

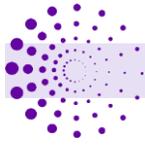


Recruiting Volunteers Handouts

Volunteer Impact Leadership Training Series

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RECRUITING VOLUNTEERS

Guide to Handouts



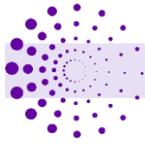
- H-1: Revealing Statistics
- H-2: Learning Objectives and Key Concepts
- H-3: Meet Needs of Organization and Volunteer
- H-4: Connecting with Marginalized Communities
- H-5: Recruitment Strategy Worksheet
- H-6: Recruitment Message Elements and Sample Recruitment Messages
- H-7: Successful Volunteer Recruiters Are
- H-8: How to Find the Right Volunteer for the Position
- H-9: Suggest Reading Resources

Volunteer Recruitment Tools

- Attachment A: Tips from Your Minnesota Colleagues
- Attachment B: Minnesota Volunteer Centers
- Attachment C: Volunteer Recruitment Websites
- Attachment D: Sample Press Release
- Attachment E: Volunteer Recruitment Message: Before and After

All of the information from the PowerPoint presentation is included in the handouts.
To follow the handouts with the PowerPoint slides,
note the handout number in the lower right corner of the PowerPoint (“Handout 1” etc.).





Handout 1 The Most Revealing Statistics

What is Volunteer Recruitment?

A process to attract and invite people to consider involvement with your organization.

The Most Revealing Statistics about Recruitment

#1 way to recruit volunteers: Personal ask

- 50% of all people were asked to volunteer by a friend.
- Individuals who were asked to volunteer were much more likely to volunteer (71%).
- 29% did so when not asked.
- Among past year volunteers, those who were asked to volunteer served 16.1 hours. Those volunteers who were not asked volunteered 12.6 hours.
- Among those surveyed who did NOT volunteer, 5.8% stated not being asked to volunteer as their reason for not getting involved.

Among those who were asked by someone to volunteer, they were most frequently asked by:

- Friend – 50%
- Family member or relative – 19%
- Someone from religious establishment – 32%
- Someone at work – 12%

Among those who learned about their volunteer activity through participation in an organization:

- Place of worship – 56%
- Membership in a service club or professional association -- 13%
- Workplace or employer – 24%
- Membership in another voluntary organization – 13%
- School or college – 15%

Reasons for Volunteering:

- Over 96 percent listed feeling compassion toward people as an important reason to volunteer, and 91% volunteered as a way of giving back to the community.
- Just over 90% were motivated to volunteer because they believed that those who have more should help those with less, while 83.2% reported volunteering as an important activity to people they respect.
- Less frequently identified as motivations for volunteering were that someone close to the volunteer was involved or would benefit from the activity (68.7%) and to meet new people (66.4%).

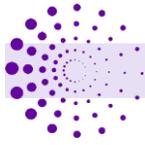
* From: Independent Sector Giving and Volunteering in the United States

How volunteers became involved in their main volunteer organization:

- 33% approached on their own
- 6% through boss of employer
- 27% through someone in the organization
- 5% through website or online source
- 26% through relative, friend or co-worker
- 8% other means
- 7% through someone else

* From: http://cdn.volunteermatch.org/www/about/UnitedHealthcare_VolunteerMatch_Do_Good_Live_Well_Study.pdf





Handout 2 Learning Objectives and Key Concepts

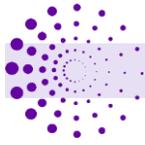
Learning Objectives

Upon completion of this module, participants will:

1. Understand what recruitment is and the impact of doing it well.
2. Understand objections and barriers that people might have to volunteering at their organization and some strategies to overcome them.
3. Know how to design an effective recruitment message.
4. Describe the characteristics of effective recruiters.
5. Receive tools that will help you strengthen your ability to recruit volunteers

Key Concepts

1. Until you identify and address people's possible resistance(s) to volunteering within your organization, you will not reach your potential in volunteer recruitment.
2. For volunteer recruitment to be successful, the needs of the organization and the needs of the volunteer must be met.
3. The recruitment invitation must, minimally, include 3 elements.
4. It is important to have effective, trained people recruiting new volunteers.
5. There are tools and resources you can use to help with recruitment.



