



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”

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TERM DEFINITIONS

- Episodic:** A one-time commitment or occasional participation.
- Ongoing Episodic:** An assignment perceived to be low-risk, with low commitment/responsibility, yet performed 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>SEASONAL Working 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"> • Availability • Skill requirements • Connection • Targeted recruitment effort 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>SUBSTITUTE Providing coverage on an as-needed basis</p>	<p>On demand to fill in or be on call</p>	<ul style="list-style-type: none"> • Skill level • Availability • Scheduling • Self-direction 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

TITLE, DESCRIPTION	COMMITMENT	CONSIDERATIONS	EXISTING POSITIONS WE COULD RETOOL AND IDEAS TO GET IT DONE
<p>JOB SHARING Two or more volunteers sharing 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, providing coverage for each other, including a schedule that is prearranged or worked out among themselves</p>	<ul style="list-style-type: none"> • Relationships • Communication • Team work • Self-direction • May need to recruit job share partners or have a volunteer recruit his/her own job share partner 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>ROTATION Sharing the assignment by taking turns to accomplish tasks or responsibilities</p>	<p>Specified but negotiable</p>	<ul style="list-style-type: none"> • Communication • Connection to the organization • Dependability 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>SEGMENTATION Dividing a new or existing time and/or people-intensive task or position and breaking 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"> • Skill level • Relationships • Self-direction • Autonomy • Communication • Ability to work as a team 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

TITLE, DESCRIPTION	COMMITMENT	CONSIDERATIONS	EXISTING POSITIONS WE COULD RETOOL AND IDEAS TO GET IT DONE
<p>TEAM VOLUNTEERING A group of self-directed volunteers taking on a project, program, or assignment</p>	<p>Time-limited or ongoing Episodic or short-term</p>	<ul style="list-style-type: none"> • Relationship • Community • Self-direction • Accountability 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>CONSULTANT Providing professional skills and content expertise to the organization</p>	<p>Usually time-limited Schedule based on volunteer availability Could be episodic Could be virtual</p>	<ul style="list-style-type: none"> • Skill level • Experience • Communication • Relationship • Self-direction • Autonomy • Strategic thinking 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>VIRTUAL Providing services to the organization from off-site locations, utilizing technology such as phone, fax, internet, or email</p>	<p>Schedules own time Time-limited or ongoing</p>	<ul style="list-style-type: none"> • Autonomy • Self-direction • Relationship • Communication • Skill level 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>