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# The Journal of Nonprofit Innovation

An Online Journal for Academic Research and  
Thought Papers on Community and Global Issues

## Edition: Volunteerism

- Latest Research & Statistics
- 10 Ways to Obtain & Retain Volunteers – by Dr. Angie Holzer
- Volunteer Data by State – from AmeriCorps
- Why I Volunteer – by Demi Glad (Sintz)



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Innovation

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80% of American nonprofits rely on volunteers to operate

That's 1.3 million!

52 hours per year

Average hours spent volunteering per person

63 million Americans

Volunteer their time to make a difference (25% of adult population)

72% of people volunteer with 1 nonprofit

18.3% of people volunteer with more than one

42% of people commit to volunteer after being asked

Make sure you ask people to volunteer!



## Latest Research & Statistics: Nonprofit Volunteerism in America.

-Compiled by Editors at Journal of Nonprofit Innovation

Did you know that more than **80 percent of nonprofits** in the United States rely on volunteers to run their operations, according to a study by the Urban Institute in 2004. To identify and attract volunteers, it is important to understand their demographics, motivations, and where to find them.

*Are you interested in submitting an article, thought paper or nonprofit spotlight to this journal? Visit us at: <https://www.wikicharities.org/journal-of-nonprofit-innovation>*



## Effective Volunteer Engagement for Sustainability and Growth

Study by Pete York, 2017, *Journal of Nonprofit Education and Leadership*

### Net Benefits to nonprofits who can engage volunteers

"Nonprofit organizations struggle to engage and manage volunteers effectively, resulting in a significant loss of potential ability to address social challenges. However, for those few that do it well, there are "net benefits" with respect to cost savings, increased public support, and increased quality of and capacity to deliver services. Nonprofits that manage and engage volunteers well are more cost efficient, as well as significantly better led, better managed, and more adaptable to exigent changes" (York, 2017).

→ **Take Away:** Nonprofits need to invest in the capacity to engage and manage volunteers effectively in the beginning. It will lead to long-term benefits.

## Focus on Demographics for Volunteer Retention

Study by Yin-Che Chen, Yun-Chi Chen, Jia-Mi Chen, 2010, *International Journal of Applied Educational Studies*

Yun-Chi Chen, from Pennsylvania State University, and her colleagues, conducted a study of 158 volunteers to determine if demographics or training better predicted volunteer retention.

"The main finding was that age had the strongest, positive influence on volunteers' retention whereas volunteers' training would not increase volunteers' retention" (Chen, 2010). Nonprofits should target a certain age group in conjunction with their mission, goals, or purpose of their voluntary work. It doesn't mean to shy away from other age groups. "The point is to specify a possibly preferred age group with the concentrated recruitment effort for the sake of effective budget planning", then synchronize on-the-job training, the mission, and individual interest (Chen, 2010).

→ **Take Away:** Age has the strongest influence on volunteer retention.

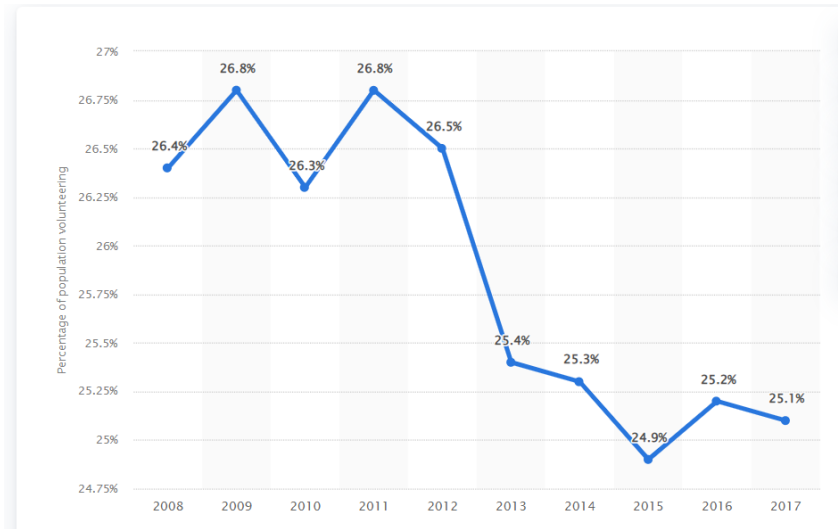
## Volunteers Bring Risk to Nonprofits

Study by Groble and Brudney 2016, *The Journal of Nonprofit Education and Leadership*

"Nonprofit organizations frequently encounter risks that expose them to liability with the management of volunteers" (Groble & Brudney, 2016). This study shows a lack of training and discussions in nonprofit programs on the risk and liability of volunteer involvement.