Handout 3

Meet Needs of Organization and Volunteer

Key Concept #1

Until you identify and address people's possible resistance(s) to volunteering within your organization, you will not reach your potential in volunteer recruitment.

Key Concept #2

For volunteer recruitment to be successful, the needs of the organization and the needs of the volunteer must be simultaneously met.

Start with the Position Description

- The Position Description will help you recruit the right person for the right job, for example:
 - What will the volunteer be asked to do?
 - What skills is the organization looking for?
 - What is the time commitment?
 - What impact will the volunteer have?
- Truthfulness is paramount when recruiting
 - Portray the volunteer position honestly
 - Never over-promise

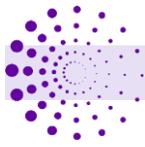
Recruitment Techniques to Avoid

Technique

- Bait and switch
- "There's nothing to it."
- "We're desperate, anyone will do..."
- "You're a CPA. We can use one of you!"
- "We have lots of needs...HELP!"
- "I'm tired of doing it. Anyone else want to do it?"
- Cast your nets and see who swims in...

Why Avoid

- You will lose trust of volunteer
- Message: "Any dummy can do it!"
- How special does that feel?
- Avoid making assumptions
- People respond to specifics; they volunteer for a specific job
- Wrong message!
- Whoops! Wrong fish!



Handout 4 Connecting with Marginalized Communities

Many BIPOC communities rely on relationships to build trust and understanding

- Online and impersonal recruitment methods may not work
- The #1 recruitment method is a personal ask – and you can't ask if you don't have a relationship or if your organization's network doesn't extend into BIPOC communities
- Building relationships takes time – don't expect quick results

Do not assume that people experiencing poverty cannot volunteer

- Most people DO volunteer; they just do so informally (i.e., neighbors helping neighbors or through their faith communities)
- The word "volunteer" can be a barrier – focus on helping and supporting the community

Barriers that prevent BIPOC engagement with larger service organizations

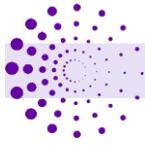
- Lack of compensation
- Burden
- Position description is heavily volunteer egocentric instead of focusing on those being served
- Lack of anti-racism or anti-bias training and materials for organization and volunteer
- Overly white organizations leading to unwelcoming environments
- Time constraints, demanding interview practices and background checks
- Failing to elevate BIPOC volunteers as experts and leaders when volunteering
- Are not invited/do not hear about opportunities (lack of relationship with organization)

Actions to take toward change

- Build authentic relationships with BIPOC community leaders, organizations, and volunteers
- Be specific in recruitment and project descriptions; it's okay to ask specifically for BIPOC volunteers
- Use language that empowers and focuses on those being served
- Provide a form of compensation whether monetary, work skills, future recommendations, etc.
- Create partnerships with diverse organizations, whether through college clubs or local faith institutions

Resources:

See MAVA's 2018 report "8 Strategies for Creating a More Inclusive Volunteer Program," available for download on our website at www.mavanetwork.org/inclusive.



Handout 5 Recruitment Strategy Worksheet

Volunteer job description (summary):

Skills and qualities needed to perform the duties:

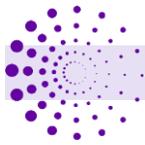
What types of people are most apt to have these qualities? (i.e., race, age, gender, educational level, experiences - what types of people have made the best volunteers in this position previously?)

What are the best sources for finding my needed volunteer(s)? (i.e., culturally-led organizations, service clubs, faith-based organizations, corporations, colleges, youth clubs, etc.)

What techniques or methods would be most appropriate to gain access to them? (i.e., friend or colleague to personally ask, speak to Rotary, talk to classes at the local college, PSA on teen radio station, etc.)

What benefits will these volunteers receive by doing this job? (i.e., what exchange are we offering them: work experience, networking opportunities, making a difference)

Who is the best person to do the recruitment and why?



Handout 6 Three Parts of a Recruitment Message

Key Concept #3

The recruitment invitation must, minimally, include four elements:

1. Statement of need
2. How the volunteer can help
3. The benefit of the volunteer
4. Impact of position

When recruiting from BIPOC or other marginalized communities, review your recruitment messages to look for ways your language can be more inclusive

- Instead of “Must speak English,” consider “English learners of all levels welcome.”
- Instead of “Meet people from around the world,” consider “Connect with your community.”

