

Volunteers

Key points

Waikato's creative sector relies heavily on volunteers, they are the critical engine of our local creative sector

Volunteers are the passionate lovers and supporters of your mahi, your most devoted visitors/audience, and provide a strong link to community building

Get clear about your purposes for requiring volunteers. Is it for specific roles and purposes? Is it to strengthen your links to the community? Is it to increase the skill set as well as the intellectual and cultural knowledge of your organisation? Is it so you can build capability and opportunities in your community? Is it so you can grow your networks? Is it because your kaupapa values community and whanau participation? Is it because you want the community to feel invested and ownership with what you do? There are different objectives and approaches depending on whether you require and rely on volunteers regularly for the operation of your space (i.e front of house staff or board trustee), or if you are after support with a festival, fundraising event or working bee

In order to know how best to attract and keep our volunteers, it's good to get an understanding of why they might volunteer in the first place – by asking them

It is worth considering the importance of having clear and specific training for volunteers who are front-facing, as they can have a significant effect on the experiences and behaviours of your audience, clients, customers and visitors

He waka
eke noa

We're all in
this together

Useful questions

Do you know what sort of needs you have as an organisation and how best to align those by recruiting purposefully?

What's special about volunteering with you?
(this becomes part of your story you can share)

Do you have a volunteer policy?

What is your recruitment and induction policy?

What opportunities and experiences can you offer your volunteers?

How will you ensure you have a healthy reciprocal relationship with your volunteers?

How often do you reach out to your volunteers to see how they are going, ask if they need anything, see if they are satisfied, arrange social get togethers or celebrate their value to you?

Will you take anyone who volunteers?

What drives your volunteers to donate their time?

What do they hope to get out of donating their time, skills and energy?

In what ways will you ensure the volunteers feel valued and celebrated?

Are you capturing testimonials from your volunteers?
These could be invaluable for future volunteer recruitment, or for sharing the value of your mahi with others in funding reports, social media posts, your direct newsletters etc
