



The Care and Feeding of Volunteers

June 2, 2021

Welcome

Presentation materials:

- Download the presentation from the AAUW California website home page.
- The meeting recording, a summary Q&A document and example documents will be posted following the meeting.

Questions:

- Use the Q&A function to pose a question. We'll stop periodically to answer general questions.
- Chat has been disabled.

The screenshot shows a Zoom 'Question and Answer' window. At the top, there are two tabs: 'All questions (1)' and 'My questions (1)'. A red dashed arrow points from the text 'Check here for answers to all questions.' to the 'All questions (1)' tab. Another red dashed arrow points from the text 'Check here for answers to your questions' to the 'My questions (1)' tab. Below the tabs, a question is visible: 'Where can I download the presentation?' asked by 'You' at 09:45 AM. Below this, there is a 'Collapse all (1)' button and a response from 'AAUW California' at 09:46 AM. At the bottom of the window, there is a text input field with the placeholder 'Type your question here...'. A red dashed arrow points from the text 'Type your question here.' to this input field. In the bottom left corner, there are two circular buttons: 'Chat' and 'Q&A'. The 'Q&A' button is circled in red. A text box on the left side of the window states 'Chat has been disabled. Use the Q&A function'. In the bottom right corner, there is a red 'Leave' button.

Your Presenters



