

Renovate Your Volunteer Postings



We recently facilitated a session around what engaging volunteers looks like in 2024, it occurred to me mid conversation that perhaps there needs to be more of an explicit conversation around what first needs to be dissolved, unlearned, let go of. It is hard to build something new on the foundations of an old existence. It feels impossible with the pace of charitable sector life to take time to consider what needs to be stripped away. This is not a novel take to say there needs to be shift a bit away from doing, always doing to thinking and sitting. Unless people who engage other humans in making their communities thriving places take a good hard look in the mirror about how they've been doing what they are doing we will be in the same place in a decade that we are now. We have written previous blogs about how the oldest and long-standing organizations will have the hardest time navigating the shift in volunteerism that is playing out in live time. There seems to be a sense out there of a magical "thing" that will encourage more people to engage with a cause. Perhaps it is less about adding components and shiny recognition items and more about excavating the current opportunities for new growth.

Here are maybe some helpful questions to ask when considering deconstructing a volunteer opportunity.

Why do we meet when we meet?

Do we need to meet this often?

Could this work be delegated differently?

How could technology be utilized to help support this work?

Do our current volunteers speak positively about us in the community?

How would we like to be thought of?

Is there a financial burden to this role?

Is the time commitment a reasonable ask?

Who is being excluded from doing this role?

How is this role directly connected to helping the community?