

Volunteers: Maintaining the Lifeblood of Your Ministry

JOHN REININK – VOLUNTEER COORDINATOR AT SERVICELINK

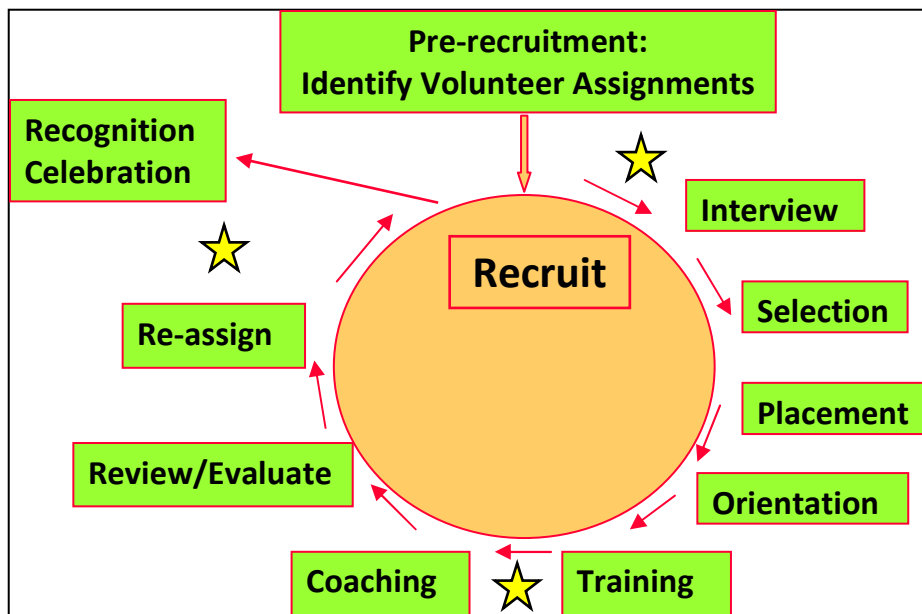
1. ServiceLink

ServiceLink is the volunteer program of the CRCNA and its affiliated ministries (that's you!)

Our Values: to Serve, Encourage & Equip, Respect, Volunteer, and Extend.

2. Steps to Managing Volunteers

THE VOLUNTEER MANAGEMENT CYCLE



A. Recruitment

a. Volunteer Facts

b. Trends

c. Best Practices

VOLUNTEERING FACTS SHEET

From "Caring Canadians, Involved Canadians: Highlights from the 2007 National Survey of Giving, Volunteering, and Participating", Chapter 2: Volunteering, 2009.

Total Volunteers & Hours

- There was a 5.7% increase in the total number of volunteers in Canada, from 11.8 million (2004) to 12.5 million (2007)
- There was a 4% increase in total number of volunteer hours in Canada (from 1,983 million to 2,067 million)

Who's Volunteering?

- There was a 4% increase in the rate of volunteering among the religiously active (of those who attend religious services at least once per week, the percentage went from 62% to 66%)
- An 8% decrease in the average number of hours volunteered by those with pre-school aged children (from 125 to 105 hours)
- A 16% increase in the average number of hours volunteered by those with only school-aged children (142 to 165 hours)
- A 10% increase in the average number of hours volunteered by those with no children in the household (173 to 191 hours)
- In Ontario, there was a decrease in the rate of volunteering from 50% to 47% (which is still higher than the Canadian average of 46%)
- 43% of people volunteer with friends, colleagues, and neighbours
- The likelihood of volunteering decreases with age as 58% of 15-24 year olds volunteer but only 36% of those over 65 volunteer.
- The level of volunteering increases with age as 15-24 year olds give 138 hours on average while those over 65 give 218 hours on average.
- The likelihood of volunteering increases with household income, while the average hours volunteered generally decreases. (Of those who make less than \$20,000/year, only 31% volunteer, but they contribute on average 200 hours annually while of those who make over \$100,000/year, 60% volunteer but only give an average of 155 hours annually)
- In general, the likelihood and amount of volunteering increases with educational attainment.
- Those who are employed are mostly likely to volunteer, however, those who are unemployed are likely to give more hours (205 hours annually on average)
- Of those who have children, the most likely to volunteer are those with school-aged children.

Who's Volunteering the Most/Least?

- The top quarter of volunteers contributed 78% of all volunteer hours and the top tenth of volunteers contribute 54% of all volunteer hours
- Approximately 50% of volunteers contributed less than 56 hours annually
- Approximately 10% of volunteers contributed over 420 hours annually (equivalent of over 11 weeks of full-time work)

Where are People Volunteering?

- Religious organizations received 18% of all hours volunteered (the most), followed by Sports and Recreation Organizations (17%) and Social Services (16%)
- The average religious organization received 141 hours per volunteer (sports/recreation and social services received 119 and 114, respectively)

Connection between Youth Activities & Volunteering Later in Life

- Of those involved in student government while growing up, 61% volunteered
- Of those who had parents volunteer, 58% volunteered
- 56% of those who grew up in religious organizations volunteered
- 55% of those who volunteered as children, volunteered sometime in 2004-2007
- 54% of those who participated in youth groups (like 4-H or guides) volunteered
- Of those who participated in organized team sports as children, 52% volunteered

The Top Quarter

- 23% of those attending religious services, 17% of those with university degrees, and 14% of those earning \$100,000+/year were classified in the top quarter of volunteers (who contributed more than 170 hours annually).

Immigrants

- Immigrants are less likely to volunteer than those born in Canada (40% versus 49%).
- Immigrants that have been in Canada for longer periods tend to volunteer more hours than those who arrived more recently.

Barriers & Motivations

- 'Significant' Barriers to volunteers (selected by over 40% of those asked): Did not have the time; Unable to make long-term commitments; gave money instead of time; no one asked.
- Top 8 motivations for volunteering: To make a contribution to the community (93%); To use skills and experiences (77%); Personally affected by the cause the organization supports (59%); To explore one's own strengths (50%); To network with or meet people (48%); Friends volunteer (47%); Improve job opportunities (23%); To fulfill religious obligations/beliefs (22%).
- Benefits of volunteering: Interpersonal skills (66%); Communication skills (45%); Organizational skills (39%); Increased knowledge (34%); Fundraising skills (32%); Technical or office skills (25%).

The entire document can be viewed at

<http://www.statcan.gc.ca/pub/71-542-x/71-542-x2009001-eng.pdf> .