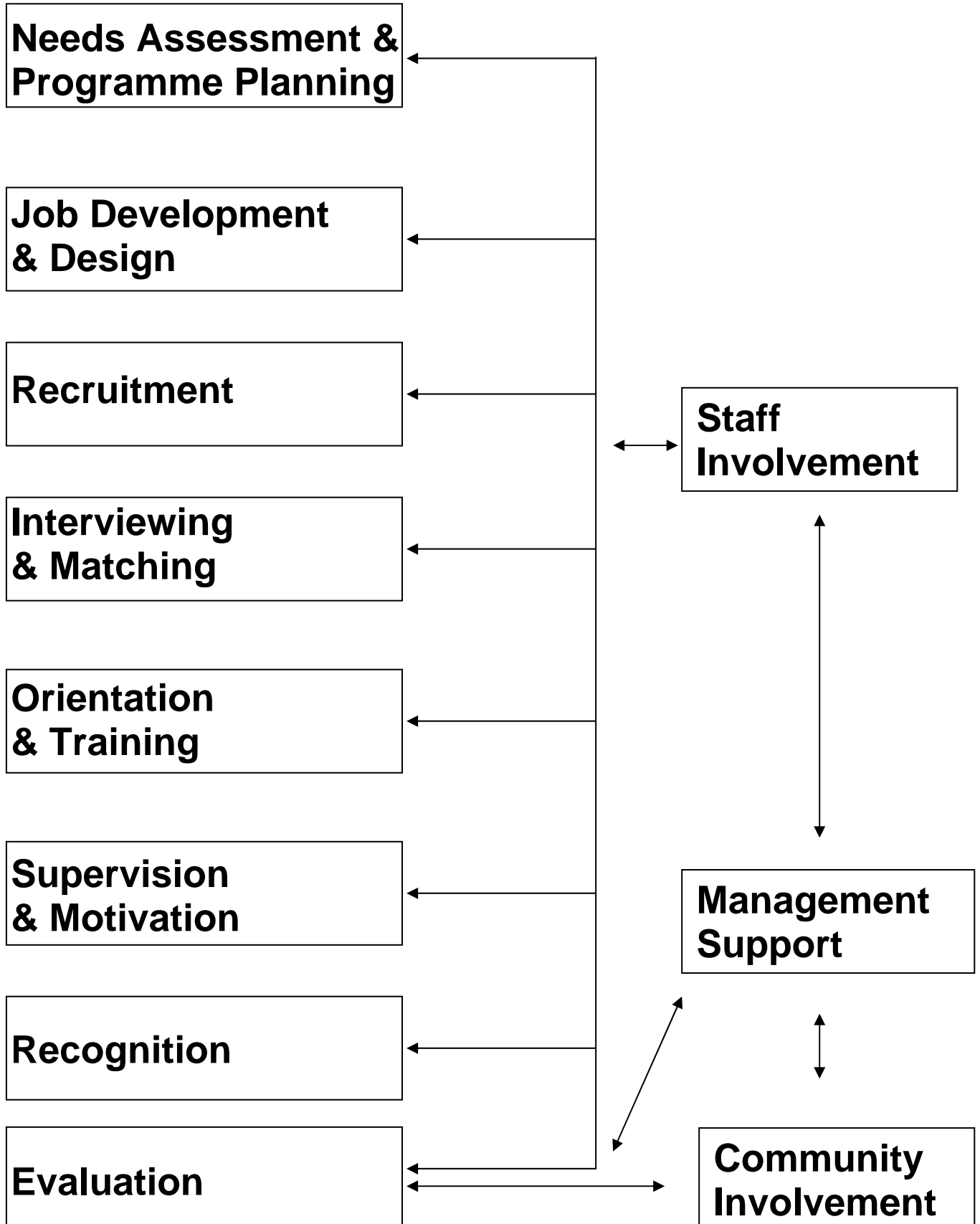


**“Volunteer management
means
to plan,
to organise
and to coordinate
voluntary commitment
within an organisation.”**

**Mc Curley, S; Lynch, R.:
Essential Volunteer Management, London, 1994**

Voluntary management process



Acquiring volunteers

1. Premises are clarified

2. I have clarified and defined the assignment(s).

= task profile

3. I have a clue which person(s) are qualified for us.

= search profile

4. I know, where and how I can get through to these person(s) and how to approach them.

= communication strategie(s)

5. I know, how to frame the first contact with these person(s).

= first conversation (Matching)

Possible barriers to the implementation of voluntary management

- 1. Jobs are lost when volunteers do the work in an organisation**
- 2. In some organisations there are concerns that voluntary work is the main emphasis, but the actual goals of the organisation get lost.**
- 3. The term volunteer management can have deterrent connotations for committed people.**