→ **Take Away:** 2 Major Risks 1) **Financial Misconduct** (embezzlement or fraud) 2) **Volunteer Carelessness** (physical harm of individuals or services not properly delivered or completed). Have volunteers sign a waiver!





### Percentage of Population Volunteering in the U.S. from 2008-2017

-From Statista, 2021

<https://www.statista.com/statistics/189295/percentage-of-population-volunteering-in-the-united-states-since-2003/>

### Volunteer Waivers: What Should Be Included in a Waiver for Volunteers?

-by WikiCharities Staff

This is a general list of items that a nonprofit should consider including in their waiver. Other items should be included specific to activities.

- Waiver and Release - General statement
- Insurance - Volunteer is responsible for all medical bills if injury occurs
- Assumption of Risk - Volunteer understands risks
- Photographic Release - All video/images can be used by nonprofit
- Medical Treatment - Nonprofit released from all claims



### Ways a Volunteer Can Help a Nonprofit

-by WikiCharities Staff

These are a list of challenging areas for nonprofits, where volunteers could be of service.

- 1- Technology Support
- 2- Developing Programs
- 3- Training Staff
- 4- Conducting Strategic Planning
- 5- Fundraising
- 6- Organizational Support (Board of Directors, CEO, Project Manager)
- 7- Human Resources
- 8- Budgeting
- 9- Social Media Campaigns
- 10- Volunteer Coordinator

### Volunteer Protection Act (VPA)

Article from Gruble & Brudney, 2015, *Nonprofit Policy Forum*

"The Volunteer Protection Act (VPA) was enacted in 1997 to encourage volunteerism by protecting individuals from liability for their negligent actions while volunteering. Our analysis of all court cases in which the VPA has been cited shows that **volunteers are at risk for lawsuits** over a variety of actions during the course of their volunteer activities. Although volunteers can avail themselves of the VPA's protection, their success in invoking this defense is mixed" (Gruble & Brudney, 2015).

→ **Take Away:** Volunteers need to be aware that they can be liable. It's also important to have volunteers read and sign waivers.



**Article Title**

10 Keys to Obtain and  
Retain Volunteers for  
Nonprofit Work

—

**Dr. Angie Holzer, EdD**  
Author

—

**Article Title**

Why I Volunteer:

—

By Demi Glad (Sintz)  
**Author**

—

**Topic Areas**

Volunteerism, Outreach,  
Communication,  
Leadership, Motivation



## 10 Keys to Obtain and Retain Volunteers for Nonprofit Work

By Dr. Angie Holzer, CEO/Founder of WikiCharities

Every year, the majority of nonprofits are run and sustained by volunteers around the United States (McKeever, 2016). Nonprofits need to better understand how to obtain, and then retain, these volunteers to help move their cause forward. This article offers 10 ways to successfully approach volunteers and keep them.

**About the Author:** *Dr. Angie Holzer received her doctorate in learning and leadership, where she specialized in organizational leadership with an emphasis in nonprofit management. She received the Dissertation of the Year Award in 2021 for her research in human trafficking and nonprofit collaboration. She has spent the last twenty years working in the nonprofit sector. She founded WikiCharities, a new online platform to help improve collaboration in the nonprofit sector and improve trust through a nonprofit validation process. All US based nonprofits can now claim their FREE webpage.*

# 10 Keys to Obtaining and Retaining Volunteers for Nonprofit Work

By Angie Holzer, EdD



## Introduction

As nonprofits continue to struggle with raising funds, especially during this pandemic, it is important to better understand how to attract and maintain volunteers to help with a variety of services in a nonprofit organization. The following 10 ideas have helped me over the past twenty years of working in the nonprofit sector to maintain a steady stream of volunteers in my nonprofit work.

