

Volunteer Engagement Plan

**TRI
SIGMA**
empowered



Introduction

Tri Sigma's success is highly dependent on effective volunteers.

Tri Sigma volunteers are essential to the impact on:

- Members
- Collegiate chapters
- Alumnae chapters
- National Organization
- Tri Sigma Foundation
- Partners and stakeholders

In the 2016-2017 academic year, a volunteer Work Group was created to outline all aspects of a Volunteer Engagement Plan. The very definition of the word “engage” implies the plan’s purpose to provide structure and support to the time and talent volunteers are giving.

The Alumnae and Volunteer Services Department was created to increase engagement of Tri Sigma alumnae and volunteers. At that time, volunteer services was viewed as a function of alumnae engagement because volunteering was a means to alumnae being connected closely with the National Organization. It quickly became evident that the health and wellbeing of our volunteers and their experience required a much different type of approach. The National Volunteer Philosophy was adopted by Executive Council in 2013. Accordingly, staff and volunteers began creating a plan to support this philosophy.

National Volunteer Philosophy

Tri Sigma’s strength is our members and future of the National Organization is accomplished through the voluntary leadership of our members. The Executive Council, serving as the governance board of the Organization, and elected officials, have the ultimate responsibility for Tri Sigma. Through the involvement of staff and volunteers, the strategic vision, goals, and objectives of the organization are implemented.



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National volunteers are the lifeblood of Tri Sigma. Their experience matters and we will do all we can to ensure it is a positive one. The Volunteer Engagement Plan is not only designed to advance the sorority’s mission, but to also place the volunteer first. -Natalie Averette

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Volunteering by the numbers

In 2020:

651

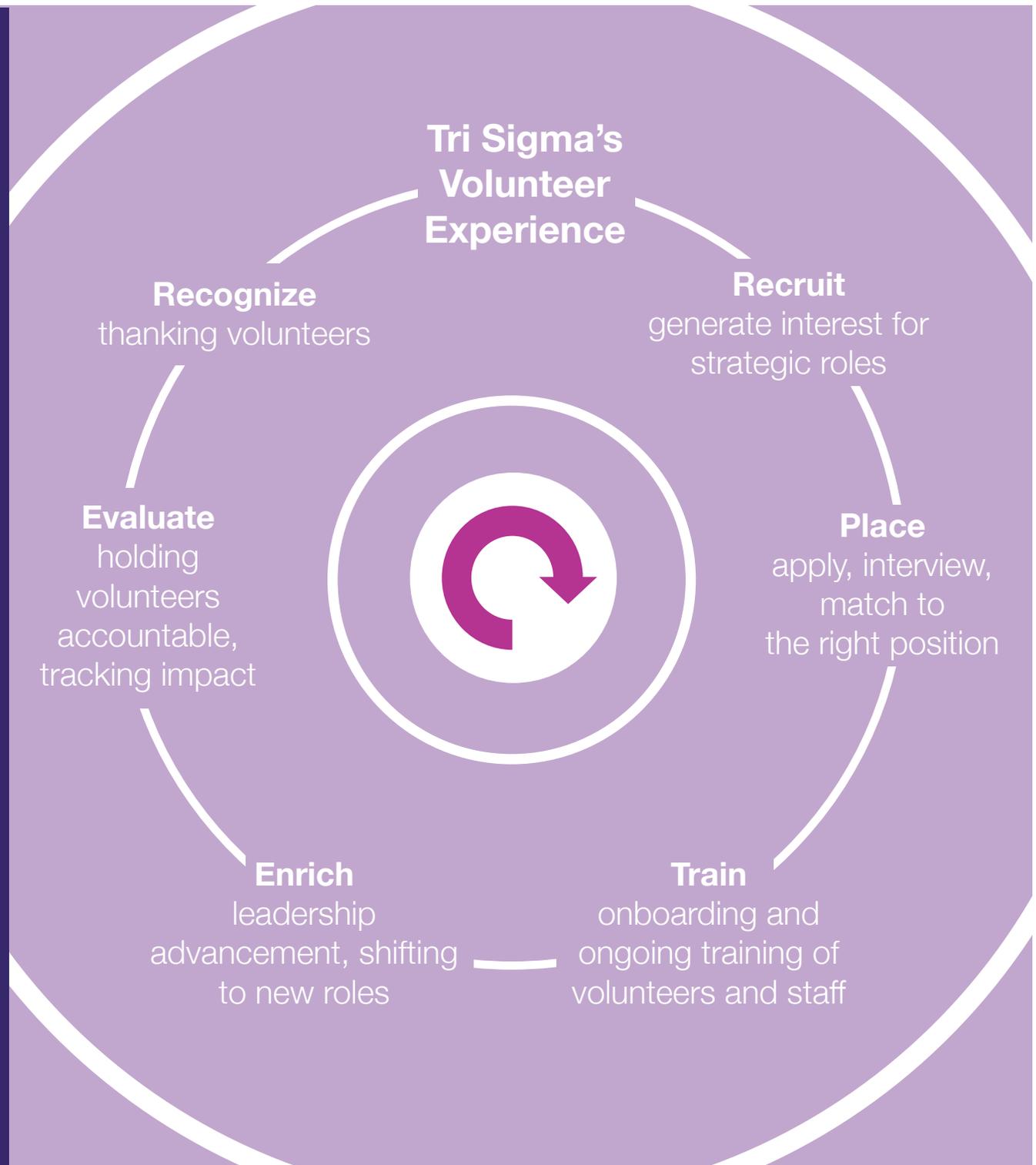
individuals serving as National Volunteers

78%

of members who apply are placed in a role

Average length of service is

5.5 years



Areas of Volunteer Engagement



Recruitment and Placement

A successful volunteer experience begins with a solid and thoughtful recruitment strategy. This strategy includes:

- Well-designed position descriptions;
- Better tracking of volunteer applicants;
- Involving current volunteers to recruit more volunteers;
- Education at an undergraduate level to spark interest post-graduation;
- Offering less formalized volunteer roles as a pre-cursor to volunteering at a National level.

The success and impact of the relationship then depends on finding the right people for the right role. Recruitment and placement of Tri Sigma volunteers must be fluid and flexible as trends and needs will change throughout the academic year.



Training and Development

Ensuring that volunteers are effective and that both the organization and volunteers mutually benefit from the engagement takes ongoing attention and investment through training of both volunteer and staff/volunteer counterparts. Onboarding and continued education is vital to organizational productivity and volunteer satisfaction. The Volunteer Engagement Plan includes two pathways for education based on volunteer category: Chapter Advisory Board members and National Officers/Resource volunteers. Additionally, training of volunteer best practices and productivity for staff lives at the forefront of the Volunteer Engagement Plan.



Evaluation and Enrichment

Conducting evaluations measure and communicate the impact volunteers have. Evaluating whether the work of current volunteers aligns with the sorority's mission, vision and values is a necessary part of holding volunteers and staff accountable. Understanding the impact a volunteer has will help the Volunteer Engagement staff and volunteers design a volunteer path for her that is both rewarding and enriching.



Recognition

Tri Sigma thrives because of the work of volunteers. The National Organization's very own elected leaders, Executive Council, are volunteers themselves; that is something to celebrate! Levels of recognition happen from simply noticing the amount of time and talent that is given to a specific role or projects all the way to awarding volunteer work with advancing roles and responsibilities based on performance.

