



## Planning Questions to Determine the Needs for Volunteers in the Organization

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Before recruiting your first volunteer, host a planning session with staff to help determine answers to the following:

- What projects or new initiatives would we like to be doing that we're not doing now?
- What projects would we be able to expand if we had additional personnel to support them?
- What is on your wish list for the program or organization?
- What is on your to-do list that never gets accomplished because you don't have the time or resources?
- Is there a population that needs to be served that we have not been able to serve (within the boundaries of the organization's mission)?
- Is there a program that you have been wanting to start but don't have the resources?
- What skills are we missing in-house that are needed to support our projects (e.g. marketing, technology, financial, training, etc.)?