**Getting Staff Buy-In for Volunteer Engagement**

1. Create accurate perceptions as well as reality with each discussion and presentation. **It’s not about supplanting or replacing jobs.**
2. Define the intent clearly and often.
3. Showcase your champions of volunteer engagement. Provide examples that staff members know and can see in action.
4. Point out those managers and staff who are early adapters. Those who are flexible, innovative and like to try new things.
5. Create models of engaged volunteers from the top.
6. Provide training and support.
7. Communicate clearly and often as the project develops.
8. Honor agreements not to supplant or replace jobs.
9. Talk to those who hesitate to embrace volunteer engagement. Listen to their concerns. Agree and involve them in resolving their objections when possible.
10. Engage those who are hesitant to become involved. Explore areas in which they may need further support and encourage them to look at the areas where a volunteer may be helpful.
11. Provide support and mentors by involving the champions.
12. Train staff to be leaders. Develop them as mentors.
13. Begin small and share the success. Expand.
14. Pilot the program in areas where no position exists.

Developed by San Jose Public Library 2010