

The Five I's of Volunteer Management

Invite potential members to your regular meeting or social so they can test drive your organization before committing to joining your chapter. When they hear and see the enthusiasm of a just-retained Partner they get excited about our organization.

Introduce the new prospect to all your members. Get a conversation started and let them learn first hand from your veterans and rookies.

The third I is for **Induct**. This should be a significant occasion. Be sure and provide your new member with a Partner folder including your board of directors, directory, calendar of meetings for the year, business card with the Partners logo, lapel pin and tie.

The fourth I stands for **Indoctrinate**. The earlier you can have an orientation for new members, the better. Explain the Partners symbol, our mission and priority areas of service--Democratic Society, Culture, Education and Training, Health, Natural Resources and Agriculture. Feed your new member with printed and video information. Suitable pamphlets/booklets might include Norm Brown's "Volunteers, Youth & Community," the Partners Annual Report, Fellowship in International Community Development and Seeds for the Americas. My favorite videos include "A Good Idea that Works"; "Partners in Development"; "Rock and Realization - The Ecuadorian Tour" and; Minas Gerais' "Salão de Encontro." Let your new Partner know the benefits and responsibilities of membership and the fantastic opportunities for service.

Finally, the fifth I is for **Involve** -- Get the new member to serve on a committee for any of the six priority areas listed above. Encourage your senior members to take on a mentoring role with your new member. Offer to pick him/her up for their first three meetings. Help them forge new friendships.

Remember, as you **invite, introduce, induct, indoctrinate and involve** your new Partner, make it a fun and enjoyable experience. Allow them to be creative. Volunteers need strokes and recognition and your organization may be the only positive environment for them! Cultivate a new generation of caring Partners. Look for the former Peace Corps volunteers, the empty nesters, the individual who may have just retired or lost a significant other.

In the words of Albert Schweitzer, "there is no higher religion than human service. To work for the common good is the greatest creed." Good luck in your efforts at recruitment and retention. Go get 'em!

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