### 1- Present an Opportunity and Invitation

Tell people about what you are working on and invite them to help if they are interested. Offering them an opportunity to get involved opens the door to someone thinking about giving their time, skills, and expertise to your cause. You want volunteers who have a desire to help without a lot of asking or persuading. I have found that rarely do people ask to help without me (or someone on my team) extending the invitation.

### 2- Find Out Interests

Often times finding out a person's interest and what causes they feel passionate about is key to getting them to volunteer. What are their skills? What specifically interests them about your cause? Once you know them a little better, give them different options in how they can help. I have found that people stay longer when volunteer opportunities align with their passions or interests.

### 3- Be a Good Storyteller

Nonprofit leaders need to be engaging and enthusiastic about their mission. A nonprofit leader needs to be able to motivate people to get involved and help someone understand the importance of how their service will make a difference. Make sure you tell them about ways they can help, or ways other people have helped that have made a big impact.

### 4- Do Not Require a Large Time Commitment

Many people who volunteer are already actively involved with other things. It's important to present opportunities that are not overwhelming with large time commitments. People are hesitant to commit if they think they will let you down, so give them a chance to volunteer once and then they can see how they feel about future service. You can also present a small task where they can get a feel for the work and its benefits, even in a small way.

### 5- Show Appreciation

Having the ability to show your appreciation for the time people are giving to volunteer is an important part of retaining volunteers. Be a friend. Be reachable. Be approachable. Nobody likes to support causes that are led by unfriendly and/or unappreciative leaders. Show appreciation through words, small gifts and even listing their name on your website as someone who supported the efforts can go a long way.

### 6- Ask for Opinions and Input

You always need to remember that the best ideas don't always come from you. People like to feel needed as they contribute not only their time, but their ideas and thoughts on improving what you are doing. When you make a decision, get a second or third opinion from those who are helping you. Then have a discussion. This opens the door to someone feeling comfortable about approaching you in the future with ideas they may have, and thus helps volunteers feel more engaged in your organization.

### 7- Give Them a Task

When someone commits to helping, do not wait too long before giving them a task or chance to help. Helping a volunteer feel they are needed means letting them know you have things they can help with sooner rather than later. Make it easy for someone to jump into a task by giving them clear expectations and ideas on how to complete the task.

## 8- Give Autonomy in Completing Tasks

When you assign a task, give the volunteer flexibility in how and when they want to accomplish that task if possible. However, some volunteers need to be present at a certain time (helping serve food to the homeless). In this case, there needs to be a clear set time for volunteers to be present. However, often tasks can be done anytime such as helping out with financial spreadsheets, maintaining social media platforms, etc. For these types of tasks, outline expectations and timelines upfront. Checking in on your volunteers' progress, or hurdles they may be experiencing, while allowing them to complete tasks on their own time will help to improve outcomes and extend volunteer loyalty and longevity with your organization.

## 9- Be Flexible with Deadlines

Sometimes a volunteer is not able to complete the task on time. Whenever possible, be flexible in extending deadlines. Help people feel that they are not a huge burden when deadlines aren't met right on time. Even if it's inconvenient, you need to decide whether enforcing your deadline may damage your relationship. Adjusting your timeline so you can maintain an extra set of helping hands may be more important.

## 10- Help Volunteers Feel Important - Because They Are!

You can help volunteers feel the importance of their work in a number of ways. It is important to get to know your volunteers and find out what motivates them. This could be as simple as a genuine, "Thank You", or even acknowledging their efforts in front of others, which shows you are mindful of their service and willing to praise their efforts.

## Conclusion

Volunteers are an important part of most nonprofit organizations. They often help with fundraising, marketing, business development, strategy, and projects. Finding and keeping volunteers can be a great way to keep your costs down and reduce funds spent on salaries. What tips have you found helpful in working with volunteers in your nonprofit organization? We would love to hear from you at [info@wikicharities.org](mailto:info@wikicharities.org).

