

Attract Volunteers “Get Them”

**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?**

What is the idea?	Who is involved?	How will it work?	Why will it work?
Listen for the person who complains and invite them to help	Board, Leadership Roles	Assessing to the issue gains experience	Everyone needs and wants to be heard, wants to be heard
What has swimming done for your life	Lots of volunteers have worked hard so you could receive these experiences	opens up the volunteer recruit to share these story or experience	Its time for you to share and give back, would you be willing
Go to/contact clubs to recruit volunteers, use clubs/workout groups to help recruit	board members going to workouts and coaches	in person	hard to say “no” in person
use non competitive events to recruit (clinics, awards, etc)-use clinics, parties/ socials, awards to get people	board, anyone	gets people to function to allow meeting new/potential volunteers	not competitive, less pressure to help find volunteers qualified/ enthusiastic
Have fun as a group of volunteers, so it looks fun to join	Current volunteers and potential volunteers, General membership invited to separate event	Beer, food, ice cream make life better LMSC supporting the cost	Beer, food, ice cream make life better LMSC supporting the cost
Choose a person based on skills and interest that a board member will mentor	Every board member should have someone to mentor	Board members will communicate with team reps and coaches to locate and recruit appropriate individuals	specific skills are sought and honed
Target request for skills specific need find what skills members poses	members people with passion for swimming and leadership ability	find people with specific skills they already have, people already experienced with skills	familiar they have experience
To create positions for expressed interest in volunteers, fulfilled special interest wants for members	people who have expressed interest in volunteering	delegate volunteer positions to people with specific skills shared committees	often incentives USMS for 5 years
ID	board members, coaches, the “skilled doers” to be schmoozed”	at registration (interests and willingness to help queries, chair and board-discuss “skilled doers” to ID them, Coaches to ID swimmers who would be good “doers” by the questions people ask re: “Top 10”, newsletter, etc. by emails or newsletter request for help	Because we are appealing to higher human needs than: Food, beer and ice cream
Schmoozed	board members, coaches, the “skilled doers” to be schmoozed”	recognize (and compliment their abilities) and ask for a favor, offer FREE genies-meet fees for year or USMS reg fee, Recognize their contributions along the way-parties	Because we are appealing to higher human needs than: Food, beer and ice cream
welcome all and be open and accepting	Everyone	swimmers personally recruited, ask for volunteers upon registration, to be open to all ideas and have the ability to look at all sides	be open to change, expand your opinions, listen to people, accept everyone do not pick and choose your volunteers, accept all
open communications, educate all	Everyone	recognize achievements in newsletters, awards, email blasts, Facebook/newsletter	reach out and involved, banquet and parties