Dawn Johnson

AAUW California
Governance Committee Chair
Parliamentarian



Carol Holzgrafe

AAUW California
Director, Branch Assistance

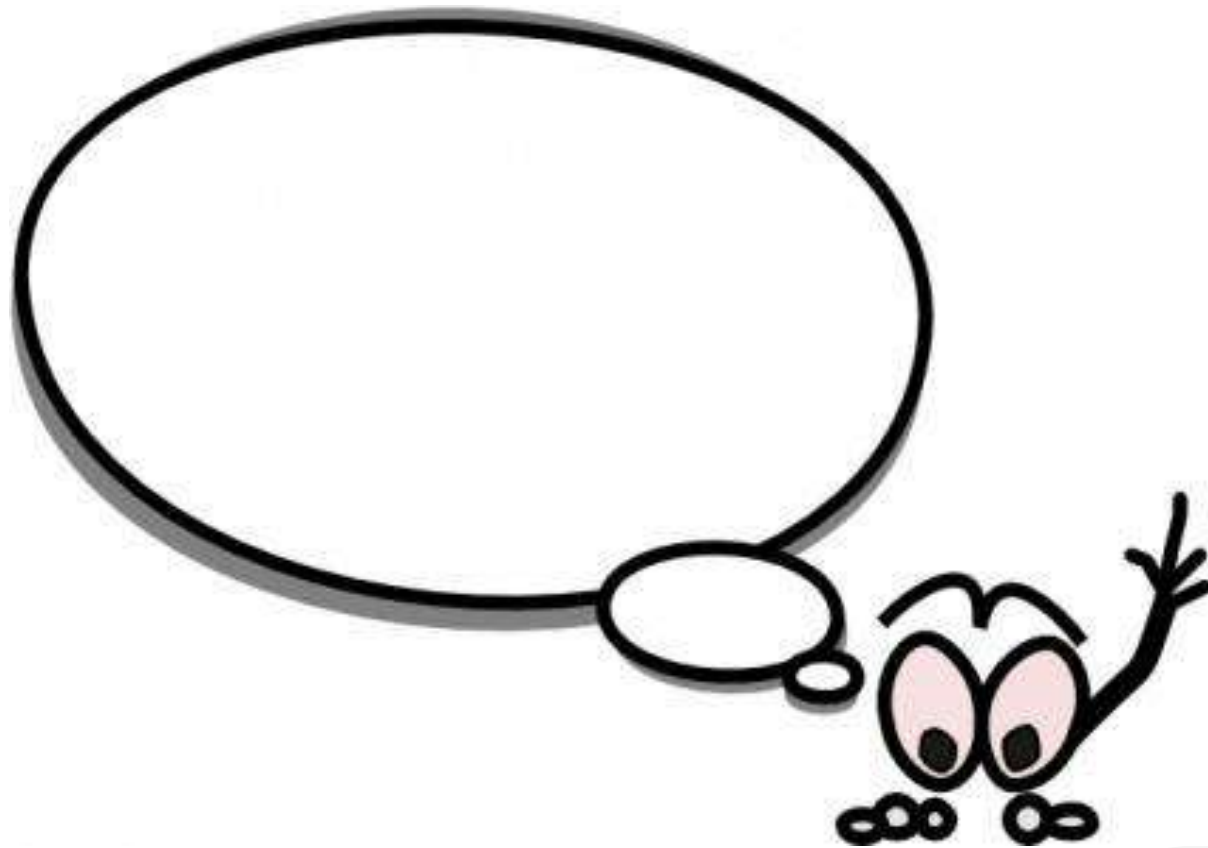


AAUW Life Before Covid

**I need how
many
volunteers?**



Can't Someone Else Do That?





We Need Volunteers. Can You Help?

 You replied on Wed 5/19/2021 10:33 AM



aauwpresident@helpyourbranch.com

Wed 5/19/2021 10:31 AM

To: You

[Reply](#)

[Forward](#)

Re: We Need Volunteers. Can You Help?



Wed 5/19/2021 10:32 AM

To: You

I won't be able to help with anything this year. I'm teaching myself Latin.

Re: We Need Volunteers. Can You Help?



Wed 5/19/2021 10:32 AM

To: You

Gee, I'd love to help, but I'll be in Uganda. And then it's on to Machu Picchu!

Re: We Need Volunteers. Can You Help?



Wed 5/19/2021 10:32 AM

To: You

Sorry, but the grandkids will be here.

Re: We Need Volunteers. Can You Help?



Wed 5/19/2021 10:32 AM

To: You

I can help every other Monday between my 10:30 am Jazzercise class and my Book Group.

Re: We Need Volunteers. Can You Help?



Wed 5/19/2021 10:32 AM

To: You

I might be able to bring cookies, but I'm not sure.



What Are They Saying?

- I'd love to help but....blah, blah, blah.
- I want to enjoy my retirement.
- I don't want to be in charge of anything.
- I'm happy to leave it up to "The Vital Few."

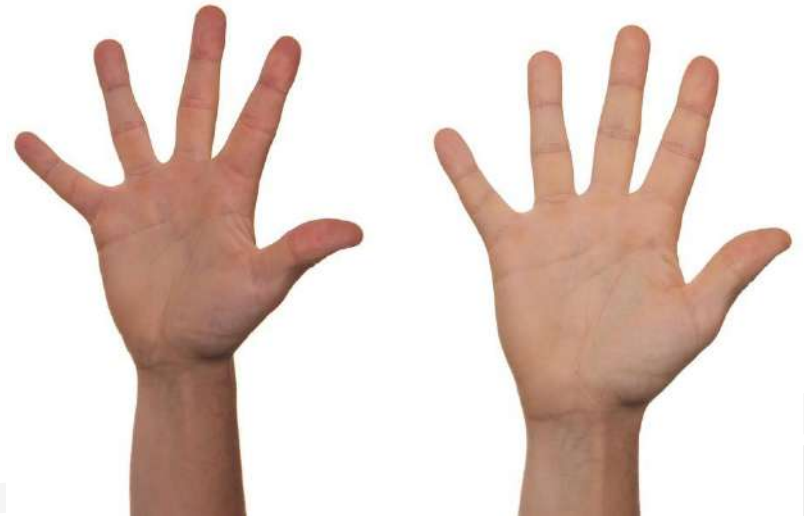
What's the Real Message?

Helping AAUW is not a priority to me.