Examples of a Statement of Need

In Terms of the Organization:

Special Olympics needs softball coaches for spring league.

In Terms of the Client:

They have gloves, bats and softballs...but no coach. 75 boys and girls with special needs are waiting for a coach. Don't let them strike out. Join our Special Olympics Team! Call 1-800-GOLD today.

In Terms of the Organization:

The Senior Lunch Program needs people to cook meals for seniors on Tuesdays.

In Terms of the Client:

Many seniors in our community are not eating balanced meals, are suffering from malnutrition, and therefore need...

Sample Recruitment Messages

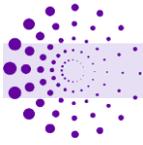
Every 15 seconds a woman is beaten in this country. Every 15 seconds her partner shares in her loss of self-esteem. Their children are learning how to behave in relationships. You can help stop this cycle of violence and learn valuable communication skills by serving as a volunteer with the Battered Women's Alternatives Hotline. In the next 15 seconds, you can make a difference!

1 out of 5 Americans can't read this message! By volunteering to teach an adult to read and write, you can open a world of opportunity for some who might otherwise be limited - stuck! We'll provide the training, you set the time and place of the lessons. Call Project Read at 432-877-5329.

Many elderly in our community live lonely stretches without a warm smile or embrace. Your family could volunteer to 'adopt' one of these senior residents. The members of your family will experience some rare quality time together while giving someone's grandma or grandpa a real lift.

Infant car injury and death can be reduced by 75% with the use of infant car seats. You can make infant car seats available to new parents by volunteering to demonstrate these seats each Wednesday at North County Hospital. You will receive gratification from knowing you are helping to save the lives of our most valuable resource - our children.





Handout 7
Successful Volunteer Recruiters Are...

Key Concept #4

It is important to have effective, trained people recruiting new volunteers.

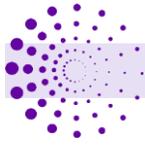
Successful Recruiters Are...

SATISFIED with their volunteer work and with their organization (not burned out, tired ones looking for replacements).

ENTHUSIASTIC You may wish to note that the word enthusiasm ends with IASM – **I Am Sold Myself**.

ARTICULATE to express their experience in a way that fires up interest in others.

CONNECTED with the person or group being recruited. People say “yes” to people that they know and respect.



Handout 8 How to Find the Right Volunteer for the Position

Key Concept #5

There are actions, tools, and resources you can use to help with recruitment.

Develop a diverse team of recruiters (staff, volunteers, board members).

- Recruitment becomes a “way of life.”
- Recruiting becomes an ongoing activity.

Develop a Volunteer Recruitment Toolkit for your recruiters.

It might include:

- What positions is the organization recruiting for?
- What is the key “recruitment message” for each position?
- Develop written pieces that can be shared with prospective volunteers (e.g., descriptions of open positions, brochure describing organization).

Generate ideas with staff and volunteers about where you might find prospective volunteers interested in your organization’s particular volunteer opportunities.

Here are some questions to get you started:

- Who knows about my organization?
- Who supports it?
- Who benefits from its work?
- Who is affected by the issues we deal with?
- Who might be motivated to volunteer at my organization (academic credit, people in a certain profession, people in a certain age group)?

Get your recruiters ready to recruit.

- Train them.
- Give them the tools that they need.
- Be enthusiastic and upbeat!
- Paint an accurate picture of the volunteer assignment but make it fun!
- Remember: People are flattered when you ask them to volunteer!

Set your expectations for volunteers high.

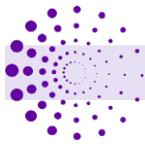
- Never minimize what the job entails.
- Responsible work attracts responsible people.

Remember

The more responsible the job...

- The more the volunteer learns and contributes...
- The greater the personal development and satisfaction...
- The greater the commitment...
- The more responsibility the volunteer can assume...
- The greater the contribution to the agency and the community!





Handout 9 Suggested Reading Resources

Websites:

For the most recent Bureau of Labor Statistics data on volunteer rates and demographics, see “Volunteering in the United States” at <http://www.bls.gov/news.release/pdf/volun.pdf>.

