"Back to School with Power Hour"

Power Hour + Volunteers = Academic Success

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Presenters:
Melissa Douglas
Director, Character & Citizenship

Irma Velasco-Nuñez
Director, Education Programs

Webinar Objectives

• Understand why volunteers are so important for a high-impact program
• Learn how to find and recruit volunteers
• Identify desirable traits and skills in volunteers
• Ensure proper screening of volunteers
• Obtain tips for orienting, supervising and recognizing volunteers
Why Volunteers in Power Hour?

• To have an **optimal adult-to-youth ratio** that allows for individualized attention
• To facilitate **supportive relationships** between caring adults and youth
• To provide **tutoring assistance** for youth who need it
• To build **collaborations** with community members

Recruiting Volunteers

Use multiple, ongoing outreach strategies
Recruiting Volunteers

- Personal appeals to people you know
- Presentations to community and professional groups
- “Word of mouth” through existing volunteers or board members
- Visits to colleges and high schools
- Announcements in Club and news media; fliers in public places

Where Can We Find Them?

- Educators
- Retirees
- Pro associations
- Civic groups
- Older students
- Fraternities & sororities
- Parents & grandparents
- Faith communities
Traits of Good Volunteers

✓ What are the qualities of a great volunteer?
✓ What skills do homework helpers need?
✓ What skills do tutors need?

Traits of Good Volunteers

• Love learning
• Love helping
• Great role models
• Patient & encouraging
• Sensitive to members’ needs
• Enthusiastic & FUN
• Good listeners

• Can commit for certain time period
• Consistent & reliable
• Relate well to youth
• Understand stages of development
• Build on youths’ strengths
Screening Volunteers

The goals of initial screening are:

- to *identify* those candidates who meet position requirements
- to *rule out* everyone else

Tips for Screening Process

Your screening process should:

- be bias-free, objective, and conform to local anti-discrimination policies and laws
- use the requirements/standards that are used for employees of your organization

Ask other local youth-serving organizations about their policies and procedures.
Screening Tools

- Position Description
- Written Application
- Phone/E-mail Interview
- Personal Interview
- Performance Assessment

Orienting Volunteers

- Explain your Club’s mission
- Emphasize Power Hour’s importance
- Explain Power Hour’s goals and features
- Provide a snapshot of the community and youth you serve
- Train volunteers to be effective homework helpers and tutors
- Have volunteers and youth sign an expectation contract
Supervising Volunteers

- Support
- Empower
- Maintain Boundaries

Tips for Retaining Volunteers

- Engage volunteers in meaningful work
- Provide opportunities for change or advancement
- Stick to the deal
- Be flexible
- Involve them in ongoing developmental activities
- Welcome and respect input
- Demonstrate respect and appreciation
Recognizing Volunteers

- Ongoing
- Daily
- Weekly/Monthly
- Yearly

Every Member, Every Year

Academic Success

Ensuring that all members graduate on time with a plan for the future
Online Resources
Power Hour Section
http://www.bgca.net/programs/eduCareer/PH_program.aspx
President’s Volunteer Service Awards
http://bgca.net/Programs/Character/Default.aspx

Contact Us!
Melissa Douglas, (404) 487-5881, mdouglas@bgca.org
Irma Velasco-Nuñez, (404) 487-5767, inunez@bgca.org