Overview: The Care and Feeding of Volunteers

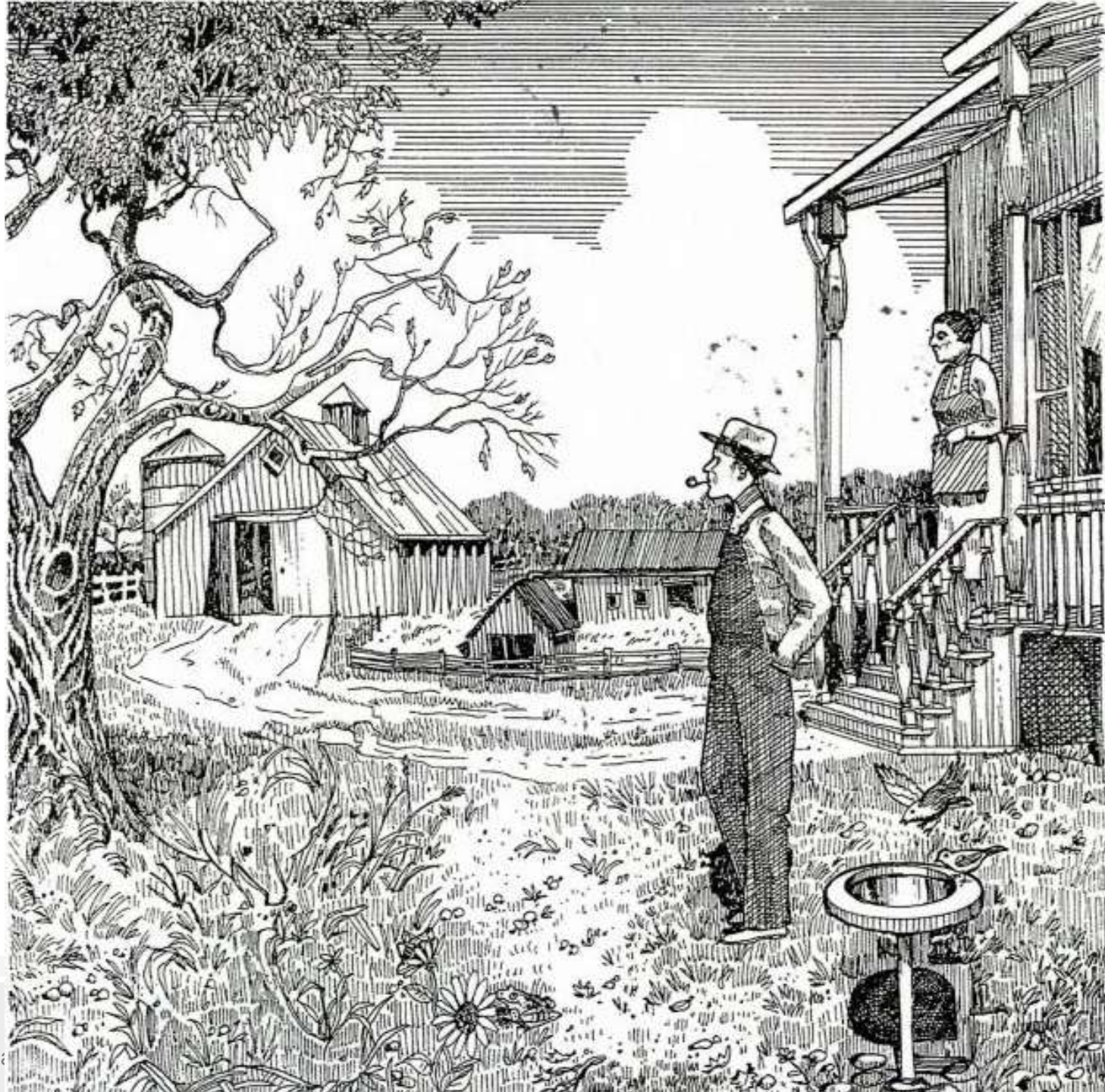
- ① Finding them
- ② Asking them
- ③ Keeping them
- ④ Thanking them