For a comprehensive look at volunteer and civic life in America from the Corporation for National and Community Service, see <https://nationalservice.gov/serve/via>

For a variety of articles on volunteer recruitment, see https://www.energizeinc.com/how_to_volunteer_management/recruitment

For articles and webinars on involving volunteers, see Charity Village resource page <https://charityvillage.com/category/volunteer-engagement/volunteer-management/>

For tips on recruiting daytime volunteers go to: www.energizeinc.com/art/npday.html

Articles

Conroy, Sara and Alicia Williams, “Use of Internet, Social Networking Sites, and Mobile Technology for Volunteerism: Implications for Volunteer Recruitment and Engagement,” AARP, 2014
https://www.aarp.org/content/dam/aarp/research/surveys_statistics/general/2014/Use-of-Internet-Social-Networking-Sites-and-Mobile-Technology-for-Volunteering.doi.10.26419%252Fres.00082.001.pdf

Ellis, Susan, “Ten Time-Tested Volunteer Recruitment Tips that Still Work,” Energize, 2014
<https://www.energizeinc.com/hot-topics/2014/september>

Fish, Susan, “Poke, pin and tag: Using social media to engage volunteers,” Charity Village, 2013
https://charityvillage.com/Content.aspx?topic=Poke_pin_and_tag_Using_social_media_to_engage_volunteers#.VmNaML-ic2x

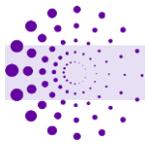
Fryar, Andy and Rob Jackson & Fraser Dyer, “Turn Your Organization into a Volunteer Magnet”
https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0ahUKEwif7eu92cXJAhUG5iYKH65A_sQFggdMAA&url=https%3A%2F%2Fwww.energizeinc.com%2Fsites%2Fdefault%2Ffiles%2FVolunteerMagnet2nded_0.pdf&usq=AFQjCNHC8dYhFlyn-UqDB9wpiN2b8eceMQ

“How to Recruit and Keep Volunteers,” Do Something U, 2011
<https://www.youtube.com/watch?v=naXpl6H6p0A>

“Inspiring the Next Generation Workforce: The 2014 Millennial Impact Report,” The Case Foundation,
<http://casefoundation.org/wp-content/uploads/2014/11/MillennialImpactReport-2014.pdf>

McCurley, Steve. “PSA’s and Volunteer Recruitment Campaigns.” *e-Volunteerism: The Electronic Journal of the Volunteer Community*. Vol. IV, Issue 4, July-October 2004.
www.e-volunteerism.com/quarterly/04jul/04jul-along





McCurley, Steve. "Writing Persuasive Volunteer Recruitment Appeals"
www.energizeinc.com/art/McCurRecr.html

McKee, Thomas, "Volunteer Recruiting: The Dating Method," 2010,
<https://www.youtube.com/watch?v=3-iiTDvB-UQ>

Stallings, Betty. "Six Training Exercises to Enhance Recruitment of Volunteers."
e-Volunteerism: The Electronic Journal of the Volunteer Community. Vol. II, Issue 1, October-December 2001. <https://engagejournal.org/quarterly/01fall/training2a>

Volunteer Match, "101 Volunteer Recruitment Secrets,"
<https://sustainingplaces.files.wordpress.com/2013/05/101-recruitment-secrets.pdf>

Books

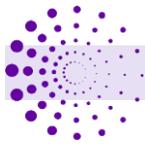
Ellis, Susan. *The Volunteer Recruitment (and Membership Development) Book*. (3rd ed.) Energize, Inc. 2002. Available for order from Amazon (\$18.95, used copies also available)
<https://www.amazon.com/Volunteer-Recruitment-Membership-Development-Book/dp/0940576252/>

Esmond, Judy. *Count Me In! 501 Ideas on Recruiting Volunteers*. Available for order (\$49/Australian Dollars, e-book only)
<http://www.morevolunteers.com/productsbooks.htm>

Little, Helen. *Volunteers: How to Get Them, How to Keep Them: An Essential Guide for Volunteer Leaders and Staff of Professional, Trade and Charitable Nonprofit Organizations*. Panacea Press, 1999. Available for order from Amazon (\$15.65, used copies also available)
<http://www.amazon.com/Volunteers-How-Get-Them-Keep/dp/1928892019>

