



Volume 33 Issue 6

Homeletter

November / December 2005

San Diego County Family Child Care Association

May Your Holiday Season be filled with Peace, Joy, and all the Happiness you deserve.

Happy Holidays From Your Board.

Inside This Issue...

We Are Here to Help You Build Your Business.	2
Elections Are In April	3
Holiday Activities	4
Interest Card	5
What Does It Mean?	6
Event Calendar	7

A Message From Our President...

Cheryl Cook

I was trying to come up with an article for the Homeletter that would possibly inspire some of our members to join the Board. I keep thinking that if I can just find the right words, surely some of our members would step up.... Wouldn't they? I know that not everyone is cut out to serve as a board member, but I also know that we have a great number of members out there that are highly committed, talented individuals that just may not realize that they are needed.

I was searching the internet for inspiration and came across this article by Thomas McKee, I hope you will enjoy it. But even more I hope that it will inspire you to take action and contact one of our board members for more information regarding becoming a Board Member.

Why People Volunteer The Top Three Reasons People Volunteer

By Thomas W. McKee

Why do people get involved as a volunteer in an organization? What is the motivation for people to take their time, money and talent to become involved? What does it take volunteers to become involved and stay involved? The question is **WHY?**

Motivation is an inside job. People do things for their reasons, not yours, so our role is to create an organization culture that stimulates the inner moti-

vation of each volunteer. What are the external stimuli we can use to arouse that inner motivation?

Most people respond to these levels of motivation.

- **Basic Level:** Self-serving drive
- **Secondary Level:** Relational drive
- **Highest Level:** Belief Drive

The basic level of recruiting is self-serving.

People often join an organization because it meets their needs. That need may be for business, for friendship, for belonging or many other self-serving needs. Most organizations offer an associate membership for business people who offer services for members. I have served on committees of professional organizations because I am able to meet with people who would use my services. Networking is an incredible opportunity and benefit of volunteering. When I volunteer, I get new business.

The wise recruiter looks for these kinds of volunteers because it is a win/win. The organization benefits from getting my expertise and high-energy enthusiasm (after all if I am looking for clients, I'm not going to do a poor job). I benefit because I meet people who know people who are looking for speakers, trainers and consultants.

Political volunteers often are motivated by this basic level. They get involved with a campaign because they