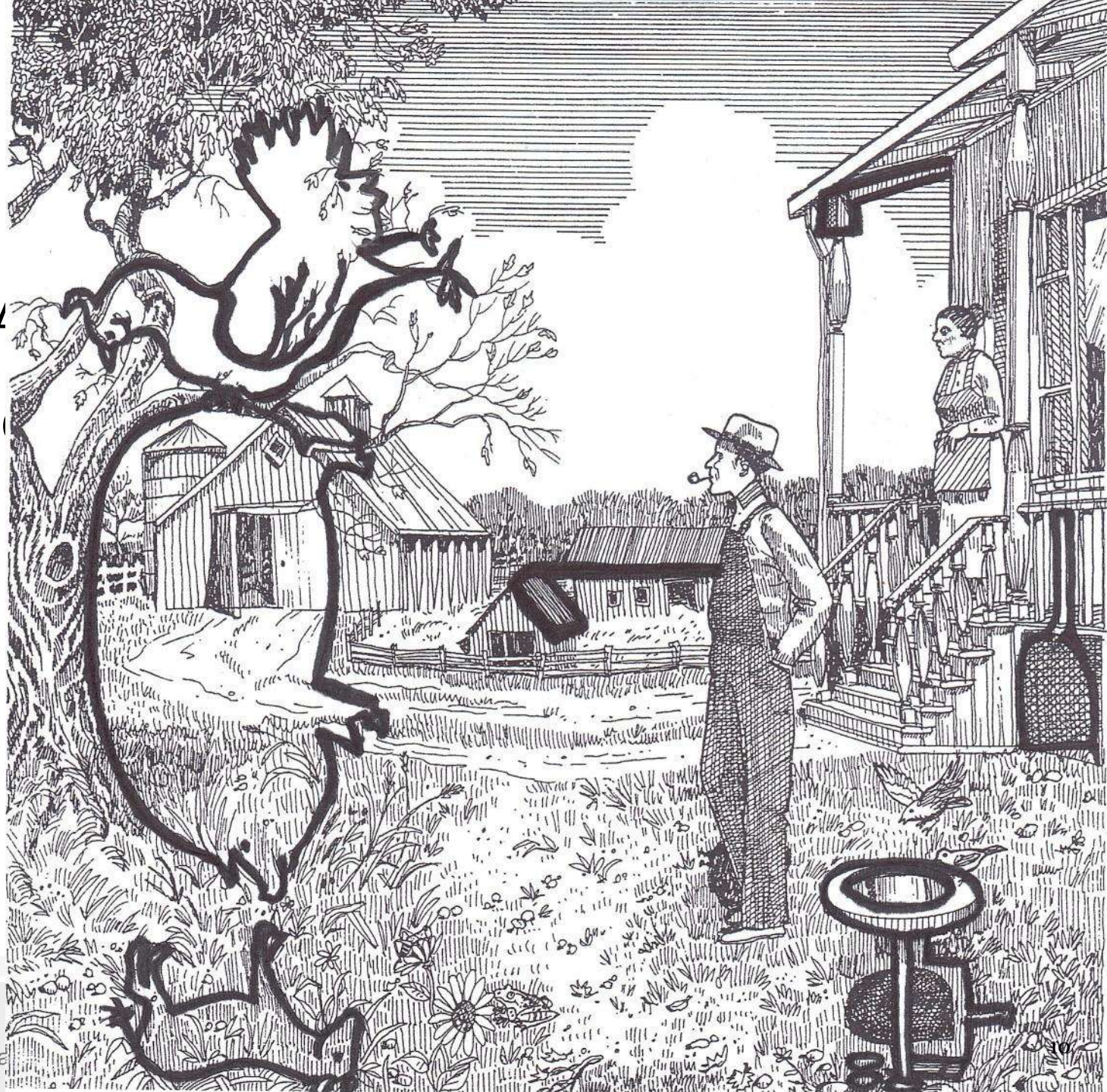
Can You Find The:

- PIG
- MULE
- ROOSTER
- TRACTOR
- HOE
- SHOVEL





Did You At Least Find the Pig?

