Igniting the Volunteer Flame
Getting to know each other
What's one word that describes your unit or division?

relationships  endurance  visionary  advocates  small
committed  engaged  strong  passionate  growing
diverse  forward-thinking  disconnected  dec
partnersing  amazing  student  world
energetic  powerful  apart
learners  case  busy  best
inclusive  caring  kind  focused
ei/ecse  on-fire  helpful
consistent  family  building
transition  changing  centered
exceptional  devoted
What best describes you?

- President, President-elect: 49%
- Treasurer: 6%
- Secretary: 4%
- Membership Chair: 6%
- Communications Chair: 3%
- Other Board member: 10%
- Prof Development Chair: 4%
- Other: 17%
Are you experienced, learning, novice?

- Experienced (been around awhile): 38%
- Learning (have some of the ropes mastered): 43%
- Novice (my first real rodeo): 18%
What generation are you representing (its anonymous so honesty is safe!)

- Mail (and radio) generation (aka traditionalists): 9%
- Network TV generation (aka Boomers who pioneered adoption of home computers): 39%
- Text me generation (aka Millennials or GenY who grew up with social media, smartphones ...): 34%
- Face-to-face generation (aka GenZ and their video calls, messaging apps ...): 5%
- Don’t know / not sure / kinda fit more than one: 12%
What best describes your volunteer pool?

- **EEN ... Engaged leaders & committees with volunteers in the wings**: 19%
- **YELLOW ... Leaders with mostly committees of 1; looking for volunteers**: 40%
- **RED ... Need more all around**: 41%
Three truths to build on ...

1. Leadership succession is a verb, not a noun, not a plan
2. Volunteering & volunteers have changed (are changing!)
3. Members will volunteer
Volunteer Square

CEC would not exist without the hundreds of volunteers that power our engines every day. CEC has a variety of ways to get involved locally and nationally, and through short-term and long-term projects. Read more about volunteer opportunities below, but to get started, complete your volunteer profile below. We will make your profile available and contact you when projects align with your interests and skills.

Name *
First
Last

Email *

Organization/School/University *

Select Your Local State/Province *
Pick Your State

How long have you been employed in education field *
0 - Still a Student
4-7
12+
1-3
8-11
I’m not employed in the field of education

Professional Role *
Make a Selection

184 names
44 States
18 divisions checked
55% checked leadership oppty
Today’s Journey

• What drives volunteers to you & away from you
• Effective practices in volunteer systems
• Actions that ignite the volunteer flame
Why I Volunteer

- Explore strengths
- Gain new perspectives
- Compassion for others
- Support profession/cause
- Help others

Source: Decision To Volunteer, ASAE
Volunteering Preferences

60% say ad hoc or short-term volunteering preferred

Source: Decision To Volunteer, ASAE
Never asked
Lack of flexibility
Poor use of my time
Unclear goals or outcomes or process
Jump through hoops
Lack of virtual / short-term volunteering
Do I fit in?
Effective practices

“Hire” the search party

Create your map with a variety of options

Make it easy, visible

Build into new member welcome

Create FOMO
Acting
What volunteer options do you offer?

- Board (Leadership core): 34%
- Committees (long-term): 30%
- Task force (less than a year): 14%
- Short-term work groups or roles (1-4 months): 10%
- Micro volunteer roles (1 and done): 12%
Create the volunteer picture ...

Board (leadership core)

Committees & Teams

One-time

On-going (short-term)
Get Involved*

**Supporter**

- Short Tasks (couple of hours or less); little or no experience needed.
- Join the States’ discussions and read, post, reply; update your community profile on MAN; attend an event; respond to a survey; send a testimonial; send a letter or call your State representative.

**AADE Champion**

- Short projects that take a little longer and may need some experience.
- Share a tweet or post on social media about us; recruit a new member; submit a blog post; join us for state legislative day; host an event; attend a community outreach event; take & post event pictures; 1-day volunteer for our state or local event.

**Subject Matter Expert**

- Demonstrate your expertise by creating, reviewing or presenting quality and relevant information. Requires time and relevant knowledge.
- Speaking, facilitating, moderating, session design; newsletter or blog writer or editor; mentor.

**Thought Leader**

- Expand your impact by providing leadership in your area of expertise. Bring knowledge & experience and ability to commit a reasonable period of time (3-9 months).
- Serve on a task force, team or committee; lead a Local Networking Group; plan and lead a local event.

**Strategic Leader**

- Serve the organization as member of the leadership team. Requires a commitment of 1 or more years, knowledge of DE and AADE.
- Member of the leadership team or Lead for one of our key areas (Events, Education, Web/Technology, Finance, Membership, Advocacy).

*You choose what works for you! Volunteering opens lots of doors: gain new skills, find leadership opportunities, build your resume, forge friendships or simply give back to the profession. Our Members make a difference to people living with Diabetes!
Ways to Get More Involved

Gearing Up to Get More Involved in AGC Georgia

- **Give Back**: Contribute to the AGC of Georgia Foundation, Inc.
- **Recognize & Promote**: Use AGC Georgia's Safety Team for safety audits.
- **Stay Safe**: Use AGC Georgia's safety team for safety audits.
- **Save Money**: Access valuable resources at AGC Store.
- **Learn**: Enroll in a professional development class.
- **Develop Workforce**: Volunteer to speak about construction as a career choice at local schools.
- **Network**: Participate in local Corpus of Engineers/AGC contractor meetings.

**And this is just the beginning...**

Select a new way.
• Contribute to the Foundation
• Volunteer to teach a class or serve on a panel program
• Offer your expertise on specific task force discussions
• Participate in the YLP’s Charity Golf & Tennis Classic
• Volunteer to serve on a task force or committee
• Serve on the Legislative, Technology or Safety & Health Committees
• Help with a community service construction project
Hire the search party …

Create a Member Engagement Committee (or team)
- Interview members – “getting to you know you”
- Help them map their way to volunteering
Fill the pipeline
Get personal

- 1:1 conversations
- Find their hot button
- Tap into the Volunteer Square volunteer form
Sell as a leadership opportunity

- Elevate your brand
- Support the profession
- Build your network
- Career growth
Mentor emerging leaders

• Invite to meet other leaders
• Give a virtual tour: what the board does, a view of the resources & decisions made
• Ask them to join you for a (EXCITING!) board meeting
FOMO:
Sell the fun & work of volunteering
Get out of the way ...

• Stop boring, long meetings
  → Reset agenda, pare agenda, add fun

• Honor term limits so you get fresh faces, thinking ...
  → Don’t play the guilt trip

• Long-term board members
  → See above
  → Letting go
Get out of the way ...

- Change your language
- Shift your thinking
- Put a smile on your face
- Practice “Yes, and ...”
- Be open to new ideas
- Give board members appropriate latitude aka freedom

The way we do it is ...

We don’t do it that way

That won’t work

She’s been doing this for years so ...

Thank you, but we’ve always done it this way and it works”

We tried that a few years ago ...
Recognize & reward
To recap...

- Connect with motivators
- Create your map
- Hire a search party
- Start with the person
- Elevate volunteering
- Recognize & reward
What will you try?
CONNECT!

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