

The club doesn't have enough qualified volunteers to run regular training, how can we create a sustainable succession of qualified and enthused volunteers to ensure training at the club can continue to operate regularly and successfully?

Volunteers

We could consider breaking volunteering down into smaller areas, namely Planning, Recruitment, Retention and Rewarding

Planning

Identify from the club program the resources needed to run your program. This will include a great number of Volunteers with varying qualifications and experience.

Recruitment is an ongoing process to get people involved in all aspects of running your club and delivering both 'on and off the water' activities. This process can be approached in many different ways, but should include

- knowing what tasks/jobs need doing,
- What roles need filling,
- What skills, experience, qualifications are essential / desirable
- Where to look for volunteers

Recruitment

Volunteer's com to the club in many ways

- Targeted (individuals asked directly)
- Canvassing a wide audience

Many clubs report that they have difficulty with recruiting new members to their clubs and also getting members to help with the running of the club. There are many reasons why members don't volunteer. These include:

- Not being aware of what opportunities are available
- Not feeling confident enough to undertake volunteer roles
- Not knowing how to get involved
- Not coping with the demands of a role they have been 'jobbed' to do

Retention

There are a variety of things that your club can do to make sure that your volunteer turnover is low.

- Provide training
- Ensure good communication channels
- Support your volunteers
- Recognise your volunteers efforts

Volunteer Coordinator

The key purpose of the Club Volunteer Co-ordinator role is to act as a focal point for volunteers within the club, raising the profile of volunteers by providing support and advice, and generally raising the profile of volunteer management within the clubs plans.

Rewarding

"Most volunteers want to be recognised for their efforts. Lack of recognition can lead to de-motivation and reluctance to offer to help out on other occasions"

There are many ways to reward volunteers; careful thought should be given to individuals. Timely appreciation may be more appropriate than waiting for the end of season socials.

More information on volunteering can be found by visiting the RYA website via the following link.

<http://www.rya.org.uk/infoadvice/clubsclass/volunteers/Pages/default.aspx>