



**IN THE MIX: GETTING YOUR  
BOARD AND KEY VOLUNTEERS  
INVOLVED**

# ASSESSING YOUR STRUCTURE

- What Should Your Non-Profit Structure Look Like?
- Where Are Your Staff?
- Where Are Your Volunteers/Board?
- Where Are the Gaps? Who Fills Them?

# PLUGGING IN THE VOLUNTEERS

- Finding the “Right” Volunteers
- Assessing Their Interests, Their Strengths and the Match With Your Needs
- How Do You Recruit?
- Training, Delegating, Mentoring, Motivating, and Overseeing

# PLUGGING IN THE VOLUNTEERS

- Goals and Success For Their Roles
- Appreciation and Thank You Efforts
- Growing Your Volunteers in Commitment and Involvement

# ANALYZING YOUR BOARD CONSTITUENCY

- What Are You Looking For in a Board Member?
- Term Limits and Rotation Schedule
- New Board Member Orientation
- Board Member Trainings –Knowing Their Roles and How Those Differ from Executive Director’s Role and Responsibilities

# ANALYZING YOUR BOARD CONSTITUENCY

- How Are Your Board Members Currently Involved?
- How Are They Invested and Committed?
- What Are Their Roles and Areas of Work for Your Organization?

# INVOLVING AND INVESTING

- Reputation, Needs, and Excitement:
- Sharing With the Community
- Recruiting New Volunteers and Opportunities for Your Organization **All the Time**

# WHAT DO BOARD MEMBERS WANT?

- Be Informed
- Be Needed
- Be Involved and Have a Specific Role
- Be Invested
- Be Included
- Be Appreciated



# STRUCTURE NOW STRENGTHENED

- Executive Director –Works as Staff Leader in a Team Environment With Board –Informs Board of Organization’s Ongoing Work and Needs
- Board Members All Have a Specific Role Based on Needs of Organization
- Board President and Executive Director – Important Partnership with Close Communication

# STRUCTURE NOW STRENGTHENED

- Staff Have Specific Roles and Responsibilities
- Volunteer Committees Formed Based on Needs of Organization
- Executive Director Works with Board and Oversees Staff
- Staff Directors Work with Volunteer Committees

# PARADIGM SHIFT

- Organization Becomes One of Staff Recruiting, Training, Motivating, Delegating, and Overseeing –Not Staff Doing All
- Volunteer Committees All in Place



“Your Job is To Direct Traffic,  
Not Drive the Bus.”

J. Almand

*Shared ideas*