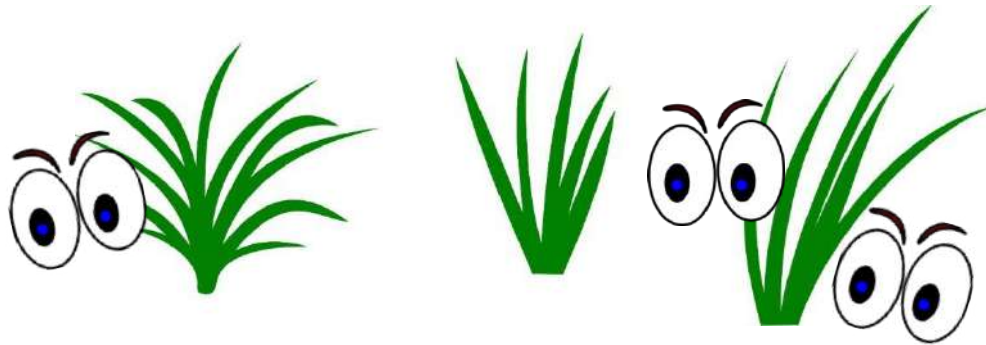




1

Volunteers: Finding Them

Where are they hiding?



- They're doing the fun stuff.
- They're waiting in the wings for something new.
- They were told they didn't have to do anything.
- They're in your Interest Groups.
- They're just not plugged in.



Get In Their Faces!

The Rule of Seven



Two New Ways

RoboCalls  phonevite

- A new way to ask for volunteers!
- Internet-based voice broadcasting service.
- Inexpensive and easy: 5 cents/ call = 5 bucks to reach 100 members!
- Reach all your members with one message.
- Let's listen:

Branch Buzz

- Leverage your Interest Groups/Sections





AAUW Branch Buzz

Dear Interest Group Chairs,
Please share these quick news snippets from our branch with your group at the next meeting. Remind people that details are in the newsletter. If the event has already passed, sorry! Just skip it. Thanks for helping us keep everybody informed.

April 20XX

- AAUW was mentioned TWICE in last week's edition of the Gazette. With photos!
- Our "Moroccan Nights" fundraiser is Saturday May 16. Contact Sandi for tickets or to donate an auction item.
- Tech Trek needs three people to score the students' essays. They have great ideas for how STEM can improve the world. Two hours and one red pen required. Contact Trish.

2 Volunteers: Asking Them

Change The Ask.

- Ask not what you can do for AAUW; ask what AAUW can do for you (WIIFM).
- Match opportunities with interests & skills.
- Be truthful.
- Drill it down.
- Stop begging.
- Don't cater to the lifers.
- Offer a Volunteer Value Promise.



Volunteer Value Promise

By volunteering in the (*your branch*) of AAUW, you will:

- Make a difference in (*your community*) by (*sending girls to science camp, funding scholarships for deserving girls, collecting school supplies*).
- Network and learn from (#) amazing, like-minded people who also live in (*your community*). Some are (*teachers*); some are (*artists*); some are (*software engineers*); some are (*realtors*).
- Practice your skills and learn new ones while working on our activities.
- Network and socialize with other organizations and people who make things happen in (*your community*).
- Use your time in a stimulating and rewarding way.
- Practice brainstorming, planning, organizing and collaborating to get a job done.
- Get inspired.

Take Me To Your Leader

The good news:

- You've found the volunteers.
- You've asked the volunteers.

The bad news:

- No one wants to be the leader.

Now what?





Where's the Enthusiasm?

You are tired; they are tired. Why are we doing this?

- Take a look at aauw.org and aauw-ca.org and you will be inspired!
- AAUW is vigorous and effective, and we are part of that.
- We are more than just fun and friendship.
- We are more than just books and bridge.

We change people's lives too!
Feel better?
Share this with your members.





