

## Retaining volunteers

- Understand why your volunteers come back – what are they looking to achieve from being a volunteer?
- What motivates them to keep supporting your organisation?
- Look and plan at how you will develop your volunteers within your capabilities
- Keep the tasks varied and suitable
- Keep an open dialogue about what is needed from the volunteer
- Include volunteers in decisions that impact them – try to avoid a ‘them and us’ mentality
- Make sure that there is a good relationship with the manager/supervisor
- Put a recognition programme in place to thank volunteers

Check out [www.teamherts.org](http://www.teamherts.org) for more resources and guidance