Lessons from 10 years of investing in volunteerism.

Data shows that volunteers provide added value and leveraged dollars to nonprofit organizations, yielding cost savings & increased returns.

CAPACITY BUILDING IN VOLUNTEER PROGRAMS

Investing in volunteerism shows increased capacity in nonprofit organizations.

*Increased capacity in practice:*
- Volunteers created new programs and materials, and even trained other volunteers
- Organizations responded to community needs in new or creative ways
- Staff managed volunteers more effectively by utilizing new database software
- Organizations met new requirements from funders in order to retain essential grant funding

EFFECTIVE VOLUNTEER PRACTICES

Nonprofits with substantially improved volunteer program capacity demonstrated *four key volunteer management practices:*

- An improved understanding of the volunteer experience
- An ability to match volunteers' skills and/or interests with the organization's needs
- The development and use of a written volunteer management plan
- The collection & use of data in volunteer programs with deliberate, strategic intent

IMPACT ON ORGANIZATIONS

Nonprofit leaders are able to better *integrate volunteerism* throughout their organizations.

They did this by:
- Budgeting volunteer program costs within other organizational programs
- Engaging program staff to inform/improve the volunteer experience
- Including volunteers as a component of the organization's strategic plan

Strategic investments in volunteer programs have outsized effects on a nonprofit's ability to meet its mission.

**Take action** to engage the power of volunteerism in your own community.

**Explore HALO Award Stories** to learn more about investing in volunteerism.

**Reach out** and have a dialogue with Deutsch Foundation staff or trustees.

Explore more insights at haloawards.org/insights