

TIPS FOR BREAKING DOWN ROLES

Volunteers dedicate large amounts of time and energy to their clubs, and over time those same volunteers can end up taking on more and more responsibilities.

However, there are lots of people in and around your club who might be happy to lend a hand and pick up a discreet task or set of tasks.

Here are some ways that you can start to think about how you could spread the volunteer roles and tasks within your club amongst more people.



WAYS TO GET A HIGHER NUMBER OF VOLUNTEERS DOING LESS PER PERSON

Frequency of tasks

Are there jobs that only need doing once or twice per year? Perhaps someone might be happy to take one of them on as a discreet task. For example, someone might not want to be Club Secretary, but they would be more than happy to give up one Saturday a year to support the registration of players or coaches.

Splitting roles

Remember that different people could be suited to different aspects of a role – because of their existing skills and experience, because they want to learn new things, or because of when and where tasks need to take place. Someone new to volunteering might therefore be really happy to take on certain aspects of a role even if they don't want to do all of it.

Think about how you could split one role into groups of different tasks. There can be lots of ways to do this. For example, grouping together tasks that can be done online from home or grouping together elements of a role that require a particular skill. This can then help you to identify the best person to take on those tasks and help you be specific in your ask for new volunteers. Split 50/50 throughout the season, or split the season in half.



Set up sub committees or groups

The main club committee doesn't have to take on responsibility for everything! Aspects of club life like events, marketing and social media or fundraising are perfect for devolving to a sub-committee or group. Again, this means that you can spread responsibility across multiple people, and also ensure that you are attracting volunteers who have a particular interest in that area of club life.

Create a culture of helping out

Everyone needs to start their volunteering journey somewhere, and asking people to pitch in on the simple things is a great way to start building a culture where more people are happy to help out. For example, personally ask parents or teenage players to help set up and tidy away after training, and repeat the request with a different person each week. Very soon you will find that you have a large group of parents and players who are more willing to help out when asked. Featuring the volunteer story across all of your communications will help set the expectation that volunteering is central to the club.

Have an annual day where everyone pitches in

Think about how you can turn the set up for the season into an event for your club members to come together and help out. Invite everyone down, put on some food and drink, draw up a list of tasks and get everyone started! Again, this will help people understand the effort that goes into keeping the club going, and start to build a culture where everyone can contribute in a small way.