## References

McKeever, B. (2016). Nonprofit Almanac 9th edition. Rowman & Littlefield.

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Are you interested in submitting an article, thought paper, or nonprofit spotlight for *The Journal of Nonprofit Innovation*? We are accepting submissions for our 2022 journals from researchers, nonprofit leaders and nonprofit experts in a variety of topics.

See the details here: <https://www.wikicharities.org/journal-of-nonprofit-innovation>

All submissions should be emailed to [info@wikicharities.org](mailto:info@wikicharities.org) with the subject line: JoNI Submission Request.

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# Volunteer Data by State

-from AmeriCorps.gov

Summary data about volunteerism by state. Full data details here:

[https://americorps.gov/sites/default/files/document/Volunteering\\_in\\_America\\_States\\_508.pdf](https://americorps.gov/sites/default/files/document/Volunteering_in_America_States_508.pdf)

## Alabama

- 27.4% of residents volunteer, ranking them 42nd among states
- Volunteer service worth an estimated \$2.0 billion
- 22.1% of residents participate in local groups or organizations
- 49.9% of residents donate \$25 or more to charity

## Connecticut

- 31.8% of resident volunteer, ranking them 30th among states
- Volunteer service worth an estimated \$1.7 billion
- 26.3% of residents participate in local groups or organizations
- 53.0% of residents donate \$25 or more to charity

## Alaska

- 40.6% of residents volunteer, ranking them 5th among states
- Volunteer service worth an estimated \$594.7 million
- 36.8% of residents participate in local groups or organizations
- 54.9% of residents donate \$25 or more to charity

## Delaware

- 31.8% of residents volunteer, ranking them 29th among states
- Volunteer service worth an estimated \$589.4 million
- 28.6% of residents participate in local groups or organizations
- 61.5% of residents donate \$25 or more to charity

## Arizona

- 30.0% of residents volunteer, ranking them 34th among states
- Volunteer service worth an estimated \$3.8 billion
- 25.4% of residents participate in local groups or organizations
- 52.0% of residents donate \$25 or more to charity

## District of Columbia

- 39.8% of residents volunteer, ranking them 7th among states
- Volunteer service worth an estimated \$469.3 million
- 38.1% of residents participate in local groups or organizations
- 56.1% of residents donate \$25 or more to charity

## Arkansas

- 30.0% of residents volunteer, ranking them 35th among states
- Volunteer service worth an estimated \$1.7 billion
- 28.6% of residents participate in local groups or organizations
- 48.9% of residents donate \$25 or more to charity

## Florida

- 22.8% of residents volunteer, ranking them 51st among states
- Volunteer service worth an estimated \$8.2 billion
- 19.2% of residents participate in local groups or organizations
- 43.2% of residents donate \$25 or more to charity

## California

- 25.4% of residents volunteer, ranking them 47th among states
- Volunteer service worth an estimated \$16.6 billion
- 22.5% of residents participate in local groups or organizations
- 47.0% of residents donate \$25 or more to charity

## Georgia

- 26.5% of residents volunteer, ranking them 44th among states
- Volunteer service worth an estimated \$4.5 billion
- 20.9% of residents participate in local groups or organizations
- 46.0% of residents donate \$25 or more to charity

## Colorado

- 32.4% of residents volunteer, ranking them 26th among states
- Volunteer service worth an estimated \$2.9 billion
- 25.6% of residents participate in local groups or organizations
- 55.5% of residents donate \$25 or more to charity

## Hawaii

- 28.0% of residents volunteer, ranking them 41st among states
- Volunteer service worth an estimated \$702.6 million
- 24.4% of residents participate in local groups or organizations
- 50.5% of residents donate \$25 or more to charity

## Idaho

- 37.9% of residents volunteer, ranking them 10th among states
- Volunteer service worth an estimated \$1.1 billion
- 34.1% of residents participate in local groups or organizations
- 55.5% of residents donate \$25 or more to charity

## Illinois

- 28.1% of residents volunteer, ranking them 38th among states
- Volunteer service worth an estimated \$4.9 billion
- 26.8% of residents participate in local groups or organizations
- 55.1% of residents donate \$25 or more to charity

