

## **Tips for Recruiting and Retaining Volunteers**

### **Why People Volunteer**

- They have a concern or passion for the cause.
- They believe in missions.
- Their relatives or friends have been active with in the program.
- They want to be involved in their congregation's ministry.
- They are interested in social and business contacts.
- They feel guilty
- They feel pressured by their peers.
- They receive personal recognition.
- They want to help other people.
- They feel that volunteering is necessary.
- They want to be involved with like-minded people.
- They want to put a face to the issue.

### **Why They Stay**

- They appreciate role of the mission in their community.
- They become connected to the project or program.
- They learn more about the strengthening and renewing their commitment to the cause.
- There were given proper orientation.
- They had adequate training.
- They enjoy the opportunity for community service.
- They enjoy the social contacts that program offers.
- They enjoy fellowship with other volunteers.
- They received recognition for their service.
- They are committed

### **Why They Leave**

- They were not given specific assignments.
- They had no orientation.
- They were not given sufficient responsibility.
- They moved.
- There were family pressures.
- There was poor communication with the volunteer coordinator.
- There was a lack of training.
- There was a lack of recognition.
- They feel unappreciated.
- There was a lack of personal satisfaction.
- They could not carry out their responsibilities at a time more convenient for them.
- The organization changed their perception of the cause negatively.
- They had an unpleasant experience.
- They found another cause.