

Attract Volunteers - Flip Chart Data

Looking at today and two years from today, what challenges do you see in your LMSC? What strategies or ideas would you suggest to LMSC Board volunteers to attract leaders to fulfill those LMSC Needs?

- Clearly define the need,
- Free USMS membership for 5 years for all those that raise their hands to run for election/ appointments up to XX number per position,
- Find people who are actively engaged with LMSC events,
- Go around to Clubs in LMSC and meet with their members,
- Find people who have similar skills,
- Follow-up with people who indicate willingness to volunteer during registration,
- Set up open conference call with club leaders and coaches to get out messages and beg for volunteers,
- Create non traditional “tasks” for people to volunteer for—little chunks, limited commitment, created positions that may not exist, so you can get them engaged, when they are interested,
- Use newsletter to solicit volunteers form membership,
- survey board members for individual they know with required skill sets,
- Offer “FREE” USMS registration and waive meet fees,
- Have coaches nominate their pick-then schmooze!, Facebook,
- People that have leadership qualities and are active participants,
- People that suggest ideas-Doers thinkers,
- Talk to the people who ask questions about(ie. top ten, newsletter, etc);
- current BOD members find back up/replacement, BOD members
- Each BOD go to own workout group and find non competitive swimmer to get involved
- Query “potential gifts” at registration,
- Query volunteer interest at registration,
- chat up needs at local events (USMS meets, USS Meets, etc) to find volunteers with required skill set,
- online survey for members,
- design a survey for LMSC membership,
- seeking feedback on member experience,
- Divide questions into areas governed by officer task areas,
- identify potential recruits, administer (a month ahead of Board election)
- Handout member awards at annual board/membership meeting to expose them to the LMSC inner workings.
- Then recruit them for board or theory volunteer roles, reach out to each club for one “ambassador” to attend monthly board meetings,
- Send LMSC leaders to various club-workouts to chat with the swimmers,
- Ask for volunteers within each club/practice,
- LMSC communicates need to members,
- Ask current members for recommendations,
- Offer incentives to coaches for recruiting volunteers, breakout small activities that people can be involved with-that gets someone involved without a big commitment and then ??? them;
- Hold non competitive event to network with USMS members that are not on your radar, Emphasize the fun and camaraderie of giving back to their sport of passion, guilt trip/ coercion “you owe me”,

Attract Volunteers - Flip Chart Data

- Succession Planning,
 - Ask swimmers personally that do lots at swim meets,
 - Ask that one person directly if they can help,
 - Ask volunteer invest as part of registration process-Follow up personally,
 - Be open to new ideas, ability to look at all sides of a problem, let your personal opinions go, acceptance more volunteers,
 - Find people who complain the most,
 - Ask people who can do what you need if there is any one who can handle position, personal invitation that fits skills,
 - mentor,
 - have board members select some to mentor,
 - choose a person you know based on skills and interest and groom them to take volunteer role,
 - have fun as a group of volunteers so it looks fun to join!,
 - ask coaches to identify who their most engaged team members are (unofficial team leaders) (approach to recruit),
 - focus on individuals that appear to have a passion for swimming coupled with some leadership ability,
 - communicate to LMSC community 1) when elections are held, 2) open positions, 3) role descriptions; promote encourage attendance at monthly LMSC meetings for non board members
 - Appeal to people strengths,
 - award volunteers,
 - BOD asked me personally,
 - look for enthusiastic volunteers or people who volunteer in other organizations and who understand how to get volunteers,
 - we will send you to places across the country for free,
 - tell me what swimmers has done for your life.
 - A lot of volunteers worked hard so you would receive those experiences, it's time to share and give back,
 - match skill set with what the LMSC needs in positions,
 - get someone that shows a passion for masters swimming,
 - listen for the person who complains invite them to help,
 - encourage all members to show up to LMSC,
 - communicate with the members how important volunteerism to the operations of the LMSC,
 - encourage all members to show up to LMSC meetings,
 - tell them we could use someone with your talent,
 - organized effort from officers,
 - ask coaches or board members for recommendations,
 - ask current leaders for recommendations,
 - strategic email blast to members indicating need,
 - meet folks at biggest meet combined with annual meeting and tell'em how great volunteering is and that they'll change the world for the better,
 - look for volunteers who are involved with or run swim meets,
-
- Converse with younger swimmers like a former chair did with me,
 - social interaction
 - was asked to participate,

Attract Volunteers - Flip Chart Data

- talk it up in a locker
- get “someone” send out a “need for volunteers” in newsletter,
- ask at meets or practices,
- have coaches announce at practice the LMSC looking for volunteers
- Find people with time to do job-newly retired,
- limit time commitment by term limits,
- highlight a volunteer in our newsletter,
- incentives-could be a trip to convention, scholarship
- have a group dinner or social event following each meet,
- get to know the members,
- look for people who have time,
- advertise/communicate open position and skills needed,
- have specific job details so volunteers know whats expected before stepping in,
- network with clubs/workout groups (coaches),
- find a teammate that has a skill matching an opening or existing position.
- determine if they are willing to get involved,
- recruit a point person in every workout group for feedback/disseminating
- “in-person” communications
- “grassroots” approach,
- volunteer-allow coaches/team representatives to select volunteers to attend board meetings,
- ASK-many never know about the board.
- You first have to ask them to come.
- term limits,
- Reach out to coaches to see if they have swimmers, who would be interested in getting involved or good candidates,
- highlight current volunteers,
- what they do (Stories),
- mentor position from board members,
- have a party and at the end get a few people to volunteer,
- have every team in the LMSC submit with people as ideas for future board members 1) meet/OW swimmer 2) fitness swimmer;
- email blast to all members advertising LMSC Board/Roles,
- communication improvement create a need,
- educate the masses what is it, what we do?,
- profusely thank and recognize volunteers,
- have current board members invite,
- teammate to monthly board meeting to learn more about board,
- Facebook/newsletter reach out and invite to get involved,
- send a newsletter out asking for volunteers, welcome everyone,
- talk to others.
- involve in conversation until feeling “inside” and will then become part of group
- Breakout small activities people can be involved with-that gets someone involved without a big commitment
- Make a specific assignment-small assignment
- Inquire possible volunteers the communication (ie-email blast, survey)