## Indiana

- 34.9% of residents volunteer, ranking them 20th among states
- Volunteer service worth and estimated \$4.0 billion
- 34.3% of residents participate in local groups or organizations
- 54.5% of residents donate \$25 or more to charity

## Iowa

- 41.5% of residents volunteer, ranking them 4th among states
- Volunteer service worth an estimated \$1.3 billion
- 36.3% of residents participate in local groups or organizations
- 53.5% of residents donate \$25 or more to charity

## Kansas

- 36.5% of residents volunteer, rankings them 13th among states
- Volunteer service worth an estimated \$1.4 billion
- 32.5% of residents participate in local groups or organizations
- 65.1% of residents donate \$25 or more to charity

## Kentucky

- 28.1% of residents volunteer, ranking them 39th among states
- Volunteer service worth an estimated \$2.3 billion
- 25.8% of residents participate in local groups or organizations
- 50.9% of residents donate \$25 or more to charity

## Louisiana

- 25.8% of residents volunteer, ranking them 46th among states
- 18.6% of residents do something positive for the neighborhood
- 21.9% of residents participate in local groups or organizations
- 45.3% of residents donate \$25 or more to charity

## Maine

- 38.7% of resident volunteer, ranking them 9th among states
- Volunteer service worth an estimated \$947.6 million
- 34.2% of residents participate in local groups or organizations
- 55.6% of residents donate \$25 or more to charity

## Maryland

- 36.3% of residents volunteer, ranking them 14th among states
- Volunteer service worth an estimated \$4.3 billion
- 32.8% of residents participate in local groups or organizations
- 58.3% of residents donate \$25 or more to charity

## Massachusetts

- 32.6% of resident volunteer, ranking them 25th among states
- Volunteer service worth an estimated \$3.4 billion
- 30.5% of residents participate in local groups or organizations
- 58.0% of residents donate \$25 or more to charity

## Michigan

- 29.4% of residents volunteer, ranking them 36th among states
- Volunteer service worth an estimated \$4.4 billion
- 28.7% of residents participate in local groups or organizations
- 49.3% of residents donate \$25 or more to charity

## Minnesota

- 45.1% of residents volunteer, ranking them 2nd among states
- Volunteer service worth an estimated \$3.3 billion
- 35.9% of residents participate in local groups or organizations
- 64.7% of residents donate \$25 or more to charity

## Mississippi

- 23.8% of residents volunteer, ranking them 50th among states
- Volunteer service worth an estimated \$983.9 million
- 19.6% of residents participate in local groups or organizations
- 46.4% of residents donate \$25 or more to charity

## Missouri

- 31.9% of residents volunteer, ranking them 28th among states
- Volunteer service worth an estimated \$3.2 billion
- 29.3% of residents participate in local groups or organizations
- 55.2% of residents donate \$25 or more to charity

### Montana

- 38.8% of residents volunteer, ranking them 8th among states
- Volunteer service worth an estimated \$696.2 million
- 35.7% of residents participate in local groups or organizations
- 53.5% of residents donate \$25 or more to charity

### Nebraska

- 40.2% of residents volunteer, ranking them 6th among states
- Volunteer service worth an estimated \$1.2 billion
- 36.5% of residents participate in local groups or organizations
- 58.8% of residents donate \$25 or more to charity

### Nevada

- 24.4% of residents volunteer, ranking them 49th among states
- Volunteer service worth an estimated \$1.8 billion
- 22.9% of residents participate in local groups or organizations
- 45.6% of residents donate \$25 or more to charity

### New Hampshire

- 35.7% of residents volunteer, ranking them 18th among states
- Volunteer service worth an estimated \$884.4 million
- 31.5% of residents participate in local groups or organizations
- 65.6% of residents donate \$25 or more to charity

### New Jersey

- 26.1% of residents volunteer, ranking them 45th among states
- Volunteer service worth an estimated \$3.9 billion
- 25.2% of residents participate in local groups or organizations
- 55.8% of residents donate \$25 or more to charity