Change Your Branch So You Can Keep Changing Lives

- Simplify and pare down board numbers. You don't need an entire elected board of 8 or 10 people.
- AAUW requires only three “official” bodies:
 - Facilitator or Administrator
 - Treasurer
 - Secretary



Benjamin Franklin said one way to happiness is the power to promote public welfare. Here's your chance.



You will need a...

Facilitator or Administrator or similar title

- This is someone to hold the reins, *not* pull the wagon
- Is the primary contact between the branch and AAUW California and AAUW National.



Remind members:
If nobody will lead, the branch will disappear.



You will need a...

Treasurer

- Manages the branch finances.
- She/he should like numbers.
- The treasurer doesn't have to do it all
 - Others can take checks to the bank, check the P.O. box, make calls, whatever you decide.



 You will need a...

Secretary - can you type? Sign here, please

- Takes minutes at meetings.
- Simplify the job by recording only actions that were taken, not everything that was said.
- Try having a Secretary-of-the-Month





Make the Three Jobs Even Easier

- Sharing as co-chairs can ease the reluctance.
- Serve shorter terms two months at a time?
- One branch had 6 over the year; that is extreme but it worked for them. What will work for you?

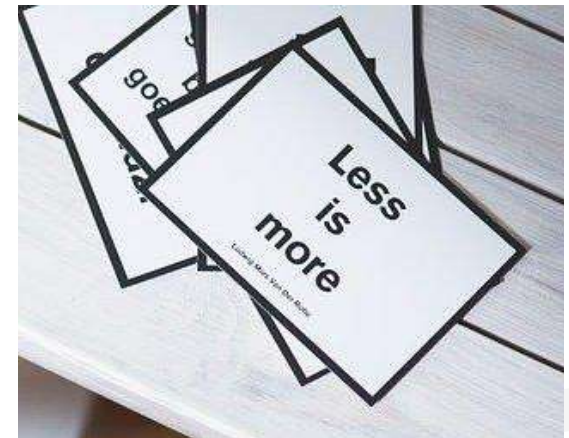
If nobody steps up, it may be time to say:
“If nobody will lead, the branch will disappear.”

But...what would be lost?

Another Hint for Making the Job Easier

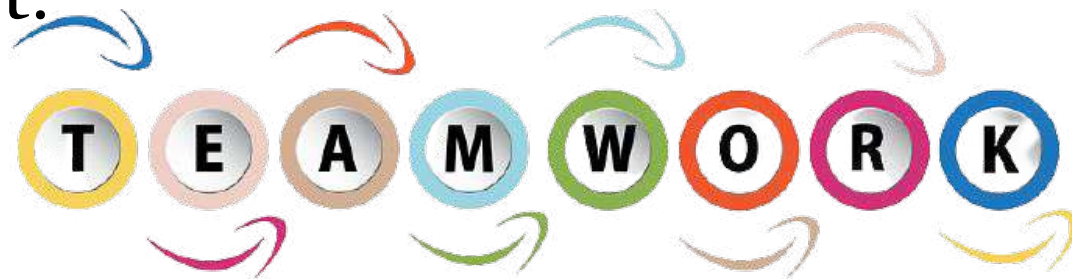
Pare down your branch's activities!

- Ask every member which projects and events are most important to them.
 - Don't overlook Tech Trek enthusiasm. No branch, no Tech Trek for local girls.
- THEN ask what they will do to contribute to those events
 - Some people will actually answer (rejoice!)
- Be ruthless in cutting; be realistic; be firm



