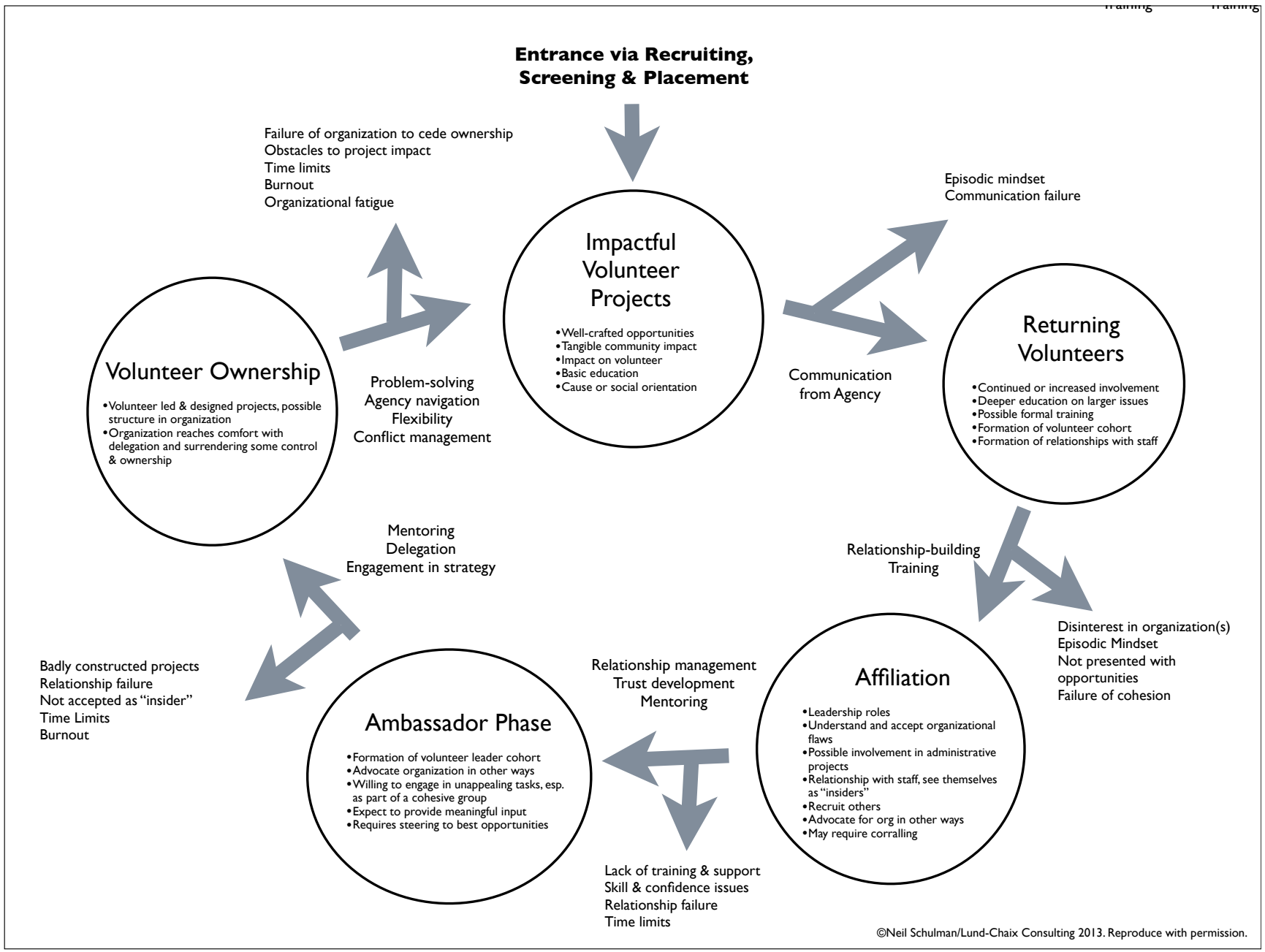
Entrance via Recruiting, Screening & Placement
Impactful Volunteer Projects
•Well-crafted opportunities
•Tangible community impact
•Impact on volunteer
•Basic education
•Cause or social orientation
Failure of organization to cede ownership
Obstacles to project impact
Time limits
Burnout
Organizational fatigue
Volunteer Ownership
•Volunteer led & designed projects, possible structure in organization
•Organization reaches comfort with delegation and surrendering some control & ownership
Problem-solving
Agency navigation
Flexibility
Conflict management
Episodic mindset
Communication failure
Communication from Agency
Returning Volunteers
•Continued or increased involvement
•Deeper education on larger issues
•Possible formal training
•Formation of volunteer cohort
•Formation of relationships with staff
Relationship-building
Training
Disinterest in organization(s)
Episodic Mindset
Not presented with opportunities
Failure of cohesion
Affiliation
•Leadership roles
•Understand and accept organizational flaws
•Possible involvement in administrative projects
•Relationship with staff, see themselves as "insiders"
•Recruit others
•Advocate for org in other ways
•May require corralling
Relationship management
Trust development
Mentoring
Lack of training & support
Skill & confidence issues
Relationship failure
Time limits
Ambassador Phase
•Formation of volunteer leader cohort
•Advocate organization in other ways
•Willing to engage in unappealing tasks, esp. as part of a cohesive group
•Expect to provide meaningful input
•Requires steering to best opportunities
Mentoring
Delegation
Engagement in strategy
Badly constructed projects
Relationship failure
Not accepted as "insider"
Time Limits
Burnout
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