### New Mexico

- 27.1% of residents volunteer, ranking them 43rd among states
- Volunteer service worth an estimated \$994.3 million
- 22.0% of residents participate in local groups or organizations
- 44.1% of residents donate \$25 or more to charity

### New York

- 25.3% of residents volunteer, ranking them 48th among states
- Volunteer service worth an estimated \$7.1 billion
- 25.8% of residents participate in local groups or organizations
- 48.4% of residents donate \$25 or more to charity

### North Carolina

- 35.1% of residents volunteer, ranking them 19th among states
- Volunteer service worth an estimated \$6.4 billion
- 32.2% of residents participate in local groups or organizations
- 54.7% of residents donate \$25 or more to charity

### North Dakota

- 37.4% of residents volunteer, ranking them 11th among states
- Volunteer service worth an estimated \$377.8 million
- 39.7% of residents participate in local groups or organizations
- 62.6% of residents donate \$25 or more to charity

### Ohio

- 33.2% of residents volunteer, ranking them 23rd among states
- Volunteer service worth an estimated \$6.7 billion
- 32.2% of residents participate in local groups or organizations
- 59.3% of residents donate \$25 or more to charity

### Oklahoma

- 32.0% of residents volunteer, ranking them 27th among states
- Volunteer service worth an estimated \$2.2 billion
- 29.4% of residents participate in local groups or organizations
- 53.8% of residents donate \$25 or more to charity

### Oregon

- 43.2% of residents volunteer, ranking them 3rd among states
- Volunteer service worth an estimated \$4.2 billion
- 43.1% of residents participate in local groups or organizations
- 62.2% of residents donate \$25 or more to charity

### Pennsylvania

- 34.2% of residents volunteer, ranking them 21st among states
- Volunteer service worth an estimated \$8.2 billion
- 33.4% of residents participate in local groups or organizations
- 59.8% of residents donate \$25 or more to charity

### Rhode Island

- 30.7% of residents volunteer, ranking them 33rd among states
- Volunteer service worth an estimated \$532.3 million
- 28.7% of residents participate in local groups or organizations
- 60.6% of residents donate \$25 or more to charity

## South Carolina

- 30.8% of residents volunteer, ranking them 32nd among states
- Volunteer service worth an estimated \$2.6 billion
- 26.6% of residents participate in local groups or organizations
- 51.8% of residents donate \$25 or more to charity

## South Dakota

- 36.3% of residents volunteer, ranking them 15th among states
- Volunteer service worth an estimated \$457.8 million
- 33.2% of residents participate in local groups or organizations
- 52.2% of residents donate \$25 or more to charity

## Tennessee

- 31.3% of residents volunteer, ranking them 31st among states
- Volunteer service worth an estimated \$3.3 billion
- 27.4% of residents participate in local groups or organizations
- 56.8% of residents donate \$25 or more to charity

## Texas

- 28.4% of residents volunteer, ranking them 37th among states
- Volunteer service worth an estimated \$13.5 billion
- 22.9% of residents participate in local groups or organizations
- 49.3% of residents donate \$25 or more to charity

## Utah

- 51.0% of residents volunteer, ranking them 1st among states
- Volunteer service worth an estimated \$3.2 billion
- 42.0% of residents participate in local groups or organizations
- 66.9% of residents donate \$25 or more to charity

## Vermont

- 36.0% of residents volunteer, ranking them 16th among states
- Volunteer service worth an estimated \$390.1 million
- 33.3% of residents participate in local groups or organizations
- 53.6% of residents donate \$25 or more to charity

## Virginia

- 34.0% of residents volunteer, ranking them 22nd among states
- Volunteer service worth an estimated \$5.5 billion
- 27.5% of residents participate in local groups or organizations
- 52.5% of residents donate \$25 or more to charity

## Washington

- 35.7% of residents volunteer, ranking them 17th among states
- Volunteer service worth an estimated \$4.8 billion
- 31.3% of residents participate in local groups or organizations
- 55.7% of residents donate \$25 or more to charity

## West Virginia

- 28.1% of residents volunteer, ranking them 40th among states
- Volunteer service worth an estimated \$888.4 million
- 23.3% of residents participate in local groups or organizations
- 48.4% of residents donate \$25 or more to charity

