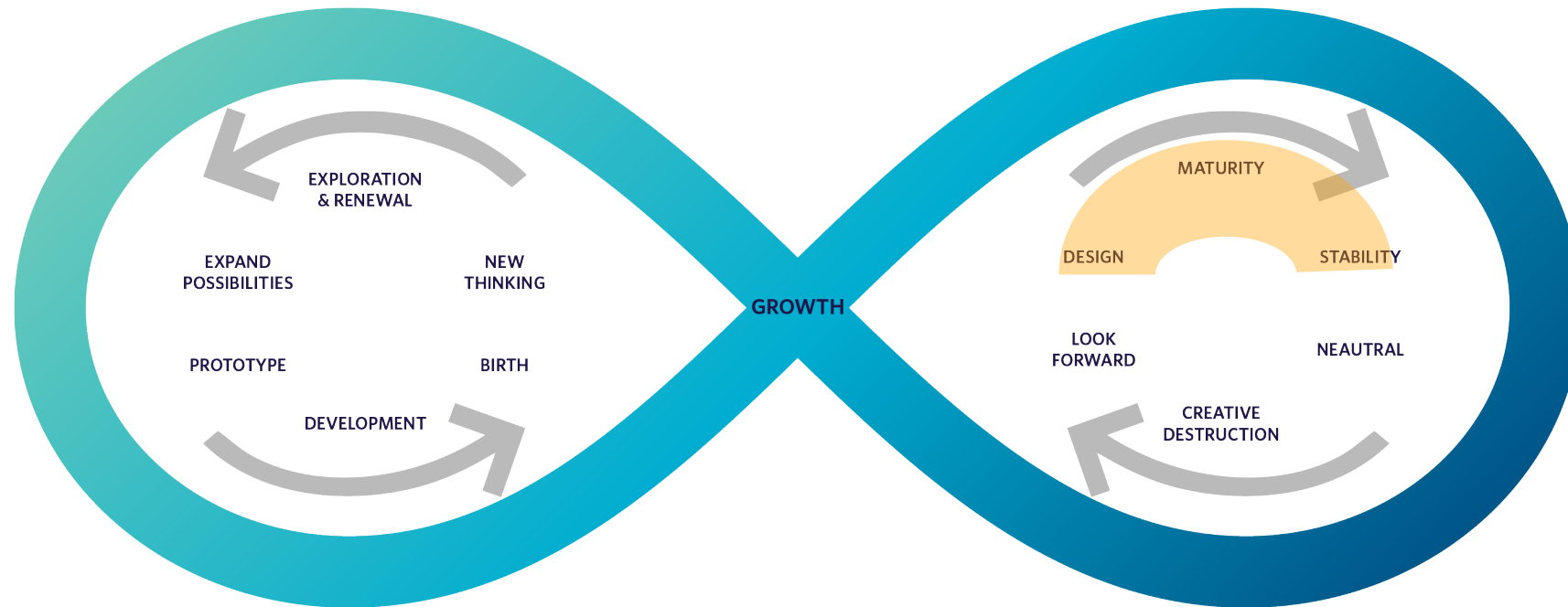
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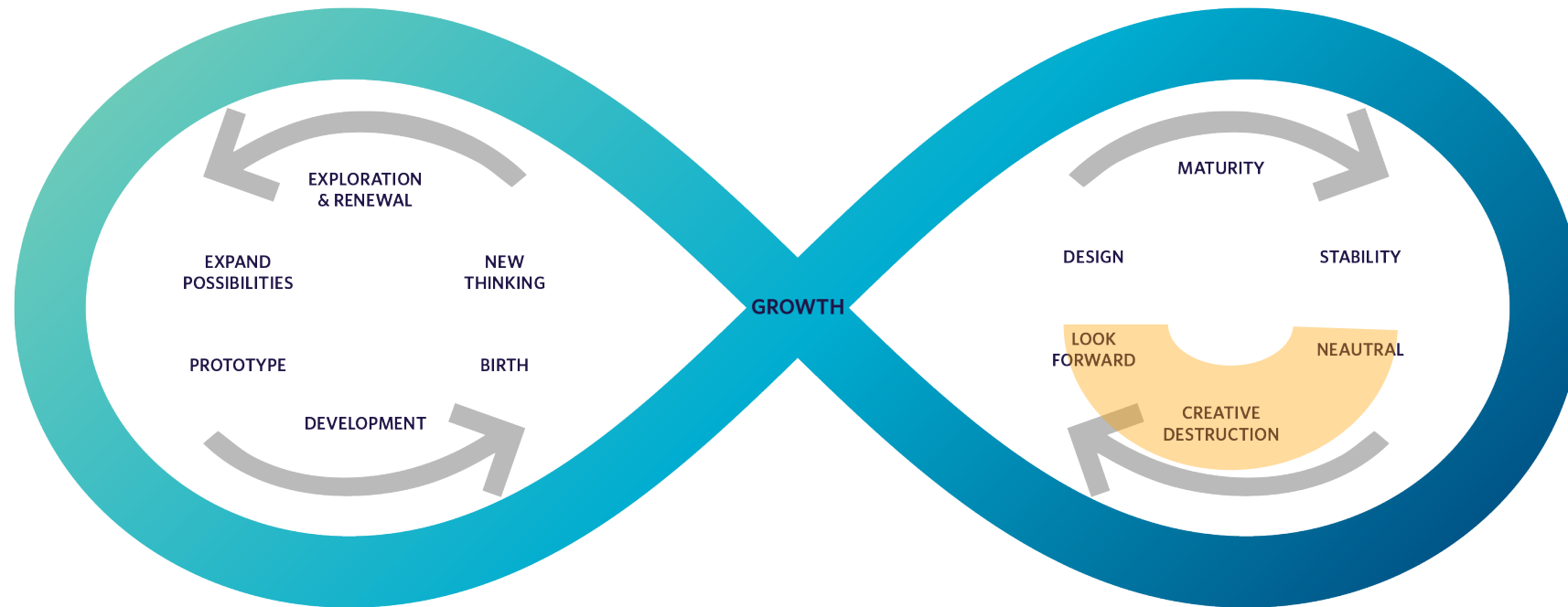
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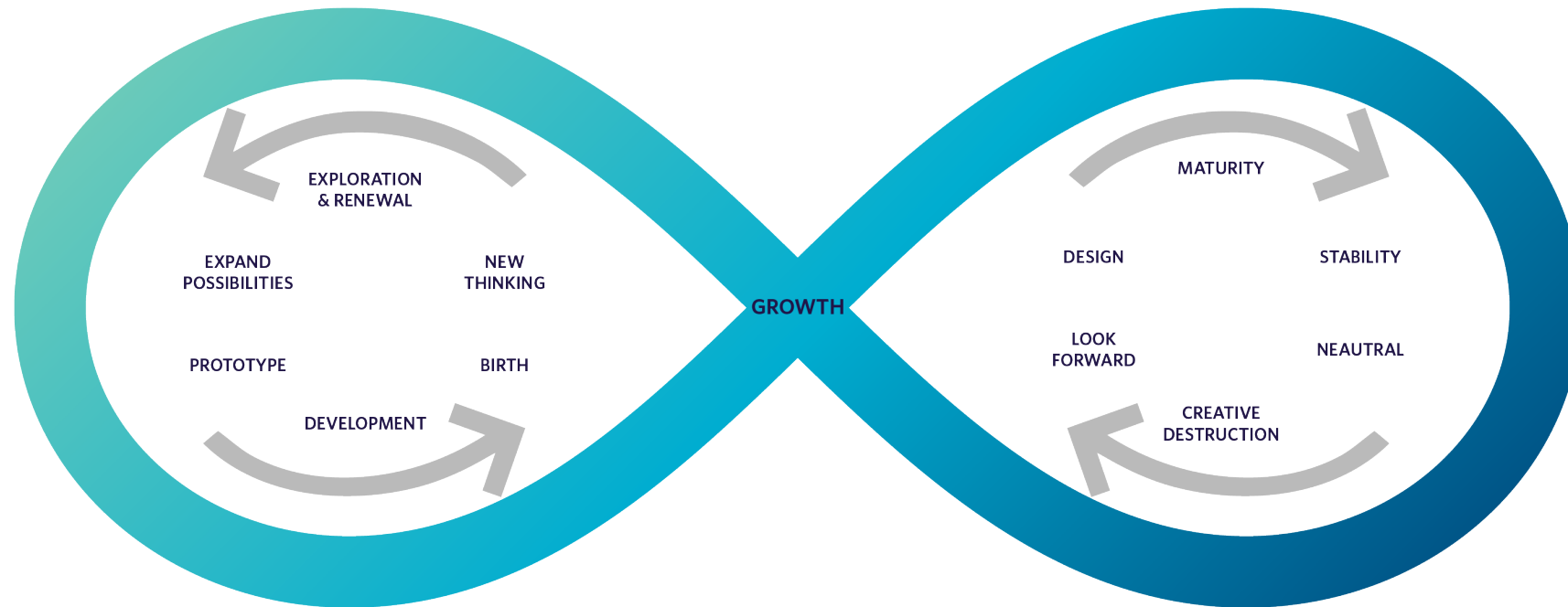
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Closing

Engagement - How is it related to screening?

- Helps further define the relationship between volunteer and organization
- A chance for you to create trust and longevity in the positions you screen for
- Set up future volunteers for similar relationships with the organization





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Thank you!

Discover more:

www.volunteeralberta.ab.ca