McCurley, Steve and Rick Lynch. *Volunteer Management: Mobilizing all the Resources of the Community*, revised ed. Kemptville, ON: Johnstone Training and Consultation, Inc., 2011. Available for order (\$29 e-book only)
https://www.energizeinc.com/store/volunteer_management_mobilizing_all_resources_community

Wittich, Bill. *77 Ways to Recruit Volunteers*. Knowledge Transfer 2003. Available for order from Amazon (\$10.35, used copies also available)
<https://www.amazon.com/Ways-Recruit-Volunteers-Bill-Wittich/dp/1928794181>



Attachment A Tips from Your Minnesota Colleagues

*Personal asks are the best way to recruit a volunteer,
but it's still important to make the community aware of your volunteer opportunities.*

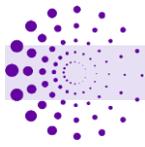
Here are some things that your Minnesota colleagues recommend!

Become skilled at online recruiting

- Become an affiliate of your local volunteer center.
- Place a volunteer recruiting easy to find on your website
 - Make certain that your volunteer page is updated frequently, is inviting, and conveys images of you want to recruit.
 - Include your case statement for volunteering.
 - Make sure that you are easy to contact. Online forms should be simple. Do have online roadblocks to volunteering
- Become skilled at writing online volunteer recruitment messages.
 - Make the title catchy, interesting and fun
 - Keep the message brief - 100 words
 - Word it simply with no jargon and acronyms
 - Give key details including time commitment and requirements
 - Include a call to action
 - Review it from the volunteer perspective
 - Edit – No grammar or spelling mistakes
- After a position has been listed for a while, take it off, and then add another identical one but with a different name so it will go to the top of the list as a recently submitted position.

Build partnerships for recruiting

- Become known to the schools as a good place for youth volunteers -- parents are impressed and remember this and spread the word.
- Check out the colleges and universities in your area – departments that recruit volunteers and interns. Students with an interest in the mission of your organization may want to “build resume” by volunteering or interning at your organization.
- Work with high schools for community service projects; often the students will stay on as active volunteers.
- Check out county work readiness programs and community colleges – participants and students are always looking for employer placements.
- Did you know that students receiving financial aid through their local college or university many have the option of doing their “work study” placements off campus? Call the financial aid office or the community service office of your local college.



Network

- Be known to other volunteer programs so that if someone comes to them but isn't a fit or needed, the other program can refer them to you - and do the same when the potential volunteer isn't a match for your program.
- Join your local network of Volunteer Resources Leaders – learn from your colleagues!

Involve your volunteers to recruit other volunteers

- Be certain your current volunteers are aware of additional opportunities for volunteers - they may want to do more - and they are the best recruiters of friends, neighbors, family.
- Make business cards for your volunteers to share with friends about volunteering. Have fun prizes for volunteers who recruit the most new volunteers.

Develop a reputation for good work

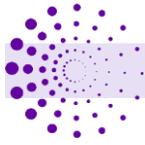
- Have a good program that truly respects the volunteers and is fulfilling for them - they'll stay - and they'll tell others!
- Do a good job of following up on letters regarding hours, references, scheduling, etc. It will do wonders for your program's reputation!

Have enticing volunteer positions

- Take another look at your routine position descriptions of volunteer needs - jazz them up!
- Offer a good choice of positions.

Keep trying new ideas

- Place a notice in the Community News section of your neighborhood paper for your next orientation session (at least 2 weeks in advance) with a request for pre-registration - and also note who to contact for more information about volunteering at your organization. Papers will often run this because they see it as an "event!"
- Write a press release or newspaper blurb advertising your organizations volunteer opportunities or orientation sessions – send to as many other organizational newsletters as possible.
- Talk with large employers located near your organization; they may help promote your opportunities to their employees or retirees.
- Build a buzz about volunteering for your organization with social media.



**Attachment B
Minnesota Volunteer Centers**

Local resources to post volunteer positions and to connect about volunteer recruitment.

