

**12 Key Actions for Successful Volunteer Programs: How Does Your Organization Rate**  
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**Volunteer Program Champions in your organization are (list by name):**

<b>Do your Volunteer Program Champions:</b>	<b>Circle the number that best describes your champions</b>	<b>Challenges?</b>
1. .... have experience as volunteers and value volunteer engagement?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
2. .... act on the belief that vols are essential to achieving the organization's mission?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
3. .... hire/support a volunteer manager and understand the manager's role in empowering the organization to engage volunteers?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
4. .... place the volunteer manager on management team so volunteers are integrated into all organizational efforts?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
5. .... contribute to a positive written philosophy on the organization's engagement of volunteers?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
6. .... know volunteers are not free?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
7. .... expect staff to partner with volunteers and provide support for staff training, recognition, evaluation of that work?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
8. .... believe volunteers should be involved at all levels of the org and model good volunteer supervision with boards/vols?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
9. .... encourage team efforts between departs, all of which interface with volunteers?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
10. .... involve their board members in key issues that impact the volunteer program?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
11. .... see the value of volunteers as extending services, strengthening funding base, not just "free labor"?	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	
12. .... effectively attract financial resources to support volunteer programs	Don't know 1    2    3    4    5    6    7 Work in progress Champs at work!	

**Resources**

**Training:**

- Dance Co Administrators of Volunteer Services (DCAVS), [www.dcavs.org](http://www.dcavs.org)  
 United Way of Dane County, [www.unitedwaydanecounty.org](http://www.unitedwaydanecounty.org)
- Leadership Development for Nonprofit Board Members
  - Professional Development for Volunteer Managers
  - *ReImagining Services* Summit, Dec 13

**Materials:**

- Book store at [www.energizeinc.org](http://www.energizeinc.org)
- 12 Key Actions of Volunteer Program Champions by Betty Stallings (20-page e-book, free)
  - From the Top Down, The Executive Role in Successful Volunteer Involvement by Susan Ellis
  - Leading the Way to Successful Volunteer Involvement, Practical Tools for Busy Executives by Betty Stallings with Susan Ellis