

**SCOTTISH WHEELCHAIR CURLING
ASSOCIATION (SWCA)**



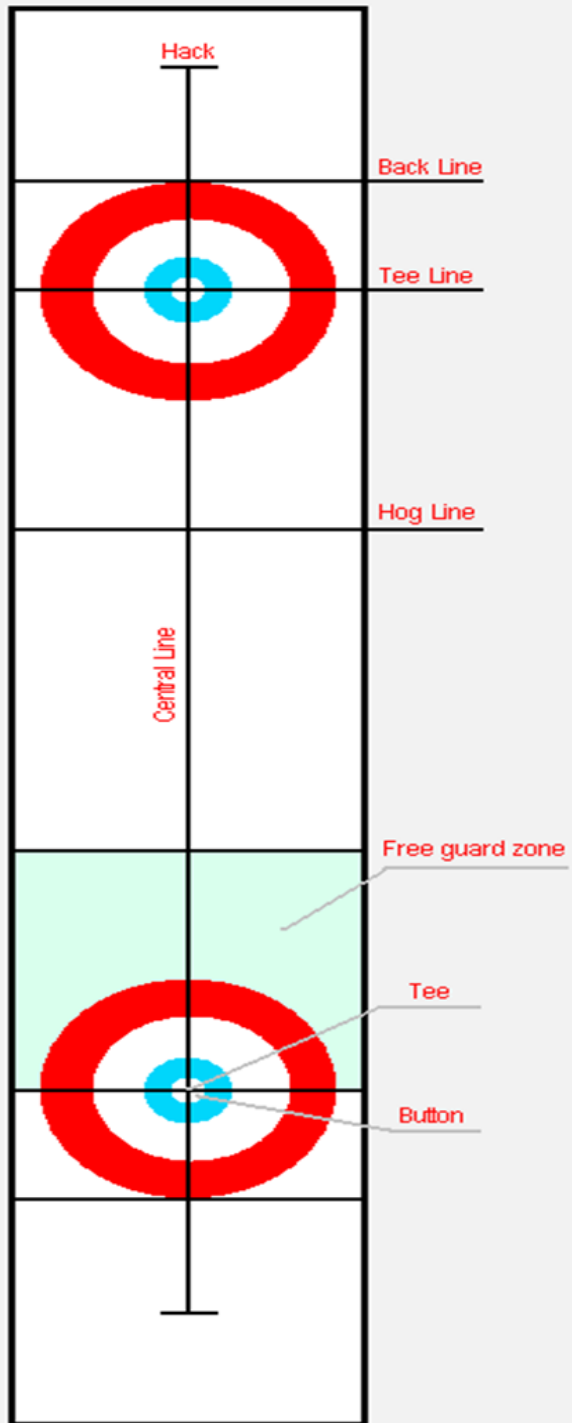
VOLUNTEERS



Possible target groups:

- People that have a genuine interest in working with disabled sports groups.
- local college / university students.
- Mainstream coaches from local clubs .
- People with an interest in seeing activities delivered .
- Parents and relations of people with a disability .
- People with appropriate skills .
- Disabled sportsmen and women – competing and retired athletes.
- 5 / 6 year PE students from local schools.
- Teachers and Learning Support Assistants.
- People from other groups in the community.
- Community Sport Leader Awards candidates.
- Users of Volunteer Centres services.
- Local Authority staff in education, social work, community services and leisure and recreation.





VOLUNTEERS

Without the help of our volunteers there would be no opportunities for physical activities, sport and competitions for disabled people. Wheelchair Curling values volunteers very highly in providing a service for local Curlers. This section will look at ways in how you can find volunteers for your Club.

What is Volunteering?

The Scottish Executive (Volunteering strategy, 2004) defines volunteering as:

“Volunteering is the giving of time and energy through a third party, which can bring measurable benefits to the volunteer, individual beneficiaries, groups and organisations, communities, environment and society at large. It is a choice undertaken at one’s own free will, and is not motivated primarily for financial gain or wage or salary.”

Generally, volunteering is described as an unpaid activity where someone gives their time, energy and skills to help a not-for-profit organisation or group or an individual who they are not related to.

A volunteer does not receive payment in the form of a salary or wage and volunteering is their free choice.

Who Do You Want to Target?

Volunteers are always said to be hard to recruit and even harder to keep but it does not have to be like that.

Knowing who would volunteer for you and what motivates a potential volunteer is the key to asking the right people and getting a good response.

Only people who see a good reason to give up their time freely for your activities will do so.

Volunteering is a two-way relationship in which the volunteer and your sport get something out of it. There is no point persuading somebody into doing something they do not want to do as they will just drop out at the first opportunity.

Recognition and Retention of Volunteers:

Retention

- Give volunteers a sense of importance
- Communicate with your volunteers
 - Ensure volunteers feel emotionally satisfied with what they do
- Give volunteers what they don't have (what is it they want out of volunteering with your club, are their expectations met?)
- Call a meeting to ask for their input
- Check if volunteers are happy in their roles
 - Promote an enjoyable atmosphere for them
- Have a volunteer representative on committees or other bodies
- Ensure there is a progression in volunteers' roles
- Enable volunteers to take time out without feeling guilty
- Keep details of former volunteers and ask if you can approach them again in the future
- And don't forget the obvious, give volunteer's work to do!

Recognition:

- Tell them regularly they did a good job!
- Give coaches and helpers clothing, polo shirts, bags etc
- Provide food for the volunteers at competitions
 - Mention volunteers in the Club and newsletters
- Have a special edition of your Club newsletter especially for them
- Write an article about them for the local press
- Make special t-shirts to honour your volunteers
- Meet socially regularly, this is also the best time to exchange ideas and find out what people are thinking
 - Give them a present
 - Have an awards day for them or enter them into a sport council award
- Enter your volunteers into a national award (SDS Awards, Millennium Volunteer Awards, The Queens Award, Service to Sport Award etc.)
- Have a volunteer of the year award at your AGM
- Make sure volunteers are never out of pocket by paying their accommodation, expenses and trips away with the club
- ***Just say "Thank you".***