

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The overall composition is clean and modern, with the text centered on a white background.

# *Volunteering in a Difficult Environment*

**Sheriff Bucky Rowland &  
Suzy Pruitt, Director of Reentry Services**

# Design Your Volunteer Program

- ▶ Slow and steady wins
- ▶ Start with what and who you know
- ▶ Gain credibility
  
- ▶ Line up your science
- ▶ Appreciate your Faith Based Partners
  
- ▶ Clearly define your objectives and anticipated outcomes
- ▶ Develop clear goals with facility staff input
- ▶ Write it all down
- ▶ Know why your are doing what you are doing

# Assess your needs and recruit to meet those needs.....

## People, People, People

- ▶ Just because they want to join in the project doesn't mean they are a good fit.
- ▶ “It's not just having the people, it's having the Right People” BLR

## Position descriptions

- ▶ Why does everyone want to be a Death Row Volunteer while hundreds of inmates go without mentors.
- ▶ A specific need communicated to potential volunteers helps you match up desire to need. Many people want to help but have no idea what the needs are. *Again - write it down.*

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Until your program has some  
longevity,

Know what to expect from *everyone* on your team.

# Know your partners/volunteers goals and interests

You can help each other.

If your volunteers are getting more out of their experience, (i.e., community service hours, job shadowing, CEUs)

They will be more invested in the work.

# Preparation and Training

- ▶ Safety
  - ▶ How and when to call for help
  - ▶ Who do I ask/tell?
- ▶ What to expect
  - ▶ Pat downs
  - ▶ Background checks
  - ▶ Suspicion
  - ▶ Manipulation
  - ▶ Appropriateness of dress and process
- ▶ Training, Training and more Training
  - ▶ Make an investment in your volunteers
  - ▶ We train in trauma, mental health, Narcan, suicide, domestic violence, recidivism, etc.
  - ▶ Highly trained volunteers are more impactful on your population and your overall mission.

# Evaluate Regularly

- ▶ Are your programs still relevant?
- ▶ Are your volunteers still engaged?
- ▶ Are your volunteers okay?
  - ▶ Do they need self care?
  - ▶ Do they need a break?
  - ▶ Do they need to team up?
  
- ▶ **Rotation is a great way to operate!**

# “The Care and Feeding of Volunteers”

There used to be a book.....

- ▶ I don't remember anything but the title which says it all!

Appreciation,

- ▶ According to Google,
  - ▶ Feels like wonder, butterflies, excitement and relaxation.
  - ▶ People will volunteer because it is the “Right thing to do” but we appreciate our volunteers because they are important to us and our mission and we want them to feel the butterflies.....