HandsOn Twin Cities
672 Transfer Rd.
St. Paul, MN 55114
www.handsontwincities.org
(612) 379-4900

Community Thread
2300 Orleans Street W.
Stillwater, MN 55082
www.communitythreadmn.org
(651) 439-7434

FirstLink Volunteer Center
4357 13th Ave S, Ste. 107L
Fargo, ND 58103
www.myfirstlink.org
(701) 293-6462 or (888) 293-6462

United Way of Douglas & Pope Counties
503 Hawthorne Street
Alexandria, MN 56308
320-834-7800
www.uwdp.org

Arrowhead RSVP & Northland Volunteer Center – AEOA
702 3rd Avenue S.
Virginia, MN 55792
www.aeo.org
(218) 749-2912 or (800) 662-5711

The Volunteer Bridge of Sherburne County (RSVP)
18334 Joplin St. NW
Elk River, MN 55330
(763) 633-5886
www.sherburneunitedway.org/volunteer/in-the-community.html

United Way of Greater Duluth Volunteer Center
424 W. Superior Street, Suite 402
Duluth, MN 55802
Duluth: 218-726-4770
Superior: 715-394-2733
<http://volunteerduluth.galaxydigital.com/>

United Way of West Central Minnesota
311 Fourth St. SW
Willmar, MN 56201
<https://liveunitedwcm.org/>
(320) 235-1050

Mower County United Way
111 Main St N #202
Austin, MN 55912
www.uwmower.org
(507) 437-2313

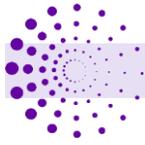
United Way of Olmsted County
903 West Center Street
Rochester, MN 55902
www.uwolmsted.org
(507) 287-2000

United Way of Southwest Minnesota
800 East Main St, PO Box 41
Marshall, MN 56258
<https://www.unitedwayswmn.org/>
507-929-2273

United Way of Central Minnesota
921 1st Street North, Suite 200
St. Cloud, MN 56303
www.unitedwayhelps.org
(320) 252-0227

If your community is not covered by one of these volunteer centers, contact your local United Way and ask if they have a place on their website to post volunteer positions.





Attachment C Volunteer Recruitment Websites - National and International

MAVA advises you to first use your local volunteer center, if you have one, as a place to post volunteer positions. Below are additional national websites that post volunteer positions.

Volunteer Match, <http://www.volunteermatch.org/> - National database.

Catchafire, www.catchafire.org - Recruit volunteers who want to use their professional skills to make a difference. Primarily project-based, most projects are remote.

Create The Good, <http://createthegood.org/getinspired> - connects you with volunteer opportunities to share your life experiences, skills and passions in your community – AARP.

Craigslist, <http://www.craigslist.org> - Includes volunteer opportunities. (this link takes you to the main page. Volunteers is listed under community in upper left.

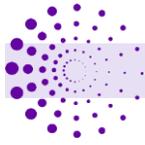
United We Serve, <http://www.serve.gov/> -, a federal government sponsored connecting website.

All For Good: www.allforgood.org - Simple web application that helps volunteers find opportunities in their community. Within the online network, they can find and share opportunities, see what volunteer projects their friends are working on, and track activities.

iParticipate, iParticipate.org - Volunteering website created by the Entertainment Industry Foundation. With their recent volunteering storylines on TV and massive ad campaign, this website is creating quite a bit of buzz.

Idealist, <https://www.idealists.org/en/> - International volunteer database.

International Volunteer Programs Association, <http://volunteerinternational.org/> - Located in New York City, this organization links volunteers with projects across the globe.



**Attachment D
Volunteer Recruitment
Sample Press Release**

[Print on agency letterhead]

FOR IMMEDIATE RELEASE

[Date]

CONTACT: [Agency spokesperson
and phone number]

[NAME OF AGENCY] IN [NAME OF CITY] SEEKS VOLUNTEERS

Name of City – [Name of Agency] in [name of city] is looking for area individuals to volunteer their time to help the organization meet its mission of

Specifically, [name of agency] seeks an individual to perform the following duties:

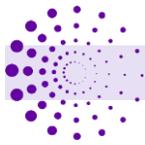
[List of duties]

“Volunteering is such a rewarding experience for both the volunteer and the organization that benefits from the assistance the volunteer provides, said [name of volunteer program director or other volunteer resources leader], [name of agency]’s Volunteer Program Director [or other title]. “We hope people who value [say something about the agency’s mission] will see this as an opportunity to make a difference for a cause they believe in.”

