

How do you help your volunteers to have a sense of ownership in the dance, and the sense of potential to grow in their responsibilities?

Top answers:

1. Provide opportunity to be elected to the board.
2. Offer training for areas with increased responsibility, especially calling and sound management.
3. Ask for and value their opinions, especially about the dance itself.

Supporting documentation

Make them feel like stakeholders by giving them meaningful tasks, and increasing involvement. Give recognition where it's due

Solicit ideas at brainstorming sessions and implement the good ideas.

Accept feedback from volunteers over food.

Have volunteer job descriptions and get commitment from volunteers to do it.

Subsidize CDSS or other training for volunteers

We rely on some volunteers for regular snacks

Annual community conversation

Make your dance operations transparent, so all can see

Make sure that even though they're volunteering, they can still have fun at the dance.

Give public recognition to volunteers with new/good ideas

Welcome volunteers into the social side of the community

Make sure jobs already exists when they arrive.

Get out of the way!

Be clear on the needs and why

Guilt. No help, no dance!

Tap into our desire to be social - volunteering is social too! Come along!

Personal appeal to give back to the community

One-on-one, approach good volunteers as potential committee members.

Highlight and thank a volunteer in the e-mail newsletter each month.

Ask them for their vision

Notice who is a regular and express value for them by asking them to join the effort

Ask them for their opinion of event/performers

Ask for input

Allow and encourage creativity

Give special "I'm a volunteer" nametags

Recognize volunteers during announcements

Put on a special dance/event free for volunteers

Give them someone else to mentor and teach responsibilities

Give increased responsibility with time and willingness

Provide only positive feedback

Have a succession plan for organizers to rotate off committee to make room for new volunteers to join

Make sure volunteering is a resume builder for your volunteers

Treat volunteers consistently