## Wisconsin

- 37.4% of residents volunteer, ranking them 12th among states
- Volunteer service worth an estimated \$3.9 billion
- 35.8% of residents participate in local groups or organizations
- 57.1% of residents donate \$25 or more to charity

## Wyoming

- 32.7% of residents volunteer, ranking them 24th among states
- Volunteer service worth an estimated \$320.2 million
- 29.8% of residents participate in local groups or organizations
- 47.2% of residents donate \$25 or more to charity

## 40 Volunteer Statistics: That will blow your mind!

<https://www.volunteerhub.com/blog/40-volunteer-statistics/>

- Only **55%** of nonprofits assess volunteer impact
- **One out of four** American's volunteer
- Individuals between the ages of 35 and 54 are the most likely to volunteer their time according to The Bureau of Labor Statistics
- Volunteers are almost **twice as likely to donate** to a charity than those that don't volunteer according to The Corporation for National & Community Service
- Those who volunteer regularly have a **27%** better chance of gaining employment



# WHY I VOLUNTEER:

## Building Communities, Developing Empathy, Finding Greater Purpose and Appreciation in Life

By Demi Glad (Sintz)

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I began working with nonprofit organizations as a youth advocate for Epilepsy Awareness, from there I became a Director of Fundraising events for an organization that assists families with the expenses of training and matching with a service dog. Later I spent 18 months in L.A County volunteering in the community and leading youth seminars on positive social media use. I also trained community leaders on the importance of family history and making it an accessible tool in their communities. Now I am a marketing advisor at WikiCharities, a platform that makes collaboration between organizations possible and increases accessibility to help and services for those in need.

**My first experiences volunteering** included many engagements with those in the special needs community. I spoke with and advocated for those with Epilepsy and children with severe rare diseases. I witnessed first-hand the hardships these families went through, including my own. I watched as families struggled financially, medically, socially, you name it. Despite their hardships, you'd be amazed at the joy that these families radiated. When the world seemed to fail them, they united and advocated fiercely for each other and supported one another. As I sought to spread Epilepsy awareness, I saw a lot of rejection due to fear of the unknown. Miraculously, I saw even more support. This led to specialized seizure first aid trainings throughout the state of Utah and laws passed that are still considered a historical accomplishment.

**Volunteering teaches you to immerse yourself** in the uncomfortable and make an impact. When you do this, you are forced to turn the focus away from yourself. One of the greatest lessons I have learned is that everyone is struggling in their own way and there is always someone that has it worse for you. I learned to appreciate the little things and see the value and goodness of the life I had. Volunteering gives you the opportunity to listen and understand others' reality and eventually you learn to love without a veil of judgment.

While volunteering in California I quickly came to realize the need for community. Everyone yearns to feel like they belong and wants to be surrounded by others who understand them. For some people that



can be learning about their families. For others, it can be finding support group or making their cause known so they can find the help they need. Nonprofit organizations strengthen their corresponding communities, and with community comes greater purpose. Whether it is through advocating, assisting, uniting, building, etc. volunteering with a nonprofit organization you relate to will lead to a positive impact on your community.

The experiences I have had working with nonprofit organizations has set the foundation for my current course of life. Early on I was taught to be a voice and to advocate and I will forever be an advocate for those without a voice. There is a sense of fulfillment you gain when serving others. The more I work with different organizations, the more I yearn to help others. My volunteer experiences helped me to understand that there is a purpose and a place for every person in every circumstance. Volunteering is a way to put good into the world. People are meant to help other people. When we collaborate and work to support each other, the world becomes a better place. **This is why I volunteer.**

***About the Author:** Demi Glad currently works as a recruiting coordinator and marketing consultant at Expedited Talent. She was married in October 2021. In her free time, she loves hiking, spending time outdoors, usually barefoot. She always makes time to volunteer with nonprofits she feels will make an impact in the world. Her brother has a rare disease called Dravet Syndrome, and he is the reason why she started volunteering. She has since developed a passion for advocacy work and there's a special place in her heart for special needs children. Demi plans on getting her degree in communication where she hopes to do full time work for nonprofits.*