Anyone interested in volunteering for [name of organization] is asked to call [fill in name and contact info]. Prospective volunteers will be asked to complete an application and will then be called for an interview.

[Name of organization] is the region’s oldest and largest... [or some such boilerplate language about the organization and its mission].





Attachment E

Sample Recruitment Messages: Before and After

It is important to utilize inclusive language that is centered around the individuals and communities being served in recruitment messages. This example focuses on building relationships with your community members, instead of characterizing those being served as others (i.e., “new people from your community instead of “people from around the world”).

Another tip is to simplify your message in a clearer, more concise way (i.e., using bullet points) so potential volunteers know what they could be doing and what they would need to participate. Detail the goal and impact of the work being done (i.e., build literacy skills, practice computer skills, study for GED). A last tip is including multiple ways for potential volunteers to share their interest (i.e., email, telephone, volunteer interest form) in an easier and less burdensome way.



Volunteer Recruitment Message

Before

After

Adult ESL Tutor

Partner with an adult immigrant or refugee learning English. Meet people from around the world while helping them build literacy skills to thrive in the United States.

Sound like something you're interested in? The Minnesota Literacy Council is seeking enthusiastic individuals who want to teach or tutor English in a classroom or one-to-one setting. You'll meet interesting people while making a lasting difference in the life of an adult learner.

No previous experience is necessary; training is provided. The only language requirement is the ability to read, write and speak English. Flexible morning, afternoon and evening opportunities are available throughout the metro. The time commitment ranges from one to three hours per week.

Volunteers must be 18 years old, or 16 if volunteering with a parent or guardian.

Contact Wendy for more details: wroberts@mnliteracy.org

Teach English to your neighbors!

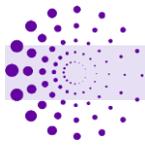
Partner with an adult immigrant or refugee learning English. Meet new people from your community and work with them to build literacy skills and achieve their goals.

Sound like something you're interested in? Volunteer as an English tutor!

- No experience needed – we'll provide all necessary training
- English speakers of all levels are welcome and encouraged to volunteer
- Time commitment is 2 to 3 hours once per week
- We will match you with a program in your neighborhood at a time that works for you
- Must be 18 years old to volunteer

Contact Wendy for more details: wroberts@mnliteracy.org or 651-251-9063, or fill out a volunteer interest form and we'll contact you with next steps: <http://mnliteracy.org/volunteers/volunteer-interest-form>





Before

Help adults gain essential literacy skills. Volunteer as an Adult Literacy Tutor!

Would you like to gain experience teaching English and make a difference in the lives of your neighbors? Volunteer as a teacher, classroom assistant or one-on-one tutor with Minnesota Literacy Council!

You'll partner with adult immigrants and refugees who are learning English, helping them build their literacy skills and thrive in the United States. We need volunteers to serve as teachers, classroom assistants, and one-on-one tutors. Curriculum and materials are provided. No previous teaching experience or foreign language proficiency required. Training is provided.

The time commitment ranges from 1 to 3 hours per week. We have a variety of opportunities available throughout the Twin Cities Metro Area—please contact us and we can match you with a program in your neighborhood. Volunteers must be 18 years old, or 16 if volunteering alongside a parent or guardian.

For more information, contact Wendy: wroberts@mnliteracy.org

After

Support adults as they build literacy skills!

Tutor adult immigrants, refugees and native-born Minnesotans as they study for the GED test, practice computer basics or improve their reading and writing skills. Join this important work by volunteering with the Minnesota Literacy Council.

- No experience needed – we'll provide all necessary training
- English speakers of all levels are welcome and encouraged to volunteer
- Time commitment is 2 to 3 hours once per week
- We will match you with a program in your neighborhood at a time that works for you
- Must be 18 years old to volunteer

Contact Wendy for more details: wroberts@mnliteracy.org or 651-251-9063, or fill out a volunteer interest form and we'll contact you with next steps: <http://mnliteracy.org/volunteers/volunteer-interest-form>

