



MARYLAND JUDICIARY 2024 GRANTS WORKSHOP

Hook, Line, and Sinker: Reeling in Amazing Volunteers

Presented by

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The Volunteer Landscape in 2024

- **Fewer Americans are volunteering their time while needs of organizations are increasing**
- **Pandemic exacerbated the decline but did not cause it**
- **Older volunteers impacted more by COVID risk**
- **Working from home**
- **Slow but steady decline in volunteerism for 13 years**

NOTES:



Why Use Volunteers?

- **What goals/aspirations are you and your organization trying to achieve?**
- **What skills and talents do you need?**

NOTES:



Recruitment

- **Where are you looking (social media, want ads, outreach events, word of mouth, etc.)**
- **Who are you trying to recruit (specific demographics)**

NOTES:

Engagement

- **Mission, values, and purpose aligned – does the volunteer share and believe in your organization’s M/V/P**
- **Fit – does the volunteer fit your needs**
 - **Skills and expertise**
 - **Mission, values, purpose aligned**
 - **Ability to “unlearn” when necessary**
- **What does your organization offer them in return**
 - **Education/professional development**
 - **Stipend/pay**
 - **Community**
 - **Leadership**

NOTES:



Maintenance (Skills/Improvement)

- **Are volunteers kept busy when in service**
- **Does your organization offer professional development and additional training**
- **Are you offering mentorship and coaching**
- **Are volunteers encouraged to be part of a broader community (regional and national)**

NOTES:

Volunteer Feedback

- **Do your volunteers feel empowered to offer feedback and suggestions to leaders and others in the organization**
- **How often do you seek their feedback, opinions, and expertise, how, what form?**

NOTES: