

# 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><b>SEASONAL</b> 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"> <li>• Availability</li> <li>• Skill requirements</li> <li>• Connection</li> <li>• Targeted recruitment effort</li> </ul>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p><b>SUBSTITUTE</b> 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"> <li>• Skill level</li> <li>• Availability</li> <li>• Scheduling</li> <li>• Self direction</li> </ul>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

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<p><b>JOB SHARING</b> 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"> <li>• Relationships</li> <li>• Communication</li> <li>• Team work</li> <li>• Self-direction</li> <li>• May need to recruit job share partners or have a volunteer recruit his/her own job share partner.</li> </ul>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p><b>ROTATION</b> Volunteers share the assignment by taking turns to accomplish tasks or responsibilities</p>	<p>Specified but negotiable</p>	<ul style="list-style-type: none"> <li>• Communication</li> <li>• Connection to the organization</li> <li>• Dependability</li> </ul>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p><b>SEGMENTATION</b> 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"> <li>• Skill level</li> <li>• Relationships</li> <li>• Self-direction</li> <li>• Autonomy</li> <li>• Communication</li> <li>• Ability to work as a team</li> </ul>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

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<p><b>Team Volunteering</b> 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"> <li>• Relationship</li> <li>• Community</li> <li>• Self-direction</li> <li>• Accountability</li> </ul>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p><b>Consultant</b> 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"> <li>• Skill level</li> <li>• Experience</li> <li>• Communication</li> <li>• Relationship</li> <li>• Self- direction</li> <li>• Autonomy</li> <li>• Strategic thinking</li> </ul>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p><b>Virtual</b> 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"> <li>• Autonomy</li> <li>• Self-direction</li> <li>• Relationship</li> <li>• Communication</li> <li>• Skill level</li> </ul>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>