Form Committees of the Mostly Willing

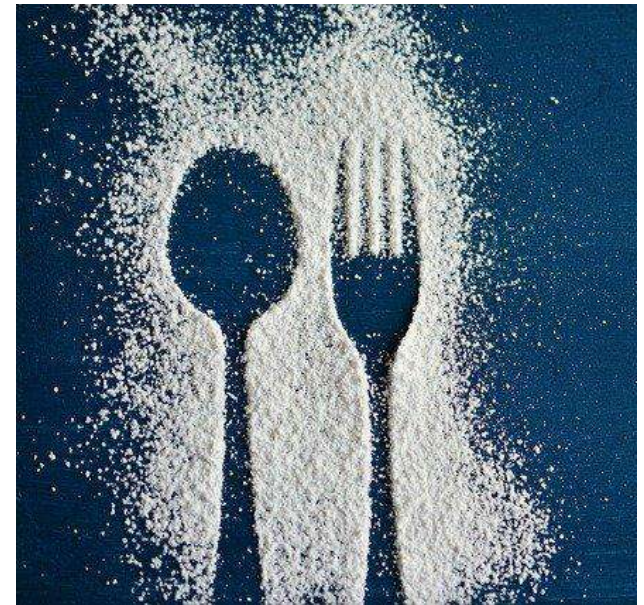
- With your new, much shorter list of activities, work up short, detailed, truthful, non-scary job descriptions.
- Ask your members to look for volunteers, not just last year's leaders. It's a team effort.



Be clear: if no one offers, it doesn't get done.

You Have Resources: Offer Lunch

- Invite likely leaders (or people you think should be leaders) to a brainstorming lunch.
- Include Interest Group leaders.
- Invite them to bring ideas, be creative; compare skills
- Ask them all to join the *Committee of the Mostly Willing* - with fewer duties.



It's a team effort, yes?



Post-Prandial Results

- Ask your interest group members what event appeals to them.
- Ask each interest group to host an event.
- Don't forget the AAUW mission.

Mission

To advance gender equity for women and girls through research, education, and advocacy.

Vision

Equity for all.

Values

Nonpartisan.
Fact-based.
Integrity.
Inclusion and
Intersectionality.

Helping your CMW be Successful

- Use what skills they already have.
- Offer them the tools to succeed.
- Pair new leaders (if only in a small way) with experienced ones. Shadowing and a bit of training are a comfort.
- Be sure the committee members have their job descriptions.



3 Volunteers: Keeping Them

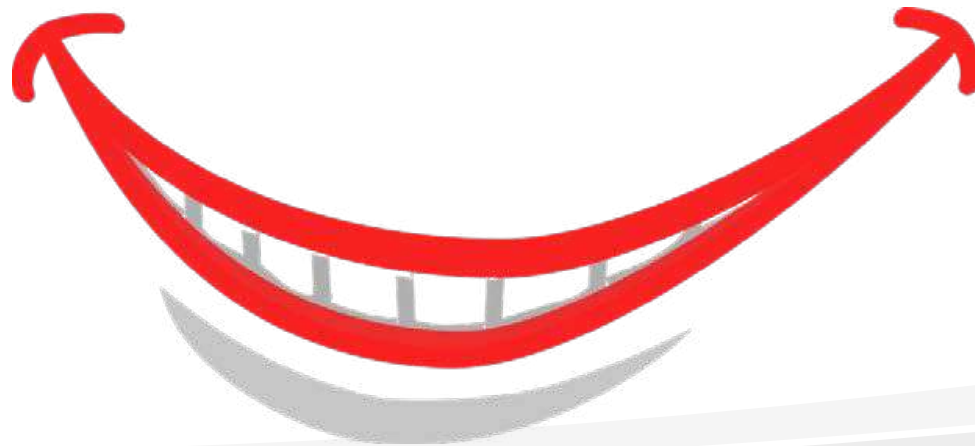


- Be more businesslike.
- Be honest about the requirements of the ~~job~~ *opportunity*.
- Hold people accountable.
- Stop backfilling.
- Keep yer eye on 'em.
- Model what you want.
- Hand out a pink slip.
- “Let It Go.”



4 Volunteers: Thanking Them

- Go beyond the newsletter.
- Catch them being good.
- Celebrate the small things.
- Thank by listening.



The Care and Feeding of Volunteers

Thank you for attending.

Now go and ask someone to “have a cup of coffee.”

Hee-hee.



■ ■ ■ The Care and Feeding of Volunteers

Question Time!

