

Volunteers in Patient Organizations

Anat Moshe

What is Volunteerism?

- Volunteerism is the willingness of people to work on behalf of others without the expectation of pay or other tangible gain
- Volunteers make a difference by contributing their time, energy and talents to the causes they hold dear
- Culture of volunteerism is different by country and region

Benefits of Volunteers



- Helps your organization meet its targets
- Can successfully reach your client population and help reach new target population
- Demonstrate community support
- Help with PR of organization
- Contribute to the spirit and drive of the organization

Before recruitment

- Understand your NGO
- Understand the culture of Volunteerism in your community
- Develop positive community presence
- Ensure Volunteerism is a priority in your NGO

Preparation

- Understand your NGO needs
- Write position/job descriptions
- Prepare your NGO
- Assess your volunteers' needs

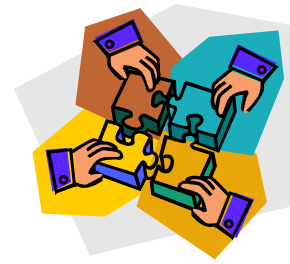
Key Questions

- Do you have meaningful positions?
- Do you have position/job descriptions?
- Do you have the support to train and manage new volunteers?
- If you can respond “yes” to these questions, you are ready; if not consider alternatives for recruitment



Position/Job description

- Position/job title
- Work Location
- Position summary/ Volunteer impact
- Responsibilities and duties
- Qualification Skills
- Commitment required
- Training/Support provided
- Staff and volunteer partners
- Date
- Volunteer supervisor/Contact information

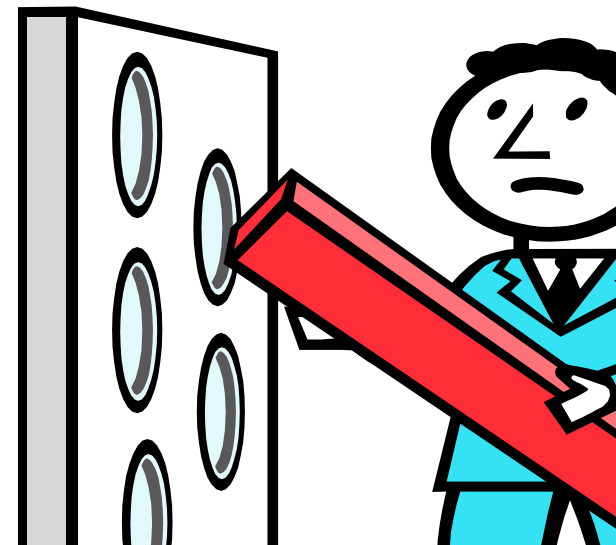


Remember

Now that you know what your organization needs, your organization is ready and you have concrete job descriptions for volunteers, you can start recruiting

Why do People volunteer?

- Social awareness
- Recognition
- Belong to a group, make new friends
- Power, growth, achievement
- Feel like they are needed
- Relieve boredom
- Explore their own strengths



Who can be a volunteer in a patient organization?

	Internal Circle	External Circle
<ul style="list-style-type: none">••••	Patient Family & relatives Friends and acquaintances Professionals Students	General population Pensioners Housewives Pupils

Where and how do you find them?

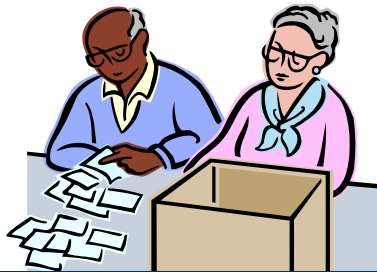
Internal

Personal recruiting

Special events

In general meeting

Internal data base



External

Advertisement

Direct Mailing

Internet sites

Public events

Business partners

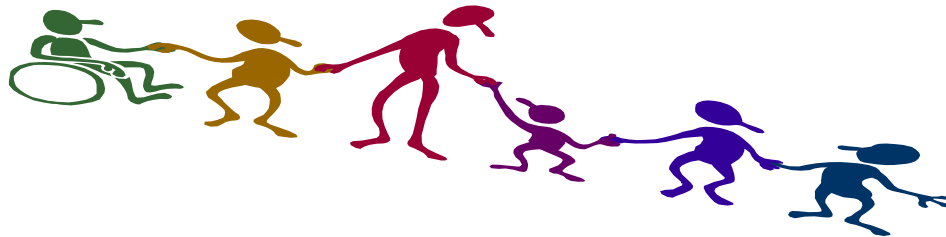
Job adjustment considerations

- Motivation and likes of volunteer
- Skills & Strengths
- Time frame

**Intensive follow-up and support
is critical for good adjustment**

Retentions of Volunteers

- Management - framework
- Motivation - personal fulfillment
- Personal development - training & enrichment
- Recognition and rewarding



Mistakes in maintaining volunteers

- Ignoring the steady volunteer
- Wasting a volunteer's time or talent
- Forgetting the volunteer between assignments
- Being vague about expectations
- Overloading
- Not listening

Remember

The Volunteers are the essence of your organization and they enhance the spirit & soul of it.



THANK YOU

