

VOLUNTEERS ARE THE



OF IT ALL

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**What comes to mind when you think
of volunteers or volunteering?**



DEVOUR! FILM & FOOD FESTIVAL

WHAT IS DEVOUR!



DEVOUR! FILM & FOOD FESTIVAL

FUN FACTS

- **15th Anniversary - Celebrating a decade and a half**
- **99,000 visitors drawn to Wolfille**
- **Economic Impact: Generated 1.9 million, with anticipated increase**
- **Volunteers are from all over the community**





Supporting
Organizational
Operations

Outreach and
Education

Building Relationships
and Networks

Representing the over-
arching company

Allowing for attendees
to have a worry free
and fun experience

THE ROLE OF VOLUNTEERS IN AN ORGANIZATION

VOLUNTEERS PLAY A CRUCIAL ROLE IN AN
ORGANIZATION, INCLUDING:

VOLUNTEER RECRUITMENT PROCESS



Choose a date to OPEN up Volunteer Sign-up

Application Form

An easy-to-use electronic system is best

Examples: Signup.com & Better Impact



Volunteer Selection

It is often hard to implement interviews for volunteers and for the most part you do not want to turn anyone away; however, we know that people have different skill sets. To avoid this, you will hopefully be able to add qualifications to a certain crew or team.



Orientation

Allow for an orientation meeting between 1 month to 2 weeks before the event. Snacks are really helpful to get turn out and mention that it is mandatory to attend.



Choose a date to CLOSE Volunteer Sign-up

Most programs will allow volunteers to sign up for shifts that work for them and that they meet the criteria. You will be able to make a final decision to accept a person or not.

VOLUNTEER FORMS

(COMPILED INTO A GOOGLE FORM)



Personal Contact Information

This form includes personal contact information, emergency contact, pro-nouns etc.



Waiver & Release

This form consists of statements such as their involvement is completely voluntary, there may be some risks, photo/video release, release of liability to the festival, and compliance of rules



Respect for All Policy

This policy is one that is important to be completed and reminded as people get busy, overwhelmed, and tired. We are all here for the same reason and we need to remember to breathe and have patience.

It also includes: ensuring that each individual understands the definitions of harassment and anti-oppression.

- **REQUIRED SKILLS**
Effective communication Teamwork
Leadership and time management
- **ATTITUDE AND COMMITMENT**
Commitment to the organization's goals
Empathy and a sense of responsibility
towards the community Desire to learn and
grow
- **TIME AVAILABILITY**
Volunteers can be involved full-time or
part-time, depending on the program.

REQUIRED VOLUNTEER CRITERIA

(IN AN IDEAL WORLD)



BENEFITS OF VOLUNTEERING?

- Opportunity to make a real difference and be part of a team that directly impacts the community.
- Gain valuable training and experience that can be applied to your career and personal life.
- Build a network with other professionals and volunteers who share your goals.
- Access to people from the industry depending on event.
- Great addition to a resume or application

TIPS & TRICKS



HOW TO FIND VOLUNTEERS

- Volunteer Fairs
- Social Media Advertising (Instagram, FB, TikTok)
- Outreach events pre-festival
- Word of mouth, community
- Friends and family
- School programs

HOW TO KEEP THEM:

- APPRECIATION!!!! Holding some type of special event either before or after, showing the volunteers that they are appreciated
- Give a usable gift (you can find companies that will donate items to you for volunteers)
- Create awards to show that you have noticed outstanding work
- Encourage fun. Fun can be had while still remaining professional
- Communication: this is one of the most important items. What ever type of communication method you use, text, phone, or email it is a must to have clear instructions, details of expectations, and the 5 Ws.
- Do no rush when speaking with volunteers. Take time to get to know them when you can. They are giving their time to help your event be successful
- Allow for feedback and actually read it ;)
- PERKS!

What type of gift have you received when volunteering or helping at an event that you really recognized or appreciated?



THANK YOU

Keep it small
Keep it connected
Keep it
exceptional



Mike Klozar...founder of
msn.com

QUESTIONS?

14 May 2025

