

Volunteer Roles

Loosely adapted, with permission from “Developing Compelling Opportunities for Baby Boomers,” training handout, Temple University’s Center for Intergenerational Learning, D. Scott Martin, author”

TERM DEFINITIONS

- Episodic:** Can be a onetime commitment or occasional participation.
- Ongoing Episodic:** Volunteers perceive that the assignment is low risk, low commitment, low responsibility yet they return to the same assignment over and over.
- Short Term:** Projects with a beginning, middle, and end, or a project that is very time specific over a short period of time.

TITLE, DESCRIPTION	COMMITMENT	CONSIDERATIONS	EXISTING POSITIONS WE COULD RETOOL AND IDEAS TO GET IT DONE
<p>SEASONAL Works either in the season they are available or the season when they are needed</p>	<p>Episodic or short term Organization's high-season assistance</p>	<ul style="list-style-type: none"> • Availability • Skill requirements • Connection • Targeted recruitment effort 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>SUBSTITUTE Provides coverage on an as needed basis</p>	<p>On demand to fill in or be on call</p>	<ul style="list-style-type: none"> • Skill level • Availability • Scheduling • Self direction 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

TITLE, DESCRIPTION	COMMITMENT	CONSIDERATIONS	EXISTING POSITIONS WE COULD RETOOL & IDEAS TO GET IT DONE
<p>JOB SHARING Two or more volunteers share an assignment with either the same responsibilities or complementary responsibilities, depending on their skill set.</p>	<p>Serve as one volunteer sharing responsibilities and splitting the time, provide coverage for each other; schedule can be prearranged or worked out among themselves</p>	<ul style="list-style-type: none"> • Relationships • Communication • Team work • Self-direction • May need to recruit job share partners or have a volunteer recruit his/her own job share partner. 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>ROTATION Volunteers share the assignment by taking turns to accomplish tasks or responsibilities</p>	<p>Specified but negotiable</p>	<ul style="list-style-type: none"> • Communication • Connection to the organization • Dependability 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>SEGMENTATION Divide a new or existing time and/or people-intensive task or position and break it into more manageable specific parts</p>	<p>Negotiated time commitment</p> <p>Can be time limited or ongoing</p>	<ul style="list-style-type: none"> • Skill level • Relationships • Self-direction • Autonomy • Communication • Ability to work as a team 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

TITLE, DESCRIPTION	COMMITMENT	CONSIDERATIONS	EXISTING POSITIONS WE COULD RETOOL & IDEAS TO GET IT DONE
<p>Team Volunteering A group of self-directed volunteers taking on a project, program, or assignment</p>	<p>Time limited or ongoing</p> <p>Episodic or short-term</p>	<ul style="list-style-type: none"> • Relationship • Community • Self-direction • Accountability 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>Consultant Providing professional skills and content expertise to the organization</p>	<p>Usually time limited</p> <p>Schedule based on volunteer availability</p> <p>Could be episodic</p> <p>Could be virtual</p>	<ul style="list-style-type: none"> • Skill level • Experience • Communication • Relationship • Self- direction • Autonomy • Strategic thinking 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>Virtual Providing services to the organization from off-site location, utilizing technology such as phone, fax, internet, or email</p>	<p>Schedules own time</p> <p>Time limited or ongoing</p>	<ul style="list-style-type: none"> • Autonomy • Self-direction • Relationship • Communication • Skill level 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>